

SB190\_L.001

SENATE COMMITTEE OF REFERENCE AMENDMENT

Committee on Education.

SB19-190 be amended as follows:

1 Amend printed bill, strike everything below the enacting clause and  
2 substitute:

3 **"SECTION 1.** In Colorado Revised Statutes, **add with amended**  
4 **and relocated provisions** article 78 to title 23 as follows:

5 **ARTICLE 78**

6 **Teacher Preparation Programs**

7 **PART 1**

8 **GENERAL PROVISIONS**

9 **23-78-101. Short title.** THE SHORT TITLE OF THIS ARTICLE 78 IS  
10 THE "GROWING GREAT TEACHERS ACT".

11 **23-78-102. Legislative declaration.** (1) THE GENERAL ASSEMBLY  
12 FINDS THAT:

13 (a) HIGH-QUALITY TEACHING IS THE LINCHPIN FOR EFFECTIVE,  
14 HIGH-QUALITY EDUCATION IN THE SCHOOLS OF THE STATE. TO BE AN  
15 EXCELLENT, EFFECTIVE EDUCATOR, AN INDIVIDUAL MUST RECEIVE  
16 COMPREHENSIVE, RIGOROUS, AND EFFECTIVE TRAINING IN THE ART AND  
17 SCIENCE OF TEACHING AND IN THE SKILLS AND SUBJECTS THAT THE  
18 INDIVIDUAL WILL TEACH.

19 (b) LOCAL EDUCATION PROVIDERS WHO HIRE TEACHERS WHO HAVE  
20 NOT COMPLETED AN ADEQUATE PREPARATION, INCLUDING HIGH-QUALITY  
21 CLINICAL PRACTICE, ARE LIKELY TO EXPERIENCE A HIGH TURNOVER RATE  
22 BECAUSE NEW TEACHERS WHO ARE NOT WELL TRAINED LEAVE THE  
23 PROFESSION IN THEIR FIRST YEAR OF TEACHING AT MORE THAN TWICE THE  
24 RATE OF THOSE WHO HAVE HAD CLINICAL PRACTICE AND RIGOROUS  
25 PREPARATION;

26 (c) STUDENT ACHIEVEMENT IS LIKELY TO SUFFER WHEN TEACHERS  
27 ARE NOT WELL PREPARED FOR THE CHALLENGES OF THE CLASSROOM AND  
28 WHEN TEACHERS DO NOT REMAIN ON THE JOB FOR MORE THAN ONE OR  
29 TWO YEARS. IN ADDITION, SCHOOLS WITH HIGH TEACHER TURNOVER  
30 RATES STRUGGLE TO MAKE LONG-TERM IMPROVEMENT.

31 (d) RESEARCH SUGGESTS THAT AN EFFECTIVE TEACHER  
32 PREPARATION PROGRAM SHOULD INCLUDE OPPORTUNITIES FOR TEACHER  
33 CANDIDATES TO SPEND TIME IN THE CLASSROOM BEGINNING IN THE FIRST  
34 YEAR OF THE PROGRAM AND CONTINUING AND INCREASING THROUGHOUT  
35 THE PROGRAM, CULMINATING IN A FULL YEAR OF CLINICAL PRACTICE  
36 USING A CLASSROOM RESIDENCY MODEL IN THE FINAL YEAR OF THE  
37 PROGRAM; AND

38 (e) TO BE EFFECTIVE, CLINICAL PRACTICE MUST BE DIRECTED AND

1 MENTORED BY AN EXPERIENCED, HIGH-QUALITY MASTER TEACHER WHO  
2 DEVOTES SIGNIFICANT TIME TO WORKING WITH THE TEACHER CANDIDATE.  
3 THESE MASTER TEACHERS SHOULD RECEIVE TRAINING FOR THE ROLE OF  
4 MENTOR TEACHER THAT RESULTS IN A LICENSE ENDORSEMENT AS WELL AS  
5 MEANINGFUL COMPENSATION FOR THE TIME SPENT WORKING WITH A  
6 TEACHER CANDIDATE AND SUFFICIENT TIME WITHIN THE DAILY WORK  
7 SCHEDULE TO SPEND WITH THE TEACHER CANDIDATE.

8 (2) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT IT IS  
9 APPROPRIATE TO DIRECT THE DEPARTMENT OF EDUCATION AND THE  
10 DEPARTMENT OF HIGHER EDUCATION TO COLLABORATE WITH LOCAL  
11 EDUCATION PROVIDERS, APPROVED EDUCATOR PREPARATION PROGRAMS,  
12 ALTERNATIVE TEACHER PROGRAMS, AND OTHER INTERESTED PARTIES TO  
13 IDENTIFY BEST PRACTICES IN PROVIDING COMPREHENSIVE, RIGOROUS, AND  
14 EFFECTIVE TEACHER PREPARATION AND GUIDELINES FOR IMPLEMENTING  
15 THESE BEST PRACTICES. THE GENERAL ASSEMBLY FURTHER FINDS THAT IT  
16 IS IN THE BEST INTERESTS OF THE STATE TO ESTABLISH A GRANT PROGRAM  
17 TO PROVIDE FUNDING FOR TRAINING AND REIMBURSEMENTS FOR MENTOR  
18 TEACHERS WHO PROVIDE GUIDANCE AND OVERSIGHT FOR TEACHER  
19 CANDIDATES WHILE THEY PARTICIPATE IN CLINICAL PRACTICE.

20 **23-78-103. Definitions.** AS USED IN THIS PART 1, UNLESS THE  
21 CONTEXT OTHERWISE REQUIRES:

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

24 (2) "APPROVED EDUCATOR PREPARATION PROGRAM" MEANS AN  
25 EDUCATOR PREPARATION PROGRAM FOR TEACHERS THAT THE COMMISSION  
26 ON HIGHER EDUCATION HAS REVIEWED PURSUANT TO SECTION 23-1-121  
27 AND DETERMINED MEETS THE PERFORMANCE-BASED STANDARDS  
28 ESTABLISHED BY THE COMMISSION PURSUANT TO SECTION 23-1-121 AND  
29 THE REQUIREMENTS OF SECTION 23-1-108.

