



620168

LEGISLATIVE ACTION

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|------------|---|-------|
| Senate     | . | House |
| Comm: RCS  | . |       |
| 02/18/2026 | . |       |
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The Committee on Rules (Calatayud) recommended the following:

**Senate Amendment (with title amendment)**

Delete everything after the enacting clause  
and insert:

Section 1. Paragraph (a) of subsection (3) of section  
1012.34, Florida Statutes, is amended to read:

1012.34 Personnel evaluation procedures and criteria.—

(3) EVALUATION PROCEDURES AND CRITERIA.—Instructional  
personnel and school administrator performance evaluations must  
be based upon the performance of students assigned to their  
classrooms or schools, as provided in this section. Pursuant to



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12 this section, a school district's performance evaluation system  
13 is not limited to basing unsatisfactory performance of  
14 instructional personnel and school administrators solely upon  
15 student performance, but may include other criteria to evaluate  
16 instructional personnel and school administrators' performance,  
17 or any combination of student performance and other criteria.  
18 Evaluation procedures and criteria must comply with, but are not  
19 limited to, the following:

20 (a) A performance evaluation must be conducted for each  
21 employee at least once a year, except that a classroom teacher,  
22 as defined in s. 1012.01(2)(a), excluding substitute teachers,  
23 who is newly hired by the district school board must be observed  
24 and evaluated at least twice in the first year of teaching in  
25 the school district. The performance evaluation must be based  
26 upon sound educational principles and contemporary research in  
27 effective educational practices. The evaluation criteria must  
28 include:

29 1. Performance of students.—At least one-third of a  
30 performance evaluation must be based upon data and indicators of  
31 student performance, as determined by each school district. This  
32 portion of the evaluation must include growth or achievement  
33 data of the teacher's students or, for a school administrator,  
34 the students attending the school over the course of at least 3  
35 years. If less than 3 years of data are available, the years for  
36 which data are available must be used. The proportion of growth  
37 or achievement data may be determined by instructional  
38 assignment.

39 2. Instructional practice.—For instructional personnel, at  
40 least one-third of the performance evaluation must be based upon



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41 instructional practice. Evaluation criteria used when annually  
42 observing classroom teachers, as defined in s. 1012.01(2)(a),  
43 excluding substitute teachers, must include indicators based  
44 upon each of the Florida Educator Accomplished Practices adopted  
45 by the State Board of Education.

46 a. For instructional personnel who are not classroom  
47 teachers or certified school counselors, evaluation criteria  
48 must be based upon indicators of the Florida Educator  
49 Accomplished Practices and may include specific job expectations  
50 related to student support.

51 b. For certified school counselors, evaluation criteria  
52 must be based upon indicators of the Florida School Counseling  
53 Standards adopted by the State Board of Education.

54 c. This section does not preclude a school administrator  
55 from visiting and observing classroom teachers throughout the  
56 school year for purposes of providing mentorship, training,  
57 instructional feedback, or professional learning.

58 3. Instructional leadership.—For school administrators, at  
59 least one-third of the performance evaluation must be based on  
60 instructional leadership. Evaluation criteria for instructional  
61 leadership must include indicators based upon each of the  
62 leadership standards adopted by the State Board of Education  
63 under s. 1012.986, including performance measures related to the  
64 effectiveness of classroom teachers in the school, the  
65 administrator's appropriate use of evaluation criteria and  
66 procedures, recruitment and retention of effective and highly  
67 effective classroom teachers, improvement in the percentage of  
68 instructional personnel evaluated at the highly effective or  
69 effective level, and other leadership practices that result in



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70 student learning growth. The system may include a means to give  
71 parents and instructional personnel an opportunity to provide  
72 input into the administrator's performance evaluation.

73 4. Other indicators of performance.—For instructional  
74 personnel and school administrators, the remainder of a  
75 performance evaluation may include, but is not limited to,  
76 professional and job responsibilities as recommended by the  
77 State Board of Education or identified by the district school  
78 board and, for instructional personnel, peer reviews,  
79 objectively reliable survey information from students and  
80 parents based on teaching practices that are consistently  
81 associated with higher student achievement, and other valid and  
82 reliable measures of instructional practice.

83 Section 2. Present subsection (6) of section 1012.55,  
84 Florida Statutes, is redesignated as subsection (7), and a new  
85 subsection (6) is added to that section, to read:

86 1012.55 Positions for which certificates required.—

87 (6) A person who is seeking employment as a school  
88 counselor is exempt from the educator certification requirements  
89 in s. 1012.56(2)(g) and (i). Such exemption does not preclude a  
90 school district from requiring a certified school counselor to  
91 satisfy the requirements of s. 1012.56(2)(g) and (i) as a  
92 condition of employment.

93 Section 3. This act shall take effect July 1, 2026.

94  
95 ===== T I T L E A M E N D M E N T =====

96 And the title is amended as follows:

97 Delete everything before the enacting clause  
98 and insert:

