

Second Regular Session
Seventy-first General Assembly
STATE OF COLORADO

REENGROSSED

*This Version Includes All Amendments
Adopted in the House of Introduction*

LLS NO. 18-0486.02 Julie Pelegrin x2700

HOUSE BILL 18-1189

HOUSE SPONSORSHIP

Pettersen and Sias,

SENATE SPONSORSHIP

Hill and Todd,

House Committees

Education
Appropriations

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING PILOT PROGRAMS TO EXPAND EFFECTIVE TEACHER**
102 **RESIDENCY PROGRAMS ACROSS THE STATE, AND, IN CONNECTION**
103 **THEREWITH, MAKING AN APPROPRIATION.**

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 teacher residency expansion program (program) in the department of education (department). The goal of the program is to identify and communicate to school districts, charter schools, and boards of cooperative services that operate public schools (local education providers) the best practices, effective strategies, and

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.

HOUSE
3rd Reading Unamended
April 17, 2018

HOUSE
Amended 2nd Reading
April 16, 2018

critical components of effective teacher residency programs and thereby facilitate expansion of the effective teacher residency programs across the state.

To implement the program, the department will contract with an institution of higher education (institution) and an alternative teacher program (alternative program), each of which is currently operating an effective teacher residency program with a local education provider. The institution and alternative program will expand their respective teacher residency programs with other local education providers as pilot programs that must include specified components. The institution and alternative program will share the specified components with the department, which will share them with other local education providers, institutions, and alternative programs that are not participating in the pilot programs. After the pilot programs have operated for a year, and annually thereafter, the department will evaluate the success of the pilot programs based on specified criteria. The department will submit a report concerning the evaluation to the state board of education, the Colorado commission on higher education, the executive director of the department of higher education, the governor's office, and the education committees of the general assembly. The department will also post the report on its website.

The department will distribute to the institution and alternative program that contract with the department an amount to offset a portion of the costs of implementing the pilot program. The institution and alternative program must agree to provide matching funds equal to 100% of the amount distributed to the institution and alternative program by the department.

The program is repealed in 5 years.

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

SECTION 1. In Colorado Revised Statutes, **add** article 60.3 to title 22 as follows:

ARTICLE 60.3

Teacher Residency Expansion Program

22-60.3-101. Legislative declaration. (1) THE GENERAL ASSEMBLY FINDS THAT:

(a) A RECENT REPORT BY THE DEPARTMENT OF EDUCATION AND THE DEPARTMENT OF HIGHER EDUCATION SHOWS THAT THE NUMBER OF STUDENTS WHO ENROLL IN AND GRADUATE FROM TEACHER PREPARATION

1 PROGRAMS IN COLORADO CONTINUES TO DECLINE;

2 (b) SCHOOL DISTRICTS IN COLORADO, ESPECIALLY RURAL SCHOOL
3 DISTRICTS, ARE FACING A SERIOUS SHORTAGE IN TRAINED, LICENSED
4 TEACHERS IN THE AREAS OF MATH, SCIENCE, ENGLISH LANGUAGE ARTS,
5 SPECIAL EDUCATION, AND EARLY CHILDHOOD EDUCATION. THIS SHORTAGE
6 IS DRIVEN BOTH BY DECREASING NUMBERS OF PERSONS ENTERING THE
7 PROFESSION AND INCREASING NUMBERS OF PERSONS LEAVING THE
8 PROFESSION AFTER JUST TWO OR THREE YEARS OF TEACHING. AS A
9 RESULT, MORE SCHOOL DISTRICTS ARE HIRING TEACHERS FROM OTHER
10 STATES.

