

# House Amendment 1654

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1 1 Amend the amendment, H=1645, to the Senate  
1 2 amendment, H=1635, to House File 816, as amended,  
1 3 passed, and reprinted by the House, as follows:  
1 4 #1. Page 24, by striking lines 7 and 8 and  
1 5 inserting the following:  
1 6 <Sec. \_\_\_\_\_. Section 256.9, Code 2005, is amended by  
1 7 adding the following new subsections:  
1 8 NEW SUBSECTION. 52A. Develop core knowledge and  
1 9 skill criteria, based upon the Iowa standards for  
1 10 school leaders, for mentoring and induction,  
1 11 evaluation, and administrator career development  
1 12 purposes pursuant to chapter 284A. The criteria shall  
1 13 further define the characteristics of quality  
1 14 administrators as established by the Iowa standards  
1 15 for school leaders established in section 284A.3.>  
1 16 #2. Page 26, by inserting after line 45 the  
1 17 following:  
1 18 <Sec. \_\_\_\_\_. Section 272.9A, Code 2005, is amended  
1 19 by adding the following new unnumbered paragraph:  
1 20 NEW UNNUMBERED PARAGRAPH. The board shall include  
1 21 in its administrator licensure renewal requirements,  
1 22 adopted pursuant to section 272.2, subsection 1, an  
1 23 option under which compliance with individual  
1 24 administrator career development plans may constitute  
1 25 successful completion of a professional development  
1 26 program.>  
1 27 #3. Page 27, by inserting after line 6 the  
1 28 following:  
1 29 <Sec. \_\_\_\_\_. Section 284.1, unnumbered paragraph 1,  
1 30 Code 2005, is amended to read as follows:  
1 31 A student achievement and teacher quality program  
1 32 is established to promote high student achievement.  
1 33 The program shall consist of the following ~~four~~ five  
1 34 major elements:  
1 35 Sec. \_\_\_\_\_. Section 284.1, subsection 3, Code 2005,  
1 36 is amended to read as follows:  
1 37 3. Professional development, including teacher  
1 38 development academies, designed to directly support  
1 39 best teaching practices.  
1 40 Sec. \_\_\_\_\_. Section 284.1, Code 2005, is amended by  
1 41 adding the following new subsection:  
1 42 NEW SUBSECTION. 3A. Evaluation of teachers  
1 43 against the Iowa teaching standards.  
1 44 Sec. \_\_\_\_\_. Section 284.2, subsection 1, Code 2005,  
1 45 is amended to read as follows:  
1 46 1. "Beginning teacher" means an individual serving  
1 47 under an initial or intern license, issued by the  
1 48 board of educational examiners under chapter 272, ~~who~~  
1 49 ~~is assuming a position as a classroom teacher.~~ For  
1 50 purposes of the beginning teacher mentoring and  
2 1 induction program created pursuant to section 284.5,  
2 2 "beginning teacher" also includes preschool teachers  
2 3 who are licensed by the board of educational examiners  
2 4 under chapter 272 and are employed by a school  
2 5 district or area education agency.  
2 6 Sec. \_\_\_\_\_. Section 284.2, subsection 2, Code 2005,  
2 7 is amended by striking the subsection.  
2 8 Sec. \_\_\_\_\_. Section 284.2, subsections 8 and 12,  
2 9 Code 2005, are amended to read as follows:  
2 10 8. "Mentor" means an individual employed by a  
2 11 school district or area education agency as a  
2 12 ~~classroom~~ teacher or a retired teacher who holds a  
2 13 valid license issued under chapter 272. The  
2 14 individual must have a record of four years of  
2 15 successful teaching practice, must be employed on a  
2 16 nonprobationary basis, and must demonstrate  
2 17 professional commitment to both the improvement of  
2 18 teaching and learning and the development of beginning  
2 19 teachers.  
2 20 12. "Teacher" means an individual holding a  
2 21 practitioner's license issued under chapter 272, who  
2 22 is employed in a nonadministrative position as a  
2 23 teacher, librarian, media specialist, preschool  
2 24 teacher, or counselor by a school district or area

