

FEB 23 2005

EDUCATION

HOUSE FILE 401

BY WINCKLER, MASCHER, WENDT,
OLDSON, LENSING, FOEGE,
and WESSEL-KROESCHELL

Passed House, Date _____ Passed Senate, Date _____

Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____

Approved _____

A BILL FOR

1 An Act relating to teacher and administrator quality, including
2 the student achievement and teacher quality program, school
3 social workers' participation in the program, a new teacher
4 development academy and new teacher fellows, and a new
5 administrator quality program, and making appropriations.

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

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1 Section 1. Section 256.9, Code 2005, is amended by adding
2 the following new subsection:

3 NEW SUBSECTION. 53. Develop core knowledge and skill
4 criteria, based upon the Iowa standards for school leaders,
5 for mentoring and induction, evaluation, and administrator
6 career development purposes pursuant to chapter 284A. The
7 criteria shall further define the characteristics of quality
8 administrators as established by the Iowa standards for school
9 leaders established in section 284A.3.

10 Sec. 2. Section 272.9A, Code 2005, is amended by adding
11 the following new unnumbered paragraph:

12 NEW UNNUMBERED PARAGRAPH. The board shall include in its
13 administrator licensure renewal requirements, adopted pursuant
14 to section 272.2, subsection 1, an option under which
15 compliance with individual administrator career development
16 plans may constitute successful completion of a professional
17 development program.

18 Sec. 3. Section 284.1, unnumbered paragraph 1, Code 2005,
19 is amended to read as follows:

20 A student achievement and teacher quality program is
21 established to promote high student achievement. The program
22 shall consist of the following ~~four~~ five major elements:

23 Sec. 4. Section 284.1, subsection 3, Code 2005, is amended
24 to read as follows:

25 3. Professional development, including teacher development
26 academies, designed to directly support best teaching
27 practices.

28 Sec. 5. Section 284.1, Code 2005, is amended by adding the
29 following new subsection:

30 NEW SUBSECTION. 3A. Evaluation of teachers against the
31 Iowa teaching standards.

32 Sec. 6. Section 284.2, subsection 1, Code 2005, is amended
33 to read as follows:

34 1. "Beginning teacher" means an individual serving under
35 an initial or intern license, issued by the board of

1 educational examiners under chapter 272~~7~~~~-who-is-assuming-a~~
2 ~~position-as-a-classroom-teacher~~. For purposes of the
3 beginning teacher mentoring and induction program created
4 pursuant to section 284.5, "beginning teacher" also includes
5 preschool teachers who are licensed by the board of
6 educational examiners under chapter 272 and are employed by a
7 school district or area education agency.

8 Sec. 7. Section 284.2, subsection 2, Code 2005, is amended
9 by striking the subsection.

10 Sec. 8. Section 284.2, subsections 8 and 12, Code 2005,
11 are amended to read as follows:

12 8. "Mentor" means an individual employed by a school
13 district or area education agency as a ~~classroom~~ teacher or a
14 retired teacher who holds a valid license issued under chapter
15 272. The individual must have a record of four years of
16 successful teaching practice, must be employed on a
17 nonprobationary basis, and must demonstrate professional
18 commitment to both the improvement of teaching and learning
19 and the development of beginning teachers.

20 12. "Teacher" means an individual holding a practitioner's
21 license issued under chapter 272, who is employed in a
22 nonadministrative position as a teacher, librarian, media
23 specialist, preschool teacher, or counselor by a school
24 district or area education agency pursuant to a contract
25 issued by a board of directors under section 279.13.

26 "Teacher" also means a school social worker licensed under
27 chapter 154C if the social worker is employed in a
28 nonadministrative position by a school district or area
29 education agency pursuant to a contract issued by a board of
30 directors under section 279.13. A teacher may be employed in
31 both an administrative and a nonadministrative position by a
32 board of directors and shall be considered a part-time teacher
33 for the portion of time that the teacher is employed in a
34 nonadministrative position. "Teacher" includes a licensed
35 individual employed on a less than full-time basis by a school

1 district through a contract between the school district and an
2 institution of higher education with a practitioner
3 preparation program in which the licensed teacher is enrolled.

