

**First Regular Session  
Seventy-second General Assembly  
STATE OF COLORADO**

**PREAMENDED**

*This Unofficial Version Includes Committee  
Amendments Not Yet Adopted on Second Reading*

LLS NO. 19-0024.01 Julie Pelegrin x2700

**HOUSE BILL 19-1002**

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**HOUSE SPONSORSHIP**

**McLachlan and Wilson,**

**SENATE SPONSORSHIP**

**Zenzinger,**

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**House Committees**

Education  
Appropriations

**Senate Committees**

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**A BILL FOR AN ACT**

101      **CONCERNING PROFESSIONAL DEVELOPMENT IN LEADERSHIP FOR**  
102                    **PUBLIC SCHOOL PRINCIPALS, AND, IN CONNECTION THEREWITH,**  
103                    **MAKING AN APPROPRIATION.**

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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>.)*

The bill creates the school leadership pilot program (program) to provide professional development for public elementary, middle, and high school principals. During the 2019-20 budget year, the department of education (department) is directed to design and implement the program or contract with a nonprofit entity to design and implement the program.

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.

The program must include identification of high-quality school principals who will interact with the school principals selected to receive professional development through the program. The program must also include professional development in distributive and collaborative leadership skills with the goal of improving educator retention, school climate and culture, and student outcomes.

School principals may apply to receive professional development through the program during the 2020-21 and 2021-22 budget years. The department or the contracted entity must review the applications and recommend participants to the state board of education (state board), who shall select the participants. Subject to available appropriations, the state board must provide grants to the employing entities of the school principals who participate in the program either as high-quality school principals or to receive professional development. The grants are paid from money appropriated to the school leadership pilot program fund created in the bill.

By March 15, 2020, the department must report to the education committees of the general assembly concerning the design of the program. By January 15, 2022, the department must report to the education committees concerning implementation of the program, including recommendations for whether the program should be continued.

The program is repealed, effective July 1, 2022.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** part 2 to article  
3 13 of title 22 as follows:

4 **PART 2**

5 **SCHOOL LEADERSHIP PILOT PROGRAM**

6 **22-13-201. Legislative declaration.** (1) THE GENERAL ASSEMBLY  
7 FINDS THAT:

8 (a) EFFECTIVE SCHOOL LEADERSHIP IS SECOND ONLY TO TEACHING  
9 WITH REGARD TO THE IN-SCHOOL COMPONENTS IDENTIFIED AS HAVING THE  
10 GREATEST EFFECT ON STUDENT LEARNING AND OUTCOMES;

11 (b) A RECENT REPORT BY THE DEPARTMENT OF EDUCATION AND  
12 THE DEPARTMENT OF HIGHER EDUCATION CONCERNING TEACHER  
13 SHORTAGES IN COLORADO STATES THAT, IN IDENTIFYING REASONS FOR

1 LEAVING A SCHOOL, TEACHERS CITE POOR OR INEFFECTIVE SCHOOL  
2 LEADERSHIP. TO ADDRESS THE TEACHER SHORTAGE, THE REPORT  
3 RECOMMENDS PROVIDING IMPROVED EDUCATIONAL LEADERSHIP  
4 PREPARATION AND PROFESSIONAL DEVELOPMENT TO ASSIST PRINCIPALS IN  
5 CREATING POSITIVE SCHOOL CLIMATE AND CULTURE.

6 (c) SCHOOL PRINCIPALS ARE EXPECTED TO FILL MANY ROLES THAT  
7 MOVE FAR BEYOND ADMINISTRATIVE TASKS, INCLUDING SETTING A  
8 SCHOOL-WIDE VISION FOR STUDENT LEARNING AND OUTCOMES, CREATING  
9 A SCHOOL-WIDE CLIMATE THAT IS HOSPITABLE TO LEARNING, PROVIDING  
10 INSTRUCTIONAL LEADERSHIP WITH EDUCATORS, NURTURING A  
11 PROFESSIONAL LEARNING COMMUNITY WITH THE EDUCATORS IN THE  
12 SCHOOL, AND CULTIVATING LEADERSHIP IN OTHERS SO THAT THE SCHOOL  
13 OPERATES ON A DISTRIBUTIVE AND COLLABORATIVE LEADERSHIP MODEL;

