

Second Regular Session  
Seventy-first General Assembly  
STATE OF COLORADO

**ENGROSSED**

*This Version Includes All Amendments Adopted  
on Second Reading in the House of Introduction*

LLS NO. 18-0813.01 Conrad Imel x2313

**SENATE BILL 18-160**

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**SENATE SPONSORSHIP**

**Lambert,**

**HOUSE SPONSORSHIP**

**Hamner,**

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**Senate Committees**  
Education

**House Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING THE AUTHORITY TO OPERATE CERTAIN TEACHER**  
102 **DEVELOPMENT PROGRAMS, AND, IN CONNECTION THEREWITH,**  
103 **ESTABLISHING ALTERNATIVE LICENSURE PROGRAMS AND**  
104 **INDUCTION PROGRAMS.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

Under existing law, school districts are permitted to operate induction programs for teachers, special services providers, principals, and administrators, and alternative licensure programs for teachers and

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing statute.*  
*Dashes through the words indicate deletions from existing statute.*

SENATE  
2nd Reading Unamended  
February 21, 2018

principals, who do not hold professional licenses. The bill clarifies that charter schools and the state charter school institute may operate such programs.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2           **SECTION 1.** In Colorado Revised Statutes, 22-60.5-102, **amend**  
3 (4), (7), (10), (12), (13), (14), (15), and (19); and **add** (9.3) and (11.5) as  
4 follows:

5           **22-60.5-102. Definitions.** As used in this article 60.5, unless the  
6 context otherwise requires:

7           (4) "Alternative teacher contract" means a contract, as described  
8 in section 22-60.5-207, entered into for an alternative teacher position by  
9 a holder of an alternative teacher license pursuant to section 22-60.5-201  
10 (1)(a) and a school district or board of cooperative services that provides,  
11 OR CHARTER SCHOOL THAT PROVIDES OR PARTICIPATES IN, a one-year or  
12 two-year alternative teacher program.

13           (7) "Approved induction program" means a program of continuing  
14 professional development for initial licensees that meets the standards of  
15 the state board of education and that upon completion leads to a  
16 recommendation for licensure by the school district or districts, CHARTER  
17 SCHOOL, OR THE INSTITUTE providing such induction program.

18           (9.3) "CHARTER SCHOOL" MEANS A CHARTER SCHOOL AUTHORIZED  
19 BY A SCHOOL DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5 OF THIS  
20 TITLE 22 OR A CHARTER SCHOOL AUTHORIZED BY THE STATE CHARTER  
21 SCHOOL INSTITUTE PURSUANT TO PART 5 OF ARTICLE 30.5 OF THIS TITLE  
22 22.

23           (10) "Designated agency" means a school district or districts, a  
24 board of cooperative services, an accepted institution of higher education,

1 or a nonprofit organization, A CHARTER SCHOOL, THE INSTITUTE, or any  
2 combination thereof, that is responsible for the organization,  
3 management, and operation of an approved alternative teacher program.

4 (11.5) "INSTITUTE" MEANS THE STATE CHARTER SCHOOL INSTITUTE  
5 CREATED PURSUANT TO SECTION 22-30.5-503.

6 (12) "Mentor administrator" means any administrator who is  
7 designated by the school district or districts, CHARTER SCHOOL, OR THE  
8 INSTITUTE providing an approved induction program for initial  
9 administrator licensees and who has demonstrated outstanding  
10 administrative skills and school leadership and can provide exemplary  
11 modeling and counseling to initial administrator licensees participating  
12 in an approved induction program.

13 (13) "Mentor principal" means any principal who is designated by  
14 the school district or districts, CHARTER SCHOOL, OR THE INSTITUTE  
15 providing an approved induction program for initial principal licensees  
16 and who has demonstrated outstanding principal skills and school  
17 leadership and can provide exemplary modeling and counseling to initial  
18 principal licensees participating in an approved induction program.

19 (14) "Mentor special services provider" means any special  
20 services provider who is designated by the school district or districts,  
21 CHARTER SCHOOL, OR THE INSTITUTE providing an approved induction  
22 program for initial special services licensees and who has demonstrated  
23 outstanding special services provider skills and school leadership and can  
24 provide exemplary modeling and counseling to initial special services  
25 licensees participating in an approved induction program.

