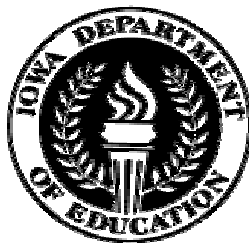


Student Achievement and Accountability

Senate File 476

Annual Report



**Iowa Department of Education
Grimes State Office Building
Des Moines, IA 50319**

January 2004

State of Iowa
Department of Education
Grimes State Office Building
Des Moines, Iowa
50319-0146

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**Iowa Department of Education
Annual Report 2004
As Required by Senate File 476
Student Achievement and Teacher Quality Program**

Legislation passed during the 2001 Iowa legislative session established the Student Achievement and Teacher Quality Program, Senate File 476. This legislation requires the Iowa Department of Education (DE) to annually report the statewide progress on the following: Student achievement scores in mathematics and reading at the fourth and eighth grade levels on a district-by-district basis; evaluator training program; team-based variable pay for student achievement; and changes and improvements in the evaluation of teachers under the Iowa Teaching Standards. The report is being made available to the chairpersons and ranking members of the senate and house committees on education, the legislative education accountability and oversight committee, the deans of the colleges of education at approved practitioner preparation institutions in this state, the State Board of Education, the Governor, and school districts.

Student Achievement Scores in Mathematics and Reading at the Fourth and Eighth Grade Levels on a District-by-District Basis

**2001-02 & 2002-03 Biennium
Adequate Yearly Progress Report
Percentage of Students Proficient
(Iowa School Districts)**

Blank = Not Applicable (Whole Grade Sharing)

Name	4th Grade Reading	4th Grade Math	8th Grade Reading	8th Grade Math
A-H-S-T	71.11	75.56	82.65	81.63
Adair-Casey	70.59	68.63	58.82	68.63
Adel-Desoto-Minburn	86.98	84.19	81.17	79.37
AGWSR	77.45	77.45	79.82	86.24
Akron Westfield	73.91	73.33	65.93	68.82
Albert City-Truesdale	85	82.93	66.67	66.67
Albia	69.15	67.55	65.56	63.33
Alburnett	74.74	84.21	81.82	84.85
Alden	93.94	87.88	57.89	65.79
Algona	82.35	78.61	74.76	71.63
Allamakee	73.24	72.3	70.04	70.34
Allison-Bristow	62.79	76.74	55.93	72.88
Alta	62.03	67.09	54	62
Ames	90.96	91.87	85.48	89.76
Anamosa	77.53	79.21	77.25	81.52
Andrew	78.26	78.26	55.32	66
Anita	92.68	78.05	62.22	57.78
Ankeny	86.55	83.2	81.41	82.77
Anthon-Oto	81.4	90.7	72.39	69.4