14 (d) THERE ARE EXAMPLES OF EXCELLENT PRINCIPALS IN PUBLIC  
15 SCHOOLS IN COLORADO WHO SUCCESSFULLY PRACTICE DISTRIBUTIVE AND  
16 COLLABORATE LEADERSHIP AND HAVE BUILT AND MAINTAINED A STRONG  
17 COLLABORATIVE LEARNING COMMUNITY IN THEIR SCHOOLS THAT RESULTS  
18 IN POSITIVE STUDENT OUTCOMES. SCHOOL PRINCIPALS IN COLORADO  
19 SHOULD HAVE THE OPPORTUNITY TO OBSERVE AND LEARN FROM THESE  
20 EXCELLENT PRINCIPALS TO BE ABLE TO REPLICATE BEST PRACTICES IN  
21 THEIR OWN SCHOOLS.

22 (e) CREATING A COHORT OF PUBLIC SCHOOL PRINCIPALS  
23 THROUGHOUT THE STATE WHO HAVE THE OPPORTUNITY TO OBSERVE AND  
24 LEARN FROM EXCELLENT PRINCIPALS AND TOGETHER DEVELOP THEIR  
25 LEADERSHIP SKILLS AND LEARN TO IMPLEMENT BEST PRACTICES IN  
26 LEADING A PUBLIC SCHOOL COMMUNITY IS LIKELY TO RESULT IN SCHOOL  
27 IMPROVEMENT THROUGHOUT THE STATE AND BETTER STUDENT ACADEMIC


1 OUTCOMES; AND

2 (f) IMPROVING SCHOOL LEADERSHIP THROUGH A PROGRAM THAT  
3 EMPOWERS PUBLIC SCHOOL PRINCIPALS TO BUILD THEIR LEADERSHIP  
4 SKILLS AND TEACHES THEM TO EFFECTIVELY IMPLEMENT DISTRIBUTIVE  
5 AND COLLABORATIVE LEADERSHIP IS LIKELY TO RESULT IN IMPROVEMENTS  
6 IN THE CLIMATE AND CULTURE OF PUBLIC SCHOOLS, DECREASED  
7 EDUCATOR TURNOVER, AND A REDUCTION IN THE TEACHER SHORTAGE  
8 EXPERIENCED BY MANY PUBLIC SCHOOLS.

9 (2) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT IT IS  
10 NECESSARY FOR THE BENEFIT OF PUBLIC EDUCATION IN COLORADO TO  
11 DIRECT THE DEPARTMENT OF EDUCATION TO DESIGN AND IMPLEMENT A  
12 PROGRAM TO PROVIDE EMBEDDED, EXPERIENTIAL TRAINING FOR A COHORT  
13 OF PUBLIC SCHOOL PRINCIPALS TO ENABLE THEM TO PROVIDE  
14 DISTRIBUTIVE AND COLLABORATIVE LEADERSHIP WITHIN THEIR PUBLIC  
15 SCHOOLS THAT SUPPORTS INCREASED EDUCATOR RETENTION, IMPROVED  
16 SCHOOL CLIMATE AND CULTURE, AND IMPROVED STUDENT ACADEMIC  
17 OUTCOMES.

18 **22-13-202. Definitions.** AS USED IN THIS PART 2, UNLESS THE  
19 CONTEXT OTHERWISE REQUIRES:

20 (1) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION  
21 CREATED AND EXISTING PURSUANT TO SECTION 24-1-115.

22   
23 (2) "PROGRAM" MEANS THE SCHOOL LEADERSHIP PILOT PROGRAM  
24 CREATED IN SECTION 22-13-203.

