

EDUCATION
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SENATE FILE 471

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Passed Senate, Date _____ Passed House, 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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SF 471
EDUCATION

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

13 A student achievement and teacher quality program is
14 established to promote high student achievement. The program
15 shall consist of the following four major elements:

16 1. Mentoring and induction programs that provide support
17 for beginning teachers in accordance with sections 284.5 and
18 284.6.

19 2. Career paths with compensation levels that strengthen
20 Iowa's ability to recruit and retain teachers.

21 3. Professional development designed to directly support
22 best teaching practices.

23 4. Team-based variable pay that provides additional
24 compensation when student performance improves.

25 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

26 As used in this chapter, unless the context otherwise
27 requires:

28 1. "Beginning teacher" means an individual serving under
29 an initial provisional or conditional license, issued by the
30 board of educational examiners under chapter 272, who is
31 assuming a position as a classroom teacher.

32 2. "Classroom teacher" means an individual who holds a
33 valid practitioner's license and who is employed under a
34 teaching contract with a school district or area education
35 agency in this state to provide classroom instruction to

1 students.

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

3 4. "Director" means the director of the department of
4 education.

5 5. "Evaluator" means an administrator who successfully
6 completes an evaluator training program pursuant to section
7 284.10.

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

16 7. "School board" means the board of directors of a school
17 district or a collaboration of boards of directors of school
18 districts.

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

20 9. "Teacher" means an individual holding a practitioner's
21 license issued under chapter 272, who is employed as a
22 teacher, librarian, media specialist, or counselor in a
23 nonadministrative position by a school district or area
24 education agency pursuant to a contract issued by a board of
25 directors under section 279.13. A teacher may be employed in
26 both an administrative and a nonadministrative position by a
27 board of directors and shall be considered a part-time teacher
28 for the portion of time that the teacher is employed in a
29 nonadministrative position. "Teacher" includes a licensed
30 individual employed on a less than full-time basis by a school
31 district through a contract between the school district and an
32 institution of higher education with a practitioner
33 preparation program in which the licensed teacher is enrolled.

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

35 1. For purposes of this chapter and for developing teacher

1 evaluation criteria under chapter 279, the Iowa teaching
2 standards are as follows:

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

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

24 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.

25 1. A school district is eligible to receive moneys
26 appropriated for purposes specified in this chapter if the
27 school board applies to the department to participate in the
28 student achievement and teacher quality program and submits a
29 written statement declaring the school district's willingness
30 to do all of the following:

- 31 a. Commit and expend local moneys to improve student
32 achievement and teacher quality.
- 33 b. Implement a beginning teacher mentoring and induction
34 program as provided in this chapter.
- 35 c. Provide, beginning in the second year of participation,

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

13 d. Adopt a teacher career development program in
14 accordance with this chapter.

15 e. Adopt a teacher evaluation plan that, at minimum,
16 requires a comprehensive evaluation of teachers in the
17 participating district at least every five years based upon
18 the Iowa teaching standards and requires administrators to
19 complete evaluator training in accordance with section 284.10.

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

22 g. Adopt a team-based variable pay plan that rewards
23 attendance center success when demonstrating improvement in
24 meeting attendance center student achievement goals that are
25 based upon the district comprehensive school improvement plan.

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

28 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER MENTORING
29 AND INDUCTION PROGRAM.

30 1. A beginning teacher mentoring and induction program is
31 created to promote excellence in teaching, build a supportive
32 environment within school districts, increase the retention of
33 promising beginning teachers, and promote the personal and
34 professional well-being of classroom teachers. A school
35 district shall, at a minimum, provide a beginning teacher

1 mentoring and induction program for all classroom teachers who
2 are beginning teachers.

3 2. The state board shall adopt rules to administer this
4 section.

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

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

32 5. Prior to a beginning teacher participating in an
33 induction program, the school district shall inform the
34 beginning teacher of the criteria upon which the teacher shall
35 be evaluated and the evaluation process.

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

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

11 1. The department shall coordinate a statewide network of
12 career development for Iowa teachers. A participating school
13 district or career development provider that offers a career
14 development program in accordance with section 256.9,
15 subsection 51, shall demonstrate that the program contains the
16 following:

- 17 a. Support that meets the career development needs of
18 individual teachers and is aligned with the Iowa teaching
19 standards.
- 20 b. Research-based instructional strategies aligned with
21 the school district's student achievement needs and the long-
22 range improvement goals established by the district.
- 23 c. Instructional improvement components including student
24 achievement data analysis, theory, classroom demonstration and
25 practice, observation, reflection, and peer coaching.
- 26 d. An evaluation component that documents the improvement
27 in instructional practice and the effect on student learning.

