Second Regular Session Seventy-first General Assembly STATE OF COLORADO

PREAMENDED

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

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

Education Appropriations

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

HOUSE rd 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.

1 Be it enacted by the General Assembly of the State of Colorado: 2 **SECTION 1.** In Colorado Revised Statutes, add article 60.3 to 3 title 22 as follows: 4 **ARTICLE 60.3** 5 **Teacher Residency Expansion Program** 6 22-60.3-101. Legislative declaration. (1) THE GENERAL 7 ASSEMBLY FINDS THAT: 8 (a) A RECENT REPORT BY THE DEPARTMENT OF EDUCATION AND 9 THE DEPARTMENT OF HIGHER EDUCATION SHOWS THAT THE NUMBER OF 10 STUDENTS WHO ENROLL IN AND GRADUATE FROM TEACHER PREPARATION

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PROGRAMS IN COLORADO CONTINUES TO DECLI	NE;
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STATES.

- (b) SCHOOL DISTRICTS IN COLORADO, ESPECIALLY RURAL SCHOOL DISTRICTS, ARE FACING A SERIOUS SHORTAGE IN TRAINED, LICENSED TEACHERS IN THE AREAS OF MATH, SCIENCE, ENGLISH LANGUAGE ARTS, SPECIAL EDUCATION, AND EARLY CHILDHOOD EDUCATION. THIS SHORTAGE IS DRIVEN BOTH BY DECREASING NUMBERS OF PERSONS ENTERING THE PROFESSION AND INCREASING NUMBERS OF PERSONS LEAVING THE PROFESSION AFTER JUST TWO OR THREE YEARS OF TEACHING. AS A RESULT, MORE SCHOOL DISTRICTS ARE HIRING TEACHERS FROM OTHER
- 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
 - (d) BUILDING PARTNERSHIPS BETWEEN TEACHER PREPARATION PROGRAMS AND LOCAL EDUCATION PROVIDERS WILL STRENGTHEN THE PIPELINE OF TEACHER CANDIDATES FROM HIGH SCHOOL TO POSTSECONDARY TEACHER PREPARATION TO TEACHING IN THE CLASSROOM AND INCREASE THE LIKELIHOOD THAT COLORADO'S GRADUATES WILL BE EMPLOYED TO TEACH COLORADO'S STUDENTS.
 - (2) THE GENERAL ASSEMBLY FURTHER FINDS THAT:
 - (a) Institutions of Higher Education, Alternative Teacher Programs, school districts, and supporting nonprofit organizations and foundations have collaborated to create effective teacher residency programs that serve school districts and public schools in Rural and Urban Areas of the

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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

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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 $22\mathrm{OR}$ 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) "FUND" MEANS THE TEACHER RESIDENCY EXPANSION PROGRAM
16	FUND CREATED IN SECTION 22-60.3-106.
17	(7) "Institution of higher education" means a public,
18	PRIVATE, OR PROPRIETARY POSTSECONDARY INSTITUTION AUTHORIZED BY
19	THE COLORADO COMMISSION ON HIGHER EDUCATION TO OFFER TEACHER
20	PREPARATION PROGRAMS.
21	(8) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT,
22	BOARD OF COOPERATIVE SERVICES, OR CHARTER SCHOOL.
23	(9) "PARAPROFESSIONAL" MEANS A PERSON WHO IS TRAINED TO
24	ASSIST A LICENSED TEACHER.
25	(10) "PILOT PROGRAM" MEANS A TEACHER RESIDENCY PILOT
26	EXPANSION PROGRAM THAT IS IMPLEMENTED PURSUANT TO SECTION
27	22-60.3-104 AS A COMPONENT OF THE TEACHER RESIDENCY EXPANSION

