


State of Iowa
Executive Department

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

REVISED
EXECUTIVE ORDER NUMBER 67

- WHEREAS,** education is Iowa's most fundamental asset for its economic success; and
- WHEREAS,** research shows teacher qualifications, such as licensing examination scores, education and experience, are the single largest influence in student achievement other than home and family factors; and
- WHEREAS,** well-qualified teachers are five times more important than class size when it comes to influencing student achievement; and
- WHEREAS,** nearly one-third of Iowa's teachers are eligible to retire in the next five years; and
- WHEREAS,** more than 30 percent of beginning teachers leave the profession in their first five years; and
- WHEREAS,** there are fewer applications and candidates for administrators for Iowa's schools; and
- WHEREAS,** without change, fewer candidates of higher quality will want to teach; and
- WHEREAS,** there is strong evidence in Iowa of a looming teacher shortage caused by retirement, dissatisfaction, and salary competition from other states; and
- WHEREAS,** education graduates from Iowa colleges and universities are being vigorously recruited by states that offer higher beginning average salaries; and

WHEREAS, 70.4 percent of Iowa teachers who leave the profession do so because of dissatisfaction, noncompetitive salary, or career change, compared to the 50.2 percent national average; and

WHEREAS, teachers with fewer years of experience teach in rural Iowa schools and student achievement scores in these rural schools are indicating a trend in lower test scores; and

WHEREAS, there is nearly a \$12,000 salary differential between teachers in rural schools and their urban counterparts; and

WHEREAS, with a competitive job market in Iowa, attracting and retaining teachers in schools is difficult, especially in the areas of science, math and technology, which currently are teacher shortage areas in Iowa and the nation; and

WHEREAS, it is in the best interest for the State of Iowa:

To support quality teaching of Iowa's children by preparing, recruiting and retaining effective teachers and to make teaching an increasingly valued profession; to embark on reform efforts for education that allow for innovation and recognize performance; and to create opportunities for educational excellence in the 21st Century.

To provide recognition to highly skilled teachers and administrators through the establishment of new models for compensation, including both team and individual incentives.

To recognize and reward teachers and administrators for outstanding leadership, performance, and service.

To encourage and reinforce masterful teaching and leadership.

To provide intensive personal support to teachers and administrators who are experiencing outstanding results in their work with students.

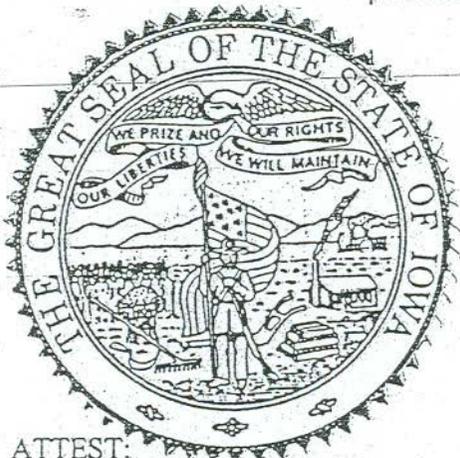
To complement the teacher and administrator assistance programs specified in Chapter 279.14A and 279.14B.

NOW, THEREFORE, I, Terry E. Branstad, Governor of the State of Iowa, by the virtue of the authority vested in me by the Laws and Constitution of the State of Iowa, do hereby order that:

The Council for Continuous Improvement in Education is established to facilitate statewide efforts to prepare, recruit, induct, and retain effective education professionals in Iowa's pre-K-12 schools.

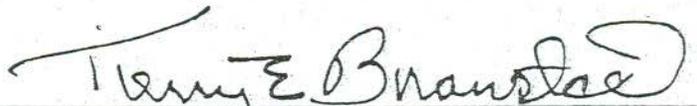
1. The Council will initiate the design, development, and evaluation of new concepts to help schools support, assess and compensate these professionals to meet the demand for a quality education workforce for the 21st Century.
2. The Council for Continuous Improvement in Education will evaluate and make recommendations to the Governor, the General Assembly, stakeholders and state agencies on new models for teacher compensation, using consulting services and the best research available, to develop models and pilot demonstrations of these models.
3. The Council shall include members appointed by the Governor and will represent teachers, administrators, school board members, parents, legislators, colleges and universities, the business community, and the general public.
4. The Council shall forward its recommendations to the Governor, the General Assembly, the State Board of Education, and the Board of Educational Examiners annually.
5. The Council for Continuous Improvement in Education shall:
 - a. Advise the State Board of Education, the Iowa Board of Regents, and the Board of Educational Examiners on new models of compensation and policies to attract and retain quality, competent new candidates, including:
 - i) Recommendations for the design of a competency-based portfolio assessment program and implementation of demonstration models. Monetary awards will be established for educators who voluntarily participate and who meet objective criteria on recognized set of core teaching standards; and
 - ii) Advising the Department of Education and the Board of Educational Examiners on implementation of the National Board Certification Award in section 256.44; and
 - iii) Advising the Department of Education, the Board of Educational Examiners and the Iowa Board of Regents on issues that relate to implementation of a beginning teachers induction program; and
 - iv) Advising the Iowa Board of Regents on issues that relate to the implementation of a teacher internship program; and

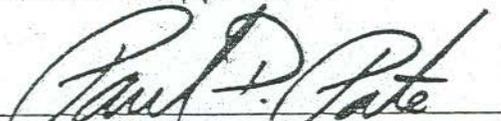
- v) Ongoing review, evaluation and continuous improvement of a competency-based practitioner education program for all teacher and administrator preparation programs in Iowa, building upon the joint task force recommendations of the State Board of Education and Board of Educational Examiners.
- b. Develop recommendations for a performance-based compensation program to provide financial rewards to all employees in individual attendance centers where students show growth in student achievement.
- c. Develop recommendations to the General Assembly for funding programs to study and develop new models for district level educator compensation.
- d. The Council is responsible for establishing a Foundation to secure private-sector funding to implement these initiatives.



ATTEST:

IN TESTIMONY WHEREOF, I have hereunto subscribed my name and caused the Great Seal of the State of Iowa to be affixed. Done at Des Moines this 21st day of August in the year of our Lord one thousand nine hundred and ninety-eight.


GOVERNOR


SECRETARY OF STATE