

A series of blue silhouettes of people in various stages of climbing a green, curved hill that rises from left to right. The silhouettes include a person sitting on the ground, a person walking, a person standing, a person walking with a backpack, and a person in a graduation cap and gown.

Indiana Department of Education

Glenda Ritz, NBCT

Indiana Superintendent of Public Instruction

HEA 1005 --- Teacher Leadership, Career Pathways and Mentoring

The purpose of this memorandum is to provide information regarding funding that may be used to support the implementation of teacher leadership opportunities, including career pathways and mentorship programs.

Superintendent Ritz is committed to supporting LEAs' current efforts to implement such programs. She has already begun moving forward with the recommendation of the Blue Ribbon Commission on the Recruitment and Retention of Excellent Educators to develop a mentorship framework and standards.

Per IC 20-28-9-1.5, the assignment of instructional leadership roles may be incorporated as one of the determining factors for salary increases; these roles may include mentor and curriculum developer.

Some grant funds may also be used for supplemental salary increases for teachers assigned leadership roles. Specifically, Title I Focus and Priority Schools may apply for the \$2M Excellence in Performance Grant to support the retention of teachers rated Highly Effective serving in leadership roles. The Excellence in Performance Grant application for teachers rated Highly Effective for the 2015-16 school year will be posted this fall after Educator Ratings have been reported to the Department.

More generally, LEAs may leverage their Title IIA funds to "[Carry] out teacher advancement initiatives that promote professional growth and emphasize multiple career paths (such as paths to becoming a career teacher, mentor teacher, or exemplary teacher) and pay differentiation." (Sec. 2123 Local Use of Funds)

House Enrolled Act (HEA 1005) established a new, unfunded Career Pathways and Mentorship Program, effective July 1, 2016, which requires application and submission of supporting documentation to the State Board of Education. Although this program is "new", many LEAs are already, and may continue, implementing such initiatives, including those that provide additional compensation for teachers assigned leadership roles.

For more information regarding the Excellence in Performance Grant, please visit <http://doe.in.gov/evaluations>. Please contact Caitlin Beatson at cbeatson@doe.in.gov with questions.