

SENATE COMMITTEE OF REFERENCE AMENDMENT
Committee on Education.

SB19-190 be amended as follows:

1 Amend printed bill, strike everything below the enacting clause and
2 substitute:

3 "SECTION 1. In Colorado Revised Statutes, add with amended
4 and relocated provisions article 78 to title 23 as follows:

ARTICLE 78
Teacher Preparation Programs
PART 1
GENERAL PROVISIONS

23-78-101. Short title. THE SHORT TITLE OF THIS ARTICLE 78 IS THE "GROWING GREAT TEACHERS ACT".

11 **23-78-102. Legislative declaration.** (1) THE GENERAL ASSEMBLY
12 FINDS THAT:

19 (b) LOCAL EDUCATION PROVIDERS WHO HIRE TEACHERS WHO HAVE
20 NOT COMPLETED AN ADEQUATE PREPARATION, INCLUDING HIGH-QUALITY
21 CLINICAL PRACTICE, ARE LIKELY TO EXPERIENCE A HIGH TURNOVER RATE
22 BECAUSE NEW TEACHERS WHO ARE NOT WELL TRAINED LEAVE THE
23 PROFESSION IN THEIR FIRST YEAR OF TEACHING AT MORE THAN TWICE THE
24 RATE OF THOSE WHO HAVE HAD CLINICAL PRACTICE AND RIGOROUS
25 PREPARATION;

26 (c) STUDENT ACHIEVEMENT IS LIKELY TO SUFFER WHEN TEACHERS
27 ARE NOT WELL PREPARED FOR THE CHALLENGES OF THE CLASSROOM AND
28 WHEN TEACHERS DO NOT REMAIN ON THE JOB FOR MORE THAN ONE OR
29 TWO YEARS. IN ADDITION, SCHOOLS WITH HIGH TEACHER TURNOVER
30 RATES STRUGGLE TO MAKE LONG-TERM IMPROVEMENT.

31 (d) RESEARCH SUGGESTS THAT AN EFFECTIVE TEACHER
32 PREPARATION PROGRAM SHOULD INCLUDE OPPORTUNITIES FOR TEACHER
33 CANDIDATES TO SPEND TIME IN THE CLASSROOM BEGINNING IN THE FIRST
34 YEAR OF THE PROGRAM AND CONTINUING AND INCREASING THROUGHOUT
35 THE PROGRAM, CULMINATING IN A FULL YEAR OF CLINICAL PRACTICE
36 USING A CLASSROOM RESIDENCY MODEL IN THE FINAL YEAR OF THE
37 PROGRAM; AND

38 (e) TO BE EFFECTIVE, CLINICAL PRACTICE MUST BE DIRECTED AND

1 MENTORED BY AN EXPERIENCED, HIGH-QUALITY MASTER TEACHER WHO
2 DEVOTES SIGNIFICANT TIME TO WORKING WITH THE TEACHER CANDIDATE.
3 THESE MASTER TEACHERS SHOULD RECEIVE TRAINING FOR THE ROLE OF
4 MENTOR TEACHER THAT RESULTS IN A LICENSE ENDORSEMENT AS WELL AS
5 MEANINGFUL COMPENSATION FOR THE TIME SPENT WORKING WITH A
6 TEACHER CANDIDATE AND SUFFICIENT TIME WITHIN THE DAILY WORK
7 SCHEDULE TO SPEND WITH THE TEACHER CANDIDATE.

8 (2) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT IT IS
9 APPROPRIATE TO DIRECT THE DEPARTMENT OF EDUCATION AND THE
10 DEPARTMENT OF HIGHER EDUCATION TO COLLABORATE WITH LOCAL
11 EDUCATION PROVIDERS, APPROVED EDUCATOR PREPARATION PROGRAMS,
12 ALTERNATIVE TEACHER PROGRAMS, AND OTHER INTERESTED PARTIES TO
13 IDENTIFY BEST PRACTICES IN PROVIDING COMPREHENSIVE, RIGOROUS, AND
14 EFFECTIVE TEACHER PREPARATION AND GUIDELINES FOR IMPLEMENTING
15 THESE BEST PRACTICES. THE GENERAL ASSEMBLY FURTHER FINDS THAT IT
16 IS IN THE BEST INTERESTS OF THE STATE TO ESTABLISH A GRANT PROGRAM
17 TO PROVIDE FUNDING FOR TRAINING AND REIMBURSEMENTS FOR MENTOR
18 TEACHERS WHO PROVIDE GUIDANCE AND OVERSIGHT FOR TEACHER
19 CANDIDATES WHILE THEY PARTICIPATE IN CLINICAL PRACTICE.

20 **23-78-103. Definitions.** AS USED IN THIS PART 1, UNLESS THE
21 CONTEXT OTHERWISE REQUIRES:

22 (1) "ALTERNATIVE TEACHER PROGRAM" HAS THE SAME MEANING
23 AS PROVIDED IN SECTION 22-60.5-102.

24 (2) "APPROVED EDUCATOR PREPARATION PROGRAM" MEANS AN
25 EDUCATOR PREPARATION PROGRAM FOR TEACHERS THAT THE COMMISSION
26 ON HIGHER EDUCATION HAS REVIEWED PURSUANT TO SECTION 23-1-121
27 AND DETERMINED MEETS THE PERFORMANCE-BASED STANDARDS
28 ESTABLISHED BY THE COMMISSION PURSUANT TO SECTION 23-1-121 AND
29 THE REQUIREMENTS OF SECTION 23-1-108.

