

**Second Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO**

**REVISED**

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

LLS NO. 24-1052.01 Michael Dohr x4347

**HOUSE BILL 24-1376**

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**A BILL FOR AN ACT**

101      **CONCERNING MEASURES TO INCREASE TEACHER MENTORSHIPS IN**  
102              **PUBLIC SCHOOLS, AND, IN CONNECTION THEREWITH, MAKING AN**  
103              **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>.)*

Under current law, the teacher mentor grant program (grant program) provides funding to partnerships between local education providers and educator preparation programs to provide training and stipends for experienced teachers who mentor teacher candidates in clinical practice.

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

SENATE  
2nd Reading Unamended  
May 4, 2024

HOUSE  
3rd Reading Unamended  
May 1, 2024

HOUSE  
Amended 2nd Reading  
April 30, 2024

The bill expands the grant program to include mentorship of novice teachers who have fewer than 3 years of teaching experience.

The bill requires the general assembly to appropriate \$500,000 dollars to the department of higher education for the grant program for the 2024-25 state fiscal year. Any appropriation remaining at the end of the 2024-25 state fiscal year may be used for the grant program in subsequent fiscal years.

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

2 **SECTION 1. Legislative declaration.** (1) The general assembly  
3 finds that:

4 (a) In 2019, the general assembly created the teacher mentor grant  
5 program to provide funding to partnering local education providers and  
6 educator preparation programs to provide training and stipends for  
7 teachers who serve as mentors for teacher candidates participating in  
8 clinical practice;

9 (b) In 2023, the department of higher education surveyed over 100  
10 mentors who participated in the program from 2021 to 2023. The survey  
11 results indicated that:

12 (I) As a result of completing the approved mentor endorsement  
13 training program, mentors reported high levels of confidence and skill  
14 across all five competency areas identified in the Colorado standards for  
15 mentor teachers and were most confident in their expertise around best  
16 practices that maximize student achievement;

17 (II) Mentors reported that their preparation encouraged them to  
18 carefully reflect on their own profession and practice while encouraging  
19 them to implement new evidence-based teaching practices; and

20 (III) Nearly all mentors reported that their preparation experience  
21 enhanced their own professional identity, encouraging them to think of  
22 themselves as teacher leaders and confirmed their commitment to and

1 satisfaction with the profession. From 2021 to 2023, a total of 177 mentor  
2 teachers participated in the program, receiving training from four  
3 educator preparation programs that serve urban and rural school districts  
4 across the state.

5 (c) In 2023 and 2024, an additional educator preparation program  
6 was included in the program and several other preparation programs are  
7 interested in seeking approval to offer the mentor endorsement training  
8 program, which will greatly expand access to high-quality mentor  
9 preparation across Colorado.

10 (2) Therefore, the general assembly declares that the demonstrated  
11 success of the teacher mentor grant program warrants continued and  
12 increased support of the grant program.

13 **SECTION 2.** In Colorado Revised Statutes, 23-78-102, **amend**  
14 (1)(d), [REDACTED] and (2); and **add** (1)(f) and (1)(g) as follows:

15 **23-78-102. Legislative declaration.** (1) The general assembly  
16 finds that:

17 (d) Research suggests that an effective teacher preparation  
18 program should include opportunities for teacher candidates to spend time  
19 in the classroom beginning in the first year of the program and continuing  
20 and increasing throughout the program, culminating in a full year of  
21 clinical practice using a classroom residency model in the final year of the  
22 program; ~~and~~

23 [REDACTED]

24 (f) EXPANDING MENTORSHIP TO NOVICE TEACHERS NOT ONLY  
25 CREATES VALUABLE PROFESSIONAL SUPPORT FOR ADDITIONAL MEMBERS  
26 OF THE EDUCATION WORKFORCE, BUT ALSO ULTIMATELY INCREASES THE  
27 NUMBER OF CAPABLE, HIGH-QUALITY TEACHERS, PROMOTES JOB

1 SATISFACTION, DECREASES TEACHER TURNOVER, OFFERS OPPORTUNITIES  
2 FOR EXPERIENCED TEACHERS TO FURTHER THEIR CAREERS, AND LIKELY  
3 IMPROVES STUDENT ACHIEVEMENT; AND

4 (g) SUFFICIENTLY EXPANDING MENTORSHIP OPPORTUNITIES FOR  
5 NOVICE TEACHERS REQUIRES A MULTI-FACETED APPROACH THAT ALSO  
6 CREATES AND BUILDS FUTURE CAPACITY FOR SCHOOL- AND  
7 DISTRICT-LEVEL SUPPORTS, INCLUDING LOCAL INDUCTION AND  
8 MENTORING.

