



1 RATE OF THOSE WHO HAVE HAD CLINICAL PRACTICE AND RIGOROUS  
2 PREPARATION;

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

8 (d) RESEARCH SUGGESTS THAT AN EFFECTIVE TEACHER  
9 PREPARATION PROGRAM SHOULD INCLUDE OPPORTUNITIES FOR TEACHER  
10 CANDIDATES TO SPEND TIME IN THE CLASSROOM BEGINNING IN THE FIRST  
11 YEAR OF THE PROGRAM AND CONTINUING AND INCREASING THROUGHOUT  
12 THE PROGRAM, CULMINATING IN A FULL YEAR OF CLINICAL PRACTICE  
13 USING A CLASSROOM RESIDENCY MODEL IN THE FINAL YEAR OF THE  
14 PROGRAM; AND

15 (e) TO BE EFFECTIVE, CLINICAL PRACTICE MUST BE DIRECTED AND  
16 MENTORED BY AN EXPERIENCED, HIGH-QUALITY MASTER TEACHER WHO  
17 DEVOTES SIGNIFICANT TIME TO WORKING WITH THE TEACHER CANDIDATE.  
18 THESE MASTER TEACHERS SHOULD RECEIVE TRAINING FOR THE ROLE OF  
19 MENTOR TEACHER THAT RESULTS IN A LICENSE ENDORSEMENT AS WELL AS  
20 MEANINGFUL COMPENSATION FOR THE TIME SPENT WORKING WITH A  
21 TEACHER CANDIDATE AND SUFFICIENT TIME WITHIN THE DAILY WORK  
22 SCHEDULE TO SPEND WITH THE TEACHER CANDIDATE.

23 (2) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT IT IS  
24 APPROPRIATE TO DIRECT THE DEPARTMENT OF EDUCATION AND THE  
25 DEPARTMENT OF HIGHER EDUCATION TO COLLABORATE WITH LOCAL  
26 EDUCATION PROVIDERS, APPROVED EDUCATOR PREPARATION PROGRAMS,  
27 ALTERNATIVE TEACHER PROGRAMS, AND OTHER INTERESTED PARTIES TO  
28 IDENTIFY BEST PRACTICES IN PROVIDING COMPREHENSIVE, RIGOROUS, AND  
29 EFFECTIVE TEACHER PREPARATION AND GUIDELINES FOR IMPLEMENTING  
30 THESE BEST PRACTICES. THE GENERAL ASSEMBLY FURTHER FINDS THAT IT  
31 IS IN THE BEST INTERESTS OF THE STATE TO ESTABLISH A GRANT PROGRAM  
32 TO PROVIDE FUNDING FOR TRAINING AND REIMBURSEMENTS FOR MENTOR  
33 TEACHERS WHO PROVIDE GUIDANCE AND OVERSIGHT FOR TEACHER  
34 CANDIDATES WHILE THEY PARTICIPATE IN CLINICAL PRACTICE.

35 **23-78-103. Definitions.** AS USED IN THIS PART 1, UNLESS THE  
36 CONTEXT OTHERWISE REQUIRES:

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

39 (2) "APPROVED EDUCATOR PREPARATION PROGRAM" MEANS AN  
40 EDUCATOR PREPARATION PROGRAM FOR TEACHERS THAT THE COMMISSION  
41 ON HIGHER EDUCATION HAS REVIEWED PURSUANT TO SECTION 23-1-121

1 AND DETERMINED MEETS THE PERFORMANCE-BASED STANDARDS  
2 ESTABLISHED BY THE COMMISSION PURSUANT TO SECTION 23-1-121 AND  
3 THE REQUIREMENTS OF SECTION 23-1-108.

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

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

9 (5) "EDUCATOR PREPARATION PROGRAM" OR "PROGRAM" MEANS  
10 AN ALTERNATIVE TEACHER PROGRAM OR AN APPROVED EDUCATOR  
11 PREPARATION PROGRAM.

12 (6) "INSTITUTION OF HIGHER EDUCATION" OR "INSTITUTION"  
13 MEANS A PUBLIC, PRIVATE, OR PROPRIETARY POSTSECONDARY  
14 INSTITUTION AUTHORIZED BY THE COMMISSION ON HIGHER EDUCATION TO  
15 OFFER EDUCATOR PREPARATION PROGRAMS.