11 (c) THE GROWING SHORTAGE OF TEACHERS POTENTIALLY
12 JEOPARDIZES THE ABILITY OF EVERY STUDENT IN COLORADO TO HAVE
13 ACCESS TO A HIGH-QUALITY TEACHER WHO IS REFLECTIVE OF AND
14 RESPONSIVE TO THE NEEDS OF THE STATE'S DIVERSE STUDENT
15 POPULATIONS; AND

16 (d) BUILDING PARTNERSHIPS BETWEEN TEACHER PREPARATION
17 PROGRAMS AND LOCAL EDUCATION PROVIDERS WILL STRENGTHEN THE
18 PIPELINE OF TEACHER CANDIDATES FROM HIGH SCHOOL TO
19 POSTSECONDARY TEACHER PREPARATION TO TEACHING IN THE
20 CLASSROOM AND INCREASE THE LIKELIHOOD THAT COLORADO'S
21 GRADUATES WILL BE EMPLOYED TO TEACH COLORADO'S STUDENTS.

22 (2) THE GENERAL ASSEMBLY FURTHER FINDS THAT:

23 (a) INSTITUTIONS OF HIGHER EDUCATION, ALTERNATIVE TEACHER
24 PROGRAMS, SCHOOL DISTRICTS, AND SUPPORTING NONPROFIT
25 ORGANIZATIONS AND FOUNDATIONS HAVE COLLABORATED TO CREATE
26 EFFECTIVE TEACHER RESIDENCY PROGRAMS THAT SERVE SCHOOL
27 DISTRICTS AND PUBLIC SCHOOLS IN RURAL AND URBAN AREAS OF THE

1 STATE;

2 (b) THESE TEACHER RESIDENCY PROGRAMS ARE SPECIFICALLY
3 DESIGNED TO MEET THE NEEDS OF THE PARTICIPATING SCHOOL DISTRICTS
4 AND PUBLIC SCHOOLS AND TO ACHIEVE POSITIVE ACADEMIC OUTCOMES
5 FOR STUDENTS; AND

6 (c) EXPANDING THE DESIGN OF THESE TEACHER RESIDENCY
7 PROGRAMS TO ENABLE MORE INSTITUTIONS OF HIGHER EDUCATION,
8 ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION PROVIDERS
9 THROUGHOUT THE STATE TO IMPLEMENT THESE TEACHER RESIDENCY
10 PROGRAMS IS NECESSARY TO INCREASE THE SUPPLY OF EFFECTIVE
11 TEACHERS FOR EMPLOYMENT BY LOCAL EDUCATION PROVIDERS.

12 (3) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT, TO
13 ADDRESS THE GROWING TEACHER SHORTAGE IN COLORADO, IT IS
14 NECESSARY TO CREATE THE TEACHER RESIDENCY EXPANSION PROGRAM
15 THROUGH WHICH THE DEPARTMENT OF EDUCATION WILL REVIEW AND
16 EVALUATE TEACHER RESIDENCY PROGRAMS OPERATING ON A PILOT BASIS
17 TO IDENTIFY THE BEST PRACTICES, EFFECTIVE STRATEGIES, AND CRITICAL
18 COMPONENTS OF A TEACHER RESIDENCY PROGRAM THAT ARE
19 APPROPRIATE FOR EXPANSION BY INSTITUTIONS OF HIGHER EDUCATION,
20 ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION PROVIDERS
21 ACROSS THE STATE.

22



23 **22-60.3-102. Definitions.** AS USED IN THIS ARTICLE 60.3, UNLESS
24 THE CONTEXT OTHERWISE REQUIRES:

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

27 (2) "BOARD OF COOPERATIVE SERVICES" MEANS A REGIONAL

1 EDUCATIONAL SERVICE UNIT CREATED PURSUANT TO ARTICLE 5 OF THIS
2 TITLE 22.

3 (3) "CHARTER SCHOOL" MEANS A CHARTER SCHOOL AUTHORIZED
4 BY A SCHOOL DISTRICT AS PROVIDED IN PART 1 OF ARTICLE 30.5 OF THIS
5 TITLE 22 OR AN INSTITUTE CHARTER SCHOOL AUTHORIZED BY THE STATE
6 CHARTER SCHOOL INSTITUTE AS PROVIDED IN PART 5 OF ARTICLE 30.5 OF
7 THIS TITLE 22.