9 (2) The general assembly finds, therefore, that it is appropriate to  
10 direct the department of education and the department of higher education  
11 to collaborate with local education providers, approved educator  
12 preparation programs, alternative teacher programs, and other interested  
13 parties to identify best practices in providing comprehensive, rigorous,  
14 and effective teacher preparation and guidelines for implementing these  
15 best practices. The general assembly further finds that it is in the best  
16 interests of the state to establish a grant program to provide funding for  
17 training and reimbursements for mentor teachers who provide guidance  
18 and oversight for teacher candidates while they participate in clinical  
19 practice OR FOR NOVICE TEACHERS.

20 **SECTION 3.** In Colorado Revised Statutes, 23-78-103, **add** (9.5)  
21 as follows:

22 **23-78-103. Definitions.** As used in this part 1, unless the context  
23 otherwise requires:

24 (9.5) "NOVICE TEACHER" MEANS A TEACHER WHO HAS FEWER  
25 THAN THREE YEARS OF TEACHING EXPERIENCE.

26 **SECTION 4.** In Colorado Revised Statutes, 23-78-105, **amend**  
27 (1), (2) introductory portion, (2)(c), (2)(d), and (5); and **repeal** (2)(e) as

1 follows:

2 **23-78-105. Teacher mentor grant program - created -**  
3 **standards - appropriation - report - rules.** (1) ~~There is created in the~~  
4 ~~department of higher education~~ The teacher mentor grant program IS  
5 CREATED IN THE DEPARTMENT OF HIGHER EDUCATION to provide money  
6 to partnering local education providers and educator preparation programs  
7 to provide training and stipends for teachers who serve as mentors for  
8 teacher candidates participating in clinical practice OR FOR NOVICE  
9 TEACHERS. Subject to available appropriations and qualifying  
10 applications, the department of higher education shall award grants  
11 beginning in the 2019-20 budget year. The department shall establish the  
12 duration of each grant as a period of up to three budget years, subject to  
13 annual review and renewal.

14 (2) A partnership consisting of at least one local education  
15 provider and at least one educator preparation program may submit an  
16 application for a grant to the department of higher education in  
17 accordance with guidelines adopted by the department. The department  
18 shall establish the application requirements ~~which~~ THAT must include a  
19 plan by which the applicant intends to sustain the teacher mentor program  
20 after the grant period ends. In selecting grant recipients, the department  
21 shall ensure, to the extent practicable, that the grant recipients include  
22 applicants of varying size from rural, urban, and suburban areas across  
23 the state. The department may award grants only to those applicants that  
24 commit to implementing a teacher mentor program that:

25 (c) Ensures that the employing local education provider ~~provides~~  
26 ALLOWS time within the mentor teacher's schedule to provide oversight  
27 and support for the teacher candidate OR NOVICE TEACHER; AND

1 (d) Pays each mentor teacher a stipend of at least two thousand  
2 dollars per school year or at least two thousand five hundred dollars per  
3 school year if the mentor teacher holds a master certificate or is  
4 national-board certified. THE DEPARTMENT OF HIGHER EDUCATION MAY  
5 PROMULGATE RULES TO CREATE A GRADUATED SCALE FOR THE STIPENDS  
6 BASED ON INFLATION, YEARS OF EXPERIENCE AS A MENTOR, NATIONAL  
7 CERTIFICATION, AND ANY OTHER RELEVANT CONSIDERATIONS AS LONG AS  
8 THE STIPEND AMOUNTS ARE AT LEAST THE AMOUNTS IDENTIFIED IN THIS  
9 SUBSECTION (2)(d). THE DEPARTMENT MAY USE ANY AVAILABLE FUNDS  
10 TO PAY FOR THE STIPENDS DESCRIBED IN THIS SUBSECTION (2)(d).

11 (e) ~~In addition to mentoring teacher candidates, provides~~  
12 ~~mentoring for newly employed teachers through an induction program for~~  
13 ~~at least two school years after employment; and~~

14 (5) (a) The general assembly shall annually appropriate money to  
15 the department of higher education to implement the teacher mentor grant  
16 program, including an amount to pay the direct administrative costs  
17 incurred in implementing the teacher mentor grant program.