16 (7) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT  
17 ORGANIZED PURSUANT TO ARTICLE 30 OF TITLE 22; A BOARD OF  
18 COOPERATIVE SERVICES, CREATED PURSUANT TO ARTICLE 5 OF TITLE 22,  
19 THAT OPERATES A PUBLIC SCHOOL; OR A CHARTER SCHOOL THAT IS  
20 AUTHORIZED BY A SCHOOL DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5  
21 OF TITLE 22 OR BY THE STATE CHARTER SCHOOL INSTITUTE PURSUANT TO  
22 PART 5 OF ARTICLE 30.5 OF TITLE 22.

23 (8) "MASTER CERTIFICATE" MEANS THE CERTIFICATE ISSUED BY  
24 THE DEPARTMENT OF EDUCATION PURSUANT TO SECTION 22-60.5-202 AND  
25 THE IMPLEMENTING RULES OF THE STATE BOARD OF EDUCATION, WHICH  
26 RECOGNIZES PROFESSIONAL TEACHER LICENSEES WHO ARE INVOLVED IN  
27 ONGOING PROFESSIONAL DEVELOPMENT AND TRAINING AND WHO HAVE  
28 ADVANCED COMPETENCIES OR EXPERTISE OR WHO HAVE DEMONSTRATED  
29 OUTSTANDING ACHIEVEMENTS.

30 (9) "NATIONAL-BOARD CERTIFIED" MEANS THAT A TEACHER HOLDS  
31 A CERTIFICATION FROM THE NATIONAL BOARD FOR PROFESSIONAL  
32 TEACHING STANDARDS.

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

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

37 **23-78-104. Educator preparation program - best practices -**  
38 **guidelines - report.** (1) THE DEPARTMENT OF HIGHER EDUCATION AND  
39 THE DEPARTMENT OF EDUCATION, IN COLLABORATION WITH THE DEANS OF  
40 THE SCHOOLS OF EDUCATION IN COLORADO INSTITUTIONS OF HIGHER  
41 EDUCATION, OR THEIR DESIGNEES, SHALL REVIEW RESEARCH AND

1 PRACTICES FROM OTHER STATES AND OTHER COUNTRIES TO IDENTIFY BEST  
2 PRACTICES IN PROVIDING EDUCATOR PREPARATION PROGRAMS, INCLUDING  
3 EFFECTIVE CURRICULA, COURSE SCOPE AND SEQUENCE, AND TIMING OF  
4 AND EFFECTIVE PRACTICES IN PROVIDING CLINICAL PRACTICE. THE  
5 DEPARTMENTS AND DEANS, OR THEIR DESIGNEES, SHALL WORK WITH  
6 PERSONS WHO IMPLEMENT ALTERNATIVE TEACHER PROGRAMS, LOCAL  
7 EDUCATION PROVIDERS, TEACHERS, AND OTHER INTERESTED PARTIES IN  
8 IDENTIFYING THE BEST PRACTICES. NO LATER THAN JANUARY 1, 2020, THE  
9 DEPARTMENTS SHALL JOINTLY ADOPT GUIDELINES TO ASSIST EDUCATOR  
10 PREPARATION PROGRAMS IN ADOPTING AND IMPLEMENTING THE BEST  
11 PRACTICES.

12 (2) THE DEPARTMENT OF HIGHER EDUCATION AND THE  
13 DEPARTMENT OF EDUCATION SHALL JOINTLY PREPARE A REPORT  
14 CONCERNING THE IDENTIFIED BEST PRACTICES, THE ADOPTED GUIDELINES,  
15 AND REGULATORY AND LEGISLATIVE RECOMMENDATIONS TO ENSURE  
16 THAT THE POLICIES AND CRITERIA FOR REVIEWING AND APPROVING  
17 EDUCATOR PREPARATION PROGRAMS PURSUANT TO SECTIONS 22-2-109(5)  
18 AND 23-1-121 ALIGN WITH THE IDENTIFIED BEST PRACTICES AND ARE  
19 DESIGNED TO DETERMINE THE DEGREE TO WHICH EDUCATOR PREPARATION  
20 PROGRAMS ARE IMPLEMENTING THE BEST PRACTICES. ON OR BEFORE  
21 JANUARY 15, 2020, THE DEPARTMENTS SHALL SUBMIT THE REPORT TO THE  
22 COMMISSION, THE STATE BOARD, AND THE EDUCATION COMMITTEES OF  
23 THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR  
24 COMMITTEES. TO THE EXTENT NECESSARY, THE COMMISSION SHALL  
25 AMEND ITS GUIDELINES AND THE STATE BOARD SHALL AMEND ITS RULES  
26 TO ALIGN WITH THE BEST PRACTICES.

