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## **STATE BOARD APPROVES ADMINISTRATIVE RULE TO COLLECT PERFORMANCE DATA FOR CAREER LADDER**

*State funding for teacher and pupil service staff salaries is based on five criteria that will be reported to the Idaho State Department of Education.*

(Lewiston). Today, the Idaho State Board of Education approved an administrative rule requiring Idaho public school districts and public charter schools to report how teachers and pupil service staff have met the criteria for state funding in support of their salaries. Under the new rule, public school districts and public charter schools will report five data elements to the Idaho State Department of Education demonstrating that teachers and pupil services staff have met the statutory criteria to advance on the career ladder.

Enacted as state law in 2015, the career ladder is the state methodology for calculating the amount of state funds sent to public schools to subsidize the salaries of individual teachers and pupil service staff (i.e. counselors, nurses, social workers, speech language pathologists and audiologists). Each year, the increases in state support for those salaries is based on performance on the state's teacher evaluation framework and student achievement. The administrative rule, which is effective immediately, provides a structure by which public school districts and public charter schools can document that school staff have met the statutory performance requirements.

“In 2015, the Idaho Legislature approved the career ladder - a five-year plan for boosting state funding for teacher and pupil service staff salaries by approximately \$270 million. There are performance requirements for receiving annual increases in that salary funding, and the State Board has a responsibility to show Idaho taxpayers and lawmakers that school districts are meeting the expectations of the legislature and the public when receiving the funds,” said State Board Member Debbie Critchfield.

State Board member Richard Westerberg added, “The Legislature made a major investment in teacher salaries with the career ladder, and members expected accountability. This rule provides the method by which we can show the Governor and the Legislature that public schools are being accountable to that investment.”

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## Board Career Ladder Rule

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Specifically, the new administrative rule requires public school districts and public charter schools to report:

- Each teacher's/pupil service staff member's summative (overall) rating on the state teaching evaluation, and the number of components of the evaluation, if any, that were graded as unsatisfactory;
- Whether a majority of the teacher's/pupil service staff member's students met their identified measurable student performance targets; and
- Confirmation that the employee has an individualized professional learning plan.

The new administrative rule passed by a vote of seven members in favor and one member, State Superintendent of Public Instruction Sherri Ybarra, opposed. The rule is considered a temporary rule, meaning that it is effective until June 30, 2017. At that time, the State Board can decide whether to proceed with the process of making it a permanent administrative rule.

The State Board of Education is charged with the general supervision and governance of the public educational institutions and the public school system of the State of Idaho. To learn more about the Idaho State Board of Education, please visit [www.boardofed.idaho.gov](http://www.boardofed.idaho.gov).

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