2 25 education agency pursuant to a contract issued by a  
2 26 board of directors under section 279.13. "Teacher"  
2 27 also means a school social worker licensed under  
2 28 chapter 154C if the social worker is employed in a  
2 29 nonadministrative position by a school district or  
2 30 area education agency pursuant to a contract issued by  
2 31 a board of directors under section 279.13. A teacher  
2 32 may be employed in both an administrative and a  
2 33 nonadministrative position by a board of directors and  
2 34 shall be considered a part-time teacher for the  
2 35 portion of time that the teacher is employed in a  
2 36 nonadministrative position. "Teacher" includes a  
2 37 licensed individual employed on a less than full-time  
2 38 basis by a school district through a contract between  
2 39 the school district and an institution of higher  
2 40 education with a practitioner preparation program in  
2 41 which the licensed teacher is enrolled.

2 42 Sec. \_\_\_\_\_. Section 284.5, subsections 1 and 3, Code  
2 43 2005, are amended to read as follows:

2 44 1. A beginning teacher mentoring and induction  
2 45 program is created to promote excellence in teaching,  
2 46 enhance student achievement, build a supportive  
2 47 environment within school districts and area education  
2 48 agencies, increase the retention of promising  
2 49 beginning teachers, and promote the personal and  
2 50 professional well-being of classroom teachers.

3 1 3. Each school district and area education agency  
3 2 shall provide a beginning teacher mentoring and  
3 3 induction program for all classroom teachers who are  
3 4 beginning teachers, and notwithstanding section 284.4,  
3 5 subsection 1, a school district and an area education  
3 6 agency shall be eligible to receive moneys under  
3 7 section 284.13, subsection 1, paragraph "c", for  
3 8 purposes of implementing a beginning teacher mentoring  
3 9 and induction program in accordance with this section.

3 10 Sec. \_\_\_\_\_. Section 284.6, Code 2005, is amended by  
3 11 adding the following new subsections:

3 12 NEW SUBSECTION. 7. The department shall establish  
3 13 teacher development academies for the training of  
3 14 school-based teams of teachers. Each academy shall  
3 15 include a multiday summer institute and follow-up  
3 16 training and coaching during the subsequent school  
3 17 year. Teachers attending an academy shall receive  
3 18 stipends up to the equivalent of ten contract days for  
3 19 activities offered outside of regular contract hours  
3 20 and during the summer. The employer shall pay  
3 21 applicable costs of the employer share of  
3 22 contributions to federal social security and the Iowa  
3 23 public employees' retirement system or a pension  
3 24 system and annuity system established under chapter  
3 25 294. School districts shall be reimbursed for team  
3 26 expenses associated with attendance at an academy from  
3 27 moneys appropriated to the department for this  
3 28 purpose. Area education agency personnel may  
3 29 participate as members of the school-based teams, but  
3 30 shall not be eligible for stipends or reimbursement of  
3 31 expenses.

3 32 NEW SUBSECTION. 8. Teachers who successfully  
3 33 complete teacher development academy training may  
3 34 apply to attend a training program to become a teacher  
3 35 fellow candidate. The department shall develop a  
3 36 method to identify applicants who have completed all  
3 37 elements and expectations of teacher development  
3 38 academy training. The department shall also develop,  
3 39 with input from key stakeholders, a process for  
3 40 selecting teacher fellow candidates and credentialing  
3 41 of teacher fellows in accordance with section 284.7,  
3 42 subsection 1, paragraph "c". The process shall  
3 43 utilize a panel of individuals who are recognized for  
3 44 their experience in providing quality professional  
3 45 development and represent various stakeholder groups  
3 46 within the educational community.

3 47 Sec. \_\_\_\_\_. Section 284.7, subsection 1, unnumbered  
3 48 paragraph 1, Code 2005, is amended to read as follows:

3 49 ~~Effective July 1, 2001, the~~ The following career  
3 50 path levels are established and shall be implemented  
4 1 in accordance with this chapter:

4 2 Sec. \_\_\_\_\_. Section 284.7, subsection 1, paragraph  
4 3 a, subparagraph (1), subparagraph subdivisions (a) and  
4 4 (b), Code 2005, are amended to read as follows:  
4 5 (a) Has successfully completed an approved

4 6 practitioner preparation program as defined in section  
4 7 272.1 or holds an intern teacher license issued by the  
4 8 board of educational examiners under chapter 272.