28 2. The department shall identify models of career
29 development practices that produce evidence of the link
30 between teacher training and improved student learning.

31 3. A participating school district shall incorporate a
32 district career development plan into the district's
33 comprehensive school improvement plan submitted to the
34 department in accordance with section 256.7, subsection 21.
35 The district career development plan shall include a

1 description of the means by which the school district will
2 provide access to all teachers in the district to career
3 development programs or offerings that meet the requirements
4 of subsection 1. The plan shall align all career development
5 with the school district's long-range student learning goals
6 and the Iowa teaching standards. The plan shall indicate the
7 school district's approved career development provider or
8 providers.

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

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

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

30 To promote continuous improvement in Iowa's quality
31 teaching workforce and to give Iowa teachers the opportunity
32 for career recognition that reflects the various roles
33 teachers play as educational leaders, an Iowa teacher career
34 path is established for teachers employed by participating
35 school districts. A participating school district shall use

1 funding allocated under section 284.13, subsection 3, to raise
2 teacher salaries to meet the requirements of this section.

3 The Iowa teacher career path and salary minimums are as
4 follows:

5 1. a. BEGINNING TEACHER. A beginning teacher is a
6 teacher who meets the following requirements:

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

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

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

13 b. The participating district shall increase the
14 district's minimum salary for a first-year beginning teacher
15 by at least one thousand five hundred dollars per year above
16 the minimum salary paid to a first-year beginning teacher in
17 the previous year unless the minimum salary for a first-year
18 beginning teacher exceeds twenty-eight thousand dollars.

19 2. a. CAREER TEACHER. A career teacher is a teacher who
20 meets the following requirements:

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

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

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

27 (4) Participates in teacher career development as set
28 forth in this chapter and demonstrates continuous improvement
29 in teaching.

30 b. The participating district shall provide a two thousand
31 dollar difference between the average beginning teacher salary
32 and the minimum career teacher salary, unless the school
33 district has a minimum career teacher salary that exceeds
34 thirty thousand dollars.

35 3. a. ADVANCED TEACHER. An advanced teacher is a teacher

1 who meets the following requirements:

2 (1) Receives the recommendation of the review panel that
3 the teacher possesses superior teaching skills and that the
4 teacher should be classified as an advanced teacher.

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

7 (3) Participates in teacher career development as outlined
8 in this chapter and demonstrates continuous improvement in
9 teaching.

10 (4) Possesses the skills and qualifications to assume
11 leadership roles.

12 b. The participating district shall establish, not later
13 than July 1, 2003, or one fiscal year after becoming a
14 participating district, whichever is later, a minimum salary
15 for an advanced teacher that is at least thirteen thousand
16 five hundred dollars greater than the minimum career teacher
17 salary.

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

27 Sec. 9. NEW SECTION. 284.8 EVALUATION REQUIREMENTS.

28 1. In addition to evaluations agreed upon under chapter
29 20, a teacher shall be comprehensively evaluated based on the
30 provisions of section 284.3 at least once every five years.
31 Comprehensive evaluations shall be conducted by an
32 administrator certified pursuant to section 284.10. The
33 evaluation shall include, at minimum, classroom observation of
34 the teacher, the teacher's progress and implementation of the
35 teacher's individual career development plan, and may include

1 supporting documentation from other supervisors, teachers,
2 parents, and students. A teacher may be comprehensively
3 evaluated for purposes of performance review or licensure.

4 2. If a teacher is denied advancement based upon a
5 comprehensive evaluation, the teacher may appeal the decision
6 to an adjudicator under the process established under section
7 279.17. However, the decision of the adjudicator is final.
8 If a district does not recommend a teacher for continued
9 employment or licensure based upon a comprehensive evaluation,
10 the provisions of sections 279.14, 279.17, and 279.18 shall
11 apply. A teacher may file one cause of action objecting to
12 the contents or procedures of a comprehensive evaluation and
13 the objections shall not be subject to the grievance
14 procedures negotiated in accordance with chapter 20.

