

February 28, 2014

Dear Superintendents,

On Monday, the Iowa Department of Education will announce the school districts selected to participate in the first year of the Teacher Leadership and Compensation System. In advance of this announcement, I would like to share with you the process the Department used to select participating districts.

As you may know, the Iowa General Assembly established the Commission on Educator Leadership and Compensation. This Commission includes 19 voting members from across Iowa. Among the Commission's roles are to evaluate local Teacher Leadership and Compensation plans and to make approval recommendations to the Department. The Commission completed this process on Tuesday. The Department has accepted the Commission's recommendations. We are now ensuring the accuracy of the data and preparing notification letters for districts that submitted an application.

The Department accepted the Commission's recommendations in full because we believe the Commission appropriately emphasized both quality and diversity. The Commission set a high quality bar while also ensuring that this is truly a statewide initiative. The Commission unanimously recommended that the Department select at least three school districts in each Area Education Agency (AEA) and at least three school districts in each of six size tiers (provided those districts scored at least two points above the statewide average of 71 points on the 100 point rubric).

The school district with the highest score in each AEA was selected first, followed by the school district with the highest score in each size tier (if a district in that size tier was not already selected). The districts with the second-highest score in each AEA and in each size tier were selected next, followed by the districts with the third highest score in each AEA and in each size tier. After the districts were selected by AEA and size tier, the remaining districts were selected from the state as a whole based on their score and remaining funding. If the district's enrollment exceeded the amount of remaining funding, the district with the next highest score was selected.

In the case of a tie, the Commission recommended the following process:

- 1) Eliminate from consideration districts scoring five or lower on any part of the application.
- 2) If the tied districts scored above five on all parts of the application, select the district with the higher percentage of students qualifying for free or reduced-priced lunch.
- 3) If the districts have the same percentage of students qualifying for free or reduced-priced lunch, select the district from the AEA or size tier that was underrepresented among selected applicants.

The Department used this tie-breaker system four times during the selection process.

The scoring and selection process were rigorous and fair. Commission members scored only one part of each application. This process ensured scores were consistent across applications. In addition,

Commission members did not score the application of the school district with which they were personally affiliated. Once the scores were finalized, the Commission considered multiple options for selecting which school districts they would recommend to the Department. At this point, a list of district scores was created; Commission members did not see the names of the school districts or the names of the affiliated AEAs.

The Commission acknowledged that there was no perfect recommendation. The Commission operated under the assumption that \$50 million will be appropriated for the Teacher Leadership and Compensation System in the coming year. The Commission made its recommendations accordingly, but also recognized that there will be high quality applications that will not be funded this year. While districts that were not accepted this year will be disappointed, this is a short-term challenge. All districts that submit a high-quality plan will be able to participate within three years.

Ultimately, the Commission focused on both the short- and long-term success of the Teacher Leadership and Compensation System. The Commission believed ensuring each plan is high quality and the plans as a whole represent the diversity of schools in Iowa is the best way to ensure the short- and long-term success of the Teacher Leadership and Compensation system. The Commission believes that the Teacher Leadership and Compensation System can be successful in all types of school districts in all parts of the state. The districts selected to participate in year one reflect the diversity of Iowa's school system and provide examples for districts to follow in future years.

I am incredibly grateful for the effort Commission members put into this process. On average, commission members each spent more than 40 hours in a two-week period reviewing and scoring applications. The Department could not have done this process at this level of quality without their dedication. In addition, I feel more fortunate than ever to be working and living in Iowa. There is great teaching and learning happening in each school, which will only continue to improve in the years ahead as we collaboratively develop Iowa's Teacher Leadership and Compensation System.

Sincerely,

Ryan Wise

Deputy Director

Iowa Department of Education

December 19, 2014

Dear Superintendents,

This morning, the Iowa Department of Education announced the next round of school districts selected to participate in the Teacher Leadership and Compensation System. I would like to share with you the process the Department used to select these districts.

As you may remember, the Iowa General Assembly established the Commission on Educator Leadership and Compensation. This Commission includes 19 voting members from across Iowa. Among other roles, the Commission evaluates local Teacher Leadership and Compensation plans and makes approval recommendations to the Department. The Commission completed this process last week. The Department has accepted the Commission's recommendations.