4 9 (b) Holds an initial or intern teacher license  
4 10 issued by the board of educational examiners.

4 11 Sec. \_\_\_\_\_. Section 284.7, subsection 1, Code 2005,  
4 12 is amended by adding the following new paragraph:

4 13 NEW PARAGRAPH. c. TEACHER FELLOW.

4 14 (1) A teacher fellow is a teacher who meets the  
4 15 following requirements:

4 16 (a) Holds a valid license issued by the board of  
4 17 educational examiners for the area in which the  
4 18 teacher is teaching.

4 19 (b) Participates in teacher career development as  
4 20 set forth in this chapter.

4 21 (c) Demonstrates continuous improvement in  
4 22 teaching.

4 23 (d) Has successfully obtained a credential from a  
4 24 teacher development academy or equivalent training as  
4 25 determined by the department by rule.

4 26 (e) Has successfully completed at least four years  
4 27 of consecutive classroom instruction.

4 28 (f) Has successfully demonstrated competency on  
4 29 the Iowa teaching standards through a performance  
4 30 review.

4 31 (2) The participating district shall provide an  
4 32 annual salary adjustment of five thousand dollars per  
4 33 year for the five-year term of the teacher fellow  
4 34 credential. In order to maintain the teacher fellow  
4 35 credential, the teacher fellow shall annually serve as  
4 36 a trainer and shall participate in annual follow-up  
4 37 activities consistent with the training provided  
4 38 pursuant to section 284.6, subsection 7. A teacher  
4 39 may renew the teacher fellow credential through a  
4 40 renewal process determined by rule by the department.

4 41 Sec. \_\_\_\_\_. Section 284.7, subsection 2, Code 2005,  
4 42 is amended by striking the subsection.

4 43 Sec. \_\_\_\_\_. Section 284.7, subsection 3, Code 2005,  
4 44 is amended to read as follows:

4 45 3. A teacher shall be promoted one level at a time  
4 46 ~~and a.~~ A teacher promoted to the ~~next~~ career level  
4 47 shall remain at that level for at least ~~one year~~ two  
4 48 years before requesting promotion to the ~~next career~~  
4 49 teacher fellow level.

4 50 Sec. \_\_\_\_\_. Section 284.8, subsection 3, Code 2005,  
5 1 is amended to read as follows:

5 2 3. If a teacher is denied advancement to the  
5 3 ~~career II or advanced~~ teacher fellow level based upon  
5 4 a performance review, the teacher may appeal the  
5 5 decision to an adjudicator under the process  
5 6 established under section 279.17. However, the  
5 7 decision of the adjudicator is final.

5 8 Sec. \_\_\_\_\_. Section 284.10, subsection 5, Code 2005,  
5 9 is amended to read as follows:

5 10 5. By July 1, ~~2005~~ 2006, the director shall  
5 11 develop and implement an evaluator training  
5 12 certification renewal program for administrators and  
5 13 other practitioners who need to renew a certificate  
5 14 issued pursuant to this section.>

5 15 #4. By striking page 27, line 7, through page 28,  
5 16 line 29, and inserting the following:

5 17 <Sec. \_\_\_\_\_. Section 284.13, subsection 1, paragraph  
5 18 a, Code 2005, is amended by striking the paragraph.

5 19 Sec. \_\_\_\_\_. Section 284.13, subsection 1, paragraphs  
5 20 b through d, Code 2005, are amended to read as  
5 21 follows:

5 22 b. For the fiscal year beginning July 1, ~~2004~~  
5 23 2005, and ending June 30, ~~2005~~ 2006, to the department  
5 24 of education, the amount of ~~one two million one~~

~~hundred thousand~~ dollars for the issuance of national  
5 26 board certification awards in accordance with section  
5 27 256.44. From the moneys allocated to the department  
5 28 pursuant to this paragraph, not more than two hundred  
5 29 fifty thousand dollars shall be used to fund a support  
5 30 program for national board certification applicants.

