
HOUSE BILL 2784

State of Washington

56th Legislature

2000 Regular Session

By Representatives Talcott, Keiser, Haigh, Quall, D. Schmidt, Kenney, Edwards, Santos and McIntire

Read first time 01/20/2000. Referred to Committee on Education.

1 AN ACT Relating to the master teacher pilot program; adding new
2 sections to chapter 28A.405 RCW; creating a new section; making an
3 appropriation; providing an expiration date; and declaring an
4 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 administrative level 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 master teacher pilot program is
2 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 half 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 master teacher pilot program shall
19 be administered by the office of the superintendent of public
20 instruction. The office shall design and administer the program with
21 the assistance of an advisory committee that shall include, but need
22 not be limited to teachers, administrators, school directors, parents,
23 and representatives of higher education and business and labor
24 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 half time and act as instructional leaders and mentors for
29 other teachers in the building half time;

30 (b) Master teachers should have compensation levels approximately
31 comparable to those of principals;

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

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

1 a subsequent report, shall include one or more possible designs for
2 articulated, educator career advancement programs that create
3 opportunities for and recognize the skills and contributions of
4 paraprofessional, beginning teachers, good teachers, and master
5 teachers.

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

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

17 NEW SECTION. **Sec. 7.** Sections 1 through 5 of this act expire June
18 30, 2007.

19 NEW SECTION. **Sec. 8.** The sum of two hundred fifty dollars, or as
20 much thereof as may be necessary, is appropriated for the fiscal year
21 ending June 30, 2001, from the general fund to the office of the
22 superintendent of public instruction for the purposes of this act.

23 NEW SECTION. **Sec. 9.** If any provision of this act or its
24 application to any person or circumstance is held invalid, the
25 remainder of the act or the application of the provision to other
26 persons or circumstances is not affected.

27 NEW SECTION. **Sec. 10.** This act is necessary for the immediate
28 preservation of the public peace, health, or safety, or support of the
29 state government and its existing public institutions, and takes effect
30 immediately.

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