

**First Regular Session
Seventy-second General Assembly
STATE OF COLORADO**

REREVISED

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

LLS NO. 19-0290.01 Conrad Imel x2313

SENATE BILL 19-069

SENATE SPONSORSHIP

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A BILL FOR AN ACT

101 **CONCERNING NONPUBLIC SCHOOLS' AUTHORITY TO OPERATE CERTAIN**
102 **TEACHER DEVELOPMENT PROGRAMS.**

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 existing law, school districts, charter schools, and the state charter school institute are permitted to operate induction programs for teachers, special services providers, principals, and administrators, and alternative licensure programs for teachers and principals who do not hold professional licenses. The bill clarifies that nonpublic schools may operate such programs.

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
February 28, 2019

HOUSE
Amended 2nd Reading
February 26, 2019

SENATE
3rd Reading Unamended
February 5, 2019

SENATE
2nd Reading Unamended
February 4, 2019

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

2 **SECTION 1.** In Colorado Revised Statutes, 22-60.5-102, **amend**
3 (3), (4), (7), (10), (12), (13), (14), (15), (16), (19), and (21); and **add**
4 (15.5) as follows:

5 **22-60.5-102. Definitions.** As used in this article 60.5, unless the
6 context otherwise requires:

7 (3) "Administrator" means any person who administers, directs,
8 or supervises the education instructional program, or a portion thereof, in
9 any school, ~~or~~ school district, OR NONPUBLIC SCHOOL in the state and who
10 is not the chief executive officer or an assistant chief executive officer of
11 such school.

12 (4) "Alternative teacher contract" means a contract, as described
13 in section 22-60.5-207, entered into for an alternative teacher position by
14 a holder of an alternative teacher license pursuant to section 22-60.5-201
15 (1)(a) and a school district, ~~or~~ board of cooperative services, OR
16 NONPUBLIC SCHOOL that provides, or charter school that provides or
17 participates in, a one-year or two-year alternative teacher program.

18 (7) "Approved induction program" means a program of continuing
19 professional development for initial licensees that meets the standards of
20 the state board of education and that upon completion leads to a
21 recommendation for licensure by the school district or districts, charter
22 school, ~~or~~ the institute, OR NONPUBLIC SCHOOL providing such induction
23 program.

24 (10) "Designated agency" means a school district or districts, a
25 board of cooperative services, an accepted institution of higher education,
26 a nonprofit organization, a charter school, the institute, A NONPUBLIC

1 SCHOOL, or any combination thereof, that is responsible for the
2 organization, management, and operation of an approved alternative
3 teacher program.

4 (12) "Mentor administrator" means any administrator who is
5 designated by the school district or districts, charter school, ~~or~~ the
6 institute, OR NONPUBLIC SCHOOL providing an approved induction
7 program for initial administrator licensees and who has demonstrated
8 outstanding administrative skills and school leadership and can provide
9 exemplary modeling and counseling to initial administrator licensees
10 participating in an approved induction program.

11 (13) "Mentor principal" means any principal who is designated by
12 the school district or districts, charter school, ~~or~~ the institute, OR
13 NONPUBLIC SCHOOL providing an approved induction program for initial
14 principal licensees and who has demonstrated outstanding principal skills
15 and school leadership and can provide exemplary modeling and
16 counseling to initial principal licensees participating in an approved
17 induction program.

18 (14) "Mentor special services provider" means any special
19 services provider who is designated by the school district or districts,
20 charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL providing an
21 approved induction program for initial special services licensees and who
22 has demonstrated outstanding special services provider skills and school
23 leadership and can provide exemplary modeling and counseling to initial
24 special services licensees participating in an approved induction program.

25 (15) "Mentor teacher" means:

26 (a) A teacher designated by the school district, ~~or~~ charter school,
27 OR NONPUBLIC SCHOOL employing an alternative teacher and who has

1 demonstrated outstanding teaching and school leadership and can provide
2 exemplary modeling and counseling to alternative teachers participating
3 in an alternative teacher program; or

4 (b) Any teacher who is designated by the school district or
5 districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL providing
6 an approved induction program for initial teacher licensees and who has
7 demonstrated outstanding teaching and school leadership and can provide
8 exemplary modeling and counseling to initial teacher licensees
9 participating in an approved induction program.

