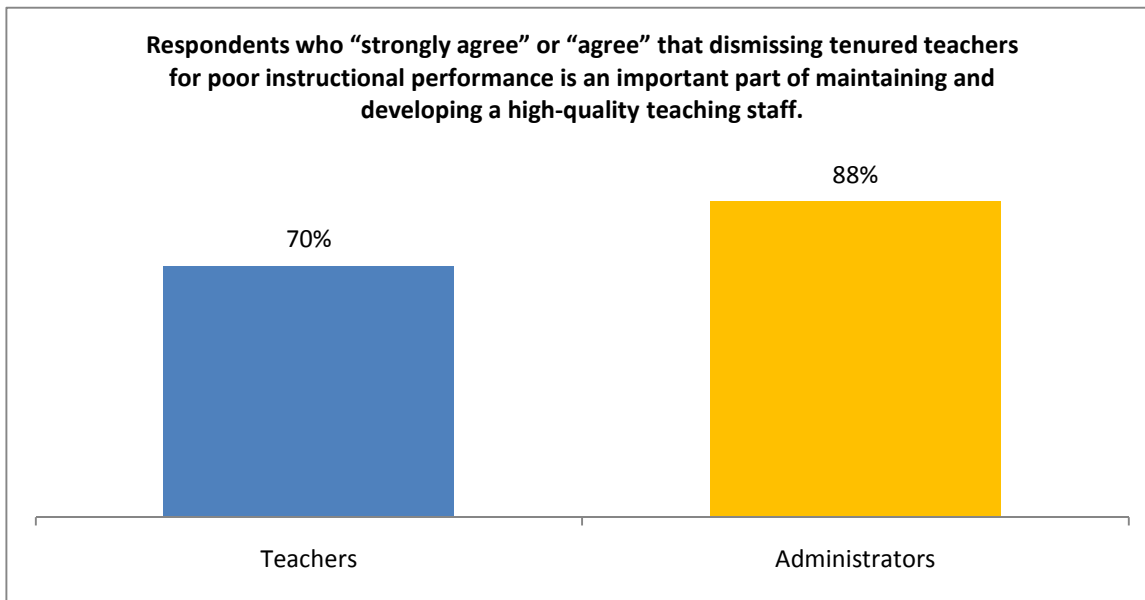


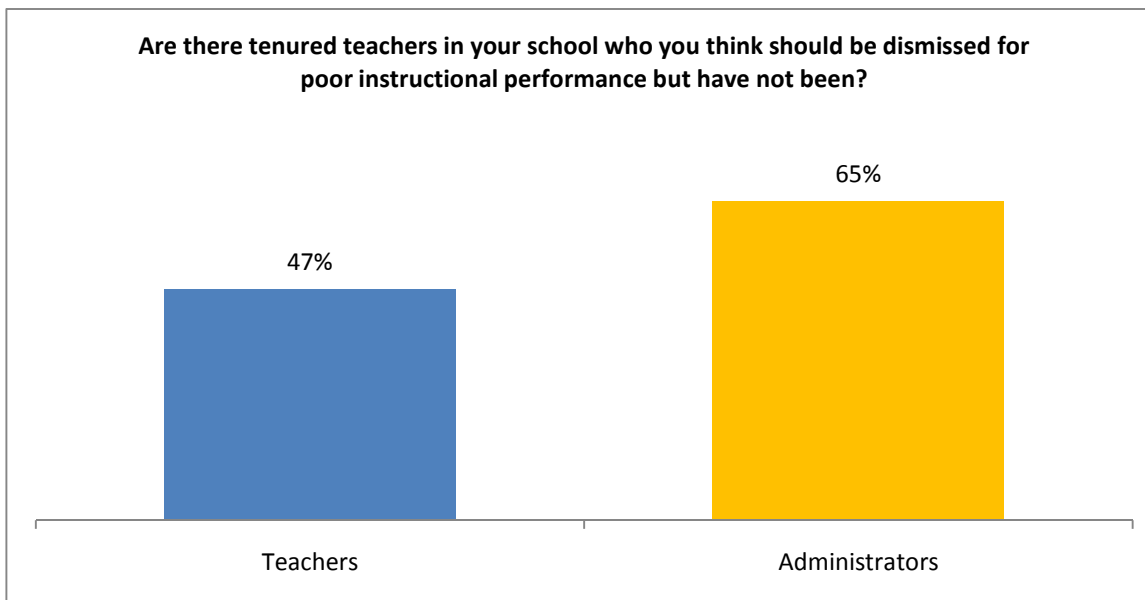


Teachers and administrators agree that dismissing poorly performing teachers is important for building a high-quality workforce.



