

MAR 11 1999

EDUCATION

HOUSE FILE 639  
BY MASCHER

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

**A BILL FOR**

1 An Act relating to practitioner preparation and peer assistance  
2 and review for teachers.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25

HF 639

1 Section 1. Section 256.16, Code 1999, is amended to read  
2 as follows:

3 256.16 SPECIFIC CRITERIA FOR TEACHER PREPARATION AND  
4 CERTAIN EDUCATORS.

5 1. Pursuant to section 256.7, subsection 5, the state  
6 board shall adopt rules requiring all higher education  
7 institutions providing practitioner preparation to provide for  
8 exposure to regular classroom experiences within the first  
9 eighteen months of a student's acceptance into the program,  
10 and include in the professional education program, preparation  
11 that contributes to the education of students with  
12 disabilities and students who are gifted and talented, which  
13 must be successfully completed before graduation from the  
14 practitioner preparation program.

15 2. A person initially applying for a license shall  
16 successfully complete a professional education program  
17 containing the subject matter specified in this section,  
18 before the initial action by the board of educational  
19 examiners takes place.

20 3. The state board shall adopt rules requiring higher  
21 education institutions providing practitioner preparation to  
22 maintain data on program graduates for at least three years  
23 after the students' graduation.

24 Sec. 2. NEW SECTION. 280.27 PEER ASSISTANCE AND REVIEW  
25 PROGRAMS.

26 1. As used in this section, unless the context otherwise  
27 requires:

28 a. "Beginning teacher" means an individual serving under  
29 an initial provisional or conditional license, issued by the  
30 board of educational examiners under chapter 272, who is  
31 assuming a position as a classroom teacher.

32 b. "Classroom teacher" means an individual who holds a  
33 valid practitioner's license and who is employed by a school  
34 district under sections 279.13 through 279.19 to provide  
35 instruction to students.

1 c. "Consultant" means a professional licensed pursuant to  
2 chapter 272.

3 d. "Mentor" means an individual employed by a school  
4 district as a classroom teacher who holds a valid license to  
5 teach issued under chapter 272. The individual shall have a  
6 record of four years of successful teaching practice, shall be  
7 employed as a classroom teacher on a nonprobationary basis,  
8 and must demonstrate professional commitment to the  
9 improvement of teaching and learning, and the development of  
10 beginning teachers.

11 e. "Peer in need of assistance" means an experienced  
12 classroom teacher who is experiencing difficulty in the  
13 classroom.

14 f. "Peer review panel" means a panel composed of school  
15 district or accredited nonpublic school administrators,  
16 teachers, and representatives from the collective bargaining  
17 unit representing the teachers.

18 2. Each area education agency shall prepare a model peer  
19 assistance and review program plan and shall provide each  
20 school district and accredited nonpublic school within its  
21 area with a copy of the model plan. The plan shall include a  
22 model evaluation component which a school district or  
23 nonpublic school may use to measure the effectiveness of its  
24 peer assistance and review program. Any modifications to the  
25 model plan shall be submitted to school districts and schools  
26 as soon as practical. The board of directors of a school  
27 district and the authorities in charge of a nonpublic school  
28 shall adopt a peer assistance and review program plan and  
29 written procedures for the program, and may use, alter, or  
30 revise the model plan provided by the area education agency at  
31 their discretion.

32 3. The peer review assistance and review program plan  
33 adopted by the board of directors of a school district or the  
34 authorities in charge of a nonpublic school shall require that  
35 all beginning teachers and peers in need of assistance, who

1 are employed by the school district or nonpublic school,  
2 enroll in the program and be teamed with a mentor. At a  
3 minimum, the plan shall also provide for a process for  
4 training mentors; an orientation meeting for beginning  
5 teachers; assignment of a beginning teacher or peer in need of  
6 assistance to a mentor prior to the beginning of the school  
7 calendar; the minimum amount of contact time between the  
8 mentor and beginning teacher or peer in need of assistance;  
9 the minimum amount of release time for meetings for planning,  
10 demonstration, observation, feedback, and workshops; the  
11 process for dissolving the partnership between a mentor and a  
12 beginning teacher or peer in need of assistance; and the  
13 process for measuring the results of the program.

14 4. The peer review panel shall create a list of classroom  
15 teachers eligible to act as mentors and from this list shall  
16 appoint a consultant, preferably an individual who has  
17 achieved certification by the national board for professional  
18 teaching standards, upon the approval of the board of  
19 directors of a school district or the authorities in charge of  
20 a nonpublic school, to direct the peer assistance and review  
21 program. The consultant shall be released from daily  
22 classroom teaching duties for not more than three years. The  
23 salary paid to the consultant by a school district shall be  
24 equal to the amount of salary the person would have received  
25 from the district in the person's regular classroom teacher  
26 position for the school year during which the person serves as  
27 a consultant.