10 (15.5) "NONPUBLIC SCHOOL" MEANS ANY INDEPENDENT OR
11 PAROCHIAL SCHOOL THAT PROVIDES A BASIC ACADEMIC EDUCATION, AS
12 DEFINED IN SECTION 22-33-104 (2)(b). NEITHER THE STATE BOARD OF
13 EDUCATION NOR ANY LOCAL SCHOOL BOARD OF EDUCATION HAS
14 JURISDICTION OVER THE INTERNAL AFFAIRS OF ANY INDEPENDENT OR
15 PAROCHIAL SCHOOL IN COLORADO.

16 (16) "Principal" means any person who is employed as the chief
17 executive officer or an assistant chief executive officer of any school OR
18 NONPUBLIC SCHOOL in the state and who administers, directs, or
19 supervises the education instructional program in such school OR
20 NONPUBLIC SCHOOL.

21 (19) "Special services provider" means any person other than a
22 teacher, principal, or administrator who is employed by any school
23 district, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL to provide
24 professional services to students in direct support of the education
25 instructional program.

26 (21) "Teacher" means any person employed to instruct students in
27 any school OR NONPUBLIC SCHOOL in the state.

1 **SECTION 2.** In Colorado Revised Statutes, 22-60.5-108, **amend**
2 (4) as follows:

3 **22-60.5-108. Procedure - denial, suspension, annulment, or**
4 **revocation - license, certificate, endorsement, or authorization.**

5 (4) When the department of education denies, annuls, or revokes a
6 license, certificate, endorsement, or authorization because the applicant
7 or holder was convicted of felony child abuse or a felony offense
8 involving unlawful sexual behavior pursuant to section 22-60.5-107 (2.5),
9 the department shall enter into a settlement agreement with that individual
10 that prohibits the individual from ever teaching at a public or private
11 NONPUBLIC school in the United States.

12 **SECTION 3.** In Colorado Revised Statutes, 22-60.5-111, **amend**
13 (14)(a), (14)(b) introductory portion, (14)(b)(I), (14)(b)(II), (14)(c)(II),
14 and (14)(e)(I) as follows:

15 **22-60.5-111. Authorization - types - applicants' qualifications**

16 **- rules. (14) Principal authorization.** (a) The department may issue a
17 principal authorization to a person who does not hold a principal license
18 but who holds an earned baccalaureate or higher degree from an accepted
19 institution of higher education and who will be employed pursuant to the
20 provisions of section 22-60.5-305.5 by a school district, ~~or~~ charter school,
21 OR NONPUBLIC SCHOOL under an individualized alternative principal
22 program if the program is approved by the state board of education as
23 provided in this subsection (14). A school district may employ a person
24 who holds a principal authorization to perform the duties of a principal
25 or a vice-principal in a school, so long as the person who holds the
26 authorization is under the supervision of a professional principal licensee.

27 (b) To receive a principal authorization, a person, in collaboration

1 with a school district, charter school, ~~or~~ the institute, OR NONPUBLIC
2 SCHOOL, shall submit to the department of education documentation that
3 includes:

4 (I) The course work, practicums, and other educational
5 requirements, identified by the person and the collaborating school
6 district, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL that will
7 comprise the person's individualized alternative principal program and
8 that the person will complete while he or she is employed under the
9 principal authorization; and

10 (II) A letter from the collaborating school district or charter school
11 stating the school district's, ~~or~~ charter school's, OR NONPUBLIC SCHOOL'S
12 intention to employ the applicant as a principal or a vice-principal upon
13 issuance of the principal authorization; and

14 (c) At a minimum, a person's individualized alternative principal
15 program shall ensure that:

16 (II) The person receives coaching and mentoring from one or
17 more licensed principals and administrators and continuing
18 performance-based assessment of the person's skills development; EXCEPT
19 THAT, IF THE PERSON PARTICIPATES IN AN INDIVIDUALIZED ALTERNATIVE
20 PRINCIPAL PROGRAM OFFERED BY A NONPUBLIC SCHOOL, THE PERSON
21 MUST RECEIVE COACHING AND MENTORING FROM ONE OR MORE
22 PRINCIPALS AND ADMINISTRATORS WHO HAVE THREE OR MORE YEARS OF
23 EXPERIENCE IN A NONPUBLIC SCHOOL; and

24 (e) (I) A school district, ~~or~~ charter school, OR NONPUBLIC SCHOOL
25 that employs a person who holds a principal authorization may provide
26 an induction program for the person, as described in section 22-60.5-304.
27 If the person successfully completes the induction program while

1 employed under the principal authorization, the person may apply
2 completion of the induction program toward meeting the requirements for
3 a professional principal license.

