

House Study Bill 113

SENATE/HOUSE FILE _____
BY (PROPOSED DEPARTMENT OF
EDUCATION BILL)

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

A BILL FOR

1 An Act relating to the state's educational standards regarding
2 teacher librarians and qualified guidance counselors, and to
3 teacher and administrator quality, including the student
4 achievement and teacher quality program and an administrator
5 quality program, and making appropriations.

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

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1 1 Section 1. Section 256.7, subsection 24, Code 2007, is
1 2 amended to read as follows:

1 3 24. ~~Adopt rules on or before January 1, 2001, to require~~
1 4 school districts and accredited nonpublic schools to adopt
1 5 local policies relating to health services, ~~media services~~

~~1 6 programs, and guidance programs, as part of the general~~
1 7 accreditation standards applicable to school districts
1 8 pursuant to section 256.11. This subsection shall be
1 9 applicable strictly for reporting purposes and shall not be
1 10 interpreted to require school districts and accredited
1 11 nonpublic schools to provide or offer health services, ~~media~~
~~1 12 services programs, or guidance programs.~~

1 13 Sec. 2. Section 256.7, Code 2007, is amended by adding the
1 14 following new subsection:

1 15 NEW SUBSECTION. 27. Adopt by rule the Iowa standards for
1 16 school administrators, including the knowledge and skill
1 17 criteria developed by the director in accordance with section
1 18 256.9, subsection 55.

1 19 Sec. 3. Section 256.9, Code 2007, is amended by adding the
1 20 following new subsection:

1 21 NEW SUBSECTION. 55. Develop Iowa standards for school
1 22 administrators, including knowledge and skill criteria, and
1 23 develop, based on the Iowa standards for administrators,
1 24 mentoring and induction, evaluation processes, and career
1 25 development plans pursuant to chapter 284A. The criteria
1 26 shall further define the characteristics of quality
1 27 administrators as established by the Iowa standards for school
1 28 administrators.

1 29 Sec. 4. Section 256.11, Code 2007, is amended by adding
1 30 the following new subsection:

1 31 NEW SUBSECTION. 9A. Beginning July 1, 2007, each school
1 32 district shall have a qualified guidance counselor who shall
1 33 be licensed by the board of educational examiners under
1 34 chapter 272. The state board shall establish in rule a
1 35 definition of and standards for an articulated sequential
2 1 kindergarten through grade twelve guidance and counseling
2 2 program.

2 3 Sec. 5. Section 256.11A, subsection 1, Code 2007, is
2 4 amended to read as follows:

2 5 1. The board of directors of a school district may, not
2 6 later than August 1, ~~2006~~, for the current school year
2 7 ~~beginning July 1, 2006~~, file a written request to the
2 8 department of education ~~that for~~ the department to waive the
2 9 requirement adopted by the state board pursuant to section
2 10 256.11, subsection 9, that the school district have a
2 11 qualified teacher librarian, or the requirement adopted by the
2 12 state board pursuant to section 256.11, subsection 9A, that
2 13 the school have a qualified guidance counselor. The
2 14 procedures specified in subsection 2 apply to the request.
2 15 Not later than August 1, ~~2007~~, for of the following school
2 16 year ~~beginning July 1, 2007~~, for that following school year,

2 17 the board of directors of a school district may request a
2 18 one-year extension of the waiver.

2 19 Sec. 6. Section 256.44, subsection 1, paragraph a, Code
2 20 2007, is amended to read as follows:

2 21 a. If a teacher registers for national board for
2 22 professional teaching standards certification prior to June
2 23 30, ~~2007~~ 2012, a one-time initial reimbursement award in the
2 24 amount of up to one-half of the registration fee paid by the
2 25 teacher for registration for certification by the national
2 26 board for professional teaching standards. The teacher shall
2 27 apply to the department of education within one year of
2 28 registration, submitting to the department any documentation
2 29 the department requires. A teacher who receives an initial
2 30 reimbursement award shall receive a one-time final
2 31 registration award in the amount of the remaining national
2 32 board registration fee paid by the teacher if the teacher
2 33 notifies the department of the teacher's certification
2 34 achievement and submits any documentation requested by the
2 35 department.

