

MAR 16 2001

EDUCATION

HOUSE FILE 639

BY WISE

Passed House, Date _____ Passed Senate, Date _____

Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____

Approved _____

A BILL FOR

1 An Act relating to the establishment of a student achievement and
2 teacher quality program.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 639

1 Section 1. INTENT. It is the intent of the general
2 assembly to create a teacher quality program that acknowledges
3 that outstanding teachers are a key component in student
4 success. The program's goals are to redesign compensation
5 strategies and teachers' professional development. Such
6 compensation strategies are designed to attract and retain
7 high performing teachers, to reward teachers for improving
8 their skills and knowledge in a manner that translates into
9 better student learning, and to reward the staff of school
10 attendance centers for improvement in student achievement.

11 It is further the intent of the general assembly that state
12 funding for the student achievement and teacher compensation
13 program increase to one hundred million dollars in fiscal year
14 2002-2003, one hundred eighty million dollars in fiscal year
15 2003-2004, and two hundred eighty million dollars in fiscal
16 year 2004-2005.

17 Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT AND
18 TEACHER QUALITY PROGRAM.

19 A student achievement and teacher quality program is
20 established to promote high student achievement. The program
21 shall consist of the following four major elements:

- 22 1. Mentoring and induction programs that provide support
23 for beginning teachers in accordance with sections 284.5 and
24 284.6.
- 25 2. Career paths with compensation levels that strengthen
26 Iowa's ability to recruit and retain teachers.
- 27 3. Professional development designed to directly support
28 best teaching practices.
- 29 4. Team-based variable pay that provides additional
30 compensation when student performance improves.

31 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

32 As used in this chapter, unless the context otherwise
33 requires:

- 34 1. "Beginning teacher" means an individual serving under
35 an initial provisional or conditional license, issued by the

1 board of educational examiners under chapter 272, who is
2 assuming a position as a classroom teacher.

3 2. "Classroom teacher" means an individual who holds a
4 valid practitioner's license and who is employed under a
5 teaching contract with a school district or area education
6 agency in this state to provide classroom instruction to
7 students.

8 3. "Department" means the department of education.

9 4. "Director" means the director of the department of
10 education.

11 5. "Evaluator" means an administrator who successfully
12 completes an evaluator training program pursuant to section
13 284.10.

14 6. "Mentor" means an individual employed by a school
15 district or area education agency as a classroom teacher who
16 holds a valid license issued under chapter 272. The
17 individual must have a record of four years of successful
18 teaching practice, must be employed as a classroom teacher on
19 a nonprobationary basis, and must demonstrate professional
20 commitment to both the improvement of teaching and learning
21 and the development of beginning teachers.

22 7. "School board" means the board of directors of a school
23 district or a collaboration of boards of directors of school
24 districts.

25 8. "State board" means the state board of education.

26 9. "Teacher" means an individual holding a practitioner's
27 license issued under chapter 272, who is employed as a
28 teacher, librarian, media specialist, or counselor in a
29 nonadministrative position by a school district or area
30 education agency pursuant to a contract issued by a board of
31 directors under section 279.13. A teacher may be employed in
32 both an administrative and a nonadministrative position by a
33 board of directors and shall be considered a part-time teacher
34 for the portion of time that the teacher is employed in a
35 nonadministrative position. "Teacher" includes a licensed

1 individual employed on a less than full-time basis by a school
2 district through a contract between the school district and an
3 institution of higher education with a practitioner
4 preparation program in which the licensed teacher is enrolled.

5 Sec. 4. NEW SECTION. 284.3 IOWA TEACHING STANDARDS.

6 1. For purposes of this chapter and for developing teacher
7 evaluation criteria under chapter 279, the Iowa teaching
8 standards are as follows:

- 9 a. Demonstrates competence in content knowledge
10 appropriate to the teaching position.
- 11 b. Demonstrates competence in planning and preparing for
12 instruction.
- 13 c. Uses strategies to deliver instruction that meets the
14 multiple learning needs of students.
- 15 d. Uses a variety of methods to monitor student learning.
- 16 e. Demonstrates competence in classroom management.
- 17 f. Engages in professional growth.
- 18 g. Fulfills professional responsibilities established by
19 the school district.

20 2. A school board has the responsibility to enhance
21 criteria models developed pursuant to section 256.9,
22 subsection 51, based upon the Iowa teaching standards, for
23 purposes of creating a professional development program,
24 teacher evaluations under chapter 279, and for performance
25 review, advancement, and licensure of teachers in accordance
26 with chapter 272 and this chapter. Faculty shall be involved
27 in establishing criteria consistent with models developed by
28 the department and supported by research that demonstrates
29 enhanced student achievement.

30 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.

31 1. A school district is eligible to receive moneys
32 appropriated for purposes specified in this chapter if the
33 school board applies to the department to participate in the
34 student achievement and teacher quality program and submits a
35 written statement declaring the school district's willingness

1 to do all of the following:

2 a. Commit and expend local moneys to improve student
3 achievement and teacher quality.

4 b. Implement a beginning teacher mentoring and induction
5 program as provided in this chapter.