5 31 c. For the fiscal year beginning July 1, ~~2004~~  
5 32 2005, and succeeding fiscal years, an amount up to  
5 33 ~~three four million five one~~ hundred thousand dollars  
5 34 for first-year and second-year beginning teachers, to  
5 35 the department of education for distribution to school  
5 36 districts for purposes of the beginning teacher

5 37 mentoring and induction programs. A school district  
5 38 shall receive one thousand three hundred dollars per  
5 39 beginning teacher participating in the program. If  
5 40 the funds appropriated for the program are  
5 41 insufficient to pay mentors and school districts as  
5 42 provided in this paragraph, the department shall  
5 43 prorate the amount distributed to school districts  
5 44 based upon the amount appropriated. ~~Moneys Except as~~  
5 45 ~~provided in section 284A.8, subsection 1, moneys~~  
5 46 received by a school district pursuant to this  
5 47 paragraph shall be expended to provide each mentor  
5 48 with an award of five hundred dollars per semester, at  
5 49 a minimum, for participation in the school district's  
5 50 beginning teacher mentoring and induction program; to  
6 1 implement the plan; and to pay any applicable costs of  
6 2 the employer's share of contributions to federal  
6 3 social security and the Iowa public employees'  
6 4 retirement system or a pension and annuity retirement  
6 5 system established under chapter 294, for such amounts  
6 6 paid by the district.

6 7 d. For the fiscal year beginning July 1, ~~2003~~  
6 8 ~~2005~~, and ~~ending June 30, 2004~~ ~~succeeding fiscal~~  
6 9 ~~years, an amount up to one million six hundred~~  
6 10 ~~thousand dollars to the department of education for~~  
6 11 ~~purposes of maintaining the evaluator training program~~  
6 12 ~~and teacher career development programs. A portion of~~  
6 13 ~~the funds Funds allocated to the department for~~  
6 14 ~~purposes of this paragraph may be used by the~~  
6 15 ~~department for administrative purposes.~~  
6 16 ~~Notwithstanding section 8.33, from the moneys~~  
6 17 ~~allocated under this paragraph for the fiscal year~~  
6 18 ~~beginning July 1, 2003, that remain unobligated or~~  
6 19 ~~unexpended at the end of the fiscal year, three~~  
6 20 ~~hundred thousand dollars shall not revert but shall~~  
6 21 ~~remain available for expenditure to maintain the~~  
6 22 ~~evaluator training program, and up to five hundred~~  
6 23 ~~thousand dollars shall remain available to supplement~~  
6 24 ~~moneys allocated pursuant to paragraph "f" of this~~  
6 25 ~~subsection.~~

6 26 Sec. \_\_\_\_\_. Section 284.13, subsection 1, paragraph  
6 27 e, Code 2005, is amended by striking the paragraph and  
6 28 inserting in lieu thereof the following:

6 29 e. For the fiscal year beginning July 1, 2005, and  
6 30 ending June 30, 2006, up to one million nine hundred  
6 31 ninety-five thousand dollars to the department of  
6 32 education for purposes of implementing teacher  
6 33 development academies pursuant to section 284.7. A  
6 34 portion of the funds allocated to the department for  
6 35 purposes of this paragraph may be used by the  
6 36 department for administrative purposes.>

6 37 #5. Page 28, line 31, by striking the word  
6 38 <paragraph> and inserting the following: <paragraphs>.

6 39 #6. Page 29, by inserting after line 3 the  
6 40 following:

6 41 <NEW PARAGRAPH. ee. For the fiscal year beginning  
6 42 July 1, 2005, and ending June 30, 2006, up to two  
6 43 million five hundred five thousand dollars to the  
6 44 department of education for distribution to school  
6 45 districts for purposes paying stipends to teachers who  
6 46 are employed by the school district and designated as  
6 47 teacher fellows pursuant to section 284.7. A portion  
6 48 of the funds allocated to the department for purposes  
6 49 of this paragraph may be used by the department for  
6 50 administrative purposes.