4 **SECTION 4.** In Colorado Revised Statutes, **amend** 22-60.5-114
5 as follows:

6 **22-60.5-114. State board of education - waivers.**

7 (1) Notwithstanding any law to the contrary and upon application of any
8 institution of higher education, school district, board of cooperative
9 services, charter school, ~~or~~ the institute, ~~OR NONPUBLIC SCHOOL~~ the state
10 board of education is authorized to waive any requirement imposed by
11 this article 60.5 in regard to alternative teacher programs or approved
12 induction programs. Such waiver may be granted only upon a majority
13 vote of the members of the state board of education and upon a sufficient
14 showing that such waiver is necessary to allow innovative programs
15 intended to improve the quality of such educators. The state board of
16 education shall promulgate rules regarding such procedures and criteria
17 necessary for the implementation of this section.

18 (2) Notwithstanding the provisions of subsection (1) of this
19 section, the state board of education may grant a waiver of the induction
20 program requirement upon a two-thirds majority vote of the board
21 members and upon a sufficient showing that implementation of an
22 induction program would cause extreme hardship to the school district,
23 charter school, ~~or~~ the institute, ~~OR NONPUBLIC SCHOOL~~. An application for
24 waiver of the induction program requirement shall include a plan for the
25 support, assistance, and training of initially licensed educators.

26 (3) Upon application by a school district, ~~NONPUBLIC SCHOOL~~, or
27 board of cooperative services, the state board may grant a waiver of the

1 requirement that a person applying for an initial license demonstrate
2 professional competencies. Such a waiver may be granted only by a
3 two-thirds majority vote of the board members following a demonstration
4 that:

5 (a) The license applicant is employed by the school district,
6 NONPUBLIC SCHOOL, or board of cooperative services under an
7 authorization issued pursuant to section 22-60.5-111;

8 (b) Enforcement of the requirement would cause extreme hardship
9 to the school district, NONPUBLIC SCHOOL, or board of cooperative
10 services or to the license applicant; and

11 (c) The skill level of the license applicant is comparable to the
12 skill level of an applicant who has successfully demonstrated professional
13 competencies. The school district, NONPUBLIC SCHOOL, or board of
14 cooperative services shall provide documentary evidence of the skill level
15 of the license applicant.

16 **SECTION 5.** In Colorado Revised Statutes, 22-60.5-115, **amend**
17 (2)(e) as follows:

18 **22-60.5-115. Rules.** (2) The state board of education shall
19 promulgate rules as necessary to implement sections 22-60.5-201 (1)(a)
20 and 22-60.5-205. The rules must include, but need not be limited to, the
21 following:

22 (e) Procedures and criteria for performance evaluations of
23 alternative teachers which shall be in accordance with section 22-9-106.
24 However, the state board may provide for such performance evaluations
25 by mentor teachers. NOTWITHSTANDING ANY OTHER PROVISION OF THIS
26 ARTICLE 60.5, A NONPUBLIC SCHOOL IS NOT REQUIRED TO CONDUCT
27 PERFORMANCE EVALUATIONS OF ANY TEACHER IN ACCORDANCE WITH

1 SECTION 22-9-106; EXCEPT THAT THE STATE BOARD MAY REQUIRE A
2 NONPUBLIC SCHOOL TO PERIODICALLY EVALUATE A PERSON
3 PARTICIPATING IN AN INDUCTION PROGRAM OR ALTERNATIVE
4 PREPARATION PROGRAM PURSUANT TO THIS ARTICLE 60.5 TO ENSURE THAT
5 THE PERSON MEETS OR EXCEEDS THE QUALITY STANDARDS ESTABLISHED
6 BY THE STATE BOARD FOR THAT PERSON'S PROFESSION.

