

## Senate Bill 1643

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### SB 1643 GIVES PRINCIPALS MORE CONTROL OVER SCHOOLS


- SB 1643 gives school management the ability to get rid of poor and ineffective teachers if they receive an “unsatisfactory appraisal for three consecutive years.”
- The burdensome documentation requirements and numerous levels of appeal in the current termination process make it extremely difficult for principals to remove poor performing and ineffective teachers from the classroom.
- The education lobby claims it is not hard to fire teachers, yet data obtained through open records requests revealed extremely low dismissal rates when compared to the private sector or state government. The information below covers the last five school years.

#### Comparison Dismissal Statistics

- 16% of workers in the private sector were fired or laid off in 2006 according to the Bureau of Labor Statistics.

- 12.2% of Texas state employees were dismissed for cause in 2006 according to the State Auditor’s office.

### SB 1643 EVALUATES TEACHERS ON OUTCOMES

- Teachers should be evaluated on performance in the classroom. SB 1643 does NOT place undue emphasis on student test scores. In fact, under SB 1643 only 25% of a teacher’s appraisal will be based on student outcomes.
- School Districts are NOT required to use the TAKS test to evaluate teachers. Other tests may be used such as end-of-course exams, the SAT, the ACT, the Iowa Tests of Basic Skills, the Stanford 9, and local benchmarks.
- Students with strong teachers for three consecutive years achieve 50 percent more than students with weak teachers and erase the achievement gap associated with race, income and ethnicity in 3 to 5 years according to a Tennessee study. 

### Terminations by School District, 2001-2006

School District	Teachers Fired	Annual Dismissal Rate	School District Teachers	Reasons
Arlington ISD	2	0.01%	4,053	Misconduct
Austin ISD	3	0.01%	5,745	Misconduct or performance
Cy-Fair ISD	1	0.004%	5,260	Performance
Dallas ISD	133	0.24%	10,643	Non-renewal, due process dismissal, separated for cause
Fort Worth ISD	4	0.02%	4,839	No reasons provided
Houston ISD	88*	0.18%	12,057	Non-renewal
San Angelo ISD	2	0.04%	968	Non-renewal or reduction in force
San Antonio ISD	9	0.05%	3,633	Misconduct, performance, reduction in force
Waco ISD	20	0.36%	1,092	Performance, misconduct, certification

\* Houston ISD’s “teachers fired” numbers do not include the 2001-02 school year.

SOURCE: Individual School District Records

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