
FISCAL TOPICS

Fiscal Services Division

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Des Moines, Iowa 50319

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Student Achievement and Teacher Quality Program

The Student Achievement and Teacher Quality (SATQ) Program began in FY 2002 to provide a structure for increasing teacher salaries statewide while emphasizing student achievement. The original appropriation was allocated by statute among the Program's initial components:

- Mentoring and induction
- Career path (minimum salaries)
- National Board Certification (NBC)
- Career development and evaluator training
- Market factor salaries
- Pay for performance
- Professional development
- Teacher compensation

Since its enactment, the General Assembly has amended the Program's components. The FY 2025 \$3.0 million appropriation is currently allocated across six components, detailed below.

National Board Certification

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

In order to be awarded funds, a teacher must meet all of the qualifications for the NBPTS and be currently employed as a classroom teacher by a school district in Iowa. Teachers cannot be reimbursed for the program more than once. A teacher meeting the qualifications is eligible to receive reimbursement for the registration fee charged by the NBPTS (half at the time of registration, half at the time of completion), as well as a \$2,500 annual award for a maximum of 10 years.

The allocation for NBC also includes a suballocation for the ambassador to education. The role of ambassador is filled by the Iowa Teacher of the Year, who acts as an education liaison to primary and secondary schools in Iowa. The Department of Education (DE) 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.

Career Development and Evaluator Training

The DE 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. This allocation also supports developing teacher quality committees in every school district and Area Education Agency (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.

More Information

Iowa Department of Education: educate.iowa.gov/pk-12/educator-quality
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Evaluator training is provided to administrators and other school officials who make employment decisions, perform teacher evaluations, and make licensure recommendations. The training is required for evaluator licensure from the Board of Educational Examiners.

Teacher Development Academies

Teacher Development Academies 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 Technical Assistance

The Teacher Leadership and Compensation (TLC) system is funded for all school districts through the school aid formula. The TLC allocation from the SATQ program appropriation funds administrative costs and technical assistance associated with the program.

Fine Arts Mentoring

This allocation funds a contract between the DE and the Iowa Arts Alliance that provides professional development and mentoring services for beginning fine arts teachers. Mentoring services include guidance in the classroom and in meetings, resources, time, materials, and financial scholarships for beginning fine arts teachers to attend conferences.

The Iowa Arts Alliance must provide quarterly reports to the DE detailing the organization's compliance with all requirements. The Iowa Arts Alliance is required to match every dollar provided by the DE with another funding source.

High-Need Schools

The SATQ appropriation also includes an allocation for 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 DE. The High-Need School Supplemental Assistance \$10.0 million allocation has not been funded since inception. The annual allocation from the SATQ appropriation is suspended each year in the Education Appropriations Act.

Current Allocation

The FY 2025 allocations for the SATQ program are detailed in Iowa Code section [284.13](#) and are as follows:

- \$508,250 for NBC including a \$85,000 suballocation for the ambassador to education position.
- \$728,216 for professional development.
- \$1,077,810 for teacher development academies.
- \$50,000 for fine arts beginning teacher mentoring.
- \$626,191 for implementing career paths and leadership roles.