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

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

28 2. The department shall establish up to five regional
29 review panels consisting of five members per panel. Each
30 panel shall include, at minimum, a nationally board-certified
31 teacher and a school district administrator. Panel members
32 shall be appointed by the director and shall possess the
33 knowledge necessary to determine the quality of the evidence
34 submitted in an applicant's portfolio. Panel members shall
35 serve a staggered three-year term and may be reappointed to a

1 second term. The department shall provide support and
2 evaluation training for panel members and convene panels as
3 needed. Panel members shall be reimbursed for mileage
4 expenses incurred while engaged in the performance of official
5 duties and shall receive per diem compensation by the
6 department.

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

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

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

30 2. An administrator licensed under chapter 272 who
31 conducts evaluations of teachers for purposes of this chapter
32 shall complete the evaluator training program. Upon
33 successful completion, the provider shall certify that the
34 administrator is qualified to conduct evaluations for
35 employment, make recommendations for licensure, and make

1 recommendations that a teacher is qualified to advance from
2 one career path level to the next career path level pursuant
3 to this chapter. Certification is for a period of five years
4 and may be renewed.

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

15 4. By July 1, 2002, a higher education institution
16 approved by the state board to provide an administrator
17 preparation program shall incorporate the evaluator training
18 program into the program offered by the institution.

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

22 6. By July 1, 2004, the director shall develop and
23 implement an evaluator training certification renewal program
24 for administrators who need to renew a certificate issued
25 pursuant to this section.

26 Sec. 12. NEW SECTION. 284.11 TEAM-BASED VARIABLE PAY FOR
27 STUDENT ACHIEVEMENT.

28 1. A participating school district may use moneys
29 appropriated for purposes of this chapter to provide a cash
30 award to all of the licensed practitioners at an attendance
31 center that has demonstrated improvement in student
32 achievement as provided in this section. The school district
33 is encouraged to extend cash awards to other staff employed at
34 the attendance center.

35 2. The principal, with the participation of a team of

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

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

24 4. Each district team-based pay plan shall be certified by
25 the department. The department's certification process shall
26 include review of the locally established goals, targeted
27 levels of improvement, assessment strategies, and financial
28 reward system.

29 5. A team-based performance award program fund is
30 established in the state treasury under the control of the
31 department. The districtwide team-based pay plan shall
32 specify how the funding received by the district for purposes
33 of this section is to be awarded to eligible staff in
34 attendance centers that meet or exceed their goals. The
35 district shall provide all attendance centers equal access to

1 the available funds. Moneys shall be released by the
2 department to the district only upon certification by the
3 school board that an attendance center has met or exceeded its
4 goals.

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

8 7. A district electing to initiate a team-based variable
9 pay plan according to this section during the school year
10 beginning July 1, 2001, shall notify the department of its
11 election in writing no later than August 1, 2001. The
12 department shall certify the school district plan by October
13 1, 2001.

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

19 Sec. 13. NEW SECTION. 284.12 REPORT.

20 1. The department shall annually report the statewide
21 progress on the following:

22 a. Beginning teacher mentoring and induction program.

23 b. Improvement in teacher compensation. The department
24 shall submit recommendations to reset the compensation levels
25 established in section 284.7, as needed, in the report
26 submitted pursuant to subsection 2.

27 c. Evaluator training program.

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

29 e. Impact on attracting and retaining teachers in the
30 profession.

31 2. The report shall be made available to the chairpersons
32 and ranking members of the senate and house committees on
33 education, the state board, the governor, and school districts
34 by January 1. School districts shall provide information as
35 required by the department for the compilation of the report

1 and for accounting and auditing purposes.

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

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

19 5. In developing administrative rules for consideration by
20 the state board, the department shall consult with persons
21 representing teachers, administrators, school boards, approved
22 practitioner preparation institutions, and other appropriate
23 education stakeholders.

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

25 1. For the fiscal year beginning July 1, 2001, and ending
26 June 30, 2002, the department shall reserve up to one million
27 dollars of any moneys appropriated for purposes of this
28 chapter. For each fiscal year in which moneys are
29 appropriated by the general assembly for purposes of team-
30 based variable pay pursuant to section 284.11, the amount of
31 moneys allocated to school districts shall be in the
32 proportion that the basic enrollment of a school district
33 bears to the sum of the basic enrollments of all participating
34 school districts for the budget year. However, the per pupil
35 amount distributed to a school district shall not exceed one

1 hundred dollars.

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

6 a. For the fiscal year beginning July 1, 2001, and ending
7 June 30, 2002, to the department of education, the amount of
8 one million nine hundred thousand dollars for the issuance of
9 national board certification awards in accordance with section
10 256.44.