27 (3) ON OR BEFORE MARCH 1, 2020, EACH EDUCATOR PREPARATION  
28 PROGRAM SHALL SUBMIT TO THE DEPARTMENT OF HIGHER EDUCATION AND  
29 THE DEPARTMENT OF EDUCATION A PLAN DEMONSTRATING HOW THE  
30 EDUCATOR PREPARATION PROGRAM EXPECTS TO PHASE IN  
31 IMPLEMENTATION OF THE IDENTIFIED BEST PRACTICES OVER THE  
32 FOLLOWING THREE ACADEMIC YEARS.

33 **23-78-105. Teacher mentor grant program - created -**  
34 **standards - report.** (1) THERE IS CREATED IN THE DEPARTMENT OF  
35 HIGHER EDUCATION THE TEACHER MENTOR GRANT PROGRAM TO PROVIDE  
36 MONEY TO PARTNERING LOCAL EDUCATION PROVIDERS AND EDUCATOR  
37 PREPARATION PROGRAMS TO PROVIDE TRAINING AND STIPENDS FOR  
38 TEACHERS WHO SERVE AS MENTORS FOR TEACHER CANDIDATES  
39 PARTICIPATING IN CLINICAL PRACTICE. SUBJECT TO AVAILABLE  
40 APPROPRIATIONS AND QUALIFYING APPLICATIONS, THE DEPARTMENT OF  
41 HIGHER EDUCATION SHALL AWARD GRANTS BEGINNING IN THE 2019-20

1 BUDGET YEAR. THE DEPARTMENT SHALL ESTABLISH THE DURATION OF  
2 EACH GRANT AS A PERIOD OF UP TO THREE BUDGET YEARS, SUBJECT TO  
3 ANNUAL REVIEW AND RENEWAL.

4 (2) A PARTNERSHIP CONSISTING OF AT LEAST ONE LOCAL  
5 EDUCATION PROVIDER AND AT LEAST ONE EDUCATOR PREPARATION  
6 PROGRAM MAY SUBMIT AN APPLICATION FOR A GRANT TO THE  
7 DEPARTMENT OF HIGHER EDUCATION IN ACCORDANCE WITH GUIDELINES  
8 ADOPTED BY THE DEPARTMENT. THE DEPARTMENT SHALL ESTABLISH THE  
9 APPLICATION REQUIREMENTS, WHICH MUST INCLUDE A PLAN BY WHICH  
10 THE APPLICANT INTENDS TO SUSTAIN THE TEACHER MENTOR PROGRAM  
11 AFTER THE GRANT PERIOD ENDS. IN SELECTING GRANT RECIPIENTS, THE  
12 DEPARTMENT SHALL ENSURE, TO THE EXTENT PRACTICABLE, THAT THE  
13 GRANT RECIPIENTS INCLUDE APPLICANTS OF VARYING SIZE FROM RURAL,  
14 URBAN, AND SUBURBAN AREAS ACROSS THE STATE. THE DEPARTMENT  
15 MAY AWARD GRANTS ONLY TO THOSE APPLICANTS THAT COMMIT TO  
16 IMPLEMENTING A TEACHER MENTOR PROGRAM THAT:

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

19 (I) ARE RATED EFFECTIVE OR HIGHER THROUGH A LICENSED  
20 PERSONNEL PERFORMANCE EVALUATION SYSTEM PURSUANT TO ARTICLE  
21 9 OF TITLE 22; AND

22 (II) HOLD A MASTER CERTIFICATE OR ARE NATIONAL-BOARD  
23 CERTIFIED;

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

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

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

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

37 (f) COLLECTS AND PROVIDES TO THE DEPARTMENT OF HIGHER  
38 EDUCATION NONIDENTIFYING DATA CONCERNING TEACHER EFFECTIVENESS  
39 RATINGS, RETENTION, AND OTHER JOB-SATISFACTION AND SUCCESS  
40 MEASURES, AS DESCRIBED BY THE DEPARTMENT, FOR TEACHERS WHO  
41 RECEIVE MENTORING THROUGH THE TEACHER MENTOR PROGRAM.