3 1 Sec. 7. Section 256.44, subsection 1, paragraph b,
3 2 subparagraph (2), unnumbered paragraph 1, Code 2007, is
3 3 amended to read as follows:

3 4 If the teacher registers for national board for
3 5 professional teaching standards certification between January
3 6 1, 1999, and January 1, ~~2006~~ 2012, and achieves certification
3 7 within three years from the date of initial score
3 8 notification, an annual award in the amount of two thousand
3 9 five hundred dollars upon achieving certification by the
3 10 national board of professional teaching standards.

3 11 Sec. 8. Section 256.44, subsection 6, Code 2007, is
3 12 amended to read as follows:

3 13 6. From funds appropriated for purposes of this section by
3 14 the general assembly to the department of education for each
3 15 fiscal year in the fiscal period beginning July 1, 1999, and
3 16 ending June 30, ~~2004~~ 2012, three hundred thousand dollars, or
3 17 so much thereof as may be necessary, shall be used for the
3 18 payment of registration awards as provided in subsection 4,
3 19 paragraph "a".

3 20 Sec. 9. Section 257.31, subsection 5, Code 2007, is
3 21 amended by adding the following new paragraph:

3 22 NEW PARAGRAPH. m. The addition of one or more teacher
3 23 librarians pursuant to section 256.11, subsection 9, or one or
3 24 more guidance counselors pursuant to section 256.11,
3 25 subsection 9A.

3 26 Sec. 10. Section 272.9A, Code 2007, is amended by striking
3 27 the section and inserting in lieu thereof the following:

3 28 272.9A ADMINISTRATOR LICENSES.
3 29 1. Beginning July 1, 2007, requirements for administrator
3 30 licensure beyond an initial license shall include completion
3 31 of a beginning administrator mentoring and induction program
3 32 provided by the department pursuant to section 284A.2,
3 33 subsection 2, as amended in this Act, and demonstration of
3 34 competence on the administrator standards adopted pursuant to
3 35 section 284A.3.

4 1 2. The board shall adopt rules for administrator licensure
4 2 renewal that include credit for individual administrator
4 3 career development plans developed in accordance with section
4 4 284A.6.

4 5 3. An administrator formerly employed by an accredited
4 6 nonpublic school or formerly employed as an administrator in
4 7 another state or country is exempt from the mentoring and
4 8 induction requirement under subsection 1 if the administrator
4 9 can document two years of successful administrator experience
4 10 and meet or exceed the requirements contained in rules adopted
4 11 pursuant to this chapter for endorsement and licensure.
4 12 However, if an administrator cannot document two years of
4 13 successful administrator experience when hired by a school
4 14 district, the administrator shall meet the requirements of
4 15 subsection 1.

4 16 Sec. 11. Section 284.2, subsection 11, Code 2007, is
4 17 amended to read as follows:

4 18 11. "Teacher" means an individual holding a practitioner's
4 19 license issued under chapter 272, who is employed in a
4 20 nonadministrative position as a teacher, teacher librarian,
4 21 preschool teacher, or counselor by a school district or area
4 22 education agency pursuant to a contract issued by a board of
4 23 directors under section 279.13. However, an individual who is
4 24 employed by an area education agency shall only be considered
4 25 a teacher for purposes of this chapter if the individual
4 26 directly delivers program instruction to school district or
4 27 accredited nonpublic school students, exclusive of corrective

4 28 and support services, for fifty percent or more of the
4 29 individual's contracted time. A teacher may be employed in
4 30 both an administrative and a nonadministrative position by a
4 31 board of directors and shall be considered a part-time teacher
4 32 for the portion of time that the teacher is employed in a
4 33 nonadministrative position. "Teacher" includes a licensed
4 34 individual employed on a less than full-time basis by a school
4 35 district through a contract between the school district and an
5 1 institution of higher education with a practitioner
5 2 preparation program in which the licensed teacher is enrolled.

