

Budget Unit Brief

FY 2017



Student Achievement/Teacher Quality

Overview

The Student Achievement and Teacher Quality (SATQ) Program began in FY 2002 to provide a structure for increasing teacher salaries while emphasizing student achievement. From the start of the appropriation to FY 2009, the SATQ appropriation included funding to supplement base teacher compensation statewide. In FY 2010, the funding for the teacher salary supplement was shifted from the SATQ appropriation to the school aid formula. In FY 2015, funding began for the Teacher Leadership and Compensation Grant. Currently, the SATQ appropriation is allocated among five programs:

- National Board Certification, including a suballocation for Ambassador to Education (Iowa Teacher of the Year).
- Mentoring and Induction.
- Career Development and Evaluator Training.
- Teacher Development Academies.
- Teacher Leadership and Compensation, including a suballocation for technical assistance.

National Board Certification

National Board Certification (NBC) is a certification program designed and administered by the [National Board for Professional Teaching Standards](#) (NBPTS). The NBC is available to teachers nationwide and requires candidates to demonstrate teaching practice as measured against high and rigorous standards.

The State began funding awards for teachers receiving NBC in FY 1999. During the 2007 Legislative Session, [SF 277](#) (Educational Standards – Practitioners and Staff and Student Achievement) ended funding for teachers receiving NBC after December 31, 2007. During the 2012 Legislative Session, [SF 2284](#) (Education Reform) reestablished the financial incentives provided to Iowa teachers certified by the NBPTS. The 2012 statutory change allows those that qualified after December 31, 2007, and before July 1, 2012, to apply for award prior to May 1, 2013. In addition, all future applicants that submit paperwork within one year of certification will also be eligible for the funding. Teachers eligible for the awards must meet the following qualifications (if one of the qualifications is not met the teacher is not eligible for an award):

- The individual has all qualifications required by NBPTS for application for certification.
- The individual is a teacher.
- The individual is employed by a school district in Iowa.
- The individual receives a salary as a classroom teacher.
- The individual completes the Department of Education (DE) application process. This includes submitting verification of NBC registration.
- The individual has not received reimbursement from this program at any previous time.

Teachers meeting the qualifications are eligible to receive the following awards:

- An initial reimbursement of one-half of the registration fee charged by the NBPTS. The registration fee includes a \$2,500 certification assessment fee.
- Final reimbursement of the remaining one-half of the registration fee charged by NBPTS when the teacher notifies the DE that certification has been achieved.
- A \$2,500 annual award for a maximum period of 10 years.

More Information

Iowa Department of Education: <https://www.educateiowa.gov/>

Student Achievement, Accountability and Professional Development Annual Report – [January 2015](#)

Iowa General Assembly: <http://www.legis.iowa.gov/index.aspx>

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Ambassador to Education

The allocation for the NBC also includes a suballocation for the ambassador to education to act as an education liaison to primary and secondary schools in Iowa. The [Iowa Teacher of the Year](#) serves as the ambassador to education. The Department of Education awards the suballocation to the school to pay the salary and benefits of the teacher selected as ambassador to education to allow a one-year sabbatical.

Mentoring and Induction

The Beginning Teacher Mentoring and Induction Program was created to promote excellence in teaching, enhance student achievement, build a supportive environment within school districts and area education agencies (AEAs), increase the retention of promising beginning teachers, and promote the personal and professional well-being of teachers. Every beginning educator in the first or second year of the profession enters a two-year induction program that addresses personal and professional needs and provides mentor training on [Iowa's Eight Teaching Standards](#). A mentor is assigned to observe, critique, and provide support and advice on effective teaching practices. Mentors must have at least four years of teaching experience and demonstrated skills in classroom training and coaching.

School districts or AEAs receive \$1,300 for each first-year or second-year educator. Funding allows for an award of \$500 per semester (\$1,000 total) to be paid to mentors. The remaining funds can be used by the districts or AEAs to pay for related program costs.

Career Development and Evaluator Training

The Department coordinates a statewide network of professional development resources that aligns with the Iowa teaching standards and contains research-based instructional strategies, instructional improvement strategies, and evaluations. The allocation assists in developing teacher quality committees in every school district and AEA. Teacher quality committees monitor the implementation, evaluation, and adoption of professional development plans to ensure the plans align with the professional development plans adopted by the school district or AEA.