1           (3) THE DEPARTMENT OF HIGHER EDUCATION AND THE  
2 DEPARTMENT OF EDUCATION, IN COLLABORATION, SHALL WORK WITH THE  
3 DEANS OF THE SCHOOLS OF EDUCATION IN COLORADO INSTITUTIONS OF  
4 HIGHER EDUCATION, OR THEIR DESIGNEES, PERSONS WHO IMPLEMENT  
5 ALTERNATIVE TEACHER PROGRAMS, LOCAL EDUCATION PROVIDERS,  
6 TEACHERS, AND OTHER INTERESTED PARTIES TO IDENTIFY BEST PRACTICE  
7 STANDARDS AND GUIDELINES FOR TEACHER MENTORING. THE  
8 DEPARTMENT OF HIGHER EDUCATION SHALL ADOPT THE STANDARDS AND  
9 GUIDELINES AND MAKE THEM AVAILABLE TO LOCAL EDUCATION  
10 PROVIDERS AND EDUCATOR PREPARATION PROGRAMS BY JANUARY 1,  
11 2020, AND SHALL REVIEW AND UPDATE THE STANDARDS AS NECESSARY.  
12 A TEACHER RESIDENCY PROGRAM THAT IS OPERATING PURSUANT TO  
13 ARTICLE 60.3 OF TITLE 22, A TEACHING FELLOWSHIP PROGRAM THAT IS  
14 OPERATING PURSUANT TO PART 3 OF THIS ARTICLE 78, OR A GROW YOUR  
15 OWN EDUCATOR PROGRAM THAT IS OPERATING PURSUANT TO SECTION  
16 22-60.5-208.5 AND THAT PROVIDES MENTORING FOR TEACHER  
17 CANDIDATES THAT MEETS THE STANDARDS ADOPTED PURSUANT TO THIS  
18 SUBSECTION (3) MAY APPLY TO RECEIVE A GRANT THROUGH THE TEACHER  
19 MENTOR GRANT PROGRAM, SUBJECT TO THE REQUIREMENTS SPECIFIED IN  
20 THIS SECTION.

21           (4) (a) BEGINNING IN THE 2020-21 BUDGET YEAR, THE  
22 DEPARTMENT OF HIGHER EDUCATION SHALL ANNUALLY PREPARE A REPORT  
23 CONCERNING THE IMPLEMENTATION OF THE TEACHER MENTOR GRANT  
24 PROGRAM. THE REPORT MUST INCLUDE:

25           (I) THE NUMBER, AMOUNT, AND DURATION OF THE GRANTS  
26 AWARDED AND THE NAMES OF EDUCATOR PREPARATION PROGRAMS AND  
27 LOCAL EDUCATION PROVIDERS PARTICIPATING IN THE GRANT RECIPIENT  
28 PARTNERSHIPS;

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

31           (III) ANY REGULATOR OR LEGISLATIVE RECOMMENDATIONS FOR  
32 IMPROVING THE IMPLEMENTATION OF TEACHER MENTOR PROGRAMS  
33 ACROSS THE STATE.

34           (b) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136  
35 (11)(a)(I), ON OR BEFORE JANUARY 15, 2021, AND ON OR BEFORE JANUARY  
36 15 EACH YEAR THEREAFTER, THE DEPARTMENT OF HIGHER EDUCATION  
37 SHALL SUBMIT THE REPORT TO THE COMMISSION, THE DEPARTMENT OF  
38 EDUCATION, THE STATE BOARD, AND THE EDUCATION COMMITTEES OF THE  
39 HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR  
40 COMMITTEES.

