



**Don Jones & Don Manning**  
State Representatives

Vice-Chair Manchester, Ranking Member Robinson and members of the House Primary and Secondary Education Committee, I thank you for allowing us the opportunity to provide sponsor testimony on HB 322.

HB 322 will eliminate the last 2 years of the Ohio Teacher Residency Program, and the Resident Educator Summative Assessment, known as RESA. Currently, every new teacher in the state of Ohio must enter into the Resident Educator Program, which is 4 years in total. The programs first two years are peer to peer mentorship, and the last two years focus on the Summative Assessment. A teacher can only apply for a full license after completing the program and passing the assessment.

RESA is viewed very unfavorably by teachers, and that is why we have HB 322 to cut off the last two years and the summative assessment. I'll now pass the mic to one of our prestigious resident former educators, Chairman Jones to provide further details of RESA.

---

I can tell you after 23 years in the classroom, a lot has changed from when I first started, and not a lot if it has been for the better. When I was first hired, I had an interview with the principal, and the superintendent. That was it. For the first few years I worked on year-to-year contracts. I was evaluated by my principal, and peers, and that was it.

Today, after 4 years of college, and student teaching, young teachers have to pass the PRAXIS tests to ensure they are qualified, and then are put into the residency program. The idea of this program was to enhance the teaching profession. It hasn't.

Young teachers must also do all of the OTES reporting, any evaluations given locally, and then also the RESA, which is very similar to assessments already completed in college. This is simply too much. Younger teachers are leaving the profession because in the first few years they are being bombarded with assessments and they cannot focus on teaching students, which is the job they signed up for. This is an added unnecessary stress on teachers.

The assessment comes in the form of a video, where the teacher has to jump through multiple hoops to record class. The video is then sent to a private company and evaluated. The teacher can fail the video and never be told why, and left clueless on what to do differently. After 3 tries- the teacher is ineligible to apply for a full license. Eliminating this program will save the State around \$5 million a year.

There are many problems with RESA, but the crux of the issue is local control. It should not be up to some outside entity to judge teachers on one class recording. This is the job of principals, peer teachers, and superintendents who are in the schools daily that know who is doing well and who isn't. There is no standardized "good teacher" mark for the entire state. It should be up to each individual district and the peers in that district to decide who should and probably should not teach. It is an unnecessary burden outside of the state's purview.

Vice-Chair Manchester, Ranking Member Robinson and members of the House Primary and Secondary Education Committee, thank you again for allowing us the opportunity to provide sponser testimony on HB 322, and we ask for your support and will be glad to answer any questions you may have. Thank you.