18 (b) FOR THE 2024-25 STATE FISCAL YEAR, AND FOR EACH STATE  
19 FISCAL YEAR THEREAFTER, THE GENERAL ASSEMBLY SHALL APPROPRIATE  
20 ONE HUNDRED THOUSAND DOLLARS TO THE DEPARTMENT OF HIGHER  
21 EDUCATION FOR THE TEACHER MENTOR GRANT PROGRAM TO FUND DIRECT  
22 ADMINISTRATIVE COSTS INCURRED BY THE DEPARTMENT, GRANT AWARDS,  
23 AND DIRECT ADMINISTRATIVE COSTS INCURRED BY GRANT RECIPIENTS TO  
24 IMPLEMENT THE PROGRAM. THIS APPROPRIATION MUST SUPPLEMENT AND  
25 NOT SUPPLANT CURRENT FUNDING FOR THE TEACHER MENTOR GRANT  
26 PROGRAM. ANY UNEXPENDED MONEY REMAINING FROM THE  
27 APPROPRIATION IN THIS SUBSECTION (5)(b) AT THE END OF THE 2024-25

1 STATE FISCAL YEAR OR A SUBSEQUENT FISCAL YEAR:

2 (I) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER FUND;

3 AND

4 (II) MAY BE USED BY THE DEPARTMENT OF HIGHER EDUCATION  
5 SOLELY FOR THE TEACHER MENTOR GRANT PROGRAM IN SUBSEQUENT  
6 STATE FISCAL YEARS WITHOUT FURTHER APPROPRIATION.

7 **SECTION 5.** In Colorado Revised Statutes, 22-60.5-106, **amend**  
8 (3) as follows:

9 **22-60.5-106. Endorsement of license - effect - rules.** (3) The  
10 department of education shall collaborate with the department of higher  
11 education to create a mentor teacher endorsement for teachers who  
12 provide mentoring and oversight for teacher candidates OR NOVICE  
13 TEACHERS in accordance with the standards adopted by the department of  
14 higher education pursuant to section 23-78-105 (3). The state board of  
15 education by rule shall establish the criteria for the endorsement, which  
16 must, at a minimum, include successfully completing training provided  
17 by an educator preparation program, as defined in section 23-78-103, and  
18 at least one full school year of successful experience serving as a mentor  
19 teacher for a teacher candidate who is participating in clinical practice OR  
20 FOR A NOVICE TEACHER, as defined in section 23-78-103.

21 **SECTION 6.** In Colorado Revised Statutes, 22-60.5-110, **amend**  
22 (3)(b) introductory portion as follows:

23 **22-60.5-110. Renewal of licenses.** (3) (b) A professional licensee  
24 shall complete the ongoing professional development within the period  
25 of time for which the professional license is valid. The professional  
26 development may include, but need not be limited to, in-service education  
27 programs, including training in preventing, identifying, and responding

1 to child sexual abuse and assault; behavioral health training that is  
2 culturally responsive and trauma- and evidence-informed; and laws and  
3 practices relating to the education of students with disabilities in the  
4 classroom, including, but not limited to, child find and inclusive learning  
5 environments; college or university credit from an accepted institution of  
6 higher education or a community, technical, or local district college;  
7 educational travel that meets the requirements specified in subsection  
8 (3)(d) of this section; involvement in school reform; service as a mentor  
9 teacher for teacher candidates participating in clinical practice OR FOR  
10 NOVICE TEACHERS, as defined in section 23-78-103; internships; ongoing  
11 professional development training and experiences; and teacher  
12 externships pursuant to section 8-83-602.5. The state board of education,  
13 by rule, may establish minimum criteria for professional development;  
14 except that the criteria shall MUST not:

15 **SECTION 7. Appropriation.** For the 2024-25 state fiscal year,  
16 \$100,000 is appropriated to the department of higher education for use by  
17 the Colorado commission on higher education and higher education  
18 special purpose programs. This appropriation is from the general fund.  
19 To implement this act, the department may use this appropriation for  
20 growing great teachers - teacher mentor grants.

21 **SECTION 8. Safety clause.** The general assembly finds,  
22 determines, and declares that this act is necessary for the immediate  
23 preservation of the public peace, health, or safety or for appropriations for  
24 the support and maintenance of the departments of the state and state  
25 institutions.