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SENATE FILE  
BY TINSMAN

401

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

A BILL FOR

1 An Act relating to practitioner preparation and testing, teacher  
2 shortages, beginning teacher induction, and testing prior to  
3 initial teacher licensure, and making appropriations.  
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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SF 401  
EDUCATION

1 Section 1. COLLEGE STUDENT AID COMMISSION. There is  
2 appropriated from the general fund of the state to the college  
3 student aid commission for the fiscal year beginning July 1,  
4 1999, and ending June 30, 2000, the following amount, or so  
5 much thereof as is necessary, to be used for the purpose  
6 designated:

7 For the teacher shortage area forgivable loan program as  
8 provided in section 261.114:

9 ..... \$ 250,000

10 Sec. 2. DEPARTMENT OF EDUCATION. There is appropriated  
11 from the general fund of the state to the department of  
12 education for the fiscal year beginning July 1, 1999, and  
13 ending June 30, 2000, the following amount, or so much thereof  
14 as is necessary, to be used for the purpose designated:

15 For the beginning teacher induction program as provided in  
16 chapter 256E:

17 ..... \$ 300,000

18 Notwithstanding section 8.33, moneys appropriated in this  
19 section that remain unencumbered or unobligated at the close  
20 of the fiscal year shall not revert but shall remain available  
21 for expenditure for the purposes designated until the close of  
22 the succeeding fiscal year.

23 Sec. 3. Section 256.9, Code 1999, is amended by adding the  
24 following new subsection:

25 NEW SUBSECTION. 49. Conduct an ongoing study, in  
26 consultation with the board of educational examiners, to  
27 enable the director to project future teacher and endorsement  
28 shortage areas.

29 Sec. 4. Section 256.16, Code 1999, is amended to read as  
30 follows:

31 256.16 SPECIFIC CRITERIA FOR TEACHER PREPARATION AND  
32 CERTAIN EDUCATORS.

33 1. Pursuant to section 256.7, subsection 5, the state  
34 board shall adopt rules requiring all higher education  
35 institutions providing practitioner preparation to include do

1 the following:

2 a. Administer a basic skills test to practitioner  
3 preparation program admission candidates. Rules adopted shall  
4 require institutions to deny admission to the program to any  
5 candidate who does not successfully pass the test.

6 b. Include in the professional education program,  
7 preparation that contributes to education of students with  
8 disabilities and students who are gifted and talented, which  
9 must be successfully completed before graduation from the  
10 practitioner preparation program.

11 2. A person initially applying for a license shall  
12 successfully complete a professional education program  
13 containing the subject matter specified in this section,  
14 before the initial action by the board of educational  
15 examiners takes place.

16 Sec. 5. NEW SECTION. 256E.1 DEFINITIONS.

17 As used in this chapter, unless the context otherwise  
18 requires:

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

23 2. "Board" means the board of directors of a school  
24 district or a collaboration of boards of directors of school  
25 districts.

26 3. "Classroom teacher" means an individual who holds a  
27 valid practitioner's license and who is under a teaching  
28 contract with a school district or area education agency in  
29 this state to provide classroom instruction to students.

30 4. "Department" means the department of education.

31 5. "Director" means the director of the department of  
32 education.

33 6. "District facilitator" means a licensed professional  
34 pursuant to chapter 272 who is appointed by a board to serve  
35 as the liaison between the board and the department for the

1 beginning teacher induction program.

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

10 Sec. 6. NEW SECTION. 256E.2 BEGINNING TEACHER INDUCTION  
11 PROGRAM ESTABLISHED -- GRANTS.

12 1. If the general assembly appropriates moneys for  
13 purposes of teacher induction, the department of education  
14 shall coordinate a beginning teacher induction program to  
15 promote excellence in teaching, build a supportive environment  
16 within school districts, increase the retention of promising  
17 beginning teachers, and promote the personal and professional  
18 well-being of teachers.