41           (5) THE GENERAL ASSEMBLY SHALL ANNUALLY APPROPRIATE

1 MONEY TO THE DEPARTMENT OF HIGHER EDUCATION FOR THE PURPOSES  
2 OF THIS SECTION. THE DEPARTMENT MAY USE UP TO ONE PERCENT OF THE  
3 AMOUNT ANNUALLY APPROPRIATED TO PAY THE DIRECT ADMINISTRATIVE  
4 COSTS INCURRED IN IMPLEMENTING THE TEACHER MENTOR GRANT  
5 PROGRAM.

6  
7 PART 2  
8 COLLABORATIVE EDUCATOR PREPARATION  
9 GRANT PROGRAM

10 **23-78-201. [Formerly 23-1-120.9 (1)] Legislative declaration.**

11 The general assembly finds that, after studying the teacher shortage issue  
12 in Colorado, the department of higher education and the department of  
13 education concluded that one strategy for addressing the issue is to  
14 promote collaboration among educator preparation programs, alternative  
15 teacher programs, school districts, boards of cooperative services, and  
16 public schools to facilitate more effective preparation, placement, and  
17 retention of educators. The general assembly finds, therefore, that it is  
18 appropriate to create a grant program to support educator preparation  
19 partnerships involving educator preparation programs, alternative teacher  
20 programs, school districts, boards of cooperative services, and public  
21 schools to provide targeted educator preparation initiatives that improve  
22 the quality and applicability of educator preparation and the intentional  
23 placement of newly trained educators with school districts and public  
24 schools.

25 **23-78-202. [Formerly 23-1-120.9 (2)] Definitions.** ~~(2)~~ As used  
26 in this ~~section~~ PART 2, unless the context otherwise requires:

27 ~~(a)~~ (1) "Board of cooperative services" means a board of  
28 cooperative services created and existing pursuant to article 5 of title 22.

29 ~~(b)~~ (2) "Educator preparation program" means an approved  
30 educator preparation program as defined in section 23-1-121 or an  
31 alternative teacher program as defined in section 22-60.5-102.

32 ~~(c)~~ (3) "Local education provider" means a school district, board  
33 of cooperative services, or public school.

34 ~~(d)~~ (4) "Public school" means a school that derives its support, in  
35 whole or in part, from money raised by a general state or school district  
36 tax and includes a school of a school district, a public school operated by  
37 a board of cooperative services, and an institute charter school authorized  
38 by the state charter school institute pursuant to part 5 of article 30.5 of  
39 title 22.

40 ~~(e)~~ (5) "School district" means a school district organized and  
existing pursuant to law but does not include a local college district.

1           **23-78-203. Collaborative educator preparation grant program**  
2 **- created - reporting.** (1) [Formerly 23-1-120.9 (3)] There is created in  
3 the department the collaborative educator preparation grant program to  
4 support development and implementation of targeted educator preparation  
5 initiatives by partnerships of educator preparation programs and local  
6 education providers to prepare educators specifically for employment by  
7 the partnering local education providers. Subject to available  
8 appropriations, the department shall award grants to partnerships of local  
9 education providers and educator preparation programs to fund educator  
10 preparation initiatives developed as provided in ~~subsection (4)~~  
11 SUBSECTION (2) of this section.

12           (2) [Formerly 23-1-120.9 (4)] Beginning in August of 2018, the  
13 department, working with the rural education coordinator established  
14 pursuant to section 23-76-103, shall convene meetings between local  
15 education providers and educator preparation programs to assist them in  
16 developing joint, targeted educator preparation initiatives to submit for  
17 grant funding. The department may contract with one or more other  
18 entities to assist local education providers and educator preparation  
19 programs in developing initiatives. An educator preparation initiative may  
20 include but need not be limited to the following strategies:

21           (a) Teacher residency programs developed and operated jointly by  
22 an educator preparation program and a partnering local education  
23 provider;

24           (b) Programs to provide educator preparation for  
25 paraprofessionals already employed by the partnering local education  
26 provider or for students enrolled by or graduating from the partnering  
27 local education provider;

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

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

32           (e) Creation of a dual licensure preparation program to prepare an  
33 individual to meet multiple needs of a partnering local education  
34 provider; and

35           (f) Other activities or initiatives to align educator preparation  
36 programs and activities with the specific needs of the partnering local  
37 education providers.