Survey data collected from 7,482 teachers and 794 administrators across all three Illinois study sites.

Despite the fact that both teachers and administrators recognize poor performance in their buildings, it goes unaddressed.



Survey data collected from 7,482 teachers and 794 administrators across all three Illinois study sites.

Only some teachers report receiving quality feedback on their performance, yet most administrators feel confident in their ability to provide it.

- 62 percent of teachers “strongly agree” or “agree” that their evaluator provided them with constructive feedback and strategies that they could use to improve instruction.
- 94 percent of administrators feel confident in their ability to provide teachers with information and strategies to improve their instructional performance.

# Illinois Policy Overview

## Background Information

- Number of school districts: 868<sup>1</sup>
- Number of students: 2,113,435<sup>2</sup>
- Number of students in poverty (FRPL): 672,718<sup>3</sup>
- Number of classroom teachers: 140,988<sup>4</sup>
- Number of initial teaching certificates issued during school year 2006-07: 14,389<sup>5</sup>
- Illinois is a mandatory collective bargaining state whereby teachers are required to collectively bargain.

## Teacher and Student Data System<sup>6</sup>

- Illinois does not have a data system that can be used to provide evidence of teacher effectiveness. Students are assigned unique identifiers that connect student data across key databases across years.
- Teachers are assigned unique identifiers, but the state is not able to match records across teachers and students.
- The state has the capacity to match student test records from year to year in order to measure student academic growth.

## Non-Probationary Status/Tenure

- Illinois refers to its tenured teachers as “non-probationary” rather than “tenured.”
- Illinois teachers generally earn non-probationary status after teaching for four consecutive years in one of the state’s school districts.
- Probationary teachers, at the discretion of the district, may be required to teach for a fifth year prior to earning non-probationary status.
- State law does not require teacher effectiveness to be considered when a teacher passes from probationary to non-probationary status. Rather, the process is controlled at the district level with no uniform criteria applied across districts.

## Layoffs/Reduction in Force

- Under state law, school districts are required to dismiss probationary teachers prior to dismissing any non-probationary teachers. For non-probationary teachers, those with the shorter length of service shall be dismissed first.

## Teacher Evaluation

- Illinois state law requires that probationary teachers be evaluated annually and non-probationary teachers evaluated once every two years.
- The state allows school districts to develop their own teacher evaluation system, yet it provides very thin guidance on what constitutes an “effective” system.
- Every district is required to use a three-rating system with “Excellent,” “Satisfactory,” and “Unsatisfactory” ratings.
- Objective evidence of student learning is not required to be factored into the teacher evaluation process, but state law does not explicitly block its use either.
- Districts are not required under state law to train supervisors and teachers on their district’s teacher evaluation system.

## Professional Development/Support

- State law requires teachers to participate in professional development in order to maintain a teaching certificate. However, professional development activities, under state law, are not required to correlate with individual teacher development areas.

## Compensation

- Illinois does not support alternative pay for teachers. Illinois requires local districts to follow a state salary schedule. Chicago Public Schools is the only district which is exempted from this requirement.



## Remediation and Dismissal

- State law requires that all teachers who receive an unsatisfactory evaluation be placed on a remediation plan. If any teacher receives two consecutive unsatisfactory evaluations, they are eligible for formal dismissal.
- In Illinois, probationary teachers can be removed for any reason whereas non-probationary teachers cannot be removed except for cause.
- The teacher dismissal process can take up to 65 days from start to finish, not including the remediation process.

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<sup>1</sup> [http://www.isbe.state.il.us/research/pdfs/teacher\\_salary\\_08-09.pdf](http://www.isbe.state.il.us/research/pdfs/teacher_salary_08-09.pdf)

<sup>2</sup> School year 2006-07. <http://nces.ed.gov/programs/stateprofiles/sresult.asp?mode=full&displaycat=1&s1=17>

<sup>3</sup> School year 2006-07. <http://nces.ed.gov/programs/stateprofiles/sresult.asp?mode=full&displaycat=1&s1=17>

<sup>4</sup> School year 2006-07. <http://nces.ed.gov/programs/stateprofiles/sresult.asp?mode=full&displaycat=1&s1=17>

<sup>5</sup> School year 2006-07. <https://title2.ed.gov/Title2DR/NumCertified.asp>

<sup>6</sup> [http://www.nctq.org/stpy08/reports/stpy\\_illinois.pdf](http://www.nctq.org/stpy08/reports/stpy_illinois.pdf)