30 (3) "CLINICAL PRACTICE" MEANS PRACTICAL, FIELD-BASED
31 EXPERIENCE THAT A TEACHER CANDIDATE GAINS THROUGH WORKING IN
32 A CLASSROOM UNDER THE DIRECT SUPERVISION OF A MENTOR TEACHER.

33 (4) "COMMISSION" MEANS THE COLORADO COMMISSION ON
34 HIGHER EDUCATION ESTABLISHED IN SECTION 23-1-102.

35 (5) "EDUCATOR PREPARATION PROGRAM" OR "PROGRAM" MEANS
36 AN ALTERNATIVE TEACHER PROGRAM OR AN APPROVED EDUCATOR
37 PREPARATION PROGRAM.

38 (6) "INSTITUTION OF HIGHER EDUCATION" OR "INSTITUTION"
39 MEANS A PUBLIC, PRIVATE, OR PROPRIETARY POSTSECONDARY
40 INSTITUTION AUTHORIZED BY THE COMMISSION ON HIGHER EDUCATION TO
41 OFFER EDUCATOR PREPARATION PROGRAMS.

42 (7) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT
43 ORGANIZED PURSUANT TO ARTICLE 30 OF TITLE 22; A BOARD OF

1 COOPERATIVE SERVICES, CREATED PURSUANT TO ARTICLE 5 OF TITLE 22,
2 THAT OPERATES A PUBLIC SCHOOL; OR A CHARTER SCHOOL THAT IS
3 AUTHORIZED BY A SCHOOL DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5
4 OF TITLE 22 OR BY THE STATE CHARTER SCHOOL INSTITUTE PURSUANT TO
5 PART 5 OF ARTICLE 30.5 OF TITLE 22.

6 (8) "MASTER CERTIFICATE" MEANS THE CERTIFICATE ISSUED BY
7 THE DEPARTMENT OF EDUCATION PURSUANT TO SECTION 22-60.5-202 AND
8 THE IMPLEMENTING RULES OF THE STATE BOARD OF EDUCATION, WHICH
9 RECOGNIZES PROFESSIONAL TEACHER LICENSEES WHO ARE INVOLVED IN
10 ONGOING PROFESSIONAL DEVELOPMENT AND TRAINING AND WHO HAVE
11 ADVANCED COMPETENCIES OR EXPERTISE OR WHO HAVE DEMONSTRATED
12 OUTSTANDING ACHIEVEMENTS.

13 (9) "NATIONAL-BOARD CERTIFIED" MEANS THAT A TEACHER HOLDS
14 A CERTIFICATION FROM THE NATIONAL BOARD FOR PROFESSIONAL
15 TEACHING STANDARDS.

16 (10) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION
17 CREATED IN SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.

18 (11) "TEACHER CANDIDATE" MEANS A PERSON WHO IS ENROLLED
19 IN AN EDUCATOR PREPARATION PROGRAM FOR TEACHING.

20 **23-78-104. Educator preparation program - best practices -**
21 **guidelines - report.** (1) THE DEPARTMENT OF HIGHER EDUCATION AND
22 THE DEPARTMENT OF EDUCATION, IN COLLABORATION WITH THE DEANS OF
23 THE SCHOOLS OF EDUCATION IN COLORADO INSTITUTIONS OF HIGHER
24 EDUCATION, OR THEIR DESIGNEES, SHALL REVIEW RESEARCH AND
25 PRACTICES FROM OTHER STATES AND OTHER COUNTRIES TO IDENTIFY BEST
26 PRACTICES IN PROVIDING EDUCATOR PREPARATION PROGRAMS, INCLUDING
27 EFFECTIVE CURRICULA, COURSE SCOPE AND SEQUENCE, AND TIMING OF
28 AND EFFECTIVE PRACTICES IN PROVIDING CLINICAL PRACTICE. THE
29 DEPARTMENTS AND DEANS, OR THEIR DESIGNEES, SHALL WORK WITH
30 PERSONS WHO IMPLEMENT ALTERNATIVE TEACHER PROGRAMS, LOCAL
31 EDUCATION PROVIDERS, TEACHERS, AND OTHER INTERESTED PARTIES IN
32 IDENTIFYING THE BEST PRACTICES. NO LATER THAN JANUARY 1, 2020, THE
33 DEPARTMENTS SHALL JOINTLY ADOPT GUIDELINES TO ASSIST EDUCATOR
34 PREPARATION PROGRAMS IN ADOPTING AND IMPLEMENTING THE BEST
35 PRACTICES.

36 (2) THE DEPARTMENT OF HIGHER EDUCATION AND THE
37 DEPARTMENT OF EDUCATION SHALL JOINTLY PREPARE A REPORT
38 CONCERNING THE IDENTIFIED BEST PRACTICES, THE ADOPTED GUIDELINES,
39 AND REGULATORY AND LEGISLATIVE RECOMMENDATIONS TO ENSURE
40 THAT THE POLICIES AND CRITERIA FOR REVIEWING AND APPROVING
41 EDUCATOR PREPARATION PROGRAMS PURSUANT TO SECTIONS 22-2-109(5)
42 AND 23-1-121 ALIGN WITH THE IDENTIFIED BEST PRACTICES AND ARE
43 DESIGNED TO DETERMINE THE DEGREE TO WHICH EDUCATOR PREPARATION

1 PROGRAMS ARE IMPLEMENTING THE BEST PRACTICES. ON OR BEFORE
2 JANUARY 15, 2020, THE DEPARTMENTS SHALL SUBMIT THE REPORT TO THE
3 COMMISSION, THE STATE BOARD, AND THE EDUCATION COMMITTEES OF
4 THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR
5 COMMITTEES. TO THE EXTENT NECESSARY, THE COMMISSION SHALL
6 AMEND ITS GUIDELINES AND THE STATE BOARD SHALL AMEND ITS RULES
7 TO ALIGN WITH THE BEST PRACTICES.

