

EDUCATION

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SENATE FILE 40

BY ANGELO

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

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SF 40 EDUCATION

1 Section 1. NEW SECTION. 256E.1 BEGINNING TEACHER  
2 INDUCTION PROGRAM ESTABLISHED -- GRANTS.

3 If the general assembly appropriates moneys for purposes of  
4 teacher induction, the department of education shall  
5 coordinate a beginning teacher induction program to promote  
6 excellence in teaching, build a supportive environment within  
7 school districts, increase the retention of promising  
8 beginning teachers, and promote the personal and professional  
9 well-being of teachers. The department of education shall  
10 develop a process for awarding beginning teacher induction  
11 grants to school districts, and shall adopt rules pursuant to  
12 chapter 17A relating to the equitable distribution of grants  
13 to school districts to reflect diversity geographically and by  
14 population.

15 Sec. 2. NEW SECTION. 256E.2 DEFINITIONS.

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

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

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

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

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

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

33 6. "District facilitator" means a licensed professional  
34 pursuant to chapter 272 who is appointed by the board of  
35 directors, to serve as the liaison between the board of

1 directors and the department for the beginning teacher  
2 induction program.

3 7. "Mentor" means an individual employed by a school  
4 district or area education agency as a classroom teacher and  
5 who holds a valid license to teach issued under chapter 272.  
6 The individual shall, at a minimum, have a record of four  
7 years of effective teaching practice, have been employed as a  
8 classroom teacher for one full year on a nonprobationary  
9 basis, and demonstrate professional commitment to the  
10 improvement of teaching and learning, and the development of  
11 beginning teachers.

12 Sec. 3. NEW SECTION. 256E.3 DISTRICT FACILITATOR,  
13 COMMITTEE, AND PLAN.

14 1. A board of directors participating in the beginning  
15 teacher induction program shall appoint a district  
16 facilitator, whose duties shall include, but are not limited  
17 to, overseeing the development of a plan for meeting the goals  
18 of the program as set forth in section 256E.1, and composing a  
19 district committee pursuant to subsection 2. The board of  
20 directors may contract with a public or private postsecondary  
21 institution with an approved practitioner preparation program,  
22 or with a member of the instructional staff of an approved  
23 practitioner preparation program, to perform the duties of the  
24 district facilitator in accordance with this chapter.

25 2. The membership of the district committee composed by  
26 the district facilitator shall include, but is not limited to,  
27 licensed practitioners and an area education agency staff  
28 development professional.

29 3. The district committee shall adopt a plan and written  
30 procedures for a mentor program consistent with this chapter.  
31 The plan and the written procedures shall, at a minimum,  
32 provide the process for the selection of and the number of  
33 mentors; the mentor training process; the timetable by which  
34 the plan shall be implemented; placement of mentors and  
35 beginning teachers; the minimum amount of contact time between

1 mentors and beginning teachers; the minimum amount of release  
2 time for mentors and beginning teachers for meetings for  
3 planning, demonstration, observation, feedback, and workshops;  
4 the process for dissolving mentoring partnerships; and the  
5 process for measuring the results of the program. The  
6 district committee shall recommend to the board of directors  
7 the names of classroom teachers eligible to be mentors.

8 4. The district facilitator shall submit the plan, and the  
9 proposed costs of implementing the plan, to the board of  
10 directors, which shall consider the plan and, once approved,  
11 submit the plan and a reasonable cost proposal to the  
12 department of education, which shall award grants as equitably  
13 as possible based on the geographic and population diversity  
14 of the school districts submitting plans. Grants may be  
15 awarded in subsequent years based upon the most recent plan on  
16 file with the department.

17 5. The district committee is encouraged to work with area  
18 education agencies and postsecondary institutions in the  
19 preparation and implementation of a plan.

20 Sec. 4. NEW SECTION. 256E.4 BEGINNING TEACHER AND MENTOR  
21 PLACEMENT.

22 The district facilitator shall place beginning teachers in  
23 a manner that provides the greatest opportunity to participate  
24 with the largest number of mentors.