6 c. Provide, beginning in the second year of participation,
7 the equivalent of two or more contract days, outside of
8 instruction time, than provided in the school year preceding
9 the first year of participation, to provide additional time
10 for teacher career development that aligns with student
11 learning and teacher development needs in order to achieve
12 attendance center and districtwide student achievement goals
13 outlined in the district comprehensive school improvement
14 plan. School districts are encouraged to develop strategies
15 for restructuring the school calendar to provide for the most
16 effective professional development. A school district that
17 provides the equivalent of ten or more contract days for
18 career development is exempt from this paragraph.

19 d. Adopt a teacher career development program in
20 accordance with this chapter.

21 e. Adopt a teacher evaluation plan that, at minimum,
22 requires a comprehensive evaluation of teachers in the
23 participating district at least every five years based upon
24 the Iowa teaching standards and requires administrators to
25 complete evaluator training in accordance with section 284.10.

26 f. Adopt teacher career paths based upon demonstrated
27 knowledge and skills in accordance with this chapter.

28 g. Adopt a team-based variable pay plan that rewards
29 attendance center success when demonstrating improvement in
30 meeting attendance center student achievement goals that are
31 based upon the district comprehensive school improvement plan.

32 2. By July 1, 2003, each school district shall participate
33 in the student achievement and teacher quality program.

34 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER MENTORING
35 AND INDUCTION PROGRAM.

1 1. A beginning teacher mentoring and induction program is
2 created to promote excellence in teaching, build a supportive
3 environment within school districts, increase the retention of
4 promising beginning teachers, and promote the personal and
5 professional well-being of classroom teachers. A school
6 district shall, at a minimum, provide a beginning teacher
7 mentoring and induction program for all classroom teachers who
8 are beginning teachers.

9 2. The state board shall adopt rules to administer this
10 section.

11 3. Notwithstanding subsection 1, a school district may
12 provide a beginning teacher mentoring and induction program
13 for all classroom teachers who are beginning teachers in the
14 school years beginning July 1, 2001, and July 1, 2002, and,
15 notwithstanding section 284.4, subsection 1, a school district
16 is eligible to receive moneys under section 284.13, subsection
17 2, paragraph "b", for each fiscal year of the fiscal period
18 beginning July 1, 2001, and ending June 30, 2003, to establish
19 a beginning teacher mentoring and induction program in
20 accordance with this section.

21 4. Each participating school district shall develop an
22 initial beginning teacher induction plan. The plan shall be
23 included in the school district's comprehensive school
24 improvement plan submitted pursuant to section 256.7,
25 subsection 21. The beginning teacher induction plan shall, at
26 a minimum, provide for a two-year sequence of induction
27 program content and activities to support the Iowa teaching
28 standards and beginning teacher professional and personal
29 needs; mentor training that includes, at a minimum, skills of
30 classroom demonstration and coaching, and district
31 expectations for beginning teacher competence on Iowa teaching
32 standards; district organizational support for released time
33 for mentors and beginning teachers to plan, provide
34 demonstration of classroom practices, observe teaching, and
35 provide feedback; structure for mentor selection and

1 assignment of mentors to beginning teachers; a district
2 facilitator; and program evaluation.

3 5. Prior to a beginning teacher participating in an
4 induction program, the school district shall inform the
5 beginning teacher of the criteria upon which the teacher shall
6 be evaluated and the evaluation process.

7 6. A school district may permit a teacher to complete the
8 induction program within three years if circumstances warrant
9 an extension for that individual teacher. The board of
10 educational examiners shall grant a one-year extension of the
11 beginning teacher's provisional license upon notification by
12 the school district that the teacher will participate in a
13 third year of the school district's program. A school
14 district shall grant a teacher in a third year of an induction
15 program an additional year of probation under section 279.19.

16 Sec. 7. NEW SECTION. 284.6 TEACHER CAREER DEVELOPMENT.

17 1. The department shall coordinate a statewide network of
18 career development for Iowa teachers. A participating school
19 district or career development provider that offers a career
20 development program in accordance with section 256.9,
21 subsection 51, shall demonstrate that the program contains the
22 following:

23 a. Support that meets the career development needs of
24 individual teachers and is aligned with the Iowa teaching
25 standards.

26 b. Research-based instructional strategies aligned with
27 the school district's student achievement needs and the long-
28 range improvement goals established by the district.

29 c. Instructional improvement components including student
30 achievement data analysis, theory, classroom demonstration and
31 practice, observation, reflection, and peer coaching.

32 d. An evaluation component that documents the improvement
33 in instructional practice and the effect on student learning.

34 2. The department shall identify models of career
35 development practices that produce evidence of the link

1 between teacher training and improved student learning.

2 3. A participating school district shall incorporate a
3 district career development plan into the district's
4 comprehensive school improvement plan submitted to the
5 department in accordance with section 256.7, subsection 21.
6 The district career development plan shall include a
7 description of the means by which the school district will
8 provide access to all teachers in the district to career
9 development programs or offerings that meet the requirements
10 of subsection 1. The plan shall align all career development
11 with the school district's long-range student learning goals
12 and the Iowa teaching standards. The plan shall indicate the
13 school district's approved career development provider or
14 providers.

15 4. In cooperation with the teacher's supervisor, the
16 teacher employed by a participating school district shall
17 develop an individual teacher career development plan. The
18 individual plan shall be based, at minimum, on the needs of
19 the teacher, the Iowa teaching standards, and the student
20 achievement goals of the attendance center and the school
21 district as outlined in the comprehensive school improvement
22 plan. The individual plan shall be reviewed by the teacher
23 and the teacher's supervisor on a periodic basis to reflect
24 the individual teacher's and the school district needs and the
25 individual's progress in the plan.