Name	4th Grade Reading	4th Grade Math	8th Grade Reading	8th Grade Math
Aplington	86.05	74.42	79.26	73.33
Ar-We-Va	82.14	83.93	60.87	73.91
Armstrong-Ringsted	72.73	70.91	78.75	82.5
Atlantic	73.36	73.8	70.34	67.93
Audubon	81.31	85.05	78.4	91.2
Aurelia	91.43	97.14	87.1	85.48
Ballard	81.37	76.47	78.49	79.03
Battle Creek-Ida Grove	80.95	80.95	73.72	84.17
Baxter	86.49	87.84	78.18	83.33
BCLUW	81.63	85.71	75.53	85.11
Bedford	89.74	89.74	60.42	66.67
Belle Plaine	69.72	80.73	67.21	77.42
Bellevue	87.63	90.72	68.47	81.82
Belmond-Klemme	81.73	79.05	76.47	73.53
Bennett	100	93.33	77.14	80
Benton	82.35	81.93	73.75	74.13
Bettendorf	87.32	84.24	77.19	77.35
Bondurant-Farrar	71.52	75.46	77.18	76.51
Boone	78.87	84.15	64.08	71.6
Boyden-Hull	89.13	88.04	74.16	73.03
Boyer Valley	76.81	71.01	49.38	55.56
Brooklyn-Guernsey-Malcom	69.16	65.09	65.26	67.74
Burlington	69.3	69.45	61.54	62.42
C and M	90	85.71	78.05	80.49
Cal	80.65	93.55		
Calamus-Wheatland	84.81	83.54	77.78	79.01
Camanche	71.9	66.94	68	64.67
Cardinal	70.21	65.59	67.92	56.07
Carlisle	78.33	75	67.57	73.51
Carroll	74.9	78.14	63.7	79.63
Cedar Falls	87.85	87.15	77.23	80.1
Cedar Rapids	70.34	68.97	69.75	69.08
Center Point-Urbana	79.38	68.75	76.77	80
Centerville	74.77	73.87	62.93	63.32
Central	79.17	90.62	77.08	77.89
Central City	79.1	80.6	61.54	72.31
Central Clinton	89.24	87.89	82.16	80.5
Central Decatur	69.16	56.07	68.32	78.22
Central Lee	66.08	58.48	62.57	69.59
Central Lyon	86.67	77.14	80.73	77.98
Chariton	73.63	76	55.96	61.93
Charles City	78.34	73.73	71.73	74.38
Charter Oak-Ute	82.46	89.47	65.38	88.24
Cherokee	78.31	69.88	68.5	76
Clarinda	78.99	76.47	63.16	72.93
Clarion-Goldfield	81.67	80	79.14	77.7
Clarke	74.75	73.76	57.08	60.38

Name	4th Grade Reading	4th Grade Math	8th Grade Reading	8th Grade Math
Clarksville	73.21	71.43	61.7	73.91
Clay Central-Everly	81.54	81.54	84.72	81.94
Clear Creek-Amana	79.38	78.35	70.75	71.7
Clear Lake	74.13	82.5	67.03	73.22
Clearfield	92.86	92.86		
Clinton	71.75	65.77	61.81	62.76
Colfax-Mingo	66.13	65.32	57.98	62.18
College	78.47	77.55	75.09	73.45
Collins-Maxwell	73.08	75.64	62.86	75.71
Colo-Nesco	79.52	62.65	58.42	65.69
Columbus	64.86	56.08	48.41	50.96
Coon Rapids-Bayard	73.53	77.94	77.92	87.01
Corning	78.87	80.28	76.92	76.92
Corwith-Wesley	100	100		
Council Bluffs	65.1	64.47	57.79	56.61
Creston	74.52	78.37	72.2	69.96
Dallas Center-Grimes	82.5	89.17	78.43	84.24
Danville	84.15	86.59	76.62	74.03
Davenport	58.71	57.86	55.04	50.17
Davis County	72.73	74.55	66.47	64.71
Decorah	83.81	82.46	85.48	87.15
Deep River-Millersburg	81.48	74.07		
Delwood	80.39	86.27		
Denison	66.49	67.57	65.97	75.63
Denver	79.79	81.91	77.08	82.29
Des Moines Independent	65.35	68.25	53.95	54.65
Diagonal	75	75	69.23	84.62
Dike-New Hartford	84.62	90.38	72.73	80.17
Dows	48.15	81.48	62.71	67.8
Dubuque	67.99	65.8	64.54	69.84
Dunkerton	76.32	69.74	67.57	63.51
Durant	77.89	83.16	78.45	78.81
Eagle Grove	78.23	71.43	66.43	62.14
Earlham	71.74	65.22	73.27	83.17
East Buchanan	64.71	67.65	74.71	72.41
East Central	87.67	83.56	67.92	56.6
East Greene	64.15	73.58	66.67	66.67
East Marshall	85.82	80.6	75.38	85.38
East Monona				
East Union	78.31	75.9	75.9	77.11
Eastern Allamakee	86.57	88.06	77.78	76.39
Eddyville-Blakesburg	77.97	75.63	61.9	64.8
Edgewood-Colesburg	82.61	78.26	75	85.23
Eldora-New Providence	67.82	71.59	63.28	61.72
Elk Horn-Kimballton	67.44	81.4	72.88	77.97
Emmetsburg	78.72	78.49	63.72	75.22
English Valleys	70.15	68.66	60.19	66.02