5 3 Sec. 12. Section 284.4, subsection 1, paragraph c, Code
4 2007, is amended to read as follows:

5 5 c. Provide, ~~beginning in commencing with the fifth school~~
5 6 ~~year of participation beginning July 1, 2007,~~ the equivalent
5 7 of ~~one two~~ additional contract ~~day days~~, outside of
5 8 instruction time, than ~~was~~ were provided in the school year
5 9 preceding the first year of participation, to provide
5 10 additional time for teacher career development that aligns
5 11 with student learning and teacher development needs, including
5 12 the integration of technology into curriculum development, in
5 13 order to achieve attendance center and district-wide student
5 14 achievement goals outlined in the district comprehensive
5 15 school improvement plan. School districts are encouraged to
5 16 develop strategies for restructuring the school calendar to
5 17 provide for the most effective professional development,
5 18 evaluate their current career development alignment with their
5 19 student achievement goals and research-based instructional
5 20 strategies, and implement district career development plans.
5 21 ~~A school district that provides the equivalent of ten or more~~
5 22 ~~contract days for career development is exempt from this~~
5 23 ~~paragraph.~~

5 24 Sec. 13. Section 284.6, Code 2007, is amended by adding
5 25 the following new subsection:

5 26 NEW SUBSECTION. 7. If funds are appropriated by the
5 27 general assembly for purposes of section 284.13, subsection 1,
5 28 paragraph "e", the department, in collaboration with area
5 29 education agencies, shall establish teacher development
5 30 academies for school-based teams of teachers and instructional
5 31 leaders. Each academy shall include an institute and follow=
5 32 up training and coaching.

5 33 Sec. 14. Section 284.7, subsection 1, paragraph a,
5 34 subparagraph (2), Code 2007, is amended to read as follows:

5 35 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
6 1 beginning teacher shall be ~~twenty-five~~ twenty=six thousand
6 2 five hundred dollars.

6 3 Sec. 15. Section 284.7, subsection 1, paragraph b,
6 4 subparagraph (2), Code 2007, is amended to read as follows:

6 5 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
6 6 first-year career teacher shall be ~~twenty=six~~ twenty=seven
6 7 thousand five hundred dollars and the minimum salary for all
6 8 other career teachers shall be ~~twenty=seven~~ twenty=eight
6 9 thousand five hundred dollars.

6 10 Sec. 16. Section 284.11, subsections 1, 2, and 4, Code
6 11 2007, are amended to read as follows:

6 12 1. The general assembly finds that Iowa school districts
6 13 need to be more competitive in recruiting and retaining
6 14 talented professionals into the teaching profession. To
6 15 ensure that school districts in all areas of the state have
6 16 the ability to attract highly qualified teachers, it is the
6 17 intent of the general assembly to encourage school districts
6 18 to establish ~~teacher compensation~~ opportunities that recognize
6 19 the need for geographic or other locally determined wage
6 20 differentials and provide incentives for traditionally
6 21 hard-to=staff schools and subject=area shortages. This
6 22 section provides for state assistance to allow school
6 23 districts to add a market factor to ~~teacher salaries~~
6 24 incentives paid by the school districts.

6 25 2. A school district shall be paid annually, from moneys
6 26 allocated for market factor ~~salaries~~ incentives pursuant to
6 27 section 284.13, subsection 1, paragraph "f", an amount of
6 28 state assistance to create market factor incentives for
6 29 classroom teachers in the school district. Market factor
6 30 incentives may include but are not limited to improving
6 31 salaries due to geographic differences, school district
6 32 expenses related to the recruitment and retention needs of the
6 33 school district in such areas as hard-to=staff schools,
6 34 subject=area shortages, or improving the racial or ethnic
6 35 diversity on local teaching staffs. The school district shall
7 1 have the sole discretion to award funds received by the school
7 2 district in accordance with section 284.13, subsection 1,
7 3 paragraph "f", ~~to classroom teachers on an annual basis.~~ The

7 4 If the funds received are used for teacher salaries, the funds
7 5 shall supplement, but not supplant, wages and salaries paid as
7 6 a result of a collective bargaining agreement reached pursuant
7 7 to chapter 20 or as a result of funds appropriated elsewhere
7 8 in this chapter, in chapter 256D, or in chapter 294A.

7 9 4. The department shall include market factor ~~salaries~~
7 10 incentives when reporting ~~teacher salaries~~ on the use of these
7 11 funds in the annual condition of education report.