30 (3) "CLINICAL PRACTICE" MEANS PRACTICAL, FIELD-BASED  
31 EXPERIENCE THAT A TEACHER CANDIDATE GAINS THROUGH WORKING IN  
32 A CLASSROOM UNDER THE DIRECT SUPERVISION OF A MENTOR TEACHER.

33 (4) "COMMISSION" MEANS THE COLORADO COMMISSION ON  
34 HIGHER EDUCATION ESTABLISHED IN SECTION 23-1-102.

35 (5) "EDUCATOR PREPARATION PROGRAM" OR "PROGRAM" MEANS  
36 AN ALTERNATIVE TEACHER PROGRAM OR AN APPROVED EDUCATOR  
37 PREPARATION PROGRAM.

38 (6) "INSTITUTION OF HIGHER EDUCATION" OR "INSTITUTION"  
39 MEANS A PUBLIC, PRIVATE, OR PROPRIETARY POSTSECONDARY  
40 INSTITUTION AUTHORIZED BY THE COMMISSION ON HIGHER EDUCATION TO  
41 OFFER EDUCATOR PREPARATION PROGRAMS.

42 (7) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT  
43 ORGANIZED PURSUANT TO ARTICLE 30 OF TITLE 22; A BOARD OF

1 COOPERATIVE SERVICES, CREATED PURSUANT TO ARTICLE 5 OF TITLE 22,  
2 THAT OPERATES A PUBLIC SCHOOL; OR A CHARTER SCHOOL THAT IS  
3 AUTHORIZED BY A SCHOOL DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5  
4 OF TITLE 22 OR BY THE STATE CHARTER SCHOOL INSTITUTE PURSUANT TO  
5 PART 5 OF ARTICLE 30.5 OF TITLE 22.

6 (8) "MASTER CERTIFICATE" MEANS THE CERTIFICATE ISSUED BY  
7 THE DEPARTMENT OF EDUCATION PURSUANT TO SECTION 22-60.5-202 AND  
8 THE IMPLEMENTING RULES OF THE STATE BOARD OF EDUCATION, WHICH  
9 RECOGNIZES PROFESSIONAL TEACHER LICENSEES WHO ARE INVOLVED IN  
10 ONGOING PROFESSIONAL DEVELOPMENT AND TRAINING AND WHO HAVE  
11 ADVANCED COMPETENCIES OR EXPERTISE OR WHO HAVE DEMONSTRATED  
12 OUTSTANDING ACHIEVEMENTS.

13 (9) "NATIONAL-BOARD CERTIFIED" MEANS THAT A TEACHER HOLDS  
14 A CERTIFICATION FROM THE NATIONAL BOARD FOR PROFESSIONAL  
15 TEACHING STANDARDS.

16 (10) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION  
17 CREATED IN SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.

18 (11) "TEACHER CANDIDATE" MEANS A PERSON WHO IS ENROLLED  
19 IN AN EDUCATOR PREPARATION PROGRAM FOR TEACHING.

20 **23-78-104. Educator preparation program - best practices -**  
21 **guidelines - report.** (1) THE DEPARTMENT OF HIGHER EDUCATION AND  
22 THE DEPARTMENT OF EDUCATION, IN COLLABORATION WITH THE DEANS OF  
23 THE SCHOOLS OF EDUCATION IN COLORADO INSTITUTIONS OF HIGHER  
24 EDUCATION, OR THEIR DESIGNEES, SHALL REVIEW RESEARCH AND  
25 PRACTICES FROM OTHER STATES AND OTHER COUNTRIES TO IDENTIFY BEST  
26 PRACTICES IN PROVIDING EDUCATOR PREPARATION PROGRAMS, INCLUDING  
27 EFFECTIVE CURRICULA, COURSE SCOPE AND SEQUENCE, AND TIMING OF  
28 AND EFFECTIVE PRACTICES IN PROVIDING CLINICAL PRACTICE. THE  
29 DEPARTMENTS AND DEANS, OR THEIR DESIGNEES, SHALL WORK WITH  
30 PERSONS WHO IMPLEMENT ALTERNATIVE TEACHER PROGRAMS, LOCAL  
31 EDUCATION PROVIDERS, TEACHERS, AND OTHER INTERESTED PARTIES IN  
32 IDENTIFYING THE BEST PRACTICES. NO LATER THAN JANUARY 1, 2020, THE  
33 DEPARTMENTS SHALL JOINTLY ADOPT GUIDELINES TO ASSIST EDUCATOR  
34 PREPARATION PROGRAMS IN ADOPTING AND IMPLEMENTING THE BEST  
35 PRACTICES.

36 (2) THE DEPARTMENT OF HIGHER EDUCATION AND THE  
37 DEPARTMENT OF EDUCATION SHALL JOINTLY PREPARE A REPORT  
38 CONCERNING THE IDENTIFIED BEST PRACTICES, THE ADOPTED GUIDELINES,  
39 AND REGULATORY AND LEGISLATIVE RECOMMENDATIONS TO ENSURE  
40 THAT THE POLICIES AND CRITERIA FOR REVIEWING AND APPROVING  
41 EDUCATOR PREPARATION PROGRAMS PURSUANT TO SECTIONS 22-2-109 (5)  
42 AND 23-1-121 ALIGN WITH THE IDENTIFIED BEST PRACTICES AND ARE  
43 DESIGNED TO DETERMINE THE DEGREE TO WHICH EDUCATOR PREPARATION

1 PROGRAMS ARE IMPLEMENTING THE BEST PRACTICES. ON OR BEFORE  
2 JANUARY 15, 2020, THE DEPARTMENTS SHALL SUBMIT THE REPORT TO THE  
3 COMMISSION, THE STATE BOARD, AND THE EDUCATION COMMITTEES OF  
4 THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR  
5 COMMITTEES. TO THE EXTENT NECESSARY, THE COMMISSION SHALL  
6 AMEND ITS GUIDELINES AND THE STATE BOARD SHALL AMEND ITS RULES  
7 TO ALIGN WITH THE BEST PRACTICES.