Name	4th Grade Reading	4th Grade Math	8th Grade Reading	8th Grade Math
Essex	72.97	75.68	78.57	71.43
Estherville Lincoln	77.89	76.32	64.39	69.76
Exira	72.5	62.5	72.09	72.09
Fairfield	83.28	81.97	73.39	78.9
Farragut	80	77.78	68.52	62.96
Forest City	87.89	84.21	69.37	76.13
Fort Dodge	68.17	69.1	67.29	62.35
Fort Madison	74.11	75.48	65.52	71.06
Fox Valley	61.54	57.69		
Fredericksburg	78.43	70.59	69.23	76.92
Fremont	59.09	63.64	63.33	70
Fremont-Mills	70.89	65.38	69.35	58.06
Galva-Holstein	77.78	81.69	71.95	76.83
Garnavillo	80	72	67.65	76.47
Garner-Hayfield	77.88	80.53	73.68	75.19
George-Little Rock	96.72	90.16	69.05	77.38
Gilbert	85.71	85.71	78.62	78.62
Gilmore City-Bradgate	78.95	94.74	77.97	83.05
Gladbrook-Reinbeck	87.4	81.89	65.47	76.98
Glenwood	73.33	73	70.65	76.36
Glidden-Ralston	79.31	70.69	72.6	76.71
GMG	83.56	86.3	67.11	59.21
Graettinger	67.74	67.74	64.71	66.67
Grand				
Greene	83.67	87.76	70.83	79.17
Grinnell-Newburg	82.25	87.59	74.6	80.8
Griswold	71.55	71.55	75.23	86.24
Grundy Center	88.54	83.33	72	71.77
Guthrie Center	81.82	82.95	74.12	83.53
Guttenberg	73.91	75.36		
H-L-V	65.33	70.67	57.81	57.81
Hamburg	69.09	65.45	66.67	70.83
Hampton-Dumont	70.41	64.5	64.02	72.56
Harlan	84.16	82.67	79.51	84.02
Harmony	70.27	67.57	65.12	66.28
Harris-Lake Park	95	97.5	74.47	91.49
Hartley-Melvin-Sanborn	83.76	73.5	79.58	79.43
Highland	58.54	52.44	58.51	68.09
Hinton	82.14	82.35	70.09	80.19
Howard-Winneshiiek	77.51	79.76	68.9	77.56
Hubbard-Radcliffe	87.88	84.85	70.11	68.97
Hudson	72.27	70.83	78.26	78.26
Humboldt	85.05	81.96	77.97	79.3
IKM	86.44	76.67	76.92	79.12
Independence	82.08	82.08	65.98	61.22
Indianola	82.81	84.62	78.18	80
Interstate 35	80.51	83.9	70.97	77.42