The Commission recommended the Department approve school districts' TLC plans in the rank order in which they were scored (provided the district met a minimum score of 73 on a 100-point scoring rubric). The Commission believed there is sufficient geographic and size diversity in the highest-scoring plans to simply approve them in order until funds are no longer available. As a result, the Commission recommended 74 district plans for approval for the 2015-16 school year and 51 additional plans for the 2016-17 school year. This approach ensures the approval of the highest-quality plans while also maintaining TLC as a statewide initiative representing each geographic region of Iowa and all sizes of school districts.

The Department accepted the Commission's consensus-based recommendations in full because we believe the approved plans meet the intent of the teacher leadership legislation and adequately reflect the diversity in size and location of Iowa's schools. The Commission emphasized a high-quality bar, and ultimately the districts that met that bar represented a diverse range of districts.

In the case in which more than one district had the same score and there were not enough remaining resources to fund each of these plans, the Commission recommended the following process:

- 1) Eliminate from consideration districts scoring five or lower on any part of the application.
- 2) If the tied districts scored above five on all parts of the application, select the district with the higher percentage of students qualifying for free or reduced-priced lunch.
- 3) If the districts have the same percentage of students qualifying for free or reduced-priced lunch, select the district from the AEA or size tier that was underrepresented among selected applicants.

As was true last year, the scoring and selection processes were rigorous and fair. Commission members scored only one part of each application. This process ensured scores were consistent across applications. In addition, Commission members did not score the application of the school district with which they were personally affiliated. Once the scores were finalized, the Commission considered multiple options for selecting which school districts they would recommend to the Department. At this

point, a list of district scores was created; Commission members did not see the names of the school districts or the names of the affiliated AEAs.

The Commission acknowledged that there was no perfect recommendation. The Commission operated under the assumption that \$50 million will be appropriated for the Teacher Leadership and Compensation System in the coming year. The Commission made its recommendations accordingly, but also recognized there will be high-quality applications that will not be funded this year. While districts that were not accepted this year will be disappointed, this is a short-term challenge. All districts that submit a high-quality plan will be able to participate in the 2016-17 school year.

I am incredibly grateful for the effort Commission members put into this process. On average, Commission members each spent more than 40 hours in a brief time period reviewing and scoring applications. The Department could not have done this process at this level of quality without their dedication. In addition, I feel more fortunate than ever to be working and living in Iowa. There is great teaching and learning happening in each school, which will only continue to improve in the years ahead as we collaboratively develop Iowa's Teacher Leadership and Compensation System.

Sincerely,

A handwritten signature in cursive script that reads "Ryan Wise".

Ryan Wise

Deputy Director

Iowa Department of Education



STATE OF IOWA

TERRY E. BRANSTAD, GOVERNOR
KIM REYNOLDS, LT. GOVERNOR

DEPARTMENT OF EDUCATION
RYAN M. WISE, DIRECTOR

December 10, 2015

Dear Superintendents,

Today the Iowa Department of Education announced the next round of school districts selected to participate in the Teacher Leadership and Compensation System. I would like to share with you the process the Department used to select these districts.

As you may remember, the Iowa General Assembly established the Commission on Educator Leadership and Compensation. This Commission includes 19 voting members from across Iowa. Among other roles, the Commission evaluates local Teacher Leadership and Compensation plans and makes approval recommendations to the Department. The Commission completed this process last week. The Department has accepted the Commission's recommendations.

The Commission recommended the Department approve all school districts' TLC plans provided the district met a minimum score of 73 on a 100-point scoring rubric. As a result, the Commission recommended 96 district plans for approval for the 2016-17 school year. This brings the total number of approved districts to 294.

Districts that did not reach the cut score will have the opportunity to revise and resubmit their plans. The new submission deadline is February 10, 2016. Announcements are anticipated in early March 2016.

As was true in past years, the scoring and selection processes were rigorous and fair. Commission members scored only one part of each application. This process ensured scores were consistent across applications. In addition, Commission members did not score the application of the school district with which they were personally affiliated.

I am incredibly grateful for the effort Commission members put into this process. On average, Commission members each spent more than 40 hours in a brief time period reviewing and scoring applications. The Department could not have done this process at this level of quality without their dedication. In addition, I feel more fortunate than ever to be working and living in Iowa. There is great teaching and learning happening in each school, which will only continue to improve in the years ahead as we collaboratively develop Iowa's Teacher Leadership and Compensation System.

Sincerely,

A handwritten signature in cursive script that reads "Ryan Wise".

Ryan Wise
Director
Iowa Department of Education

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