11 b. For the fiscal year beginning July 1, 2001, and ending
12 June 30, 2002, an amount up to two million four hundred
13 thousand dollars, and for the fiscal year beginning July 1,
14 2002, and ending June 30, 2003, an amount up to four million
15 seven hundred thousand dollars, to the department of education
16 for distribution to school districts for purposes of the
17 beginning teacher mentoring and induction programs. A school
18 district shall receive one thousand three hundred dollars per
19 beginning teacher participating in the program. If the funds
20 appropriated for the program are insufficient to pay mentors
21 and school districts as provided in this paragraph, the
22 department shall prorate the amount distributed to school
23 districts based upon the amount appropriated. Moneys received
24 by a school district pursuant to this paragraph shall be
25 expended to provide each mentor with an award of five hundred
26 dollars per semester, at a minimum, for participation in the
27 school district's beginning teacher mentoring and induction
28 program; to implement the plan; and to pay any applicable
29 costs of the employer's share of contributions to federal
30 social security and the Iowa public employees' retirement
31 system or a pension and annuity retirement system established
32 under chapter 294, for such amounts paid by the district.

33 c. For the fiscal year beginning July 1, 2001, and ending
34 June 30, 2002, up to one million five hundred thousand dollars
35 to the department of education for purposes of establishing

1 the evaluator training program, including but not limited to
2 the development of criteria models; an evaluation process; the
3 training of providers; development of a provider approval
4 process; training materials and costs; for payment to
5 practitioners under section 284.10, subsection 3, and to pay
6 any applicable costs of the employer's share of contributions
7 to federal social security and the Iowa public employees'
8 retirement system or a pension and annuity retirement system
9 established under chapter 294, for such amounts paid by the
10 district; and for subsidies to school districts for training
11 costs.

12 d. For the fiscal year beginning July 1, 2001, and ending
13 June 30, 2002, up to one million five hundred thousand dollars
14 to the department of education for purposes of implementing
15 the career development program requirements of section 284.6,
16 and the review panel requirements of section 284.9.

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

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

28 a. Fifty percent of the allocation shall be in the
29 proportion that the basic enrollment of a school district
30 bears to the sum of the basic enrollments of all school
31 districts in the state for the budget year.

32 b. Fifty percent of the allocation shall be based upon the
33 proportion that the number of full-time equivalent teachers
34 employed by a school district bears to the sum of the number
35 of full-time equivalent teachers who are employed by all

1 school districts in the state for the base year.

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

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

21 6. Moneys received by a school district under this chapter
22 are miscellaneous income for purposes of chapter 257 or are
23 considered encumbered. A school district shall maintain a
24 separate listing within its budget for payments received and
25 expenditures made pursuant to this section.

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

28 NEW SUBSECTION. 51. Develop models of core knowledge and
29 skill criteria, based upon the Iowa teaching standards, for
30 the evaluation, the advancement, and for teacher career
31 development purposes pursuant to chapter 284. The model
32 criteria shall further define the characteristics of quality
33 teaching as established by the Iowa teaching standards.

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

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

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

32 c. Notwithstanding section 272.28, subsection 1, a teacher
33 shall be licensed in accordance with rules adopted pursuant to
34 chapter 272, Code 2001, if the teacher successfully completes
35 a beginning teacher mentoring program approved pursuant to

1 chapter 256E on or before June 30, 2002, or is employed by a
2 school district that does not offer a beginning teacher
3 mentoring and induction program approved in accordance with
4 this chapter during the school year beginning July 1, 2001.

5 d. Notwithstanding section 272.28, subsection 1, a teacher
6 shall be licensed as a career teacher if the teacher meets the
7 licensing requirements of this chapter and, prior to July 1,
8 2003, successfully completes a two-year beginning teacher
9 mentoring and induction program approved pursuant to this
10 chapter.

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

13 NEW SUBSECTION. 16. a. Administer the Praxis II
14 examination for knowledge of pedagogies and for not more than
15 one content area to each applicant for a provisional license
16 prior to issuance of the license. Examination fees for the
17 examination required under this subsection shall be paid from
18 moneys appropriated to the board for this purpose.

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

20 Sec. 18. NEW SECTION. 272.28 MENTORING AND INDUCTION
21 REQUIREMENT.

22 1. Effective July 1, 2003, requirements for teacher
23 licensure beyond a provisional license shall include
24 successful completion of a beginning teacher mentoring and
25 induction program approved by the state board of education.

