

The Attorney General of California has prepared the following title and summary of the chief purpose and points of the proposed measure:

SCHOOL TEACHERS. PERFORMANCE-BASED LAYOFFS AND REHIRING.

DISMISSALS. INITIATIVE STATUTE. Requires school districts to use a classroom teacher's performance ratings, rather than seniority, to determine layoffs and make rehiring decisions. Requires districts to conduct specified evaluations of each teacher's performance annually. Requires these annual evaluations to measure teacher performance by, at a minimum, student academic progress, classroom observations and instructional practices, parent and student feedback, and teacher partnerships with community members and organizations. Provides that teachers convicted of certain violent, serious, or sexual felonies are to be automatically dismissed and permanently barred from employment as a teacher in the state. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local government:

Costs ranging from several hundreds of millions of dollars to over \$1 billion annually in the initial three years for school districts to conduct more frequent and intensive teacher evaluations, with annual costs dropping to between one-third and one-half in subsequent years. One-time costs in the tens of millions of dollars to in excess of \$100 million for school districts to create new teacher evaluation systems, with ongoing annual costs to manage the new systems of tens of millions of dollars. (13-0062.)