25 Sec. 5. NEW SECTION. 256E.5 BEGINNING TEACHER INDUCTION  
26 STATE SUBSIDY -- FUND.

27 1. A teacher who is enrolled as a mentor in an approved  
28 beginning teacher induction program shall be eligible for an  
29 award of five hundred dollars per semester of participation in  
30 the program, which shall be paid from moneys received pursuant  
31 to this chapter by the school district employing the mentor.

32 2. Moneys received by a school district pursuant to this  
33 chapter shall be expended to provide mentors with awards in  
34 accordance with subsection 1, to implement the plan, to  
35 provide for a stipend for the district facilitator, and to pay

1 the costs of the employer's share of contributions to federal  
2 social security and the Iowa public employees' retirement  
3 system or a pension and annuity retirement system established  
4 under chapter 294, for such amounts paid by the district.

5 3. Moneys received by a school district under this chapter  
6 are miscellaneous income for purposes of chapter 257 or are  
7 considered encumbered. Each local school district shall  
8 maintain a separate listing within its budget for payments  
9 received and expenditures made pursuant to this section.

10 Moneys received for purposes of this chapter shall not be used  
11 for payment of any collective bargaining agreement or  
12 arbitrator's decision negotiated or awarded under chapter 20.

13 4. A beginning teacher induction fund is established in  
14 the office of the treasurer of state to be administered by the  
15 department. Moneys appropriated by the general assembly for  
16 deposit in the fund shall be used to provide funding to school  
17 districts pursuant to the requirements of this section.

18 5. Notwithstanding section 8.33, unencumbered or  
19 unobligated funds remaining on June 30 of the fiscal year for  
20 which the funds were appropriated shall not revert but shall  
21 be available for expenditure in the following fiscal year for  
22 the purposes of this section.

23 Sec. 6. NEW SECTION. 256E.6 REPORTS.

24 The board of directors of a school district implementing an  
25 approved beginning teacher induction program as provided in  
26 this chapter shall submit an assessment of the program's  
27 results by July 1 of the fiscal year succeeding the year in  
28 which the school district received moneys under this chapter.  
29 The department shall annually report the statewide results of  
30 the program to the chairpersons and the ranking members of the  
31 senate and house education committees by January 1.

32 EXPLANATION

33 This bill creates a beginning teacher induction program to  
34 promote excellence in teaching, build a supportive environment  
35 in school districts, increase the retention of promising

1 beginning teachers, and promote the personal and professional  
2 well-being of teachers.

3 The bill directs the department of education to develop a  
4 process to be used in awarding beginning teacher grants.

5 A teacher serving as a mentor under the program is eligible  
6 for an award of \$500 per semester of participation. Moneys  
7 received by a district shall be expended to implement the  
8 plan, for awards to mentors, and for the costs of the  
9 employer's share of contributions to federal social security  
10 and the Iowa public employees' retirement system or a pension  
11 and annuity retirement system established under chapter 294,  
12 for such amounts paid by the districts.

13 The bill establishes a beginning teacher induction fund in  
14 the office of the treasurer of state to be administered by the  
15 department of education.

16 A school district shall appoint a district facilitator  
17 whose duties include overseeing the development of a plan for  
18 meeting program goals and composing a district committee. The  
19 district committee membership shall include, but is not  
20 limited to, the district facilitator, licensed teachers and an  
21 area education agency staff development professional. The  
22 district committee must adopt a plan and written procedures  
23 for a mentor program which shall, at a minimum, address the  
24 mentor selection and training processes; the timetable for  
25 plan implementation; placement; minimum contact and release  
26 time; measurement of results; workshops and dissolving  
27 mentoring partnerships. District committees are encouraged to  
28 collaborate with area education agencies and postsecondary  
29 institutions in the preparation and implementation of plans.  
30 The district committee shall recommend to the board of  
31 directors the names of classroom teachers eligible to be  
32 mentors.

33 The board of directors shall submit the plan and a cost  
34 proposal to the department, which shall award grants to school  
35 districts, selecting from the school districts submitting

1 plans based solely upon equitability and geographic and  
2 population diversity.

3 The bill also defines a mentor as a licensed classroom  
4 teacher employed by a school district or area education agency  
5 as a classroom teacher, with a record of at least four years  
6 of effective practice, who has been employed for one full year  
7 on a nonprobationary basis, and who demonstrates professional  
8 commitment to the improvement of teaching and learning, and  
9 the development of beginning teachers.

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