8 (3) ON OR BEFORE MARCH 1, 2020, EACH EDUCATOR PREPARATION
9 PROGRAM SHALL SUBMIT TO THE DEPARTMENT OF HIGHER EDUCATION AND
10 THE DEPARTMENT OF EDUCATION A PLAN DEMONSTRATING HOW THE
11 EDUCATOR PREPARATION PROGRAM EXPECTS TO PHASE IN
12 IMPLEMENTATION OF THE IDENTIFIED BEST PRACTICES OVER THE
13 FOLLOWING THREE ACADEMIC YEARS.

14 **23-78-105. Teacher mentor grant program - created -**
15 **standards - report.** (1) THERE IS CREATED IN THE DEPARTMENT OF
16 HIGHER EDUCATION THE TEACHER MENTOR GRANT PROGRAM TO PROVIDE
17 MONEY TO PARTNERING LOCAL EDUCATION PROVIDERS AND EDUCATOR
18 PREPARATION PROGRAMS TO PROVIDE TRAINING AND STIPENDS FOR
19 TEACHERS WHO SERVE AS MENTORS FOR TEACHER CANDIDATES
20 PARTICIPATING IN CLINICAL PRACTICE. SUBJECT TO AVAILABLE
21 APPROPRIATIONS AND QUALIFYING APPLICATIONS, THE DEPARTMENT OF
22 HIGHER EDUCATION SHALL AWARD GRANTS BEGINNING IN THE 2019-20
23 BUDGET YEAR. THE DEPARTMENT SHALL ESTABLISH THE DURATION OF
24 EACH GRANT AS A PERIOD OF UP TO THREE BUDGET YEARS, SUBJECT TO
25 ANNUAL REVIEW AND RENEWAL.

26 (2) A PARTNERSHIP CONSISTING OF AT LEAST ONE LOCAL
27 EDUCATION PROVIDER AND AT LEAST ONE EDUCATOR PREPARATION
28 PROGRAM MAY SUBMIT AN APPLICATION FOR A GRANT TO THE
29 DEPARTMENT OF HIGHER EDUCATION IN ACCORDANCE WITH GUIDELINES
30 ADOPTED BY THE DEPARTMENT. THE DEPARTMENT SHALL ESTABLISH THE
31 APPLICATION REQUIREMENTS, WHICH MUST INCLUDE A PLAN BY WHICH
32 THE APPLICANT INTENDS TO SUSTAIN THE TEACHER MENTOR PROGRAM
33 AFTER THE GRANT PERIOD ENDS. IN SELECTING GRANT RECIPIENTS, THE
34 DEPARTMENT SHALL ENSURE, TO THE EXTENT PRACTICABLE, THAT THE
35 GRANT RECIPIENTS INCLUDE APPLICANTS OF VARYING SIZE FROM RURAL,
36 URBAN, AND SUBURBAN AREAS ACROSS THE STATE. THE DEPARTMENT
37 MAY AWARD GRANTS ONLY TO THOSE APPLICANTS THAT COMMIT TO
38 IMPLEMENTING A TEACHER MENTOR PROGRAM THAT:

39 (a) RECRUITS ONLY TEACHERS WHO HAVE AT LEAST THREE YEARS
40 OF EXPERIENCE TEACHING AND, TO THE EXTENT PRACTICABLE:

41 (I) ARE RATED EFFECTIVE OR HIGHER THROUGH A LICENSED
42 PERSONNEL PERFORMANCE EVALUATION SYSTEM PURSUANT TO ARTICLE
43 9 OF TITLE 22; AND

(II) HOLD A MASTER CERTIFICATE OR ARE NATIONAL-BOARD CERTIFIED;

(b) PROVIDES TRAINING IN MENTORING BEST PRACTICES, AS IDENTIFIED PURSUANT TO SUBSECTION (3) OF THIS SECTION, FOR ALL TEACHERS WHO ARE RECRUITED TO SERVE AS MENTOR TEACHERS;

(c) ENSURES THAT THE EMPLOYING LOCAL EDUCATION PROVIDER PROVIDES TIME WITHIN THE MENTOR TEACHER'S SCHEDULE TO PROVIDE OVERSIGHT AND SUPPORT FOR THE TEACHER CANDIDATE;

(d) PAYS EACH MENTOR TEACHER A STIPEND OF AT LEAST TWO THOUSAND DOLLARS PER SCHOOL YEAR OR AT LEAST TWO THOUSAND FIVE HUNDRED DOLLARS PER SCHOOL YEAR IF THE MENTOR TEACHER HOLDS A MASTER CERTIFICATE OR IS NATIONAL-BOARD CERTIFIED;

(e) IN ADDITION TO MENTORING TEACHER CANDIDATES, PROVIDES MENTORING FOR NEWLY EMPLOYED TEACHERS THROUGH AN INDUCTION PROGRAM FOR AT LEAST TWO SCHOOL YEARS AFTER EMPLOYMENT; AND

(f) COLLECTS AND PROVIDES TO THE DEPARTMENT OF HIGHER EDUCATION NONIDENTIFYING DATA CONCERNING TEACHER EFFECTIVENESS RATINGS, RETENTION, AND OTHER JOB-SATISFACTION AND SUCCESS MEASURES, AS DESCRIBED BY THE DEPARTMENT, FOR TEACHERS WHO RECEIVE MENTORING THROUGH THE TEACHER MENTOR PROGRAM.