7 **SECTION 6.** In Colorado Revised Statutes, 22-60.5-201, **amend**
8 (1)(a)(IV), (1)(a)(V), (1)(b)(III)(A), and (1)(c)(I)(B) as follows:

9 **22-60.5-201. Types of teacher licenses issued - term - definition**
10 **- rules.** (1) The department is designated as the sole agency authorized
11 to issue the following teacher licenses to persons of good moral character:

12 (a) **Alternative teacher license.** (IV) An alternative teacher
13 license is valid in any school district, ~~or~~ charter school, OR NONPUBLIC
14 SCHOOL and entitles the holder to work exclusively as an alternative
15 teacher pursuant to the terms of an alternative teacher contract. A holder
16 of an alternative teacher license is the teacher of record.

17 (V) For applicants enrolled in a one-year alternative teacher
18 program, the alternative teacher license issued pursuant to this subsection
19 (1)(a) is valid for a period of one year after the date of issuance and may
20 be renewed for only one additional year, but only upon written evidence
21 that the employing school district, board of cooperative services, ~~or~~
22 charter school, OR NONPUBLIC SCHOOL anticipates extending the
23 alternative teacher's contract for one additional year pursuant to section
24 22-60.5-207 (2). For applicants enrolled in a two-year alternative teacher
25 program, the alternative teacher license issued pursuant to this subsection
26 (1)(a) is valid for a period of two years after the date of issuance.

27 (b) **Initial teacher license.** (III) (A) An initial teacher license is

1 valid in any school districts OR NONPUBLIC SCHOOLS that provide, or
2 charter schools that provide or participate in, an approved induction
3 program for teachers or have obtained a waiver of the approved induction
4 program requirement pursuant to section 22-60.5-114 (2). Except as
5 otherwise provided in subsection (1)(b)(III)(B) of this section, any initial
6 license issued pursuant to this subsection (1)(b) is valid for a period of
7 three years after the date of issuance and is renewable only once for an
8 additional period of three years.

9 (c) **Professional teacher license.** (I) Except as otherwise
10 provided in subsections (1)(c)(II), (1)(c)(II.5), and (1)(c)(II.7) of this
11 section, the department of education may, in its discretion, issue a
12 professional teacher license to any applicant who:

13 (B) Has completed an approved induction program and has been
14 recommended for licensure by the school districts, charter school, ~~or~~ the
15 institute, OR NONPUBLIC SCHOOL that provided such induction program;
16 except that the applicant need not complete an approved induction
17 program as an initial teacher licensee if the applicant previously
18 completed an induction program while teaching under an adjunct
19 instructor authorization, an emergency authorization, or an interim
20 authorization or if the school district or charter school in which the
21 applicant is employed has obtained a waiver of the induction program
22 requirement pursuant to section 22-60.5-114 (2). If the applicant is
23 employed by a school district, ~~or~~ charter school, OR NONPUBLIC SCHOOL
24 that has obtained a waiver of the induction program requirement, the
25 applicant shall demonstrate completion of any requirements specified in
26 the school district's, ~~or~~ charter school's, OR NONPUBLIC SCHOOL'S plan for
27 support, assistance, and training of initially licensed educators.

1 **SECTION 7.** In Colorado Revised Statutes, 22-60.5-204, **amend**
2 (1) and (2) as follows:

3 **22-60.5-204. Approved induction program - initial teacher**
4 **licensee.** (1) Any approved induction program of a school district or
5 districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL for initial
6 teacher licensees may include, but is not limited to, supervision by mentor
7 teachers; ongoing professional development and training, including
8 ethics; and performance evaluations. Such school district or districts,
9 charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL may enter into
10 agreements with accepted institutions of higher education in regard to the
11 organization, management, and operation of an approved induction
12 program, or any portion thereof. The school district's or districts'
13 performance evaluations must be conducted in accordance with section
14 22-9-106; however, the state board of education may provide by rule for
15 performance evaluations by mentor teachers.

16 (2) The approved induction program of any individual initial
17 teacher licensee may be extended if deemed necessary by the school
18 district or districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL
19 providing such program; however, such program shall not exceed a
20 maximum of three years.

21 **SECTION 8.** In Colorado Revised Statutes, 22-60.5-207, **add** (3)
22 as follows:

23 **22-60.5-207. Alternative teacher contracts.** (3) THE PROVISIONS
24 OF THIS SECTION DO NOT APPLY TO ALTERNATIVE TEACHER CONTRACTS
25 ENTERED INTO BY NONPUBLIC SCHOOLS.