4 Sec. 9. Section 284.5, subsections 1 and 3, Code 2005, are
5 amended to read as follows:

6 1. A beginning teacher mentoring and induction program is
7 created to promote excellence in teaching, enhance student
8 achievement, build a supportive environment within school
9 districts and area education agencies, increase the retention
10 of promising beginning teachers, and promote the personal and
11 professional well-being of ~~classroom~~ teachers.

12 3. Each school district and area education agency shall
13 provide a beginning teacher mentoring and induction program
14 for all ~~classroom~~ teachers who are beginning teachers, and
15 notwithstanding section 284.4, subsection 1, a school district
16 and an area education agency shall be eligible to receive
17 moneys under section 284.13, subsection 1, paragraph "c", for
18 purposes of implementing a beginning teacher mentoring and
19 induction program in accordance with this section.

20 Sec. 10. Section 284.6, Code 2005, is amended by adding
21 the following new subsections:

22 NEW SUBSECTION. 7. The department shall establish teacher
23 development academies for the training of school-based teams
24 of teachers. Each academy shall include a multiday summer
25 institute and follow-up training and coaching during the
26 subsequent school year. Teachers attending an academy shall
27 receive stipends up to the equivalent of ten contract days for
28 activities offered outside of regular contract hours and
29 during the summer. The employer shall pay applicable costs of
30 the employer share of contributions to federal social security
31 and the Iowa public employees' retirement system or a pension
32 system and annuity system established under chapter 294.
33 School districts shall be reimbursed for team expenses
34 associated with attendance at an academy from moneys
35 appropriated to the department for this purpose. Area

1 education agency personnel may participate as members of the
2 school-based teams, but shall not be eligible for stipends or
3 reimbursement of expenses.

4 NEW SUBSECTION. 8. Teachers who successfully complete
5 teacher development academy training may apply to attend a
6 training program to become a teacher fellow candidate. The
7 department shall develop a method to identify applicants who
8 have completed all elements and expectations of teacher
9 development academy training. The department shall also
10 develop, with input from key stakeholders, a process for
11 selecting teacher fellow candidates and credentialing of
12 teacher fellows in accordance with section 284.7, subsection
13 1, paragraph "c". The process shall utilize a panel of
14 individuals who are recognized for their experience in
15 providing quality professional development and represent
16 various stakeholder groups within the educational community.

17 Sec. 11. Section 284.7, subsection 1, unnumbered paragraph
18 1, Code 2005, is amended to read as follows:

19 ~~Effective July 17, 2001, the~~ The following career path
20 levels are established and shall be implemented in accordance
21 with this chapter:

22 Sec. 12. Section 284.7, subsection 1, paragraph a,
23 subparagraph (1), subparagraph subdivisions (a) and (b), Code
24 2005, are amended to read as follows:

25 (a) Has successfully completed an approved practitioner
26 preparation program as defined in section 272.1 or holds an
27 intern teacher license issued by the board of educational
28 examiners under chapter 272.

29 (b) Holds an initial or intern teacher license issued by
30 the board of educational examiners.

31 Sec. 13. Section 284.7, subsection 1, Code 2005, is
32 amended by adding the following new paragraph:

33 NEW PARAGRAPH. c. TEACHER FELLOW.

34 (1) A teacher fellow is a teacher who meets the following
35 requirements:

1 (a) Holds a valid license issued by the board of
2 educational examiners for the area in which the teacher is
3 teaching.

4 (b) Participates in teacher career development as set
5 forth in this chapter.

6 (c) Demonstrates continuous improvement in teaching.

7 (d) Has successfully obtained a credential from a teacher
8 development academy or equivalent training as determined by
9 the department by rule.

10 (e) Has successfully completed at least four years of
11 consecutive classroom instruction.

12 (f) Has successfully demonstrated competency on the Iowa
13 teaching standards through a performance review.

14 (2) The participating district shall provide an annual
15 salary adjustment of five thousand dollars per year for the
16 five-year term of the teacher fellow credential. In order to
17 maintain the teacher fellow credential, the teacher fellow
18 shall annually serve as a trainer and shall participate in
19 annual follow-up activities consistent with the training
20 provided pursuant to section 284.6, subsection 7. A teacher
21 may renew the teacher fellow credential through a renewal
22 process determined by rule by the department.

