A BILL FOR AN ACT

CONCERNING THE CREATION OF A PROGRAM TO AWARD GRANTS TO LOCAL EDUCATION PROVIDERS THAT PROVIDE A FUTURE EDUCATOR PATHWAYS PROGRAM FOR STUDENTS.

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 future educator pathways grant program (grant program) in the department of education (department) to provide grants to local education providers, as defined in the bill, to create future educator pathways programs. The department shall administer the grant program, and the state board of education (state board) shall promulgate

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.
necessary rules for the grant program.

Future educator pathways programs prepare future educators, including future educators in early childhood education, by providing students with opportunities for concurrent enrollment and apprenticeships that lead to college credit toward degrees and credentials as educators. The state board, after consultation with the department of labor and employment and the department of higher education, shall promulgate rules establishing requirements for apprenticeship programs.

The bill specifies the dates by which an eligible local education provider must apply to the department for grant money and the information required in the grant program application. The state board shall award grants to one or more qualified local education providers by dates specified in the bill. A local education provider that receives a grant is required to use the grant money for specified purposes in connection with apprenticeship programs and concurrent enrollment. To receive a grant, a local education provider shall commit to match state grant money with local money equal to 25% of the grant award.

The bill specifies that the state board is required to ensure that grants are awarded to geographically diverse local education providers and to a mix of rural, urban, and suburban local education providers. In addition, the state board shall award at least 20% of the total amount awarded in grants to eligible rural local education providers, as defined in the bill, and at least 70% of the total amount awarded in grants to future educator pathways programs that provide apprenticeships.

The bill creates the future educator pathways fund (fund) in the state treasury and requires the state treasurer to transfer an amount of money specified in the bill from the general fund to the fund in the 2020-21, 2021-22, and 2022-23 state fiscal years. The state board may award grant program grants in a fourth year of the program if money remains in the fund after the third grant cycle.

The department is required to submit an annual report on the grant program to the governor and the house and senate education committees that includes specified information, including a final report.

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

SECTION 1. In Colorado Revised Statutes, add article 103 to title 22 as follows:

ARTICLE 103

Future Educator Pathways Program

22-103-101. Legislative declaration. (1) The general
ASSEMBLY FINDS AND DECLARES THAT:

(a) COLORADO FACES A SIGNIFICANT TEACHER SHORTAGE, PARTICULARLY IN RURAL AREAS AND HARD-TO-SERVE SCHOOLS AND SUBJECTS;

(b) IN DECEMBER 2017, THE COLORADO DEPARTMENT OF EDUCATION AND THE COLORADO DEPARTMENT OF HIGHER EDUCATION CONDUCTED AN IN-DEPTH STUDY OF TEACHER SHORTAGES IN COLORADO AND ACROSS THE COUNTRY;

(c) THE STUDY FOUND THAT COLORADO HAS SEEN A DECREASE IN ENROLLMENT AND COMPLETION OF EDUCATOR PREPARATION PROGRAMS, WHILE THE DEMAND FOR QUALIFIED EDUCATORS IS RISING DUE TO CAREER ATTRITION AND INCREASING NUMBERS OF RETIREES;

(d) AS A RESULT, APPROXIMATELY FIFTY PERCENT OF THE TEACHERS COLORADO LICENSES ANNUALLY ARE FROM OUT OF STATE. IN ADDITION, RECENT DATA SHOWS A TWENTY-FIVE PERCENT DECREASE IN ENROLLMENT IN COLORADO TRADITIONAL EDUCATOR PREPARATION PROGRAMS FROM ACADEMIC YEAR 2010-11 THROUGH ACADEMIC YEAR 2015-16.