25 (3) "PUBLIC SCHOOL" MEANS A SCHOOL THAT DERIVES ITS  
26 SUPPORT, IN WHOLE OR IN PART, FROM MONEY RAISED BY A GENERAL  
27 STATE OR SCHOOL DISTRICT TAX AND INCLUDES A SCHOOL OF A SCHOOL

1 DISTRICT, A PUBLIC SCHOOL OPERATED BY A BOARD OF COOPERATIVE  
2 SERVICES, AND AN INSTITUTE CHARTER SCHOOL AUTHORIZED BY THE  
3 STATE CHARTER SCHOOL INSTITUTE PURSUANT TO PART 5 OF ARTICLE 30.5  
4 OF THIS TITLE 22.

5 (4) "SCHOOL PRINCIPAL" MEANS AN INDIVIDUAL WHO IS EMPLOYED  
6 AS THE CHIEF ADMINISTRATIVE OFFICER OF A PUBLIC ELEMENTARY,  
7 MIDDLE, OR HIGH SCHOOL IN COLORADO.

8 (5) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION  
9 CREATED IN SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.

10 **22-13-203. School leadership pilot program - created -**  
11 **participation.** (1) THERE IS CREATED IN THE DEPARTMENT OF EDUCATION  
12 THE SCHOOL LEADERSHIP PILOT PROGRAM TO PROVIDE EMBEDDED,  
13 EXPERIENTIAL PROFESSIONAL DEVELOPMENT TO IMPROVE THE QUALITY OF  
14 SCHOOL PRINCIPALS AND EMPOWER THEM TO EXERCISE DISTRIBUTIVE AND  
15 COLLABORATIVE LEADERSHIP THAT SUPPORTS COLLABORATION AMONG  
16 THE PROFESSIONAL EDUCATORS IN THE SCHOOL BUILDING. THE PURPOSE  
17 OF THE PROGRAM IS TO INCREASE EDUCATOR RETENTION, IMPROVE  
18 SCHOOL CLIMATE AND CULTURE, AND IMPROVE STUDENT ACADEMIC  
19 OUTCOMES BY IMPROVING THE QUALITY OF LEADERSHIP IN PUBLIC  
20 SCHOOLS. THE PROGRAM MUST INCLUDE IDENTIFICATION OF  
21 HIGH-QUALITY SCHOOL PRINCIPALS AND THE OPPORTUNITY FOR OTHER  
22 SCHOOL PRINCIPALS FROM SCHOOL DISTRICTS THROUGHOUT THE STATE TO  
23 OBSERVE AND INTERACT WITH THE IDENTIFIED HIGH-QUALITY SCHOOL  
24 PRINCIPALS AND TO RECEIVE PROFESSIONAL DEVELOPMENT IN LEADERSHIP  
25 SKILLS TO LEARN THE CRITICAL PRACTICES OF THE HIGH-QUALITY SCHOOL  
26 PRINCIPALS IN SUCCESSFUL PUBLIC SCHOOLS.

27 (2) THE DEPARTMENT SHALL DESIGN THE PROGRAM DURING THE

1 2019-20 BUDGET YEAR AND BEGIN IMPLEMENTATION OF THE PROGRAM NO  
2 LATER THAN JULY 2020. THE DEPARTMENT MAY CONTRACT WITH A  
3 NONPROFIT ENTITY WITH DEMONSTRATED, SUCCESSFUL EXPERIENCE IN  
4 PROVIDING TRAINING TO SCHOOL PRINCIPALS IN DISTRIBUTIVE AND  
5 COLLABORATIVE LEADERSHIP IN COLORADO OR IN OTHER STATES TO  
6 ASSIST IN DESIGNING AND IMPLEMENTING THE PROGRAM. IN SELECTING A  
7 NONPROFIT ENTITY, THE DEPARTMENT SHALL FIRST CONSIDER ENTITIES  
8 THAT PROVIDE SUCCESSFUL SCHOOL LEADERSHIP PROGRAMS IN COLORADO  
9 THAT ARE SIMILAR TO THE PROGRAM DESCRIBED IN THIS SECTION. THE  
10 DEPARTMENT SHALL ENSURE THAT THE PROGRAM DESIGN INCLUDES:

11 (a) THE METHOD FOR IDENTIFYING HIGH-QUALITY SCHOOL  
12 PRINCIPALS AND SELECTING A COHORT OF SCHOOL PRINCIPALS FROM  
13 PUBLIC ELEMENTARY, MIDDLE, AND HIGH SCHOOLS ACROSS THE STATE  
14 WHO APPLY TO PARTICIPATE IN THE PROFESSIONAL DEVELOPMENT  
15 PROVIDED BY THE PROGRAM;

16 (b) THE LEARNING OBJECTIVES AND GOALS OF THE PROGRAM,  
17 WHICH MUST AT A MINIMUM INCLUDE IMPROVING AND ENHANCING  
18 POSITIVE SCHOOL CLIMATE AND CULTURE AND IMPLEMENTING  
19 DISTRIBUTIVE AND COLLABORATIVE LEADERSHIP AMONG THE  
20 PROFESSIONAL EDUCATORS WITHIN A SCHOOL;

21 (c) THE METHODS FOR ACHIEVING THE LEARNING OBJECTIVES AND  
22 GOALS, WHICH MUST INCLUDE DIRECT OBSERVATION OF AND INTERACTION  
23 WITH IDENTIFIED HIGH-QUALITY SCHOOL PRINCIPALS AND EXPERIENTIAL  
24 PROFESSIONAL DEVELOPMENT IN IMPLEMENTING DISTRIBUTIVE AND  
25 COLLABORATIVE LEADERSHIP, DEVELOPING COLLABORATION AMONG THE  
26 PROFESSIONALS WITHIN THE ENTIRE SCHOOL BUILDING, AND OTHER  
27 LEADERSHIP SKILLS; AND

1 (d) THE METHOD FOR EVALUATING THE SUCCESS OF THE PROGRAM  
2 IN MEETING THE LEARNING OBJECTIVES AND GOALS AND IN MEETING THE  
3 PURPOSE DESCRIBED IN SUBSECTION (1) OF THIS SECTION, INCLUDING  
4 INCREASING EDUCATOR RETENTION, IMPROVING THE SCHOOL CLIMATE  
5 AND CULTURE, AND IMPROVING STUDENT ACADEMIC OUTCOMES. THE  
6 DEPARTMENT MAY TAKE INTO ACCOUNT INFORMATION RECEIVED  
7 THROUGH THE TEACHING AND LEARNING CONDITIONS SURVEY  
8 ADMINISTERED PURSUANT TO SECTION 22-2-503 IN EVALUATING THE  
9 SUCCESS OF THE PROGRAM; EXCEPT THAT THE DEPARTMENT SHALL TAKE  
10 THE INFORMATION INTO ACCOUNT IN A YEAR IN WHICH THE RESPONSE  
11 RATE ON THE SURVEY IS AT LEAST SIXTY PERCENT.

12 (3) A SCHOOL PRINCIPAL WHO SEEKS TO RECEIVE TRAINING  
13 THROUGH THE PROGRAM MUST SUBMIT AN APPLICATION TO THE  
14 DEPARTMENT IN ACCORDANCE WITH THE TIME FRAMES AND PROCEDURES  
15 ADOPTED BY RULE OF THE STATE BOARD. THE STATE BOARD BY RULE  
16 SHALL SPECIFY THE REQUIRED CONTENTS OF THE APPLICATION, WHICH AT  
17 A MINIMUM MUST INCLUDE EVIDENCE THAT THE SCHOOL PRINCIPAL'S  
18 EMPLOYING ENTITY AND BUILDING STAFF SUPPORT THE SCHOOL  
19 PRINCIPAL'S PARTICIPATION IN THE PROGRAM.

20 (4) THE DEPARTMENT, OR THE ENTITY WITH WHICH THE  
21 DEPARTMENT CONTRACTS, IF ANY, SHALL [REDACTED] SELECT THE SCHOOL  
22 PRINCIPALS TO RECEIVE PROFESSIONAL DEVELOPMENT THROUGH THE  
23 PROGRAM FOR THE 2020-21 AND 2021-22 BUDGET YEARS, BASED ON  
24 APPLICATIONS RECEIVED PURSUANT TO SUBSECTION (3) OF THIS SECTION.  
25 IN [REDACTED] SELECTING SCHOOL PRINCIPALS TO RECEIVE PROFESSIONAL  
26 DEVELOPMENT THROUGH THE PROGRAM, THE DEPARTMENT AND THE  
27 ENTITY, AT A MINIMUM, SHALL CONSIDER THE LEVEL OF PERFORMANCE, AS