8 (3) ON OR BEFORE MARCH 1, 2020, EACH EDUCATOR PREPARATION  
9 PROGRAM SHALL SUBMIT TO THE DEPARTMENT OF HIGHER EDUCATION AND  
10 THE DEPARTMENT OF EDUCATION A PLAN DEMONSTRATING HOW THE  
11 EDUCATOR PREPARATION PROGRAM EXPECTS TO PHASE IN  
12 IMPLEMENTATION OF THE IDENTIFIED BEST PRACTICES OVER THE  
13 FOLLOWING THREE ACADEMIC YEARS.

14 **23-78-105. Teacher mentor grant program - created -**  
15 **standards - report.** (1) THERE IS CREATED IN THE DEPARTMENT OF  
16 HIGHER EDUCATION THE TEACHER MENTOR GRANT PROGRAM TO PROVIDE  
17 MONEY TO PARTNERING LOCAL EDUCATION PROVIDERS AND EDUCATOR  
18 PREPARATION PROGRAMS TO PROVIDE TRAINING AND STIPENDS FOR  
19 TEACHERS WHO SERVE AS MENTORS FOR TEACHER CANDIDATES  
20 PARTICIPATING IN CLINICAL PRACTICE. SUBJECT TO AVAILABLE  
21 APPROPRIATIONS AND QUALIFYING APPLICATIONS, THE DEPARTMENT OF  
22 HIGHER EDUCATION SHALL AWARD GRANTS BEGINNING IN THE 2019-20  
23 BUDGET YEAR. THE DEPARTMENT SHALL ESTABLISH THE DURATION OF  
24 EACH GRANT AS A PERIOD OF UP TO THREE BUDGET YEARS, SUBJECT TO  
25 ANNUAL REVIEW AND RENEWAL.

26 (2) A PARTNERSHIP CONSISTING OF AT LEAST ONE LOCAL  
27 EDUCATION PROVIDER AND AT LEAST ONE EDUCATOR PREPARATION  
28 PROGRAM MAY SUBMIT AN APPLICATION FOR A GRANT TO THE  
29 DEPARTMENT OF HIGHER EDUCATION IN ACCORDANCE WITH GUIDELINES  
30 ADOPTED BY THE DEPARTMENT. THE DEPARTMENT SHALL ESTABLISH THE  
31 APPLICATION REQUIREMENTS, WHICH MUST INCLUDE A PLAN BY WHICH  
32 THE APPLICANT INTENDS TO SUSTAIN THE TEACHER MENTOR PROGRAM  
33 AFTER THE GRANT PERIOD ENDS. IN SELECTING GRANT RECIPIENTS, THE  
34 DEPARTMENT SHALL ENSURE, TO THE EXTENT PRACTICABLE, THAT THE  
35 GRANT RECIPIENTS INCLUDE APPLICANTS OF VARYING SIZE FROM RURAL,  
36 URBAN, AND SUBURBAN AREAS ACROSS THE STATE. THE DEPARTMENT  
37 MAY AWARD GRANTS ONLY TO THOSE APPLICANTS THAT COMMIT TO  
38 IMPLEMENTING A TEACHER MENTOR PROGRAM THAT:

39 (a) RECRUITS ONLY TEACHERS WHO HAVE AT LEAST THREE YEARS  
40 OF EXPERIENCE TEACHING AND, TO THE EXTENT PRACTICABLE:

41 (I) ARE RATED EFFECTIVE OR HIGHER THROUGH A LICENSED  
42 PERSONNEL PERFORMANCE EVALUATION SYSTEM PURSUANT TO ARTICLE  
43 9 OF TITLE 22; AND

1 (II) HOLD A MASTER CERTIFICATE OR ARE NATIONAL-BOARD  
2 CERTIFIED;

3 (b) PROVIDES TRAINING IN MENTORING BEST PRACTICES, AS  
4 IDENTIFIED PURSUANT TO SUBSECTION (3) OF THIS SECTION, FOR ALL  
5 TEACHERS WHO ARE RECRUITED TO SERVE AS MENTOR TEACHERS;

6 (c) ENSURES THAT THE EMPLOYING LOCAL EDUCATION PROVIDER  
7 PROVIDES TIME WITHIN THE MENTOR TEACHER'S SCHEDULE TO PROVIDE  
8 OVERSIGHT AND SUPPORT FOR THE TEACHER CANDIDATE;

9 (d) PAYS EACH MENTOR TEACHER A STIPEND OF AT LEAST TWO  
10 THOUSAND DOLLARS PER SCHOOL YEAR OR AT LEAST TWO THOUSAND FIVE  
11 HUNDRED DOLLARS PER SCHOOL YEAR IF THE MENTOR TEACHER HOLDS A  
12 MASTER CERTIFICATE OR IS NATIONAL-BOARD CERTIFIED;

13 (e) IN ADDITION TO MENTORING TEACHER CANDIDATES, PROVIDES  
14 MENTORING FOR NEWLY EMPLOYED TEACHERS THROUGH AN INDUCTION  
15 PROGRAM FOR AT LEAST TWO SCHOOL YEARS AFTER EMPLOYMENT; AND

16 (f) COLLECTS AND PROVIDES TO THE DEPARTMENT OF HIGHER  
17 EDUCATION NONIDENTIFYING DATA CONCERNING TEACHER EFFECTIVENESS  
18 RATINGS, RETENTION, AND OTHER JOB-SATISFACTION AND SUCCESS  
19 MEASURES, AS DESCRIBED BY THE DEPARTMENT, FOR TEACHERS WHO  
20 RECEIVE MENTORING THROUGH THE TEACHER MENTOR PROGRAM.