(e) THE COLORADO DEPARTMENT OF EDUCATION COLLECTED OFFICIAL TEACHER SHORTAGE DATA FROM THE SCHOOL DISTRICTS FOR THE FIRST TIME IN THE 2018-19 SCHOOL YEAR AND FOUND THE FOLLOWING:

(I) ALMOST NINE THOUSAND TEACHING AND SPECIAL SERVICES PROVIDER POSITIONS NEEDED TO BE FILLED IN 2018-19, REPRESENTING FOURTEEN PERCENT OF ALL TEACHING AND NINETEEN PERCENT OF ALL SPECIAL SERVICES PROVIDER POSITIONS IN THE STATE;

(II) OF THE SEVEN THOUSAND SEVEN HUNDRED SEVENTY-THREE TOTAL TEACHING POSITIONS TO FILL, TWO HUNDRED SIXTY-FOUR, OR
THREE PERCENT, REMAINED UNFILLED FOR THE SCHOOL YEAR AND NINE
HUNDRED THIRTY-THREE, OR TWELVE PERCENT, WERE FILLED THROUGH A
SHORTAGE MECHANISM;

(III) OF THE ONE THOUSAND ONE HUNDRED SEVENTY-SEVEN
TOTAL SPECIAL SERVICES PROVIDER POSITIONS TO FILL, ONE HUNDRED
THREE, OR NINE PERCENT, REMAINED UNFILLED FOR THE SCHOOL YEAR
AND NINETY-ONE, OR EIGHT PERCENT, WERE FILLED THROUGH A SHORTAGE
MECHANISM; AND

(IV) IN CORE TEACHING SUBJECT AREAS, SHORTAGES OF
MATHEMATICS, SCIENCE, AND SPECIAL EDUCATION TEACHERS WERE
EVIDENT STATEWIDE. IN ADDITION, SHORTAGES OF ENGLISH TEACHERS IN
RURAL AREAS AND EARLY CHILDHOOD TEACHERS IN NON-RURAL AREAS
WERE REPORTED.

(f) CONSISTENTLY, ACROSS BOTH PUBLIC AND PRIVATE INDUSTRIES
OF ALL SIZES, A LACK OF EXPERIENTIAL LEARNING IS ONE OF THE MOST
SIGNIFICANT BARRIERS TO A RELIABLE SUPPLY OF SKILLED TALENT READY
FOR CAREERS IN SUCH INDUSTRIES;

(g) YOUTH APPRENTICESHIP HAS BEEN PROVEN TO BE A POWERFUL
OPTION FOR ENABLING STUDENTS TO GAIN CREDENTIALS AND ACCESS TO
GOOD CAREERS IN THE FIELD OF EDUCATION; AND

(h) STUDENTS WHO PARTICIPATE IN CONCURRENT ENROLLMENT
ARE MORE LIKELY TO ENROLL IN HIGHER EDUCATION AND STAY IN
COLLEGE.

(2) THEREFORE, THE GENERAL ASSEMBLY DECLARES THAT FOR ALL
OF THESE REASONS IT IS IN THE BEST INTERESTS OF THE CITIZENS OF
COLORADO TO PROMOTE OPPORTUNITIES FOR STUDENTS TO PARTICIPATE
IN APPRENTICESHIPS AND CONCURRENT ENROLLMENT COURSE WORK TO
HELP PREPARE THEM FOR CAREERS IN EDUCATION.

22-103-102. Definitions. As used in this article 103, unless
the context otherwise requires:

(1) "Apprenticeship" means an experience that is:
   (a) Career-oriented, with learning structured to develop
       a student's knowledge, skills, and competencies that lead to a
career;
   (b) Portable, with learning and earned credit that lead
       to postsecondary credentials that qualify the student for
employment statewide;
   (c) Accountable, with student, employer, and program
       outcomes monitored by the state or federal government using
       transparent, recognized metrics to support improvement;
   (d) Wage bearing, with students earning wages for their
       work hours; and
   (e) In compliance with state board rules adopted pursuant
       to section 22-103-103 (3) concerning standards for
       apprenticeship programs.

(2) "Concurrent enrollment" has the same meaning as set
forth in section 22-35-103 (6).

(3) "Department" means the department of education
created and existing pursuant to section 24-1-115.

(4) "Fund" means the future educator pathways fund,
created in section 22-103-106.

(5) "Grant program" means the future educator pathways
grant program created in this article 103.

