

CHAPTER 37

EDUCATION - PUBLIC SCHOOLS

SENATE BILL 19-069

BY SENATOR(S) Lundeen, Bridges, Cooke, Coram, Crowder, Fields, Gardner, Hill, Hisey, Holbert, Lee, Marble, Priola, Rankin, Scott, Smallwood, Sonnenberg, Tate, Todd, Winter, Woodward, Zenzinger, Garcia;
also REPRESENTATIVE(S) Wilson and Buentello, Buckner, Exum, Gray, McCluskie, Michaelson Jenet, Mullica, Ransom, Titone, Becker.

AN ACT**CONCERNING NONPUBLIC SCHOOLS' AUTHORITY TO OPERATE CERTAIN TEACHER DEVELOPMENT PROGRAMS.**

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

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

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

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

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

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

Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.

providing such induction program.

(10) "Designated agency" means a school district or districts, a board of cooperative services, an accepted institution of higher education, a nonprofit organization, a charter school, the institute, A NONPUBLIC SCHOOL, or any combination thereof, that is responsible for the organization, management, and operation of an approved alternative teacher program.

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

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

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

(15) "Mentor teacher" means:

(a) A teacher designated by the school district, ~~or~~ charter school, OR NONPUBLIC SCHOOL employing an alternative teacher and who has demonstrated outstanding teaching and school leadership and can provide exemplary modeling and counseling to alternative teachers participating in an alternative teacher program; or

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

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

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

in such school OR NONPUBLIC SCHOOL.

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

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

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

22-60.5-108. Procedure - denial, suspension, annulment, or revocation - license, certificate, endorsement, or authorization. (4) When the department of education denies, annuls, or revokes a license, certificate, endorsement, or authorization because the applicant or holder was convicted of felony child abuse or a felony offense involving unlawful sexual behavior pursuant to section 22-60.5-107 (2.5), the department shall enter into a settlement agreement with that individual that prohibits the individual from ever teaching at a public or ~~private~~ NONPUBLIC school in the United States.

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

22-60.5-111. Authorization - types - applicants' qualifications - rules. (14) **Principal authorization.** (a) The department may issue a principal authorization to a person who does not hold a principal license but who holds an earned baccalaureate or higher degree from an accepted institution of higher education and who will be employed pursuant to the provisions of section 22-60.5-305.5 by a school district, ~~or~~ charter school, OR NONPUBLIC SCHOOL under an individualized alternative principal program if the program is approved by the state board of education as provided in this subsection (14). A school district may employ a person who holds a principal authorization to perform the duties of a principal or a vice-principal in a school, so long as the person who holds the authorization is under the supervision of a professional principal licensee.

(b) To receive a principal authorization, a person, in collaboration with a school district, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL, shall submit to the department of education documentation that includes:

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

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

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

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

(e) (I) A school district, ~~or~~ charter school, OR NONPUBLIC SCHOOL that employs a person who holds a principal authorization may provide an induction program for the person, as described in section 22-60.5-304. If the person successfully completes the induction program while employed under the principal authorization, the person may apply completion of the induction program toward meeting the requirements for a professional principal license.

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

22-60.5-114. State board of education - waivers. (1) Notwithstanding any law to the contrary and upon application of any institution of higher education, school district, board of cooperative services, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL the state board of education is authorized to waive any requirement imposed by this article 60.5 in regard to alternative teacher programs or approved induction programs. Such waiver may be granted only upon a majority vote of the members of the state board of education and upon a sufficient showing that such waiver is necessary to allow innovative programs intended to improve the quality of such educators. The state board of education shall promulgate rules regarding such procedures and criteria necessary for the implementation of this section.

