

**NOTE: This bill has been prepared for the signatures of the appropriate legislative officers and the Governor. To determine whether the Governor has signed the bill or taken other action on it, please consult the legislative status sheet, the legislative history, or the Session Laws.**



SENATE BILL 18-160

BY SENATOR(S) Lambert, Cooke, Crowder, Gardner, Hill, Jahn, Kefalas, Lundberg, Marble, Martinez Humenik, Moreno, Neville T., Priola, Scott, Smallwood, Tate, Todd, Williams A., Zenzinger, Grantham;  
also REPRESENTATIVE(S) Hamner, Bridges, Coleman, Covarrubias, Humphrey, Leonard, Lontine, Michaelson Jenet, Pabon, Rosenthal, Saine, Sandridge, Sias, Valdez, Van Winkle, Williams D., Duran.

CONCERNING THE AUTHORITY TO OPERATE CERTAIN TEACHER DEVELOPMENT PROGRAMS, AND, IN CONNECTION THEREWITH, ESTABLISHING ALTERNATIVE LICENSURE PROGRAMS AND INDUCTION PROGRAMS.

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

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

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

(4) "Alternative teacher contract" means a contract, as described in section 22-60.5-207, entered into for an alternative teacher position by a

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*Capital letters or bold & italic numbers indicate new material added to existing statutes; dashes through words indicate deletions from existing statutes and such material not part of act.*

holder of an alternative teacher license pursuant to section 22-60.5-201 (1)(a) and a school district or board of cooperative services that provides, OR CHARTER SCHOOL THAT PROVIDES OR PARTICIPATES IN, a one-year or two-year alternative teacher program.

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

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

(10) "Designated agency" means a school district or districts, a board of cooperative services, an accepted institution of higher education, ~~or~~ a nonprofit organization, A CHARTER SCHOOL, THE INSTITUTE, or any combination thereof, that is responsible for the organization, management, and operation of an approved alternative teacher program.

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

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

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

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

(15) "Mentor teacher" means:

(a) A teacher designated by the school district OR CHARTER SCHOOL employing an alternative teacher and who has demonstrated outstanding teaching and school leadership and can provide exemplary modeling and counseling to alternative teachers participating in an alternative teacher program; or

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

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

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

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

principal authorization to perform the duties of a principal or a vice-principal in a school, so long as the person who holds the authorization is under the supervision of a professional principal licensee.

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

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

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

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

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

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

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

(1) Notwithstanding any law to the contrary and upon application of any institution of higher education, school district, ~~or~~ board of cooperative services, CHARTER SCHOOL, OR THE INSTITUTE, the state board of education is authorized to waive any requirement imposed by this ~~article~~ ARTICLE 60.5 in regard to alternative teacher programs or approved induction programs. Such waiver ~~shall~~ MAY be granted only upon a majority vote of the members of the state board of education and upon a sufficient showing that

such waiver is necessary to allow innovative programs intended to improve the quality of such educators. The state board of education shall promulgate rules ~~and regulations~~ regarding such procedures and criteria necessary for the implementation of this section.

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

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

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

(c) Criteria relating to the designation of mentor teachers by school districts, CHARTER SCHOOLS, OR THE INSTITUTE providing alternative teacher programs. The guidelines may include consideration of the following factors in regard to potential mentor teachers:

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

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

**22-60.5-201. Types of teacher licenses issued - term - rules.** (1) The department is designated as the sole agency authorized to issue the following teacher licenses to persons of good moral character:

(a) **Alternative teacher license.** (IV) An alternative teacher license is valid in any school district OR CHARTER SCHOOL and entitles the holder

to work exclusively as an alternative teacher pursuant to the terms of an alternative teacher contract. A holder of an alternative teacher license is the teacher of record.

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

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

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

(B) Has completed an approved induction program and has been recommended for licensure by the school districts, CHARTER SCHOOL, OR THE INSTITUTE that provided such induction program; except that the applicant need not complete an approved induction program as an initial teacher licensee if the applicant previously completed an induction program while teaching under an adjunct instructor authorization, an emergency authorization, or an interim authorization or if the school district OR CHARTER SCHOOL in which the applicant is employed has obtained a waiver

of the induction program requirement pursuant to section 22-60.5-114 (2). If the applicant is employed by a school district OR CHARTER SCHOOL that has obtained a waiver of the induction program requirement, the applicant shall demonstrate completion of any requirements specified in the school district's OR CHARTER SCHOOL'S plan for support, assistance, and training of initially licensed educators; and

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

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

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

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

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

(2) Designated agencies are hereby authorized to implement one-year alternative teacher programs or two-year alternative teacher programs, which two-year programs were formerly known as teacher in residence programs, as follows:

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

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

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

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

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

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

(c) Establish the right of the employing school district OR CHARTER SCHOOL to terminate the alternative teacher contract at any time during the first three months of employment; however, the employing school district OR CHARTER SCHOOL must only take such action after consideration of a recommendation of the alternative teacher support team for the alternative teacher and is not subject to appeal by the alternative teacher.

(2) The term of an alternative teacher contract shall be for one or two years; except that an employing school district, ~~or~~ nonpublic school, OR CHARTER SCHOOL may extend a one-year alternative teacher contract for only one additional year based on written evidence of unforeseen circumstances that prevent the alternative teacher from completing the

one-year alternative teacher program in one year and the expectation of the alternative teacher's support team that he or she can complete the one-year alternative teacher program in one additional year.

