

In 2011, Iowa Governor Terry Brandstad promised to reward excellent teaching at the beginning of his second wave as Iowa's leader. The Iowa State Education Association knew that great teaching deserve better compensation. More importantly, they knew that Iowa teachers had untapped leadership potential. If that leadership could be unleashed, students and the entire state would benefit. With the help of The VIVA Project, the Iowa State Education Association (ISEA) conducted a VIVA Idea Exchange to determine teachers':

- vision for variety of roles as teacher leaders
- ideas for an effective and flexible compensation system to support these added responsibilities, and
- focus and priorities related to improving student performance.

THE NUMBERS

Partner: Iowa Department of Education and Iowa Governor Terry Brandstad

Idea Exchange Participants:	316
Number of Cities Represented:	130
Timeframe Start to Finish:	22 days
Number of Recommendations:	17

AS A RESULT:

1. Bipartisan legislation created a four-year process to fully develop the statewide Teacher Leadership and Compensation System, with the goal of all school districts voluntarily participating by the 2016-17 school year. To date, all program goals have been achieved.
2. Iowa anchored it's commitment to teacher leadership by creating a Commission on Educator Leadership and Compensation as part of the law.
3. US Secretary of Education Arne Duncan attended the launch event in Cedar Rapids to recognize Iowa's bipartisanship in elevating the role and status of teachers in the state.
4. ISEA sponsored a a second VIVA Idea Exchange in 2012 Taskforce to obtain more granular insight from teachers on the program, which was presented to a statewide Task Force on Teacher Leadership & Compensation.

VIVA IDEA EXCHANGE DISCUSSION QUESTION

The VIVA Project carefully crafted questions and moderated the conversation that honed in on the heart of the matter:

How would you envision a greater role for teacher leadership in your school or district and what needs to change in school culture to motivate educator to take on a bigger leadership role?

How would it help students if educators had a bigger leadership role in schools and what do you think is the appropriate reward system for educators who step up to leadership roles?

KEY OUTCOMES

The VIVA ISEA Teacher's Idea Exchange showed that teachers throughout the state were strongly student-centered in their thinking, actions and performance on a daily basis. Teachers expressed a high level of interest and appreciation for opportunities to take on additional leadership roles, including roles as Teacher Leaders, Teacher Mentors and Model Teachers. They also offered insight into a methodology for establishing a compensation infrastructure that allows individual districts to determine compensation levels for additional leadership duties.

TO READ A COMPLETE REPORT ON THE ISEA VIVA IDEA EXCHANGE, go to: <https://www.educateiowa.gov/article/2013/04/26/task-force-releases-teacher-leadership-and-compensation-recommendations>

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