21 (3) THE DEPARTMENT OF HIGHER EDUCATION AND THE  
22 DEPARTMENT OF EDUCATION, IN COLLABORATION, SHALL WORK WITH THE  
23 DEANS OF THE SCHOOLS OF EDUCATION IN COLORADO INSTITUTIONS OF  
24 HIGHER EDUCATION, OR THEIR DESIGNEES, PERSONS WHO IMPLEMENT  
25 ALTERNATIVE TEACHER PROGRAMS, LOCAL EDUCATION PROVIDERS,  
26 TEACHERS, AND OTHER INTERESTED PARTIES TO IDENTIFY BEST PRACTICE  
27 STANDARDS AND GUIDELINES FOR TEACHER MENTORING. THE  
28 DEPARTMENT OF HIGHER EDUCATION SHALL ADOPT THE STANDARDS AND  
29 GUIDELINES AND MAKE THEM AVAILABLE TO LOCAL EDUCATION  
30 PROVIDERS AND EDUCATOR PREPARATION PROGRAMS BY JANUARY 1,  
31 2020, AND SHALL REVIEW AND UPDATE THE STANDARDS AS NECESSARY.  
32 A TEACHER RESIDENCY PROGRAM THAT IS OPERATING PURSUANT TO  
33 ARTICLE 60.3 OF TITLE 22, A TEACHING FELLOWSHIP PROGRAM THAT IS  
34 OPERATING PURSUANT TO PART 3 OF THIS ARTICLE 78, OR A GROW YOUR  
35 OWN EDUCATOR PROGRAM THAT IS OPERATING PURSUANT TO SECTION  
36 22-60.5-208.5 AND THAT PROVIDES MENTORING FOR TEACHER  
37 CANDIDATES THAT MEETS THE STANDARDS ADOPTED PURSUANT TO THIS  
38 SUBSECTION (3) MAY APPLY TO RECEIVE A GRANT THROUGH THE TEACHER  
39 MENTOR GRANT PROGRAM, SUBJECT TO THE REQUIREMENTS SPECIFIED IN  
40 THIS SECTION.

41 (4) (a) BEGINNING IN THE 2020-21 BUDGET YEAR, THE  
42 DEPARTMENT OF HIGHER EDUCATION SHALL ANNUALLY PREPARE A REPORT  
43 CONCERNING THE IMPLEMENTATION OF THE TEACHER MENTOR GRANT

1 PROGRAM. THE REPORT MUST INCLUDE:

2 (I) THE NUMBER, AMOUNT, AND DURATION OF THE GRANTS  
3 AWARDED AND THE NAMES OF EDUCATOR PREPARATION PROGRAMS AND  
4 LOCAL EDUCATION PROVIDERS PARTICIPATING IN THE GRANT RECIPIENT  
5 PARTNERSHIPS;

6 (II) A SUMMARY OF THE INFORMATION RECEIVED FROM GRANT  
7 RECIPIENTS PURSUANT TO SUBSECTION (2)(f) OF THIS SECTION; AND

8 (III) ANY REGULATOR OR LEGISLATIVE RECOMMENDATIONS FOR  
9 IMPROVING THE IMPLEMENTATION OF TEACHER MENTOR PROGRAMS  
10 ACROSS THE STATE.

11 (b) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136  
12 (11)(a)(I), ON OR BEFORE JANUARY 15, 2021, AND ON OR BEFORE JANUARY  
13 15 EACH YEAR THEREAFTER, THE DEPARTMENT OF HIGHER EDUCATION  
14 SHALL SUBMIT THE REPORT TO THE COMMISSION, THE DEPARTMENT OF  
15 EDUCATION, THE STATE BOARD, AND THE EDUCATION COMMITTEES OF THE  
16 HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR  
17 COMMITTEES.

18 (5) THE GENERAL ASSEMBLY SHALL ANNUALLY APPROPRIATE  
19 MONEY TO THE DEPARTMENT OF HIGHER EDUCATION FOR THE PURPOSES  
20 OF THIS SECTION. THE DEPARTMENT MAY USE UP TO ONE PERCENT OF THE  
21 AMOUNT ANNUALLY APPROPRIATED TO PAY THE DIRECT ADMINISTRATIVE  
22 COSTS INCURRED IN IMPLEMENTING THE TEACHER MENTOR GRANT  
23 PROGRAM.

24 PART 2  
25 COLLABORATIVE EDUCATOR PREPARATION  
26 GRANT PROGRAM

27 **23-78-201. [Formerly 23-1-120.9 (1)] Legislative declaration.**

28 The general assembly finds that, after studying the teacher shortage issue  
29 in Colorado, the department of higher education and the department of  
30 education concluded that one strategy for addressing the issue is to  
31 promote collaboration among educator preparation programs, alternative  
32 teacher programs, school districts, boards of cooperative services, and  
33 public schools to facilitate more effective preparation, placement, and  
34 retention of educators. The general assembly finds, therefore, that it is  
35 appropriate to create a grant program to support educator preparation  
36 partnerships involving educator preparation programs, alternative teacher  
37 programs, school districts, boards of cooperative services, and public  
38 schools to provide targeted educator preparation initiatives that improve  
39 the quality and applicability of educator preparation and the intentional  
40 placement of newly trained educators with school districts and public  
41 schools.

42 **23-78-202. [Formerly 23-1-120.9 (2)] Definitions. ~~(2)~~ As used**

- 1 in this section PART 2, unless the context otherwise requires:
- 2 (a) (1) "Board of cooperative services" means a board of  
3 cooperative services created and existing pursuant to article 5 of title 22.
- 4 (b) (2) "Educator preparation program" means an approved  
5 educator preparation program as defined in section 23-1-121 or an  
6 alternative teacher program as defined in section 22-60.5-102.
- 7 (c) (3) "Local education provider" means a school district, board  
8 of cooperative services, or public school.
- 9 (d) (4) "Public school" means a school that derives its support, in  
10 whole or in part, from money raised by a general state or school district  
11 tax and includes a school of a school district, a public school operated by  
12 a board of cooperative services, and an institute charter school authorized  
13 by the state charter school institute pursuant to part 5 of article 30.5 of  
14 title 22.
- 15 (e) (5) "School district" means a school district organized and  
16 existing pursuant to law but does not include a local college district.