8 (4) "CULTURAL COMPETENCE" MEANS THE ABILITY TO
9 UNDERSTAND, COMMUNICATE WITH, AND EFFECTIVELY INTERACT WITH
10 PEOPLE ACROSS CULTURES, INCLUDING UNDERSTANDING ONE'S OWN
11 CULTURAL VIEWS AND DEVELOPING A POSITIVE ATTITUDE TOWARD
12 CULTURAL DIFFERENCES.

13 (5) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION
14 CREATED AND EXISTING PURSUANT TO SECTION 24-1-115.

15 (6) "INSTITUTION OF HIGHER EDUCATION" MEANS A PUBLIC,
16 PRIVATE, OR PROPRIETARY POSTSECONDARY INSTITUTION AUTHORIZED BY
17 THE COLORADO COMMISSION ON HIGHER EDUCATION TO OFFER TEACHER
18 PREPARATION PROGRAMS.

19 (7) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT,
20 BOARD OF COOPERATIVE SERVICES, OR CHARTER SCHOOL.

21 (8) "PARAPROFESSIONAL" MEANS A PERSON WHO IS TRAINED TO
22 ASSIST A LICENSED TEACHER.

23 (9) "PILOT PROGRAM" MEANS A TEACHER RESIDENCY PILOT
24 EXPANSION PROGRAM THAT IS IMPLEMENTED PURSUANT TO SECTION
25 22-60.3-104 AS A COMPONENT OF THE TEACHER RESIDENCY EXPANSION
26 PROGRAM.

27 (10) "PROGRAM" MEANS THE TEACHER RESIDENCY EXPANSION

1 PROGRAM CREATED IN SECTION 22-60.3-103.

2 (11) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION
3 CREATED IN SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.

4 (12) "TEACHER RESIDENCY PROGRAM" MEANS A TYPE OF TEACHER
5 PREPARATION PROGRAM THAT, AT A MINIMUM, INCLUDES A FULL YEAR OF
6 CLASSROOM APPRENTICESHIP THAT INTEGRATES THEORY AND PRACTICE.

7 **22-60.3-103. Teacher residency expansion program - created**

8 **- rules.** (1) THERE IS CREATED IN THE DEPARTMENT OF EDUCATION THE
9 TEACHER RESIDENCY EXPANSION PROGRAM TO IDENTIFY THE BEST
10 PRACTICES, EFFECTIVE STRATEGIES, AND CRITICAL COMPONENTS OF
11 EFFECTIVE TEACHER RESIDENCY PROGRAMS, WHICH PRACTICES,
12 STRATEGIES, AND COMPONENTS MAY BE USED BY INSTITUTIONS OF HIGHER
13 EDUCATION, ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION
14 PROVIDERS ACROSS THE STATE TO ASSIST LOCAL EDUCATION PROVIDERS
15 IN HIRING AND RETAINING WELL-TRAINED, EFFECTIVE TEACHERS. A LOCAL
16 EDUCATION PROVIDER MAY ALSO CONSIDER THE IDENTIFIED PRACTICES,
17 STRATEGIES, AND COMPONENTS IN DESIGNING AND IMPLEMENTING AN
18 EFFECTIVE TEACHER INDUCTION PROGRAM.

19 (2) THE PROGRAM IS DESIGNED TO ACCOMPLISH THE FOLLOWING
20 GOALS:

21 (a) DEVELOPING TEACHER CANDIDATES WHO ARE PREPARED TO BE
22 SUCCESSFUL IN THE CLASSROOM WHEN THEY BEGIN TEACHING, INCLUDING
23 BEING PREPARED TO IMPROVE ACADEMIC OUTCOMES FOR ALL STUDENTS
24 IN THEIR CLASSROOMS;

