

113TH CONGRESS
2D SESSION

H. R. 5704

To amend title II of the Elementary and Secondary Education Act of 1965
to establish a Master Teacher Corp program.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 13, 2014

Mr. HOLT introduced the following bill; which was referred to the Committee
on Education and the Workforce

A BILL

To amend title II of the Elementary and Secondary Education Act of 1965 to establish a Master Teacher Corp program.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Master Teacher Corps
5 Act”.

6 **SEC. 2. FINDINGS.**

7 The Congress finds as follows:

8 (1) As stated in The Heart of the Matter, a re-
9 port published by the American Academy of Arts

1 and Sciences, our need for a broadly literate popu-
2 lation is more urgent than ever.

3 (2) As citizens, we need to absorb an ever-grow-
4 ing body of information and to assess the sources of
5 that information.

6 (3) As workers, we need to adapt to an ever-
7 accelerating rate of technological change and to re-
8 flect on the implications of these changes.

9 (4) As members of a global community, we need
10 to look beyond our borders to communicate and
11 interact with individuals from societies and cultures
12 different from our own.

13 (5) As a Nation, we need to provide an edu-
14 cational foundation for our future stability and pros-
15 perity—drawing on all areas of knowledge.

16 (6) Good teachers matter. Students with highly
17 skilled teachers can gain an additional year's worth
18 of learning compared to their peers in other class-
19 rooms. Moreover, having an effective teacher for
20 three to four years in a row can erase the income-
21 based achievement gap.

22 (7) Attrition among new teachers is exception-
23 ally high. As many as 50 percent of new teachers
24 leave within their first five years teaching. Moreover,

1 many of those leaving are the highly performing new
2 teachers.

3 (8) Short-term, in-service professional develop-
4 ment has not been found to be effective. Rather,
5 successful professional development is extensive, sus-
6 tained, focused on content, and embedded in the
7 day-to-day work of teachers.

8 (9) Teacher induction and mentoring programs
9 increase job satisfaction and retention among new
10 teachers. Furthermore, research shows that addi-
11 tional young people would consider teaching if the
12 profession offered more opportunities for advance-
13 ment and collaboration.

14 (10) Programs that provide teachers with op-
15 portunities to lead and grow, and to be recognized
16 and compensated for their leadership, are key to
17 keeping talented teachers in the classroom.

18 (11) A Master Teacher Corps will provide
19 schools a way to use their human capital to improve
20 student achievement by providing their best teachers
21 with an opportunity to share best practices and sup-
22 port other teachers.

23 **SEC. 3. MASTER TEACHER CORPS.**

24 (a) IN GENERAL.—Part A of title II of the Elemen-
25 tary and Secondary Education Act of 1965 (20 U.S.C.

1 6601 et seq.) is amended by adding at the end the fol-
 2 lowing:

3 “SUBPART 6—MASTER TEACHER CORPS

4 **“SEC. 2161. DEFINITION.**

5 “In this subpart, the term ‘eligible entity’ means—

6 “(1) a consortium of—

7 “(A) 2 or more local educational agencies;

8 “(B) 2 or more State educational agencies;

9 or

10 “(C) 2 or more local educational agencies

11 and 1 or more State educational agencies; act-

12 ing in partnership with

13 “(2) 1 or more—

14 “(A) institutions of higher education; or

15 “(B) nonprofit organizations with a dem-

16 onstrated record of success in preparing or im-

17 proving the effectiveness of teachers.

18 **“SEC. 2162. GRANTS AUTHORIZED.**

19 “(a) IN GENERAL.—The Secretary shall establish a

20 Master Teacher Corps program by awarding, on a com-

21 petitive basis, 1 or more grants of not less than

22 \$10,000,000 each to eligible entities to establish the pro-

23 gram in accordance with section 2164.

24 “(b) DURATION OF GRANT.—A grant awarded under

25 this subpart shall be for a period of not more than 5 years.

1 “(c) MATCHING REQUIREMENT.—

2 “(1) IN GENERAL.—Except as provided in para-
3 graph (2), an eligible entity that receives a grant
4 under this subpart shall provide, from non-Federal
5 sources, an amount equal to not less than 30 per-
6 cent of the amount of the grant, which may be pro-
7 vided in cash or in-kind, to carry out the activities
8 supported by the grant.

