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SENATE BILL 5657

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State of Washington                      52nd Legislature                      1991 Regular Session

By Senators Thorsness, Rinehart, Johnson, Amondson, A. Smith and Erwin.

Read first time February 13, 1991. Referred to Committee on Education.

1            AN ACT Relating to family-school partnerships; amending RCW  
2 28A.605.020 and 28A.405.100; adding new sections to chapter 28A.605  
3 RCW; creating a new section; and making appropriations.

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

5            NEW SECTION.    **Sec. 1.**            The legislature finds that families and  
6 schools share responsibility for student success. The legislature  
7 further finds that student academic achievement, student attitudes and  
8 behaviors, and school climate are improved when families and schools  
9 work together as partners. The legislature intends to promote strong  
10 family-school partnerships that begin in the preschool years or before  
11 and continue through high school, are based on mutual trust and respect  
12 for family strengths, and enable families to play a meaningful, active,  
13 and supportive role in schools. The legislature finds that in addition  
14 to responsibility for their children's school attendance under chapter  
15 28A.225 RCW, it is important for families to: Provide for children's

1 health and safety; prepare children for school; teach family-life  
2 skills through the school years; and build positive home conditions  
3 that support school learning and behavior. It is important for schools  
4 to: Communicate with families about school programs and children's  
5 progress; vary the form and frequency of communications such as memos,  
6 notices, report cards, and conferences to improve all families'  
7 understanding of school programs and children's progress; and encourage  
8 family participation at school, in learning activities at home, and in  
9 school governance and advocacy.

10 **Sec. 2.** RCW 28A.605.020 and 1979 ex.s. c 250 s 8 are each amended  
11 to read as follows:

12 Every school district board of directors shall, after following  
13 established procedure, adopt a policy assuring parents access to their  
14 child's classroom and/or school sponsored activities for purposes of  
15 observing class procedure, teaching material, and class conduct:  
16 PROVIDED, That such observation shall not disrupt the classroom  
17 procedure or learning activity. This policy shall provide that parents  
18 are welcome in schools.

19 **Sec. 3.** RCW 28A.405.100 and 1990 c 33 s 386 are each amended to  
20 read as follows:

21 (1) The superintendent of public instruction shall establish and  
22 may amend from time to time minimum criteria for the evaluation of the  
23 professional performance capabilities and development of certificated  
24 classroom teachers and certificated support personnel. For classroom  
25 teachers the criteria shall be developed in the following categories:  
26 Instructional skill; classroom management, professional preparation and  
27 scholarship; effort toward improvement when needed; the handling of  
28 student discipline and attendant problems; ((and)) interest in teaching

1 pupils and knowledge of subject matter; and communication with  
2 students' families or guardians taking into account teachers' access to  
3 private telephone conversation areas.

4 Every board of directors shall, in accordance with procedure  
5 provided in RCW 41.59.010 through 41.59.170, 41.59.910 and 41.59.920,  
6 establish evaluative criteria and procedures for all certificated  
7 classroom teachers and certificated support personnel. The evaluative  
8 criteria must contain as a minimum the criteria established by the  
9 superintendent of public instruction pursuant to this section and must  
10 be prepared within six months following adoption of the superintendent  
11 of public instruction's minimum criteria. The district must certify to  
12 the superintendent of public instruction that evaluative criteria have  
13 been so prepared by the district.

14 Except as provided in subsection (5) of this section, it shall be  
15 the responsibility of a principal or his or her designee to evaluate  
16 all certificated personnel in his or her school. During each school  
17 year all classroom teachers and certificated support personnel,  
18 hereinafter referred to as "employees" in this section, shall be  
19 observed for the purposes of evaluation at least twice in the  
20 performance of their assigned duties. Total observation time for each  
21 employee for each school year shall be not less than sixty minutes.  
22 Following each observation, or series of observations, the principal or  
23 other evaluator shall promptly document the results of the evaluation  
24 in writing, and shall provide the employee with a copy thereof within  
25 three days after such report is prepared. New employees shall be  
26 observed at least once for a total observation time of thirty minutes  
27 during the first ninety calendar days of their employment period.

28 Every employee whose work is judged unsatisfactory based on  
29 district evaluation criteria shall be notified in writing of stated  
30 specific areas of deficiencies along with a suggested specific and

1 reasonable program for improvement on or before February 1st of each  
2 year. A probationary period shall be established beginning on or  
3 before February 1st and ending no later than May 1st. The purpose of  
4 the probationary period is to give the employee opportunity to  
5 demonstrate improvements in his or her areas of deficiency. The  
6 establishment of the probationary period and the giving of the notice  
7 to the employee of deficiency shall be by the school district  
8 superintendent and need not be submitted to the board of directors for  
9 approval. During the probationary period the evaluator shall meet with  
10 the employee at least twice monthly to supervise and make a written  
11 evaluation of the progress, if any, made by the employee. The  
12 evaluator may authorize one additional certificated employee to  
13 evaluate the probationer and to aid the employee in improving his or  
14 her areas of deficiency; such additional certificated employee shall be  
15 immune from any civil liability that might otherwise be incurred or  
16 imposed with regard to the good faith performance of such evaluation.  
17 The probationer may be removed from probation if he or she has  
18 demonstrated improvement to the satisfaction of the principal in those  
19 areas specifically detailed in his or her initial notice of deficiency  
20 and subsequently detailed in his or her improvement program. Lack of  
21 necessary improvement shall be specifically documented in writing with  
22 notification to the probationer and shall constitute grounds for a  
23 finding of probable cause under RCW 28A.405.300 or 28A.405.210.

