

House File 2128 - Introduced

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BY WILLS

A BILL FOR

1 An Act relating to the establishment of teacher quality
2 demonstration pilot projects by school districts.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 284.18 **Teacher quality**
2 **demonstration pilot projects.**

3 1. *Definitions.* As used in this section, unless the context
4 otherwise requires:

5 a. "*Applicant*" means the school superintendent of the school
6 district in which a cluster is located.

7 b. "*Cluster*" means a set of attendance centers consisting
8 of not less than one high school, not more than four middle
9 schools, and not more than seven elementary schools in a given
10 school district.

11 c. "*Teacher*" means a member of the instructional staff
12 who may or may not be licensed under chapter 272 and who is
13 employed by the school district to provide instruction in the
14 cluster on a part-time or full-time basis.

15 2. *Department responsibilities.* The department shall do all
16 of the following:

17 a. Make information available on its internet site regarding
18 teacher quality demonstration pilot project requirements and
19 the pilot project application and review process.

20 b. Approve applications for the creation of not less
21 than five, nor more than twelve, pilot projects submitted
22 by clusters that develop systems for attracting, retaining,
23 rewarding, and motivating teachers in accordance with this
24 section.

25 c. Review each pilot project annually based on the data
26 submitted in the school district's comprehensive school
27 improvement plan. The department may withdraw approval of a
28 teacher quality demonstration pilot project for failure of a
29 cluster to meet the pilot project requirements of subsection
30 3. If the department withdraws its approval, waivers and
31 exceptions granted to a school district or cluster for purposes
32 of this section under subsection 5; section 256.9, subsection
33 43; or section 256.11, subsection 8, are revoked.

34 3. *Pilot project requirements.* Each cluster shall meet the
35 following requirements:

- 1 *a.* Establish multiple career paths for teachers.
- 2 *b.* Place all teachers in expanded roles, which may include
3 but are not limited to leadership, program director, master
4 teacher, and mentor, and any other position approved by the
5 director. In expanding the roles, the director shall take into
6 consideration the interests, abilities, and accomplishments of
7 teachers within the cluster.
- 8 *c.* Notwithstanding chapter 20, provide for market-based
9 compensation of teachers under which teacher compensation
10 levels are based on the accomplishments and performance of
11 teachers, student academic achievement, and evaluation from
12 peers, senior teachers, and attendance center principals.
- 13 *d.* Offer performance-based accountability as follows:
14 (1) Eliminate teacher tenure and establish three-year
15 teaching contracts.
16 (2) Establish a system for teacher hiring and advancement
17 that is based on evaluation of a teacher's performance by peers
18 who are employed by the school district and by peers who are
19 not employed by the school district.
- 20 *e.* Include ongoing professional development activities that
21 meet all of the following requirements:
22 (1) Are directly related to the curriculum and content areas
23 in which the teacher provides instruction.
24 (2) Are tied to challenging state or local content and
25 student performance standards.
26 (3) Are related to the instruction in methods of
27 disciplining children at the grade level taught by the teacher.
28 (4) Are proven effective instructional strategies and
29 methods for improving student achievement.
- 30 *f.* Establish a formal teacher mentoring system in which
31 beginning teachers and teachers in need of intensive assistance
32 are mentored by master teachers.
- 33 *g.* Establish, notwithstanding section 256.7, subsection
34 3, and chapter 272, an alternative preparation program to
35 train and hire an individual who possesses, at a minimum, a

1 baccalaureate degree in the field in which the individual
2 will be employed to provide instruction as a teacher at
3 an attendance center in the cluster. The individual must
4 demonstrate expertise in the field in which they will provide
5 instruction.

6 *h.* Make available to an individual who is employed under
7 paragraph "g" opportunities to meet the requirements for a
8 teaching license under chapter 272 or to become certified by
9 the national board for professional teaching standards.

10 4. *Pilot project application requirements.* An application
11 to implement a teacher quality demonstration pilot project
12 under this section may only be submitted by the superintendent
13 of the school district in the time and manner determined by
14 the department. Each application shall include all of the
15 following information:

16 *a.* A description of how the pilot project will assist the
17 school district in achieving the student achievement goals in
18 the school district's comprehensive school improvement plan.

19 *b.* Identification and description of the attendance centers
20 that will comprise the cluster.

21 *c.* A description of the pilot project and how the cluster
22 will comply with the requirements of subsection 3.

23 *d.* An assurance that the school district will increase the
24 salaries of teachers who are employed at the attendance centers
25 that comprise the cluster, with descriptions of how teachers
26 will be compensated at the various role levels and the impact a
27 teacher's performance evaluation may reasonably be expected to
28 have on the teacher's salary.

29 *e.* A detailed description of the cost of the pilot
30 project, including but not limited to how the district will
31 reallocate or raise funds to cover the costs associated with
32 implementation of the pilot project.