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1	PROGRAM.
2	(11) "PROGRAM" MEANS THE TEACHER RESIDENCY EXPANSION
3	PROGRAM CREATED IN SECTION 22-60.3-103.
4	(12) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION
5	CREATED IN SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.
6	(13) "Teacher residency program" means a type of teacher
7	PREPARATION PROGRAM THAT, AT A MINIMUM, INCLUDES A FULL YEAR OF
8	CLASSROOM APPRENTICESHIP THAT INTEGRATES THEORY AND PRACTICE.
9	22-60.3-103. Teacher residency expansion program - created
10	- rules. (1) There is created in the department of education the
11	TEACHER RESIDENCY EXPANSION PROGRAM TO IDENTIFY THE BEST
12	PRACTICES, EFFECTIVE STRATEGIES, AND CRITICAL COMPONENTS OF
13	EFFECTIVE TEACHER RESIDENCY PROGRAMS, WHICH PRACTICES,
14	STRATEGIES, AND COMPONENTS MAY BE USED BY INSTITUTIONS OF HIGHER
15	EDUCATION, ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION
16	PROVIDERS ACROSS THE STATE TO ASSIST LOCAL EDUCATION PROVIDERS
17	IN HIRING AND RETAINING WELL-TRAINED, EFFECTIVE TEACHERS. A LOCAL
18	EDUCATION PROVIDER MAY ALSO CONSIDER THE IDENTIFIED PRACTICES,
19	STRATEGIES, AND COMPONENTS IN DESIGNING AND IMPLEMENTING AN
20	EFFECTIVE TEACHER INDUCTION PROGRAM.
21	(2) THE PROGRAM IS DESIGNED TO ACCOMPLISH THE FOLLOWING
22	GOALS:
23	(a) DEVELOPING TEACHER CANDIDATES WHO ARE PREPARED TO BE
24	SUCCESSFUL IN THE CLASSROOM WHEN THEY BEGIN TEACHING, INCLUDING
25	BEING PREPARED TO IMPROVE ACADEMIC OUTCOMES FOR ALL STUDENTS
26	IN THEIR CLASSROOMS;
27	(b) SUPPORTING LOCAL EDUCATION PROVIDERS, ALTERNATIVE

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1 TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION IN
2 COLLABORATING TO CREATE A SEAMLESS, HIGH-FUNCTIONING, HIGHLY
3 EFFECTIVE SYSTEM OF TEACHER PREPARATION;

- (c) Addressing barriers to effective teacher preparation, which include insufficient support for effective field experiences for teaching candidates and insufficient support for new teachers when they transition to the classroom, due to a lack of communication, sharing of resources, and collaboration among local education providers, alternative teacher programs, institutions of higher education, and other teacher preparation program providers; and
- (d) IDENTIFYING THE BEST PRACTICES, EFFECTIVE STRATEGIES, AND CRITICAL COMPONENTS OF EFFECTIVE TEACHER RESIDENCY PROGRAM MODELS THAT CAN BE USED BY LOCAL EDUCATION PROVIDERS ACROSS THE STATE AND THAT MAY INFORM STATE POLICY CHANGES.

(3) IN IMPLEMENTING THE PROGRAM, THE DEPARTMENT SHALL PROVIDE TO LOCAL EDUCATION PROVIDERS, ALTERNATIVE TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION INFORMATION CONCERNING THE OUTCOMES OF THE PILOT PROGRAMS, THE EFFECTIVENESS OF THE METHODS AND STRATEGIES IMPLEMENTED, AND BEST PRACTICES AND CRITICAL COMPONENTS IDENTIFIED TO SUPPORT EXPANSION OF TEACHER RESIDENCY PROGRAMS AND HOW THESE STRATEGIES, PRACTICES, AND COMPONENTS INFORM THE DESIGN AND IMPLEMENTATION OF TEACHER INDUCTION PROGRAMS. THE DEPARTMENT SHALL PROVIDE THE INFORMATION USING ELECTRONIC METHODS, WHICH MAY INCLUDE POSTING INFORMATION TO THE DEPARTMENT WEBSITE, E-MAILING INFORMATION, HOSTING ELECTRONIC CONVERSATIONS AMONG

