

**HB18-1002: Leadership Professional Development for
School Principals**

Sponsored by:
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Background:

The state of Colorado faces a teacher shortage, particularly in early childhood education and in areas such as mathematics, science, and special education. In response, the legislature passed HB17-1003, requiring the Departments of Higher Education (DHE) and Education (DOE) to put forth relevant policy recommendations to address this topic.

In December, 2017, the Departments submitted their study alongside a myriad of policy recommendations. The study's findings revealed that, nationally, 21% of teachers leaving the profession voluntarily other than for retirement cited dissatisfaction with the school leadership as their primary reason. Additionally, a TLCC study conducted by DOE revealed that nearly half of Colorado teachers leaving their current school were unsatisfied the school leadership. Finally, numerous studies illustrate that the quality of a school's leadership is strongly correlated to overall teacher retention.

As a result, the Departments called for improved professional development initiatives for school principals so they might be able to foster a positive school climate and culture and thereby increase teacher retention and reduce the state's teacher shortage.

HB19-1002:

- Creates a three year school leadership pilot program within DOE to provide professional development to a cohort of school principals from across the state.
- Requires DOE to design a process for identifying high-quality school principals who shall implement a professional development curriculum to enhance the leadership and professional skills of the selected cohort of principles. DOE may contract with a nonprofit entity to assist with the development and implementation of this program.
- Requires the State Board of Education (SBE) to select the school principals who shall receive the professional development from the high-quality school principals; the Board is required to take into account the likelihood that a principal's participation in the program will increase teacher retention, school climate, and student academic outcomes.
- Requires SBE to provides grants to the schools of both the high-quality principles and cohort of principals participating.
- Outlines the parameters of two studies to be reported to the House and Senate Education Committees. The first study shall be completed by March of 2020 outline the design of the program, while the second shall report on its overall effectiveness and be submitted by January, 2022.

Fiscal Impact:

- **\$288,053 for FY 2019-20**, including \$100K for the program evaluation and 1 FTE for DOE; **\$768,249 for both FY2020-21 and FY2021-22**, including \$500K each year for grants to schools of participating principles, \$150K each year for consulting support to facilitate targeted professional development content and leadership training, and ~\$100K for 1.1 FTE within DOE.

Conclusion:

HB19-1002 represents the latest effort by Colorado lawmakers to implement the state's blueprint to reducing Colorado's teacher shortage. This program will provide preliminary analysis on the efficacy of providing professional leadership and development training to Colorado principals, a concept supported by strong academic and statistical research. Because it is a pilot program, lawmakers on the House and Senate Education Committees will have ample opportunity to review the pilot's results and accordingly make a decision for how to move forward following the pilot's conclusion.