7 12 Sec. 17. Section 284.13, subsection 1, paragraph d, Code
7 13 2007, is amended to read as follows:

7 14 d. For the fiscal year beginning July 1, ~~2006~~ 2007, and
7 15 ending June 30, ~~2007~~ 2008, up to ~~ten~~ twenty-one million five
7 16 hundred thousand dollars to the department of education for
7 17 use by school districts to add ~~one~~ a minimum of two additional
7 18 teacher contract ~~day~~ days to the school calendar. The
7 19 department shall distribute funds allocated for the purpose of
7 20 this paragraph based on the average per diem contract salary
7 21 for each district as reported to the department for the school
7 22 year beginning July 1, ~~2005~~ 2006, multiplied by the total
7 23 number of full-time equivalent teachers in the base year. The
7 24 department shall adjust each district's average per diem
7 25 salary by the allowable growth rate established under section
7 26 257.8 for the fiscal year beginning July 1, ~~2006~~ 2007. In
7 27 order to fully distribute the allocation in this subsection to
7 28 school districts, the department shall proportionally increase
7 29 or decrease the amount each school district receives under
7 30 this paragraph from the calculated amount each school district
7 31 would have received compared to the sum of what all school
7 32 districts would have received if the additional teacher
7 33 contract days were fully funded. The contract salary amount

7 34 shall be the amount paid for their regular responsibilities
7 35 but shall not include pay for extracurricular activities.
8 1 School districts shall distribute funds to teachers based on
8 2 individual teacher per diem amounts. These funds shall not
8 3 supplant existing funding for professional development
8 4 activities. A school district's administration may use up to
8 5 ten percent of the moneys received pursuant to this paragraph
8 6 and remaining after the per diem distribution to teachers to
8 7 offset school district expenses related to the planning and
8 8 implementation of the professional development program for
8 9 teachers in accordance with section 284.6 and for
8 10 implementation of professional development recommended by the
8 11 school district's school improvement advisory committee in
8 12 accordance with section 280.12. The provisions of section
8 13 284.7, subsection 6, paragraphs "a" and "b", shall not apply
8 14 to funds allocated pursuant to this paragraph.

8 15 Notwithstanding any provision to the contrary, moneys received
8 16 by a school district under this paragraph shall not revert but
8 17 shall remain available for the same purpose in the succeeding
8 18 fiscal year. Any moneys remaining locally after a school
8 19 district meets the requirements of this paragraph may be used
8 20 by the local school district as locally determined in a manner
8 21 consistent with the intent of this paragraph. A school
8 22 district shall submit a report to the department in a manner
8 23 determined by the department describing its use of the funds
8 24 received under this paragraph. The department shall submit a
8 25 report on school district use of the moneys distributed
8 26 pursuant to this paragraph to the chairpersons and ranking
8 27 members of the house and senate standing committees on
8 28 education, the joint appropriations subcommittee on education,
8 29 and the legislative services agency not later than January 15,
8 30 ~~2007~~ 2008.

8 31 Sec. 18. Section 284.13, subsection 1, paragraph e, Code
8 32 2007, is amended by striking the paragraph and inserting in
8 33 lieu thereof the following:

8 34 e. For the fiscal year beginning July 1, 2007, and ending
8 35 June 30, 2008, an amount up to one million eight hundred
9 1 forty-five thousand dollars to the department of education for
9 2 the establishment of teacher development academies in
9 3 accordance with section 284.6, subsection 7. Funds allocated
9 4 to the department for purposes of this paragraph may be used
9 5 for administrative purposes.

9 6 Sec. 19. Section 284A.1, Code 2007, is amended by adding
9 7 the following new subsections:

9 8 NEW SUBSECTION. 2A. "Comprehensive evaluation" means a
9 9 summative evaluation of a beginning administrator conducted by
9 10 an evaluator in accordance with section 284A.3 for purposes of
9 11 determining a beginning administrator's level of competency
9 12 for recommendation for licensure based on the Iowa standards
9 13 for school administrators adopted pursuant to section 256.7,
9 14 subsection 27.

9 15 NEW SUBSECTION. 3A. "Director" means the director of the
9 16 department of education.

9 17 NEW SUBSECTION. 3B. "Evaluation" means a summative
9 18 evaluation of an administrator used to determine whether the
9 19 administrator's practice meets school district expectations
9 20 and the Iowa standards for school administrators adopted
9 21 pursuant to section 256.7, subsection 27.