(3) THE DEPARTMENT OF HIGHER EDUCATION AND THE DEPARTMENT OF EDUCATION, IN COLLABORATION, SHALL WORK WITH THE DEANS OF THE SCHOOLS OF EDUCATION IN COLORADO INSTITUTIONS OF HIGHER EDUCATION, OR THEIR DESIGNEES, PERSONS WHO IMPLEMENT ALTERNATIVE TEACHER PROGRAMS, LOCAL EDUCATION PROVIDERS, TEACHERS, AND OTHER INTERESTED PARTIES TO IDENTIFY BEST PRACTICE STANDARDS AND GUIDELINES FOR TEACHER MENTORING. THE DEPARTMENT OF HIGHER EDUCATION SHALL ADOPT THE STANDARDS AND GUIDELINES AND MAKE THEM AVAILABLE TO LOCAL EDUCATION PROVIDERS AND EDUCATOR PREPARATION PROGRAMS BY JANUARY 1, 2020, AND SHALL REVIEW AND UPDATE THE STANDARDS AS NECESSARY. A TEACHER RESIDENCY PROGRAM THAT IS OPERATING PURSUANT TO ARTICLE 60.3 OF TITLE 22, A TEACHING FELLOWSHIP PROGRAM THAT IS OPERATING PURSUANT TO PART 3 OF THIS ARTICLE 78, OR A GROW YOUR OWN EDUCATOR PROGRAM THAT IS OPERATING PURSUANT TO SECTION 22-60.5-208.5 AND THAT PROVIDES MENTORING FOR TEACHER CANDIDATES THAT MEETS THE STANDARDS ADOPTED PURSUANT TO THIS SUBSECTION (3) MAY APPLY TO RECEIVE A GRANT THROUGH THE TEACHER MENTOR GRANT PROGRAM, SUBJECT TO THE REQUIREMENTS SPECIFIED IN THIS SECTION.

(4) (a) BEGINNING IN THE 2020-21 BUDGET YEAR, THE DEPARTMENT OF HIGHER EDUCATION SHALL ANNUALLY PREPARE A REPORT CONCERNING THE IMPLEMENTATION OF THE TEACHER MENTOR GRANT

1 PROGRAM. THE REPORT MUST INCLUDE:

2 (I) THE NUMBER, AMOUNT, AND DURATION OF THE GRANTS
3 AWARDED AND THE NAMES OF EDUCATOR PREPARATION PROGRAMS AND
4 LOCAL EDUCATION PROVIDERS PARTICIPATING IN THE GRANT RECIPIENT
5 PARTNERSHIPS;

6 (II) A SUMMARY OF THE INFORMATION RECEIVED FROM GRANT
7 RECIPIENTS PURSUANT TO SUBSECTION (2)(f) OF THIS SECTION; AND

8 (III) ANY REGULATOR OR LEGISLATIVE RECOMMENDATIONS FOR
9 IMPROVING THE IMPLEMENTATION OF TEACHER MENTOR PROGRAMS
10 ACROSS THE STATE.

11 (b) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136
12 (11)(a)(I), ON OR BEFORE JANUARY 15, 2021, AND ON OR BEFORE JANUARY
13 15 EACH YEAR THEREAFTER, THE DEPARTMENT OF HIGHER EDUCATION
14 SHALL SUBMIT THE REPORT TO THE COMMISSION, THE DEPARTMENT OF
15 EDUCATION, THE STATE BOARD, AND THE EDUCATION COMMITTEES OF THE
16 HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR
17 COMMITTEES.

18 (5) THE GENERAL ASSEMBLY SHALL ANNUALLY APPROPRIATE
19 MONEY TO THE DEPARTMENT OF HIGHER EDUCATION FOR THE PURPOSES
20 OF THIS SECTION. THE DEPARTMENT MAY USE UP TO ONE PERCENT OF THE
21 AMOUNT ANNUALLY APPROPRIATED TO PAY THE DIRECT ADMINISTRATIVE
22 COSTS INCURRED IN IMPLEMENTING THE TEACHER MENTOR GRANT
23 PROGRAM.

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PART 2

COLLABORATIVE EDUCATOR PREPARATION

GRANT PROGRAM

27 **23-78-201. [Formerly 23-1-120.9 (1)] Legislative declaration.**
28 The general assembly finds that, after studying the teacher shortage issue
29 in Colorado, the department of higher education and the department of
30 education concluded that one strategy for addressing the issue is to
31 promote collaboration among educator preparation programs, alternative
32 teacher programs, school districts, boards of cooperative services, and
33 public schools to facilitate more effective preparation, placement, and
34 retention of educators. The general assembly finds, therefore, that it is
35 appropriate to create a grant program to support educator preparation
36 partnerships involving educator preparation programs, alternative teacher
37 programs, school districts, boards of cooperative services, and public
38 schools to provide targeted educator preparation initiatives that improve
39 the quality and applicability of educator preparation and the intentional
40 placement of newly trained educators with school districts and public
41 schools.

42 **23-78-202. [Formerly 23-1-120.9 (2)] Definitions.** (2) As used

1 in this section PART 2, unless the context otherwise requires:

2 (a) (1) "Board of cooperative services" means a board of
3 cooperative services created and existing pursuant to article 5 of title 22.