26 5. School districts, a consortium of school districts,
27 area education agencies, higher education institutions, and
28 other public or private entities including professional
29 associations may be approved by the state board to provide
30 teacher career development. The career development program or
31 offering shall, at minimum, meet the requirements of
32 subsection 1. The state board shall adopt rules for the
33 approval of career development providers and standards for the
34 district career development plan.

35 Sec. 8. NEW SECTION. 284.7 IOWA TEACHER CAREER PATH.

1 To promote continuous improvement in Iowa's quality
2 teaching workforce and to give Iowa teachers the opportunity
3 for career recognition that reflects the various roles
4 teachers play as educational leaders, an Iowa teacher career
5 path is established for teachers employed by participating
6 school districts. A participating school district shall use
7 funding allocated under section 284.13, subsection 3, to raise
8 teacher salaries to meet the requirements of this section.
9 The Iowa teacher career path and salary minimums are as
10 follows:

11 1. a. BEGINNING TEACHER. A beginning teacher is a
12 teacher who meets the following requirements:

13 (1) Successfully completed an approved practitioner
14 preparation program as defined in section 272.1.

15 (2) Holds a provisional teacher license issued by the
16 board of educational examiners.

17 (3) Participates in the beginning teacher mentoring and
18 induction program as provided in this chapter.

19 b. The participating district shall increase the
20 district's minimum salary for a first-year beginning teacher
21 by at least one thousand five hundred dollars per year above
22 the minimum salary paid to a first-year beginning teacher in
23 the previous year unless the minimum salary for a first-year
24 beginning teacher exceeds twenty-eight thousand dollars.

25 2. a. CAREER TEACHER. A career teacher is a teacher who
26 meets the following requirements:

27 (1) Successfully completed the beginning teacher mentoring
28 and induction program as provided in this chapter.

29 (2) Is evaluated by the school district as demonstrating
30 the competencies of a career teacher.

31 (3) Holds a career teacher license issued by the board of
32 educational examiners.

33 (4) Participates in teacher career development as set
34 forth in this chapter and demonstrates continuous improvement
35 in teaching.

1 b. The participating district shall provide a two thousand
2 dollar difference between the average beginning teacher salary
3 and the minimum career teacher salary, unless the school
4 district has a minimum career teacher salary that exceeds
5 thirty thousand dollars.

6 3. a. **ADVANCED TEACHER.** An advanced teacher is a teacher
7 who meets the following requirements:

8 (1) Receives the recommendation of the review panel that
9 the teacher possesses superior teaching skills and that the
10 teacher should be classified as an advanced teacher.

11 (2) Holds an advanced designation on a career teacher
12 license from the board of educational examiners.

13 (3) Participates in teacher career development as outlined
14 in this chapter and demonstrates continuous improvement in
15 teaching.

16 (4) Possesses the skills and qualifications to assume
17 leadership roles.

18 b. The participating district shall establish, not later
19 than July 1, 2003, or one fiscal year after becoming a
20 participating district, whichever is later, a minimum salary
21 for an advanced teacher that is at least thirteen thousand
22 five hundred dollars greater than the minimum career teacher
23 salary.

24 A teacher employed in a participating district shall not
25 receive less compensation in that participating district than
26 the teacher received in the school year starting July 1, 2001,
27 due to implementation of this chapter. A teacher who achieves
28 national board for professional teaching standards
29 certification and meets the requirements of section 256.44
30 shall continue to receive the award specified in section
31 256.44 in addition to the compensation set forth in this
32 section.

33 **Sec. 9. NEW SECTION. 284.8 EVALUATION REQUIREMENTS.**

34 1. In addition to evaluations agreed upon under chapter
35 20, a teacher shall be comprehensively evaluated based on the

1 provisions of section 284.3 at least once every five years.
2 Comprehensive evaluations shall be conducted by an
3 administrator certified pursuant to section 284.10. The
4 evaluation shall include, at minimum, classroom observation of
5 the teacher, the teacher's progress and implementation of the
6 teacher's individual career development plan, and may include
7 supporting documentation from other supervisors, teachers,
8 parents, and students. A teacher may be comprehensively
9 evaluated for purposes of performance review or licensure.

10 2. If a teacher is denied advancement based upon a
11 comprehensive evaluation, the teacher may appeal the decision
12 to an adjudicator under the process established under section
13 279.17. However, the decision of the adjudicator is final.
14 If a district does not recommend a teacher for continued
15 employment or licensure based upon a comprehensive evaluation,
16 the provisions of sections 279.14, 279.17, and 279.18 shall
17 apply. A teacher may file one cause of action objecting to
18 the contents or procedures of a comprehensive evaluation and
19 the objections shall not be subject to the grievance
20 procedures negotiated in accordance with chapter 20.