Evaluator training is provided to administrators and others that make employment decisions, perform teacher evaluations, make licensure recommendations, and otherwise move teachers along a career path. The training is required to obtain an evaluator license from the Board of Educational Examiners. The Department is authorized to have up to 4.0 full-time equivalent (FTE) positions for administrative purposes.

Teacher Development Academies

Teacher Development Academies aim to increase teacher skills and student achievement through intensive professional development. The Academies feature research-based content and are designed to support local school districts and AEAs in offering professional development based on the [Iowa Professional Development Model](#).

Teacher Leadership and Compensation

During the 2013 Legislative Session, [HF 215](#) (Education Reform Appropriations Act) created the Teacher Leadership and Compensation (TLC) System that began in FY 2015. The statute authorizes \$50.0 million in each year from FY 2015 through FY 2017.

The goals of the Teacher Leadership and Compensation System include:

- Attract able and promising new teachers by offering competitive starting salaries and offering short-term and long-term professional development and leadership opportunities.
- Retain effective teachers by providing enhanced career opportunities.
- Promote collaboration by developing and supporting opportunities for teachers in schools and school districts statewide to learn from each other.
- Reward professional growth and effective teaching by providing pathways for career opportunities that come with increased leadership responsibilities and involve increased compensation.
- Improve student achievement by strengthening instruction.

To participate in the Teacher Leadership and Compensation System, local school districts must design a plan and apply to the Iowa Department of Education. Districts have three models to choose:

- Teacher Career Paths Leadership Roles, and Compensation Framework - requires model, mentor, and lead teacher role positions.
- Instructional Coach Model - requires model teacher, instructional coach, and curriculum and professional development leader positions.
- Comparable Plan Model - a customized version of the first two models or locally designed approach.

Regardless of the model a district chooses, a district's plan requires the following:

- A minimum annual salary of \$33,500 for all full-time teachers.
- Increased support for teachers, such as additional coaching, mentoring, and opportunities for observing exceptional instructional practice.
- Differentiated, multiple teacher leadership roles, such as instructional coaches, peer coaches, curriculum and professional development leaders, model teachers, mentor teachers, and lead teachers.

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- A rigorous selection process for placement into and retention in teacher leadership roles.
- A professional development system facilitated by teachers and other education experts and aligned with the Iowa professional development model adopted by the State board.

A portion of the appropriation for the TLC System is reserved for technical assistance in implementing the leadership roles. In FY 2016, up to \$626,000 is for these purposes.

Approximately one-third of the schools will receive funding each year through the SATQ appropriation, and after the initial year the appropriation will be incorporated in the school aid formula.

High-Need Schools

A part of the SATQ appropriation is an allocation for the High-Need School Supplemental Assistance. This funding allows school districts to develop extended learning time programs, hire instructional support staff, provide additional professional development, or supplement the salary of teachers in schools identified as high-need schools by the Department. High-Need School Supplemental Assistance does not have a sunset date and continues indefinitely. The program was originally set to begin in FY 2015, but as of FY 2017, no funds have been made available.

Funding

Student Achievement and Teacher Quality receives a General Fund appropriation, allocated as follows:

Student Achievement and Teacher Quality Program				
Allocations of the Annual Appropriation				
	FY 2014	FY 2015	FY 2016	FY 2017
National Board Certification	\$ 761,250	\$ 761,250	\$ 761,250	\$ 761,250
Ambassador to Education	85,000	85,000	85,000	85,000
Mentoring and Induction	3,537,875	4,021,875	4,021,875	4,021,875
Career Dev/Evaluator Trng	786,816	786,816	786,816	786,816
Teacher Dev Academies	1,136,410	1,136,410	1,136,410	1,136,410
Teacher Leadership Grants and Aid	0	49,300,000	49,973,809	49,973,809
Teacher Leadership Technical Assistance	0	700,000	626,191	626,191
Totals	\$ 6,307,351	\$ 56,791,351	\$ 57,391,351	\$ 57,391,351

In FY 2018, the Mentoring and Induction Program and the Teacher Leadership Grants and Aid will be fully rolled into the school aid funding formula and will no longer receive an appropriation.

Related Statutes and Administrative Rules

Iowa Code chapter [284](#)

Iowa Code sections [256.44](#), [256.45](#) (National Board Certification)

[281](#) Iowa Administrative Code chapter [83](#)

[281](#) Iowa Administrative Code chapter [84](#)

Revised November 21, 2016