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(Original Signature of Member)

118TH CONGRESS
2D SESSION

H. R. _____

To amend the Higher Education Act of 1965 to provide for a teacher leader development program, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. SCHNEIDER introduced the following bill; which was referred to the Committee on _____

A BILL

To amend the Higher Education Act of 1965 to provide for a teacher leader development program, and for other purposes.

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 “Teachers are Leaders
5 Act of 2024”.

1 **SEC. 2. TEACHER LEADER DEVELOPMENT PROGRAM.**

2 (a) IN GENERAL.—Subsection (f) of section 202 of
3 the Higher Education Act of 1965 (20 U.S.C. 1022a) is
4 amended to read as follows:

5 “(f) TEACHER LEADER DEVELOPMENT PROGRAM.—

6 “(1) IN GENERAL.—A teacher leader develop-
7 ment program carried out with a grant awarded
8 under this section shall provide for the professional
9 development of teachers, as described in paragraph
10 (2), who maintain their roles as classroom teachers
11 and who also carry out formalized leadership respon-
12 sibilities to increase the academic achievement of
13 students and promote data-driven instructional prac-
14 tices that address the demonstrated needs at the ele-
15 mentary schools and secondary schools in which the
16 teachers are employed, such as—

17 “(A) development of curriculum and cur-
18 ricular resources;

19 “(B) facilitating the work of committees
20 and teams;

21 “(C) family and community engagement;

22 “(D) school discipline and culture;

23 “(E) peer observations and coaching;

24 “(F) dual enrollment instruction; or

25 “(G) cultural competencies.

1 “(2) PROFESSIONAL DEVELOPMENT.—The pro-
2 fessional development of teachers in a teacher leader
3 development program carried out with a grant
4 awarded under this section shall include—

5 “(A) one year of professional development,
6 training, and support that may—

7 “(i) include—

8 “(I) the engagement of teachers
9 in rigorous coursework and fieldwork
10 relevant to their role as a teacher
11 leader, including available teacher
12 leader standards; and

13 “(II) regular observations and
14 professional support from—

15 “(aa) a principal, vice prin-
16 cipal, or a designated instruc-
17 tional leader of the school;

18 “(bb) a representative from
19 the institution of higher edu-
20 cation that is a partner in the eli-
21 gible partnership;

22 “(cc) a representative from
23 another entity that is a partner
24 in the eligible partnership; and

1 “(dd) another member of
2 the teacher leader cohort, if ap-
3 plicable, or a peer teacher; and

4 “(ii) result in the awarding of a cre-
5 dential in teacher leadership; and

6 “(B) one or 2 additional years of support
7 from a principal, vice principal, or a designated
8 instructional leader of the school, a representa-
9 tive from the institution of higher education
10 that is a partner in the eligible partnership, and
11 a representative from another entity that is a
12 partner in the eligible partnership.

13 “(3) TEACHER LEADER DEVELOPMENT PRO-
14 GRAM PLAN.—In carrying out a teacher leader devel-
15 opment program under this section, an eligible part-
16 nership shall develop a plan that shall describe—

17 “(A) how the work hours of teacher leaders
18 will be allocated between their classroom re-
19 sponsibilities and responsibilities as a teacher
20 leader, which shall include a description of
21 whether the teacher leader will be relieved from
22 teaching duties during their participation in the
23 teacher leader development program;

1 “(B) how the partnership will support
2 teacher leaders after the first year of profes-
3 sional development in the program; and

4 “(C) how teacher leader activities could be
5 sustained by the eligible partnership after the
6 program concludes, which may include a de-
7 scription of opportunities for the teacher lead-
8 ers to assist in the educator preparation pro-
9 gram at the institution of higher education in
10 the partnership.