25 (b) SUPPORTING LOCAL EDUCATION PROVIDERS, ALTERNATIVE
26 TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION IN
27 COLLABORATING TO CREATE A SEAMLESS, HIGH-FUNCTIONING, HIGHLY

1 EFFECTIVE SYSTEM OF TEACHER PREPARATION;
2 (c) ADDRESSING BARRIERS TO EFFECTIVE TEACHER PREPARATION,
3 WHICH INCLUDE INSUFFICIENT SUPPORT FOR EFFECTIVE FIELD EXPERIENCES
4 FOR TEACHING CANDIDATES AND INSUFFICIENT SUPPORT FOR NEW
5 TEACHERS WHEN THEY TRANSITION TO THE CLASSROOM, DUE TO A LACK
6 OF COMMUNICATION, SHARING OF RESOURCES, AND COLLABORATION
7 AMONG LOCAL EDUCATION PROVIDERS, ALTERNATIVE TEACHER
8 PROGRAMS, INSTITUTIONS OF HIGHER EDUCATION, AND OTHER TEACHER
9 PREPARATION PROGRAM PROVIDERS; AND

10 (d) IDENTIFYING THE BEST PRACTICES, EFFECTIVE STRATEGIES,
11 AND CRITICAL COMPONENTS OF EFFECTIVE TEACHER RESIDENCY PROGRAM
12 MODELS THAT CAN BE USED BY LOCAL EDUCATION PROVIDERS ACROSS THE
13 STATE AND THAT MAY INFORM STATE POLICY CHANGES.

14 (3) IN IMPLEMENTING THE PROGRAM, THE DEPARTMENT SHALL
15 PROVIDE TO LOCAL EDUCATION PROVIDERS, ALTERNATIVE TEACHER
16 PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION INFORMATION
17 CONCERNING THE OUTCOMES OF THE PILOT PROGRAMS, THE
18 EFFECTIVENESS OF THE METHODS AND STRATEGIES IMPLEMENTED, AND
19 BEST PRACTICES AND CRITICAL COMPONENTS IDENTIFIED TO SUPPORT
20 EXPANSION OF TEACHER RESIDENCY PROGRAMS AND HOW THESE
21 STRATEGIES, PRACTICES, AND COMPONENTS INFORM THE DESIGN AND
22 IMPLEMENTATION OF TEACHER INDUCTION PROGRAMS. THE DEPARTMENT
23 SHALL PROVIDE THE INFORMATION USING ELECTRONIC METHODS, WHICH
24 MAY INCLUDE POSTING INFORMATION TO THE DEPARTMENT WEBSITE,
25 E-MAILING INFORMATION, HOSTING ELECTRONIC CONVERSATIONS AMONG
26 LOCAL EDUCATION PROVIDERS AND INSTITUTIONS OF HIGHER EDUCATION,
27 AND PROVIDING PROGRAMMING VIA THE INTERNET.

1 (4) THE STATE BOARD MAY PROMULGATE RULES PURSUANT TO THE
2 "STATE ADMINISTRATIVE PROCEDURE ACT", ARTICLE 4 OF TITLE 24, AS
3 NECESSARY TO IMPLEMENT THE PROGRAM.