23 Sec. 14. Section 284.7, subsection 2, Code 2005, is
24 amended by striking the subsection.

25 Sec. 15. Section 284.7, subsection 3, Code 2005, is
26 amended to read as follows:

27 3. A teacher shall be promoted one level at a time ~~and a.~~
28 A teacher promoted to the ~~next~~ career level shall remain at
29 that level for at least ~~one-year~~ two years before requesting
30 promotion to the ~~next-career~~ teacher fellow level.

31 Sec. 16. Section 284.8, subsection 3, Code 2005, is
32 amended to read as follows:

33 3. If a teacher is denied advancement to the ~~career-II-or~~
34 ~~advanced~~ teacher fellow level based upon a performance review,
35 the teacher may appeal the decision to an adjudicator under

1 the process established under section 279.17. However, the
2 decision of the adjudicator is final.

3 Sec. 17. Section 284.10, subsection 5, Code 2005, is
4 amended to read as follows:

5 5. By July 1, ~~2005~~ 2006, the director shall develop and
6 implement an evaluator training certification renewal program
7 for administrators and other practitioners who need to renew a
8 certificate issued pursuant to this section.

9 Sec. 18. Section 284.13, subsection 1, paragraph a, Code
10 2005, is amended by striking the paragraph.

11 Sec. 19. Section 284.13, subsection 1, paragraphs b
12 through d, Code 2005, are amended to read as follows:

13 b. For the fiscal year beginning July 1, ~~2004~~ 2005, and
14 ending June 30, ~~2005~~ 2006, to the department of education, the
15 amount of ~~one two million one-hundred-thousand~~ dollars for the
16 issuance of national board certification awards in accordance
17 with section 256.44. From the moneys allocated to the
18 department pursuant to this paragraph, not more than two
19 hundred fifty thousand dollars shall be used to fund a support
20 program for national board certification applicants.

21 c. For the fiscal year beginning July 1, ~~2004~~ 2005, and
22 succeeding fiscal years, an amount up to ~~three~~ four million
23 ~~five one~~ hundred thousand dollars for first-year and second-
24 year beginning teachers, to the department of education for
25 distribution to school districts for purposes of the beginning
26 teacher mentoring and induction programs. A school district
27 shall receive one thousand three hundred dollars per beginning
28 teacher participating in the program. If the funds
29 appropriated for the program are insufficient to pay mentors
30 and school districts as provided in this paragraph, the
31 department shall prorate the amount distributed to school
32 districts based upon the amount appropriated. Moneys Except
33 as provided in section 284A.8, subsection 1, moneys received
34 by a school district pursuant to this paragraph shall be
35 expended to provide each mentor with an award of five hundred

1 dollars per semester, at a minimum, for participation in the
2 school district's beginning teacher mentoring and induction
3 program; to implement the plan; and to pay any applicable
4 costs of the employer's share of contributions to federal
5 social security and the Iowa public employees' retirement
6 system or a pension and annuity retirement system established
7 under chapter 294, for such amounts paid by the district.

8 d. For the fiscal year beginning July 1, ~~2003~~ 2005, and
9 ~~ending June 30, 2004~~ succeeding fiscal years, an amount up to
10 ~~one million~~ six hundred thousand dollars to the department of
11 education for purposes of ~~maintaining~~ the evaluator training
12 ~~program and teacher career development programs~~. ~~A portion of~~
13 ~~the funds~~ Funds allocated to the department for purposes of
14 this paragraph may be used by the department for
15 administrative purposes. ~~Notwithstanding section 8.33, from~~
16 ~~the moneys allocated under this paragraph for the fiscal year~~
17 ~~beginning July 1, 2003, that remain unobligated or unexpended~~
18 ~~at the end of the fiscal year, three hundred thousand dollars~~
19 ~~shall not revert but shall remain available for expenditure to~~
20 ~~maintain the evaluator training program, and up to five~~
21 ~~hundred thousand dollars shall remain available to supplement~~
22 ~~moneys allocated pursuant to paragraph "f" of this subsection.~~

23 Sec. 20. Section 284.13, subsection 1, paragraph e, Code
24 2005, is amended by striking the paragraph and inserting in
25 lieu thereof the following:

26 e. For the fiscal year beginning July 1, 2005, and ending
27 June 30, 2006, up to one million nine hundred ninety-five
28 thousand dollars to the department of education for purposes
29 of implementing teacher development academies pursuant to
30 section 284.7. A portion of the funds allocated to the
31 department for purposes of this paragraph may be used by the
32 department for administrative purposes.