21 Sec. 10. NEW SECTION. 284.9 REVIEW PANEL.

22 1. A career teacher seeking to receive an advanced
23 designation shall submit a portfolio of work evidence aligned
24 with the Iowa teaching standards to a review panel established
25 in accordance with subsection 2. A majority of the evidence
26 in the portfolio shall be classroom-based. The review panel
27 shall evaluate the career teacher's portfolio to determine
28 whether the teacher demonstrates superior teaching skills and
29 shall make a recommendation to the board of educational
30 examiners whether or not the teacher shall receive an advanced
31 designation. The standards for recommendation include, but
32 are not limited to, meeting the Iowa teaching standards at an
33 advanced level.

34 2. The department shall establish up to five regional
35 review panels consisting of five members per panel. Each

1 panel shall include, at minimum, a nationally board-certified
2 teacher and a school district administrator. Panel members
3 shall be appointed by the director and shall possess the
4 knowledge necessary to determine the quality of the evidence
5 submitted in an applicant's portfolio. Panel members shall
6 serve a staggered three-year term and may be reappointed to a
7 second term. The department shall provide support and
8 evaluation training for panel members and convene panels as
9 needed. Panel members shall be reimbursed for mileage
10 expenses incurred while engaged in the performance of official
11 duties and shall receive per diem compensation by the
12 department.

13 3. A teacher who does not receive a recommendation from a
14 review panel may appeal that denial to an administrative law
15 judge located in the department of inspections and appeals.
16 The state shall not be liable for a teacher's attorney fees,
17 costs, or damages that may result from an appeal of a review
18 panel's decision. The state board shall adopt rules to
19 administer this section.

20 Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING PROGRAM.

21 1. The department shall establish an evaluator training
22 program to improve the skills of school district evaluators in
23 making employment decisions, making recommendations for
24 licensure, and moving teachers through a career path as
25 established under this chapter. The department shall consult
26 with persons representing teachers, national board-certified
27 teachers, administrators, school boards, higher education
28 institutions with approved practitioner and administrator
29 preparation programs, and with persons from the private sector
30 knowledgeable in employment evaluation and evaluator training
31 in order to develop standards and requirements for the
32 program. Evaluator training programs offered pursuant to this
33 chapter may be provided by a public or private entity. The
34 department shall distribute a list of evaluator training
35 program providers to each school district.

1 2. An administrator licensed under chapter 272 who
2 conducts evaluations of teachers for purposes of this chapter
3 shall complete the evaluator training program. Upon
4 successful completion, the provider shall certify that the
5 administrator is qualified to conduct evaluations for
6 employment, make recommendations for licensure, and make
7 recommendations that a teacher is qualified to advance from
8 one career path level to the next career path level pursuant
9 to this chapter. Certification is for a period of five years
10 and may be renewed.

11 3. Effective until July 1, 2004, a school district shall
12 be paid, from moneys allocated pursuant to section 284.13,
13 subsection 2, paragraph "c", the amount of one thousand
14 dollars for each individual who is licensed as an
15 administrator under chapter 272 on or after July 1, 2001, and
16 who has been certified in accordance with this section. By
17 October 1 annually, the school district shall notify the
18 department of education of the number of individuals who have
19 achieved certification in accordance with this section, and
20 shall submit any documentation requested by the department.

21 4. By July 1, 2002, a higher education institution
22 approved by the state board to provide an administrator
23 preparation program shall incorporate the evaluator training
24 program into the program offered by the institution.

25 5. Beginning July 1, 2002, the board of educational
26 examiners shall require certification as a condition of
27 issuing or renewing an administrator's license.

28 6. By July 1, 2004, the director shall develop and
29 implement an evaluator training certification renewal program
30 for administrators who need to renew a certificate issued
31 pursuant to this section.

32 Sec. 12. NEW SECTION. 284.11 TEAM-BASED VARIABLE PAY FOR
33 STUDENT ACHIEVEMENT.

34 1. A participating school district may use moneys
35 appropriated for purposes of this chapter to provide a cash

1 award to all of the licensed practitioners at an attendance
2 center that has demonstrated improvement in student
3 achievement as provided in this section. The school district
4 is encouraged to extend cash awards to other staff employed at
5 the attendance center.

6 2. The principal, with the participation of a team of
7 licensed practitioners appointed by the principal, at each
8 attendance center within a participating school district shall
9 annually submit district attendance center student performance
10 goals to the school board for approval. The attendance center
11 goals must be aligned with the school improvement goals for
12 the district developed in accordance with section 256.7,
13 subsection 21. The district shall determine the designation
14 of an attendance center for purposes of this section. The
15 attendance student performance goals may differ from
16 attendance center to attendance center and may contain goals
17 and indicators in addition to the comprehensive school
18 improvement plan. An attendance center shall demonstrate
19 student achievement through the use of multiple measures that
20 are valid and reliable.

21 3. Each district shall create its own design for a team-
22 based pay plan within the parameters of a state model provided
23 by the department. The plan shall be linked to the district's
24 comprehensive school improvement plan. The plan must include
25 attendance center student performance goals, student
26 performance levels, multiple indicators to determine progress
27 toward attendance goals, and a system for providing financial
28 rewards. The districtwide team-based pay plan shall be
29 approved by the local board.

30 4. Each district team-based pay plan shall be certified by
31 the department. The department's certification process shall
32 include review of the locally established goals, targeted
33 levels of improvement, assessment strategies, and financial
34 reward system.