9 22 Sec. 20. Section 284A.2, subsection 3, Code 2007, is
9 23 amended to read as follows:

9 24 3. Each school board shall establish an administrator
9 25 mentoring program for all beginning administrators. The
9 26 school board may adopt the model program developed by the
9 27 department pursuant to subsection 2. Each school board's
9 28 beginning administrator mentoring and induction program shall,
9 29 at a minimum, provide for one year of programming to support
9 30 the Iowa standards for school administrators adopted pursuant
9 31 to section 256.7, subsection 27, and beginning administrators'
9 32 professional and personal needs. Each school board shall
9 33 develop an initial beginning administrator mentoring and
9 34 induction plan. The plan shall describe the mentor selection
9 35 process, describe supports for beginning administrators,
10 1 describe program organizational and collaborative structures,
10 2 provide a budget, provide for sustainability of the program,
10 3 and provide for program evaluation. The school board
10 4 employing an administrator shall determine the conditions and
10 5 requirements of an administrator participating in a program
10 6 established pursuant to this section. A school board shall
10 7 include its plan in the school district's comprehensive school
10 8 improvement plan submitted pursuant to section 256.7,
10 9 subsection 21.

10 10 Sec. 21. Section 284A.2, Code 2007, is amended by adding
10 11 the following new subsection:

10 12 NEW SUBSECTION. 3A. A beginning administrator shall be
10 13 informed by the school district or the area education agency,
10 14 prior to the beginning administrator's participation in a
10 15 mentoring and induction program, of the criteria upon which
10 16 the administrator will be evaluated and of the evaluation
10 17 process utilized by the school district or area education
10 18 agency.

10 19 Sec. 22. Section 284A.2, subsection 4, Code 2007, is
10 20 amended to read as follows:

10 21 4. By the end of a beginning administrator's second year
10 22 of employment, the beginning administrator may be
10 23 comprehensively evaluated ~~at the discretion of the school~~
10 24 ~~board to determine if the administrator meets expectations to~~
10 25 ~~move to a standard administrator license. The school district~~
10 26 ~~or area education agency that employs a beginning~~
10 27 ~~administrator shall recommend the beginning administrator for~~
10 28 ~~a standard license if the beginning administrator is~~
10 29 ~~determined through a comprehensive evaluation to demonstrate~~
10 30 ~~competence in the Iowa standards for school administrators~~
10 31 ~~adopted pursuant to section 256.7, subsection 27. A school~~
10 32 ~~district or area education agency may allow a beginning~~
10 33 ~~administrator a third year to demonstrate competence in the~~
10 34 ~~Iowa standards for school administrators if, after conducting~~
10 35 ~~a comprehensive evaluation, the school district or area~~
11 1 ~~education agency determines that the administrator is likely~~
11 2 ~~to successfully demonstrate competence in the Iowa standards~~
11 3 ~~for school administrators by the end of the third year. Upon~~
11 4 ~~notification by the school district or area education agency,~~
11 5 ~~the board of educational examiners shall grant a beginning~~
11 6 ~~administrator who has been allowed a third year to demonstrate~~
11 7 ~~competence a one-year extension of the beginning~~
11 8 ~~administrator's initial license. An administrator granted a~~
11 9 ~~third year to demonstrate competence shall undergo a~~
11 10 ~~comprehensive evaluation at the end of the third year.~~

11 11 Sec. 23. NEW SECTION. 284A.1 ADMINISTRATOR QUALITY
11 12 PROGRAM.

11 13 An administrator quality program is established to promote
11 14 high student achievement and enhanced educator quality. The
11 15 program shall consist of the following three major components:

11 16 1. Mentoring and induction programs that provide support
11 17 for administrators in accordance with section 284A.2, as
11 18 amended in this Act.

11 19 2. Professional development designed to directly support
11 20 best practices for leadership.

11 21 3. Evaluation of administrators against the Iowa standards
11 22 for school administrators.

11 23 Sec. 24. NEW SECTION. 284A.3 IOWA STANDARDS FOR SCHOOL
11 24 ADMINISTRATORS EVALUATIONS.

11 25 By July 1, 2008, each school board shall provide for

11 26 evaluations for administrators under individual career
11 27 development plans developed in accordance with section
11 28 279.23A, and the Iowa standards for school administrators and
11 29 related criteria adopted by the state board in accordance with
11 30 section 256.7, subsection 27. A local school board may
11 31 establish additional administrator standards and related
11 32 criteria.

