

State of Arkansas
95th General Assembly
Regular Session, 2025

A Bill

HOUSE BILL 1939

By: Representative Joey Carr
By: Senator J. English

For An Act To Be Entitled

AN ACT TO AMEND PROVISIONS OF THE ARKANSAS CODE
CONCERNING TEACHER INCENTIVE AND MERIT PAY; TO AMEND
REQUIREMENTS CONCERNING SUMMATIVE EVALUATIONS UNDER
THE TEACHER EXCELLENCE AND SUPPORT SYSTEM; TO AMEND
PUBLIC SCHOOL DISTRICT REQUIREMENTS UNDER THE MERIT
TEACHER INCENTIVE FUND PROGRAM; AND FOR OTHER
PURPOSES.

Subtitle

TO AMEND ELIGIBILITY FOR TEACHER
INCENTIVE AND MERIT PAY; TO AMEND
REQUIREMENTS FOR SUMMATIVE EVALUATIONS;
AND TO AMEND SCHOOL DISTRICT
REQUIREMENTS UNDER THE MERIT TEACHER
INCENTIVE FUND PROGRAM.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code § 6-17-413, concerning yearly incentive
bonuses for certain teachers with National Board for Professional Teaching
Standards certification funding, is amended to add an additional subsection
to read as follows:

(g) A person shall not be qualified to receive funds under this
section if he or she has not satisfied the requirements of this section by
July 1, 2025.

SECTION 2. Arkansas Code § 6-17-2805(c), concerning summative



1 evaluations under the Teacher Excellence and Support System, is amended to
2 read as follows:

3 (c) A summative evaluation shall:

4 (1) Result in ~~a written~~ an evaluation determination, which may
5 be done in writing or digitally, for the teacher's performance on all
6 evaluation domains as a whole;

7 (2) Use the evaluation framework and evaluation rubric
8 appropriate to the teacher's role;

9 (3)(A) Use multiple sources of evidence of the teacher's
10 professional practice including direct observation, indirect observation,
11 artifacts, and data.

12 (B) Subdivision (c)(3)(A) of this section does not require
13 that every component of the domains be evidenced by artifacts when
14 observation or data is used.

15 (C) A school or school district may adopt policies to:

16 (i) Incorporate peer observations and student
17 feedback that contribute to the summative rating; and

18 (ii) Substitute for the whole or any part of the
19 summative evaluation any part of a teacher's work completed for the
20 certification or renewal of a certification from the National Board for
21 Professional Teaching Standards;

22 (4) Include presentations of evidence chosen by the teacher, the
23 evaluator, or both;

24 (5) Provide an opportunity for the evaluator and teacher to
25 discuss the review of evidence used in the evaluation; and

26 (6) Provide feedback based on the evaluation rubric that the
27 teacher can use to improve teaching skills and student learning.

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29 SECTION 3. Arkansas Code § 6-17-2805, concerning summative evaluations
30 under the Teacher Excellence and Support System, is amended to add additional
31 subsections to read as follows:

32 (e) In a year in which a public school does not perform a summative
33 evaluation, the public school shall perform an annual rating that satisfies
34 the requirements of the Merit Teacher Incentive Fund Program under § 6-17-
35 2901 et seq.

36 (f) As used in this section, "annual rating" means a formative or

summative rating given at the end of each school year that is based on observations, which may be based on a teacher's professional growth plan, and that includes without limitation components within an evaluation framework as reported in the state-approved evaluation system.

SECTION 4. Arkansas Code § 6-17-2904(a), concerning eligibility for an award from the Merit Teacher Incentive Fund Program, is amended to read as follows:

(a) Eligibility for an award from the Merit Teacher Incentive Fund Program shall include without limitation:

(1)(A) A teacher who demonstrates outstanding growth in student performance, as determined by the Division of Elementary and Secondary Education.

(B)(i) In determining whether a teacher has demonstrated outstanding growth in student performance, the division shall calculate a value-added growth model score for grades and subjects, where possible.

(ii) The division shall develop rules to establish the process and procedure for public school districts to annually report data related to value-added models that includes without limitation:

(a) Student test scores; and

(b) Prior student performance by subject and school.

(C) A public school district shall perform an annual rating at the end of each school year based on observations, which may be based on a teacher's professional growth plan, and that includes without limitation components within an evaluation framework as reported in the state-approved evaluation system;

(2) Teachers serving as mentors to aspiring teachers;

(3) Aspiring teachers participating in yearlong residencies;

(4) Teachers instructing in subject areas or geographical areas identified as experiencing a critical shortage of teachers, including public schools that have historically been understaffed, as determined by the division; and

(5) Other categories as defined by the ~~state board~~ State Board of Education.

APPROVED: 4/17/25