4 **22-60.3-104. Teacher residency pilot expansion programs -**
5 **funding.** (1) BEGINNING IN THE 2018-19 SCHOOL YEAR, THE DEPARTMENT
6 SHALL CONTRACT WITH AN INSTITUTION OF HIGHER EDUCATION AND AN
7 ALTERNATIVE TEACHER PROGRAM, EACH OF WHICH OPERATES A PROVEN
8 AND SUCCESSFUL TEACHER RESIDENCY PROGRAM IN COLORADO, TO
9 OPERATE THE PILOT TEACHER RESIDENCY PROGRAMS FOR THE TEACHER
10 RESIDENCY EXPANSION PROGRAM. IN SELECTING THE INSTITUTION OF
11 HIGHER EDUCATION AND THE ALTERNATIVE TEACHER PROGRAM, THE
12 DEPARTMENT SHALL ENSURE THAT THE TEACHER RESIDENCY PROGRAMS
13 THAT THEY OPERATE HAVE DEMONSTRATED SUCCESS IN TRAINING AND
14 RETAINING EFFECTIVE TEACHERS AND RESPONSIVENESS TO STATEWIDE
15 NEEDS IN GEOGRAPHICALLY DIVERSE COMMUNITIES AND ARE OPERATING
16 IN PARTNERSHIP WITH A SCHOOL DISTRICT, CHARTER SCHOOL, OR BOARD
17 OF COOPERATIVE SERVICES THAT OPERATES A PUBLIC SCHOOL. THE
18 SELECTED INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE
19 TEACHER PROGRAM SHALL EXPAND THEIR TEACHER RESIDENCY PROGRAMS
20 ON A PILOT BASIS WITH LOCAL EDUCATION PROVIDERS, ALTERNATIVE
21 TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION, WHICH
22 EXPANSION MUST, AT A MINIMUM, INCLUDE DOCUMENTATION OF THE
23 TUITION MODEL, COURSE SCOPE, MENTORING SUPPORTS, MODELS FOR
24 PARAPROFESSIONAL DEVELOPMENT, AND MULTIPLE STAFFING MODELS.
25 THE PILOT PROGRAMS SHALL ALSO SHARE THESE COMPONENTS WITH THE
26 DEPARTMENT, WHICH SHALL SHARE THEM WITH OTHER LOCAL EDUCATION
27 PROVIDERS, ALTERNATIVE TEACHER PROGRAMS, AND INSTITUTIONS OF

1 HIGHER EDUCATION THAT ARE NOT PARTICIPATING IN THE PILOT
2 PROGRAMS.

3 (2) (a) SUBJECT TO AVAILABLE APPROPRIATIONS, BASED ON THE
4 TERMS OF THE CONTRACTS TO PROVIDE A PILOT PROGRAM PURSUANT
5 SUBSECTION (1) OF THIS SECTION, THE DEPARTMENT SHALL DISTRIBUTE TO
6 THE CONTRACTING INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE
7 TEACHER PROGRAM MONEY TO OFFSET A PORTION OF THE DIRECT COSTS
8 INCURRED IN IMPLEMENTING THE PILOT PROGRAMS.

9 (b) THE INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE
10 TEACHER PROGRAM THAT ENTER INTO CONTRACTS WITH THE DEPARTMENT
11 TO PROVIDE PILOT PROGRAMS PURSUANT TO SUBSECTION (1) OF THIS
12 SECTION SHALL, PURSUANT TO THE TERMS OF THE CONTRACT, AGREE TO
13 MATCH ONE HUNDRED PERCENT OF THE AMOUNT DISTRIBUTED TO THE
14 INSTITUTION AND ALTERNATIVE TEACHER PROGRAM BY THE DEPARTMENT
15 TO OFFSET A PORTION OF THE DIRECT COSTS INCURRED IN IMPLEMENTING
16 THE PILOT PROGRAMS. AN INSTITUTION OF HIGHER EDUCATION OR
17 ALTERNATIVE TEACHER PROGRAM THAT APPLIES TO OPERATE A PILOT
18 PROGRAM MUST PROVIDE TO THE DEPARTMENT WRITTEN DOCUMENTATION
19 DEMONSTRATING THAT, BY A SPECIFIED DATE, THE INSTITUTION OR
20 ALTERNATIVE TEACHER PROGRAM WILL HAVE AN AMOUNT SUFFICIENT IN
21 TOTAL TO MEET THE REQUIREMENTS OF THE CONTRACT. THE DEPARTMENT
22 SHALL NOT ENTER INTO A CONTRACT WITH AN INSTITUTION OF HIGHER
23 EDUCATION OR ALTERNATIVE TEACHER PROGRAM THAT FAILS TO PROVIDE
24 THE REQUIRED DOCUMENTATION.