11 33 Sec. 25. NEW SECTION. 284A.4 PARTICIPATION.

11 34 Effective July 1, 2007, each school district shall
11 35 participate in the administrator quality program, and the
12 1 board of directors of each school district shall do all of the
12 2 following:

- 12 3 1. Implement a beginning administrator mentoring and
12 4 induction program as provided in this chapter.
- 12 5 2. Adopt individual administrator career development plans
12 6 in accordance with this chapter.
- 12 7 3. Adopt an administrator evaluation plan that, at a
12 8 minimum, requires an evaluation of administrators in the
12 9 school district annually pursuant to section 279.23A and based
12 10 upon the Iowa standards for school administrators and
12 11 individual administrator career development plans.

12 12 Sec. 26. NEW SECTION. 284A.6 ADMINISTRATOR CAREER
12 13 DEVELOPMENT.

12 14 1. Each school district shall be responsible for the
12 15 provision of professional growth programming for individuals
12 16 employed in a school district administrative position by the
12 17 school district or area education agency as deemed appropriate
12 18 by the board of directors of the school district or area
12 19 education agency. School districts may collaborate with other
12 20 educational stakeholders including other school districts,
12 21 area education agencies, professional organizations, higher
12 22 education institutions, and private providers, regarding the
12 23 provision of professional development for school district
12 24 administrators. Professional development programming for
12 25 school district administrators may include support that meets
12 26 the career development needs of individual administrators
12 27 aligned to the Iowa standards for school administrators
12 28 adopted pursuant to section 256.7, subsection 27, and meets
12 29 individual administrator career development plans.

12 30 2. In cooperation with the administrator's evaluator, the
12 31 administrator who has a standard administrator's license
12 32 issued by the board of educational examiners pursuant to
12 33 chapter 272 and is employed by a school district or area
12 34 education agency in a school district administrative position,
12 35 shall develop an individual administrator career development
13 1 plan. The purpose of the plan is to promote individual and
13 2 group career development. The individual plan shall be based,
13 3 at a minimum, on the needs of the administrator, the Iowa
13 4 standards for school administrators adopted pursuant to
13 5 section 256.7, subsection 27, and the student achievement
13 6 goals of the attendance center and the school district as
13 7 outlined in the comprehensive school improvement plan.

13 8 3. The administrator's evaluator shall meet annually as
13 9 provided in section 279.23A with the administrator to review
13 10 progress in meeting the goals in the administrator's
13 11 individual plan. The purpose of the meeting shall be to
13 12 review collaborative work with other staff on student
13 13 achievement goals and to modify as necessary the
13 14 administrator's individual plan to reflect the individual
13 15 administrator's and the school district's needs and the
13 16 individual's progress in meeting the goals in the plan. The
13 17 administrator shall present to the evaluator evidence of
13 18 progress. The administrator's supervisor and the evaluator
13 19 shall review and the supervisor may modify the administrator's
13 20 individual plan.

13 21 Sec. 27. NEW SECTION. 284A.7 EVALUATION REQUIREMENTS FOR
13 22 ADMINISTRATORS.

13 23 A school district shall conduct an evaluation of an
13 24 administrator who holds a standard license issued under
13 25 chapter 272 at least once every three years for purposes of
13 26 assisting the administrator in making continuous improvement,
13 27 documenting continued competence in the Iowa standards for
13 28 school administrators adopted pursuant to section 256.7,
13 29 subsection 27, or to determine whether the administrator's
13 30 practice meets school district expectations. The review shall
13 31 include, at a minimum, an assessment of the administrator's
13 32 competence in meeting the Iowa standards for school
13 33 administrators and the goals of the administrator's individual
13 34 career development plan, including supporting documentation or
13 35 artifacts aligned to the Iowa standards for school
14 1 administrators and the individual administrator's career

14 2 development plan.
 14 3 Sec. 28. 2006 Iowa Acts, chapter 1182, section 1,
 14 4 unnumbered paragraph 2, is amended to read as follows:
 14 5 For purposes, as provided in law, of the student
 14 6 achievement and teacher quality program established pursuant
 14 7 to chapter 284:
 14 8 FY 2006=2007..... \$104,343,894
 14 9 FY 2007=2008..... ~~\$139,343,894~~
 14 10 157,938,894
 14 11 FY 2008=2009..... ~~\$174,343,894~~
 14 12 192,938,894