11 “(4) SELECTION OF TEACHER LEADERS; USE
12 OF FUNDS.—In carrying out a teacher leader devel-
13 opment program under this section, an eligible part-
14 nership—

15 “(A) shall select a teacher for participation
16 in the program—

17 “(i) who—

18 “(I) is fully certified to teach in
19 the State of the high-need local edu-
20 cational agency that is a partner in
21 the eligible partnership;

22 “(II) is employed by such high-
23 need local educational agency;

24 “(III) has not less than 3 years
25 of teaching experience; and

1 “(IV) submits an application for
2 participation to the eligible partner-
3 ship; and

4 “(ii) based on selection criteria that
5 includes—

6 “(I) demonstration of strong con-
7 tent knowledge or a record of accom-
8 plishment in the field or subject area
9 the teacher will support as a teacher
10 leader; and

11 “(II) demonstration of attributes
12 linked to effective teaching that is de-
13 termined through interviews, observa-
14 tions, artifacts, student achievement,
15 or performance assessments, such as
16 those leading to an advanced creden-
17 tial;

18 “(B) may develop admissions goals and
19 priorities for the teacher leader development
20 program that—

21 “(i) are aligned with the demonstrated
22 needs of the school or high-need local edu-
23 cational agency in which the teacher is em-
24 ployed;

1 “(ii) considers cultural competencies
2 that would make the applicant effective in
3 the applicant’s teacher leader role; and

4 “(iii) considers whether the teacher
5 has substantial teaching experience in the
6 school in which the teacher is employed or
7 in a school that is similar to the school in
8 which the teacher is employed;

9 “(C) shall use the grant funds to pay for
10 costs of training and supporting teacher leaders
11 for not less than 2 years and not more than 3
12 years;

13 “(D) may use the grant funds to pay for
14 a portion of a stipend for teacher leaders if
15 such grant funds are matched by additional
16 non-Federal public or private funds as follows:

17 “(i) during each of the first and sec-
18 ond years of the grant period, grant funds
19 may pay not more than 50 percent of such
20 stipend; and

21 “(ii) during the third year of the
22 grant period, grant funds may pay not
23 more than 33 percent of such stipend; and

24 “(E) may require teacher leaders to pay
25 back the cost of attaining the credential de-

1 scribed in paragraph (2)(A)(ii) if they do not
2 complete their term of service in the teacher
3 leader development program.

4 “(5) TEACHER LEADER DEFINED.—In this sub-
5 section, the term ‘teacher leader’ means a highly ef-
6 fective educator who carries out formalized leader-
7 ship responsibilities based on the demonstrated
8 needs of the elementary school or secondary school
9 in which the teacher is employed, while maintaining
10 a role as a classroom instructor who—

11 “(A) is trained in and practices teacher
12 leadership; and

13 “(B) fosters a collaborative culture to—

14 “(i) support educator development, ef-
15 fectiveness, and student learning;

16 “(ii) support access and use research
17 to improve practice and student learning;

18 “(iii) promote professional learning
19 for continuous improvement;

20 “(iv) facilitate improvements in in-
21 struction and student learning; promote
22 the appropriate use of assessments and
23 data for school and district improvement;

24 “(v) improve outreach and collabora-
25 tion with families and community;

1 “(vi) advance the profession by shap-
2 ing and implementing policy;

3 “(vii) advocate for increased access to
4 great teaching and learning for all stu-
5 dents; and

6 “(viii) demonstrate cultural com-
7 petencies and provide instruction and sup-
8 port as such.”.

9 (b) CONFORMING AMENDMENT.—Section 202(c)(2)
10 of the Higher Education Act of 1965 (20 U.S.C. 1022a)
11 is amended by striking “leadership development program”
12 and inserting “teacher leader development program”.

13 (c) AUTHORIZATION OF APPROPRIATIONS.—Section
14 209 of the Higher Education Act of 1965 (20 U.S.C.
15 1022h) is amended by striking “for fiscal year 2009 and
16 such sums as may be necessary for each of the two suc-
17 ceeding fiscal years” and inserting “for fiscal year 2025
18 and such sums as may be necessary for each of the 5 suc-
19 ceeding fiscal years”.