

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



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

(c) A summative evaluation shall:

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

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

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

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

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

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

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

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

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

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

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

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

(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**