17 **23-78-203. Collaborative educator preparation grant program**  
18 **- created - reporting.** (1) [Formerly 23-1-120.9 (3)] There is created in  
19 the department the collaborative educator preparation grant program to  
20 support development and implementation of targeted educator preparation  
21 initiatives by partnerships of educator preparation programs and local  
22 education providers to prepare educators specifically for employment by  
23 the partnering local education providers. Subject to available  
24 appropriations, the department shall award grants to partnerships of local  
25 education providers and educator preparation programs to fund educator  
26 preparation initiatives developed as provided in ~~subsection (4)~~  
27 SUBSECTION (2) of this section.

28 (2) [Formerly 23-1-120.9 (4)] Beginning in August of 2018, the  
29 department, working with the rural education coordinator established  
30 pursuant to section 23-76-103, shall convene meetings between local  
31 education providers and educator preparation programs to assist them in  
32 developing joint, targeted educator preparation initiatives to submit for  
33 grant funding. The department may contract with one or more other  
34 entities to assist local education providers and educator preparation  
35 programs in developing initiatives. An educator preparation initiative may  
36 include but need not be limited to the following strategies:

- 37 (a) Teacher residency programs developed and operated jointly by  
38 an educator preparation program and a partnering local education  
39 provider;
- 40 (b) Programs to provide educator preparation for  
41 paraprofessionals already employed by the partnering local education  
42 provider or for students enrolled by or graduating from the partnering  
43 local education provider;

1 (c) Programs to support educator preparation specifically for local  
2 education providers in rural areas of the state;

3 (d) The use of technology to support long-distance supervision  
4 and support for educator candidates and newly licensed educators;

5 (e) Creation of a dual licensure preparation program to prepare an  
6 individual to meet multiple needs of a partnering local education  
7 provider; and

8 (f) Other activities or initiatives to align educator preparation  
9 programs and activities with the specific needs of the partnering local  
10 education providers.

11 (3) [Formerly 23-1-120.9 (5)] The department shall review the  
12 grant initiatives submitted by partnering educator preparation programs  
13 and local education providers, and developed as provided in subsection  
14 ~~(4)~~ SUBSECTION (2) of this section, and, subject to available  
15 appropriations, award one-time grants to the partnering educator  
16 preparation programs and local education providers. In awarding grants,  
17 the department shall consider the quality of the initiative, the level of  
18 difficulty demonstrated by the local education provider in attracting and  
19 retaining educators, the likelihood that the initiative will assist the local  
20 education provider in attracting and retaining educators to address  
21 particular educator shortages, the likelihood that the initiative will  
22 contribute to better student outcomes, and the provisions included for  
23 continuing the initiative after the grant money is no longer available.

24 (4) [Formerly 23-1-120.9 (6)] (a) Each partnership that receives  
25 a grant shall submit a report to the department concerning implementation  
26 of the grant initiative, which must include at a minimum:

27 (I) A description of the strategies implemented using the grant  
28 money;

29 (II) The number of educator candidates and newly licensed  
30 educators served; and

31 (III) An evaluation of the success of the strategies in improving  
32 the quality of preparation, meeting the needs of the partnering local  
33 education provider, and improving the retention of educators by the  
34 partnering local education provider, to the extent such information is  
35 available.

36 (b) On or before November 1, 2020, the department shall prepare  
37 and submit to the joint budget committee and the education committees  
38 of the house of representatives and the senate, or any successor  
39 committees, a report concerning the implementation of the collaborative  
40 educator preparation grant program. The report must include a summary  
41 of the information received from grant recipients pursuant to subsection  
42 ~~(6)~~(a) SUBSECTION (4)(a) of this section and an evaluation of the effect of  
43 the grant program in increasing educator quality and educator retention

1 and in reducing the educator shortage in the state.

2 (5) [Formerly 23-1-120.9 (7)] The general assembly shall  
3 appropriate money for the 2018-19 fiscal year to implement this section.  
4 Any unexpended and unencumbered money from the appropriation made  
5 for the purposes of this section remains available for expenditure by the  
6 department for the purposes of this section in the 2019-20 fiscal year  
7 without further appropriation.

8 **23-78-204. [Formerly 23-1-120.9 (8)] Repeal of part.** This  
9 section PART 2 is repealed, effective July 1, 2021.

### 10 PART 3

#### 11 TEACHING FELLOWSHIP PROGRAMS

12 **23-78-301. [Formerly 23-3.9-201] Short title.** The short title of  
13 this ~~part 2~~ PART 3 is the "Rural Colorado Grow Your Own Educator Act".

14 **23-78-302. [Formerly 23-3.9-202] Legislative declaration.**

15 (1) The general assembly finds that:

16 (a) A shortage in the availability of teachers to fill teaching  
17 positions in rural local education providers is causing a significant  
18 hardship for rural local education providers;

19 (b) The shortage is due, in part, to the high rate of turnover of  
20 teachers entering and leaving the profession. Following graduation and  
21 initial employment, a high percentage of teachers leave the profession  
22 within five years.

23 (c) The shortage in some rural local education providers also  
24 arises because teachers, after teaching in the rural local education  
25 provider for a few years, choose to relocate to a more urban area or to an  
26 area with a lower cost of living;

27 (d) A program through which a rural local education provider and  
28 an institution of higher education enter into an agreement to provide a  
29 teaching fellowship in the rural local education provider for selected  
30 teacher candidates in their final year of an approved educator preparation  
31 program, which leads to employment by the rural local education provider  
32 upon graduation, will help to ensure that teachers are well prepared to  
33 meet the rural local education provider's needs and expectations, have met  
34 specific competencies the rural local education provider identified as  
35 being necessary, and are acclimated into the rural local education provider  
36 upon hiring. A teacher who receives this level of specific preparation for  
37 employment with a specific employer is more likely to remain in the  
38 profession and thereby help to reduce the teacher shortage.

39 (e) In selecting teacher candidates to participate in a teaching  
40 fellowship program, a rural local education provider and an institution of  
41 higher education should give preference to applicants who resided within  
42 the area surrounding the rural local education provider before attending

1 a higher education institution and are seeking the opportunity to return to  
2 the local education provider as a teacher.