9 “(2) EXCEPTION.—

10 “(A) IN GENERAL.—The Secretary may
11 waive the 30 percent matching requirement
12 under paragraph (1) for an eligible entity that
13 the Secretary determines is unable to meet such
14 requirement. The Secretary shall set a match-
15 ing requirement for such eligible entities ac-
16 cording to the sliding scale described in sub-
17 paragraph (B).

18 “(B) SLIDING SCALE.—The amount of a
19 match under subparagraph (A) shall be estab-
20 lished based on a sliding fee scale that takes
21 into account—

22 “(i) the relative poverty of the popu-
23 lation to be targeted by the eligible entity;
24 and

1 “(ii) the ability of the eligible entity to
2 obtain such matching funds.

3 “(3) CONSIDERATION.—The Secretary shall not
4 consider an eligible entity’s ability to match funds
5 when determining which eligible entities will receive
6 grant awards under this subpart.

7 “(d) ADMINISTRATIVE EXPENSES.—Each eligible en-
8 tity receiving funds under this subpart for a fiscal year
9 may use not more than 5 percent of such funds for the
10 cost of administering this subpart.

11 **“SEC. 2163. APPLICATION.**

12 “(a) IN GENERAL.—An eligible entity desiring a
13 grant under this subpart shall submit an application to
14 the Secretary at such time, in such manner, and con-
15 taining such information as the Secretary may require.

16 “(b) CONTENTS.—An application submitted under
17 this section shall include—

18 “(1) a description of the Master Teacher Corps
19 program that the eligible entity intends to carry out,
20 including the number of Corps members the entity
21 intends to select, the intended distribution of sub-
22 jects and grade levels taught, the geographic and
23 economic characteristics of the local educational
24 agencies that are part of the eligible entity;

1 “(2) a description of the types of activities and
2 responsibilities with which the corps members will be
3 involved, which—

4 “(A) shall include—

5 “(i) roles around school, local edu-
6 cational agency, or State policymaking;

7 “(ii) mentoring and supporting begin-
8 ning teachers within subject area;

9 “(iii) sharing best practices and re-
10 sources;

11 “(iv) networking of master teachers;

12 and

13 “(v) support for master teachers; and

14 “(B) may not include typical building ad-
15 ministrator roles that are not related to teacher
16 development or student achievement;

17 “(3) a description of strategies the applicant
18 will use to measure impact, such as observations,
19 learning objectives, and student achievement data.

20 “(4) a description of the roles and responsibil-
21 ities that each higher education or nonprofit institu-
22 tion will have with the eligible entity.

23 “(5) a clear plan for research-based professional
24 development that includes instruction regarding—

25 “(A) mentoring and supporting adults;

1 “(B) opportunities to improve knowledge
2 of content area;

3 “(C) opportunities to learn how to analyze
4 data in ways that can impact instruction; and

5 “(D) instructional leadership training;

6 “(6) an explanation of how master teachers will
7 be afforded dedicated time, authority, and resources
8 to fulfill requirements, and how other teachers will
9 be afforded time to interact with master teachers,
10 since master teachers may have hybrid roles teach-
11 ing part-time and engaging in master teacher re-
12 sponsibilities part-time;

13 “(7) a demonstration that the entity has suffi-
14 cient capacity to carry out the activities described in
15 the application and measure the impact of the pro-
16 gram; and

17 “(8) a description of how the grant funds will
18 be financially managed.

19 “(c) CRITERIA FOR AWARDING GRANTS.—The Sec-
20 retary shall award grants under this subpart on the basis
21 of merit considering, at a minimum, the following:

22 “(1) The extent to which the local educational
23 agencies that are part of the eligible entity are com-
24 mitted to integrating the program into existing

1 school, local educational agency, State, and regional
2 structures.

3 “(2) The quality of the proposed professional
4 development, corps member activities, and leadership
5 roles for master teachers.

6 “(3) The capacity of the eligible entity to effec-
7 tively carry out the program.

8 “(4) Proposed logistical and scheduling meas-
9 ures that will allow for master teachers to partici-
10 pate.