Name	4th Grade Reading	4th Grade Math	8th Grade Reading	8th Grade Math
Iowa City	79.45	79.42	76.19	81.72
Iowa Falls	69.08	78.29	72.56	70.19
Iowa Valley	73.87	75.68	59.78	76.67
Janesville Consolidated	72.34	82.98	85	85
Jefferson-Scranton	78.29	70.29	77.42	73.12
Jesup	72.66	71.88	69.42	66.94
Johnston	88.42	90.1	83.89	88.15
Keokuk	66.03	64.19	60.2	61.86
Keota	77.03	85.14	71.01	79.71
Kingsley-Pierson	84.06	79.71	73.33	77.33
Knoxville	71.17	70.59	59.3	65.8
Lake Mills	81.05	67.37	72	71.2
Lamoni	71.19	77.97	70.31	79.69
Laurens-Marathon	88.73	87.32	81.82	83.12
Lawton-Bronson	81.55	81.55	78.12	82.29
Le Mars	76.07	74	71.71	79.78
Lenox	61.7	74.47	59.18	67.35
Lewis Central	62.72	59.19	66.59	69.07
Lineville-Clio	66.67	66.67	76.47	76.47
Linn-Mar	84.33	85.11	82.42	82.19
Lisbon	68.35	72.15	77.38	77.65
Logan-Magnolia	80	78.48	65.09	76.7
Lone Tree	74.19	80.65	67.24	75.86
Louisa-Muscatine	74.51	64.05	60.54	53.06
LuVerne	80	90	65.22	69.57
Lynnvile-Sully	84.93	81.94	83.91	91.95
Madrid	76.74	79.07	74.76	72.82
Malvern	61.9	69.05	82.19	78.08
Manning	85.14	71.62	75.61	82.93
Manson Northwest Webster	83.33	86.92	83.21	86.13
Maple Valley	82.86	78.57		
Maquoketa	72.6	66.21	70.16	75.48
Maquoketa Valley	85.6	88	80.52	84.42
Marcus-Meriden-Cleghorn	77.94	83.82	74.51	77.45
Marion Independent	71.89	76.89	68.42	77.09
Marshalltown	64.35	62.88	61.73	64.8
Martensdale-St Marys	77.94	76.47	81.25	80
Mason City	71.11	70.32	72.36	75.24
Mediapolis	73.48	80.43	74.48	75.68
Melcher-Dallas	63.01	58.9	64	62.67
Meservey-Thornton	72	76	78.31	74.39
MFL MarMac	66.92	64.18	56.92	60.51
Mid-Prairie	78.68	72.08	75.26	74.07
Midland	80.22	71.43	58.88	58.88
Missouri Valley	77.24	67.59	72.44	73.08
MOC-Floyd Valley	89.95	89.95	80.77	81.62
Montezuma	83.78	89.19	66.96	65.22

Name	4th Grade Reading	4th Grade Math	8th Grade Reading	8th Grade Math
Monticello	79.43	82.27	76.54	86.03
Moravia	87.23	76.6	62.5	71.43
Mormon Trail	68.42	71.05	64.1	64.1
Morning Sun	73.33	73.33		
Moulton-Udell	84.44	75.56	76.92	58.97
Mount Ayr	83.91	80.46	67.86	75.89
Mount Pleasant	79.33	75	74.2	72.89
Mount Vernon	83.24	75.14	80.22	82.42
Murray	75	78.85	60.38	60.38
Muscatine	80.84	81.92	71.39	72.16
Nashua-Plainfield	72.9	85.98	80	84
Nevada	79.53	80.56	74.5	78.09
New Hampton	78.57	82.47	76.68	84.46
New London	78.89	72.22	71.43	76.19
New Market	72.73	68.18	76	76
Newell-Fonda	79.69	89.06	71.62	87.84
Newton	73.82	72.73	67.72	66.53
Nishna Valley	68.57	62.86	57.14	73.81
Nodaway Valley	71.19	69.49	76.12	72.39
Nora Springs-Rock Falls	82.19	89.04	73.53	88.24
North Cedar	79.87	81.88	70.77	83.08
North Central	63.86	57.83	62.16	74.32
North Fayette	77.97	85.23	74.25	80.12
North Iowa	82.35	85.88	68.63	64.71
North Kossuth	84.09	82.22	79.49	79.49
North Linn	83.04	81.25	73.17	74.8
North Mahaska	90.54	91.89	73.81	63.41
North Polk	87.66	84.42	77.94	86.76
North Scott	82.84	81.92	71.05	71.66
North Tama County	75.64	82.05	69.77	80.23
North Winneshiek	72.09	93.02	64.44	75.56
Northeast	90.22	86.96	77.31	80.67
Northeast Hamilton	86.05	88.37	66.67	68.75
Northwood-Kensett	68.83	72.73	66.23	78.95
Norwalk	77.41	79.22	76.51	78.41
Odebolt-Arthur	86.27	88.24	74.68	74.68
Oelwein	68.5	69	65.46	72.29
Ogden	80.49	82.11	67.63	66.19
Okoboji	76.42	82.93	68.75	66.41
Olin Consolidated	75	71.43	60	58
Orient-Macksburg	73.68	73.68	54	56
Osage	81.45	79.03	81.36	81.36
Oskaloosa	78.87	78.53	66.76	67.23
Ottumwa	66.95	71.19	58.76	55.65
Panorama	89.89	88.42	76.64	74.77
Parkersburg	87.5	85.71		
Paton-Churdan	79.17	79.17	56.52	47.83

