

REPRINTED

3/1/99 Referred to approp
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FILED FEB 25 1999

SENATE FILE 232
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO SF 40)

Passed Senate, Date ^(p. 483) 3/3/99 Passed House, Date _____
Vote: Ayes 50 Nays 0 Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the establishment of a beginning teacher
2 induction program and making an appropriation.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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SF 232

1 Section 1. DEPARTMENT OF EDUCATION. There is appropriated
2 from the general fund of the state to the department of
3 education for the fiscal year beginning July 1, 1999, and
4 ending June 30, 2000, the following amount, or so much thereof
5 as is necessary, to be used for the purpose designated:

6 For purposes of the beginning teacher induction program as
7 provided in section 256E.2:

8 \$ 300,000

9 Notwithstanding section 8.33, moneys appropriated in this
10 section that remain unencumbered or unobligated at the close
11 of the fiscal year shall not revert but shall remain available
12 for expenditure for the purposes designated until the close of
13 the succeeding fiscal year.

14 Sec. 2. NEW SECTION. 256E.1 DEFINITIONS.

15 As used in this chapter, unless the context otherwise
16 requires:

17 1. "Beginning teacher" means an individual serving under
18 an initial provisional or conditional license, issued by the
19 board of educational examiners under chapter 272, who is
20 assuming a position as a classroom teacher.

21 2. "Board" means the board of directors of a school
22 district or a collaboration of boards of directors of school
23 districts.

24 3. "Classroom teacher" means an individual who holds a
25 valid practitioner's license and who is employed by a school
26 district under sections 279.13 through 279.19 in a school
27 district or area education agency in this state to provide
28 instruction to students.

29 4. "Department" means the department of education.

30 5. "Director" means the director of the department of
31 education.

32 6. "District facilitator" means a licensed professional
33 pursuant to chapter 272 who is appointed by a board to serve
34 as the liaison between the board and the department for the
35 beginning teacher induction program.

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

9 Sec. 3. NEW SECTION. 256E.2 BEGINNING TEACHER INDUCTION
10 PROGRAM ESTABLISHED -- GRANTS.

11 1. If the general assembly appropriates moneys for
12 purposes of teacher induction, the department of education
13 shall coordinate a beginning teacher induction program to
14 promote excellence in teaching, build a supportive environment
15 within school districts, increase the retention of promising
16 beginning teachers, and promote the personal and professional
17 well-being of teachers.

18 2. The department shall adopt rules concerning the grant
19 application and award process, including reasonable cost
20 estimates for beginning teacher induction programs. The
21 department may disapprove a plan submitted by a board if the
22 plan does not meet the minimum criteria set forth in section
23 256E.3, subsection 2. If the cost estimates submitted by a
24 board exceed reasonable cost estimates as determined by the
25 department, the department shall work with the board to
26 identify measures for reducing plan costs. If the department
27 determines that moneys appropriated by the general assembly
28 are insufficient to meet the grant requests for all approved
29 beginning teacher induction program plans, the department
30 shall award grants based on the geographic location and
31 district population of the school districts with approved
32 plans. Grants may be awarded in subsequent years based upon
33 the most recent plan on file with the department. It is the
34 intent of the general assembly that the department approve
35 plans that incorporate local innovation and take into

1 consideration local needs.

2 Sec. 4. NEW SECTION. 256E.3 DISTRICT FACILITATOR AND
3 PLAN.

4 1. An area education agency shall prepare a model
5 beginning teacher induction program plan and shall provide the
6 model plan to each school district within its area. Any
7 modifications to the model plan shall be submitted to school
8 districts as soon as practical. A board shall adopt a
9 beginning teacher induction program plan and written
10 procedures for the program, and may use, alter, or revise the
11 model plan provided by the area education agency at the
12 board's discretion.

13 2. A board participating in the beginning teacher
14 induction program shall appoint a district facilitator, whose
15 duties shall include, but are not limited to, overseeing the
16 implementation of a plan for meeting the goals of the program
17 as set forth in section 256E.2. The plan shall, at a minimum,
18 provide the process for the selection of and the number of
19 mentors; the mentor training process; the timetable by which
20 the plan shall be implemented; placement of mentors and
21 beginning teachers; the minimum amount of contact time between
22 mentors and beginning teachers; the minimum amount of release
23 time for mentors and beginning teachers for meetings for
24 planning, demonstration, observation, feedback, and workshops;
25 the process for dissolving mentoring partnerships; and the
26 process for measuring the results of the program.