26 **SECTION 9.** In Colorado Revised Statutes, 22-60.5-210, **amend**
27 (1)(a)(II) and (1)(b)(I)(B) as follows:

1 **22-60.5-210. Types of special services licenses issued - term -**

2 **definition.** (1) The department of education is designated as the sole
3 agency authorized to issue the following types of special services licenses
4 to persons of good moral character:

5 (a) **Initial special services license.** (II) An initial special services
6 license shall be valid in any school districts OR NONPUBLIC SCHOOLS that
7 provide, or charter schools that provide or participate in, an approved
8 induction program for special services providers or have obtained a
9 waiver of the approved induction program requirement pursuant to
10 section 22-60.5-114 (2). Any initial special services license issued
11 pursuant to this subsection (1)(a) ~~shall be~~ IS valid for a period of three
12 years after the date of issuance and is renewable only once for an
13 additional period of three years; except that, if an initial special services
14 licensee is unable to complete an induction program for reasons other
15 than incompetence, the state board of education may renew the licensee's
16 initial special services license for one or more additional three-year
17 periods upon the initial licensee's showing of good cause for inability to
18 complete an approved induction program.

19 (b) **Professional special services license.** (I) Except as otherwise
20 provided in subsection (1)(b)(I.5) of this section, the department of
21 education may, in its discretion, issue a professional special services
22 license to any applicant who:

23 (B) Has completed an approved induction program for special
24 services providers and has been recommended for licensure by the school
25 district, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL that
26 provided such induction program; except that the applicant need not
27 complete an approved induction program as an initial special services

1 licensee if the applicant previously completed an induction program while
2 employed under an emergency authorization or a temporary educator
3 eligibility authorization or if the school district or charter school in which
4 the applicant is employed has obtained a waiver of the induction program
5 requirement pursuant to section 22-60.5-114 (2). If the applicant is
6 employed by a school district, charter school, NONPUBLIC SCHOOL, or the
7 institute that has obtained a waiver of the induction program requirement,
8 the applicant shall demonstrate completion of any requirements specified
9 in the school district's, ~~or~~ charter school's, OR NONPUBLIC SCHOOL'S plan
10 for support, assistance, and training of initially licensed educators.

11 **SECTION 10.** In Colorado Revised Statutes, 22-60.5-213,
12 **amend** (1) and (2) as follows:

13 **22-60.5-213. Approved induction programs - initial special**
14 **services licensees.** (1) Any approved induction program of a school
15 district or districts, ~~or~~ charter school, OR NONPUBLIC SCHOOL for initial
16 special services licensees may include, but shall not be limited to,
17 supervision by mentor special services providers; ongoing professional
18 development and training, including ethics; and performance evaluations.
19 Such school district or districts, charter schools, ~~or~~ the institute, OR
20 NONPUBLIC SCHOOLS may enter into agreements with accepted institutions
21 of higher education in regard to the organization, management, and
22 operation of an approved induction program, or any portion thereof. The
23 school district's or districts' performance evaluations must be conducted
24 in accordance with section 22-9-106; however, the state board of
25 education may provide by rule for performance evaluations by mentor
26 special services providers.

27 (2) The approved induction program of any initial special services

1 licensee may be extended if deemed necessary by the school district or
2 districts, ~~or~~ charter school, OR NONPUBLIC SCHOOL providing such
3 program; however, such program shall not be extended so that such
4 program exceeds three years.

5 **SECTION 11.** In Colorado Revised Statutes, 22-60.5-301,
6 **amend** (1)(a)(I)(C), (1)(a)(II), and (1)(b)(I)(C) as follows:

7 **22-60.5-301. Types of principal licenses issued - term.** (1) The
8 department of education is designated as the sole agency authorized to
9 issue the following principal licenses to persons of good moral character:

10 (a) **Initial principal license.** (I) The department of education, in
11 its discretion, may issue an initial principal license to any applicant who:

12 (C) Has completed three or more years of successful experience
13 working with students as a licensed or certificated professional in a public
14 or nonpublic elementary or secondary school in this state or another state
15 OR HAS THREE OR MORE YEARS OF EXPERIENCE WORKING WITH STUDENTS
16 AS A PROFESSIONAL IN A NONPUBLIC SCHOOL;

17 (II) An initial principal license is valid in any school districts OR
18 NONPUBLIC SCHOOLS that provide, or charter schools that provide or
19 participate in, an approved induction program for principals or have
20 obtained a waiver of the approved induction program requirement
21 pursuant to section 22-60.5-114 (2). Any initial principal license issued
22 pursuant to this subsection (1)(a) is valid for a period of three years after
23 the date of issuance and is renewable only once for an additional period
24 of three years; except that, if an initial principal licensee is unable to
25 complete an induction program for reasons other than incompetence, the
26 state board of education may renew the licensee's initial principal license
27 for one or more additional three-year periods upon the initial licensee's

1 showing of good cause for inability to complete an approved induction
2 program.