Name	4th Grade Reading	4th Grade Math	8th Grade Reading	8th Grade Math
PCM	91.28	81.88	69.44	62.94
Pekin	75.4	74.6	65.09	67.62
Pella	87.9	90.76	81.44	84.08
Perry	62.08	58.75	64.84	66.21
Pleasant Valley	84.62	84.21	78.69	83.08
Pleasantville	80	78.95	64.71	74.51
Pocahontas Area	69.74	73.68	71.81	79.19
Pomeroy-Palmer	62.16	70.27	76.79	77.78
Postville	69.15	68.82	57.47	75.86
Prairie Valley	91.67	87.96	67.5	73.33
Prescott	87.5	87.5		
Preston	85.96	85.96	62.96	62.96
Red Oak	68.59	68.95	66.3	73.33
Remsen-Union	89.66	93.1	85.71	73.02
Riceville	79.03	79.03	75.36	71.01
River Valley	77.61	80.6	84.29	78.57
Riverside	70.71	74.49	81.37	83.33
Rock Valley	91.11	85.56	75.68	82.43
Rockwell City-Lytton	82.67	76	78.49	78.49
Rockwell-Swaledale	71.21	73.85	56.52	47.83
Roland-Story	87.28	86.71	81.72	78.92
Rudd-Rockford-Marble Rk	68.69	65.31	58.65	59.62
Russell	72	68	42.86	60.71
Ruthven-Ayrshire	83.33	100	68.89	82.22
Sac	80	67.19	77.78	80.25
Saydel	69.23	63.19	48.26	46.51
Schaller-Crestland	85.71	74.6	72.22	79.17
Schleswig	85.71	88.1	63.89	77.78
Sentral	76.47	85.29	74.36	82.05
Sergeant Bluff-Luton	81.82	79.7	73.3	79.55
Seymour	71.43	71.43	67.74	72.58
Sheffield-Chapin	54.55	81.25		
Sheldon	89.81	90.32	74.85	88.27
Shenandoah	72.52	64.12	59.17	65.68
Sibley-Ocheyedan	80.15	78.63	72.03	77.62
Sidney	65.38	61.54	63.64	63.64
Sigourney	74	67	63.93	70.49
Sioux Center	84.68	88.71	80.43	88.97
Sioux Central	85.29	77.94	79.57	70.97
Sioux City	67	62.69	56.67	61.69
Solon	82.29	78.86	83.45	84.83
South Clay	74.19	80.65		
South Hamilton	83.05	87.29	70.43	75.65
South O'Brien	77.08	80.21	76.47	86.27
South Page	72.5	77.5	62.26	73.58
South Tama County	64.52	61.69	69.13	70.43
South Winneshiek	68.29	71.95	69.41	76.47