33 Sec. 21. Section 284.13, subsection 1, Code 2005, is
34 amended by adding the following new paragraph:

35 NEW PARAGRAPH. ee. For the fiscal year beginning July 1,

1 2005, and ending June 30, 2006, up to two million five hundred
2 five thousand dollars to the department of education for
3 distribution to school districts for purposes paying stipends
4 to teachers who are employed by the school district and
5 designated as teacher fellows pursuant to section 284.7. A
6 portion of the funds allocated to the department for purposes
7 of this paragraph may be used by the department for
8 administrative purposes.

9 Sec. 22. Section 284.13, subsection 1, paragraph g, Code
10 2005, is amended to read as follows:

11 g. From moneys available under paragraph "f", the
12 department shall allocate to area education agencies an amount
13 per ~~classroom~~ teacher employed by an area education agency
14 that is approximately equivalent to the average per teacher
15 amount allocated to the districts. The average per teacher
16 amount shall be calculated by dividing the total number of
17 ~~classroom~~ teachers employed by school districts and the
18 ~~classroom~~ teachers employed by area education agencies into
19 the total amount of moneys available under paragraph "f".

20 Sec. 23. Section 284.13, subsection 1, paragraph h, Code
21 2005, is amended to read as follows:

22 h. Notwithstanding section 8.33, any moneys remaining
23 unencumbered or unobligated from the moneys allocated for
24 purposes of ~~paragraph-"b"-or-"c"~~ this subsection shall not
25 revert but shall remain available in the succeeding fiscal
26 year for expenditure for the purposes designated. The
27 provisions of section 8.39 shall not apply to the funds
28 appropriated pursuant to this subsection.

29 Sec. 24. Section 284.13, subsection 1, paragraph i, Code
30 2005, is amended by striking the paragraph.

31 Sec. 25. NEW SECTION. 284A.1 ADMINISTRATOR PERFORMANCE
32 AND CAREER DEVELOPMENT.

33 An administrator quality program is established to enhance
34 educator quality and advance high student achievement. The
35 program shall consist of the following three major elements:

1 1. Mentoring and induction programs that provide support
2 for administrators in accordance with section 284A.5.

3 2. Professional development designed to directly support
4 best practices for leadership.

5 3. Evaluation of administrators against the Iowa standards
6 for school leaders.

7 Sec. 26. NEW SECTION. 284A.2 DEFINITIONS.

8 As used in this chapter, unless the context otherwise
9 requires:

10 1. "Administrator" means an individual holding a
11 professional administrator license issued under chapter 272,
12 who is employed by a school district or area education agency
13 pursuant to a contract issued by a board of directors under
14 section 279.23. An administrator may be employed in both an
15 administrative and a nonadministrative position by a board of
16 directors and shall be considered a part-time administrator
17 for the portion of time that the individual is employed in an
18 administrative position.

19 2. "Department" means the department of education.

20 3. "Director" means the director of the department of
21 education.

22 4. "Mentor" means an individual employed by a school
23 district or area education agency as a school district
24 administrator or a retired administrator who holds a valid
25 license issued under chapter 272. The individual must have a
26 record of four years of successful administrative practice and
27 must demonstrate professional commitment to both the
28 improvement of teaching and learning and the development of
29 beginning teachers.

30 5. "New administrator" means an individual serving under a
31 professional administrator license, issued under chapter 272,
32 who is assuming a position as a school district administrator
33 for the first time.

34 6. "Performance review" means a summative evaluation of an
35 administrator and used to determine whether the

1 administrator's practice meets school district expectations
2 and the Iowa standards for school leaders.

3 7. "School board" means the board of directors of a school
4 district or a collaboration of boards of directors of school
5 districts.

6 8. "State board" means the state board of education.

7 Sec. 27. NEW SECTION. 284A.3 IOWA STANDARDS FOR SCHOOL
8 LEADERS.

9 1. For purposes of this chapter and for developing
10 evaluation criteria under section 279.23A, the Iowa standards
11 for school leaders describe a school administrator as an
12 educational leader who promotes the success of all students by
13 doing the following:

14 a. Facilitating the development, articulation,
15 implementation, and stewardship of a vision of learning that
16 is shared and supported by the school community.

