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HOUSE BILL 1613

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State of Washington                      60th Legislature                      2007 Regular Session

By Representatives Anderson, Priest, Haler, Strow, Haigh and Hunter

Read first time 01/24/2007. Referred to Committee on Education.

1            AN ACT Relating to establishing the schoolwide academic achievement  
2 bonus program; adding new sections to chapter 28A.655 RCW; and creating  
3 a new section.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5            NEW SECTION.    **Sec. 1.** The legislature finds that an accountability  
6 system for improved student academic achievement is incomplete without  
7 recognition and rewards for exemplary effort by teachers, staff, and  
8 principals as evidenced by outstanding school performance on statewide  
9 assessments. Rewards can be a mechanism to focus a school's attention  
10 on attaining specific goals; motivate teachers, staff, and principals  
11 to excel in their own performance; and channel resources and energy in  
12 the school toward improving student achievement. Rewards made on a  
13 schoolwide basis reinforce the notion that each individual in the  
14 school plays an important role in educating students, and each should  
15 in turn be recognized when student academic performance in the school  
16 is outstanding or makes significant improvement. The legislature also  
17 finds that strong educational and managerial leadership by the  
18 principal is a significant contributing factor to a school's high  
19 performance and deserves special recognition and reward.

1        NEW SECTION.    **Sec. 2.**    A new section is added to chapter 28A.655  
2    RCW to read as follows:

3        The schoolwide academic achievement bonus program is established  
4    under this section and sections 3 through 5 of this act to recognize  
5    and reward the teachers, staff, and principal of public schools that  
6    demonstrate exemplary performance as defined by section 4 of this act  
7    and challenged schools that demonstrate significant performance  
8    improvement as defined by section 5 of this act.    The state board of  
9    education shall adopt policies to implement the program, identify the  
10   schools that are eligible to receive bonuses, and oversee operation of  
11   the program with administrative assistance from the office of the  
12   superintendent of public instruction.

13       NEW SECTION.    **Sec. 3.**    A new section is added to chapter 28A.655  
14    RCW to read as follows:

15       Subject to the availability of amounts appropriated for the  
16    purposes of this section:

17       (1) Each school identified by the state board of education as  
18    demonstrating exemplary performance as defined by section 4 of this act  
19    or significant performance improvement as defined by section 5 of this  
20    act is eligible to receive a schoolwide bonus of up to two hundred  
21    dollars per student enrolled in the school, subject to a maximum total  
22    bonus of one hundred fifty thousand dollars.    The teachers and staff  
23    assigned to the school shall determine collectively how the bonus shall  
24    be expended, which may include the purchase of materials, supplies,  
25    equipment, or services; temporary hiring of additional teachers or  
26    staff; payments to individual teachers and staff assigned to the  
27    school; or a combination of these or other expenditures.    If the  
28    teachers and staff assigned to the school cannot reach agreement on  
29    expenditure of the bonus by November 15th of the year the bonus is  
30    received, the superintendent of the school district in which the school  
31    is located shall determine how the bonus shall be expended for the  
32    benefit of the school.    Any payments made to individual teachers and  
33    staff assigned to the school shall be in a single lump sum, shall  
34    include the costs of mandatory fringe benefits, and shall not be  
35    considered "earnable compensation" under RCW 41.32.010(10) or  
36    "compensation earnable" under RCW 41.35.010(6).    The determination

1 under this section of how the schoolwide bonus shall be expended is not  
2 subject to collective bargaining under chapter 41.56 or 41.59 RCW.

3 (2) In addition, the principal of each school identified by the  
4 state board of education as demonstrating exemplary performance as  
5 defined by section 4 of this act or significant performance improvement  
6 as defined by section 5 of this act is eligible to receive a bonus of  
7 up to twenty thousand dollars. Payment of the bonus to a principal  
8 shall be in a single lump sum, shall include the costs of mandatory  
9 fringe benefits, and shall not be considered "earnable compensation"  
10 under RCW 41.32.010(10).

11 NEW SECTION. **Sec. 4.** A new section is added to chapter 28A.655  
12 RCW to read as follows:

13 (1) To identify schools that demonstrate exemplary performance, the  
14 state board of education shall develop a performance index score for  
15 each public school. The performance index score shall be weighted as  
16 follows:

17 (a) One-half of the index score shall be the overall percent of  
18 students in the school who met the state standard on the most recently  
19 administered Washington assessment of student learning in grade four,  
20 seven, or ten based on a composite of reading and mathematics  
21 assessment results. A greater percent of students who met the state  
22 standard generates a higher score; and

23 (b) One-half of the index score shall be the increase in the  
24 percent of students in the school who met the state standard on the  
25 most recently administered Washington assessment of student learning in  
26 grade four, seven, or ten compared to the prior year, based on a  
27 composite of reading and mathematics assessment results. A greater  
28 increase in the percent of students who met the state standard  
29 generates a higher score.

30 (2) A school that enrolls students in more than one of grades four,  
31 seven, or ten shall have a performance index score for each applicable  
32 grade.

33 (3) A school demonstrates exemplary performance if the performance  
34 index score of the school falls within the highest two percent of  
35 performance index scores of all schools with scores at the same grade  
36 level. A school that has more than one performance index score may not

1 receive more than one schoolwide and principal bonus for exemplary  
2 performance in the same year.

3 NEW SECTION. **Sec. 5.** A new section is added to chapter 28A.655  
4 RCW to read as follows:

5 (1) To identify schools that demonstrate significant performance  
6 improvement, the state board of education shall first identify  
7 "challenged" schools using results from the Washington assessment of  
8 student learning administered three years prior. A challenged school  
9 is one where the overall percent of students in the school who met the  
10 state standard on the Washington assessment of student learning in  
11 grade four, seven, or ten based on a composite of reading and  
12 mathematics assessment results was in the lowest ten percent of schools  
13 with assessment results at the same grade level.

14 (2) A challenged school demonstrates significant performance  
15 improvement if the overall percent of students in the school who met  
16 the state standard on the most recently administered Washington  
17 assessment of student learning in grade four, seven, or ten based on a  
18 composite of reading and mathematics assessment results has increased  
19 over the previous three years by a number of percentage points that is  
20 more than one standard deviation above the mean of all schools with  
21 assessment results at the same grade level.

22 (3) A school that enrolls students in more than one of grades four,  
23 seven, or ten may be identified as a challenged school based on  
24 assessment results from each applicable grade, but may not qualify for  
25 more than one schoolwide and principal bonus for significant  
26 performance improvement in the same year.

27 (4) A school may not receive bonuses for both exemplary performance  
28 and significant performance improvement in the same year.

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