

State of Iowa
Executive Department

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

EXECUTIVE ORDER NUMBER FORTY-EIGHT

WHEREAS, HF 2792 signed into law on June 1, 2006, calls for the establishment of a commission within the executive branch of state government to design a pay-for-performance program and provide a study relating to teacher and staff compensation containing a pay-for-performance component; and

WHEREAS, the General Assembly created the Institute for Tomorrow's Workforce ("ITW") last year to provide a long-term forum for bold, innovative recommendations to improve Iowa's education system to meet the workforce needs of Iowa's new economy; and

WHEREAS, ITW is tasked with reviewing the state's education accountability measures and identifying effective education structure and delivery models that promote optimum student achievement; and

WHEREAS, ITW recommended that Iowa increase teacher salaries and complete the state's commitment to a bold new professional teacher performance and compensation model that rewards educators for their own knowledge, skills and practices that prepare students for the 21st century; and

WHEREAS, the membership of ITW is broad-based and reflects the awareness that meaningful and lasting educational change requires sustained support and collaboration from leaders in business, industry, government and education.

NOW, THEREFORE, I, Thomas J. Vilsack, Governor of the State of Iowa, by the power vested in me by the laws and the Constitution of the State of Iowa, do hereby order and direct the Institute for Tomorrow's Workforce to propose a design for a pay-for-performance program and conduct a study of the design as set forth in Section 27 of HF 2792 as enacted. The study shall measure the cost and effectiveness in raising student achievement of a compensation system that provides financial incentives based on student performance.

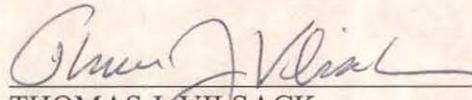
The Iowa Department of Education shall provide technical and administrative assistance to ITW. In developing the design, ITW shall seek input from and consult with individuals including but not limited to the following individuals outside of the Institute's membership:

- (1) At least one classroom teacher from each level: elementary, middle school, and high school;
- (2) At least one local school board official;
- (3) At least one K-6 principal and one 7-12 principal;
- (4) A representative from the Iowa State Education Association, Iowa Association of School Boards, School Administrators of Iowa, Professional Educators of Iowa, and the Urban Education Network.

Nothing in this executive order shall be construed to contravene any applicable state or federal law.

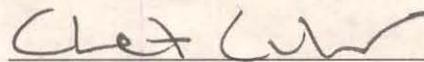


IN TESTIMONY WHEREOF, I have hereunto subscribed my name and caused the Great Seal of Iowa to be affixed. Done at Des Moines this 1st day of June, in the year of our Lord two thousand six.



THOMAS J. VILSACK
GOVERNOR

ATTEST:



CHESTER J. CULVER
SECRETARY OF STATE