4 (b) (2) "Educator preparation program" means an approved
5 educator preparation program as defined in section 23-1-121 or an
6 alternative teacher program as defined in section 22-60.5-102.

7 (c) (3) "Local education provider" means a school district, board
8 of cooperative services, or public school.

9 (d) (4) "Public school" means a school that derives its support, in
10 whole or in part, from money raised by a general state or school district
11 tax and includes a school of a school district, a public school operated by
12 a board of cooperative services, and an institute charter school authorized
13 by the state charter school institute pursuant to part 5 of article 30.5 of
14 title 22.

15 (e) (5) "School district" means a school district organized and
16 existing pursuant to law but does not include a local college district.

17 **23-78-203. Collaborative educator preparation grant program**

18 - created - reporting. (1) [Formerly 23-1-120.9 (3)] There is created in
19 the department the collaborative educator preparation grant program to
20 support development and implementation of targeted educator preparation
21 initiatives by partnerships of educator preparation programs and local
22 education providers to prepare educators specifically for employment by
23 the partnering local education providers. Subject to available
24 appropriations, the department shall award grants to partnerships of local
25 education providers and educator preparation programs to fund educator
26 preparation initiatives developed as provided in subsection (4)
27 SUBSECTION (2) of this section.

28 (2) [Formerly 23-1-120.9 (4)] Beginning in August of 2018, the
29 department, working with the rural education coordinator established
30 pursuant to section 23-76-103, shall convene meetings between local
31 education providers and educator preparation programs to assist them in
32 developing joint, targeted educator preparation initiatives to submit for
33 grant funding. The department may contract with one or more other
34 entities to assist local education providers and educator preparation
35 programs in developing initiatives. An educator preparation initiative may
36 include but need not be limited to the following strategies:

37 (a) Teacher residency programs developed and operated jointly by
38 an educator preparation program and a partnering local education
39 provider;

40 (b) Programs to provide educator preparation for
41 paraprofessionals already employed by the partnering local education
42 provider or for students enrolled by or graduating from the partnering
43 local education provider;

24 (4) [Formerly 23-1-120.9 (6)] (a) Each partnership that receives
25 a grant shall submit a report to the department concerning implementation
26 of the grant initiative, which must include at a minimum:

27 (I) A description of the strategies implemented using the grant
28 money;

29 (II) The number of educator candidates and newly licensed
30 educators served; and

31 (III) An evaluation of the success of the strategies in improving
32 the quality of preparation, meeting the needs of the partnering local
33 education provider, and improving the retention of educators by the
34 partnering local education provider, to the extent such information is
35 available.

and in reducing the educator shortage in the state.

(5) [Formerly 23-1-120.9 (7)] The general assembly shall appropriate money for the 2018-19 fiscal year to implement this section. Any unexpended and unencumbered money from the appropriation made for the purposes of this section remains available for expenditure by the department for the purposes of this section in the 2019-20 fiscal year without further appropriation.

23-78-204. [Formerly 23-1-120.9 (8)] Repeal of part. This section PART 2 is repealed, effective July 1, 2021.

PART 3 TEACHING FELLOWSHIP PROGRAMS

23-78-301. [Formerly 23-3.9-201] Short title. The short title of this part 2 PART 3 is the "Rural Colorado Grow Your Own Educator Act".

23-78-302. [Formerly 23-3.9-202] Legislative declaration.

(1) The general assembly finds that:

(a) A shortage in the availability of teachers to fill teaching positions in rural local education providers is causing a significant hardship for rural local education providers;

(b) The shortage is due, in part, to the high rate of turnover of teachers entering and leaving the profession. Following graduation and initial employment, a high percentage of teachers leave the profession within five years.

(c) The shortage in some rural local education providers also arises because teachers, after teaching in the rural local education provider for a few years, choose to relocate to a more urban area or to an area with a lower cost of living;

(d) A program through which a rural local education provider and an institution of higher education enter into an agreement to provide a teaching fellowship in the rural local education provider for selected teacher candidates in their final year of an approved educator preparation program, which leads to employment by the rural local education provider upon graduation, will help to ensure that teachers are well prepared to meet the rural local education provider's needs and expectations, have met specific competencies the rural local education provider identified as being necessary, and are acclimated into the rural local education provider upon hiring. A teacher who receives this level of specific preparation for employment with a specific employer is more likely to remain in the profession and thereby help to reduce the teacher shortage.

(e) In selecting teacher candidates to participate in a teaching fellowship program, a rural local education provider and an institution of higher education should give preference to applicants who resided within the area surrounding the rural local education provider before attending

1 a higher education institution and are seeking the opportunity to return to
2 the local education provider as a teacher.

3 **23-78-303. [Formerly 23-3.9-203] Definitions.** As used in this
4 part 2 PART 3, unless the context otherwise requires:

5 (1) "Agreement" means a teaching fellowship program agreement
6 as described in section ~~23-3.9-205~~ SECTION 23-78-305.

7 (2) "Approved educator preparation program" has the same
8 meaning as provided in section 23-1-121.

9 (3) "Eligible student" means an in-state student, as defined in
10 section 23-7-102, who is enrolled in the final year of an approved
11 educator preparation program at an institution of higher education.

12 (4) "Institution of higher education" or "institution" means:

13 (a) A state institution of higher education, as defined in section
14 23-18-102;

15 (b) A local district college that offers an approved educator
16 preparation program; or

17 (c) A private college or university, as defined in section 23-2-102,
18 that is authorized pursuant to article 2 of this title 23 and offers an
19 approved educator preparation program.