27 3. The district facilitator shall submit the plan, and the
28 proposed costs of implementing the plan, to the board, which
29 shall consider the plan and, once approved, submit the plan
30 and a reasonable cost proposal to the department of education.

31 4. The district facilitator is encouraged to work with
32 area education agencies and postsecondary institutions in the
33 preparation and implementation of a plan.

34 5. The district facilitator shall place beginning teachers
35 in a manner that provides the greatest opportunity to work

1 with the largest number of mentors.

2 Sec. 5. NEW SECTION. 256E.4 BEGINNING TEACHER INDUCTION
3 STATE SUBSIDY -- FUND.

4 1. A mentor in a beginning teacher induction program
5 approved under this chapter shall be eligible for an award of
6 five hundred dollars per semester of participation in the
7 program, which shall be paid from moneys received pursuant to
8 this chapter by the school district employing the mentor.

9 2. Moneys received by a school district pursuant to this
10 chapter shall be expended to provide mentors with awards in
11 accordance with subsection 1, to implement the plan, to
12 provide for a stipend for the district facilitator, and to pay
13 any applicable costs of the employer's share of contributions
14 to federal social security and the Iowa public employees'
15 retirement system or a pension and annuity retirement system
16 established under chapter 294, for such amounts paid by the
17 district.

18 3. Moneys received by a school district under this chapter
19 are miscellaneous income for purposes of chapter 257 or are
20 considered encumbered. A school district shall maintain a
21 separate listing within its budget for payments received and
22 expenditures made pursuant to this section. Moneys received
23 for purposes of this chapter shall not be used for payment of
24 any collective bargaining agreement or arbitrator's decision
25 negotiated or awarded under chapter 20.

26 4. A beginning teacher induction fund is established in
27 the office of the treasurer of state to be administered by the
28 department. Moneys appropriated by the general assembly for
29 deposit in the fund shall be used to provide funding to school
30 districts pursuant to this section.

31 Sec. 6. NEW SECTION. 256E.5 REPORTS.

32 The board implementing an approved beginning teacher
33 induction program as provided in this chapter shall submit an
34 assessment of the program's results by July 1 of the fiscal
35 year succeeding the year in which the school district received

1 moneys under this chapter. The department shall annually
2 report the statewide results of the program to the
3 chairpersons and the ranking members of the senate and house
4 education committees by January 1.

5 Sec. 7. EMERGENCY RULES. The department of education may
6 adopt emergency rules under section 17A.4, subsection 2, and
7 section 17A.5, subsection 2, paragraph "b", to implement the
8 provisions of this Act and the rules shall be effective
9 immediately upon filing unless a later date is specified in
10 the rules. Any rules adopted in accordance with this section
11 shall also be published as a notice of intended action as
12 provided in section 17A.4.

13

EXPLANATION

14 This bill creates a beginning teacher induction program to
15 promote excellence in teaching, build a supportive environment
16 in school districts, increase the retention of promising
17 beginning teachers, and promote the personal and professional
18 well-being of teachers. The bill appropriates \$300,000 from
19 the general fund of the state for FY 1999-2000 for purposes of
20 the program.

21 The bill directs the department of education to adopt rules
22 concerning the grant application and awarding process
23 including reasonable cost estimates for beginning teacher
24 induction programs.

25 A teacher serving as a mentor under the program is eligible
26 for an award of \$500 per semester of participation. Moneys
27 received by a district shall be expended to implement the
28 plan, provide for a stipend for a district facilitator, for
29 awards to mentors, and for the costs of the employer's share
30 of contributions to federal social security and the Iowa
31 public employees' retirement system or a pension and annuity
32 retirement system established under chapter 294, for such
33 amounts paid by the districts.

34 The bill establishes a beginning teacher induction fund in
35 the office of the treasurer of state to be administered by the

1 department of education.

2 The bill directs area education agencies to prepare and
3 distribute model induction plans to school districts.

4 Districts may use, alter, or revise the plans.

5 A school district shall appoint a district facilitator
6 whose duties include overseeing the development of a plan for
7 meeting program goals. To be eligible for a grant, the
8 district must adopt a plan and written procedures for a mentor
9 program which shall, at a minimum, address the mentor
10 selection and training processes; the timetable for plan
11 implementation; placement; minimum contact and release time;
12 measurement of results; workshops and dissolving mentoring
13 partnerships.

