

stronger and bring the compromise back together a little bit so that we can get a good bill through the Legislature and in effect this year. So I hope you'll support the amendment. Thank you.

SENATOR CLARK: Senator Nichol.

SENATOR NICHOL: Mr. Chairman, members of the Legislature, Senator Koch, does this mean that all teachers within the first three years of their employment will have all of these procedures performed on them, evaluated at least once each semester?

SENATOR KOCH: Restate your question, would you, Senator Nichol? I was visiting with Senator Goodrich.

SENATOR NICHOL: I said, my question, Senator Koch, was, does this amendment mean that all teachers during their first three years of employment will have this evaluation done every semester, every six months?

SENATOR KOCH: It shall be done each semester for at least one class, full classroom hour or forty minutes or forty-five minutes, whatever the period is. It is a total and actual observation of the teaching in the class.

SENATOR NICHOL: Okay. What if they don't do that, then what happens?

SENATOR KOCH: Alright, then in this case then, the person who is a probationary person knows what the law is will say, "I wasn't evaluated. You never came to my classroom and gave me an evaluation. You never sat down with me and told me what my deficiencies were. How do I know what they are unless you observe me for a class hour," or that period and it isn't always an hour. Some are forty minutes and some are forty-five as you well know.

SENATOR NICHOL: And according to these rules up here, who does that? Superintendent? Principal? One of the other teachers or who?

SENATOR KOCH: In case of elementary it would be your elementary principal and in case of teacher-leader who is responsible for X number of teachers who teach in the same unit, then that immediate supervisor would be responsible for it and eventually probably the superintendent would have very little to do with it because these administrators are responsible for the supervision and development of curriculum.

SENATOR NICHOL: And who would do it in a Class I school