20 (5) "Rural charter school" means a charter school that is
21 authorized by a rural school district pursuant to part 1 of article 30.5 of
22 title 22 or an institute charter school that is authorized by the state charter
23 school institute pursuant to part 5 of article 30.5 of title 22 and is located
24 within a rural school district.

25 (6) "Rural local education provider" means a rural school district,
26 a rural charter school, or a board of cooperative services that operates a
27 public school that is located within a rural school district.

28 (7) "Rural school district" means a school district in Colorado that
29 the department of education determines is rural, based on the geographic
30 size of the school district and the distance of the school district from the
31 nearest large, urbanized area.

32 (8) "Stipend" means a teaching fellowship stipend distributed to
33 a teaching fellow as state-based financial aid as provided in section
34 ~~23-3.9-206~~ SECTION 23-78-306.

35 (9) "Teaching fellow" means an eligible student who participates
36 in a teaching fellowship program.

37 (10) "Teaching fellowship program" or "program" means a
38 teaching fellowship program created by a rural local education provider
39 and an institution of higher education pursuant to an agreement as
40 described in section ~~23-3.9-205~~ SECTION 23-78-305.

41 **23-78-304. [Formerly 23-3.9-204] Department of education -**
42 **eligible rural local education provider - identified.** Within thirty days
43 after May 25, 2018, the department of education shall identify geographic

1 areas of the state and specific subject areas and grade levels for which
2 there are critical shortages of qualified teachers to fill elementary and
3 secondary teaching positions in public schools. The department shall post
4 a map showing the identified geographic areas and a list of the identified
5 subjects on the department website. The department shall annually review
6 the pertinent data and update the identified geographic areas and subjects
7 as appropriate.

8 **23-78-305. [Formerly 23-3.9-205] Teaching fellowship program**

9 **- agreements - requirements - report.** (1) The governing board of a
10 rural local education provider may enter into an agreement with an
11 institution of higher education to create a teaching fellowship program if
12 the rural local education provider:

13 (a) Is located within one of the geographic areas, or is seeking to
14 fill a teaching position in one of the subjects, identified by the department
15 of education pursuant to ~~section 23-3.9-204~~ SECTION 23-78-304;

16 (b) Demonstrates a serious, chronic difficulty in hiring or
17 retaining teachers; and

18 (c) Demonstrates a level of financial need that makes payment of
19 fifty percent of a teaching fellow's stipend a hardship for the rural local
20 education provider.

21 (2) At a minimum, each agreement must describe the roles and
22 expectations of the rural local education provider and the institution of
23 higher education in implementing the program, including at a minimum:

24 (a) The commitment of the rural local education provider and the
25 institution of higher education to jointly design an individualized,
26 one-year teaching fellowship for each teaching fellow who is selected,
27 which fellowship is designed to meet the needs of both the rural local
28 education provider and the teaching fellow. At a minimum, the design
29 must include:

30 (I) An evaluation at the beginning of the fellowship year of each
31 applying eligible student's strengths and areas for growth and
32 improvement, the needs of the rural local education provider, and the
33 competencies that the applying eligible student, if selected, must master
34 over the course of the fellowship year, which the rural local education
35 provider and the institution of higher education use, in part, for
36 determining whether the eligible student is well-matched with the rural
37 local education provider;

38 (II) Joint selection by the rural local education provider and the
39 institution of higher education of each teaching fellow and any criteria,
40 in addition to that identified in subsection (2)(a)(I) of this section, that
41 they apply in selecting the teaching fellows. The rural local education
42 provider and the institution may give priority to an applying eligible
43 student who resided within the area surrounding the rural local education

1 provider before attending the institution and seeks to return to the rural
2 local education provider as a teacher.

3 (III) Identification of the competencies that each teaching fellow
4 is expected to master by the completion of the fellowship year, which are
5 in addition to the teacher quality standards adopted by the state board of
6 education pursuant to section 22-2-109 and reflect the unique needs of the
7 rural local education provider;

8 (IV) Explanation of how the rural local education provider and the
9 institution of higher education will support the teaching fellow in
10 mastering the identified competencies;

11 (V) Assignment by the rural local education provider of an
12 experienced, nonprobationary teacher who has received a highly effective
13 rating through the rural local education provider's performance evaluation
14 system implemented pursuant to section 22-9-106 to act as a supervising
15 teacher for the teaching fellow; and

16 (VI) Inclusion of the teaching fellow in the range of activities
17 expected of the teachers employed by the rural local education provider,
18 including at a minimum professional development opportunities and the
19 rural local education provider's new teacher induction program;

20 (b) The commitment of the rural local education provider to
21 extend an offer of employment to each teaching fellow who successfully
22 completes the fellowship year, as determined by the rural local education
23 provider based on the teaching fellow's mastery of the competencies,
24 satisfactory completion of assigned duties, completion of graduation
25 requirements, and attainment of an initial teacher license as provided in
26 article 60.5 of title 22;

27 (c) The commitment of the institution of higher education to:

28 (I) Provide a stipend to each selected teaching fellow as provided
29 in ~~section 23-3.9-206~~ SECTION 23-78-306;

30 (II) Disburse the stipend using the standard methods for allocating
31 state-based financial aid; and

32 (III) Award to the teaching fellow course credits for the
33 fellowship and ensure the teaching fellow has the opportunity to complete
34 during the fellowship year any other course work or other requirements
35 to complete the approved educator preparation program in which the
36 teaching fellow is enrolled; and

37 (d) The acknowledgment of the rural local education provider and
38 the institution of higher education that either party may cancel the
39 agreement at any time for any reason. The agreement must specify the
40 responsibilities of each party if either cancels the agreement, including at
41 a minimum the responsibilities owed to a teaching fellow if the agreement
42 is cancelled during his or her fellowship year.