35 5. A team-based performance award program fund is

1 established in the state treasury under the control of the
2 department. The districtwide team-based pay plan shall
3 specify how the funding received by the district for purposes
4 of this section is to be awarded to eligible staff in
5 attendance centers that meet or exceed their goals. The
6 district shall provide all attendance centers equal access to
7 the available funds. Moneys shall be released by the
8 department to the district only upon certification by the
9 school board that an attendance center has met or exceeded its
10 goals.

11 6. Moneys received for purposes of this section shall not
12 be used for payment of any collective bargaining agreement or
13 arbitrator's decision negotiated or awarded under chapter 20.

14 7. A district electing to initiate a team-based variable
15 pay plan according to this section during the school year
16 beginning July 1, 2001, shall notify the department of its
17 election in writing no later than August 1, 2001. The
18 department shall certify the school district plan by October
19 1, 2001.

20 8. Notwithstanding section 284.4, subsection 1, a school
21 district is eligible to receive moneys under section 284.13,
22 subsection 1, for the fiscal year beginning July 1, 2001, and
23 ending June 30, 2002, for purposes of providing team-based
24 variable pay in accordance with this section.

25 Sec. 13. NEW SECTION. 284.12 REPORT.

26 1. The department shall annually report the statewide
27 progress on the following:

28 a. Beginning teacher mentoring and induction program.

29 b. Improvement in teacher compensation. The department
30 shall submit recommendations to reset the compensation levels
31 established in section 284.7, as needed, in the report
32 submitted pursuant to subsection 2.

33 c. Evaluator training program.

34 d. Team-based variable pay for student achievement.

35 e. Impact on attracting and retaining teachers in the

1 profession.

2 2. The report shall be made available to the chairpersons
3 and ranking members of the senate and house committees on
4 education, the state board, the governor, and school districts
5 by January 1. School districts shall provide information as
6 required by the department for the compilation of the report
7 and for accounting and auditing purposes.

8 3. Subject to an appropriation of sufficient funds by the
9 general assembly, the department shall provide for a
10 comprehensive independent evaluation of all components of the
11 student achievement and teacher quality program and shall
12 submit the results of the evaluation in the report submitted
13 pursuant to subsection 2 on January 1, 2007.

14 4. The board of educational examiners shall compile
15 statistical information from the results of the examinations
16 administered pursuant to section 272.2, subsection 16. The
17 information compiled shall identify the practitioner
18 preparation programs from which the applicants graduated, but
19 shall not identify applicants individually. The statistical
20 information compiled by the board pursuant to this subsection
21 is a public record. The board shall submit a review of the
22 statistical information to the chairpersons and ranking
23 members of the senate and house committees on education and
24 the state board by December 1, 2003.

25 5. In developing administrative rules for consideration by
26 the state board, the department shall consult with persons
27 representing teachers, administrators, school boards, approved
28 practitioner preparation institutions, and other appropriate
29 education stakeholders.

30 Sec. 14. NEW SECTION. 284.13 STATE PROGRAM ALLOCATION.

31 1. For the fiscal year beginning July 1, 2001, and ending
32 June 30, 2002, the department shall reserve up to one million
33 dollars of any moneys appropriated for purposes of this
34 chapter. For each fiscal year in which moneys are
35 appropriated by the general assembly for purposes of team-

1 based variable pay pursuant to section 284.11, the amount of
2 moneys allocated to school districts shall be in the
3 proportion that the basic enrollment of a school district
4 bears to the sum of the basic enrollments of all participating
5 school districts for the budget year. However, the per pupil
6 amount distributed to a school district shall not exceed one
7 hundred dollars.

8 2. Except as provided in subsection 1, for each fiscal
9 year in which moneys are appropriated by the general assembly
10 for purposes of the student achievement and teacher quality
11 program, the moneys shall be allocated as follows:

12 a. For the fiscal year beginning July 1, 2001, and ending
13 June 30, 2002, to the department of education, the amount of
14 one million nine hundred thousand dollars for the issuance of
15 national board certification awards in accordance with section
16 256.44.

17 b. For the fiscal year beginning July 1, 2001, and ending
18 June 30, 2002, an amount up to two million four hundred
19 thousand dollars, and for the fiscal year beginning July 1,
20 2002, and ending June 30, 2003, an amount up to four million
21 seven hundred thousand dollars, to the department of education
22 for distribution to school districts for purposes of the
23 beginning teacher mentoring and induction programs. A school
24 district shall receive one thousand three hundred dollars per
25 beginning teacher participating in the program. If the funds
26 appropriated for the program are insufficient to pay mentors
27 and school districts as provided in this paragraph, the
28 department shall prorate the amount distributed to school
29 districts based upon the amount appropriated. Moneys received
30 by a school district pursuant to this paragraph shall be
31 expended to provide each mentor with an award of five hundred
32 dollars per semester, at a minimum, for participation in the
33 school district's beginning teacher mentoring and induction
34 program; to implement the plan; and to pay any applicable
35 costs of the employer's share of contributions to federal

1 social security and the Iowa public employees' retirement
2 system or a pension and annuity retirement system established
3 under chapter 294, for such amounts paid by the district.

4 c. For the fiscal year beginning July 1, 2001, and ending
5 June 30, 2002, up to one million five hundred thousand dollars
6 to the department of education for purposes of establishing
7 the evaluator training program, including but not limited to
8 the development of criteria models; an evaluation process; the
9 training of providers; development of a provider approval
10 process; training materials and costs; for payment to
11 practitioners under section 284.10, subsection 3, and to pay
12 any applicable costs of the employer's share of contributions
13 to federal social security and the Iowa public employees'
14 retirement system or a pension and annuity retirement system
15 established under chapter 294, for such amounts paid by the
16 district; and for subsidies to school districts for training
17 costs.