26 (15) "Mentor teacher" means:

27 (a) A teacher designated by the school district OR CHARTER

1 SCHOOL employing an alternative teacher and who has demonstrated  
2 outstanding teaching and school leadership and can provide exemplary  
3 modeling and counseling to alternative teachers participating in an  
4 alternative teacher program; or

5 (b) Any teacher who is designated by the school district or  
6 districts, CHARTER SCHOOL, OR THE INSTITUTE providing an approved  
7 induction program for initial teacher licensees and who has demonstrated  
8 outstanding teaching and school leadership and can provide exemplary  
9 modeling and counseling to initial teacher licensees participating in an  
10 approved induction program.

11 (19) "Special services provider" means any person other than a  
12 teacher, principal, or administrator who is employed by any school  
13 district, CHARTER SCHOOL, OR THE INSTITUTE to provide professional  
14 services to students in direct support of the education instructional  
15 program.

16 **SECTION 2.** In Colorado Revised Statutes, 22-60.5-111, **amend**  
17 (14)(a), (14)(b), and (14)(e)(I) as follows:

18 **22-60.5-111. Authorization - types - applicants' qualifications**  
19 **- rules.** (14) **Principal authorization.** (a) The department may issue a  
20 principal authorization to a person who does not hold a principal license  
21 but who holds an earned baccalaureate or higher degree from an accepted  
22 institution of higher education and who will be employed pursuant to the  
23 provisions of section 22-60.5-305.5 by a school district OR CHARTER  
24 SCHOOL under an individualized alternative principal program, if the  
25 program is approved by the state board of education as provided in this  
26 subsection (14). A school district may employ a person who holds a  
27 principal authorization to perform the duties of a principal or a

1 vice-principal in a school, so long as the person who holds the  
2 authorization is under the supervision of a professional principal licensee.

3 (b) To receive a principal authorization, a person, in collaboration  
4 with a school district, CHARTER SCHOOL, OR THE INSTITUTE, shall submit  
5 to the department of education documentation that includes:

6 (I) The course work, practicums, and other educational  
7 requirements, identified by the person and the collaborating school  
8 district, CHARTER SCHOOL, OR THE INSTITUTE that will comprise the  
9 person's individualized alternative principal program and ~~which~~ THAT the  
10 person will complete while he or she is employed under the principal  
11 authorization; and

12 (II) A letter from the collaborating school district OR CHARTER  
13 SCHOOL stating the school district's OR CHARTER SCHOOL'S intention to  
14 employ the applicant as a principal or a vice principal upon issuance of  
15 the principal authorization; and

16 (III) Any additional documentation required by rule of the state  
17 board of education.

18 (e) (I) A school district OR CHARTER SCHOOL that employs a  
19 person who holds a principal authorization may provide an induction  
20 program for the person, as described in section 22-60.5-304. If the person  
21 successfully completes the induction program while employed under the  
22 principal authorization, the person may apply completion of the induction  
23 program toward meeting the requirements for a professional principal  
24 license.

25 **SECTION 3.** In Colorado Revised Statutes, 22-60.5-114, **amend**  
26 (1) and (2) as follows:

27 **22-60.5-114. State board of education - waivers.**

1 (1) Notwithstanding any law to the contrary and upon application of any  
2 institution of higher education, school district, ~~or~~ board of cooperative  
3 services, CHARTER SCHOOL, OR THE INSTITUTE, the state board of  
4 education is authorized to waive any requirement imposed by this ~~article~~  
5 ARTICLE 60.5 in regard to alternative teacher programs or approved  
6 induction programs. Such waiver ~~shall~~ MAY be granted only upon a  
7 majority vote of the members of the state board of education and upon a  
8 sufficient showing that such waiver is necessary to allow innovative  
9 programs intended to improve the quality of such educators. The state  
10 board of education shall promulgate rules ~~and regulations~~ regarding such  
11 procedures and criteria necessary for the implementation of this section.

12 (2) Notwithstanding the provisions of subsection (1) of this  
13 section, the state board of education may grant a waiver of the induction  
14 program requirement upon a two-thirds majority vote of the board  
15 members and upon a sufficient showing that implementation of an  
16 induction program would cause extreme hardship to the school district,  
17 CHARTER SCHOOL, OR THE INSTITUTE. An application for waiver of the  
18 induction program requirement shall include a plan for the support,  
19 assistance, and training of initially licensed educators.