38           (3) [Formerly 23-1-120.9 (5)] The department shall review the  
39 grant initiatives submitted by partnering educator preparation programs  
40 and local education providers, and developed as provided in ~~subsection~~  
41 ~~(4)~~ SUBSECTION (2) of this section, and, subject to available



1 appropriations, award one-time grants to the partnering educator  
2 preparation programs and local education providers. In awarding grants,  
3 the department shall consider the quality of the initiative, the level of  
4 difficulty demonstrated by the local education provider in attracting and  
5 retaining educators, the likelihood that the initiative will assist the local  
6 education provider in attracting and retaining educators to address  
7 particular educator shortages, the likelihood that the initiative will  
8 contribute to better student outcomes, and the provisions included for  
9 continuing the initiative after the grant money is no longer available.

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

13 (I) A description of the strategies implemented using the grant  
14 money;

15 (II) The number of educator candidates and newly licensed  
16 educators served; and

17 (III) An evaluation of the success of the strategies in improving  
18 the quality of preparation, meeting the needs of the partnering local  
19 education provider, and improving the retention of educators by the  
20 partnering local education provider, to the extent such information is  
21 available.

22 (b) On or before November 1, 2020, the department shall prepare  
23 and submit to the joint budget committee and the education committees  
24 of the house of representatives and the senate, or any successor  
25 committees, a report concerning the implementation of the collaborative  
26 educator preparation grant program. The report must include a summary  
27 of the information received from grant recipients pursuant to ~~subsection~~  
28 ~~(6)(a)~~ SUBSECTION (4)(a) of this section and an evaluation of the effect of  
29 the grant program in increasing educator quality and educator retention  
30 and in reducing the educator shortage in the state.

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

37 **23-78-204. [Formerly 23-1-120.9 (8)] Repeal of part.** This  
38 ~~section~~ PART 2 is repealed, effective July 1, 2021.

39  
40

PART 3  
TEACHING FELLOWSHIP PROGRAMS

1           **23-78-301. [Formerly 23-3.9-201] Short title.** The short title of  
2 this ~~part 2~~ PART 3 is the "Rural Colorado Grow Your Own Educator Act".

3           **23-78-302. [Formerly 23-3.9-202] Legislative declaration.**

4 (1) The general assembly finds that:

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

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

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

16           (d) A program through which a rural local education provider and  
17 an institution of higher education enter into an agreement to provide a  
18 teaching fellowship in the rural local education provider for selected  
19 teacher candidates in their final year of an approved educator preparation  
20 program, which leads to employment by the rural local education provider  
21 upon graduation, will help to ensure that teachers are well prepared to  
22 meet the rural local education provider's needs and expectations, have met  
23 specific competencies the rural local education provider identified as  
24 being necessary, and are acclimated into the rural local education provider  
25 upon hiring. A teacher who receives this level of specific preparation for  
26 employment with a specific employer is more likely to remain in the  
27 profession and thereby help to reduce the teacher shortage.

28           (e) In selecting teacher candidates to participate in a teaching  
29 fellowship program, a rural local education provider and an institution of  
30 higher education should give preference to applicants who resided within  
31 the area surrounding the rural local education provider before attending  
32 a higher education institution and are seeking the opportunity to return to  
33 the local education provider as a teacher.

34           **23-78-303. [Formerly 23-3.9-203] Definitions.** As used in this  
35 ~~part 2~~ PART 3, unless the context otherwise requires:

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

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

40           (3) "Eligible student" means an in-state student, as defined in  
41 section 23-7-102, who is enrolled in the final year of an approved

1 educator preparation program at an institution of higher education.

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

3 (a) A state institution of higher education, as defined in section

4 23-18-102;

5 (b) A local district college that offers an approved educator

6 preparation program; or

7 (c) A private college or university, as defined in section 23-2-102,

8 that is authorized pursuant to article 2 of this title 23 and offers an

9 approved educator preparation program.