17 b. Advocating, nurturing, and sustaining a school culture
18 and instructional program conducive to student learning and
19 staff professional development.

20 c. Ensuring management of the school organization,
21 operations, and resources in order to provide a safe,
22 efficient, and effective learning environment.

23 d. Collaborating with families and community members,
24 responding to diverse community interests and needs, and
25 mobilizing community resources.

26 e. Acting with integrity, fairness, and in an ethical
27 manner.

28 f. Understanding, responding to, and influencing the
29 larger political, social, economic, legal, and cultural
30 context.

31 g. Fulfilling professional responsibilities established by
32 the school district.

33 2. By July 1, 2006, each school board shall conduct, for
34 purposes of performance reviews for administrators,
35 evaluations that assess administrators, at a minimum, against

1 the Iowa standards for school leaders and the criteria for the
2 standards developed by the department in accordance with
3 section 256.9, subsection 53. A local school board may
4 establish additional administrator standards and criteria. A
5 local school board and its administrators may negotiate
6 evaluation and grievance procedures for the administrators
7 that are not in conflict with this chapter.

8 Sec. 28. NEW SECTION. 284A.4 PARTICIPATION.

- 9 1. A school district shall do all of the following:
- 10 a. Participate in an administrator mentoring and induction
11 program as provided in this chapter.
 - 12 b. Adopt individual administrator career development plans
13 in accordance with this chapter.
 - 14 c. Adopt an administrator evaluation plan that, at a
15 minimum, requires an annual performance review of
16 administrators in the school district based upon the Iowa
17 standards for school leaders and individual administrator
18 career development plans.

19 2. Effective July 1, 2005, each school district shall
20 participate in the administrator quality program.

21 Sec. 29. NEW SECTION. 284A.5 NEW ADMINISTRATOR MENTORING
22 AND INDUCTION PROGRAM.

23 1. A new administrator mentoring and induction program is
24 created to promote excellence in school leadership, improve
25 classroom instruction, enhance student achievement, build a
26 supportive environment within school districts, increase the
27 retention of promising school leaders, and promote the
28 personal and professional well-being of administrators.

29 2. The state board shall adopt rules to administer this
30 section.

31 3. The department, in collaboration with other educational
32 partners, shall provide a new administrator mentoring and
33 induction program for all new administrators.

34 4. The new administrator mentoring and induction program
35 shall, at a minimum, require one year of programming to

1 support the Iowa standards for school leaders and new
2 administrators' professional and personal needs, describe the
3 mentor selection process, describe supports for new
4 administrators, describe program organizational and
5 collaborative structures, provide a budget, provide for
6 sustainability of the program, and provide for program
7 evaluation.

8 5. A new administrator shall be informed by the school
9 district or the area education agency, prior to the new
10 administrator's participation in a mentoring and induction
11 program, of the criteria upon which the administrator shall be
12 evaluated and of the evaluation process utilized by the school
13 district or area education agency.

14 Sec. 30. NEW SECTION. 284A.6 ADMINISTRATOR CAREER
15 DEVELOPMENT.

16 1. Each school district shall provide professional growth
17 programming for individuals employed in administrative
18 positions at the school district by the school district or
19 area education agency as deemed appropriate by the board of
20 directors of the school district or the area education agency
21 employing the administrator. School districts may collaborate
22 with other educational stakeholders including other school
23 districts, area education agencies, professional
24 organizations, higher education institutions, and private
25 providers, in the provision of professional development for
26 school district administrators. Professional development
27 programming for school district administrators may include
28 supports that meet the career development needs of individual
29 administrators aligned to the Iowa standards for school
30 leaders and individual administrator career development plans.

31 2. An administrator employed in a school district
32 administrative position by a school district or area education
33 agency, in cooperation with the administrator's evaluator,
34 shall develop an individual administrator career development
35 plan. The purpose of the plan is to promote individual and

1 group career development. The individual plan shall be based,
2 at a minimum, on the needs of the administrator, the Iowa
3 standards for school leaders, and the student achievement
4 goals of the attendance center and the school district as
5 outlined in the comprehensive school improvement plan.