14 13 Sec. 29. Section 284A.1 to become section 284A.2.
 14 14 Sec. 30. Section 284A.2 to become section 284A.5.
 14 15 Sec. 31. Section 284A.3 to become section 284A.8.
 14 16 Sec. 32. CODE EDITOR DIRECTIVE. The Code editor is
 14 17 directed to correct internal references in the Code as
 14 18 necessary due to enactment of the sections of this Act that
 14 19 relocate sections 284A.1, 284A.2, and 284A.3.
 14 20 Sec. 33. STATE MANDATE FUNDING SPECIFIED. In accordance
 14 21 with section 25B.2, subsection 3, the state cost of requiring
 14 22 compliance with any state mandate included in this Act shall
 14 23 be paid by a school district from state school foundation aid
 14 24 received by the school district under section 257.16 and
 14 25 moneys appropriated in this Act. This specification of the
 14 26 payment of the state cost shall be deemed to meet all the
 14 27 state funding-related requirements of section 25B.2,
 14 28 subsection 3, and no additional state funding shall be
 14 29 necessary for the full implementation of this Act by and
 14 30 enforcement of this Act against all affected school districts.

14 31 EXPLANATION
 14 32 This bill increases appropriations made for FY 2007=2008
 14 33 and FY 2008=2009 for the student achievement and teacher
 14 34 quality program, requires school districts to have qualified
 14 35 guidance counselors, but permits school districts to request a
 15 1 waiver from the department of education, extends the time
 15 2 period during which a teacher can qualify for an initial
 15 3 reimbursement award for national board for professional
 15 4 teaching standards registration, makes changes to the student
 15 5 achievement and teacher quality program including increasing
 15 6 minimum teacher salaries, establishes an administrator quality
 15 7 program, and requires the state board of education to adopt
 15 8 Iowa standards for school administrators.
 15 9 The bill adds new elements to the student achievement and
 15 10 teacher quality program, including teacher development
 15 11 programs and evaluation of teachers against the Iowa teaching
 15 12 standards.

15 13 QUALIFIED GUIDANCE COUNSELORS AND TEACHER LIBRARIANS.
 15 14 While requiring school districts to have qualified guidance
 15 15 counselors, the bill authorizes school districts to seek
 15 16 supplemental aid from the school budget review committee for
 15 17 the cost of adding these guidance counselors as well as
 15 18 teacher librarians. The bill also updates a provision to
 15 19 allow districts to seek a waiver from the department.

15 20 NATIONAL BOARD CERTIFICATION. The bill extends until 2012
 15 21 the time by which a teacher may register for national board
 15 22 for professional teaching standards certification and receive
 15 23 a reimbursement award for the registration fee.

15 24 ADMINISTRATOR LICENSURE RENEWAL REQUIREMENT OPTION. The
 15 25 bill directs the board of educational examiners to include in
 15 26 its administrator licensure renewal requirements an option
 15 27 that allows credit for administrators' individual career
 15 28 development plans.

15 29 TEACHER DEFINITIONS. The bill changes the definition of
 15 30 "teacher" to provide that only those individuals employed by
 15 31 an area education agency who directly deliver instruction to
 15 32 students for more than 50 percent of their contracted time
 15 33 qualify for the program as teachers.

15 34 CONTRACT DAYS. The bill increases the number of contract
 15 35 days for teacher career development that a school district
 16 1 must add to the school year under the student achievement and
 16 2 teacher quality program from one to two commencing July 1,
 16 3 2007. The bill also eliminates an exemption for school
 16 4 districts that provide the equivalent of 10 or more contract
 16 5 days for professional development.

16 6 TEACHER DEVELOPMENT ACADEMIES AND TEACHER TRAINERS. The
 16 7 bill directs the department of education to establish, if the
 16 8 general assembly appropriates funds for such a purpose,
 16 9 teacher development academies, including an institute and
 16 10 follow-up training and coaching.

16 11 MINIMUM SALARY CHANGES. The bill provides that the minimum
 16 12 salary for a first-year beginning teacher is \$26,500, for a

16 13 first-year career teacher is \$27,500, and for a second-year
16 14 career teacher is \$28,500. Currently, the Code provides for
16 15 beginning and career teacher salaries of \$25,500, \$26,500, and
16 16 \$27,500, respectively.

