



Teacher Leadership and Compensation

Information for Oklahoma Interim Study on Pay for Performance

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Topics for Today

- 1. History of Teacher Leadership and Compensation (TLC) in Iowa**
- 2. Key features**
- 3. Current reality of implementation**



1. History of TLC

- House File 215 passed in 2013, establishing the Commission on Educator Leadership and Compensation (CELC).
 - Monitor the implementation of Iowa's Teacher Leadership and Compensation System.
 - Evaluate and make recommendations to the Department on school districts' applications for approval of teacher leadership plans and on the expenditure of money appropriated for the development of Iowa's Teacher Leadership and Compensation System.
- The 2013-14 school year was a planning year



1. History of TLC

TLC launched in the 2014–15 academic year with the following five goals:

1. Attract able and promising new teachers by offering competitive starting salaries and offering short-term and long-term professional development and leadership opportunities.
2. Retain effective teachers by providing enhanced career opportunities.
3. Promote collaboration by developing and supporting opportunities for teachers in schools and school districts statewide to learn from each other.
4. Reward professional growth and effective teaching by providing pathways for career opportunities that come with increased leadership responsibilities and involve increased compensation.
5. Improve student achievement by strengthening instruction.



1. History of TLC

The TLC program was rolled out in three successive district cohorts, each covering approximately one third of Iowa's students:

- Cohort 1 in 2014–15 (n = 39 districts)
- Cohort 2 in 2015–16 (n = 76 districts)
- Cohort 3 in 2016–17 (n = 221 districts)

Following the planning year, \$50 million per year was available for the 2014-15 (Cohort 1), 2015-16 (Cohort 2), and 2016-17 (Cohort 3) school years (total \$150 million for all districts) for school districts in the form of grants.



1. History of TLC

- TLC Funding is NO LONGER a grant, it is a part of each District's funding stream.
- Each district receives a set dollar amount per pupil, through the school aid formula.
- FY21: 340.89 per pupil
 - 333.23 for open enrolled



2. Key Features

1. Minimum salary of \$33,500 for all full-time teachers
2. Improved Entry into the Profession
3. Differentiated, Multiple, Meaningful Teacher Leadership Roles
4. Rigorous Selection Process for Leadership Roles
5. Aligned Professional Development



3. Current Reality

Allowable uses of TLC funds.

1. Raise minimum salary to \$33,500.
2. Provide salary supplements for teacher leaders.
3. Cover the salary costs for positions hired to replace teachers you have released. Additionally, funds can be used to pay the salary of the released teacher leader.
4. Cover substitute costs. If a teacher is released to observe, for example, a model teacher, school can pay for that substitute out of TLC funds. School can also hire a substitute to provide coverage when a teacher leader is out attending professional development.
5. Pay for professional development for teacher leaders (not for all teachers). This could include registration fees, transportation, etc.
6. Pay “other costs.” Other costs need to be specifically approved by the Department of Education.



3. Current Reality

- Districts have to have a plan on file with the Iowa Department of Education, and
 - plans are customized to meet local needs
 - need to get updates/changes approved by the Department
- Districts submit year-end results to the Department on attainment of locally-determined goals that align to the overall state goals
- The Commission continues to meet and fulfill their obligations
- Districts continue to receive their funding



Resources

[Link TLC webpage:](https://educateiowa.gov/pk-12/educator-quality/teacher-leadership-and-compensation-tlc-system)

<https://educateiowa.gov/pk-12/educator-quality/teacher-leadership-and-compensation-tlc-system>

[Link EOY All Districts Report page](https://reports.educateiowa.gov/EOYPublic)

<https://reports.educateiowa.gov/EOYPublic>

[Link EOY Local District Reporting page](https://portal.ed.iowa.gov/iowalandingpage/landing.aspx)

<https://portal.ed.iowa.gov/iowalandingpage/landing.aspx>

[Link EOY IDOE Report.](https://educateiowa.gov/pk-12/educator-quality/teacher-leadership-and-compensation-system/evaluation-tlc-system#End_of_Year_Reporting)

https://educateiowa.gov/pk-12/educator-quality/teacher-leadership-and-compensation-system/evaluation-tlc-system#End_of_Year_Reporting

[Link to Plan Change form, and previous changes.](https://portal.ed.iowa.gov/iowalandingpage/landing.aspx)

<https://portal.ed.iowa.gov/iowalandingpage/landing.aspx>