Name	4th Grade Reading	4th Grade Math	8th Grade Reading	8th Grade Math
Southeast Polk	75.84	73.31	70.98	76.41
Southeast Warren	87.64	84.27	55	70
Southeast Webster	74.07	72.84	62.24	67.35
Southern Cal	85.71	70.59	56.82	59.09
Spencer	76.59	76.98	70.45	76.14
Spirit Lake	87.98	86.89	84.65	81.68
Springville	72.86	64.29	73.61	70.83
St Ansgar	77.88	75	74.8	73.98
Stanton	84.78	93.48	80.36	83.93
Starmont	66.15	73.08	69.53	71.88
Storm Lake	59.36	64.07	53.68	63.24
Stratford	92.59	92.59		
Sumner	83.33	86.84	73.39	82.88
Terril	88.46	92.31	50	71.88
Tipton	89.17	87.5	79.31	83.62
Titonka Consolidated	70.97	67.74	68.97	68.97
Treynor	88.24	89.41	91.49	84.04
Tri-Center	79.41	76.47	73.55	71.9
Tri-County	68.52	74.07	60	58
Tripoli	81	77	70.67	77.33
Turkey Valley	72.31	72.31	67.83	81.74
Twin Cedars	65.08	63.49	62.5	61.25
Twin Rivers	70.83	75		
Underwood	74	77	59.32	72.03
Union	81.03	76.3	65.88	70
United	90.24	92.86		
Urbandale	87.04	91.58	75.91	81.38
Valley	71.6	69.14	65.66	65.66
Van Buren	85.87	83.7	60.94	60.16
Van Meter	81.63	79.38	82.89	77.63
Ventura	89.83	81.36	56.76	54.05
Villisca	85	81.67	64.71	75
Vinton-Shellsburg	76.16	79.78	73.96	82.64
Waco	71.08	73.49	68.6	74.42
Wall Lake View Auburn	85.9	88.46	71.43	70.24
Walnut	75	77.78	73.33	75.56
Wapello	76.29	64.95	67.24	68.97
Wapsie Valley	70.51	80.77	76.84	75
Washington	73.33	74.29	73.66	82.76
Waterloo	60.52	52.27	51.47	49.73
Waukee	82.61	84.13	82.38	83.87
Waverly-Shell Rock	83.27	85.13	71.38	83.02
Wayne	86.32	80	66.67	64.52
Webster City	80	78.76	69.01	75.35
West Bend-Mallard	81.03	87.93	75.76	80.3
West Branch	78.57	85.04	68.97	73.5
West Burlington Ind	64.29	75.51	70.19	66.35

Name	4th Grade Reading	4th Grade Math	8th Grade Reading	8th Grade Math
West Central	84.62	74.36	75	73.33
West Central Valley	81.94	75.34	56.25	57.64
West Delaware County	77.94	69.95	75.64	78.98
West Des Moines	85.51	87.97	81.17	85.78
West Hancock	73.08	70.75	71.58	68.42
West Harrison	57.33	58.67	59.04	59.04
West Liberty	62.09	69.54	64.41	68.93
West Lyon	86.27	84.31	77.34	77.34
West Marshall	75.91	79.56	65.05	71.84
West Monona	75.7	69.16	75.29	80
West Sioux	76.15	73.39	64.46	67.77
Western Dubuque	81.96	79.82	70.68	73.15
Westwood	73.08	71.15	67	71
Whiting	90.24	95.12	71.05	73.68
Williamsburg	79.29	82.25	70.59	74.71
Wilton	67.55	72.19	72.96	68.55
Winfield-Mt Union	70.59	66.67	52.86	55.71
Winterset	78.81	71.61	73.66	72.2
Woden-Crystal Lake	100	72.73		
Woodbine	75.41	75	56.25	59.38
Woodbury Central	86.67	83.33	59.52	72.62
Woodward-Granger	80	90	76.36	74.55

Evaluator Training Program and Changes and Improvements in the Evaluation of Teachers Under the Iowa Teaching Standards

Iowa Evaluator Approval Training Program (IEATP) - The DE released a request for proposal for the IEATP. This proposal was awarded to the area education agencies (AEAs), the School Administrators of Iowa, the University of Northern Iowa, and the Southeast Regional Laboratory (SERVE). This group, in cooperation with DE personnel, worked with Dr. Barbara Howard from SERVE to develop the instructional materials and development processes for the trainers and the participants in the evaluator approval program. A statewide application process for potential trainers was implemented. Applications were accepted from any interested personnel.

Sixty-five trainers were selected through a statewide application process and they were trained during the summer and fall of 2002. Each trainer must demonstrate the ability to not only train but also certify the skills needed by each member of the cohort group. Cohort groups are trained across the state with a ratio of 30 to 1. Training occurs in five regions, clustered by AEA:

- South (AEAs 13, 14, 15, 16)
- Central (AEA 11)
- Northwest (AEAs 4, 8, 14)
- East (AEAs 9, 10)
- Northeast (AEAs 1, 267)

Each region has a minimum of 13 trainers plus a regional coordinator and is responsible for the delivery of training in that region as a whole as coordinated through the DE. The first cohort of training began in September 2002 and continued through December 2002. A second cohort ran from January through June

of 2003. The third cohort was conducted in the fall of 2003 and fourth cohort is being conducted during the spring of 2004. A minimum of 2,100 participants will have been trained by the end of the 2003-2004 year.