26 2. A teacher from an accredited nonpublic school or
27 another state or country is exempt from the requirement of
28 subsection 1 if the teacher can document three years of
29 successful teaching experience within the past five years and
30 meet or exceed the requirements contained in rules adopted
31 under this chapter for endorsement and licensure.

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

34 The first ~~three~~ two consecutive years of employment of a
35 teacher in the same school district are a probationary period.

1 However, if the teacher has successfully completed a
2 probationary period of employment for another school district
3 located in Iowa, the probationary period in the current
4 district of employment shall not exceed one year. A board of
5 directors may waive the probationary period for any teacher
6 who previously has served a probationary period in another
7 school district and the board may extend the probationary
8 period for an additional year with the consent of the teacher.

9 Notwithstanding the two-year probationary period otherwise
10 provided for in this section, if a school district offers a
11 beginning teacher a third year of a beginning teacher
12 mentoring and induction program, and the teacher accepts the
13 school district's offer, the teacher's probationary period
14 shall continue through the teacher's third year of employment.

15 In the case of the termination of a probationary teacher's
16 contract, the provisions of sections 279.15 and 279.16 shall
17 apply. However, if the probationary teacher is a beginning
18 teacher who fails to successfully complete a beginning teacher
19 mentoring and induction program in accordance with chapter
20 284, the provisions of sections 279.17 and 279.18 shall also
21 apply.

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

23 Sec. 21. Section 272.33, Code 2001, is repealed effective
24 July 1, 2002.

25 Sec. 22. STATE MANDATE FUNDING SPECIFIED. In accordance
26 with section 25B.2, subsection 3, the state cost of requiring
27 compliance with any state mandate included in this Act shall
28 be paid by a school district from state school foundation aid
29 received by the school district under section 257.16. This
30 specification of the payment of the state cost shall be deemed
31 to meet all the state funding-related requirements of section
32 25B.2, subsection 3, and no additional state funding shall be
33 necessary for the full implementation of this Act by and
34 enforcement of this Act against all affected school districts.

35 EXPLANATION

1 This bill establishes a student achievement and teacher
2 quality program to improve student achievement and teacher
3 quality in Iowa. The program has four major elements:
4 providing teachers with a career path, a team-based variable
5 pay plan that rewards teachers when student performance
6 improves, professional development designed to support best
7 teaching practices, and beginning teacher mentoring and
8 induction programs. Each school district must participate in
9 the program by July 1, 2003.

10 SCHOOL DISTRICT RESPONSIBILITIES. A school district is
11 eligible for state program assistance if the district applies
12 to the department of education and agrees to commit and expend
13 local moneys, implement a beginning teacher mentoring and
14 induction program, provide more contract days for professional
15 development, adopt teacher career paths and a teacher career
16 development program, establish and implement a teacher
17 evaluation plan, and adopt a team-based variable pay plan to
18 reward attendance center success in improving student
19 achievement. School districts are encouraged to develop
20 strategies for restructuring the school calendar to provide
21 for career development.

22 The bill requires a school district to establish a district
23 teacher career development plan linked to Iowa's teaching
24 standards, the criteria its school board develops, and the
25 district's comprehensive school improvement plan. The
26 district plan is to focus teaching practices on the indicators
27 and goals specified in the comprehensive school improvement
28 plan and focus on an individual teacher's professional
29 development plan. The district must provide access to staff
30 development.

31 MENTORING AND INDUCTION. The bill repeals Code chapter
32 256E, but provides for the statewide expansion of the program
33 it established. The bill extends the one-year program to two
34 years, and permits a district to offer a beginning teacher a
35 third year of the program and a third year of probationary

1 status. A school district may provide a mentoring and
2 induction program for all beginning classroom teachers in FY
3 2001-2002 and FY 2002-2003 and may receive state funding for
4 the program.

5 The bill provides for the development of the mentoring and
6 induction plan by the school district.

7 STATE BOARD AND DEPARTMENT DUTIES. The bill directs the
8 state board to adopt rules to administer beginning teacher
9 mentoring and induction programs, prescribing standards and
10 procedures for the approval of career development providers
11 and standards for the district career development plan,
12 establishing a review process for career teachers seeking to
13 become teachers designated as advanced, providing for an
14 approval process for evaluator training program providers,
15 and, by July 1, 2004, approving an evaluator training
16 certification renewal program. The state board is also
17 directed to approve an evaluator training program established
18 by the department.