14 The board of directors shall submit the plan and a cost
15 proposal to the department. If the cost estimates submitted
16 by a district exceed the department's estimates, the
17 department shall work with the district to identify measures
18 for reducing plan costs. The department shall, if moneys are
19 insufficient to meet all grant requests, award grants based
20 upon equitability and geographic and population diversity. It
21 is the intent of the general assembly though, that the
22 department approve plans that incorporate local innovation and
23 take into consideration local needs.

24 The bill also defines a "mentor" as a licensed classroom
25 teacher employed by a school district or area education agency
26 as a classroom teacher, with a record of at least four years
27 of successful practice, who is employed on a nonprobationary
28 basis, and who demonstrates professional commitment to the
29 improvement of teaching and learning, and the development of
30 beginning teachers.

31 A school district receiving a grant must submit to the
32 department an assessment of the program's results, and the
33 department must annually submit the statewide results of the
34 program to the chairpersons and ranking members of the senate
35 and house education committees.

1 The bill permits the department to adopt emergency rules.
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SENATE FILE 232

S-3034

1 Amend Senate File 232 as follows:

- 2 1. Page 2, line 23, by inserting after the word
- 3 and figure "subsection 2" the following: ", or the
- 4 plan exceeds the reasonable costs as determined by the
- 5 department".
- 6 2. Page 3, line 8, by inserting after the word
- 7 "board" the following: "that wishes to participate in
- 8 the program".
- 9 3. Page 3, line 13, by striking the word
- 10 "participating" and inserting the following: "that
- 11 wishes to participate".
- 12 4. Page 3, line 25, by striking the word
- 13 "mentoring" and inserting the following: "mentor and
- 14 beginning teacher".
- 15 5. Page 3, line 34, by inserting after the word
- 16 "teachers" the following: "participating in the
- 17 program".
- 18 6. Page 4, line 6, by striking the word "of" and
- 19 inserting the following: ", at a minimum, for".
- 20 7. Page 4, by striking lines 22 through 25 and
- 21 inserting the following: "expenditures made pursuant
- 22 to this section."

By JEFF ANGELO

S-3034 FILED MARCH 2, 1999

Adopted 3-3-99

(p. 482)

SENATE FILE 232

S-3025

1 Amend Senate File 232 as follows:

- 2 1. Page 3, line 6, by inserting after the word
- 3 "area." the following: "The plan shall include a
- 4 model evaluation component by which a school district
- 5 may measure the effectiveness of its program."

By ELAINE SZYMONIAK

S-3025 FILED MARCH 1, 1999

Adopted

3-3-99

(p. 483)

H- 3/8/99 Education
H. 3/8/99 Do Pass
H. 4/20/99 Amend / Do Pass w/H 11

SENATE FILE 232
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO SF 40)

(AS AMENDED AND PASSED BY THE SENATE MARCH 3, 1999)

_____ - New Language by the Senate

Passed Senate, Date _____ Passed House, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the establishment of a beginning teacher
2 induction program and making an appropriation.

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

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S.F. 232

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2 from the general fund of the state to the department of
3 education for the fiscal year beginning July 1, 1999, and
4 ending June 30, 2000, the following amount, or so much thereof
5 as is necessary, to be used for the purpose designated:

6 For purposes of the beginning teacher induction program as
7 provided in section 256E.2:

8 \$ 300,000

9 Notwithstanding section 8.33, moneys appropriated in this
10 section that remain unencumbered or unobligated at the close
11 of the fiscal year shall not revert but shall remain available
12 for expenditure for the purposes designated until the close of
13 the succeeding fiscal year.

14 Sec. 2. NEW SECTION. 256E.1 DEFINITIONS.

15 As used in this chapter, unless the context otherwise
16 requires:

17 1. "Beginning teacher" means an individual serving under
18 an initial provisional or conditional license, issued by the
19 board of educational examiners under chapter 272, who is
20 assuming a position as a classroom teacher.

21 2. "Board" means the board of directors of a school
22 district or a collaboration of boards of directors of school
23 districts.