1 DETERMINED PURSUANT TO SECTION 22-11-210, ACHIEVED BY THE PUBLIC  
2 SCHOOL AT WHICH THE APPLYING SCHOOL PRINCIPAL IS EMPLOYED AND  
3 ANY EVIDENCE THAT INDICATES THE LIKELIHOOD THAT A PROGRAM OF  
4 DISTRIBUTIVE AND COLLABORATIVE LEADERSHIP WOULD BE SUCCESSFUL  
5 IN IMPROVING EDUCATOR RETENTION, SCHOOL CLIMATE AND CULTURE,  
6 AND STUDENT ACADEMIC OUTCOMES AT THE PUBLIC SCHOOL AT WHICH  
7 THE APPLYING SCHOOL PRINCIPAL IS EMPLOYED. IN SELECTING  
8 PARTICIPANTS FOR THE PROGRAM, THE DEPARTMENT OR THE ENTITY, TO  
9 THE EXTENT PRACTICABLE, SHALL SELECT SCHOOL PRINCIPALS EMPLOYED  
10 IN PUBLIC ELEMENTARY, MIDDLE, AND HIGH SCHOOLS LOCATED IN RURAL,  
11 SUBURBAN, AND URBAN SCHOOL DISTRICTS THROUGHOUT THE STATE WHO  
12 ARE REPRESENTATIVE OF THE RACIAL AND GENDER DEMOGRAPHICS  
13 ACROSS THE STATE. THE DEPARTMENT OR THE ENTITY MAY SELECT TWO  
14 OR MORE SCHOOL PRINCIPALS FROM A SINGLE SCHOOL DISTRICT.

15 (5) SUBJECT TO AVAILABLE APPROPRIATIONS, THE STATE BOARD  
16 SHALL AWARD A GRANT TO THE EMPLOYING ENTITY OF EACH SCHOOL  
17 PRINCIPAL WHO IS SELECTED TO PARTICIPATE IN THE PROGRAM EITHER AS  
18 AN EXEMPLARY HIGH-QUALITY SCHOOL PRINCIPAL WHO ASSISTS IN  
19 PROVIDING PROFESSIONAL DEVELOPMENT OR AS A SCHOOL PRINCIPAL WHO  
20 IS SELECTED TO RECEIVE PROFESSIONAL DEVELOPMENT. THE STATE BOARD  
21 SHALL DETERMINE THE AMOUNT OF EACH GRANT BASED ON THE COSTS  
22 THAT THE EMPLOYING ENTITY IS EXPECTED TO INCUR AS A RESULT OF THE  
23 SCHOOL PRINCIPAL'S PARTICIPATION IN THE PROGRAM.

24 (6) THE GENERAL ASSEMBLY SHALL ANNUALLY APPROPRIATE  
25 MONEY TO THE DEPARTMENT FOR THE IMPLEMENTATION OF THIS PART 2,  
26 INCLUDING MONEY TO PAY THE COSTS OF DESIGNING AND IMPLEMENTING  
27 THE PROGRAM, WHICH MAY INCLUDE THE COST OF CONTRACTING WITH AN



1 ENTITY AS AUTHORIZED IN SUBSECTION (2) OF THIS SECTION, AND  
2 AWARDING GRANTS AS PROVIDED IN SUBSECTION (5) OF THIS SECTION.