20 **SECTION 4.** In Colorado Revised Statutes, 22-60.5-115, **amend**  
21 (2)(c) introductory portion and (2)(c)(III) as follows:

22 **22-60.5-115. Rules.** (2) The state board of education shall  
23 promulgate rules as necessary to implement sections 22-60.5-201 (1)(a)  
24 and 22-60.5-205. The rules must include, but need not be limited to, the  
25 following:

26 (c) Criteria relating to the designation of mentor teachers by  
27 school districts, CHARTER SCHOOLS, OR THE INSTITUTE providing

1 alternative teacher programs. The guidelines may include consideration  
2 of the following factors in regard to potential mentor teachers:

3 (III) The general consensus of professional opinion in the school  
4 district OR CHARTER SCHOOL.

5 **SECTION 5.** In Colorado Revised Statutes, 22-60.5-201, **amend**  
6 (1)(a)(IV), (1)(a)(V), (1)(b)(III)(A), (1)(c)(I) introductory portion, and  
7 (1)(c)(I)(B) as follows:

8 **22-60.5-201. Types of teacher licenses issued - term - rules.**

9 (1) The department is designated as the sole agency authorized to issue  
10 the following teacher licenses to persons of good moral character:

11 (a) **Alternative teacher license.** (IV) An alternative teacher  
12 license is valid in any school district OR CHARTER SCHOOL and entitles the  
13 holder to work exclusively as an alternative teacher pursuant to the terms  
14 of an alternative teacher contract. A holder of an alternative teacher  
15 license is the teacher of record.

16 (V) For applicants enrolled in a one-year alternative teacher  
17 program, the alternative teacher license issued pursuant to this subsection  
18 (1)(a) is valid for a period of one year after the date of issuance and may  
19 be renewed for only one additional year, but only upon written evidence  
20 that the employing school district, or board of cooperative services, OR  
21 CHARTER SCHOOL anticipates extending the alternative teacher's contract  
22 for one additional year pursuant to section 22-60.5-207 (2). For applicants  
23 enrolled in a two-year alternative teacher program, the alternative teacher  
24 license issued pursuant to this subsection (1)(a) is valid for a period of  
25 two years after the date of issuance.

26 (b) **Initial teacher license.** (III) (A) An initial teacher license  
27 shall be valid in any school districts that provide, OR CHARTER SCHOOLS

1 THAT PROVIDE OR PARTICIPATE IN, an approved induction program for  
2 teachers or have obtained a waiver of the approved induction program  
3 requirement pursuant to section 22-60.5-114 (2). Except as otherwise  
4 provided in ~~sub-subparagraph (B) of this subparagraph (H)~~ SUBSECTION  
5 (1)(b)(III)(B) OF THIS SECTION, any initial license issued pursuant to this  
6 ~~paragraph (b) shall be~~ SUBSECTION (1)(b) IS valid for a period of three  
7 years after the date of issuance and is renewable only once for an  
8 additional period of three years.

9 (c) **Professional teacher license.** (I) Except as otherwise  
10 provided in ~~subparagraphs (H), (H.5), and (H.7) of this paragraph (c)~~  
11 SUBSECTIONS (1)(c)(II), (1)(c)(II.5), AND (1)(c)(II.7) OF THIS SECTION, the  
12 department of education may, in its discretion, issue a professional  
13 teacher license to any applicant who:

14 (B) Has completed an approved induction program and has been  
15 recommended for licensure by the school districts, CHARTER SCHOOL, OR  
16 THE INSTITUTE that provided such induction program; except that the  
17 applicant need not complete an approved induction program as an initial  
18 teacher licensee if the applicant previously completed an induction  
19 program while teaching under an adjunct instructor authorization, an  
20 emergency authorization, or an interim authorization or if the school  
21 district OR CHARTER SCHOOL in which the applicant is employed has  
22 obtained a waiver of the induction program requirement pursuant to  
23 section 22-60.5-114 (2). If the applicant is employed by a school district  
24 OR CHARTER SCHOOL that has obtained a waiver of the induction program  
25 requirement, the applicant shall demonstrate completion of any  
26 requirements specified in the school district's OR CHARTER SCHOOL'S plan  
27 for support, assistance, and training of initially licensed educators; and

1           **SECTION 6.** In Colorado Revised Statutes, 22-60.5-204, **amend**  
2 (1) and (2) as follows:

3           **22-60.5-204. Approved induction program - initial teacher**  
4 **licensee.** (1) Any approved induction program of a school district or  
5 districts, CHARTER SCHOOL, OR THE INSTITUTE for initial teacher licensees  
6 may include, but ~~shall not be~~ IS NOT limited to, supervision by mentor  
7 teachers; ongoing professional development and training, including  
8 ethics; and performance evaluations. Such school district or districts,  
9 CHARTER SCHOOL, OR THE INSTITUTE may enter into agreements with  
10 accepted institutions of higher education in regard to the organization,  
11 management, and operation of an approved induction program, or any  
12 portion thereof. THE SCHOOL DISTRICT'S OR DISTRICTS' performance  
13 evaluations ~~shall~~ MUST be conducted in accordance with section  
14 22-9-106; however, the state board of education may provide by rule ~~and~~  
15 ~~regulation~~ for performance evaluations by mentor teachers.

16           (2) The approved induction program of any individual initial  
17 teacher licensee may be extended if deemed necessary by the school  
18 district or districts, CHARTER SCHOOL, OR THE INSTITUTE providing such  
19 program; however, such program shall not exceed a maximum of three  
20 years.

21           **SECTION 7.** In Colorado Revised Statutes, 22-60.5-205, **amend**  
22 (2)(a) and (2)(g)(I) as follows:

23           **22-60.5-205. One-year and two-year alternative teacher**  
24 **programs - legislative declaration - standards and evaluation - duties**  
25 **of department - duties of the state board of education - fees.**

26           (2) Designated agencies are hereby authorized to implement one-year  
27 alternative teacher programs or two-year alternative teacher programs,

1 which two-year programs were formerly known as teacher in residence  
2 programs, as follows:

3 (a) A one-year alternative teacher program shall be designed to be  
4 completed within one year. However, the employing school district, ~~or~~  
5 nonpublic school, CHARTER SCHOOL, OR THE INSTITUTE, may extend an  
6 alternative teacher's participation for one additional year based on  
7 unforeseen circumstances and the expectation that the alternative teacher  
8 will complete the program in the second year.

9 (g) (I) Within thirty days after employing a person as an  
10 alternative teacher, a school district, ~~or~~ nonpublic school, OR CHARTER  
11 SCHOOL shall notify the department of the alternative teacher's name,  
12 address, and any other information that may be necessary to assist the  
13 department in providing pertinent information under the requirements of  
14 ~~subparagraph (H) of this paragraph (g)~~ SUBSECTION (2)(g)(II) OF THIS  
15 SECTION.

16 **SECTION 8.** In Colorado Revised Statutes, **amend** 22-60.5-207  
17 as follows:

18 **22-60.5-207. Alternative teacher contracts.** (1) Alternative  
19 teacher contracts may include terms and conditions that:

20 (a) Differ from any terms and conditions of contracts of the school  
21 district OR CHARTER SCHOOL for first-year employees who are licensed  
22 other than as alternative teachers;

23 (b) Define those conditions unique to the responsibilities and  
24 duties of an alternative teacher and the alternative teacher program of the  
25 school district OR CHARTER SCHOOL;

26 (c) Establish the right of the employing school district OR  
27 CHARTER SCHOOL to terminate the alternative teacher contract at any time

1 during the first three months of employment; however, the employing  
2 school district OR CHARTER SCHOOL must only take such action after  
3 consideration of a recommendation of the alternative teacher support  
4 team for the alternative teacher and is not subject to appeal by the  
5 alternative teacher.

6 (2) The term of an alternative teacher contract shall be for one or  
7 two years; except that an employing school district, ~~or~~ nonpublic school,  
8 OR CHARTER SCHOOL may extend a one-year alternative teacher contract  
9 for only one additional year based on written evidence of unforeseen  
10 circumstances that prevent the alternative teacher from completing the  
11 one-year alternative teacher program in one year and the expectation of  
12 the alternative teacher's support team that he or she can complete the  
13 one-year alternative teacher program in one additional year.