3 **23-78-303. [Formerly 23-3.9-203] Definitions.** As used in this  
4 part 2 PART 3, unless the context otherwise requires:

5 (1) "Agreement" means a teaching fellowship program agreement  
6 as described in ~~section 23-3.9-205~~ SECTION 23-78-305.

7 (2) "Approved educator preparation program" has the same  
8 meaning as provided in section 23-1-121.

9 (3) "Eligible student" means an in-state student, as defined in  
10 section 23-7-102, who is enrolled in the final year of an approved  
11 educator preparation program at an institution of higher education.

12 (4) "Institution of higher education" or "institution" means:

13 (a) A state institution of higher education, as defined in section  
14 23-18-102;

15 (b) A local district college that offers an approved educator  
16 preparation program; or

17 (c) A private college or university, as defined in section 23-2-102,  
18 that is authorized pursuant to article 2 of this title 23 and offers an  
19 approved educator preparation program.

20 (5) "Rural charter school" means a charter school that is  
21 authorized by a rural school district pursuant to part 1 of article 30.5 of  
22 title 22 or an institute charter school that is authorized by the state charter  
23 school institute pursuant to part 5 of article 30.5 of title 22 and is located  
24 within a rural school district.

25 (6) "Rural local education provider" means a rural school district,  
26 a rural charter school, or a board of cooperative services that operates a  
27 public school that is located within a rural school district.

28 (7) "Rural school district" means a school district in Colorado that  
29 the department of education determines is rural, based on the geographic  
30 size of the school district and the distance of the school district from the  
31 nearest large, urbanized area.

32 (8) "Stipend" means a teaching fellowship stipend distributed to  
33 a teaching fellow as state-based financial aid as provided in ~~section~~  
34 ~~23-3.9-206~~ SECTION 23-78-306.

35 (9) "Teaching fellow" means an eligible student who participates  
36 in a teaching fellowship program.

37 (10) "Teaching fellowship program" or "program" means a  
38 teaching fellowship program created by a rural local education provider  
39 and an institution of higher education pursuant to an agreement as  
40 described in ~~section 23-3.9-205~~ SECTION 23-78-305.

41 **23-78-304. [Formerly 23-3.9-204] Department of education -**  
42 **eligible rural local education provider - identified.** Within thirty days  
43 after May 25, 2018, the department of education shall identify geographic

1 areas of the state and specific subject areas and grade levels for which  
2 there are critical shortages of qualified teachers to fill elementary and  
3 secondary teaching positions in public schools. The department shall post  
4 a map showing the identified geographic areas and a list of the identified  
5 subjects on the department website. The department shall annually review  
6 the pertinent data and update the identified geographic areas and subjects  
7 as appropriate.

8 **23-78-305. [Formerly 23-3.9-205] Teaching fellowship program**  
9 **- agreements - requirements - report.** (1) The governing board of a  
10 rural local education provider may enter into an agreement with an  
11 institution of higher education to create a teaching fellowship program if  
12 the rural local education provider:

13 (a) Is located within one of the geographic areas, or is seeking to  
14 fill a teaching position in one of the subjects, identified by the department  
15 of education pursuant to ~~section 23-3.9-204~~ SECTION 23-78-304;

16 (b) Demonstrates a serious, chronic difficulty in hiring or  
17 retaining teachers; and

18 (c) Demonstrates a level of financial need that makes payment of  
19 fifty percent of a teaching fellow's stipend a hardship for the rural local  
20 education provider.

21 (2) At a minimum, each agreement must describe the roles and  
22 expectations of the rural local education provider and the institution of  
23 higher education in implementing the program, including at a minimum:

24 (a) The commitment of the rural local education provider and the  
25 institution of higher education to jointly design an individualized,  
26 one-year teaching fellowship for each teaching fellow who is selected,  
27 which fellowship is designed to meet the needs of both the rural local  
28 education provider and the teaching fellow. At a minimum, the design  
29 must include:

30 (I) An evaluation at the beginning of the fellowship year of each  
31 applying eligible student's strengths and areas for growth and  
32 improvement, the needs of the rural local education provider, and the  
33 competencies that the applying eligible student, if selected, must master  
34 over the course of the fellowship year, which the rural local education  
35 provider and the institution of higher education use, in part, for  
36 determining whether the eligible student is well-matched with the rural  
37 local education provider;

38 (II) Joint selection by the rural local education provider and the  
39 institution of higher education of each teaching fellow and any criteria,  
40 in addition to that identified in subsection (2)(a)(I) of this section, that  
41 they apply in selecting the teaching fellows. The rural local education  
42 provider and the institution may give priority to an applying eligible  
43 student who resided within the area surrounding the rural local education

1 provider before attending the institution and seeks to return to the rural  
2 local education provider as a teacher.

3 (III) Identification of the competencies that each teaching fellow  
4 is expected to master by the completion of the fellowship year, which are  
5 in addition to the teacher quality standards adopted by the state board of  
6 education pursuant to section 22-2-109 and reflect the unique needs of the  
7 rural local education provider;

8 (IV) Explanation of how the rural local education provider and the  
9 institution of higher education will support the teaching fellow in  
10 mastering the identified competencies;

11 (V) Assignment by the rural local education provider of an  
12 experienced, nonprobationary teacher who has received a highly effective  
13 rating through the rural local education provider's performance evaluation  
14 system implemented pursuant to section 22-9-106 to act as a supervising  
15 teacher for the teaching fellow; and

16 (VI) Inclusion of the teaching fellow in the range of activities  
17 expected of the teachers employed by the rural local education provider,  
18 including at a minimum professional development opportunities and the  
19 rural local education provider's new teacher induction program;

20 (b) The commitment of the rural local education provider to  
21 extend an offer of employment to each teaching fellow who successfully  
22 completes the fellowship year, as determined by the rural local education  
23 provider based on the teaching fellow's mastery of the competencies,  
24 satisfactory completion of assigned duties, completion of graduation  
25 requirements, and attainment of an initial teacher license as provided in  
26 article 60.5 of title 22;

27 (c) The commitment of the institution of higher education to:

28 (I) Provide a stipend to each selected teaching fellow as provided  
29 in ~~section 23-3.9-206~~ SECTION 23-78-306;

30 (II) Disburse the stipend using the standard methods for allocating  
31 state-based financial aid; and

32 (III) Award to the teaching fellow course credits for the  
33 fellowship and ensure the teaching fellow has the opportunity to complete  
34 during the fellowship year any other course work or other requirements  
35 to complete the approved educator preparation program in which the  
36 teaching fellow is enrolled; and

37 (d) The acknowledgment of the rural local education provider and  
38 the institution of higher education that either party may cancel the  
39 agreement at any time for any reason. The agreement must specify the  
40 responsibilities of each party if either cancels the agreement, including at  
41 a minimum the responsibilities owed to a teaching fellow if the agreement  
42 is cancelled during his or her fellowship year.

