

Teachers Accelerating Learning Grant

December 2024



Department of Education

Grant Overview

- Public school districts
- Recognize teachers who significantly accelerate student learning beyond one year's growth with supplementary pay
- District-developed measures of teacher effectiveness
- This program will span both the 2024-25 and 2025-26 school years

District Commitment

- Develop a methodology to identify and recognize teachers who accelerate student learning beyond one year's growth
 - transparent
 - objective
 - qualitative measures
 - quantitative metrics

Requirements

- Include the EVAAS growth measure for grades 4-8
 - Review, update and validate classroom EVAAS rosters for ISASP-tested grades and subjects
 - Participate in training on the EVAAS system, reports, and classroom rostering
- Implement the system for the two years of funding
- All schools in the district participate by 2025-26
- Award supplementary pay for up to 10% of teachers who significantly accelerate student learning beyond one year's growth

Awards

- Maximum per district award (based on number of teachers):
 - \$500,000/year
 - \$1,000,000 total over two years
- Max per teacher amount: \$2,500/year, \$5,000 total over two years
- Teacher is defined as instructional staff, including teachers, instructional coaches, and interventionists
- Administrative costs may not exceed 5% of the total award
- 95% of the total award must directly support supplementary teacher pay

Timeline

- Application due January 10, 2025
- Grant reviews in January
- Projected award notification early February
- Webinar for awardees with NCTQ following awards
- Ongoing thought partnership

Application Overview

- Narrative Questions
- Budget Form
- Assurances
 - Minority impact statement
 - Grant Assurances

Need, Local Support, and Expertise – 20 points

- (5 points) Describe how participating in this program to recognize teachers who accelerate student learning beyond one year's growth will enhance your district's teacher evaluation system
- (10 points) Describe the process for ensuring that the Board of Education, school leadership teams, and teacher leaders are engaged in the application for and implementation of this opportunity
- (5 points) Does your district have prior experience offering supplemental pay for teachers who are highly effective? (Yes/No)
 - If yes, please describe your current system including the measures used and who receives supplementary awards
 - If no, please describe how your district would develop a system to determine highly effective teachers to receive a supplementary award

Teacher Evaluation System Description – 50 points

- (Required) Describe the use of EVAAS Growth in grades 4-8 in your proposed teacher evaluation system
- (20 points) Describe the use of other quantitative student outcomes measures in your proposed teacher evaluation system, which may include:
 - FAST Assessment in grades K-3
 - ISASP and Student Growth Percentile in grades 3-11, and
 - Other locally-determined formative, interim, and summative assessments, including curriculum-based measures

Teacher Evaluation System Description (continued)

- (20 points) Describe the use of observable high-quality instructional practices in your proposed or existing teacher evaluation system, which may include:
 - Grade level rigor of assignments
 - Questioning strategies
 - Ongoing feedback
 - Classroom routines and procedures
 - Student engagement strategies
 - Note: If the district uses a specific framework for quality teaching, include the framework
- (10 points) Describe the use of other locally determined measures in your proposed teacher evaluation system

Implementation Plan – 30 points

- (10 points) Describe the communication strategy to ensure transparency of the new system, including how teachers will be monetarily recognized for accelerating student learning beyond one year's growth
 - Describe how the supplementary pay will be awarded to teachers in participating schools in summer 2025 and summer 2026
- (10 points) Describe school participation in the teacher evaluation system
 - What schools will participate in year one?
 - If a year one implementation will be limited to a subset of schools, describe a plan to scale this system to the entire district in year two

Implementation Plan (continued)

- (10 points) Describe the requested budget.
 - What is the total requested budget based on the number of teachers (maximum of \$500,000/year)?
 - Describe teacher eligibility and the approximate number of teachers who will receive supplementary pay in year 1 (10% of educators in participating schools) and in year 2 (10% of educators in the district)?
 - What is the approximate teacher supplementary pay and will it be a flat amount or differentiated by teacher impact on student learning (maximum of \$2,500/year)

Streamlined Budget

Budget	Year 1 (2024-25)	Year 2 (2025-26)
Supplementary pay cost		
Number of teachers receiving supplementary pay		
Administrative cost (up to 5%)		

Readiness Indicators

- Current initiatives
- Instructional focus areas at district and school levels
- School and teacher leaders
- Educators

Additional Learning Opportunities

- Thursday, Dec. 12, 2024 at 2 p.m. - Creating SCED Codes for Non-Secondary Courses
- Thursday, Jan. 7, 2025 at 10 a.m - EVAAS: Optimizing Classroom Reports and Roster Verification - An Educator's Overview
- Thursday, Jan. 14, 2025 at 10 a.m - EVAAS: Preparing Data for Roster Verification - Ensuring Accuracy and Efficiency
- In-depth regional Roster Verification training
 - March 11-13, 2025
 - March 25-27, 2025
 - Finalizing sites with more information coming soon
- Webinar for awardees with NCTQ following awards

Questions?

Contact Information:

Deborah Elder, EdD

Deputy Director/Chief Operating Officer

Deborah.Elder@iowa.gov

Jay Pennington, PhD

Bureau Chief

Bureau of Information and Analysis

jay.pennington@iowa.gov