14 **SECTION 9.** In Colorado Revised Statutes, 22-60.5-210, **amend**  
15 (1)(a)(II), (1)(b)(I) introductory portion, and (1)(b)(I)(B) as follows:

16 **22-60.5-210. Types of special services licenses issued - term.**

17 (1) The department of education is designated as the sole agency  
18 authorized to issue the following types of special services licenses to  
19 persons of good moral character:

20 (a) **Initial special services license.** (II) An initial special services  
21 license shall be valid in any school districts that provide, OR CHARTER  
22 SCHOOLS THAT PROVIDE OR PARTICIPATE IN, an approved induction  
23 program for special services providers or have obtained a waiver of the  
24 approved induction program requirement pursuant to section 22-60.5-114

25 (2). Any initial special services license issued pursuant to this ~~paragraph~~  
26 ~~(a)~~ SUBSECTION (1)(a) shall be valid for a period of three years after the  
27 date of issuance and is renewable only once for an additional period of

1 three years; except that, if an initial special services licensee is unable to  
2 complete an induction program for reasons other than incompetence, the  
3 state board of education may renew the licensee's initial special services  
4 license for one or more additional three-year periods upon the initial  
5 licensee's showing of good cause for inability to complete an approved  
6 induction program.

7 (b) **Professional special services license.** (I) Except as otherwise  
8 provided in ~~subparagraph (I.5) of this paragraph (b)~~ SUBSECTION  
9 (1)(b)(I.5) OF THIS SECTION, the department of education may, in its  
10 discretion, issue a professional special services license to any applicant  
11 who:

12 (B) Has completed an approved induction program for special  
13 services providers and has been recommended for licensure by the school  
14 ~~districts~~, DISTRICT, CHARTER SCHOOL, OR THE INSTITUTE that provided  
15 such induction program; except that the applicant need not complete an  
16 approved induction program as an initial special services licensee if the  
17 applicant previously completed an induction program while employed  
18 under an emergency authorization or a temporary educator eligibility  
19 authorization or if the school district OR CHARTER SCHOOL in which the  
20 applicant is employed has obtained a waiver of the induction program  
21 requirement pursuant to section 22-60.5-114 (2). If the applicant is  
22 employed by a school district, CHARTER SCHOOL, OR THE INSTITUTE that  
23 has obtained a waiver of the induction program requirement, the applicant  
24 shall demonstrate completion of any requirements specified in the school  
25 district's OR CHARTER SCHOOL'S plan for support, assistance, and training  
26 of initially licensed educators.

27 **SECTION 10.** In Colorado Revised Statutes, 22-60.5-213,

1 **amend** (1) and (2) as follows:

2 **22-60.5-213. Approved induction programs - initial special**  
3 **services licensees.** (1) Any approved induction program of a school  
4 district or districts OR CHARTER SCHOOL for initial special services  
5 licensees may include, but shall not be limited to, supervision by mentor  
6 special services providers; ongoing professional development and  
7 training, including ethics; and performance evaluations. Such school  
8 district or districts, CHARTER SCHOOLS, OR THE INSTITUTE may enter into  
9 agreements with accepted institutions of higher education in regard to the  
10 organization, management, and operation of an approved induction  
11 program, or any portion thereof. THE SCHOOL DISTRICT'S OR DISTRICTS'  
12 performance evaluations ~~shall~~ MUST be conducted in accordance with  
13 section 22-9-106; however, the state board of education may provide by  
14 rule ~~and regulation~~ for performance evaluations by mentor special  
15 services providers.

16 (2) The approved induction program of any initial special services  
17 licensee may be extended if deemed necessary by the school district or  
18 districts OR CHARTER SCHOOL providing such program; however, such  
19 program shall not be extended so that such program exceeds three years.

20 **SECTION 11.** In Colorado Revised Statutes, 22-60.5-301,  
21 **amend** (1)(a)(II), (1)(b)(I) introductory portion, and (1)(b)(I)(C) as  
22 follows:

23 **22-60.5-301. Types of principal licenses issued - term.** (1) The  
24 department of education is designated as the sole agency authorized to  
25 issue the following principal licenses to persons of good moral character:

26 (a) **Initial principal license.** (II) An initial principal license ~~shall~~  
27 ~~be~~ IS valid in any school districts that provide, OR CHARTER SCHOOLS

1 THAT PROVIDE OR PARTICIPATE IN, an approved induction program for  
2 principals or have obtained a waiver of the approved induction program  
3 requirement pursuant to section 22-60.5-114 (2). Any initial principal  
4 license issued pursuant to ~~this paragraph (a)~~ shall be THIS SUBSECTION  
5 (1)(a) IS valid for a period of three years after the date of issuance and is  
6 renewable only once for an additional period of three years; except that,  
7 if an initial principal licensee is unable to complete an induction program  
8 for reasons other than incompetence, the state board of education may  
9 renew the licensee's initial principal license for one or more additional  
10 three-year periods upon the initial licensee's showing of good cause for  
11 inability to complete an approved induction program.