6 3. The administrator's evaluator shall annually meet with
7 the administrator to review the administrator's progress in
8 meeting career development goals in the plan and to review
9 collaborative work with other staff on student achievement
10 goals and to modify as necessary the administrator's
11 individual plan to reflect the individual administrator's and
12 the school district's needs and the individual's progress in
13 meeting the goals in the plan. The administrator shall
14 present to the evaluator evidence of progress. The
15 administrator's supervisor and the evaluator shall review,
16 modify, accept, or reject modifications made to the
17 administrator's individual plan.

18 Sec. 31. NEW SECTION. 284A.7 PERFORMANCE REVIEW
19 REQUIREMENTS FOR ADMINISTRATORS.

20 A school district shall review an administrator's
21 performance annually for purposes of assisting the
22 administrator in making continuous improvement, documenting
23 continued competence in the Iowa standards for school leaders,
24 or to determine whether the administrator's practice meets
25 school district expectations. The performance review shall
26 include, at a minimum, an assessment of the administrator's
27 progress toward meeting the Iowa standards for school leaders
28 and the implementation of the administrator's individual
29 career development plan, including supporting documentation or
30 materials aligned to the Iowa standards for school leaders and
31 the administrator's individual career development plan.

32 Sec. 32. NEW SECTION. 284A.8 STATE PROGRAM
33 APPROPRIATION.

34 1. There is appropriated from the general fund of the
35 state to the department of education for the fiscal year

1 beginning July 1, 2005, and each succeeding fiscal year, the
2 sum of two hundred forty-five thousand dollars for purposes of
3 the new administrator mentoring and induction program. From
4 the funds appropriated, the department shall allocate to each
5 school district one thousand five hundred dollars per new
6 administrator participating in the new administrator mentoring
7 and induction program. If the funds appropriated for the
8 program are insufficient to pay school districts as provided
9 in this subsection, the department shall prorate the amount
10 distributed to school districts based upon the amount
11 appropriated. Moneys received by a school district pursuant
12 to this subsection shall be expended to implement the new
13 administrator mentoring program.

14 2. Notwithstanding section 8.33, any moneys remaining
15 unobligated or unexpended from the moneys appropriated under
16 subsection 1 shall not revert, but shall remain available in
17 the succeeding fiscal year for expenditure for the purposes
18 designated. The provisions of section 8.39 shall not apply to
19 the funds appropriated pursuant to this section.

20 Sec. 33. Section 284.9, Code 2005, is repealed.

21 Sec. 34. STATE MANDATE FUNDING SPECIFIED. In accordance
22 with section 25B.2, subsection 3, the state cost of requiring
23 compliance with any state mandate included in this Act shall
24 be paid by a school district from state school foundation aid
25 received by the school district under section 257.16 and
26 moneys appropriated in this Act. This specification of the
27 payment of the state cost shall be deemed to meet all the
28 state funding-related requirements of section 25B.2,
29 subsection 3, and no additional state funding shall be
30 necessary for the full implementation of this Act by and
31 enforcement of this Act against all affected school districts.

32 EXPLANATION

33 This bill makes changes to the student achievement and
34 teacher quality program, establishes an administrator quality
35 program, sets forth Iowa standards for school leaders, and

1 provides for an annual appropriation of \$245,000 to the
2 department of education for implementation of a new
3 administrator mentoring and induction program.

4 The bill adds new elements to the student achievement and
5 teacher quality program, including teacher development
6 programs and evaluation of teachers against the Iowa teaching
7 standards. The bill also adds social workers to the
8 definition of "teacher" under the program, which means social
9 workers will participate in the standards, performance
10 reviews, career development planning, career path
11 compensation, and the new teacher development programs and
12 evaluation requirements.

13 TEACHER DEVELOPMENT ACADEMIES AND TEACHER FELLOWS. The
14 bill directs the department of education to establish teacher
15 development academies, including a multiday summer institute
16 and follow-up training and coaching during the school year,
17 for school-based teams of teachers. Teachers attending the
18 academy shall receive stipends equivalent to up to 10 contract
19 days. School districts shall be reimbursed for team expenses.
20 Area education agency personnel may participate but shall not
21 be eligible for stipends or reimbursement of expenses.
22 Teachers who successfully complete academy training may apply
23 for a training program to become a teacher fellow.

