

House File 8 - Introduced

HOUSE FILE 8

BY WILLS

A BILL FOR

1 An Act relating to the establishment of teacher quality
2 demonstration pilot projects by school districts and
3 including applicability provisions.

4 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 39; or section 256.11, subsection 8, are revoked.

34 3. *Pilot project requirements.* Each cluster as part of a
35 teacher quality demonstration project shall meet the following

1 requirements:

2 *a.* Establish multiple career paths for teachers.

3 *b.* Place all teachers in expanded roles, which may include
4 but are not limited to leadership, program director, master
5 teacher, and mentor, and any other position approved by the
6 director. In expanding the roles, the director shall take into
7 consideration the interests, abilities, and accomplishments of
8 teachers within the cluster.

9 *c.* Provide for market-based compensation of teachers
10 under which teacher compensation levels are based on the
11 accomplishments and performance of teachers, student academic
12 achievement, and evaluation from peers, senior teachers, and
13 attendance center principals.

14 *d.* Offer performance-based accountability as follows:

15 (1) Eliminate teacher tenure and establish three-year
16 teaching contracts.

17 (2) Establish a system for teacher hiring and advancement
18 that is based on evaluation of a teacher's performance by peers
19 who are employed by the school district and by peers who are
20 not employed by the school district.

21 *e.* Include ongoing professional development activities that
22 meet all of the following requirements:

23 (1) Are directly related to the curriculum and content areas
24 in which the teacher provides instruction.

25 (2) Are tied to challenging state or local content and
26 student performance standards.

27 (3) Are related to the instruction in methods of
28 disciplining children at the grade level taught by the teacher.

29 (4) Are proven effective instructional strategies and
30 methods for improving student achievement.

31 *f.* Establish a formal teacher mentoring system in which
32 beginning teachers and teachers in need of intensive assistance
33 are mentored by master teachers.

34 *g.* Establish, notwithstanding section 256.7, subsection
35 3, and chapter 272, an alternative preparation program to

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

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

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

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

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

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

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

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

34 *f.* A description of the statutes and rules requirements
35 and provisions that the department is requested to waive under

1 subsection 5; section 256.9, subsection 39; and section 256.11,
2 subsection 8.

3 5. *Inapplicability of statutes — agreement provisions void.*

4 a. The probation, evaluation, employment, and due process
5 requirements and provisions of sections 279.12, 279.13, 279.14,
6 279.15, 279.16, 279.17, 279.18, 279.19, 279.19A, 279.19B,
7 279.21, 279.27, and 279.43 shall not apply to teachers and
8 administrators employed by a school district to practice in a
9 cluster as part of a teacher quality demonstration project.

10 b. The provisions of a collective bargaining agreement
11 entered into by a school district and the licensed employees
12 of the school district that is approved to establish a teacher
13 quality demonstration pilot project under this section,
14 which are inconsistent with the compensation, evaluation, and
15 performance-based accountability requirements of a teacher
16 quality demonstration pilot project approved by the department
17 pursuant to this section, are deemed void and unenforceable for
18 the duration of the pilot project.

19 6. *Evaluation requirements — report.* The department and
20 each school district operating a teacher quality demonstration
21 pilot project approved under this section shall regularly
22 evaluate and document the activities and approaches utilized
23 and outcomes achieved under a pilot project. The department
24 shall compile and summarize the results of the school
25 districts' evaluations in an annual report which shall include
26 the department's findings and recommendations and shall be
27 submitted to the state board and to the general assembly.

28 Sec. 2. APPLICABILITY. This Act applies to collective
29 bargaining agreements entered into or renewed by a school
30 district and the licensed employees of the school district on
31 or after the effective date of this Act.

32 EXPLANATION

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

35 This bill relates to the establishment of teacher quality

1 demonstration pilot projects for a three-year renewable period
2 by clusters of attendance centers within a school district if
3 approved by the department of education.

4 GENERAL PROVISIONS. Only the school district's
5 superintendent may apply to the department for approval to
6 operate a teacher quality demonstration pilot project. Each
7 pilot project is comprised of a cluster within the school
8 district. Each cluster must include not less than one high
9 school, not more than four middle schools, and not more than
10 seven elementary schools in a given school district.

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

16 The department must make information regarding teacher
17 quality demonstration pilot project requirements and the
18 pilot project application and review process available on its
19 internet site; must approve applications for the creation
20 of between 5 and 12 pilot projects; and must review each
21 pilot project annually based on the data submitted in the
22 school district's comprehensive school improvement plan.
23 The department may withdraw approval of a pilot project for
24 failure to meet pilot project requirements. If the department
25 withdraws its approval, waivers and exceptions granted for
26 purposes of the pilot project are revoked.

27 PILOT PROJECT REQUIREMENTS. The bill lists the requirements
28 each pilot project must meet, including but not limited
29 to multiple career paths for teachers; expanded roles
30 for teachers; market-based compensation for teachers;
31 performance-based accountability of teachers that includes
32 elimination of teacher tenure and establishment of three-year
33 teaching contracts; a system for teacher hiring and advancement
34 based on peer evaluation; ongoing professional development
35 activities; and a formal teacher mentoring system.

1 The pilot project must also establish an alternative
2 preparation program to train and hire an individual who
3 possesses, at a minimum, a baccalaureate degree in the field in
4 which the individual will be employed to provide instruction
5 as a teacher at an attendance center in the cluster. The bill
6 nullifies the practitioner preparation program provisions of
7 Code section 256.7, subsection 3, and the provisions of Code
8 chapter 272, for purposes of this pilot project requirement.
9 Such individuals must also be provided with opportunities
10 to meet the requirements for a teaching license under Code
11 chapter 272 or to become certified by the national board for
12 professional teaching standards.

13 PILOT PROJECT APPLICATION REQUIREMENTS. The bill requires
14 that a pilot project application include a description of how
15 the pilot project will assist the school district in achieving
16 the district's student achievement goals; identification and
17 description of the attendance centers that will comprise the
18 cluster; a description of the pilot project and how the cluster
19 will comply with the pilot project requirements; an assurance
20 that the school district will increase teacher salaries;
21 a detailed description of pilot project costs and how the
22 district will reallocate or raise funds to cover the costs;
23 and a description of the statutes and rules requirements and
24 provisions that the department is requested to waive.

25 INAPPLICABILITY OF STATUTES — AGREEMENT PROVISIONS VOID.
26 The bill provides that the probation, evaluation, employment,
27 and due process requirements and provisions of Code chapter 279
28 do not apply to teachers and administrators in a pilot project,
29 and any collective bargaining provision that is inconsistent
30 with any compensation, evaluation, and performance-based
31 accountability requirement of a teacher quality demonstration
32 pilot project is deemed void and unenforceable.

33 EVALUATION REQUIREMENTS — REPORT. The department and
34 each school district operating an approved pilot project must
35 regularly evaluate and document the activities and approaches

1 utilized and outcomes achieved under a pilot project. The
2 department shall compile and summarize the results of the
3 evaluations in an annual report which shall include the
4 department's findings and recommendations and shall be
5 submitted to the state board of education and to the general
6 assembly.

7 The bill applies to collective bargaining agreements entered
8 into or renewed by a school district and the licensed employees
9 of the school district on or after the effective date of the
10 bill.