Priority enrollment was given to administrators who were required to evaluate second year beginning teachers on or after the spring of 2003.

The IEATP is intended to develop three additional basic skill sets in potential evaluators: 1) knowledge and understanding of the Iowa Teaching Standards and Criteria; 2) data collection and management skills; and 3) feedback and conferencing skills. These three skill sets are developed in three additional modules.

Each of the four training modules implemented for evaluator approval includes theory, demonstration, practice and application of learning. Participants are expected to demonstrate basic knowledge and to apply learning to school context situations. This application activity is observed by the trainers to ensure that evaluators are proficient in the desired skills required under these new expectations.

The eight higher education institutions offering administrator preparation programs have integrated this new evaluator training into their masters and doctorate degree programs. Each college or university will have qualified trainers to ensure that graduates from these programs are certified upon graduation to evaluate Iowa teachers.

All administrators are required to successfully complete this training in order to renew their evaluator approval and the corresponding general administrative endorsement. Iowa law provides a \$1,000 award upon successful completion of the evaluator training until July 1, 2004.

As a result of the 2002 legislative requirement, the Iowa Teaching Standards and Criteria became the statewide expectation for all teachers. The DE has developed and shared a model evaluation process and the summative evaluation instrument to be used at the culmination of the comprehensive performance review <http://www.state.ia.us/educate/ecese/tqt/tc/teacheval.html>. Dr. Tom McGreal collaborated with the DE in the development of the evaluation model. The evaluator training program outlined above includes these statewide models as part of the training materials.

Evaluation Model - The DE, in collaboration with Dr. Tom McGreal, developed a model for a local evaluation system. This model was made available to the public in August 2002 at <http://www.state.ia.us/educate/ecese/tqt/tc/doc/evalmodv2.pdf>. This document provides local Iowa school districts with a basic evaluation model that can be used to shape a standards-based teacher evaluation system that will meet all the expectations of the Iowa Teacher Quality Program. This model encourages a range of sources of data and information to document that teachers meet the Iowa Teaching Standards. The model also incorporates the requirements for evaluation that are included in the Teacher Quality legislation.

Model Descriptors - The DE worked with a cadre of educational experts led by Dr. Vickie Trent, UNI; Dr. Charlotte Danielson, Outcomes Associates; Dr. Tom McGreal, Professor Emeritus, University of Illinois; Dr. Beverly Showers, Staff Development Consultant; and Dr. Barbara Howard, SERVE; to develop model descriptors to support the criteria for the Iowa Teaching Standards. These model descriptors are intended to help districts further define, in operational or behavioral terms, expectations under the Iowa Teaching Standards and Criteria. These model descriptors can be located at <http://www.state.ia.us/educate/ecese/tqt/tc/documents.html>.

Comprehensive Evaluation Instrument - The DE worked with legal representatives from School Administrators of Iowa, Iowa State Education Association, and the Iowa Association of School Boards on the development of the summative Comprehensive Evaluation Instrument for second year teachers. This instrument is a mandated part of a local evaluation system that is required for use in the final evaluation of second year teachers. This instrument was included in the Evaluation Model issued by the DE and in IEATP training materials for participants in evaluator approval training.