28 5. Peer review assistance and review program plans shall  
29 provide for at least weekly visits by the mentor to the  
30 classroom of a beginning teacher or peer in need of  
31 assistance. Mentors shall provide bimonthly progress reports  
32 to the consultant. The consultant shall provide the peer  
33 review panel and the beginning teacher or peer in need of  
34 assistance with a copy of the monthly progress report. The  
35 panel shall meet periodically with the consultant to discuss

1 progress, formulate goals, and share experiences with and  
2 provide guidance to the consultant. The consultant shall  
3 provide a final evaluation of each beginning teacher and peer  
4 in need of assistance to the peer review panel. A beginning  
5 teacher's contract shall be renewed only upon the approval of  
6 the panel. The panel may recommend contract termination to  
7 the board of directors of a school district or the authorities  
8 in charge of a nonpublic school based on the final evaluation  
9 of a peer in need of assistance.

10 6. School districts and nonpublic schools are encouraged  
11 to work with area education agencies, collective bargaining  
12 units representing the teachers, and postsecondary  
13 institutions in the preparation and implementation of a peer  
14 assistance and review program plan.

15 Sec. 3. STATE MANDATE FUNDING SPECIFIED. In accordance  
16 with section 25B.2, subsection 3, the state cost of requiring  
17 compliance with any state mandate included in this Act shall  
18 be paid by a school district from state school foundation aid  
19 received by the school district under section 257.16. This  
20 specification of the payment of the state cost shall be deemed  
21 to meet all the state funding-related requirements of section  
22 25B.2, subsection 3, and no additional state funding shall be  
23 necessary for the full implementation of this Act by and  
24 enforcement of this Act against all affected school districts.

25 EXPLANATION

26 This bill requires the state board of education to adopt  
27 rules requiring postsecondary institutions with approved  
28 practitioner preparation programs to provide exposure to  
29 regular classroom experiences within the first 18 months of a  
30 student's acceptance in a program, and to maintain data on  
31 program graduates for at least three years after graduation.  
32 The bill also requires that all schools and school districts  
33 implement a peer assistance and review program.

34 Each area education agency is required to prepare a model  
35 peer assistance and review program plan and provide the plan

1 to all schools and school districts. The schools and school  
2 districts must adopt a plan, and may use, alter, or revise the  
3 plan provided by an area education agency.

4 The plan adopted by the school or school district must  
5 require that all beginning teachers and peers in need of  
6 assistance, who are employed by the school district or  
7 nonpublic school, enroll in the program and be teamed with a  
8 mentor. A "peer in need of assistance" is defined as an  
9 experienced classroom teacher who is experiencing difficulty  
10 in the classroom.

11 At a minimum, the plan shall also provide for a process for  
12 training mentors; an orientation meeting for beginning  
13 teachers; assignment of a beginning teacher or peer in need of  
14 assistance with a mentor prior to the beginning of the school  
15 calendar; the minimum amount of contact time between the  
16 mentor and beginning teacher or peer in need of assistance;  
17 the minimum amount of release time for meetings for planning,  
18 demonstration, observation, feedback, and workshops; the  
19 process for dissolving the partnership between a mentor and a  
20 beginning teacher or peer in need of assistance; and the  
21 process for measuring the results of the program.

22 "Peer review panel" means a panel composed of school  
23 district or school administrators, teachers, and  
24 representatives from the collective bargaining unit  
25 representing the teachers.

26 A peer review panel, which is a panel composed of school  
27 district or school administrators, teachers, and  
28 representatives from the collective bargaining unit  
29 representing the teachers, creates a list of classroom  
30 teachers eligible to act as mentors and from this list  
31 appoints a consultant to direct the peer assistance and review  
32 program. A consultant employed by a school district is to  
33 receive the same salary that person would have received from  
34 performing the person's regular position, but is to be  
35 released from daily classroom teaching duties.

1 Plans must provide for weekly visits by the mentor to the  
2 classroom of a beginning teacher or peer in need of  
3 assistance. Mentors are to provide bimonthly progress reports  
4 to the consultant, who provides the peer review panel and the  
5 beginning teacher or peer in need of assistance with a copy of  
6 the report.

7 The panel must meet periodically with the consultant to  
8 discuss progress, formulate goals, and share experiences with  
9 and provide guidance to the consultant. The consultant is to  
10 provide a final evaluation of each beginning teacher and peer  
11 in need of assistance to the peer review panel. A beginning  
12 teacher's contract can be renewed only upon the approval of  
13 the panel. The panel may recommend contract termination to  
14 the board of directors of a school district or the authorities  
15 in charge of a nonpublic school based on the final evaluation  
16 of a peer in need of assistance.

17 This bill may include a state mandate as defined in Code  
18 section 25B.3. The bill requires that the state cost of any  
19 state mandate included in the bill be paid by a school  
20 district from state school foundation aid received by the  
21 school district under section 257.16. The specification is  
22 deemed to constitute state compliance with any state mandate  
23 funding-related requirements of Code section 25B.2. The  
24 inclusion of this specification is intended to reinstate the  
25 requirement of political subdivisions to comply with any state  
26 mandates included in the bill.

27  
28  
29  
30  
31  
32  
33  
34  
35