3 (b) **Professional principal license.** (I) Except as otherwise
4 provided in subsection (1)(b)(I.5) of this section, the department of
5 education may, in its discretion, issue a professional principal license to
6 any applicant who:

7 (C) Has completed an approved induction program for principals
8 and has been recommended for licensure by the school districts, charter
9 school, ~~or~~ the institute, OR NONPUBLIC SCHOOL that provided such
10 induction program; except that the applicant need not complete an
11 approved induction program as an initial principal licensee if the
12 applicant previously completed an induction program while employed
13 under an emergency authorization or a principal authorization or if the
14 school district or charter school in which the applicant is employed has
15 obtained a waiver of the induction program requirement pursuant to
16 section 22-60.5-114 (2). If the applicant is employed by a school district,
17 ~~or~~ charter school, OR NONPUBLIC SCHOOL that has obtained a waiver of the
18 induction program requirement, the applicant shall demonstrate
19 completion of any requirements specified in the school district's, charter
20 school's, ~~or~~ the institute's, OR NONPUBLIC SCHOOL'S plan for support,
21 assistance, and training of initially licensed educators.

22 **SECTION 12.** In Colorado Revised Statutes, 22-60.5-304,
23 **amend** (1) and (2) as follows:

24 **22-60.5-304. Approved induction programs - initial principal**
25 **licensees.** (1) Any approved induction program of a school district or
26 districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL for initial
27 principal licensees may include, but is not limited to, supervision by

1 mentor principals; ongoing professional development and training,
2 including ethics; and performance evaluations. Such school district or
3 districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL may enter
4 into agreements with accepted institutions of higher education in regard
5 to the organization, management, and operation of an approved induction
6 program, or any portion thereof. The school district's or districts'
7 performance evaluations must be conducted in accordance with section
8 22-9-106; however, the state board of education may provide by rule for
9 performance evaluations by mentor principals.

10 (2) The approved induction program of any individual initial
11 principal licensee may be extended if deemed necessary by the school
12 district or districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL
13 providing such program; however, such program shall not exceed a
14 maximum of three years.

15 **SECTION 13.** In Colorado Revised Statutes, 22-60.5-305.5,
16 **amend** (2), (3) introductory portion, and (4) as follows:

17 **22-60.5-305.5. Alternative principal preparation program -**
18 **legislative declaration.** (2) A school district or charter school may
19 employ as a principal or a vice-principal a person who holds a principal
20 authorization issued pursuant to section 22-60.5-111 (14). A person who
21 is employed by a school district under a principal authorization may
22 perform the duties of a principal or a vice-principal in a school so long as
23 the person is under the supervision of a professional principal licensee.
24 A PERSON WHO HOLDS A PRINCIPAL AUTHORIZATION ISSUED PURSUANT TO
25 SECTION 22-60.5-111 (14) MAY PARTICIPATE IN AN INDIVIDUALIZED
26 ALTERNATIVE PRINCIPAL PROGRAM OFFERED BY A NONPUBLIC SCHOOL.
27 The school district, charter school, NONPUBLIC SCHOOL, or the institute

1 shall collaborate with the person in designing an individualized
2 alternative principal program, which the person shall complete while
3 employed under the authorization. The school district, charter school,
4 NONPUBLIC SCHOOL, or the institute may work with a governmental,
5 nonprofit, or for-profit entity in designing and implementing the
6 individualized alternative principal program. The individualized
7 alternative principal program is subject to approval by the state board of
8 education as provided in section 22-60.5-111 (14) and in accordance with
9 rules adopted by the state board of education.