33 *f.* A description of the statutes and rules requirements
34 and provisions that the department is requested to waive under
35 subsection 5; section 256.9, subsection 43; and section 256.11,

1 subsection 8.

2 5. *Three-year statutory and rule exemption authority.*

3 Notwithstanding chapter 20, the department may grant to a
4 cluster implementing a teacher quality demonstration pilot
5 project approved under this section a three-year exemption from
6 one or more of the teacher probation, evaluation, employment,
7 and due process requirements and provisions of sections
8 279.12, 279.13, 279.14, 279.15, 279.16, 279.17, 279.18, 279.19,
9 279.19A, 279.19B, 279.21, 279.27, and 279.43. The exemption
10 may be renewed.

11 6. *Evaluation requirements — report.* The department and
12 each school district operating a cluster approved under this
13 section shall regularly evaluate and document the activities
14 and approaches utilized and outcomes achieved under a pilot
15 project. The department shall compile and summarize the
16 results of the school districts' evaluations in an annual
17 report which shall include the department's findings and
18 recommendations and shall be submitted to the state board and
19 to the general assembly.

20 EXPLANATION

21 The inclusion of this explanation does not constitute agreement with
22 the explanation's substance by the members of the general assembly.

23 This bill relates to the establishment of teacher quality
24 demonstration pilot projects by clusters of attendance centers
25 within a school district and authorizes the department of
26 education to grant to a cluster a three-year exemption from one
27 or more of the teacher probation, evaluation, employment, and
28 due process requirements and provisions of Code chapter 279.

29 GENERAL PROVISIONS. Only the school district's
30 superintendent may apply to the department for approval to
31 operate a teacher quality demonstration pilot project. Each
32 pilot project is comprised of a cluster within the school
33 district. Each cluster must include not less than one high
34 school, not more than four middle schools, and not more than
35 seven elementary schools in a given school district.

1 The bill defines "teacher" to mean a member of the
2 instructional staff who may or may not be licensed under Code
3 chapter 272 and who is employed by the school district to
4 provide instruction in the cluster on a part-time or full-time
5 basis.

6 The department must make information regarding teacher
7 quality demonstration pilot project requirements and the
8 pilot project application and review process available on its
9 internet site; must approve applications for the creation
10 of between 5 and 12 pilot projects; and must review each
11 pilot project annually based on the data submitted in the
12 school district's comprehensive school improvement plan.
13 The department may withdraw approval of a pilot project for
14 failure to meet pilot project requirements. If the department
15 withdraws its approval, waivers and exceptions granted for
16 purposes of the pilot project are revoked.

17 PILOT PROJECT REQUIREMENTS. The bill lists the requirements
18 each cluster must meet, including but not limited to multiple
19 career paths for teachers; expanded roles for teachers;
20 market-based compensation for teachers; performance-based
21 accountability of teachers that includes elimination of teacher
22 tenure and establishment of three-year teaching contracts;
23 a system for teacher hiring and advancement based on peer
24 evaluation; ongoing professional development activities; and a
25 formal teacher mentoring system.

26 The pilot project must also establish an alternative
27 preparation program to train and hire an individual who
28 possesses, at a minimum, a baccalaureate degree in the field in
29 which the individual will be employed to provide instruction
30 as a teacher at an attendance center in the cluster. The bill
31 nullifies the practitioner preparation program provisions of
32 Code section 256.7, subsection 3, and the provisions of Code
33 chapter 272, for purposes of this pilot project requirement.
34 Such individuals must also be provided with opportunities
35 to meet the requirements for a teaching license under Code

1 chapter 272 or to become certified by the national board for
2 professional teaching standards.

3 PILOT PROJECT APPLICATION REQUIREMENTS. The bill requires
4 that a pilot project application include a description of how
5 the pilot project will assist the school district in achieving
6 the district's student achievement goals; identification and
7 description of the attendance centers that will comprise the
8 cluster; a description of the pilot project and how the cluster
9 will comply with the pilot project requirements; an assurance
10 that the school district will increase teacher salaries;
11 a detailed description of pilot project costs and how the
12 district will reallocate or raise funds to cover the costs;
13 and a description of the statutes and rules requirements and
14 provisions that the department is requested to waive.

15 THREE-YEAR STATUTORY AND RULE EXEMPTION AUTHORITY. The bill
16 nullifies the collective bargaining provisions of Code chapter
17 20 to authorize the department to grant a three-year renewable
18 exemption to the cluster from one or more of the teacher
19 probation, evaluation, employment, and due process requirements
20 and provisions of Code chapter 279.

21 EVALUATION REQUIREMENTS — REPORT. The department and each
22 school district operating an approved cluster must regularly
23 evaluate and document the activities and approaches utilized
24 and outcomes achieved under a pilot project. The department
25 shall compile and summarize the results of the evaluations in
26 an annual report which shall include the department's findings
27 and recommendations and shall be submitted to the state board
28 of education and to the general assembly.