3 **22-13-204. School leadership pilot program - reporting.**

4 (1) ON OR BEFORE MARCH 15, 2020, THE DEPARTMENT SHALL REPORT TO  
5 THE EDUCATION COMMITTEES OF THE SENATE AND THE HOUSE OF  
6 REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, CONCERNING THE  
7 DESIGN OF THE PROGRAM AND THE PLANS FOR IMPLEMENTING THE  
8 PROGRAM DURING THE 2020-21 AND 2021-22 BUDGET YEARS. THE REPORT  
9 MUST INCLUDE:

10 (a) THE METHOD FOR IDENTIFYING EXEMPLARY, HIGH-QUALITY  
11 SCHOOL PRINCIPALS TO PARTICIPATE IN THE PROGRAM AND THE NUMBER  
12 OF EXEMPLARY, HIGH-QUALITY SCHOOL PRINCIPALS EXPECTED TO  
13 PARTICIPATE IN THE PROGRAM;

14 (b) THE NUMBER OF SCHOOL PRINCIPALS EXPECTED TO RECEIVE  
15 PROFESSIONAL DEVELOPMENT THROUGH THE PROGRAM AND THE CRITERIA  
16 FOR SELECTING THOSE SCHOOL PRINCIPALS;

17 (c) THE PLAN FOR PROVIDING INTERACTION BETWEEN THE  
18 EXEMPLARY, HIGH-QUALITY SCHOOL PRINCIPALS AND THE SCHOOL  
19 PRINCIPALS WHO RECEIVE PROFESSIONAL DEVELOPMENT THROUGH THE  
20 PROGRAM;

21 (d) THE LEARNING OBJECTIVES AND GOALS TO BE ACHIEVED  
22 THROUGH THE PROGRAM; AND

23 (e) THE MANNER IN WHICH THE DEPARTMENT EXPECTS TO  
24 MEASURE THE SUCCESS OF THE PROGRAM, INCLUDING MEASURING  
25 IMPROVED EDUCATOR RETENTION, IMPROVEMENTS IN SCHOOL CULTURE  
26 AND CLIMATE, AND IMPROVED STUDENT OUTCOMES.

27 (2) ON OR BEFORE JANUARY 15, 2022, THE DEPARTMENT SHALL

1 REPORT TO THE EDUCATION COMMITTEES OF THE SENATE AND THE HOUSE  
2 OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, CONCERNING  
3 IMPLEMENTATION OF THE PROGRAM. AT A MINIMUM, THE REPORT MUST  
4 INCLUDE:

5 (a) THE NUMBER OF EXEMPLARY, HIGH-QUALITY SCHOOL  
6 PRINCIPALS WHO ARE PARTICIPATING IN THE PROGRAM AND THE NATURE  
7 OF THEIR PARTICIPATION;

8 (b) THE NUMBER OF SCHOOL PRINCIPALS WHO ARE RECEIVING  
9 PROFESSIONAL DEVELOPMENT THROUGH THE PROGRAM AND AN  
10 EXPLANATION OF THE PROFESSIONAL DEVELOPMENT PROVIDED;

11 (c) AN EVALUATION OF THE SUCCESS OF THE PROGRAM  
12 PARTICIPANTS IN ACHIEVING THE LEARNING OBJECTIVES AND GOALS  
13 IDENTIFIED FOR THE PROFESSIONAL DEVELOPMENT AND IN ACHIEVING THE  
14 PURPOSE OF THE PROGRAM IDENTIFIED IN SECTION 22-13-203 (1); AND

15 (d) A RECOMMENDATION CONCERNING WHETHER TO CONTINUE  
16 THE PROGRAM, ANY RECOMMENDED CHANGES TO THE PROGRAM, AND THE  
17 ESTIMATED COST OF CONTINUING THE PROGRAM.

18 **22-13-205. Repeal of part.** THIS PART 2 IS REPEALED, EFFECTIVE  
19 JULY 1, 2022.

20 **SECTION 2.** In Colorado Revised Statutes, 22-13-102, **amend**  
21 the introductory portion as follows:

22 **22-13-102. Definitions.** As used in this ~~article 13~~ PART 1, unless  
23 the context otherwise requires:

24 **SECTION 3. Appropriation.** For the 2019-20 state fiscal year,  
25 \$272,929 is appropriated to the department of education. This  
26 appropriation is from the general fund and is based on an assumption that  
27 the department will require an additional 0.9 FTE. To implement this act,

1 the department may use this appropriation for the school leadership pilot  
2 program.

3 **SECTION 4. Safety clause.** The general assembly hereby finds,  
4 determines, and declares that this act is necessary for the immediate  
5 preservation of the public peace, health, and safety.