

# HOUSE BILL ANALYSIS

## HB 3046

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**Title:** An act relating to the creation of a pilot program for teachers to increase student achievement through their instructional leadership.

**Brief Description:** Establishing a pilot program for teachers to increase student achievement through instructional leadership.

**Sponsors:** Representatives Talcott, Keiser, Quall, DeBolt, D. Schmidt, Schoesler and Thomas.

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### HOUSE COMMITTEE ON EDUCATION

**Meeting Date:** January 31, 2000

**Bill Analysis Prepared by:** Susan Morrissey (786-7111).

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**Background:** Teachers in Washington's public schools have the right to collectively bargain over compensation issues. Historically, they have bargained salary schedules based on length of service and educational level. The state uses a statewide salary schedule to provide salary allocation dollars to school districts for teachers and other instructional staff. Most, but not all school districts have adopted the state salary schedule.

In addition to their base salaries, teachers may receive additional compensation for additional time and duties. For example, mentor teachers providing assistance to first year teachers may receive a stipend for that service. In addition, through the Christa McAuliffe Award the state provides additional monetary awards for a few outstanding educators in each congressional district.

Various states and school districts have considered compensation models that recognize and reward the leadership efforts and skill levels of some outstanding teachers. The Milken Family Foundation has proposed a new organizational and compensation model based on those principles. In "A Matter of Quality, A Strategy for Assuring the High Caliber of America's Teachers", the foundation proposes a new organizational model for public schools. The model would include a series of new articulated steps for educators. The steps would include master teachers, mentor teachers, associate teachers, and learning guides.

**Summary:** The Teacher Instructional Leadership Pilot program is created. The purposes of the program include the selection

of experienced and exemplary teachers both to help and mentor other teachers and provide student instruction part-time. The program is also intended to help beginning teachers work toward mastery of state teaching standards and advance districts' student learning objectives. It intends to have participants create selection processes that will permit master teachers to be effective mentors for other teachers. Finally, the project is intended to help the state design a career advancement program for educators that effectively uses and compensates the skills of knowledge of all educators.

The pilot program will be administered by the Office of the Superintendent of Public Instruction (OSPI). OSPI will design and administer the program with the help of an advisory committee that includes representation from the educational community, parents, and business and labor organizations. The required components of the program are described. The program will include substantially enhanced compensation packages for master teachers who are selected to act as instructional leaders for other teachers while continuing to teach students part-time. The processes used to select these leaders must have the support of other teachers, parents, building staff, principals, school directors, and people in the community. One master teacher may be selected for approximately 250 students. These master teachers are expected to work an extended year, but they are not expected to assume building level administrative duties. The qualifications for master teachers and the types of duties they are expected to assume are described.

By May 31, 2000, OSPI will provide a preliminary program design to school districts interested in participating in the pilot. By August 1, 2000 the office will select participating schools for the 2000-01 school year. Each participating school may select a maximum of two master teachers, who will receive a stipend of \$10,000 per year in addition to their full salaries. The schools, which have flexibility on ways to provide release time for participating teachers, will select their master teacher or teachers by September 30, 2000. By December 1, 2000, OSPI will provide a preliminary report on the program to the governor and legislative committees. The elements of the report are described. That report, or a subsequent one will include one or more possible designs for articulated, career advancement programs that recognize the skills and contributions of all educators. By December 1, 2006, OSPI will provide a final report on the pilot program to the governor and legislative committees. The report will include recommendations for the continuation, modification, or elimination of the program. The authority to offer the program expires on June 30, 2007.

***Appropriation:*** None.

***Fiscal Note:*** Requested

***Effective Date:*** The bill contains an emergency clause and takes effect immediately.