

FEB 13 2002  
EDUCATION

HOUSE FILE 2299  
BY GRUNDBERG

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

**A BILL FOR**

1 An Act creating a school administrator mentoring and induction  
2 program to be administered by the department of education and  
3 providing an effective date.

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

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1 Section 1. NEW SECTION. 256F.1 LEGISLATIVE FINDINGS.

2 1. The general assembly finds and declares that the  
3 purpose of school administration is to provide leadership for  
4 school improvement and student achievement. Large numbers of  
5 new principals and superintendents are entering the field of  
6 administration just as many experienced administrators retire  
7 and expectations for student achievement rise. The need to  
8 attract and retain quality administrators necessitates a  
9 strong, confident first two years as administrators entering  
10 the field. Research indicates that administrators who have  
11 quality mentoring experiences remain in administration longer.  
12 Administrator mentoring is also likely to reduce the isolation  
13 felt by many new administrators in rural Iowa. Therefore, it  
14 is the intent of the general assembly to establish a school  
15 administrator mentoring and induction pilot program  
16 administered by the department of education.

17 Sec. 2. NEW SECTION. 256F.2 SCHOOL ADMINISTRATOR  
18 MENTORING AND INDUCTION PILOT PROGRAM -- GRANTS.

19 1. The department of education shall administer for the  
20 school year beginning July 1, 2002, and ending June 30, 2003,  
21 a school administrator mentoring and induction pilot program  
22 to promote excellence in school administration, strengthen  
23 educational leadership skills, build a supportive environment  
24 within school districts, increase the retention of quality  
25 administrators, and promote the personal and professional  
26 well-being of administrators. The department shall fund the  
27 pilot program costs from moneys allocated to the department  
28 under the federal Goals 2000: Educate America Act.

29 2. The department of education shall develop a request for  
30 proposals for the purpose of developing, coordinating, and  
31 monitoring school administrator mentoring and induction pilot  
32 programs.

33 3. The department shall adopt rules establishing a grant  
34 application process and award criteria. The criteria for a  
35 quality school administrator mentoring and induction pilot

1 program shall include, but shall not be limited to, all of the  
2 following:

3 a. An effective screening process for mentor applicants.

4 b. Coaching tied to the Iowa standards for school leaders  
5 developed by the school administrators of Iowa, with  
6 increasing school achievement as the cornerstone of the  
7 program.

8 c. Support networks for new administrators, augmented by  
9 use of technology to facilitate networking opportunities.

10 d. Systemic support offered through regional coordination  
11 by area education agencies with skill-building professional  
12 development opportunities.

13 e. Time for self-reflection and development of  
14 professional growth plans based upon research-validated  
15 administrator assessment instruments.

16 f. Multiple opportunities for formative assessments,  
17 leading to a culminating portfolio for summative evaluation.

18 g. Opportunities to observe experienced and successful  
19 administrators in the administrators' environs.

20 h. Practical assistance in the day-to-day managerial tasks  
21 of operating a school.

22 4. The department shall monitor the progress of the pilot  
23 programs and shall report its findings and recommendations to  
24 the chairpersons and ranking members of the senate and house  
25 standing committees on education and of the joint subcommittee  
26 on education appropriations by December 15, 2003.

27 Sec. 3. EFFECTIVE DATE. This Act, being deemed of  
28 immediate importance, takes effect upon enactment.

29 EXPLANATION

30 This bill includes legislative findings and intent and  
31 directs the department of education to administer a school  
32 administrator mentoring and induction pilot program to promote  
33 excellence in school administration, strengthen educational  
34 leadership skills, build a supportive environment within  
35 school districts, increase the retention of quality

1 administrators, and promote the personal and professional  
2 well-being of administrators. The department shall fund the  
3 pilot program costs from moneys allocated to the department  
4 under the federal Goals 2000: Educate America Act.

5 The bill also directs the department to develop a request  
6 for proposals for the purpose of developing, coordinating, and  
7 monitoring school administrator mentoring and induction pilot  
8 programs; to adopt rules establishing a grant application and  
9 award process, and to develop criteria for the program. The  
10 bill lists certain program criteria.

11 The department must monitor the progress of the pilot  
12 programs and report its findings and recommendations to the  
13 chairpersons and ranking members of the senate and house  
14 standing committees on education and of the joint subcommittee  
15 on education appropriations by December 15, 2003.

16 The bill takes effect upon enactment.

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