25 (3) AFTER THE PILOT PROGRAMS DESCRIBED IN THIS SECTION HAVE
26 OPERATED FOR ONE SCHOOL YEAR, AND ANNUALLY THEREAFTER, THE
27 DEPARTMENT SHALL REVIEW THE INFORMATION COLLECTED FROM THE

1 PILOT PROGRAMS TO DETERMINE WHETHER THE PILOT PROGRAMS ARE
2 EFFECTIVE IN INCREASING RETENTION OF THE TEACHERS EMPLOYED BY
3 THE PARTICIPATING LOCAL EDUCATION PROVIDERS AND RAISING THE
4 CULTURAL COMPETENCE OF THE TEACHER RESIDENTS WHO PARTICIPATE
5 IN THE PILOT PROGRAMS. IN MEASURING THE EFFECTIVENESS OF THE PILOT
6 PROGRAMS, THE DEPARTMENT SHALL CONSIDER:

7 (a) THE DEVELOPMENTAL PROGRESS, INCLUDING LEVELS OF
8 CULTURAL COMPETENCE, OF THE TEACHER RESIDENTS PARTICIPATING IN
9 THE PILOT PROGRAM BEFORE, DURING, AND AFTER PARTICIPATION IN THE
10 PILOT PROGRAM;

11 (b) THE LEVELS OF SATISFACTION WITH THE PILOT PROGRAM
12 EXPRESSED BY THE TEACHER RESIDENTS, LOCAL EDUCATION PROVIDERS,
13 ALTERNATIVE TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER
14 EDUCATION; AND

15 (c) A COMPARISON OF THE PARTICIPATING LOCAL EDUCATION
16 PROVIDER'S TEACHER RETENTION RATE BEFORE, DURING, AND AFTER
17 PARTICIPATING IN THE PILOT PROGRAM.

18 **22-60.3-105. Reports.** (1) NOTWITHSTANDING THE PROVISIONS
19 OF SECTION 24-1-136 (11)(a)(I), BY JANUARY 15, 2020, AND BY JANUARY
20 15 EACH YEAR THEREAFTER, THE DEPARTMENT SHALL PREPARE A
21 PROGRESS REPORT ON IMPLEMENTING THE PROGRAM. AT A MINIMUM, THE
22 REPORT MUST INCLUDE:

23 (a) A SUMMARY OF THE DATA COLLECTED FROM EACH PILOT
24 PROGRAM CONCERNING THE EFFECTIVENESS OF THE PILOT PROGRAMS AS
25 DESCRIBED IN SECTION 22-60.3-104 (2);

26 (b) RECOMMENDATIONS, IF ANY, FOR LEGISLATIVE OR
27 REGULATORY CHANGES TO FACILITATE THE EFFECTIVE IMPLEMENTATION

1 OF THE PILOT PROGRAMS; AND

2 (c) RECOMMENDATIONS FOR CONTINUED FUNDING.

3 (2) THE DEPARTMENT SHALL SUBMIT THE REPORT TO THE STATE
4 BOARD, THE COLORADO COMMISSION ON HIGHER EDUCATION, THE
5 EXECUTIVE DIRECTOR OF THE DEPARTMENT OF HIGHER EDUCATION, THE
6 GOVERNOR, AND THE EDUCATION COMMITTEES OF THE HOUSE OF
7 REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR COMMITTEES.
8 THE DEPARTMENT SHALL ALSO POST THE REPORT ON THE DEPARTMENT
9 WEBSITE FOR PUBLIC ACCESS.

10 **22-60.3-106. Repeal of article.** THIS ARTICLE 60.3 IS REPEALED,
11 EFFECTIVE JULY 1, 2023.

12 **SECTION 2. Appropriation.** For the 2018-19 state fiscal year,
13 \$200,000 is appropriated to the department of education. This
14 appropriation is from the general fund. To implement this act, the
15 department may use this appropriation for the teacher residency
16 expansion program.

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