18 d. For the fiscal year beginning July 1, 2001, and ending
19 June 30, 2002, up to one million five hundred thousand dollars
20 to the department of education for purposes of implementing
21 the career development program requirements of section 284.6,
22 and the review panel requirements of section 284.9.

23 e. For each fiscal year in the fiscal period beginning
24 July 1, 2001, and ending June 30, 2003, up to five hundred
25 thousand dollars to the board of educational examiners for the
26 fees and costs incurred in administering the Praxis II
27 examination in accordance with section 272.2, subsection 16.

28 3. For the fiscal year beginning July 1, 2001, and ending
29 June 30, 2002, the amount of moneys remaining after
30 distribution as provided in subsections 2 and 4, but no less
31 than thirty-one million two hundred thousand dollars, shall be
32 allocated to school districts in accordance with the following
33 formula:

34 a. Fifty percent of the allocation shall be in the
35 proportion that the basic enrollment of a school district

1 bears to the sum of the basic enrollments of all school
2 districts in the state for the budget year.

3 b. Fifty percent of the allocation shall be based upon the
4 proportion that the number of full-time equivalent teachers
5 employed by a school district bears to the sum of the number
6 of full-time equivalent teachers who are employed by all
7 school districts in the state for the base year.

8 4. From moneys available under subsection 3, the
9 department shall allocate to area education agencies an amount
10 per teacher employed by an area education agency that is
11 approximately equivalent to the average per teacher amount
12 allocated to the districts. The average per teacher amount
13 shall be calculated by dividing the total number of teachers
14 in school districts and area education agencies into the total
15 amount of moneys available under subsection 3.

16 5. If a school district does not choose to participate in
17 the student achievement and teacher quality program during the
18 school year beginning July 1, 2001, the amount of moneys to be
19 allocated to the school district pursuant to subsection 3
20 shall be held for the school district by the department until
21 June 30, 2003, or until the school district participates in
22 the program, whichever occurs earlier. Notwithstanding
23 section 8.33, unencumbered or unobligated funds remaining on
24 June 30, 2002, shall not revert but shall be available for
25 expenditure for the following fiscal year for the purposes of
26 this chapter.

27 6. Moneys received by a school district under this chapter
28 are miscellaneous income for purposes of chapter 257 or are
29 considered encumbered. A school district shall maintain a
30 separate listing within its budget for payments received and
31 expenditures made pursuant to this section.

32 Sec. 15. Section 256.9, Code 2001, is amended by adding
33 the following new subsection:

34 NEW SUBSECTION. 51. Develop models of core knowledge and
35 skill criteria, based upon the Iowa teaching standards, for

1 the evaluation, the advancement, and for teacher career
2 development purposes pursuant to chapter 284. The model
3 criteria shall further define the characteristics of quality
4 teaching as established by the Iowa teaching standards.

5 Sec. 16. Section 272.2, subsection 1, Code 2001, is
6 amended to read as follows:

7 1. a. License practitioners, who do not hold or receive a
8 license from another professional licensing board, ~~and~~
9 ~~professional-development-programs, except for programs~~
10 ~~developed and offered by practitioner-preparation institutions~~
11 ~~or area-education-agencies and approved by the state board of~~
12 ~~education.~~ Licensing authority includes the authority to
13 establish criteria for the licenses, ~~including but not limited~~
14 ~~to,~~ establish issuance and renewal requirements, ~~creation of~~
15 ~~create~~ application and renewal forms, ~~creation of~~ create
16 licenses that authorize different instructional functions or
17 specialties, ~~development of~~ develop a code of professional
18 rights and responsibilities, practice, and ethics, and ~~the~~
19 ~~authority to~~ develop any other classifications, distinctions,
20 and procedures which may be necessary to exercise licensing
21 duties. A code of professional rights and responsibilities,
22 practice, and ethics shall address but not be limited to the
23 habitual failure of a practitioner to fulfill contractual
24 obligations under section 279.13.

25 b. License teachers beginning July 1, 2002, in accordance
26 with the requirements of section 284.7, as provisional or
27 career teachers, and provide an advanced designation for a
28 career teacher license. A school district shall submit in a
29 timely manner, on forms provided by the board, evidence that a
30 teacher employed by the district has met the career path
31 requirements of section 284.7. A license issued to a career
32 teacher, pursuant to this paragraph, shall be valid for not
33 less than five years. An educational license issued under
34 rules adopted pursuant to chapter 272, Code 2001, shall be
35 considered a career license until renewed by the practitioner.

1 A teacher who holds a permanent license which remains in force
2 shall retain that licensure status.

3 c. Notwithstanding section 272.28, subsection 1, a teacher
4 shall be licensed in accordance with rules adopted pursuant to
5 chapter 272, Code 2001, if the teacher successfully completes
6 a beginning teacher mentoring program approved pursuant to
7 chapter 256E on or before June 30, 2002, or is employed by a
8 school district that does not offer a beginning teacher
9 mentoring and induction program approved in accordance with
10 this chapter during the school year beginning July 1, 2001.