12 (b) **Professional principal license.** (I) Except as otherwise  
13 provided in ~~subparagraph (I.5) of this paragraph (b)~~ SUBSECTION  
14 (1)(b)(I.5) OF THIS SECTION, the department of education may, in its  
15 discretion, issue a professional principal license to any applicant who:

16 (C) Has completed an approved induction program for principals  
17 and has been recommended for licensure by the school districts, CHARTER  
18 SCHOOL, OR THE INSTITUTE that provided such induction program; except  
19 that the applicant need not complete an approved induction program as  
20 an initial principal licensee if the applicant previously completed an  
21 induction program while employed under an emergency authorization or  
22 a principal authorization or if the school district OR CHARTER SCHOOL in  
23 which the applicant is employed has obtained a waiver of the induction  
24 program requirement pursuant to section 22-60.5-114 (2). If the applicant  
25 is employed by a school district OR CHARTER SCHOOL that has obtained a  
26 waiver of the induction program requirement, the applicant shall  
27 demonstrate completion of any requirements specified in the school

1 district's, CHARTER SCHOOL'S, OR THE INSTITUTE'S plan for support,  
2 assistance, and training of initially licensed educators.

3 **SECTION 12.** In Colorado Revised Statutes, 22-60.5-304,  
4 **amend** (1) and (2) as follows:

5 **22-60.5-304. Approved induction programs - initial principal**  
6 **licensees.** (1) Any approved induction program of a school district or  
7 districts, CHARTER SCHOOL, OR THE INSTITUTE for initial principal  
8 licensees may include, but ~~shall not be~~ IS NOT limited to, supervision by  
9 mentor principals; ongoing professional development and training,  
10 including ethics; and performance evaluations. Such school district or  
11 districts, CHARTER SCHOOL, OR THE INSTITUTE may enter into agreements  
12 with accepted institutions of higher education in regard to the  
13 organization, management, and operation of an approved induction  
14 program, or any portion thereof. THE SCHOOL DISTRICT'S OR DISTRICTS'  
15 performance evaluations ~~shall~~ MUST be conducted in accordance with  
16 section 22-9-106; however, the state board of education may provide by  
17 rule ~~and regulation~~ for performance evaluations by mentor principals.

18 (2) The approved induction program of any individual initial  
19 principal licensee may be extended if deemed necessary by the school  
20 district or districts, CHARTER SCHOOL, OR THE INSTITUTE providing such  
21 program; however, such program shall not exceed a maximum of three  
22 years.

23 **SECTION 13.** In Colorado Revised Statutes, 22-60.5-305.5,  
24 **amend** (2), (3) introductory portion, (3)(c), and (4) as follows:

25 **22-60.5-305.5. Alternative principal preparation program -**  
26 **legislative declaration.** (2) A school district OR CHARTER SCHOOL may  
27 employ as a principal or a vice-principal a person who holds a principal

1 authorization issued pursuant to section 22-60.5-111 (14). A person who  
2 is employed BY A SCHOOL DISTRICT under a principal authorization may  
3 perform the duties of a principal or a vice-principal in a school so long as  
4 the person is under the supervision of a professional principal licensee.  
5 The school district, CHARTER SCHOOL, OR THE INSTITUTE shall collaborate  
6 with the person in designing an individualized alternative principal  
7 program, which the person shall complete while employed under the  
8 authorization. The school district, CHARTER SCHOOL, OR THE INSTITUTE  
9 may work with a governmental, nonprofit, or for-profit entity in designing  
10 and implementing the individualized alternative principal program. The  
11 individualized alternative principal program ~~shall be~~ IS subject to  
12 approval by the state board of education as provided in section  
13 22-60.5-111 (14) and in accordance with rules adopted by the state board  
14 of education.

15 (3) In designing an individualized alternative principal program,  
16 the school district OR CHARTER SCHOOL shall, at a minimum, ensure that:

17 (c) ~~The~~ A person who is employed under the principal  
18 authorization is mentored and coached continuously by one or more  
19 ~~licensed~~ principals and administrators;

20 (4) In designing an individualized alternative principal program,  
21 the school district, CHARTER SCHOOL, OR THE INSTITUTE shall assess the  
22 needs of the school to which the person employed under the principal  
23 authorization would be assigned and ensure that the person receives  
24 training that will equip the person to meet the specific needs of the school  
25 and the community in which it is located.