11 “(5) The diversity of proposed grade levels,
12 subjects, content areas, and skill sets covered by the
13 types of teachers proposed to be selected for the
14 corps.

15 “(6) The geographic and economic diversity of
16 schools proposed to participate in the applicant’s
17 program.

18 “(7) The extent that various stakeholders, in-
19 cluding teachers, school leaders, administrators,
20 were involved in the process of creating the structure
21 for a master teacher corps in the application.

22 **“SEC. 2164. REQUIRED USES OF FUNDS.**

23 “(a) IN GENERAL.—An eligible entity receiving a
24 grant under this subpart shall use grant funds for the fol-
25 lowing:

1 “(1) Selecting teachers into the Master Teach-
2 ers Corps.

3 “(2) Financially compensating corps members.

4 “(3) Providing research-based professional de-
5 velopment.

6 “(4) Assisting with coordination of instructional
7 leadership, mentorship, training, and coaching roles
8 of corps members, includes hiring substitute teach-
9 ers to fill the role of the master teacher if the teach-
10 er is working with other teachers.

11 “(5) Facilitating efforts for master teachers to
12 be involved in policy decisions at the local edu-
13 cational agency, State, and regional levels.

14 “(6) Defraying school and local educational
15 costs associated with corps members fulfilling their
16 responsibilities.

17 “(7) Tracking the effectiveness and impact of
18 the program.

19 “(8) Supporting other activities that advance
20 the purpose of this subpart.

21 “(b) SELECTING MEMBERS OF THE MASTER TEACH-
22 ER CORPS.—

23 “(1) SELECTION CRITERIA FOR CORPS MEM-
24 BERS.—

1 “(A) EXPERIENCE.—Corps members must
2 have at least 5 years of full-time experience as
3 a public or private elementary or secondary
4 school teacher.

5 “(B) RATINGS.—Corps members must
6 have earned the highest rating on their State-
7 or locally-developed evaluations for a majority
8 of their teaching years prior to their application
9 to be part of the corps.

10 “(C) OTHER CRITERIA.—Corps members
11 will be selected based on the teacher’s—

12 “(i) ability to improve and enhance
13 student achievement;

14 “(ii) ability to focus on individual stu-
15 dent learning needs and tailor instruction
16 to those needs;

17 “(iii) ability to address adult learners
18 in professional development;

19 “(iv) ability to successfully collaborate
20 with teachers, school leaders, and staff;

21 “(v) skill in promoting teacher reflec-
22 tion through formative assessment proc-
23 esses, including using evidence of student
24 learning and student practice;

1 “(vi) strong interpersonal and oral
2 and written communication skills;

3 “(vii) record of leadership in the
4 teacher’s school;

5 “(viii) participation in student extra-
6 curricular activities and professional and
7 school outreach activities;

8 “(ix) record of teaching students not
9 on grade level or not on track to graduate
10 college- and career-ready; and

11 “(x) measurable ability using various
12 indicators, including National Board Cer-
13 tification, assessments of content knowl-
14 edge and pedagogical skills, and practical
15 professional experience outside of the class-
16 room (such as previous work in a content-
17 related industry).

18 “(2) OVERALL CORPS MEMBERSHIP REQUIRE-
19 MENTS.—An eligible entity receiving a grant under
20 this subpart shall ensure that not more than 20 per-
21 cent of the teachers who teach in the participating
22 area are members of the Corps.

23 “(3) PROHIBITION.—A local educational agency
24 shall not change the status of a teacher from full-
25 time to part-time if that teacher becomes a corps

1 member and is teaching while simultaneously ful-
2 filling the responsibilities of a corps member.

3 “(4) PARTICIPATION OF PRIVATE SCHOOL
4 TEACHERS.—An eligible entity may select teachers
5 who teach at private schools in the participating
6 area to be members of the Master Teacher Corps,
7 except that—

8 “(A) a private school teacher must meet
9 the same requirements and accountability
10 standards as a public school teacher; and

11 “(B) a private school teacher is not eligible
12 to receive monetary compensation under sub-
13 section (c) and their school is not eligible to re-
14 ceive funds to defray the costs associated with
15 affording the teacher time to fulfill the teach-
16 er’s duties as a Corps member.