11 d. Notwithstanding section 272.28, subsection 1, a teacher
12 shall be licensed as a career teacher if the teacher meets the
13 licensing requirements of this chapter and, prior to July 1,
14 2003, successfully completes a two-year beginning teacher
15 mentoring and induction program approved pursuant to this
16 chapter.

17 Sec. 17. Section 272.2, Code 2001, is amended by adding
18 the following new subsection:

19 NEW SUBSECTION. 16. a. Administer the Praxis II
20 examination for knowledge of pedagogies and for not more than
21 one content area to each applicant for a provisional license
22 prior to issuance of the license. Examination fees for the
23 examination required under this subsection shall be paid from
24 moneys appropriated to the board for this purpose.

25 b. This subsection is repealed effective June 30, 2003.

26 Sec. 18. NEW SECTION. 272.28 MENTORING AND INDUCTION
27 REQUIREMENT.

28 1. Effective July 1, 2003, requirements for teacher
29 licensure beyond a provisional license shall include
30 successful completion of a beginning teacher mentoring and
31 induction program approved by the state board of education.

32 2. A teacher from an accredited nonpublic school or
33 another state or country is exempt from the requirement of
34 subsection 1 if the teacher can document three years of
35 successful teaching experience within the past five years and

1 meet or exceed the requirements contained in rules adopted
2 under this chapter for endorsement and licensure.

3 Sec. 19. Section 279.19, unnumbered paragraphs 1 and 2,
4 Code 2001, are amended to read as follows:

5 The first ~~three~~ two consecutive years of employment of a
6 teacher in the same school district are a probationary period.
7 However, if the teacher has successfully completed a
8 probationary period of employment for another school district
9 located in Iowa, the probationary period in the current
10 district of employment shall not exceed one year. A board of
11 directors may waive the probationary period for any teacher
12 who previously has served a probationary period in another
13 school district and the board may extend the probationary
14 period for an additional year with the consent of the teacher.

15 Notwithstanding the two-year probationary period otherwise
16 provided for in this section, if a school district offers a
17 beginning teacher a third year of a beginning teacher
18 mentoring and induction program, and the teacher accepts the
19 school district's offer, the teacher's probationary period
20 shall continue through the teacher's third year of employment.

21 In the case of the termination of a probationary teacher's
22 contract, the provisions of sections 279.15 and 279.16 shall
23 apply. However, if the probationary teacher is a beginning
24 teacher who fails to successfully complete a beginning teacher
25 mentoring and induction program in accordance with chapter
26 284, the provisions of sections 279.17 and 279.18 shall also
27 apply.

28 Sec. 20. Chapter 256E, Code 2001, is repealed.

29 Sec. 21. Section 272.33, Code 2001, is repealed effective
30 July 1, 2002.

31 Sec. 22. STATE MANDATE FUNDING SPECIFIED. In accordance
32 with section 25B.2, subsection 3, the state cost of requiring
33 compliance with any state mandate included in this Act shall
34 be paid by a school district from state school foundation aid
35 received by the school district under section 257.16. This

1 specification of the payment of the state cost shall be deemed
2 to meet all the state funding-related requirements of section
3 25B.2, subsection 3, and no additional state funding shall be
4 necessary for the full implementation of this Act by and
5 enforcement of this Act against all affected school districts.

6 EXPLANATION

7 This bill establishes a student achievement and teacher
8 quality program to improve student achievement and teacher
9 quality in Iowa. It is the intent of general assembly as
10 provided in the bill, to gradually increase the state funding
11 for the program until it reaches \$280 million in FY 2004-2005.
12 The program has four major elements: providing teachers with
13 a career path, a team-based variable pay plan that rewards
14 teachers when student performance improves, professional
15 development designed to support best teaching practices, and
16 beginning teacher mentoring and induction programs. Each
17 school district must participate in the program by July 1,
18 2003.

19 SCHOOL DISTRICT RESPONSIBILITIES. A school district is
20 eligible for state program assistance if the district applies
21 to the department of education and agrees to commit and expend
22 local moneys, implement a beginning teacher mentoring and
23 induction program, provide more contract days for professional
24 development, adopt teacher career paths and a teacher career
25 development program, establish and implement a teacher
26 evaluation plan, and adopt a team-based variable pay plan to
27 reward attendance center success in improving student
28 achievement. School districts are encouraged to develop
29 strategies for restructuring the school calendar to provide
30 for career development.

31 The bill requires a school district to establish a district
32 teacher career development plan linked to Iowa's teaching
33 standards, the criteria its school board develops, and the
34 district's comprehensive school improvement plan. The
35 district plan is to focus teaching practices on the indicators

1 and goals specified in the comprehensive school improvement
2 plan and focus on an individual teacher's professional
3 development plan. The district must provide access to staff
4 development.

5 MENTORING AND INDUCTION. The bill repeals Code chapter
6 256E, but provides for the statewide expansion of the program
7 it established. The bill extends the one-year program to two
8 years, and permits a district to offer a beginning teacher a
9 third year of the program and a third year of probationary
10 status. A school district may provide a mentoring and
11 induction program for all beginning classroom teachers in FY
12 2001-2002 and FY 2002-2003 and may receive state funding for
13 the program.