(6) "Local education provider" means a school district, a
CHARTER SCHOOL AUTHORIZED BY A SCHOOL DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5 OF THIS TITLE 22, A CHARter SCHOOL AUTHORIZED BY THE STATE CHARTER SCHOOL INSTITUTE PURSUANT TO PART 5 OF ARTICLE 30.5 OF THIS TITLE 22, OR A BOARD OF COOPERATIVE SERVICES CREATED AND OPERATING PURSUANT TO ARTICLE 5 OF THIS TITLE 22 THAT OPERATES ONE OR MORE PUBLIC SCHOOLS.

(7) "NONPROFIT PARTNER" MEANS A NONPROFIT ORGANIZATION THAT:

(a) PROVIDES OR FACILITATES FOR A LOCAL EDUCATION PROVIDER OPPORTUNITIES FOR STUDENTS TO PARTICIPATE IN AN APPRENTICESHIP, AS DEFINED IN SUBSECTION (1) OF THIS SECTION, AND THAT COMPLIES WITH STATE BOARD RULES FOR APPRENTICESHIPS ADOPTED PURSUANT TO SECTION 22-103-103 (3);

(b) COORDINATES EDUCATION-INDUSTRY-LEAD COMPETENCY IDENTIFICATION TO INFORM THE DEVELOPMENT OF WORKPLACE LEARNING CURRICULUM THAT IS ALIGNED WITH THE COLORADO TEACHER QUALITY STANDARDS OR WITH THE COLORADO EARLY CHILDHOOD COMPETENCIES;

(c) PROVIDES OR COORDINATES WRAPAROUND SERVICES FOR APPRENTICES; AND

(d) FACILITATES THE PARTNERSHIP BETWEEN LOCAL EDUCATION PROVIDERS AND STATE INSTITUTIONS OF HIGHER EDUCATION TO ENSURE ALIGNMENT OF EARNED CREDIT WITH DEGREE PATHWAYS AT ONE OR MORE STATE INSTITUTIONS OF HIGHER EDUCATION OR TRANSFERABILITY OF CREDIT AS PART OF A STATEWIDE DEGREE TRANSFER AGREEMENT.

(8) "RURAL LOCAL EDUCATION PROVIDER" MEANS:

(a) A SCHOOL DISTRICT IN COLORADO THAT THE DEPARTMENT
DETERMINES IS RURAL, BASED ON THE GEOGRAPHIC SIZE OF THE SCHOOL DISTRICT AND THE DISTANCE OF THE SCHOOL DISTRICT FROM THE NEAREST LARGE, URBANIZED AREA;

(b) A DISTRICT CHARTER SCHOOL THAT IS AUTHORIZED BY A SCHOOL DISTRICT DESCRIBED IN SUBSECTION (8)(a) OF THIS SECTION;

(c) AN INSTITUTE CHARTER SCHOOL THAT IS LOCATED WITHIN THE GEOGRAPHIC BOUNDARIES OF A SCHOOL DISTRICT DESCRIBED IN SUBSECTION (8)(a) OF THIS SECTION; AND

(d) A BOARD OF COOPERATIVE SERVICES THAT OPERATES A SCHOOL THAT IS LOCATED WITHIN THE GEOGRAPHIC BOUNDARIES OF A SCHOOL DISTRICT DESCRIBED IN SUBSECTION (8)(a) OF THIS SECTION.

(9) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.

(10) "STATE INSTITUTION OF HIGHER EDUCATION" MEANS A STATE INSTITUTION OF HIGHER EDUCATION AS DEFINED IN SECTION 23-18-102 (10).

(11) "STATEWIDE DEGREE TRANSFER AGREEMENTS" MEANS STATEWIDE DEGREE TRANSFER AGREEMENTS ESTABLISHED PURSUANT TO SECTION 23-1-108 (7)(a).

22-103-103. Future educator pathways grant program - creation - rules. (1) THE FUTURE EDUCATOR PATHWAYS GRANT PROGRAM IS CREATED IN THE DEPARTMENT TO PROVIDE GRANTS TO LOCAL EDUCATION PROVIDERS TO CREATE FUTURE EDUCATOR PATHWAYS PROGRAMS TO ASSIST IN RECRUITING AND RETAINING EDUCATORS, INCLUDING EARLY CHILDHOOD EDUCATORS. THE DEPARTMENT SHALL ADMINISTER THE GRANT PROGRAM.
(2) **Pursuant to Article 4 of Title 24, the State board shall**
promulgate such rules as are required in this section and such
additional rules as may be necessary to implement the grant
program.