43 (3) During the one-year teaching fellowship, each teaching fellow

1 is expected to complete the approved educator preparation program in
2 which he or she is enrolled and any additional requirements for
3 completing his or her postsecondary credential. Each teaching fellow
4 must commit to at least two full school years of employment by the rural
5 local education provider following completion of the fellowship year if
6 the teaching fellow receives an offer of employment from the rural local
7 education provider for each of the two school years. A teaching fellow
8 who receives offers of employment for both school years and does not
9 complete the two full school years of employment must repay the amount
10 received as a stipend during the fellowship year.

11 (4) A rural local education provider that is located within one of
12 the geographic areas, or that is seeking to fill a teaching position in one
13 of the subjects, identified by the department of education pursuant to
14 section 23-3.9-204 SECTION 23-78-304, may enter into agreements with
15 multiple institutions of higher education. A rural local education provider
16 may enter into an agreement with an institution of higher education
17 regardless of whether the rural local education provider is located within
18 the institution's service area. A rural local education provider may seek
19 assistance from the department of higher education in identifying an
20 appropriate institution of higher education with which to enter into an
21 agreement.

22 (5) (a) The rural local education provider and institution of higher
23 education that enter into an agreement shall annually prepare a report
24 concerning the implementation of the agreement. The report, at a
25 minimum, must include:

26 (I) The number of teaching fellows participating in the program
27 and the subjects they were teaching;

28 (II) Whether the teaching fellows mastered the competencies
29 identified by the rural local education provider and the institution of
30 higher education;

31 (III) The effectiveness of the agreement and any modifications
32 necessary to improve the quality of the teaching fellowship program;

33 (IV) Whether the participating rural local education provider
34 employed the teaching fellow at the completion of the fellowship and the
35 number of years the teaching fellow remains employed with the rural
36 local education provider, to the extent the information is available; and

37 (V) If available, data concerning the performance of teaching
38 fellows after they are employed by the rural local education provider.

39 (b) A rural local education provider and an institution of higher
40 education that enter into an agreement shall annually decide whether to
41 renew the agreement for the upcoming school year and may modify the
42 agreement as appropriate.

43 (6) An institution of higher education that enters into an

1 agreement shall file the finalized agreement, notices of renewal of the
2 agreement, any modifications to the agreement, documentation of the
3 participating rural local education provider's chronic hiring difficulty and
4 financial need, and copies of the annual report with the department of
5 higher education.

6 **23-78-306. [Formerly 23-3.9-206] Teaching fellowship stipends**

7 **- amount - funding.** (1) Subject to available appropriations, up to one
8 hundred teaching fellows per year, selected as provided in subsection (2)
9 of this section, shall receive financial assistance in the form of a stipend
10 in the amount of ten thousand dollars disbursed during the fellowship
11 year. The stipend is in addition to any other financial assistance that may
12 be available to the teaching fellow. A teaching fellow may apply the
13 stipend to pay the costs of attendance during the year in which he or she
14 participates in the teaching fellowship program.

15 (2) The teaching fellowship stipends shall be paid fifty percent by
16 the department of higher education as part of the state financial assistance
17 program and fifty percent by the participating institution of higher
18 education as institutional financial assistance. An institution of higher
19 education that participates in a teaching fellowship program shall notify
20 the department of higher education of the enrollment of each student who
21 enters into a teaching fellowship program. Based on the level of chronic
22 hiring difficulty and financial need demonstrated by each participating
23 rural local education provider, the department shall annually select up to
24 one hundred students enrolled in teaching fellowship programs to receive
25 the stipend and shall forward to the institution fifty percent of the amount
26 of the stipend for each selected student. The institution shall provide the
27 remaining fifty percent of the stipend and disburse one hundred percent
28 of each stipend to the selected teaching fellows as provided in ~~section~~
29 ~~23-3.9-205 (1)(c)~~ SECTION 23-78-305 (1)(c).

30 (3) If, upon completion of a teaching fellowship program, a
31 teaching fellow does not accept an offer of employment made by the
32 participating rural local education provider, or does not complete two full
33 school years of employment as required in ~~section~~
34 ~~23-3.9-205 (3)~~ SECTION 23-78-305 (3), the teaching fellow must repay the amount received as a
35 stipend during the teaching fellowship year in accordance with terms
36 established by the participating institution of higher education, and upon
37 receipt of repayment the institution shall refund to the department of
38 higher education the amount of the stipend paid as state financial aid.

39 (4) The general assembly shall annually appropriate to the
40 department of higher education the amount required to implement the
41 teaching fellowship programs as provided in this ~~part~~
42 ~~PART~~ 3. Any
43 unexpended and unencumbered money from an appropriation made for
the purposes of this ~~part~~
~~PART~~ 3 remains available for expenditure by the

1 department for the purposes of this part 2 PART 3 in the next fiscal year
2 without further appropriation.

3 **23-78-307. [Formerly 23-3.9-207] Department of higher**
4 **education - review of agreements - report.** (1) The department of
5 higher education shall review each agreement, and any modifications to
6 the agreement, that it receives from an institution of higher education to
7 ensure that the agreement meets the minimum requirements specified in
8 ~~section 23-3.9-205~~ SECTION 23-78-305. If the department finds that an
9 agreement does not meet the requirements, it shall return the agreement
10 to the appropriate rural local education provider and institution of higher
11 education for modification.