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

(3) Upon application by a school district, NONPUBLIC SCHOOL, or board of cooperative services, the state board may grant a waiver of the requirement that a person applying for an initial license demonstrate professional competencies. Such a waiver may be granted only by a two-thirds majority vote of the board members following a demonstration that:

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

(b) Enforcement of the requirement would cause extreme hardship to the school district, NONPUBLIC SCHOOL, or board of cooperative services or to the license

applicant; and

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

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

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

(e) Procedures and criteria for performance evaluations of alternative teachers which shall be in accordance with section 22-9-106. However, the state board may provide for such performance evaluations by mentor teachers. NOTWITHSTANDING ANY OTHER PROVISION OF THIS ARTICLE 60.5, A NONPUBLIC SCHOOL IS NOT REQUIRED TO CONDUCT PERFORMANCE EVALUATIONS OF ANY TEACHER IN ACCORDANCE WITH SECTION 22-9-106; EXCEPT THAT THE STATE BOARD MAY REQUIRE A NONPUBLIC SCHOOL TO PERIODICALLY EVALUATE A PERSON PARTICIPATING IN AN INDUCTION PROGRAM OR ALTERNATIVE PREPARATION PROGRAM PURSUANT TO THIS ARTICLE 60.5 TO ENSURE THAT THE PERSON MEETS OR EXCEEDS THE QUALITY STANDARDS ESTABLISHED BY THE STATE BOARD FOR THAT PERSON'S PROFESSION.

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

22-60.5-201. Types of teacher licenses issued - term - definition - rules.

(1) The department is designated as the sole agency authorized to issue the following teacher licenses to persons of good moral character:

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

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

(b) **Initial teacher license.** (III) (A) An initial teacher license is valid in any school districts OR NONPUBLIC SCHOOLS that provide, or charter schools that provide or participate in, an approved induction program for teachers or have obtained a

waiver of the approved induction program requirement pursuant to section 22-60.5-114 (2). Except as otherwise provided in subsection (1)(b)(III)(B) of this section, any initial license issued pursuant to this subsection (1)(b) is valid for a period of three years after the date of issuance and is renewable only once for an additional period of three years.

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

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

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

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

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

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

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

SECTION 9. In Colorado Revised Statutes, 22-60.5-210, **amend** (1)(a)(II) and

(1)(b)(I)(B) as follows:

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

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

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

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

(B) Has completed an approved induction program for special services providers and has been recommended for licensure by the school district, charter school, or the institute, OR NONPUBLIC SCHOOL that provided such induction program; except that the applicant need not complete an approved induction program as an initial special services licensee if the applicant previously completed an induction program while employed under an emergency authorization or a temporary educator eligibility authorization or if the school district or charter school in which the applicant is employed has obtained a waiver of the induction program requirement pursuant to section 22-60.5-114 (2). If the applicant is employed by a school district, charter school, NONPUBLIC SCHOOL, or the institute that has obtained a waiver of the induction program requirement, the applicant shall demonstrate completion of any requirements specified in the school district's, or charter school's, OR NONPUBLIC SCHOOL'S plan for support, assistance, and training of initially licensed educators.

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

22-60.5-213. Approved induction programs - initial special services licensees.

(1) Any approved induction program of a school district or districts, or charter school, OR NONPUBLIC SCHOOL for initial special services licensees may include, but shall not be limited to, supervision by mentor special services providers; ongoing professional development and training, including ethics; and performance evaluations. Such school district or districts, charter schools, or the institute, OR NONPUBLIC SCHOOLS may enter into agreements with accepted institutions of higher education in regard to the organization, management, and operation of an approved induction program, or any portion thereof. The school district's or districts' performance evaluations must be conducted in accordance with section 22-9-106;

however, the state board of education may provide by rule for performance evaluations by mentor special services providers.

(2) The approved induction program of any initial special services licensee may be extended if deemed necessary by the school district or districts, ~~or~~ charter school, ~~OR~~ NONPUBLIC SCHOOL providing such program; however, such program shall not be extended so that such program exceeds three years.

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

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

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

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

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

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

(C) Has completed an approved induction program for principals and has been recommended for licensure by the school districts, charter school, ~~or~~ the institute, ~~OR~~ NONPUBLIC SCHOOL that provided such induction program; except that the applicant need not complete an approved induction program as an initial principal licensee if the applicant previously completed an induction program while employed under an emergency authorization or a principal authorization or if the school district or charter school in which the applicant is employed has obtained a waiver of the induction program requirement pursuant to section 22-60.5-114 (2). If the applicant is employed by a school district, ~~or~~ charter school, ~~OR~~ NONPUBLIC SCHOOL that has obtained a waiver of the induction program requirement, the applicant shall demonstrate completion of any requirements specified in the school district's,

charter school's, ~~or~~ the institute's, OR NONPUBLIC SCHOOL'S plan for support, assistance, and training of initially licensed educators.