43 (3) During the one-year teaching fellowship, each teaching fellow

1 is expected to complete the approved educator preparation program in  
2 which he or she is enrolled and any additional requirements for  
3 completing his or her postsecondary credential. Each teaching fellow  
4 must commit to at least two full school years of employment by the rural  
5 local education provider following completion of the fellowship year if  
6 the teaching fellow receives an offer of employment from the rural local  
7 education provider for each of the two school years. A teaching fellow  
8 who receives offers of employment for both school years and does not  
9 complete the two full school years of employment must repay the amount  
10 received as a stipend during the fellowship year.

11 (4) A rural local education provider that is located within one of  
12 the geographic areas, or that is seeking to fill a teaching position in one  
13 of the subjects, identified by the department of education pursuant to  
14 ~~section 23-3.9-204~~ SECTION 23-78-304, may enter into agreements with  
15 multiple institutions of higher education. A rural local education provider  
16 may enter into an agreement with an institution of higher education  
17 regardless of whether the rural local education provider is located within  
18 the institution's service area. A rural local education provider may seek  
19 assistance from the department of higher education in identifying an  
20 appropriate institution of higher education with which to enter into an  
21 agreement.

22 (5) (a) The rural local education provider and institution of higher  
23 education that enter into an agreement shall annually prepare a report  
24 concerning the implementation of the agreement. The report, at a  
25 minimum, must include:

26 (I) The number of teaching fellows participating in the program  
27 and the subjects they were teaching;

28 (II) Whether the teaching fellows mastered the competencies  
29 identified by the rural local education provider and the institution of  
30 higher education;

31 (III) The effectiveness of the agreement and any modifications  
32 necessary to improve the quality of the teaching fellowship program;

33 (IV) Whether the participating rural local education provider  
34 employed the teaching fellow at the completion of the fellowship and the  
35 number of years the teaching fellow remains employed with the rural  
36 local education provider, to the extent the information is available; and

37 (V) If available, data concerning the performance of teaching  
38 fellows after they are employed by the rural local education provider.

39 (b) A rural local education provider and an institution of higher  
40 education that enter into an agreement shall annually decide whether to  
41 renew the agreement for the upcoming school year and may modify the  
42 agreement as appropriate.

43 (6) An institution of higher education that enters into an

1 agreement shall file the finalized agreement, notices of renewal of the  
2 agreement, any modifications to the agreement, documentation of the  
3 participating rural local education provider's chronic hiring difficulty and  
4 financial need, and copies of the annual report with the department of  
5 higher education.

6 **23-78-306. [Formerly 23-3.9-206] Teaching fellowship stipends**  
7 **- amount - funding.** (1) Subject to available appropriations, up to one  
8 hundred teaching fellows per year, selected as provided in subsection (2)  
9 of this section, shall receive financial assistance in the form of a stipend  
10 in the amount of ten thousand dollars disbursed during the fellowship  
11 year. The stipend is in addition to any other financial assistance that may  
12 be available to the teaching fellow. A teaching fellow may apply the  
13 stipend to pay the costs of attendance during the year in which he or she  
14 participates in the teaching fellowship program.

15 (2) The teaching fellowship stipends shall be paid fifty percent by  
16 the department of higher education as part of the state financial assistance  
17 program and fifty percent by the participating institution of higher  
18 education as institutional financial assistance. An institution of higher  
19 education that participates in a teaching fellowship program shall notify  
20 the department of higher education of the enrollment of each student who  
21 enters into a teaching fellowship program. Based on the level of chronic  
22 hiring difficulty and financial need demonstrated by each participating  
23 rural local education provider, the department shall annually select up to  
24 one hundred students enrolled in teaching fellowship programs to receive  
25 the stipend and shall forward to the institution fifty percent of the amount  
26 of the stipend for each selected student. The institution shall provide the  
27 remaining fifty percent of the stipend and disburse one hundred percent  
28 of each stipend to the selected teaching fellows as provided in ~~section~~  
29 ~~23-3.9-205(1)(c)~~ SECTION 23-78-305 (1)(c).

30 (3) If, upon completion of a teaching fellowship program, a  
31 teaching fellow does not accept an offer of employment made by the  
32 participating rural local education provider, or does not complete two full  
33 school years of employment as required in ~~section 23-3.9-205(3)~~ SECTION  
34 23-78-305 (3), the teaching fellow must repay the amount received as a  
35 stipend during the teaching fellowship year in accordance with terms  
36 established by the participating institution of higher education, and upon  
37 receipt of repayment the institution shall refund to the department of  
38 higher education the amount of the stipend paid as state financial aid.

39 (4) The general assembly shall annually appropriate to the  
40 department of higher education the amount required to implement the  
41 teaching fellowship programs as provided in this ~~part 2~~ PART 3. Any  
42 unexpended and unencumbered money from an appropriation made for  
43 the purposes of this ~~part 2~~ PART 3 remains available for expenditure by the

1 department for the purposes of this ~~part 2~~ PART 3 in the next fiscal year  
2 without further appropriation.