(3) **The department shall consult with the Department of**
Labor and Employment and the Department of Higher Education,
and, after such consultation, the State board shall promulgate
rules establishing appropriate requirements for apprenticeships.
At a minimum, the State board's requirements must include:

(a) **Standards for on-the-job training, including**
opportunities for students to earn a credential through the
apprenticeship program, if appropriate. At minimum, the
standards must be aligned with the Colorado teacher quality
standards and calibrated to preservice rather than
para-educator roles with the Colorado early childhood
competencies.

(b) **The opportunity for students to earn credit that is**
aligned with degree pathways at one or more State institutions
of higher education or that is part of a statewide degree
transfer agreement, on-the-job, work-based learning, and
access to district-level professional development training,
including training that is currently targeted at licensed
teachers;

(c) **Rewards for skills gains, including wages, high school**
credit for work-based learning, the opportunity for students to
earn college credit, and may include preferred hiring status for
students upon earning their degree; and
(d) ACCOUNTABILITY AND QUALITY STANDARDS.

22-103-104. Grants - local education provider - application -
grant amount - award of grants. (1) EXCEPT AS PROVIDED IN
SUBSECTION (7) OF THIS SECTION, ON OR BEFORE JANUARY 1, 2021, ON OR
BEFORE AUGUST 1, 2021, AND ON OR BEFORE AUGUST 1, 2022, A LOCAL
EDUCATION PROVIDER MAY APPLY TO THE GRANT PROGRAM, PURSUANT TO
SUBSECTION (2) OF THIS SECTION, FOR A GRANT TO ESTABLISH A FUTURE
EDUCATOR PATHWAYS PROGRAM PURSUANT TO THIS ARTICLE 103.

(2) THE GRANT APPLICATION MUST INCLUDE:

(a) A DESCRIPTION OF THE LOCAL EDUCATION PROVIDER’S FUTURE
EDUCATOR PATHWAYS PROGRAM, INCLUDING:

(I) A DESCRIPTION OF THE OPPORTUNITIES FOR STUDENTS TO
PARTICIPATE IN CONCURRENT ENROLLMENT COURSE WORK, AT ANY TIME
DURING THE PROGRAM, WHICH MAY INCLUDE CONCURRENT ENROLLMENT
DURING THE SUMMER, THAT IS ALIGNED WITH [DEGREE PATHWAYS AND
THAT IS ELIGIBLE FOR THE COLLEGE OPPORTUNITY FUND PROGRAM
STIPENDS; AND

(II) IF APPLICABLE, A DESCRIPTION OF THE OPPORTUNITIES FOR
STUDENTS TO PARTICIPATE IN AN APPRENTICESHIP, AS DEFINED IN SECTION
22-103-102 (1), AND, IF USING A NONPROFIT PARTNER, IDENTIFICATION OF
THE NONPROFIT PARTNER AND ITS QUALIFICATIONS;

(b) THE TOTAL NUMBER OF STUDENTS EXPECTED TO PARTICIPATE
IN THE LOCAL EDUCATION PROVIDER’S FUTURE EDUCATOR PATHWAYS
PROGRAM;

(c) IDENTIFICATION OF THE STATE INSTITUTION OF HIGHER
EDUCATION THAT IS PARTNERING WITH THE LOCAL EDUCATION PROVIDER
FOR PURPOSES OF THE FUTURE EDUCATOR PATHWAYS PROGRAM;
(d) A list of concurrent enrollment courses that students may take during the program and which state institutions of higher education will accept credit for those courses;

(e) A description of educator training aligned to educator preparation standards that the local education provider will provide to participating students;

(f) A description of how the local education provider will work to ensure that participants in future educator pathways programs reflect the socioeconomic, racial, and ethnic diversity of the local community;