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

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

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

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

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

(B) Has completed an approved induction program for special services providers and has been recommended for licensure by the school ~~districts~~, DISTRICT, CHARTER SCHOOL, OR THE INSTITUTE that provided such induction program; except that the applicant need not complete an approved induction program as an initial special services licensee if the applicant previously completed an induction program while employed under an emergency authorization or a temporary educator eligibility authorization or if the school district OR CHARTER SCHOOL in which the applicant is employed has obtained a waiver of the induction program requirement

pursuant to section 22-60.5-114 (2). If the applicant is employed by a school district, CHARTER SCHOOL, OR THE INSTITUTE that has obtained a waiver of the induction program requirement, the applicant shall demonstrate completion of any requirements specified in the school district's OR CHARTER SCHOOL'S plan for support, assistance, and training of initially licensed educators.

**SECTION 10.** In Colorado Revised Statutes, 22-60.5-213, **amend** (1) and (2) as follows:

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

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

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

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

(a) **Initial principal license.** (II) An initial principal license ~~shall~~ ~~be~~ IS valid in any school districts that provide, OR CHARTER SCHOOLS THAT PROVIDE OR PARTICIPATE IN, an approved induction program for principals or have obtained a waiver of the approved induction program requirement

pursuant to section 22-60.5-114 (2). Any initial principal license issued pursuant to ~~this paragraph (a) shall be~~ THIS SUBSECTION (1)(a) IS valid for a period of three years after the date of issuance and is renewable only once for an additional period of three years; except that, if an initial principal licensee is unable to complete an induction program for reasons other than incompetence, the state board of education may renew the licensee's initial principal license for one or more additional three-year periods upon the initial licensee's showing of good cause for inability to complete an approved induction program.

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

(C) Has completed an approved induction program for principals and has been recommended for licensure by the school districts, CHARTER SCHOOL, OR THE INSTITUTE that provided such induction program; except that the applicant need not complete an approved induction program as an initial principal licensee if the applicant previously completed an induction program while employed under an emergency authorization or a principal authorization or if the school district OR CHARTER SCHOOL in which the applicant is employed has obtained a waiver of the induction program requirement pursuant to section 22-60.5-114 (2). If the applicant is employed by a school district OR CHARTER SCHOOL that has obtained a waiver of the induction program requirement, the applicant shall demonstrate completion of any requirements specified in the school district's, CHARTER SCHOOL'S, OR THE INSTITUTE'S plan for support, assistance, and training of initially licensed educators.

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

**22-60.5-304. Approved induction programs - initial principal licensees.** (1) Any approved induction program of a school district or districts, CHARTER SCHOOL, OR THE INSTITUTE for initial principal licensees may include, but ~~shall not be~~ IS NOT limited to, supervision by mentor principals; ongoing professional development and training, including ethics; and performance evaluations. Such school district or districts, CHARTER SCHOOL, OR THE INSTITUTE may enter into agreements with accepted

institutions of higher education in regard to the organization, management, and operation of an approved induction program, or any portion thereof. THE SCHOOL DISTRICT'S OR DISTRICTS' performance evaluations ~~shall~~ MUST be conducted in accordance with section 22-9-106; however, the state board of education may provide by rule ~~and regulation~~ for performance evaluations by mentor principals.

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

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

**22-60.5-305.5. Alternative principal preparation program - legislative declaration.** (2) A school district OR CHARTER SCHOOL may employ as a principal or a vice-principal a person who holds a principal authorization issued pursuant to section 22-60.5-111 (14). A person who is employed BY A SCHOOL DISTRICT under a principal authorization may perform the duties of a principal or a vice-principal in a school so long as the person is under the supervision of a professional principal licensee. The school district, CHARTER SCHOOL, OR THE INSTITUTE shall collaborate with the person in designing an individualized alternative principal program, which the person shall complete while employed under the authorization. The school district, CHARTER SCHOOL, OR THE INSTITUTE may work with a governmental, nonprofit, or for-profit entity in designing and implementing the individualized alternative principal program. The individualized alternative principal program ~~shall be~~ IS subject to approval by the state board of education as provided in section 22-60.5-111 (14) and in accordance with rules adopted by the state board of education.

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

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

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

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

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

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

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

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

(C) Has completed an approved induction program for administrators and has been recommended for licensure by the school districts, CHARTER SCHOOLS, OR THE INSTITUTE that provided such induction program; except that the applicant need not complete an approved induction program as an initial administrator licensee if the applicant previously completed an induction program while employed under an emergency

authorization or a temporary educator eligibility authorization or if the school district OR CHARTER SCHOOL in which the applicant is employed has obtained a waiver of the induction program requirement pursuant to section 22-60.5-114 (2). If the applicant is employed by a school district, A CHARTER SCHOOL, OR THE INSTITUTE that has obtained a waiver of the induction program requirement, the applicant shall demonstrate completion of any requirements specified in the school district's plan for support, assistance, and training of initially licensed educators.

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

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

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

**SECTION 16. Act subject to petition - effective date.** This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly (August 8, 2018, if adjournment sine die is on May 9, 2018); except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect unless

approved by the people at the general election to be held in November 2018 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.

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Kevin J. Grantham  
PRESIDENT OF  
THE SENATE

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Crisanta Duran  
SPEAKER OF THE HOUSE  
OF REPRESENTATIVES

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Effie Ameen  
SECRETARY OF  
THE SENATE

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Marilyn Eddins  
CHIEF CLERK OF THE HOUSE  
OF REPRESENTATIVES

APPROVED \_\_\_\_\_

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John W. Hickenlooper  
GOVERNOR OF THE STATE OF COLORADO