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

22-60.5-304. Approved induction programs - initial principal licensees.

(1) Any approved induction program of a school district or districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL for initial principal licensees may include, but is not limited to, supervision by mentor principals; ongoing professional development and training, including ethics; and performance evaluations. Such school district or districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL may enter into agreements with accepted institutions of higher education in regard to the organization, management, and operation of an approved induction program, or any portion thereof. The school district's or districts' performance evaluations must be conducted in accordance with section 22-9-106; however, the state board of education may provide by rule for performance evaluations by mentor principals.

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

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

22-60.5-305.5. Alternative principal preparation program - legislative declaration. (2) A school district or charter school may employ as a principal or a vice-principal a person who holds a principal authorization issued pursuant to section 22-60.5-111 (14). A person who is employed by a school district under a principal authorization may perform the duties of a principal or a vice-principal in a school so long as the person is under the supervision of a professional principal licensee. A PERSON WHO HOLDS A PRINCIPAL AUTHORIZATION ISSUED PURSUANT TO SECTION 22-60.5-111 (14) MAY PARTICIPATE IN AN INDIVIDUALIZED ALTERNATIVE PRINCIPAL PROGRAM OFFERED BY A NONPUBLIC SCHOOL. The school district, charter school, NONPUBLIC SCHOOL, or the institute shall collaborate with the person in designing an individualized alternative principal program, which the person shall complete while employed under the authorization. The school district, charter school, NONPUBLIC SCHOOL, or the institute may work with a governmental, nonprofit, or for-profit entity in designing and implementing the individualized alternative principal program. The individualized alternative principal program is subject to approval by the state board of education as provided in section 22-60.5-111 (14) and in accordance with rules adopted by the state board of education.

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

(4) In designing an individualized alternative principal program, the school district, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL shall assess the needs of the school to which the person employed under the principal authorization would

be assigned and ensure that the person receives training that will equip the person to meet the specific needs of the school and the community in which it is located.

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

22-60.5-306. Types of administrator licenses issued - term. (1) The department of education is designated as the sole agency authorized to issue the following types of administrator licenses to persons of good moral character:

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

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

(C) Has completed an approved induction program for administrators and has been recommended for licensure by the school districts, charter schools, ~~or~~ the institute, OR NONPUBLIC SCHOOL that provided such induction program; except that the applicant need not complete an approved induction program as an initial administrator licensee if the applicant previously completed an induction program while employed under an emergency authorization or a temporary educator eligibility authorization or if the school district or charter school in which the applicant is employed has obtained a waiver of the induction program requirement pursuant to section 22-60.5-114 (2). If the applicant is employed by a NONPUBLIC SCHOOL, OR BY A school district, a charter school, or the institute that has obtained a waiver of the induction program requirement, the applicant shall demonstrate completion of any requirements specified in the school district's OR NONPUBLIC SCHOOL's plan for support, assistance, and training of initially licensed educators.

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

22-60.5-309. Approved induction programs - initial administrator licensees. (1) Any approved induction program of a school district or districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL for initial administrator licensees may include, but shall not be limited to, supervision by mentor administrators; ongoing professional development and training, including ethics; and performance evaluations. Such school district or districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL may enter into agreements with accepted institutions of higher

education in regard to the organization, management, and operation of an approved induction program, or any portion thereof. The school district's or districts' performance evaluations must be conducted in accordance with section 22-9-106; however, the state board of education may provide by rule for performance evaluations by mentor administrators.

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

SECTION 16. Act subject to petition - effective date. This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly (August 2, 2019, if adjournment sine die is on May 3, 2019); except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect unless approved by the people at the general election to be held in November 2020 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.

Approved: March 18, 2019