19 2. The department shall adopt rules concerning the grant  
20 application and award process, including reasonable cost  
21 estimates for beginning teacher induction programs. The  
22 department may disapprove a plan submitted by a board if the  
23 plan does not meet the minimum criteria set forth in section  
24 256E.3, subsection 2, or the plan exceeds the reasonable costs  
25 as determined by the department. If the cost estimates  
26 submitted by a board exceed reasonable cost estimates as  
27 determined by the department, the department shall work with  
28 the board to identify measures for reducing plan costs. If  
29 the department determines that moneys appropriated by the  
30 general assembly are insufficient to meet the grant requests  
31 for all approved beginning teacher induction program plans,  
32 the department shall award grants based on the geographic  
33 location and district population of the school districts with  
34 approved plans. Grants may be awarded in subsequent years  
35 based upon the most recent plan on file with the department.

1 It is the intent of the general assembly that the department  
2 approve plans that incorporate local innovation and take into  
3 consideration local needs.

4 Sec. 7. NEW SECTION. 256E.3 DISTRICT FACILITATOR AND  
5 PLAN.

6 1. An area education agency shall prepare a model  
7 beginning teacher induction program plan and shall provide the  
8 model plan to each school district within its area. The plan  
9 shall include a model evaluation component by which a school  
10 district may measure the effectiveness of its program. Any  
11 modifications to the model plan shall be submitted to school  
12 districts as soon as practical. A board that wishes to  
13 participate in the program shall adopt a beginning teacher  
14 induction program plan and written procedures for the program,  
15 and may use, alter, or revise the model plan provided by the  
16 area education agency at the board's discretion.

17 2. A board that wishes to participate in the beginning  
18 teacher induction program shall appoint a district  
19 facilitator, whose duties shall include, but are not limited  
20 to, overseeing the implementation of a plan for meeting the  
21 goals of the program as set forth in section 256E.2. The plan  
22 shall, at a minimum, provide the process for the selection of  
23 and the number of mentors; the mentor training process; the  
24 timetable by which the plan shall be implemented; placement of  
25 mentors and beginning teachers; the minimum amount of contact  
26 time between mentors and beginning teachers; the minimum  
27 amount of release time for mentors and beginning teachers for  
28 meetings for planning, demonstration, observation, feedback,  
29 and workshops; the process for dissolving mentor and beginning  
30 teacher partnerships; and the process for measuring the  
31 results of the program.

32 3. The district facilitator shall submit the plan, and the  
33 proposed costs of implementing the plan, to the board, which  
34 shall consider the plan and, once approved, submit the plan  
35 and a reasonable cost proposal to the department of education.

1 4. The district facilitator is encouraged to work with  
2 area education agencies and postsecondary institutions in the  
3 preparation and implementation of a plan.

4 5. The district facilitator shall place beginning teachers  
5 participating in the program in a manner that provides the  
6 greatest opportunity to work with the largest number of  
7 mentors.

8 Sec. 8. NEW SECTION. 256E.4 BEGINNING TEACHER INDUCTION  
9 STATE SUBSIDY -- FUND.

10 1. A mentor in a beginning teacher induction program  
11 approved under this chapter shall be eligible for an award of  
12 five hundred dollars per semester, at a minimum, for  
13 participation in the program, which shall be paid from moneys  
14 received pursuant to this chapter by the school district  
15 participating in the program in accordance with this chapter.

16 2. Moneys received by a school district pursuant to this  
17 chapter shall be expended to provide mentors with awards in  
18 accordance with subsection 1, to implement the plan, to  
19 provide for a stipend for the district facilitator, and to pay  
20 any applicable costs of the employer's share of contributions  
21 to federal social security and the Iowa public employees'  
22 retirement system or a pension and annuity retirement system  
23 established under chapter 294, for such amounts paid by the  
24 district.

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

30 4. A beginning teacher induction fund is established in  
31 the office of the treasurer of state to be administered by the  
32 department. Moneys appropriated by the general assembly for  
33 deposit in the fund shall be used to provide funding to school  
34 districts pursuant to this section.

