

Student Achievement and Teacher Quality Program

The Student Achievement and Teacher Quality Program began in FY 2002 to provide a structure for increasing teacher salaries statewide, while emphasizing student achievement. The annual appropriation is allocated by statute among the Program's components:

- Mentoring and Induction
- Career Path (Minimum Salaries)
- National Board Certification
- Career Development and Evaluator Training
- Market Factor Salaries
- Pay for Performance
- Professional Development
- Teacher Compensation

Teacher Quality Committees

Beginning in FY 2008, school districts were required to establish Teacher Quality Committees to monitor the implementation of the Student Achievement and Teacher Quality Program at the district level.

Each Committee must have equal representation between administrators appointed by the school board and teachers appointed by the certified employee organization.

Mentoring and Induction

The Mentoring and Induction component provides beginning teachers with coaching, observation, and feedback, and includes a comprehensive evaluation. Districts receive \$1,300 per new teacher annually. Experienced teachers that agree to serve as mentors are paid a stipend of \$500 per semester. The remainder covers district administrative costs. All first-year teachers are required to complete the two-year program.

Career Path

The Program provides two steps on a career path for teachers:

- A first-year or second-year teacher is classified as a Beginning Teacher. The minimum salary in FY 2009 is \$28,000.
- All other teachers are classified as Career Teachers. The minimum salary in FY 2009 is \$30,000.

The original legislation in 2001 anticipated additional career levels and annual increases in the minimum salaries. The statutory language was revised to reflect increases in funding that were smaller than anticipated.

National Board Certification

The State began funding awards to teachers certified by the National Board for Professional Teaching Standards in FY 1999. Teachers achieving National Board Certification receive an award of \$2,500 per year for ten years.

Teachers seeking National Board Certification are also reimbursed for half of the \$2,500 registration fee upon application. The remaining half is reimbursed upon achieving certification.

For FY 2008 and FY 2009, the General Assembly allocated only enough funding to cover commitments to teachers that register for National Board Certification by December 31, 2007. This effectively brings the awards to an end. The commitment to fund existing awards will extend for ten years through FY 2018.

(over)

PROGRAM HIGHLIGHTS

- Began in FY 2002.
- Provides a teacher career path, minimum salaries, and evaluator training.
- Provides a mentoring and induction program for new teachers.
- FY 2008 State funding of \$173.9 million.
- FY 2009 State funding of \$248.9 million.

More Information

Dept. of Education Teacher Quality:
www.state.ia.us/educate/ecese/tqt/tc/index.html

[Teacher Retention: Impact of Teacher Quality Program](#)

[Average Teacher Salaries: Impact of Teacher Quality Program](#)

LSA Staff Contact:
Robin Madison
515-281-5270
robin.madison@legis.state.ia.us

Fiscal Topics: Student Achievement and Teacher Quality Program

Career Development and Evaluator Training

The Department of Education maintains a statewide network of professional development resources that are aligned with teaching standards, research-based instructional strategies, and career development plans. Teacher Development Academies provide professional development opportunities to teams from local school districts. The content of the academies is determined by analyzing statewide student achievement data and District Career Development Plans across the state.

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.

Market Factor Incentives

In FY 2007 and FY 2008, school districts could receive funding to enhance salaries for certain teaching positions to address recruitment and

retention issues, such as hard-to-staff schools and subject area shortages. The funding was eliminated in FY 2009.

Pay-for-Performance and Career Ladders

The General Assembly allocated funds for FY 2008 to conduct pay-for-performance and career ladder planning pilots in local school districts. Funding for FY 2009 was allocated to conduct implementation pilots to build on the planning pilots. The original legislation anticipated ten pilots but only three applications for the funding were submitted. Two pay-for-performance pilots and one career ladder pilot are currently underway.

Professional Development

For FY 2009, \$28.5 million is allocated to school districts and AEAs to provide professional development opportunities for teaching staff. Of that amount, \$8.5 million is dedicated to professional development related to the core curriculum. The formula for apportioning the funds among the districts and AEAs is based on the number of teachers and the average per diem contract salary in each district.

A new allocation of \$915,000 in FY 2009 was added to the statute to implement a statewide early childhood professional development system.

Teacher Compensation

The funds remaining after the allocations to other Program components are used to supplement base teacher compensation statewide. Half of the funding is allocated to districts based on enrollment and half is based on the number of full-time-equivalent teachers. Since the Program's inception, the amount remaining for base teacher salaries has ranged from 66.5% to 89.3% of the total appropriation.

In FY 2008, the General Assembly expanded the pool of education staff eligible for enhanced compensation under the Student Achievement and Teacher Quality Program. All licensed non-administrative staff of AEAs and school districts, including school nurses, are eligible.

Historical Funding

The table below reflects total appropriations and allocations by fiscal year since the Program's inception.

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**Student Achievement and Teacher Quality Program
Allocations of the Annual Appropriation**

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
National Board Certification	\$ 1,900,000	\$ 1,400,000	\$ 700,000	\$ 1,100,000	\$ 2,000,000	\$ 2,165,000	\$ 1,002,500	\$ 1,622,500
Ambassador to Education	0	0	75,000	75,000	85,000	85,000	85,000	85,000
Mentoring and Induction	2,400,000	4,100,000	4,200,000	3,500,000	4,200,000	4,650,000	4,650,000	4,650,000
Career Dev. and Evaluator Training	3,000,000	1,750,000	1,300,000	175,000	400,000	610,000	695,000	695,000
Praxis II Pilot	500,000	500,000	0	0	0	0	0	0
Variable Pay	1,000,000	0	500,000	0	0	0	0	0
Professional Development	0	0	0	0	10,000,000	10,000,000	20,000,000	28,500,000
Early Childhood Prof Dev	0	0	0	0	0	0	0	915,000
Teacher Development Academies	0	0	0	0	0	0	1,845,000	1,845,000
Market Factor Incentives	0	0	0	0	0	3,390,000	3,390,000	0
Pay for Performance	0	0	0	0	0	850,000	1,000,000	335,000
Institute for Tomorrow's Workforce	0	0	0	0	0	150,000	0	250,000
Salaries or Prof. Dev.	0	0	0	0	6,625,000	6,625,000	0	0
Teacher Compensation	31,200,000	32,250,000	37,500,000	40,433,894	46,283,894	75,818,894	141,276,394	210,046,394
Totals	\$ 40,000,000	\$ 40,000,000	\$ 44,275,000	\$ 45,283,894	\$ 69,593,894	\$ 104,343,894	\$ 173,943,894	\$ 248,943,894