

As a former university teacher trainer and an administrator of charter schools I am offering testimony against HB2186.

HB2186 wants to mandate that charter schools have to use the core teaching standards in evaluating and dismissing teachers. The "Oregon core teaching standards" are here: <http://www.oregonlaws.org/ors/342.856> This law has been controlling how teachers are evaluated in the state for years in the district school systems. Essentially a charter school will have to prove that its entire evaluation process fits under law. This language would control what a charter school had to prove it has done before they can let a teacher go. More to the point, HB2186 will now entitle non-tenured charter school teachers who have been dismissed a fair hearing based on whether the charter school followed this law in its processes and expectations of teachers. It allows outside hearing officers the opportunity to decide whether or not a bad teacher (that the charter school does not want) should have been let go.

Having spent thousands of dollars on developing a teacher evaluation and improvement system (www.jetevaluations.com) that is both observable and amenable to training and improvement I couldn't agree more that this is the central quality feature of a charter school. If the school is to grow beyond the original founder the process needs to be written down. However, whatever system a charter school uses should NOT be subject to scrutiny/review/dictates from people outside the school itself. The government bureaucrats should not have the ability to say that the process is inadequate or doesn't meet the requirements of this law.

What's even more pernicious is to allow outside bureaucrats to second guess, in a time-consuming hearing process, whether or not the bad teacher got a fair opportunity to keep his/her job. Passage of this bill would enable a bad teacher, who had been dismissed by the administration of a charter school to get a hearing with outside bureaucrats and then to be given his/her job back because the administration didn't follow the dictates of the common standards law, according to government bureaucrats. **The presence of one such teacher in a charter school would poison the atmosphere and integrity of the entire school.** Outside forces should NOT be allowed to second guess how the charter school runs its operation and especially the hiring and firing process. Once that happens the charter school has lost control of its hiring and firing and might as well close its doors and become a district school.

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