35 Sec. 9. NEW SECTION. 256E.5 REPORTS.

1 The board implementing an approved beginning teacher  
2 induction program as provided in this chapter shall submit an  
3 assessment of the program's results by July 1 of the fiscal  
4 year succeeding the year in which the school district received  
5 moneys under this chapter. The department shall annually  
6 report the statewide results of the program to the  
7 chairpersons and the ranking members of the senate and house  
8 education committees by January 1.

9 Sec. 10. NEW SECTION. 261.114 TEACHER SHORTAGE AREA  
10 FORGIVABLE LOAN PROGRAM.

11 1. Subject to an appropriation of sufficient funds by the  
12 general assembly, a teacher shortage area forgivable loan  
13 program is established to be administered by the college  
14 student aid commission. An individual is eligible for the  
15 forgivable loan program if the individual is a resident of  
16 this state who is enrolled in an approved practitioner  
17 preparation program or an approved graduate practitioner  
18 preparation program in a designated area in which teacher  
19 shortages are anticipated, at an institution of higher  
20 learning under the control of the state board of regents, or  
21 an accredited private institution as defined in section 261.9.

22 2. The director of the department of education shall  
23 annually designate the areas in which teacher shortages are  
24 anticipated.

25 3. Each applicant shall, in accordance with the rules of  
26 the commission, do the following:

27 a. Complete and file an application for a teacher shortage  
28 area forgivable loan. The individual shall be responsible for  
29 the submission of any financial information as required by the  
30 commission.

31 b. Report promptly to the commission any information  
32 requested.

33 c. File a new application and any financial information as  
34 required by the commission annually on the basis of which the  
35 applicant's eligibility for the renewed forgivable loan will

1 be evaluated and determined.

2 4. Forgivable loans to eligible students shall not become  
3 due until after the student graduates or leaves school. The  
4 individual's total loan amount, including principal and  
5 interest, shall be reduced by twenty percent for each year in  
6 which the individual remains an Iowa resident and is employed  
7 by a school district or an accredited nonpublic school as a  
8 practitioner in the area for which the loan was approved. If  
9 the commission determines that the person does not meet the  
10 criteria for forgiveness of the principal and interest  
11 payments, the commission shall establish a plan for repayment  
12 of the principal and interest over a ten-year period. If a  
13 person required to make the repayment does not make the  
14 required payments, the commission shall provide for payment  
15 collection. Rules adopted by the commission for the  
16 administration of this program shall provide for payment  
17 postponement for individuals experiencing temporary hardship.

18 5. The amount of a teacher shortage area forgivable loan  
19 shall not exceed three thousand dollars annually, or the  
20 amount of the student's established financial need, whichever  
21 is less.

22 6. The interest rate for the forgivable loan shall be  
23 equal to the interest rate collected by an eligible lender  
24 under the Iowa guaranteed student loan program for the year in  
25 which the forgivable loan is made.

26 7. A teacher shortage area forgivable loan repayment fund  
27 is created for deposit of payments made by forgivable loan  
28 recipients who do not fulfill the conditions of the forgivable  
29 loan program and any other moneys appropriated to or received  
30 by the commission for deposit in the fund. Notwithstanding  
31 section 8.33, moneys deposited in the fund shall not revert to  
32 the general fund of the state at the end of any fiscal year  
33 but shall remain in the forgivable loan repayment fund and be  
34 continuously available to make additional loans under the  
35 program. Notwithstanding section 12C.7, subsection 2,

1 interest or earnings on moneys deposited in the fund shall be  
2 credited to the fund.

3 8. For purposes of this section, unless the context  
4 otherwise requires, "teacher" means the same as defined in  
5 section 272.1.

6 Sec. 11. Section 272.2, Code 1999, is amended by adding  
7 the following new subsection:

8 NEW SUBSECTION. 16. Develop or identify assessments  
9 appropriate to content areas of specialization, which the  
10 board shall administer to candidates prior to initial Iowa  
11 licensure. The board shall issue a license only to a  
12 candidate who successfully passes an assessment appropriate to  
13 the candidate's content area of specialization.