24 3. "Classroom teacher" means an individual who holds a
25 valid practitioner's license and who is employed by a school
26 district under sections 279.13 through 279.19 in a school
27 district or area education agency in this state to provide
28 instruction to students.

29 4. "Department" means the department of education.

30 5. "Director" means the director of the department of
31 education.

32 6. "District facilitator" means a licensed professional
33 pursuant to chapter 272 who is appointed by a board to serve
34 as the liaison between the board and the department for the
35 beginning teacher induction program.

1 7. "Mentor" means an individual employed by a school
2 district or area education agency as a classroom teacher who
3 holds a valid license to teach issued under chapter 272. The
4 individual must have a record of four years of successful
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15 within school districts, increase the retention of promising
16 beginning teachers, and promote the personal and professional
17 well-being of teachers.

18 2. The department shall adopt rules concerning the grant
19 application and award process, including reasonable cost
20 estimates for beginning teacher induction programs. The
21 department may disapprove a plan submitted by a board if the
22 plan does not meet the minimum criteria set forth in section
23 256E.3, subsection 2, or the plan exceeds the reasonable costs
24 as determined by the department. If the cost estimates
25 submitted by a board exceed reasonable cost estimates as
26 determined by the department, the department shall work with
27 the board to identify measures for reducing plan costs. If
28 the department determines that moneys appropriated by the
29 general assembly are insufficient to meet the grant requests
30 for all approved beginning teacher induction program plans,
31 the department shall award grants based on the geographic
32 location and district population of the school districts with
33 approved plans. Grants may be awarded in subsequent years
34 based upon the most recent plan on file with the department.
35 It is the intent of the general assembly that the department

1 approve plans that incorporate local innovation and take into
2 consideration local needs.

3 Sec. 4. NEW SECTION. 256E.3 DISTRICT FACILITATOR AND
4 PLAN.

5 1. An area education agency shall prepare a model
6 beginning teacher induction program plan and shall provide the
7 model plan to each school district within its area. The plan
8 shall include a model evaluation component by which a school
9 district may measure the effectiveness of its program. Any
10 modifications to the model plan shall be submitted to school
11 districts as soon as practical. A board that wishes to
12 participate in the program shall adopt a beginning teacher
13 induction program plan and written procedures for the program,
14 and may use, alter, or revise the model plan provided by the
15 area education agency at the board's discretion.

16 2. A board that wishes to participate in the beginning
17 teacher induction program shall appoint a district
18 facilitator, whose duties shall include, but are not limited
19 to, overseeing the implementation of a plan for meeting the
20 goals of the program as set forth in section 256E.2. The plan
21 shall, at a minimum, provide the process for the selection of
22 and the number of mentors; the mentor training process; the
23 timetable by which the plan shall be implemented; placement of
24 mentors and beginning teachers; the minimum amount of contact
25 time between mentors and beginning teachers; the minimum
26 amount of release time for mentors and beginning teachers for
27 meetings for planning, demonstration, observation, feedback,
28 and workshops; the process for dissolving mentor and beginning
29 teacher partnerships; and the process for measuring the
30 results of the program.

31 3. The district facilitator shall submit the plan, and the
32 proposed costs of implementing the plan, to the board, which
33 shall consider the plan and, once approved, submit the plan
34 and a reasonable cost proposal to the department of education.

35 4. The district facilitator is encouraged to work with

1 area education agencies and postsecondary institutions in the
2 preparation and implementation of a plan.

3 5. The district facilitator shall place beginning teachers
4 participating in the program in a manner that provides the
5 greatest opportunity to work with the largest number of
6 mentors.

7 Sec. 5. NEW SECTION. 256E.4 BEGINNING TEACHER INDUCTION
8 STATE SUBSIDY -- FUND.

9 1. A mentor in a beginning teacher induction program
10 approved under this chapter shall be eligible for an award of
11 five hundred dollars per semester, at a minimum, for
12 participation in the program, which shall be paid from moneys
13 received pursuant to this chapter by the school district
14 employing the mentor.

15 2. Moneys received by a school district pursuant to this
16 chapter shall be expended to provide mentors with awards in
17 accordance with subsection 1, to implement the plan, to
18 provide for a stipend for the district facilitator, and to pay
19 any applicable costs of the employer's share of contributions
20 to federal social security and the Iowa public employees'
21 retirement system or a pension and annuity retirement system
22 established under chapter 294, for such amounts paid by the
23 district.