7 1 Sec. \_\_\_\_\_. Section 284.13, subsection 1, paragraph  
7 2 g, Code 2005, is amended to read as follows:

7 3 g. From moneys available under paragraph "f", the  
7 4 department shall allocate to area education agencies  
7 5 an amount per ~~classroom~~ teacher employed by an area  
7 6 education agency that is approximately equivalent to  
7 7 the average per teacher amount allocated to the  
7 8 districts. The average per teacher amount shall be  
7 9 calculated by dividing the total number of ~~classroom~~  
7 10 teachers employed by school districts and the  
7 11 ~~classroom~~ teachers employed by area education agencies  
7 12 into the total amount of moneys available under  
7 13 paragraph "f".

7 14 Sec. \_\_\_\_\_. Section 284.13, subsection 1, paragraph  
7 15 h, Code 2005, is amended to read as follows:

7 16 h. Notwithstanding section 8.33, any moneys  
7 17 remaining unencumbered or unobligated from the moneys

7 18 allocated for purposes of ~~paragraph "b" or "c"~~ this  
7 19 subsection shall not revert but shall remain available  
7 20 in the succeeding fiscal year for expenditure for the  
7 21 purposes designated. The provisions of section 8.39  
7 22 shall not apply to the funds appropriated pursuant to  
7 23 this subsection.

7 24 Sec. \_\_\_\_\_. Section 284.13, subsection 1, paragraph  
7 25 i, Code 2005, is amended by striking the paragraph.

7 26 Sec. \_\_\_\_\_. NEW SECTION. 284A.1 ADMINISTRATOR  
7 27 PERFORMANCE AND CAREER DEVELOPMENT.

7 28 An administrator quality program is established to  
7 29 enhance educator quality and advance high student  
7 30 achievement. The program shall consist of the  
7 31 following three major elements:

7 32 1. Mentoring and induction programs that provide  
7 33 support for administrators in accordance with section  
7 34 284A.5.

7 35 2. Professional development designed to directly  
7 36 support best practices for leadership.

7 37 3. Evaluation of administrators against the Iowa  
7 38 standards for school leaders.

7 39 Sec. \_\_\_\_\_. NEW SECTION. 284A.2 DEFINITIONS.

7 40 As used in this chapter, unless the context  
7 41 otherwise requires:

7 42 1. "Administrator" means an individual holding a  
7 43 professional administrator license issued under  
7 44 chapter 272, who is employed by a school district or  
7 45 area education agency pursuant to a contract issued by  
7 46 a board of directors under section 279.23. An  
7 47 administrator may be employed in both an  
7 48 administrative and a nonadministrative position by a  
7 49 board of directors and shall be considered a part-time  
7 50 administrator for the portion of time that the  
8 1 individual is employed in an administrative position.

8 2 2. "Department" means the department of education.

8 3 3. "Director" means the director of the department  
8 4 of education.

8 5 4. "Mentor" means an individual employed by a  
8 6 school district or area education agency as a school  
8 7 district administrator or a retired administrator who  
8 8 holds a valid license issued under chapter 272. The  
8 9 individual must have a record of four years of  
8 10 successful administrative practice and must  
8 11 demonstrate professional commitment to both the  
8 12 improvement of teaching and learning and the  
8 13 development of beginning teachers.

8 14 5. "New administrator" means an individual serving  
8 15 under a professional administrator license, issued  
8 16 under chapter 272, who is assuming a position as a  
8 17 school district administrator for the first time.

8 18 6. "Performance review" means a summative  
8 19 evaluation of an administrator and used to determine  
8 20 whether the administrator's practice meets school  
8 21 district expectations and the Iowa standards for  
8 22 school leaders.

8 23 7. "School board" means the board of directors of  
8 24 a school district or a collaboration of boards of  
8 25 directors of school districts.

8 26 8. "State board" means the state board of  
8 27 education.

8 28 Sec. \_\_\_\_\_. NEW SECTION. 284A.3 IOWA STANDARDS FOR  
8 29 SCHOOL LEADERS.

8 30 1. For purposes of this chapter and for developing  
8 31 evaluation criteria under section 279.23A, the Iowa  
8 32 standards for school leaders describe a school  
8 33 administrator as an educational leader who promotes  
8 34 the success of all students by doing the following:

8 35 a. Facilitating the development, articulation,  
8 36 implementation, and stewardship of a vision of  
8 37 learning that is shared and supported by the school  
8 38 community.