12 (2) The department of higher education shall review the annual
13 report received concerning each teaching fellowship program and submit
14 an annual summary report to the state board of education, the Colorado
15 commission on higher education, the joint budget committee of the
16 general assembly, and the education committees of the house of
17 representatives and the senate, or any successor committees. The
18 department of higher education shall prepare and submit the summary
19 report annually, notwithstanding section 24-1-136 (11)(a)(I), as part of
20 the report required in section 23-1-121 (6). At a minimum, the summary
21 report must include:

22 (a) Data concerning implementation of the teaching fellowship
23 programs across the state, including:

24 (I) The participating rural local education providers and
25 institutions of higher education;

26 (II) The number of teaching fellows; and

27 (III) The subjects and grade levels that the fellows are teaching;
28 and

29 (b) An evaluation of the effectiveness of the teaching fellowship
30 programs in reducing the shortage of teachers in the state, based at least
31 in part on the number of teaching fellows who are employed by the
32 participating rural local education providers at the completion of the
33 fellowship, the number who remain employed through subsequent years,
34 and the level of performance of the persons who are employed as teachers
35 following completion of a teaching fellowship, to the extent the data is
36 available.

37 **SECTION 2.** In Colorado Revised Statutes, 22-60.5-106, **add** (3)
38 as follows:

39 **22-60.5-106. Endorsement of license - effect - rules.** (3) THE
40 DEPARTMENT OF EDUCATION SHALL COLLABORATE WITH THE
41 DEPARTMENT OF HIGHER EDUCATION TO CREATE A MENTOR TEACHER
42 ENDORSEMENT FOR TEACHERS WHO PROVIDE MENTORING AND OVERSIGHT
43 FOR TEACHER CANDIDATES IN ACCORDANCE WITH THE STANDARDS

1 ADOPTED BY THE DEPARTMENT OF HIGHER EDUCATION PURSUANT TO
2 SECTION 23-78-105(3). THE STATE BOARD OF EDUCATION BY RULE SHALL
3 ESTABLISH THE CRITERIA FOR THE ENDORSEMENT, WHICH MUST, AT A
4 MINIMUM, INCLUDE SUCCESSFULLY COMPLETING TRAINING PROVIDED BY
5 AN EDUCATOR PREPARATION PROGRAM, AS DEFINED IN SECTION
6 23-78-103, AND AT LEAST ONE FULL SCHOOL YEAR OF SUCCESSFUL
7 EXPERIENCE SERVING AS A MENTOR TEACHER FOR A TEACHER CANDIDATE
8 WHO IS PARTICIPATING IN CLINICAL PRACTICE, AS DEFINED IN SECTION
9 23-78-103.

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

12 **22-60.5-110. Renewal of licenses.** (3)(b) A professional licensee
13 shall complete such ongoing professional development within the period
14 of time for which such professional license is valid. Such professional
15 development may include, but need not be limited to, in-service education
16 programs, including programs concerning juvenile mental health issues
17 and the awareness and prevention of youth suicide and training in
18 preventing, identifying, and responding to child sexual abuse and assault;
19 college or university credit from an accepted institution of higher
20 education or a community, technical, or local district college; educational
21 travel that meets the requirements specified in ~~paragraph (d) of this~~
22 ~~subsection (3)~~ SUBSECTION (3)(d) OF THIS SECTION, involvement in school
23 reform; SERVICE AS A MENTOR TEACHER FOR TEACHER CANDIDATES
24 PARTICIPATING IN CLINICAL PRACTICE, AS DEFINED IN SECTION 23-78-103;
25 internships; and ongoing professional development training and
26 experiences. The state board of education, by rule, may establish
27 minimum criteria for professional development; except that such criteria
28 shall not:

29 **SECTION 4.** In Colorado Revised Statutes, 23-1-121, **amend**
30 (2)(d) as follows:

31 **23-1-121. Commission directive - approval of educator**
32 **preparation programs - review.** (2) The commission shall adopt
33 policies establishing the requirements for educator preparation programs
34 offered by institutions of higher education. The department shall work in
35 cooperation with the state board of education in developing the
36 requirements for educator preparation programs. At a minimum, the
37 requirements must ensure that each educator preparation program
38 complies with section 23-1-125, is designed on a performance-based
39 model, and includes:

40 (d) A requirement that ~~during the course of the preparation~~
41 ~~program, each teacher candidate in an initial licensure program complete~~
42 ~~a minimum of eight hundred hours~~ AT LEAST ONE FULL, CONTINUOUS
43 SCHOOL YEAR OF SUPERVISED FIELD-BASED EXPERIENCE THAT RELATES TO

1 PREDETERMINED LEARNING STANDARDS AND INCLUDES BEST PRACTICES;
2 and, DURING THE COURSE OF THE PREPARATION PROGRAM, each principal
3 and administrator candidate complete a minimum of three hundred hours,
4 and each other advanced degree or add-on endorsement candidate
5 complete AN appropriate PERIOD, OF supervised field-based experience
6 that relates to predetermined learning standards and includes best
7 practices and national norms related to the candidate's endorsement;

8 **SECTION 5. Repeal of provisions being relocated in this act.**
9 In Colorado Revised Statutes, **repeal** 23-1-120.9 and part 2 of article 3.9
10 of title 23.

11 **SECTION 6. Safety clause.** The general assembly hereby finds,
12 determines, and declares that this act is necessary for the immediate
13 preservation of the public peace, health, and safety.".

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