14 Sec. 12. DEPARTMENT OF EDUCATION STUDY. The director of  
15 the department of education shall appoint a task force to  
16 study the issues and feasibility of establishing a volunteer  
17 program to encourage retired teachers and administrators to  
18 return to education as mentors and aids in school districts.  
19 The chairperson of the task force shall be the director of the  
20 department of education, or the director's designee. The task  
21 force shall report its findings and recommendations to the  
22 chairpersons and the ranking members of the senate and house  
23 standing committees on education by January 15, 2000.

24 Sec. 13. BOARD OF EDUCATIONAL EXAMINERS REPORT. The board  
25 of educational examiners shall analyze the content area of  
26 specialization assessment results administered prior to  
27 initial Iowa licensure and shall develop and recommend  
28 policies relating to initial Iowa licensure candidates who do  
29 not successfully pass the assessment. The board shall submit  
30 its analysis and recommendations in a report to the senate and  
31 house standing committees on education by January 15, 2001.

32 Sec. 14. EMERGENCY RULES. The department of education may  
33 adopt emergency rules under section 17A.4, subsection 2, and  
34 section 17A.5, subsection 2, paragraph "b", to implement the  
35 provisions of this Act and the rules shall be effective

1 immediately upon filing unless a later date is specified in  
2 the rules. Any rules adopted in accordance with this section  
3 shall also be published as a notice of intended action as  
4 provided in section 17A.4.

5 EXPLANATION

6 This bill provides an appropriation of \$300,000 to the  
7 department of education for fiscal year 1999-2000, for a  
8 program that provides support for beginning teachers, creates  
9 new opportunities for experienced teachers to act as mentors,  
10 appropriates \$250,000 for fiscal year 1999-2000 to provide for  
11 loan forgiveness to individuals who stay in the state to teach  
12 in teacher shortage areas, requires that students and  
13 graduates be tested prior to entering practitioner preparation  
14 programs and prior to initial licensure as teachers, directs  
15 the department of education to study the feasibility of  
16 establishing a volunteer program to encourage retired teachers  
17 and administrators to return to education as mentors and aides  
18 in school districts, and requires the board of educational  
19 examiners to analyze the content areas of specialization  
20 assessment results and develop and recommend policies relating  
21 to initial Iowa licensure candidates who do not successfully  
22 pass the assessment. The bill is divided into the following  
23 components:

24 Code section 256.9, subsection 49: Increases the duties of  
25 the director of education by requiring the director to conduct  
26 an ongoing study, in consultation with the board of  
27 educational examiners, to enable the director to project  
28 future teacher shortage areas.

29 Code section 256.16: Requires the state board of education  
30 to adopt rules requiring all higher education institutions  
31 providing practitioner preparation to administer a basic  
32 skills test to practitioner preparation program admission  
33 candidates. The bill also requires that institutions deny  
34 admission to the program to any candidate who does not  
35 successfully pass the test.

1 Code chapter 256E: Directs the department of education to  
2 coordinate a beginning teacher induction program to promote  
3 excellence in teaching, build a supportive environment in  
4 school districts, increase the retention of promising  
5 beginning teachers, and promote the personal and professional  
6 well-being of teachers. The bill also directs the department  
7 of education to develop a process to be used in awarding  
8 beginning teacher grants.

9 The bill requires a school district participating in the  
10 program to appoint a district facilitator whose duties include  
11 overseeing the development of a plan for meeting program  
12 goals. Area education agencies are directed to prepare a  
13 model program plan that includes an evaluation component, for  
14 school districts. School districts wishing to participate in  
15 the program shall adopt a plan and may use, alter, or revise  
16 the model provided by the area education agency.