10 (5) "Rural charter school" means a charter school that is

11 authorized by a rural school district pursuant to part 1 of article 30.5 of

12 title 22 or an institute charter school that is authorized by the state charter

13 school institute pursuant to part 5 of article 30.5 of title 22 and is located

14 within a rural school district.

15 (6) "Rural local education provider" means a rural school district,

16 a rural charter school, or a board of cooperative services that operates a

17 public school that is located within a rural school district.

18 (7) "Rural school district" means a school district in Colorado that

19 the department of education determines is rural, based on the geographic

20 size of the school district and the distance of the school district from the

21 nearest large, urbanized area.

22 (8) "Stipend" means a teaching fellowship stipend distributed to

23 a teaching fellow as state-based financial aid as provided in ~~section~~

24 ~~23-3.9-206~~ SECTION 23-78-306.

25 (9) "Teaching fellow" means an eligible student who participates

26 in a teaching fellowship program.

27 (10) "Teaching fellowship program" or "program" means a

28 teaching fellowship program created by a rural local education provider

29 and an institution of higher education pursuant to an agreement as

30 described in ~~section 23-3.9-205~~ SECTION 23-78-305.

31 **23-78-304. [Formerly 23-3.9-204] Department of education -**

32 **eligible rural local education provider - identified.** Within thirty days

33 after May 25, 2018, the department of education shall identify geographic

34 areas of the state and specific subject areas and grade levels for which

35 there are critical shortages of qualified teachers to fill elementary and

36 secondary teaching positions in public schools. The department shall post

37 a map showing the identified geographic areas and a list of the identified

38 subjects on the department website. The department shall annually review

39 the pertinent data and update the identified geographic areas and subjects

40 as appropriate.

41 **23-78-305. [Formerly 23-3.9-205] Teaching fellowship program**

1 - **agreements - requirements - report.** (1) The governing board of a  
2 rural local education provider may enter into an agreement with an  
3 institution of higher education to create a teaching fellowship program if  
4 the rural local education provider:  
5 (a) Is located within one of the geographic areas, or is seeking to  
6 fill a teaching position in one of the subjects, identified by the department  
7 of education pursuant to ~~section 23-3.9-204~~ SECTION 23-78-304;  
8 (b) Demonstrates a serious, chronic difficulty in hiring or  
9 retaining teachers; and  
10 (c) Demonstrates a level of financial need that makes payment of  
11 fifty percent of a teaching fellow's stipend a hardship for the rural local  
12 education provider.  
13 (2) At a minimum, each agreement must describe the roles and  
14 expectations of the rural local education provider and the institution of  
15 higher education in implementing the program, including at a minimum:  
16 (a) The commitment of the rural local education provider and the  
17 institution of higher education to jointly design an individualized,  
18 one-year teaching fellowship for each teaching fellow who is selected,  
19 which fellowship is designed to meet the needs of both the rural local  
20 education provider and the teaching fellow. At a minimum, the design  
21 must include:  
22 (I) An evaluation at the beginning of the fellowship year of each  
23 applying eligible student's strengths and areas for growth and  
24 improvement, the needs of the rural local education provider, and the  
25 competencies that the applying eligible student, if selected, must master  
26 over the course of the fellowship year, which the rural local education  
27 provider and the institution of higher education use, in part, for  
28 determining whether the eligible student is well-matched with the rural  
29 local education provider;  
30 (II) Joint selection by the rural local education provider and the  
31 institution of higher education of each teaching fellow and any criteria,  
32 in addition to that identified in subsection (2)(a)(I) of this section, that  
33 they apply in selecting the teaching fellows. The rural local education  
34 provider and the institution may give priority to an applying eligible  
35 student who resided within the area surrounding the rural local education  
36 provider before attending the institution and seeks to return to the rural  
37 local education provider as a teacher.  
38 (III) Identification of the competencies that each teaching fellow  
39 is expected to master by the completion of the fellowship year, which are  
40 in addition to the teacher quality standards adopted by the state board of  
41 education pursuant to section 22-2-109 and reflect the unique needs of the

1 rural local education provider;

2 (IV) Explanation of how the rural local education provider and the  
3 institution of higher education will support the teaching fellow in  
4 mastering the identified competencies;

