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HOUSE BILL 3046

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State of Washington

56th Legislature

2000 Regular Session

By Representatives Talcott, Keiser, Quall, DeBolt, D. Schmidt,  
Schoesler and Thomas

Read first time 01/26/2000. Referred to Committee on Education.

1 AN ACT Relating to the creation of a pilot program for teachers to  
2 increase student achievement through their instructional leadership;  
3 adding new sections to chapter 28A.405 RCW; creating a new section;  
4 providing an expiration date; and declaring an emergency.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 NEW SECTION. **Sec. 1.** The legislature finds that good teachers are  
7 the foundation of the state's education system. These educators are  
8 central to assuring excellence and rigor in the educational experience  
9 of every student. The legislature also finds that the state has many  
10 experienced and exemplary teachers who could help enrich the teaching  
11 experiences of other teachers in their buildings, including beginning  
12 teachers. The legislature further finds that the state lacks a career  
13 advancement structure that provides substantially enhanced compensation  
14 packages for outstanding teachers who continue classroom teaching while  
15 they act as instructional leaders for their buildings. The legislature  
16 intends to create a pilot program designed to keep master teachers  
17 working directly with students in the classroom while they are  
18 providing instructional leadership and mentoring for other teachers in  
19 their buildings.

1        NEW SECTION.    **Sec. 2.**    The teacher instructional leadership pilot  
2 program is established.    The purposes of the program are to:

3        (1)    Provide exemplary teachers with career advancement  
4 opportunities to serve as master teachers while they remain in their  
5 own classrooms part time working directly with students;

6        (2)    Provide an opportunity for experienced and exemplary teachers  
7 to help and mentor new teachers and other teachers in the building;

8        (3)    Help beginning teachers work toward mastery of state-defined  
9 knowledge and skill standards for effective teaching;

10       (4)    Advance school or district student learning objectives;

11       (5)    Create master teacher selection processes that will permit  
12 master teachers to be effective instructional resources for other  
13 educators in their buildings; and

14       (6)    Help the state design a career advancement program for  
15 educators that effectively uses and compensates the instructional  
16 skills and knowledge of master teachers, good teachers, beginning  
17 teachers, and other educators.

18       NEW SECTION.    **Sec. 3.**    (1) The teacher instructional leadership  
19 pilot program shall be administered by the office of the superintendent  
20 of public instruction.    The office shall design and administer the  
21 program with the assistance of an advisory committee that shall  
22 include, but need not be limited to teachers, administrators, school  
23 directors, parents, and representatives of higher education and  
24 business and labor organizations.

25       (2)    The program shall include, but need not be limited to the  
26 following components:

27       (a)    Master teachers shall be assigned to teach in their own  
28 classrooms part time and act as instructional leaders and mentors for  
29 other teachers in the building part time;

30       (b)    Master teachers should have substantially enhanced compensation  
31 levels;

32       (c)    Master teachers should be selected through processes that have  
33 the support of parents, teachers, principals, building staff, school  
34 directors, and members of the community;

35       (d)    One master teacher may be selected for approximately every two  
36 hundred fifty students;

37       (e)    With very limited exceptions, master teachers are not expected  
38 to assume building level administrative duties; and

1 (f) Master teachers will be expected to work beyond the districts'  
2 contracted days for certificated personnel.

3 (3) The selection criteria for master teachers shall include, but  
4 need not be limited to:

5 (a) The ability to demonstrate exemplary skills and knowledge about  
6 effective instructional and classroom management practices, the  
7 implementation and interpretation of student assessment strategies, and  
8 planning and instruction aligned with the essential academic learning  
9 requirements;

10 (b) Training and experience as a coach and mentor;

11 (c) Outstanding communication skills; and

12 (d) A commitment to the purposes of the program.

13 (4) At least annually, the office shall provide or fund training  
14 specifically designed to train and support master teachers.

15 (5) Participation in the pilot program shall have the demonstrated  
16 support of, at a minimum, the school's board of directors,  
17 superintendent, principal, and teachers.

18 (6) Participating master teachers, beginning teachers, cooperating  
19 teachers, school administrators, and others involved in the pilot  
20 program shall annually evaluate the effectiveness of the program and  
21 share with the office of the superintendent of public instruction  
22 information on the role of master teachers in the school, any results  
23 from the program, and any recommendations for program improvements.

