

Senate File 380 - Introduced

SENATE FILE 380

BY MATHIS

A BILL FOR

1 An Act providing for the establishment of a teacher recruitment
2 and retention task force.

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

1 Section 1. TEACHER RECRUITMENT AND RETENTION TASK FORCE.

2 1. The director of the department of education shall convene
3 a task force to conduct a study of teacher recruitment and
4 retention. The study shall include but not be limited to an
5 examination of all of the following:

6 a. The reasons individuals fail to enter or complete
7 practitioner preparation programs or avoid certain subject
8 areas in practitioner preparation programs.

9 b. The reasons teachers fail to apply for teaching positions
10 in certain geographic or subject areas.

11 c. Recent efforts to recruit or incentivize potential
12 teachers, including the history and funding of scholarship
13 and grant programs designed for potential teachers and the
14 barriers to productive, successful teacher preparation program
15 recruitment.

16 d. Independent, high-quality research conducted to improve
17 education policy and practice, including but not limited to
18 the learning policy institute's 2016 publication, "solving
19 the teacher shortage: how to attract and retain excellent
20 educators".

21 e. The reasons teachers leave the profession or are
22 attracted to other fields, including but not limited to the
23 following Iowa-specific issues in rural, urban, and suburban
24 schools:

25 (1) Inadequate preparation time and opportunity for
26 collaboration with colleagues.

27 (2) Poor teaching conditions, including lack of support
28 from administrators.

29 (3) Poor compensation and benefits.

30 (4) General lack of respect.

31 (5) Teacher participation in decision making discouraged,
32 rebuked, or prohibited at the school or district level.

33 2. The goal of the task force is to identify measures
34 to improve teacher recruitment and retention efforts;
35 increase scholarships, grants, marketing efforts, and other

1 incentives to attract to or to keep individuals in the teaching
2 profession; and develop measures to support teachers in
3 achieving a successful life-long teaching career.

4 3. The task force shall be comprised of the director of
5 the department of education or the director's designee; the
6 executive director of the board of educational examiners or
7 the executive director's designee; the executive director of
8 the college student aid commission or the executive director's
9 designee; two individuals representing practitioner preparation
10 programs at institutions of higher learning governed by the
11 state board of regents, one of whom shall be employed by the
12 university of northern Iowa; and shall include, at a minimum,
13 the following:

14 a. Six members who shall be appointed by the following
15 respective entities:

16 (1) The Iowa state education association.

17 (2) The school administrators of Iowa.

18 (3) The Iowa association of school boards.

19 (4) The urban education network.

20 (5) The rural school advocates of Iowa.

21 (6) The Iowa association of independent colleges and
22 universities.

23 b. Three members, who shall be appointed by the director of
24 the department of education based on recommendations submitted
25 by the entities specified in paragraph "a", as follows:

26 (1) A teacher employed by a growing suburban school
27 district.

28 (2) A teacher employed by a rural school district.

29 (3) A teacher employed in an urban city center.

30 4. To the extent possible, appointments shall be made to
31 provide geographical area representation and to comply with
32 sections 69.16, 69.16A, 69.16C, and 69.16E.

33 5. The department of education and the practitioner
34 preparation institutions governed by the state board of regents
35 shall provide staff assistance and administrative support to

1 the task force.

2 6. The task force shall submit its findings and
3 recommendations in a report to the governor and the general
4 assembly by November 30, 2021.

5 EXPLANATION

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

8 This bill provides for the establishment and membership of a
9 teacher recruitment and retention task force.

10 The director of the department of education shall convene
11 the task force to conduct a study of teacher recruitment and
12 retention that includes but is not limited to an examination of
13 the reasons individuals fail to enter or complete practitioner
14 preparation programs or avoid certain subject areas in
15 practitioner preparation programs; the reasons teachers fail to
16 apply for teaching positions in certain geographic or subject
17 areas; recent efforts to recruit or incentivize potential
18 teachers; independent, high-quality research conducted and
19 published to improve education policy and practice; and the
20 reasons teachers leave the profession or are attracted to other
21 fields.

22 The goal of the task force is to identify measures to improve
23 teacher recruitment and retention efforts, increase marketing
24 and incentives to attract to or to keep individuals in the
25 teaching profession, and develop measures to support teachers
26 in achieving a successful life-long teaching career.

27 The task force shall be comprised of the director of the
28 department of education or the director's designee; the
29 executive directors of the board of educational examiners and
30 the college student aid commission or their designees; two
31 individuals representing practitioner preparation programs
32 at regents universities, one of whom must be employed by the
33 university of northern Iowa; and, at a minimum, six members
34 appointed by statewide education stakeholders, a teacher
35 employed by a growing suburban school district, a teacher

1 employed by a rural school district, and a teacher employed in
2 an urban city center.

3 To the extent possible, appointments shall be made to
4 provide geographical area representation and to comply with
5 Code provisions relating to political and gender balance and to
6 minority and young adult representation on appointive boards.

7 The department of education and the regents' practitioner
8 preparation institutions shall provide staff assistance and
9 administrative support to the task force.

10 The task force shall submit its findings and recommendations
11 in a report to the governor and the general assembly by
12 November 30, 2021.