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1	LOCAL EDUCATION PROVIDERS AND INSTITUTIONS OF HIGHER EDUCATION,
2	AND PROVIDING PROGRAMMING VIA THE INTERNET.
3	(4) THE STATE BOARD MAY PROMULGATE RULES PURSUANT TO THE
4	"STATE ADMINISTRATIVE PROCEDURE ACT", ARTICLE 4 OF TITLE 24, AS
5	NECESSARY TO IMPLEMENT THE PROGRAM.
6	22-60.3-104. Teacher residency pilot expansion programs -
7	funding. (1) BEGINNING IN THE 2018-19 SCHOOL YEAR, THE DEPARTMENT
8	SHALL CONTRACT WITH UP TO THREE INSTITUTIONS OF HIGHER EDUCATION
9	AND UP TO THREE ALTERNATIVE TEACHER PROGRAMS, EACH OF WHICH
10	<u>OPERATES A PROVEN</u> AND SUCCESSFUL TEACHER RESIDENCY PROGRAM IN
11	COLORADO, TO OPERATE THE PILOT TEACHER RESIDENCY PROGRAMS FOR
12	THE TEACHER RESIDENCY EXPANSION PROGRAM. IN SELECTING THE
13	<u>INSTITUTIONS</u> OF HIGHER EDUCATION AND THE ALTERNATIVE TEACHER
14	PROGRAMS, THE DEPARTMENT SHALL ENSURE THAT THE TEACHER
15	RESIDENCY PROGRAMS THAT THEY OPERATE HAVE DEMONSTRATED
16	SUCCESS IN TRAINING AND RETAINING EFFECTIVE TEACHERS AND
17	RESPONSIVENESS TO STATEWIDE NEEDS IN GEOGRAPHICALLY DIVERSE
18	COMMUNITIES AND ARE OPERATING IN PARTNERSHIP WITH A SCHOOL
19	DISTRICT, CHARTER SCHOOL, OR BOARD OF COOPERATIVE SERVICES THAT
20	OPERATES A PUBLIC SCHOOL. THE SELECTED <u>INSTITUTIONS</u> OF HIGHER
21	EDUCATION AND ALTERNATIVE TEACHER <u>PROGRAMS</u> SHALL EXPAND THEIR
22	TEACHER RESIDENCY PROGRAMS ON A PILOT BASIS WITH LOCAL
23	EDUCATION PROVIDERS, ALTERNATIVE TEACHER PROGRAMS, AND
24	INSTITUTIONS OF HIGHER EDUCATION, WHICH EXPANSION MUST, AT A
25	MINIMUM, INCLUDE DOCUMENTATION OF THE TUITION MODEL, COURSE
26	SCOPE, MENTORING SUPPORTS, MODELS FOR PARAPROFESSIONAL
27	DEVELOPMENT, AND MULTIPLE STAFFING MODELS. THE PILOT PROGRAMS

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SHALL ALSO SHARE THESE COMPONENTS WITH THE DEPARTMENT, WHICH SHALL SHARE THEM WITH OTHER LOCAL EDUCATION PROVIDERS, ALTERNATIVE TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION THAT ARE NOT PARTICIPATING IN THE PILOT PROGRAMS.

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- (2) (a) Subject to available appropriations, based on the terms of the contracts to provide a pilot program pursuant subsection (1) of this section, the department shall distribute to the contracting <u>institutions</u> of higher education and alternative teacher <u>programs</u> money to offset a portion of the direct costs incurred in implementing the pilot programs.
- (b) EACH INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE TEACHER PROGRAM THAT ENTERS INTO CONTRACTS WITH THE DEPARTMENT TO PROVIDE PILOT PROGRAMS PURSUANT TO SUBSECTION (1) OF THIS SECTION SHALL, PURSUANT TO THE TERMS OF THE CONTRACT, AGREE TO MATCH ONE HUNDRED PERCENT OF THE AMOUNT DISTRIBUTED TO THE INSTITUTION AND ALTERNATIVE TEACHER PROGRAM BY THE DEPARTMENT TO OFFSET A PORTION OF THE DIRECT COSTS INCURRED IN IMPLEMENTING THE PILOT PROGRAMS. AN INSTITUTION OF HIGHER EDUCATION OR ALTERNATIVE TEACHER PROGRAM THAT APPLIES TO OPERATE A PILOT PROGRAM MUST PROVIDE TO THE DEPARTMENT WRITTEN DOCUMENTATION DEMONSTRATING THAT, BY A SPECIFIED DATE, THE INSTITUTION OR ALTERNATIVE TEACHER PROGRAM WILL HAVE AN AMOUNT SUFFICIENT IN TOTAL TO MEET THE REQUIREMENTS OF THE CONTRACT. THE DEPARTMENT SHALL NOT ENTER INTO A CONTRACT WITH AN INSTITUTION OF HIGHER EDUCATION OR ALTERNATIVE TEACHER PROGRAM THAT FAILS TO PROVIDE THE REQUIRED DOCUMENTATION.
 - (3) AFTER THE PILOT PROGRAMS DESCRIBED IN THIS SECTION HAVE