24 The establishment of a probationary period shall not be deemed to  
25 adversely affect the contract status of an employee within the meaning  
26 of RCW 28A.405.300.

27 (2) Every board of directors shall establish evaluative criteria  
28 and procedures for all superintendents, principals, and other  
29 administrators. It shall be the responsibility of the district  
30 superintendent or his or her designee to evaluate all administrators.

1 Such evaluation shall be based on the administrative position job  
2 description. Such criteria, when applicable, shall include at least  
3 the following categories: Knowledge of, experience in, and training in  
4 recognizing good professional performance, capabilities and  
5 development; school administration and management; school finance;  
6 professional preparation and scholarship; effort toward improvement  
7 when needed; interest in pupils, employees, patrons and subjects taught  
8 in school; leadership; communication with students' families or  
9 guardians; and ability and performance of evaluation of school  
10 personnel.

11 (3) Each certificated employee shall have the opportunity for  
12 confidential conferences with his or her immediate supervisor on no  
13 less than two occasions in each school year. Such confidential  
14 conference shall have as its sole purpose the aiding of the  
15 administrator in his or her professional performance.

16 (4) The failure of any evaluator to evaluate or supervise or cause  
17 the evaluation or supervision of certificated employees or  
18 administrators in accordance with this section, as now or hereafter  
19 amended, when it is his or her specific assigned or delegated  
20 responsibility to do so, shall be sufficient cause for the nonrenewal  
21 of any such evaluator's contract under RCW 28A.405.210, or the  
22 discharge of such evaluator under RCW 28A.405.300.

23 (5) After an employee has four years of satisfactory evaluations  
24 under subsection (1) of this section, a school district may use a short  
25 form of evaluation. The short form of evaluation shall include either  
26 a thirty minute observation during the school year with a written  
27 summary or a final annual written evaluation based on the criteria in  
28 subsection (1) of this section and based on at least two observation  
29 periods during the school year totaling at least sixty minutes without  
30 a written summary of such observations being prepared. However, the

1 evaluation process set forth in subsection (1) of this section shall be  
2 followed at least once every three years and an employee or evaluator  
3 may request that the evaluation process set forth in subsection (1) of  
4 this section be conducted in any given school year. The short form  
5 evaluation process may not be used as a basis for determining that an  
6 employee's work is unsatisfactory under subsection (1) of this section  
7 nor as probable cause for the nonrenewal of an employee's contract  
8 under RCW 28A.405.210.

9 NEW SECTION. **Sec. 4.** (1) The family-school partnership  
10 program is established in the office of the superintendent of public  
11 instruction. The program shall be designed to help interested parties  
12 develop family involvement programs, including those that are part of  
13 a school involvement program under chapter 28A.615 RCW. The program  
14 shall:

15 (a) Compile, maintain, and disseminate descriptions of promising  
16 family and community involvement programs that have been evaluated for  
17 their effectiveness;

18 (b) Develop models for:

19 (i) Programs in the areas of family involvement at school, in  
20 learning activities at home, and in school governance and advocacy,  
21 with special attention to involving all families regardless of  
22 ethnicity, home language, economic status, or educational background;

23 (ii) Enhancing teachers' communication with students' families or  
24 guardians under RCW 28A.405.100;

25 (iii) Enhancing administrators' communication with students'  
26 families or guardians under RCW 28A.405.100;

27 (iv) Assessing family and community involvement and incorporating  
28 them as goals for school improvement in the self-study and  
29 accreditation process under RCW 28A.320.200;

1 (c) Provide consultation to recipients of grants under section 5 of  
2 this act; and

3 (d) Foster public-private efforts to publicize the benefits of  
4 family involvement in education.

5 (2) As part of the family-school partnership program, the  
6 superintendent of public instruction shall report to the legislature by  
7 December 1, 1991, on the feasibility and estimated impact of creating  
8 a state-wide toll-free telephone number to provide information to  
9 families on open enrollment, family involvement, and other education  
10 issues.

11 (3) The superintendent of public instruction may contract for  
12 services. The superintendent is encouraged to create a team of  
13 educators, parents, and family involvement experts to assist the  
14 superintendent in carrying out all or part of the duties under this  
15 section.

16 NEW SECTION. **Sec. 5.** (1) The superintendent shall grant funds  
17 to school districts, from moneys appropriated for this purpose, for  
18 schools or districts to plan and implement family involvement programs,  
19 including those that are part of a school involvement program under  
20 chapter 28A.615 RCW. The criteria for grant awards shall include: (a)  
21 Demonstration of a commitment by families, teachers, and administrators  
22 to collaborate in the project; and (b) an evaluation component that  
23 includes information on the success of the project in involving  
24 families of at-risk students and families with limited English  
25 proficiency.

26 (2) School districts may conduct the family involvement projects or  
27 may enter into contracts with nonprofit organizations that have a  
28 demonstrated ability to successfully implement a family involvement  
29 program.

1 (3) The superintendent shall compile the information reported by  
2 the projects and submit an evaluation of the grant program to the  
3 legislature by December 1, 1992.

4 NEW SECTION. **Sec. 6.** Sections 4 and 5 of this act are each  
5 added to chapter 28A.605 RCW.

6 NEW SECTION. **Sec. 7.** (1) The sum of two hundred fifty  
7 thousand dollars, or as much thereof as may be necessary, is  
8 appropriated for the biennium ending June 30, 1993, from the general  
9 fund to the superintendent of public instruction for the purposes of  
10 section 4 of this act.

11 (2) The sum of seven hundred fifty thousand dollars, or as much  
12 thereof as may be necessary, is appropriated for the biennium ending  
13 June 30, 1993, from the general fund to the superintendent of public  
14 instruction for the purposes of section 5 of this act.