10 (3) In designing an individualized alternative principal program,
11 the school district, ~~or~~ charter school, OR NONPUBLIC SCHOOL shall, at a
12 minimum, ensure that:

13 (4) In designing an individualized alternative principal program,
14 the school district, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL
15 shall assess the needs of the school to which the person employed under
16 the principal authorization would be assigned and ensure that the person
17 receives training that will equip the person to meet the specific needs of
18 the school and the community in which it is located.

19 **SECTION 14.** In Colorado Revised Statutes, 22-60.5-306,
20 **amend** (1)(a)(II) and (1)(b)(I)(C) as follows:

21 **22-60.5-306. Types of administrator licenses issued - term.**

22 (1) The department of education is designated as the sole agency
23 authorized to issue the following types of administrator licenses to
24 persons of good moral character:

25 (a) **Initial administrator license.** (II) An initial administrator
26 license shall be valid in any school districts OR NONPUBLIC SCHOOLS that
27 provide, or charter schools that provide or participate in, an approved

1 induction program for administrators or have obtained a waiver of the
2 approved induction program requirement pursuant to section 22-60.5-114
3 (2). Any initial administrator license issued pursuant to this subsection
4 (1)(a) shall be valid for a period of three years after the date of issuance
5 and is renewable only once for an additional period of three years; except
6 that, if an initial administrator licensee is unable to complete an induction
7 program for reasons other than incompetence, the state board of education
8 may renew the licensee's initial administrator license for one or more
9 additional three-year periods upon the initial licensee's showing of good
10 cause for inability to complete an approved induction program.

11 (b) **Professional administrator license.** (I) Except as otherwise
12 provided in subsection (1)(b)(I.5) of this section, the department of
13 education may, in its discretion, issue a professional administrator license
14 to any applicant who:

15 (C) Has completed an approved induction program for
16 administrators and has been recommended for licensure by the school
17 districts, charter schools, ~~or~~ the institute, OR NONPUBLIC SCHOOL that
18 provided such induction program; except that the applicant need not
19 complete an approved induction program as an initial administrator
20 licensee if the applicant previously completed an induction program while
21 employed under an emergency authorization or a temporary educator
22 eligibility authorization or if the school district or charter school in which
23 the applicant is employed has obtained a waiver of the induction program
24 requirement pursuant to section 22-60.5-114 (2). If the applicant is
25 employed by a NONPUBLIC SCHOOL, OR BY A school district, a charter
26 school, or the institute that has obtained a waiver of the induction
27 program requirement, the applicant shall demonstrate completion of any

1 requirements specified in the school district's OR NONPUBLIC SCHOOL'S
2 plan for support, assistance, and training of initially licensed educators.

3 **SECTION 15.** In Colorado Revised Statutes, 22-60.5-309,
4 **amend** (1) and (2) as follows:

5 **22-60.5-309. Approved induction programs - initial**
6 **administrator licensees.** (1) Any approved induction program of a
7 school district or districts, charter school, ~~or~~ the institute, OR NONPUBLIC
8 SCHOOL for initial administrator licensees may include, but shall not be
9 limited to, supervision by mentor administrators; ongoing professional
10 development and training, including ethics; and performance evaluations.
11 Such school district or districts, charter school, ~~or~~ the institute, OR
12 NONPUBLIC SCHOOL may enter into agreements with accepted institutions
13 of higher education in regard to the organization, management, and
14 operation of an approved induction program, or any portion thereof. The
15 school district's or districts' performance evaluations must be conducted
16 in accordance with section 22-9-106; however, the state board of
17 education may provide by rule for performance evaluations by mentor
18 administrators.

19 (2) The approved induction program of any individual initial
20 administrator licensee may be extended if deemed necessary by the school
21 district or districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL
22 providing such program; however, such program shall not exceed a
23 maximum of three years.

24 **SECTION 16. Act subject to petition - effective date.** This act
25 takes effect at 12:01 a.m. on the day following the expiration of the
26 ninety-day period after final adjournment of the general assembly (August
27 2, 2019, if adjournment sine die is on May 3, 2019); except that, if a

1 referendum petition is filed pursuant to section 1 (3) of article V of the
2 state constitution against this act or an item, section, or part of this act
3 within such period, then the act, item, section, or part will not take effect
4 unless approved by the people at the general election to be held in
5 November 2020 and, in such case, will take effect on the date of the
6 official declaration of the vote thereon by the governor.