24 3. Moneys received by a school district under this chapter
25 are miscellaneous income for purposes of chapter 257 or are
26 considered encumbered. A school district shall maintain a
27 separate listing within its budget for payments received and
28 expenditures made pursuant to this section.

29 4. A beginning teacher induction fund is established in
30 the office of the treasurer of state to be administered by the
31 department. Moneys appropriated by the general assembly for
32 deposit in the fund shall be used to provide funding to school
33 districts pursuant to this section.

34 Sec. 6. NEW SECTION. 256E.5 REPORTS.

35 The board implementing an approved beginning teacher

1 induction program as provided in this chapter shall submit an
2 assessment of the program's results by July 1 of the fiscal
3 year succeeding the year in which the school district received
4 moneys under this chapter. The department shall annually
5 report the statewide results of the program to the
6 chairpersons and the ranking members of the senate and house
7 education committees by January 1.

8 Sec. 7. EMERGENCY RULES. The department of education may
9 adopt emergency rules under section 17A.4, subsection 2, and
10 section 17A.5, subsection 2, paragraph "b", to implement the
11 provisions of this Act and the rules shall be effective
12 immediately upon filing unless a later date is specified in
13 the rules. Any rules adopted in accordance with this section
14 shall also be published as a notice of intended action as
15 provided in section 17A.4.

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SENATE FILE 232

H-1127

- 1 Amend Senate File 232, as amended, passed, and
2 reprinted by the Senate, as follows:
- 3 1. Page 1, line 6, by inserting after the word
4 "induction" the following: "pilot".
- 5 2. Page 1, by striking lines 25 through 27 and
6 inserting the following: "valid practitioner's
7 license and who is employed under a teaching contract
8 with a school district or area education agency in
9 this state to provide classroom".
- 10 3. Page 1, line 35, by inserting after the word
11 "induction" the following: "pilot".
- 12 4. Page 2, line 9, by inserting after the word
13 "INDUCTION" the following: "PILOT".
- 14 5. Page 2, line 13, by inserting after the word
15 "induction" the following: "pilot".
- 16 6. Page 2, line 20, by inserting after the word
17 "induction" the following: "pilot".
- 18 7. Page 2, line 30, by inserting after the word
19 "induction" the following: "pilot".
- 20 8. Page 3, line 6, by inserting after the word
21 "induction" the following: "pilot".
- 22 9. Page 3, line 12, by inserting after the word
23 "the" the following: "pilot".
- 24 10. Page 3, by striking line 13 and inserting the
25 following: "induction pilot program plan and written
26 procedures for the pilot program,".
- 27 11. Page 3, line 17, by inserting after the word
28 "induction" the following: "pilot".
- 29 12. Page 3, line 20, by inserting before the word
30 "program" the following: "pilot".
- 31 13. Page 3, line 30, by inserting after the word
32 "the" the following: "pilot".
- 33 14. Page 4, line 4, by inserting before the word
34 "program" the following: "pilot".
- 35 15. Page 4, line 9, by inserting after the word
36 "induction" the following: "pilot".
- 37 16. Page 4, line 12, by inserting after the word
38 "the" the following: "pilot".
- 39 17. Page 4, line 14, by striking the words
40 "employing the mentor".
- 41 18. Page 5, line 1, by inserting after the word
42 "induction" the following: "pilot".
- 43 19. Page 5, line 2, by inserting before the word
44 "program's" the following: "pilot".
- 45 20. Page 5, line 5, by inserting before the word
46 "program" the following: "pilot".
- 47 21. Title page, line 2, by inserting after the
48 word "induction" the following: "pilot".

By COMMITTEE ON EDUCATION
GRUNDBERG of Polk, Chairperson

H-1127 FILED MARCH 18, 1999

SENATE FILE 232

H-1708

- 1 Amend Senate File 232, as amended, passed, and
- 2 reprinted by the Senate, as follows:
- 3 1. Page 1, by striking lines 1 through 13.
- 4 2. Title page, line 2, by striking the words "and
- 5 making an appropriation".
- 6 3. By renumbering as necessary.

By COMMITTEE ON APPROPRIATIONS
MILLAGE of Scott, Chairperson

H-1708 FILED APRIL 20, 1999