24 NEW SECTION. **Sec. 4.** The duties of master teachers should  
25 include, but need not be limited to:

26 (1) Observing and providing feedback to other teachers in the  
27 building;

28 (2) Conducting demonstration classes;

29 (3) Working with teachers to develop specific knowledge and skills  
30 that improve student learning;

31 (4) Working with teachers to measure and analyze improvements in  
32 student learning;

33 (5) Assisting other mentors, beginning teachers, and cooperating  
34 teachers;

35 (6) Working with other teachers in the building on school and  
36 district student learning objectives;

37 (7) Working with teachers to formulate clear plans with specific  
38 benchmarks and improvement indicators over time for the improvement of

1 knowledge and skills. The knowledge and skills should be based on  
2 state-wide standards for effective teaching practices; and

3 (8) Instructing students part time.

4 NEW SECTION. **Sec. 5.** (1) By May 31, 2000, the office of the  
5 superintendent of public instruction shall provide to interested school  
6 districts a preliminary program design including a process for the  
7 selection of pilot schools for the 2000-01 school year. The program  
8 design shall incorporate, at a minimum, the provisions of sections 2  
9 and 3 of this act, and any additional requirements contained in this  
10 section or any act containing an appropriation for the program.

11 (2) By August 1, 2000, to the extent that funding is provided  
12 through appropriation for this purpose, the office of the  
13 superintendent of public instruction, with the assistance of the  
14 advisory committee created in section 3 of this act, and subject to the  
15 following conditions, shall select pilot schools for the 2000-01 school  
16 year.

17 (a) The process used to select pilot schools shall be reviewed in  
18 advance by the advisory committee.

19 (b) Each participating school may select a maximum of two master  
20 teachers.

21 (c) The pilot schools, to the extent feasible, shall include at  
22 least one elementary school, one middle or junior high school, and one  
23 high school, and shall be geographically and demographically varied.

24 (d) Master teachers shall be appointed for approximately an eleven-  
25 month to one-year period.

26 (e) Master teachers shall receive the full-time salary to which  
27 they would normally be entitled as certificated teachers plus an  
28 additional stipend of ten thousand dollars.

29 (f) Pilot schools shall have total flexibility in the way release  
30 time is provided for their master teachers.

31 (3) By September 30, 2000, pilot schools shall select their master  
32 teachers and commence the program.

33 (4) By December 1, 2000, the office shall provide to the governor  
34 and appropriate fiscal and policy committees of the house of  
35 representatives and the senate a preliminary report on the program.  
36 The report shall include an estimate of the number of schools that wish  
37 to participate during the 2001-03 biennium, the approximate cost of  
38 funding participation of interested schools, and any recommendations

1 for program improvements. The report may include estimates of the cost  
2 of phasing-in additional participation in the program. The report, or  
3 a subsequent report, shall include one or more possible designs for  
4 articulated, educator career advancement programs that create  
5 opportunities for and recognize the skills and contributions of  
6 paraprofessional, beginning teachers, good teachers, and master  
7 teachers.

8 (5) By December 1, 2006, the office of the superintendent of public  
9 instruction shall provide to the governor and the appropriate fiscal  
10 and policy committees of the house of representatives and the senate a  
11 final report on the master teacher pilot program. The report shall  
12 include an analysis of the effectiveness of the program for improving  
13 both student learning and the teaching experiences of teachers in pilot  
14 schools. The report shall also include the findings and  
15 recommendations of the office and of the advisory committee for  
16 continuation, modification, or elimination of the program.

17 NEW SECTION. **Sec. 6.** Sections 2 through 5 of this act are each  
18 added to chapter 28A.405 RCW.

19 NEW SECTION. **Sec. 7.** Sections 1 through 5 of this act expire June  
20 30, 2007.

21 NEW SECTION. **Sec. 8.** If any provision of this act or its  
22 application to any person or circumstance is held invalid, the  
23 remainder of the act or the application of the provision to other  
24 persons or circumstances is not affected.

25 NEW SECTION. **Sec. 9.** This act is necessary for the immediate  
26 preservation of the public peace, health, or safety, or support of the  
27 state government and its existing public institutions, and takes effect  
28 immediately.

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