

1 AN ACT concerning education.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The School Code is amended by changing Section  
5 24A-4 as follows:

6 (105 ILCS 5/24A-4) (from Ch. 122, par. 24A-4)

7 Sec. 24A-4. Development of evaluation plan.

8 (a) As used in this and the succeeding Sections, "teacher"  
9 means any and all school district employees regularly required  
10 to be certified under laws relating to the certification of  
11 teachers. Each school district shall develop, in cooperation  
12 with its teachers or, where applicable, the exclusive  
13 bargaining representatives of its teachers, an evaluation plan  
14 for all teachers.

15 (b) Until July 1, 2025, each school district shall, in  
16 good faith cooperation with its teachers or, where applicable,  
17 the exclusive bargaining representatives of its teachers,  
18 incorporate the use of data and indicators on student growth  
19 as a significant factor in rating teaching performance, into  
20 its evaluation plan for all teachers, both those teachers in  
21 contractual continued service and those teachers not in  
22 contractual continued service. The plan shall at least meet  
23 the standards and requirements for student growth and teacher

1 evaluation established under Section 24A-7, and specifically  
2 describe how student growth data and indicators will be used  
3 as part of the evaluation process, how this information will  
4 relate to evaluation standards, the assessments or other  
5 indicators of student performance that will be used in  
6 measuring student growth and the weight that each will have,  
7 the methodology that will be used to measure student growth,  
8 and the criteria other than student growth that will be used in  
9 evaluating the teacher and the weight that each will have.

10 (b-5) Beginning July 1, 2025, each school district may, in  
11 good faith cooperation with its teachers or, where applicable,  
12 with the exclusive bargaining representatives of its teachers,  
13 incorporate the use of data and indicators on student growth  
14 as a factor in rating teaching performance, into its  
15 evaluation plan for all teachers in contractual continued  
16 service and teachers not in contractual continued service. The  
17 plan shall at least meet the standards and requirements for  
18 teacher evaluations established under Section 24A-7.

19 To incorporate the use of data and indicators of student  
20 growth as a factor in rating teacher performance into the  
21 evaluation plan, the district shall use a joint committee  
22 composed of equal representation selected by the district and  
23 its teachers or, where applicable, the exclusive bargaining  
24 representative of its teachers.

25 Beginning July 1, 2026, if the parties cannot reach  
26 agreement over the decision on whether to incorporate a

1 student growth component into the teacher evaluation plan and  
2 there is no collective bargaining agreement that includes or  
3 incorporates by reference the use of a student growth  
4 component in the teacher evaluation plan, then the student  
5 growth component shall be removed from the teacher evaluation  
6 plan.

7 Nothing in ~~this~~ subsection (b) shall make decisions on the  
8 use of data and indicators on student growth as a significant  
9 factor in rating teaching performance mandatory subjects of  
10 bargaining under the Illinois Educational Labor Relations Act  
11 that are not currently mandatory subjects of bargaining under  
12 the Act.

13 The provisions of the Open Meetings Act shall not apply to  
14 meetings of a joint committee formed under this subsection  
15 (b-5) ~~(b)~~.

16 (c) Notwithstanding anything to the contrary in subsection  
17 (b-5) ~~(b)~~ of this Section, if the joint committee referred to  
18 in that subsection does not reach agreement on the plan within  
19 90 calendar days after the committee's first meeting, a school  
20 district having 500,000 or more inhabitants shall not be  
21 required to implement any aspect of the model evaluation plan  
22 and may implement its last best proposal.

23 (d) The joint committee referred to in subsections (b-5)  
24 ~~(b)~~ and (c) of this Section shall meet no less than one time  
25 annually to assess and review the effectiveness of the  
26 district's evaluation plan for the purposes of continuous

1 improvement of instruction and evaluation practices.

2 (Source: P.A. 104-20, eff. 7-1-25.)

3 Section 99. Effective date. This Act takes effect upon  
4 becoming law.