26 **SECTION 14.** In Colorado Revised Statutes, 22-60.5-306,  
27 **amend** (1)(a)(II), (1)(b)(I) introductory portion, and (1)(b)(I)(C) as

1 follows:

2 **22-60.5-306. Types of administrator licenses issued - term.**

3 (1) The department of education is designated as the sole agency  
4 authorized to issue the following types of administrator licenses to  
5 persons of good moral character:

6 (a) **Initial administrator license.** (II) An initial administrator  
7 license shall be valid in any school districts that provide, OR CHARTER  
8 SCHOOLS THAT PROVIDE OR PARTICIPATE IN, an approved induction  
9 program for administrators or have obtained a waiver of the approved  
10 induction program requirement pursuant to section 22-60.5-114 (2). Any  
11 initial administrator license issued pursuant to this ~~paragraph (a)~~  
12 SUBSECTION (1)(a) shall be valid for a period of three years after the date  
13 of issuance and is renewable only once for an additional period of three  
14 years; except that, if an initial administrator licensee is unable to complete  
15 an induction program for reasons other than incompetence, the state board  
16 of education may renew the licensee's initial administrator license for one  
17 or more additional three-year periods upon the initial licensee's showing  
18 of good cause for inability to complete an approved induction program.

19 (b) **Professional administrator license.** (I) Except as otherwise  
20 provided in ~~subparagraph (I.5) of this paragraph (b)~~ SUBSECTION  
21 (1)(b)(I.5) OF THIS SECTION, the department of education may, in its  
22 discretion, issue a professional administrator license to any applicant  
23 who:

24 (C) Has completed an approved induction program for  
25 administrators and has been recommended for licensure by the school  
26 districts, CHARTER SCHOOLS, OR THE INSTITUTE that provided such  
27 induction program; except that the applicant need not complete an

1 approved induction program as an initial administrator licensee if the  
2 applicant previously completed an induction program while employed  
3 under an emergency authorization or a temporary educator eligibility  
4 authorization or if the school district OR CHARTER SCHOOL in which the  
5 applicant is employed has obtained a waiver of the induction program  
6 requirement pursuant to section 22-60.5-114 (2). If the applicant is  
7 employed by a school district, A CHARTER SCHOOL, OR THE INSTITUTE that  
8 has obtained a waiver of the induction program requirement, the applicant  
9 shall demonstrate completion of any requirements specified in the school  
10 district's plan for support, assistance, and training of initially licensed  
11 educators.

12 **SECTION 15.** In Colorado Revised Statutes, 22-60.5-309,  
13 **amend** (1) and (2) as follows:

14 **22-60.5-309. Approved induction programs - initial**  
15 **administrator licensees.** (1) Any approved induction program of a  
16 school district or districts, CHARTER SCHOOL, OR THE INSTITUTE for initial  
17 administrator licensees may include, but shall not be limited to,  
18 supervision by mentor administrators; ongoing professional development  
19 and training, including ethics; and performance evaluations. Such school  
20 district or districts, CHARTER SCHOOL, OR THE INSTITUTE may enter into  
21 agreements with accepted institutions of higher education in regard to the  
22 organization, management, and operation of an approved induction  
23 program, or any portion thereof. THE SCHOOL DISTRICT'S OR DISTRICTS'  
24 performance evaluations ~~shall~~ MUST be conducted in accordance with  
25 section 22-9-106; however, the state board of education may provide by  
26 rule and regulation for performance evaluations by mentor administrators.

27 (2) The approved induction program of any individual initial

1 administrator licensee may be extended if deemed necessary by the school  
2 district or districts, CHARTER SCHOOL, OR THE INSTITUTE providing such  
3 program; however, such program shall not exceed a maximum of three  
4 years.

5 **SECTION 16. Act subject to petition - effective date.** This act  
6 takes effect at 12:01 a.m. on the day following the expiration of the  
7 ninety-day period after final adjournment of the general assembly (August  
8 8, 2018, if adjournment sine die is on May 9, 2018); except that, if a  
9 referendum petition is filed pursuant to section 1 (3) of article V of the  
10 state constitution against this act or an item, section, or part of this act  
11 within such period, then the act, item, section, or part will not take effect  
12 unless approved by the people at the general election to be held in  
13 November 2018 and, in such case, will take effect on the date of the  
14 official declaration of the vote thereon by the governor.