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

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

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

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

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

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

26 (III) Award to the teaching fellow course credits for the  
27 fellowship and ensure the teaching fellow has the opportunity to complete  
28 during the fellowship year any other course work or other requirements  
29 to complete the approved educator preparation program in which the  
30 teaching fellow is enrolled; and

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

37 (3) During the one-year teaching fellowship, each teaching fellow  
38 is expected to complete the approved educator preparation program in  
39 which he or she is enrolled and any additional requirements for  
40 completing his or her postsecondary credential. Each teaching fellow  
41 must commit to at least two full school years of employment by the rural

1 local education provider following completion of the fellowship year if  
2 the teaching fellow receives an offer of employment from the rural local  
3 education provider for each of the two school years. A teaching fellow  
4 who receives offers of employment for both school years and does not  
5 complete the two full school years of employment must repay the amount  
6 received as a stipend during the fellowship year.

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

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

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

24 (II) Whether the teaching fellows mastered the competencies  
25 identified by the rural local education provider and the institution of  
26 higher education;

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

29 (IV) Whether the participating rural local education provider  
30 employed the teaching fellow at the completion of the fellowship and the  
31 number of years the teaching fellow remains employed with the rural  
32 local education provider, to the extent the information is available; and

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

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

39 (6) An institution of higher education that enters into an  
40 agreement shall file the finalized agreement, notices of renewal of the  
41 agreement, any modifications to the agreement, documentation of the

1 participating rural local education provider's chronic hiring difficulty and  
2 financial need, and copies of the annual report with the department of  
3 higher education.

4 **23-78-306. [Formerly 23-3.9-206] Teaching fellowship stipends**  
5 **- amount - funding.** (1) Subject to available appropriations, up to one  
6 hundred teaching fellows per year, selected as provided in subsection (2)  
7 of this section, shall receive financial assistance in the form of a stipend  
8 in the amount of ten thousand dollars disbursed during the fellowship  
9 year. The stipend is in addition to any other financial assistance that may  
10 be available to the teaching fellow. A teaching fellow may apply the  
11 stipend to pay the costs of attendance during the year in which he or she  
12 participates in the teaching fellowship program.

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

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

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



1 ENDORSEMENT FOR TEACHERS WHO PROVIDE MENTORING AND OVERSIGHT  
2 FOR TEACHER CANDIDATES IN ACCORDANCE WITH THE STANDARDS  
3 ADOPTED BY THE DEPARTMENT OF HIGHER EDUCATION PURSUANT TO  
4 SECTION 23-78-105 (3). THE STATE BOARD OF EDUCATION BY RULE SHALL  
5 ESTABLISH THE CRITERIA FOR THE ENDORSEMENT, WHICH MUST, AT A  
6 MINIMUM, INCLUDE SUCCESSFULLY COMPLETING TRAINING PROVIDED BY  
7 AN EDUCATOR PREPARATION PROGRAM, AS DEFINED IN SECTION  
8 23-78-103, AND AT LEAST ONE FULL SCHOOL YEAR OF SUCCESSFUL  
9 EXPERIENCE SERVING AS A MENTOR TEACHER FOR A TEACHER CANDIDATE  
10 WHO IS PARTICIPATING IN CLINICAL PRACTICE, AS DEFINED IN SECTION  
11 23-78-103.

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

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

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

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

1           (d) A requirement that ~~during the course of the preparation~~  
2 ~~program~~, each teacher candidate in an initial licensure program complete  
3 ~~a minimum of eight hundred hours~~ AT LEAST ONE FULL, CONTINUOUS  
4 SCHOOL YEAR OF SUPERVISED FIELD-BASED EXPERIENCE THAT RELATES TO  
5 PREDETERMINED LEARNING STANDARDS AND INCLUDES BEST PRACTICES;  
6 and, DURING THE COURSE OF THE PREPARATION PROGRAM, each principal  
7 and administrator candidate complete a minimum of three hundred hours,  
8 and each other advanced degree or add-on endorsement candidate  
9 complete AN appropriate PERIOD, OF supervised field-based experience  
10 that relates to predetermined learning standards and includes best  
11 practices and national norms related to the candidate's endorsement;

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

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

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