16 17 MARKET FACTOR TEACHER SALARIES. The bill amends the Code
16 18 section that provides for state assistance to allow school
16 19 districts to add a market factor to teacher salaries paid by
16 20 the school districts to replace the word "salaries" with
16 21 "incentives" and makes related changes.

16 22 ADMINISTRATOR QUALITY PROGRAM. During the 2006 Legislative
16 23 Session, the general assembly established the beginning
16 24 administrator mentoring program. The program now becomes a
16 25 component of a new administrator quality program under the
16 26 bill. The administrator quality program established by the
16 27 bill is designed to function much like the teacher quality,
16 28 career development, and evaluation provisions of the student
16 29 achievement and teacher quality program. The program's other
16 30 two components include professional development designed to
16 31 directly support best practices for leadership, and evaluation
16 32 of administrators against Iowa standards for school
16 33 administrators, which the director of the department of
16 34 education is directed to develop, and the state board to
16 35 adopt. The standards are to include core knowledge and skill
17 1 criteria, based upon the standards, for mentoring and
17 2 induction, evaluation processes, and administrator career
17 3 development plans.

17 4 Under current Code, a beginning administrator is
17 5 comprehensively evaluated at the end of the administrator's
17 6 second year. Under the bill, if the administrator
17 7 demonstrates competence, the employer must recommend the
17 8 administrator for a standard license. A beginning
17 9 administrator who fails to demonstrate competence at the end
17 10 of the second year may be allowed a third year and given a
17 11 one-year extension of the administrator's initial license in
17 12 order to demonstrate competence.

17 13 The bill requires each school board, by July 1, 2008, to
17 14 provide annual evaluations that assess administrators, at a
17 15 minimum, against the Iowa standards for school administrators
17 16 and the criteria for the standards developed by the
17 17 department. A local school board may establish additional
17 18 evaluation and grievance procedures. The bill also requires
17 19 school districts to adopt individual career development plans
17 20 for administrators and adopt an administrator evaluation plan.

17 21 Each school district must provide for the professional
17 22 growth programming for individuals employed in an
17 23 administrative position in the school district. Each school
17 24 district administrator must develop an individual career
17 25 development plan. The administrator's evaluator shall
17 26 annually meet with the administrator to review progress in
17 27 meeting the goals in the administrator's individual plan.

17 28 A school district shall review an administrator's
17 29 performance annually for purposes of assisting the
17 30 administrator in making continuous improvement, documenting
17 31 continued competence in the Iowa standards for school
17 32 administrators, or to determine whether the administrator's
17 33 practice meets school district expectations. An administrator
17 34 from another state or country is exempt from the mentoring and
17 35 induction requirements if the administrator can document two
18 1 years of successful administrator experience and meet or
18 2 exceed the board of educational examiners licensure
18 3 requirements.

18 4 The bill directs the Code editor to relocate sections in
18 5 Code chapter 284A to incorporate the new sections added by the
18 6 bill.

18 7 STUDENT ACHIEVEMENT AND TEACHER QUALITY PROGRAM
18 8 APPROPRIATIONS. The bill increases the appropriations made
18 9 for purposes of the student achievement and teacher quality
18 10 program for FY 2007=2008 and FY 2008=2009 by over \$18 million
18 11 each year. The bill makes appropriations and allocations to
18 12 the department of education to continue providing funding to
18 13 school districts and area education agencies for salaries and
18 14 career development purposes, including two teacher contract
18 15 days, and to fund the establishment of teacher development
18 16 academies.

18 17 The bill may include a state mandate as defined in Code
18 18 section 25B.3. The bill requires that the state cost of any
18 19 state mandate included in the bill be paid by a school
18 20 district from state school foundation aid received by the
18 21 school district under Code section 257.16 and moneys
18 22 appropriated in the bill. The specification is deemed to
18 23 constitute state compliance with any state mandate funding=

18 24 related requirements of Code section 25B.2. The inclusion of
18 25 this specification is intended to reinstate the requirement of
18 26 political subdivisions to comply with any state mandates
18 27 included in the bill.
18 28 LSB 1227XD 82
18 29 kh:rj/gg/14.1