19 The director of the department of education is required to
20 develop models of core knowledge and skill criteria, and to
21 coordinate a statewide network of career development programs,
22 coursework, and models. The department is also directed to
23 provide models of career development practices that produce
24 evidence of the link between teacher training and improved
25 student learning, establish an evaluator training program, and
26 provide a state model for a school district team-based pay
27 plan and certify school district plans.

28 STATEWIDE TEACHING STANDARDS. The bill establishes
29 teaching standards for career development and evaluation
30 purposes.

31 LICENSURE. Under the bill, licensure beyond a beginning
32 license is tied to successful completion of a mentoring and
33 induction program for teachers applying for licensure beyond a
34 beginning license on or after July 1, 2003. The bill exempts
35 teachers from accredited nonpublic schools and other states or

1 countries who can document three recent years of successful
2 teaching experience. The bill requires that the board of
3 educational examiners administer a Praxis II examination to
4 all provisional license applicants. The fees and costs of the
5 examination are to be paid from moneys appropriated by the
6 general assembly for that purpose.

7 CAREER DEVELOPMENT PLANNING/CAREER PATH COMPENSATION. Each
8 teacher, with the cooperation of the teacher's supervisor,
9 must develop an individual teacher career development plan
10 based upon the Iowa teaching standards, the needs of the
11 teacher, students, the attendance center, and the school
12 district as described in the district's comprehensive school
13 improvement plan.

14 The bill also sets forth the requirements a teacher must
15 meet along a career path to be classified as a provisional or
16 career teacher, and to be designated an advanced teacher. The
17 bill directs the board of educational examiners to license and
18 designate teachers at these levels when a district submits
19 evidence that the teacher has met the requirements. Teachers
20 must be comprehensively evaluated by an administrator at least
21 once every five years.

22 The bill requires that a participating district pay a
23 salary of \$1,500 more to a beginning teacher than was paid to
24 a first-year beginning teacher in the previous year, up to
25 \$28,000; requires at least a \$2,000 difference between a
26 beginning teacher salary and a career teacher salary, up to
27 \$30,000; and requires that an advanced teacher be paid at
28 least \$13,500 more than the minimum career teacher salary.

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

32 VARIABLE PAY TEAM-BASED PLAN. The bill permits a
33 participating school district to use any state moneys
34 appropriated for the program to provide a cash award to all of
35 the licensed practitioners employed at an attendance center

1 that has demonstrated exceptional improvement in student
2 achievement. Other staff may also receive a cash award. A
3 school district may be eligible for program funds in the 2001-
4 2002 school year if the department certifies its plan by
5 October 1, 2001.

6 REPORT. The bill requires the department to report
7 statewide program progress to the senate and house education
8 committees, the state board, and the school districts
9 annually.

10 PROGRAM ALLOCATION FORMULA. The bill provides for the
11 allocation of any moneys the general assembly would
12 appropriate for purposes set forth in the bill. Up to \$1
13 million of any moneys appropriated by the general assembly for
14 purposes of the program are to be reserved for cash awards
15 under the team-based variable pay plan in FY 2002-2003. Those
16 moneys are to be distributed on a per pupil basis. For FY
17 2001-2002 and each succeeding fiscal year, \$1.9 million is
18 allocated to the department of education for national board
19 certification awards. For FY 2001-2002, up to \$2.4 million
20 and for FY 2002-2003, up to \$4.7 million is allocated to the
21 department for beginning teacher mentoring and induction
22 programs. For FY 2001-2002, up to \$1.5 million to the
23 department for establishment of an evaluator training program;
24 \$1.5 million for career development program requirements; and
25 up to \$500,000 to the board of educational examiners for
26 administration of the Praxis exam. No less than \$31.2 million
27 of the remaining moneys appropriated by the general assembly
28 for the program are to be allocated to school districts and
29 area education agencies, with 50 percent allocated on the
30 basis of the number of teachers employed, and the other 50
31 percent allocated based on enrollment. If a school district
32 chooses not to participate in the first year of the program,
33 its allocations for career path purposes and team-based pay
34 will carry over and be available for allocation to the school
35 district in FY 2002-2003.

1 STATE MANDATE. The bill may include a state mandate as
2 defined in Code section 25B.3. The bill requires that the
3 state cost of any state mandate included in the bill be paid
4 by a school district from state school foundation aid received
5 by the school district under Code section 257.16. The
6 specification is deemed to constitute state compliance with
7 any state mandate funding-related requirements of Code section
8 25B.2. The inclusion of this specification is intended to
9 reinstate the requirement of political subdivisions to comply
10 with any state mandates included in the bill.

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