3 **23-78-307. [Formerly 23-3.9-207] Department of higher**  
4 **education - review of agreements - report.** (1) The department of  
5 higher education shall review each agreement, and any modifications to  
6 the agreement, that it receives from an institution of higher education to  
7 ensure that the agreement meets the minimum requirements specified in  
8 ~~section 23-3.9-205~~ SECTION 23-78-305. If the department finds that an  
9 agreement does not meet the requirements, it shall return the agreement  
10 to the appropriate rural local education provider and institution of higher  
11 education for modification.

12 (2) The department of higher education shall review the annual  
13 report received concerning each teaching fellowship program and submit  
14 an annual summary report to the state board of education, the Colorado  
15 commission on higher education, the joint budget committee of the  
16 general assembly, and the education committees of the house of  
17 representatives and the senate, or any successor committees. The  
18 department of higher education shall prepare and submit the summary  
19 report annually, notwithstanding section 24-1-136 (11)(a)(I), as part of  
20 the report required in section 23-1-121 (6). At a minimum, the summary  
21 report must include:

22 (a) Data concerning implementation of the teaching fellowship  
23 programs across the state, including:

24 (I) The participating rural local education providers and  
25 institutions of higher education;

26 (II) The number of teaching fellows; and

27 (III) The subjects and grade levels that the fellows are teaching;

28 and

29 (b) An evaluation of the effectiveness of the teaching fellowship  
30 programs in reducing the shortage of teachers in the state, based at least  
31 in part on the number of teaching fellows who are employed by the  
32 participating rural local education providers at the completion of the  
33 fellowship, the number who remain employed through subsequent years,  
34 and the level of performance of the persons who are employed as teachers  
35 following completion of a teaching fellowship, to the extent the data is  
36 available.

37 **SECTION 2.** In Colorado Revised Statutes, 22-60.5-106, add (3)  
38 as follows:

39 **22-60.5-106. Endorsement of license - effect - rules.** (3) THE  
40 DEPARTMENT OF EDUCATION SHALL COLLABORATE WITH THE  
41 DEPARTMENT OF HIGHER EDUCATION TO CREATE A MENTOR TEACHER  
42 ENDORSEMENT FOR TEACHERS WHO PROVIDE MENTORING AND OVERSIGHT  
43 FOR TEACHER CANDIDATES IN ACCORDANCE WITH THE STANDARDS

1 ADOPTED BY THE DEPARTMENT OF HIGHER EDUCATION PURSUANT TO  
2 SECTION 23-78-105 (3). THE STATE BOARD OF EDUCATION BY RULE SHALL  
3 ESTABLISH THE CRITERIA FOR THE ENDORSEMENT, WHICH MUST, AT A  
4 MINIMUM, INCLUDE SUCCESSFULLY COMPLETING TRAINING PROVIDED BY  
5 AN EDUCATOR PREPARATION PROGRAM, AS DEFINED IN SECTION  
6 23-78-103, AND AT LEAST ONE FULL SCHOOL YEAR OF SUCCESSFUL  
7 EXPERIENCE SERVING AS A MENTOR TEACHER FOR A TEACHER CANDIDATE  
8 WHO IS PARTICIPATING IN CLINICAL PRACTICE, AS DEFINED IN SECTION  
9 23-78-103.

10 **SECTION 3.** In Colorado Revised Statutes, 22-60.5-110, amend  
11 (3)(b) introductory portion as follows:

12 **22-60.5-110. Renewal of licenses.** (3)(b) A professional licensee  
13 shall complete such ongoing professional development within the period  
14 of time for which such professional license is valid. Such professional  
15 development may include, but need not be limited to, in-service education  
16 programs, including programs concerning juvenile mental health issues  
17 and the awareness and prevention of youth suicide and training in  
18 preventing, identifying, and responding to child sexual abuse and assault;  
19 college or university credit from an accepted institution of higher  
20 education or a community, technical, or local district college; educational  
21 travel that meets the requirements specified in ~~paragraph (d) of this~~  
22 ~~subsection (3)~~ SUBSECTION (3)(d) OF THIS SECTION, involvement in school  
23 reform; SERVICE AS A MENTOR TEACHER FOR TEACHER CANDIDATES  
24 PARTICIPATING IN CLINICAL PRACTICE, AS DEFINED IN SECTION 23-78-103;  
25 internships; and ongoing professional development training and  
26 experiences. The state board of education, by rule, may establish  
27 minimum criteria for professional development; except that such criteria  
28 shall not:

29 **SECTION 4.** In Colorado Revised Statutes, 23-1-121, amend  
30 (2)(d) as follows:

31 **23-1-121. Commission directive - approval of educator**  
32 **preparation programs - review.** (2) The commission shall adopt  
33 policies establishing the requirements for educator preparation programs  
34 offered by institutions of higher education. The department shall work in  
35 cooperation with the state board of education in developing the  
36 requirements for educator preparation programs. At a minimum, the  
37 requirements must ensure that each educator preparation program  
38 complies with section 23-1-125, is designed on a performance-based  
39 model, and includes:

40 (d) A requirement that ~~during the course of the preparation~~  
41 ~~program;~~ each teacher candidate in an initial licensure program complete  
42 ~~a minimum of eight hundred hours~~ AT LEAST ONE FULL, CONTINUOUS  
43 SCHOOL YEAR OF SUPERVISED FIELD-BASED EXPERIENCE THAT RELATES TO

1    PREDETERMINED LEARNING STANDARDS AND INCLUDES BEST PRACTICES;  
2    and, DURING THE COURSE OF THE PREPARATION PROGRAM, each principal  
3    and administrator candidate complete a minimum of three hundred hours,  
4    and each other advanced degree or add-on endorsement candidate  
5    complete AN appropriate PERIOD, OF supervised field-based experience  
6    that relates to predetermined learning standards and includes best  
7    practices and national norms related to the candidate's endorsement;

8           **SECTION 5. Repeal of provisions being relocated in this act.**  
9    In Colorado Revised Statutes, **repeal 23-1-120.9** and part 2 of article 3.9  
10   of title 23.

11           **SECTION 6. Safety clause.** The general assembly hereby finds,  
12   determines, and declares that this act is necessary for the immediate  
13   preservation of the public peace, health, and safety."

\*\* \*\*\* \*\* \*\*\* \*\*