24 School districts participating in the program must pay an
25 additional \$5,000 annually to a teacher who qualifies for the
26 five-year renewable term of the teacher fellow. In order to
27 maintain the teacher fellow credential, the teacher fellow
28 shall annually serve as a trainer.

29 TEACHER ACHIEVEMENT LEVELS AND REFERENCES ELIMINATED. The
30 bill strikes references to "classroom teacher", "career II
31 teacher", and "advanced teacher" from the chapter establishing
32 the student achievement and teacher quality program, and
33 repeals the Code section that provides for a review panel for
34 career II teachers seeking advancement to the advanced teacher
35 level. The bill eliminates expired appropriation language

1 that refers to the pilot program for team-based variable pay.

2 IOWA TEACHER CAREER PATH. The bill expands the Iowa
3 teacher career path to include beginning teachers who hold an
4 intern teacher license. The bill also delays until July 1,
5 2006, a requirement that the director of the department of
6 education develop and implement an evaluator training
7 certification renewal program.

8 STUDENT ACHIEVEMENT AND TEACHER QUALITY PROGRAM

9 APPROPRIATIONS. The bill makes appropriations and allocations
10 to the department of education to continue providing funding
11 to school districts and area education agencies for salaries
12 and career development purposes, to continue funding national
13 board certification awards, to fund a support program for
14 national board certification applicants, to continue funding
15 beginning teacher mentoring and induction programs, to
16 continue funding evaluator training, to fund teacher career
17 development programs, and to establish teacher development
18 academies and pay stipends to teacher fellows.

19 ADMINISTRATOR QUALITY PROGRAM. The administrator quality
20 program established by the bill is designed to function much
21 like the teacher quality, career development, and evaluation
22 provisions of the student achievement and teacher quality
23 program. The program consists of three components: mentoring
24 and induction programs, professional development designed to
25 directly support best practices for leadership, and evaluation
26 of administrators against the Iowa standards for school
27 leaders.

28 The bill also sets forth the Iowa standards for school
29 leaders and directs the state board of education to develop
30 core knowledge and skill criteria, based upon the standards,
31 for mentoring and induction, evaluation, and administrator
32 career development purposes.

33 The bill requires each school board to, by July 1, 2006,
34 conduct annual evaluations that assess administrators, at a
35 minimum, against the Iowa standards for school leaders and the

1 criteria for the standards developed by the department. A
2 local school board and its administrators may negotiate
3 additional evaluation and grievance procedures. The bill also
4 requires school districts to implement an administrator
5 mentoring and induction program, adopt individual career
6 development plans for administrators, and adopt an
7 administrator evaluation plan that requires an annual
8 performance review of administrators.

9 NEW ADMINISTRATOR MENTORING AND INDUCTION. The department
10 of education is directed to provide a new administrator
11 mentoring and induction program for all new administrators.
12 The program shall, at a minimum, provide for one year of
13 programming.

14 Each school district must provide for the professional
15 growth programming for individuals employed in an
16 administrative position at the school district.

17 Each school district administrator must develop an
18 individual career development plan. The administrator's
19 evaluator shall annually meet with the administrator to review
20 progress in meeting the goals in the administrator's
21 individual plan.

22 A school district shall review an administrator's
23 performance annually for purposes of assisting the
24 administrator in making continuous improvement, documenting
25 continued competence in the Iowa standards for school leaders,
26 or to determine whether the administrator's practice meets
27 school district expectations.

28 The bill directs the board of educational examiners to
29 include in its administrator licensure renewal requirements an
30 option that allows credit for administrators' individual
31 career development plans.

32 ADMINISTRATOR QUALITY PROGRAM APPROPRIATIONS. The bill
33 appropriates \$245,000 to the department of education for
34 purposes of the new administrator mentoring and induction
35 program, and allocates to each school district \$1,500 per new

1 administrator participating in the program.
2 The bill may include a state mandate as defined in Code
3 section 25B.3. The bill requires that the state cost of any
4 state mandate included in the bill be paid by a school
5 district from state school foundation aid received by the
6 school district under Code section 257.16 and moneys
7 appropriated in the bill. The specification is deemed to
8 constitute state compliance with any state mandate funding-
9 related requirements of Code section 25B.2. The inclusion of
10 this specification is intended to reinstate the requirement of
11 political subdivisions to comply with any state mandates
12 included in the bill.

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