17 The board of directors shall submit the plan and a cost  
18 proposal to the department, which shall award grants to school  
19 districts based upon geographic location and district  
20 population. The bill also requires that a licensed teacher,  
21 to be eligible to be a mentor, be employed by a school  
22 district or area education agency as a classroom teacher, have  
23 a record of at least four years of effective practice, have  
24 been employed for one full year as a classroom teacher on a  
25 nonprobationary basis, and demonstrate professional commitment  
26 to the improvement of teaching and learning, and the  
27 development of beginning teachers.

28 A teacher serving as a mentor under the program is eligible  
29 for an award of \$500 per semester of participation. Under the  
30 bill, a school district shall expend program moneys to  
31 implement a beginning teacher induction plan, for awards to  
32 mentors, and to pay a stipend to a district facilitator and  
33 any applicable costs of the employer's share of contributions  
34 to federal social security and the Iowa public employees'  
35 retirement system or a pension and annuity retirement system

1 established under Code chapter 294, for such amounts paid by  
2 the districts. The bill establishes a beginning teacher  
3 induction fund in the office of the treasurer of state to be  
4 administered by the department of education.

5 Code section 261.114: Establishes a teacher shortage area  
6 forgivable loan program to be administered by the college  
7 student aid commission. The program will be available to Iowa  
8 residents who are enrolled in approved practitioner  
9 preparation programs in a designated area in which teacher  
10 shortages are anticipated, at a regents university or an  
11 accredited private institution. The bill requires the  
12 director of the department of education to annually designate  
13 the areas in which teacher shortages are anticipated.

14 Forgivable loans to eligible students shall not become due  
15 until after the student graduates or leaves school. The  
16 individual's total loan amount, including principal and  
17 interest, shall be reduced by 20 percent for each year in  
18 which the individual remains an Iowa resident and is employed  
19 by a school district or an accredited nonpublic school as a  
20 teacher in the area for which the loan was approved. If the  
21 commission determines that the person does not meet the  
22 criteria for forgiveness of the principal and interest  
23 payments, the commission shall establish a plan for repayment  
24 of the principal and interest over a 10-year period. If a  
25 person required to make the repayment does not make the  
26 required payments, the commission shall provide for payment  
27 collection.

28 The amount of a teacher shortage area forgivable loan shall  
29 not exceed \$3,000 annually, or the amount of the student's  
30 established financial need, whichever is less. The interest  
31 rate for the forgivable loan shall be equal to the interest  
32 rate collected by an eligible lender under the Iowa guaranteed  
33 student loan program for the year in which the forgivable loan  
34 is made. A teacher shortage area forgivable loan repayment  
35 fund is created for deposit of payments made by forgivable

1 loan recipients who do not fulfill the conditions of the  
2 forgivable loan program. Moneys deposited in the forgivable  
3 loan repayment fund shall not revert to the general fund of  
4 the state at the end of any fiscal year.

5 Code section 272.2: Directs the board of educational  
6 examiners to develop or identify assessments appropriate to  
7 content areas of specialization, which the board shall  
8 administer to candidates prior to initial Iowa licensure.  
9 Under the bill, the board can issue a license only to  
10 candidates who successfully pass an assessment appropriate to  
11 their content area of specialization.

12 DEPARTMENT OF EDUCATION TASK FORCE: Requires the director  
13 of the department of education to appoint a task force to  
14 study the issues and feasibility of establishing a volunteer  
15 program to encourage retired teachers and administrators to  
16 return to education as mentors and aides in school districts.  
17 The task force is to report its findings and recommendations  
18 to the chairpersons and the ranking members of the senate and  
19 house standing committees on education by January 15, 2000.

20 BOARD OF EDUCATIONAL EXAMINERS REPORT: Requires the board  
21 of educational examiners to analyze the content area of  
22 specialization assessment results administered prior to  
23 initial Iowa licensure and to develop and recommend policies  
24 relating to initial Iowa licensure candidates who do not  
25 successfully pass the assessment. The board must submit its  
26 analysis and recommendations in a report to the senate and  
27 house standing committees on education by January 15, 2001.

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