8 39 b. Advocating, nurturing, and sustaining a school  
8 40 culture and instructional program conducive to student  
8 41 learning and staff professional development.

8 42 c. Ensuring management of the school organization,  
8 43 operations, and resources in order to provide a safe,  
8 44 efficient, and effective learning environment.

8 45 d. Collaborating with families and community  
8 46 members, responding to diverse community interests and  
8 47 needs, and mobilizing community resources.

8 48 e. Acting with integrity, fairness, and in an

8 49 ethical manner.  
8 50 f. Understanding, responding to, and influencing  
9 1 the larger political, social, economic, legal, and  
9 2 cultural context.  
9 3 g. Fulfilling professional responsibilities  
9 4 established by the school district.  
9 5 2. By July 1, 2006, each school board shall  
9 6 conduct, for purposes of performance reviews for  
9 7 administrators, evaluations that assess  
9 8 administrators, at a minimum, against the Iowa  
9 9 standards for school leaders and the criteria for the  
9 10 standards developed by the department in accordance  
9 11 with section 256.9, subsection 53. A local school  
9 12 board may establish additional administrator standards  
9 13 and criteria. A local school board and its  
9 14 administrators may negotiate evaluation and grievance  
9 15 procedures for the administrators that are not in  
9 16 conflict with this chapter.  
9 17 Sec. \_\_\_\_\_. NEW SECTION. 284A.4 PARTICIPATION.  
9 18 1. A school district shall do all of the  
9 19 following:  
9 20 a. Participate in an administrator mentoring and  
9 21 induction program as provided in this chapter.  
9 22 b. Adopt individual administrator career  
9 23 development plans in accordance with this chapter.  
9 24 c. Adopt an administrator evaluation plan that, at  
9 25 a minimum, requires an annual performance review of  
9 26 administrators in the school district based upon the  
9 27 Iowa standards for school leaders and individual  
9 28 administrator career development plans.  
9 29 2. Effective July 1, 2005, each school district  
9 30 shall participate in the administrator quality  
9 31 program.  
9 32 Sec. \_\_\_\_\_. NEW SECTION. 284A.5 NEW ADMINISTRATOR  
9 33 MENTORING AND INDUCTION PROGRAM.  
9 34 1. A new administrator mentoring and induction  
9 35 program is created to promote excellence in school  
9 36 leadership, improve classroom instruction, enhance  
9 37 student achievement, build a supportive environment  
9 38 within school districts, increase the retention of  
9 39 promising school leaders, and promote the personal and  
9 40 professional well-being of administrators.  
9 41 2. The state board shall adopt rules to administer  
9 42 this section.  
9 43 3. The department, in collaboration with other  
9 44 educational partners, shall provide a new  
9 45 administrator mentoring and induction program for all  
9 46 new administrators.  
9 47 4. The new administrator mentoring and induction  
9 48 program shall, at a minimum, require one year of  
9 49 programming to support the Iowa standards for school  
9 50 leaders and new administrators' professional and  
10 1 personal needs, describe the mentor selection process,  
10 2 describe supports for new administrators, describe  
10 3 program organizational and collaborative structures,  
10 4 provide a budget, provide for sustainability of the  
10 5 program, and provide for program evaluation.  
10 6 5. A new administrator shall be informed by the  
10 7 school district or the area education agency, prior to  
10 8 the new administrator's participation in a mentoring  
10 9 and induction program, of the criteria upon which the  
10 10 administrator shall be evaluated and of the evaluation  
10 11 process utilized by the school district or area  
10 12 education agency.  
10 13 Sec. \_\_\_\_\_. NEW SECTION. 284A.6 ADMINISTRATOR  
10 14 CAREER DEVELOPMENT.  
10 15 1. Each school district shall provide professional  
10 16 growth programming for individuals employed in  
10 17 administrative positions at the school district by the  
10 18 school district or area education agency as deemed  
10 19 appropriate by the board of directors of the school  
10 20 district or the area education agency employing the  
10 21 administrator. School districts may collaborate with  
10 22 other educational stakeholders including other school  
10 23 districts, area education agencies, professional  
10 24 organizations, higher education institutions, and  
10 25 private providers, in the provision of professional  
10 26 development for school district administrators.  
10 27 Professional development programming for school  
10 28 district administrators may include supports that meet  
10 29 the career development needs of individual