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1	OPERATED FOR ONE SCHOOL YEAR, AND ANNUALLY THEREAFTER, THE
2	DEPARTMENT SHALL REVIEW THE INFORMATION COLLECTED FROM THE
3	PILOT PROGRAMS TO DETERMINE WHETHER THE PILOT PROGRAMS ARE
4	EFFECTIVE IN INCREASING RETENTION OF THE TEACHERS EMPLOYED BY
5	THE PARTICIPATING LOCAL EDUCATION PROVIDERS AND RAISING THE
6	CULTURAL COMPETENCE OF THE TEACHER RESIDENTS WHO PARTICIPATE
7	IN THE PILOT PROGRAMS. IN MEASURING THE EFFECTIVENESS OF THE PILOT
8	PROGRAMS, THE DEPARTMENT SHALL CONSIDER:
9	(a) The developmental progress, including levels of
10	CULTURAL COMPETENCE, OF THE TEACHER RESIDENTS PARTICIPATING IN
11	THE PILOT PROGRAM BEFORE, DURING, AND AFTER PARTICIPATION IN THE
12	PILOT PROGRAM;
13	(b) The levels of satisfaction with the pilot program
14	EXPRESSED BY THE TEACHER RESIDENTS, LOCAL EDUCATION PROVIDERS,
15	ALTERNATIVE TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER
16	EDUCATION; AND
17	(c) A COMPARISON OF THE PARTICIPATING LOCAL EDUCATION
18	PROVIDER'S TEACHER RETENTION RATE BEFORE, DURING, AND AFTER
19	PARTICIPATING IN THE PILOT PROGRAM.
20	22-60.3-105. Reports. (1) NOTWITHSTANDING THE PROVISIONS
21	OF SECTION 24-1-136 (11)(a)(I), BY JANUARY 15, 2020, AND BY JANUARY
22	15 EACH YEAR THEREAFTER, THE DEPARTMENT SHALL PREPARE A
23	PROGRESS REPORT ON IMPLEMENTING THE PROGRAM. AT A MINIMUM, THE
24	REPORT MUST INCLUDE:
25	(a) A SUMMARY OF THE DATA COLLECTED FROM EACH PILOT
26	PROGRAM CONCERNING THE EFFECTIVENESS OF THE PILOT PROGRAMS AS
27	DESCRIBED IN SECTION 22-60.3-104 (2);

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1	(D) RECOMMENDATIONS, IF ANY, FOR LEGISLATIVE OR
2	REGULATORY CHANGES TO FACILITATE THE EFFECTIVE IMPLEMENTATION
3	OF THE PILOT PROGRAMS; AND
4	(c) RECOMMENDATIONS FOR CONTINUED FUNDING.
5	(2) THE DEPARTMENT SHALL SUBMIT THE REPORT TO THE STATE
6	BOARD, THE COLORADO COMMISSION ON HIGHER EDUCATION, THE
7	EXECUTIVE DIRECTOR OF THE DEPARTMENT OF HIGHER EDUCATION, THE
8	GOVERNOR, AND THE EDUCATION COMMITTEES OF THE HOUSE OF
9	REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR COMMITTEES.
10	THE DEPARTMENT SHALL ALSO POST THE REPORT ON THE DEPARTMENT
11	WEBSITE FOR PUBLIC ACCESS.
12	22-60.3-106. Teacher residency expansion program fund -
13	created. (1) The teacher residency expansion program fund is
14	HEREBY CREATED IN THE STATE TREASURY. THE FUND CONSISTS OF
15	MONEY THAT THE GENERAL ASSEMBLY MAY APPROPRIATE OR TRANSFER
16	TO THE FUND. THE STATE TREASURER SHALL CREDIT ALL INTEREST AND
17	INCOME DERIVED FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE
18	FUND TO THE FUND.
19	(2) Money in the fund is continuously appropriated to the
20	DEPARTMENT FOR USE IN IMPLEMENTING THE PROGRAM.
21	(3) The state treasurer shall transfer all unexpended
22	AND UNENCUMBERED MONEY IN THE FUND ON JULY 1, 2023, TO THE
23	GENERAL FUND.
24	22-60.3-107. Repeal of article. This article 60.3 is repealed,
25	EFFECTIVE JULY 1, 2023.
26	SECTION 2. Appropriation. For the 2018-19 state fiscal year,
27	\$600,000 is appropriated to the teacher residency expansion program fund

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1	created in section 22-60.3-106, C.R.S. This appropriation is from the
2	general fund. The department of education is responsible for the
3	accounting related to this appropriation.
4	SECTION 3. Safety clause. The general assembly hereby finds
5	determines, and declares that this act is necessary for the immediate
6	preservation of the public peace, health, and safety.

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