

118TH CONGRESS
2D SESSION

H. R. 10164

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

NOVEMBER 18, 2024

Mr. SCHNEIDER (for himself, Mr. TRONE, Mr. FLEISCHMANN, Ms. UNDERWOOD, and Mr. FITZPATRICK) introduced the following bill; which was referred to the Committee on Education and the Workforce

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”.

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

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

1 “(f) TEACHER LEADER DEVELOPMENT PROGRAM.—

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

13 “(A) development of curriculum and cur-
14 ricular resources;

15 “(B) facilitating the work of committees
16 and teams;

17 “(C) family and community engagement;

18 “(D) school discipline and culture;

19 “(E) peer observations and coaching;

20 “(F) dual enrollment instruction; or

21 “(G) cultural competencies.

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

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

3 “(i) include—

4 “(I) the engagement of teachers
5 in rigorous coursework and fieldwork
6 relevant to their role as a teacher
7 leader, including available teacher
8 leader standards; and

9 “(II) regular observations and
10 professional support from—

11 “(aa) a principal, vice prin-
12 cipal, or a designated instruc-
13 tional leader of the school;

14 “(bb) a representative from
15 the institution of higher edu-
16 cation that is a partner in the eli-
17 gible partnership;

18 “(cc) a representative from
19 another entity that is a partner
20 in the eligible partnership; and

21 “(dd) another member of
22 the teacher leader cohort, if ap-
23 plicable, or a peer teacher; and

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

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

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

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

19 “(B) how the partnership will support
20 teacher leaders after the first year of profes-
21 sional development in the program; and

22 “(C) how teacher leader activities could be
23 sustained by the eligible partnership after the
24 program concludes, which may include a de-
25 scription of opportunities for the teacher lead-

1 ers to assist in the educator preparation pro-
2 gram at the institution of higher education in
3 the partnership.

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

8 “(A) shall select a teacher for participation
9 in the program—

10 “(i) who—

11 “(I) is fully certified to teach in
12 the State of the high-need local edu-
13 cational agency that is a partner in
14 the eligible partnership;

15 “(II) is employed by such high-
16 need local educational agency;

17 “(III) has not less than 3 years
18 of teaching experience; and

19 “(IV) submits an application for
20 participation to the eligible partner-
21 ship; and

22 “(ii) based on selection criteria that
23 includes—

24 “(I) demonstration of strong con-
25 tent knowledge or a record of accom-

1 plishment in the field or subject area
2 the teacher will support as a teacher
3 leader; and

4 “(II) demonstration of attributes
5 linked to effective teaching that is de-
6 termined through interviews, observa-
7 tions, artifacts, student achievement,
8 or performance assessments, such as
9 those leading to an advanced creden-
10 tial;

11 “(B) may develop admissions goals and
12 priorities for the teacher leader development
13 program that—

14 “(i) are aligned with the demonstrated
15 needs of the school or high-need local edu-
16 cational agency in which the teacher is em-
17 ployed;

18 “(ii) considers cultural competencies
19 that would make the applicant effective in
20 the applicant’s teacher leader role; and

21 “(iii) considers whether the teacher
22 has substantial teaching experience in the
23 school in which the teacher is employed or
24 in a school that is similar to the school in
25 which the teacher is employed;

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

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

9 “(i) during each of the first and sec-
10 ond years of the grant period, grant funds
11 may pay not more than 50 percent of such
12 stipend; and

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

16 “(E) may require teacher leaders to pay
17 back the cost of attaining the credential de-
18 scribed in paragraph (2)(A)(ii) if they do not
19 complete their term of service in the teacher
20 leader development program.

21 “(5) TEACHER LEADER DEFINED.—In this sub-
22 section, the term ‘teacher leader’ means a highly ef-
23 fective educator who carries out formalized leader-
24 ship responsibilities based on the demonstrated
25 needs of the elementary school or secondary school

1 in which the teacher is employed, while maintaining
2 a role as a classroom instructor who—

3 “(A) is trained in and practices teacher
4 leadership; and

5 “(B) fosters a collaborative culture to—

6 “(i) support educator development, ef-
7 fectiveness, and student learning;

8 “(ii) support access and use research
9 to improve practice and student learning;

10 “(iii) promote professional learning
11 for continuous improvement;

12 “(iv) facilitate improvements in in-
13 struction and student learning; promote
14 the appropriate use of assessments and
15 data for school and district improvement;

16 “(v) improve outreach and collabora-
17 tion with families and community;

18 “(vi) advance the profession by shap-
19 ing and implementing policy;

20 “(vii) advocate for increased access to
21 great teaching and learning for all stu-
22 dents; and

23 “(viii) demonstrate cultural com-
24 petencies and provide instruction and sup-
25 port as such.”.

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

5 (c) AUTHORIZATION OF APPROPRIATIONS.—Section
6 209 of the Higher Education Act of 1965 (20 U.S.C.
7 1022h) is amended by striking “for fiscal year 2009 and
8 such sums as may be necessary for each of the two suc-
9 ceeding fiscal years” and inserting “for fiscal year 2025
10 and such sums as may be necessary for each of the 5 suc-
11 ceeding fiscal years”.

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