10 30 administrators aligned to the Iowa standards for  
10 31 school leaders and individual administrator career  
10 32 development plans.  
10 33 2. An administrator employed in a school district  
10 34 administrative position by a school district or area  
10 35 education agency, in cooperation with the  
10 36 administrator's evaluator, shall develop an individual  
10 37 administrator career development plan. The purpose of  
10 38 the plan is to promote individual and group career  
10 39 development. The individual plan shall be based, at a  
10 40 minimum, on the needs of the administrator, the Iowa  
10 41 standards for school leaders, and the student  
10 42 achievement goals of the attendance center and the  
10 43 school district as outlined in the comprehensive  
10 44 school improvement plan.

10 45 3. The administrator's evaluator shall annually  
10 46 meet with the administrator to review the  
10 47 administrator's progress in meeting career development  
10 48 goals in the plan and to review collaborative work  
10 49 with other staff on student achievement goals and to  
10 50 modify as necessary the administrator's individual  
11 1 plan to reflect the individual administrator's and the  
11 2 school district's needs and the individual's progress  
11 3 in meeting the goals in the plan. The administrator  
11 4 shall present to the evaluator evidence of progress.  
11 5 The administrator's supervisor and the evaluator shall  
11 6 review, modify, accept, or reject modifications made  
11 7 to the administrator's individual plan.

11 8 Sec. \_\_\_\_ NEW SECTION. 284A.7 PERFORMANCE REVIEW  
11 9 REQUIREMENTS FOR ADMINISTRATORS.

11 10 A school district shall review an administrator's  
11 11 performance annually for purposes of assisting the  
11 12 administrator in making continuous improvement,  
11 13 documenting continued competence in the Iowa standards  
11 14 for school leaders, or to determine whether the  
11 15 administrator's practice meets school district  
11 16 expectations. The performance review shall include,  
11 17 at a minimum, an assessment of the administrator's  
11 18 progress toward meeting the Iowa standards for school  
11 19 leaders and the implementation of the administrator's  
11 20 individual career development plan, including  
11 21 supporting documentation or materials aligned to the  
11 22 Iowa standards for school leaders and the  
11 23 administrator's individual career development plan.

11 24 Sec. \_\_\_\_ NEW SECTION. 284A.8 STATE PROGRAM  
11 25 APPROPRIATION.

11 26 1. There is appropriated from the general fund of  
11 27 the state to the department of education for the  
11 28 fiscal year beginning July 1, 2005, and each  
11 29 succeeding fiscal year, the sum of two hundred forty=  
11 30 five thousand dollars for purposes of the new  
11 31 administrator mentoring and induction program. From  
11 32 the funds appropriated, the department shall allocate  
11 33 to each school district one thousand five hundred  
11 34 dollars per new administrator participating in the new  
11 35 administrator mentoring and induction program. If the  
11 36 funds appropriated for the program are insufficient to  
11 37 pay school districts as provided in this subsection,  
11 38 the department shall prorate the amount distributed to  
11 39 school districts based upon the amount appropriated.  
11 40 Moneys received by a school district pursuant to this  
11 41 subsection shall be expended to implement the new  
11 42 administrator mentoring program.

11 43 2. Notwithstanding section 8.33, any moneys  
11 44 remaining unobligated or unexpended from the moneys  
11 45 appropriated under subsection 1 shall not revert, but  
11 46 shall remain available in the succeeding fiscal year  
11 47 for expenditure for the purposes designated. The  
11 48 provisions of section 8.39 shall not apply to the  
11 49 funds appropriated pursuant to this section.>

11 50 #7. Page 30, by inserting after line 34 the  
12 1 following:

12 2 <Sec. \_\_\_\_ Section 284.9, Code 2005, is repealed.>  
12 3 #8. By renumbering as necessary.

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12 5  
12 6  
12 7 \_\_\_\_\_  
12 8 WINCKLER of Scott  
12 9  
12 10 \_\_\_\_\_

12 11 MASCHER of Johnson  
12 12 HF 816.734 81  
12 13 kh/gg/2480