(g) The local education provider's budget for the future educator pathways program, including expected uses of grant program money that comply with the authorized purposes set forth in section 22-103-105, and the amount of the grant requested by the local education provider from the grant program;

(h) The local education provider's commitment to provide for a local match equal to not less than twenty-five percent of the grant amount requested from the grant program;

(i) An assurance that programming offered using grant program money will lead to credit that is aligned with degree pathways at one or more state institutions of higher education; and

(j) If applicable, a description of a plan to automatically enroll a student in one or more institutions of higher education upon completion of the future educator pathways program.
(3) (a) No later than February 28, 2021, no later than September 1, 2021, and no later than September 1, 2022, the State Board shall award a grant to one or more local education providers to establish a future educator pathways program pursuant to this Article 103.

(b) The total amount of grant money awarded in each fiscal year shall not exceed the available balance in the fund of money appropriated or transferred to the fund for the applicable fiscal year, plus any unexpended and unencumbered money in the fund from the prior fiscal year.

(c) The department shall review grant applications and shall make recommendations to the State Board for the award of grants that comply with the selection criteria set forth in subsections (4) and (5) of this section. A local education provider awarded a grant may apply for a grant from the grant program in a subsequent year.

(d) The department shall distribute grant money to local education providers that were awarded grants on or before February 15, 2021, on or before September 15, 2021, and on or before September 15, 2022. A local education provider that receives a grant shall use the grant money for the purposes set forth in section 22-103-105.

(4) In recommending grant recipients and in awarding grants, the department and the State Board shall ensure that:

(a) Grants are awarded to geographically diverse local education providers and to a mix of rural, urban, and suburban local education providers;
(b) At least thirty-five percent of the total amount appropriated for the grant program in any fiscal year, less administrative expenses, is awarded to rural local education providers; except that if there is a shortage of rural local education providers that apply for the grant program, the state board may award remaining money appropriated to the grant program for the applicable fiscal year to non-rural applicants; and

(c) At least seventy percent of the total amount appropriated for the grant program in any fiscal year, less administrative expenses, is awarded to local education providers that are establishing a future educator pathways program that includes an apprenticeship, as defined in section 22-103-102 (1). If the state board is unable to award seventy percent of the grant money for apprenticeships in any fiscal year in accordance with this subsection (4)(c), the remaining grant money shall be awarded for apprenticeships in a subsequent grant cycle.

(5) In recommending grant recipients and in awarding grants, the department and the state board shall prioritize local education providers that plan to utilize open paraprofessional or assistant early childhood teacher positions to pay apprentice wages.

(6) The department may expend money annually appropriated to the fund for reasonable and necessary administrative expenses incurred in implementing this article.
PROGRAM OUTCOMES, AS DESCRIBED IN SECTION 22-103-102 (1), AND
TECHNICAL ASSISTANCE, WHICH ADMINISTRATIVE EXPENSES MUST NOT
EXCEED FIVE PERCENT OF THE ANNUAL APPROPRIATIONS OR TRANSFERS TO
THE FUND.

(7) NOTWITHSTANDING THE DATES SPECIFIED IN SUBSECTIONS (1)
AND (3) OF THIS SECTION, THE STATE BOARD MAY EXTEND THE GRANT
PROGRAM FOR A FOURTH GRANT CYCLE IF THERE IS UNENCUMBERED AND
UNEXPENDED MONEY REMAINING IN THE FUND AT THE END OF THE THIRD
GRANT PROGRAM CYCLE.

22-103-105. Grant money - authorized purposes. (1) A local
EDUCATION PROVIDER THAT IS AWARDED A GRANT PURSUANT TO THIS
ARTICLE 103 MAY USE THE GRANT MONEY FOR THE FOLLOWING PURPOSES:

(a) TO PAY THE WAGES OF AN APPRENTICE, IF NO OPEN
PARAPROFESSIONAL OR ASSISTANT EARLY CHILDHOOD TEACHER POSITIONS
ARE AVAILABLE TO FILL;

(b) TO COVER THE COSTS OF JOB TRAINING FOR AN APPRENTICE,
COSTS ASSOCIATED WITH OBTAINING NECESSARY CERTIFICATIONS OR
LICENSES, COSTS ASSOCIATED WITH A NONPROFIT PARTNER, IF APPLICABLE,
OR OTHER RELATED TRAINING COSTS;