Team-based Variable Pay for Student Achievement

Team-Based Variable Pay (TBVP) gives schools the opportunity to explore and demonstrate methods to implement performance pay as a school team. If the schools successfully meet the student achievement goals that they have set, the staff will receive a financial reward. Thirty schools completed applications to become TBVP Pilot schools for 2003-2004. The applications were evaluated independently by a panel of raters. Ten schools in six districts were chosen:

District	School	Grades
Carroll	Adams Elementary	4-5
Carroll	Carroll Middle	6-8
Davis County	Davis County Elementary	K-4
Davis County	Davis County Middle	5-8
Des Moines	Oak Park Elementary	K-5
Johnston	Lawson Elementary	K-5
Johnston	Johnston Middle	6-8
Johnston	Johnston High	9-12
Northeast Hamilton	Northeast Hamilton	K-12
Stratford	Stratford Elementary	K-6

The ten schools include urban, suburban, and rural schools. The percent of students receiving free or reduced lunches ranges from 5 percent to 61 percent. Eight of the schools participated previously in the 2001-2002 TBVP Pilot. Three of those eight schools received awards following the pilot and five did not.

The implementation of TBVP in each of the schools are being studied using quantitative and qualitative analysis methods including comparison of student achievement gains with matched schools that are not participating in the program. Programs, curriculum, and practices implemented in the pilot schools that serve as enablers or detractors are being noted. The study will be completed by December 2004.

Professional Development

This year, the DE has focused on three major functions in the area of professional development: 1) disseminating the Iowa Professional Development Model; 2) organizing the Iowa Content Networks; and 3) establishing rules and procedures for the District Career Development Plans, the Iowa Professional Development Standards, and the Individual Career Development Plans.

1. Disseminating the Iowa Professional Development Model

A dissemination plan for sharing information about the professional development components of the Teacher Quality Program has been developed with input from the Professional Development Stakeholder Group. Efforts are underway to deliver training activities and disseminate materials to assist school districts and AEAs in developing and supporting the District Career Development Plans and Individual Teacher Career Development Plans.

The DE has disseminated the *Iowa Professional Development Model* for use by Iowa school districts. The intent of this model is to provide a structure for staff development that is focused, collaborative, and that directly supports the Comprehensive School Improvement Process (CSIP) goals for student achievement. Materials describing the model have been disseminated on the DE Web site (<http://www.state.ia.us/educate/ecese/tqt/tc/prodev.html>) and by AEA personnel. Throughout the year, DE staff and AEA personnel have been providing orientation sessions to local districts and other target audiences statewide.

Multiple training opportunities to build capacity to implement the Iowa Professional Development Model have been provided this year. The Professional Development Technical Assistance Seminars are

designed to provide AEAs and other providers the knowledge and skills needed to deliver technical assistance to local districts regarding the implementation of the Iowa Professional Development Model and the District Career Development Plans. Five full days of training for AEA and LEA participants plus four days of technical assistance for AEA participants have been made available in sessions located in Cedar Rapids and Des Moines. Almost 400 participants enrolled in this series. In addition to the Seminar Series, a two-day orientation session was held for private providers, DE staff, and others individuals. Total enrollment in the provider orientation session was 148.

2. Organizing the Iowa Content Networks

The DE has initiated an effort to help local districts access current information about scientifically based research. The Iowa Content Networks have been formed to review studies on instructional strategies in reading, mathematics, and science. The three networks are made up of 40 educators, representing a variety of agencies and role groups including universities, AEAs, school districts, and DE. Members are teachers, professors, and consultants. The work of the Iowa Professional Development Content Network is posted on the DE Web site (<http://www.state.ia.us/educate/ecese/tgt/tc/prodev.html>). The Web site provides a tool for local districts to use when selecting professional development content in reading, mathematics, and science. The site includes reviews of research studies that describe the research conducted on specific instructional strategies and programs. The site also includes ideas for selecting content, resources, and links to other sources of information about scientifically based research practices.

3. Establishing rules and procedures for the District Career Development Plans, the Iowa Professional Development Standards and the Individual Career Development Plans.

- Individual Career Development Plans – rules approved - plans required in 2005.
- District Career Development Plans and Professional Development Standards– approval of rules expected in January of 2004. There is ongoing work underway to develop guidance and technical assistance to integrate the District Career Development Plans into the Comprehensive School Improvement Process (CSIP). District Career Development Plans will be submitted as part of the CSIP in September 2004.