14 The bill provides for the development of the mentoring and
15 induction plan by the school district.

16 STATE BOARD AND DEPARTMENT DUTIES. The bill directs the
17 state board to adopt rules to administer beginning teacher
18 mentoring and induction programs, prescribing standards and
19 procedures for the approval of career development providers
20 and standards for the district career development plan,
21 establishing a review process for career teachers seeking to
22 become teachers designated as advanced, providing for an
23 approval process for evaluator training program providers,
24 and, by July 1, 2004, approving an evaluator training
25 certification renewal program. The state board is also
26 directed to approve an evaluator training program established
27 by the department.

28 The director of the department of education is required to
29 develop models of core knowledge and skill criteria, and to
30 coordinate a statewide network of career development programs,
31 coursework, and models. The department is also directed to
32 provide models of career development practices that produce
33 evidence of the link between teacher training and improved
34 student learning, establish an evaluator training program, and
35 provide a state model for a school district team-based pay

1 plan and certify school district plans.

2 STATEWIDE TEACHING STANDARDS. The bill establishes
3 teaching standards for career development and evaluation
4 purposes.

5 LICENSURE. Under the bill, licensure beyond a beginning
6 license is tied to successful completion of a mentoring and
7 induction program for teachers applying for licensure beyond a
8 beginning license on or after July 1, 2003. The bill exempts
9 teachers from accredited nonpublic schools and other states or
10 countries who can document three recent years of successful
11 teaching experience. The bill requires that the board of
12 educational examiners administer a Praxis II examination to
13 all provisional license applicants. The fees and costs of the
14 examination are to be paid from moneys appropriated by the
15 general assembly for that purpose.

16 CAREER DEVELOPMENT PLANNING/CAREER PATH COMPENSATION. Each
17 teacher, with the cooperation of the teacher's supervisor,
18 must develop an individual teacher career development plan
19 based upon the Iowa teaching standards, the needs of the
20 teacher, students, the attendance center, and the school
21 district as described in the district's comprehensive school
22 improvement plan.

23 The bill also sets forth the requirements a teacher must
24 meet along a career path to be classified as a provisional or
25 career teacher, and to be designated an advanced teacher. The
26 bill directs the board of educational examiners to license and
27 designate teachers at these levels when a district submits
28 evidence that the teacher has met the requirements. Teachers
29 must be comprehensively evaluated by an administrator at least
30 once every five years.

31 The bill requires that a participating district pay a
32 salary of \$1,500 more to a beginning teacher than was paid to
33 a first-year beginning teacher in the previous year, up to
34 \$28,000; requires at least a \$2,000 difference between a
35 beginning teacher salary and a career teacher salary, up to

1 \$30,000; and requires that an advanced teacher be paid at
2 least \$13,500 more than the minimum career teacher salary.

3 REVIEW PANEL. The bill also provides for the establishment
4 of five regional review panels charged with determining
5 whether a teacher demonstrates superior teaching skills.

6 VARIABLE PAY TEAM-BASED PLAN. The bill permits a
7 participating school district to use any state moneys
8 appropriated for the program to provide a cash award to all of
9 the licensed practitioners employed at an attendance center
10 that has demonstrated exceptional improvement in student
11 achievement. Other staff may also receive a cash award. A
12 school district may be eligible for program funds in the 2001-
13 2002 school year if the department certifies its plan by
14 October 1, 2001.

15 REPORT. The bill requires the department to report
16 statewide program progress to the senate and house education
17 committees, the state board, and the school districts
18 annually.

19 PROGRAM ALLOCATION FORMULA. The bill provides for the
20 allocation of any moneys the general assembly would
21 appropriate for purposes set forth in the bill. Up to \$1
22 million of any moneys appropriated by the general assembly for
23 purposes of the program are to be reserved for cash awards
24 under the team-based variable pay plan in FY 2002-2003. Those
25 moneys are to be distributed on a per pupil basis. For FY
26 2001-2002 and each succeeding fiscal year, \$1.9 million is
27 allocated to the department of education for national board
28 certification awards. For FY 2001-2002, up to \$2.4 million
29 and for FY 2002-2003, up to \$4.7 million is allocated to the
30 department for beginning teacher mentoring and induction
31 programs. For FY 2001-2002, up to \$1.5 million to the
32 department for establishment of an evaluator training program;
33 \$1.5 million for career development program requirements; and
34 up to \$500,000 to the board of educational examiners for
35 administration of the Praxis exam. No less than \$31.2 million

1 of the remaining moneys appropriated by the general assembly
2 for the program are to be allocated to school districts and
3 area education agencies, with 50 percent allocated on the
4 basis of the number of teachers employed, and the other 50
5 percent allocated based on enrollment. If a school district
6 chooses not to participate in the first year of the program,
7 its allocations for career path purposes and team-based pay
8 will carry over and be available for allocation to the school
9 district in FY 2002-2003.

10 STATE MANDATE. The bill may include a state mandate as
11 defined in Code section 25B.3. The bill requires that the
12 state cost of any state mandate included in the bill be paid
13 by a school district from state school foundation aid received
14 by the school district under Code section 257.16. The
15 specification is deemed to constitute state compliance with
16 any state mandate funding-related requirements of Code section
17 25B.2. The inclusion of this specification is intended to
18 reinstate the requirement of political subdivisions to comply
19 with any state mandates included in the bill.

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