(c) TO COVER TRANSPORTATION COSTS TO AND FROM THE
LOCATION OF THE APPRENTICESHIP;

(d) TO COVER THE ADDITIONAL COSTS OF CONCURRENT
ENROLLMENT BEYOND WHAT IS COVERED BY THE COLORADO
OPPORTUNITY FUND STIPEND PURSUANT TO PART 2 OF ARTICLE 18 OF TITLE
23, WHICH COSTS MAY INCLUDE TRANSPORTATION; OR

(e) FOR ANY OTHER PURPOSE DETERMINED BY THE STATE BOARD
THAT FURTHERS THE PURPOSES OF THE GRANT PROGRAM.
22-103-106. Future educator pathways fund - creation.

(1) The future educator pathways fund is hereby created in the state treasury. The fund consists of any money that the general assembly may appropriate or transfer to the fund.

(2) The state treasurer shall credit all interest and income derived from the deposit and investment of money in the fund to the fund.

(3) Money in the fund is continuously appropriated to the department for the purpose of this article 103.

(4) The state treasurer shall transfer all unexpended and unencumbered state money in the fund on June 30, 2025, to the general fund.

(5) On July 1, 2020, on July 1, 2021, and on July 1, 2022, the state treasurer shall transfer five hundred fifty thousand dollars from the general fund to the fund created in this section.

22-103-107. Reporting. (1) No later than December 31, 2021, and no later than December 31 of each year in which the state board awards grants, the department shall submit an annual report on the grant program to the governor and the house and senate committees on education or their successor committees. The department shall include available information regarding:

(a) The number of future educator pathways programs supported through the award of grant money to local education providers pursuant to this article 103;

(b) General information about the students who
PARTICIPATED IN THE FUTURE EDUCATOR PATHWAYS PROGRAMS,
INCLUDING NONIDENTIFYING INFORMATION REGARDING DEMOGRAPHICS
AND WHETHER PARTICIPATING STUDENTS ARE ELIGIBLE FOR FREE OR
REDUCED-PRICE LUNCH;

(c) THE NUMBER OF STUDENTS WHO GRADUATED FROM HIGH
SCHOOL AND ACHIEVED THE FOLLOWING:

(I) MATRICULATED TO HIGHER EDUCATION;

(II) RECEIVED AN EDUCATION-RELATED DEGREE OR TEACHING
CREDENTIAL IN THREE YEARS;

(III) RECEIVED AN EDUCATION-RELATED DEGREE OR TEACHING
CREDENTIAL IN FOUR YEARS; OR

(IV) RECEIVED AN EDUCATION-RELATED DEGREE OR TEACHING
CREDENTIAL IN FIVE OR SIX YEARS;

(d) COLLEGE CREDIT RECEIVED BY STUDENTS PARTICIPATING IN
THE PROGRAM; AND

(e) FUTURE EMPLOYMENT FOR STUDENTS PARTICIPATING IN THE
PROGRAM, INCLUDING WHETHER EDUCATORS WHO PARTICIPATED AS
STUDENTS IN A LOCAL EDUCATION PROVIDER'S PROGRAM WERE EMPLOYED
BY THE LOCAL EDUCATION PROVIDER.

(2) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136
(11)(a)(I) TO THE CONTRARY, THE DEPARTMENT SHALL SUBMIT A FINAL
REPORT ON THE GRANT PROGRAM TO THE GOVERNOR AND THE HOUSE AND
SENATE COMMITTEES ON EDUCATION OR THEIR SUCCESSOR COMMITTEES
CONCERNING THE OUTCOME INFORMATION REQUESTED IN SUBSECTION
(1)(c) OF THIS SECTION AS SOON AS THE INFORMATION IS AVAILABLE, BUT
NOT LATER THAN DECEMBER 31, 2029.

22-103-108. Repeal of article. This article 103 is repealed,
EFFECTIVE JULY 1, 2030.

SECTION 2. Safety clause. The general assembly hereby finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, and safety.