17 “(c) COMPENSATION.—

18 “(1) IN GENERAL.—An eligible entity receiving
19 a grant under this subpart shall use grant funds to
20 provide compensation to each teacher who is selected
21 and serves as a member of the Master Teacher
22 Corps, in recognition of the teacher’s teaching ac-
23 complishments, leadership, and increased respon-
24 sibilities, which amount shall—

1 “(A) supplement, and not supplant, the
2 teacher’s base salary; and

3 “(B) be equal to \$10,000 per year for each
4 year the teacher serves as a member of the
5 Corps;

6 “(2) WITHHOLDING COMPENSATION FOR NON-
7 COMPLIANCE.—

8 “(A) MONITORING COMPLIANCE.—Each el-
9 igible entity that receives a grant under this
10 subpart shall monitor whether each teacher the
11 entity selects to be a member of the Master
12 Teacher Corps is in compliance with the Corps
13 member requirements.

14 “(B) WITHHOLDING PAYMENT.—A teacher
15 selected to be a member of the Master Teacher
16 Corps may not receive the additional compensa-
17 tion provided for a school year to the eligible
18 entity if—

19 “(i) the entity finds the teacher not in
20 compliance with the Corps member re-
21 quirements and the entity determines the
22 teacher should no longer be a member of
23 the Corps for such year; or

24 “(ii) the teacher withdraws during
25 such year from membership in the Corps

1 without an accepted excuse, as determined
2 by the eligible entity.

3 **“SEC. 2165. REPORTS AND EVALUATION.**

4 “(a) REPORTS TO THE SECRETARY.—Each eligible
5 entity receiving a grant under this subpart shall provide
6 an annual report to the Secretary that—

7 “(1) summarizes the activities assisted under
8 the grant and program outcomes; and

9 “(2) includes, with respect to each member of
10 the Master Teacher Corps, the following:

11 “(A) The name of the member.

12 “(B) The school at which the member
13 teaches and the location of such school.

14 “(C) The subject or skill area the teacher
15 teaches.

16 “(D) The grade level the teacher teaches.

17 “(b) IES EVALUATION.—The Secretary, acting
18 through the Director of the Institute of Education
19 Sciences, shall—

20 “(1) evaluate the implementation and impact of
21 the program under this subpart, particularly with re-
22 gard to the program’s success in achieving the goals
23 of this subpart;

24 “(2) identify successes, best practices, and
25 areas for improvement; and

1 “(3) disseminate findings from the evaluation
2 and make the findings publicly available.

3 “(c) REPORTS TO CONGRESS.—Not later than 4
4 years after the establishment of the program under this
5 chapter, and not later than 2 years thereafter, the Sec-
6 retary shall prepare and submit to the Committee on Edu-
7 cation and the Workforce and the Committee on Science,
8 Space, and Technology of the House of Representatives
9 and the Committee on Commerce, Science, and Transpor-
10 tation and the Committee on Health, Education, Labor,
11 and Pensions of the Senate, a report that summarizes—

12 “(1) the activities assisted under the program
13 under this chapter;

14 “(2) the outcomes of the program; and

15 “(3) any recommendations regarding changes
16 to, the termination of, or the continuation and ex-
17 pansion of the program.”.

18 (b) FUNDING.—Section 2103 of the Elementary and
19 Secondary Education Act of 1965 (20 U.S.C. 6603) is
20 amended by adding at the end the following:

21 “(c) MASTER TEACHER CORPS.—Of the amount ap-
22 propriated under subsection (a), the Secretary shall set
23 aside such sums as may be necessary to carry out subpart
24 6.”.

1 (c) TABLE OF CONTENTS.—The table of contents in
 2 section 2 of the Elementary and Secondary Education Act
 3 of 1965 is amended by inserting after the item relating
 4 to section 2151 the following:

“SUBPART 6—MASTER TEACHER CORPS

“Sec. 2161. Definition.

“Sec. 2162. Grants authorized.

“Sec. 2163. Application.

“Sec. 2164. Required uses of funds.

“Sec. 2165. Reports and evaluation.”.

5 **SEC. 4. CONSTRUCTION.**

6 This Act shall not be construed to increase the
 7 amount of appropriations that are authorized to be appro-
 8 priated for any fiscal year.

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