Second Regular Session Seventy-first General Assembly STATE OF COLORADO

ENGROSSED

This Version Includes All Amendments Adopted on Second Reading in the House of Introduction HOUSE BILL 18-1189

LLS NO. 18-0486.02 Julie Pelegrin x2700

HOUSE SPONSORSHIP

Pettersen and Sias,

Hill and Todd,

SENATE SPONSORSHIP

House Committees Education Appropriations

Senate Committees

A BILL FOR AN ACT

101 CONCERNING PILOT PROGRAMS TO EXPAND EFFECTIVE TEACHER

102 RESIDENCY PROGRAMS ACROSS THE STATE, AND, IN CONNECTION

103 THEREWITH, MAKING AN APPROPRIATION.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <u>http://leg.colorado.gov</u>.)

The bill creates the teacher residency expansion program (program) in the department of education (department). The goal of the program is to identify and communicate to school districts, charter schools, and boards of cooperative services that operate public schools (local education providers) the best practices, effective strategies, and

HOUSE Amended 2nd Reading April 16, 2018 critical components of effective teacher residency programs and thereby facilitate expansion of the effective teacher residency programs across the state.

To implement the program, the department will contract with an institution of higher education (institution) and an alternative teacher program (alternative program), each of which is currently operating an effective teacher residency program with a local education provider. The institution and alternative program will expand their respective teacher residency programs with other local education providers as pilot programs that must include specified components. The institution and alternative program will share the specified components with the department, which will share them with other local education providers, institutions, and alternative programs that are not participating in the pilot programs. After the pilot programs have operated for a year, and annually thereafter, the department will evaluate the success of the pilot programs based on specified criteria. The department will submit a report concerning the evaluation to the state board of education, the Colorado commission on higher education, the executive director of the department of higher education, the governor's office, and the education committees of the general assembly. The department will also post the report on its website.

The department will distribute to the institution and alternative program that contract with the department an amount to offset a portion of the costs of implementing the pilot program. The institution and alternative program must agree to provide matching funds equal to 100% of the amount distributed to the institution and alternative program by the department.

The program is repealed in 5 years.

| 1 | Be it enacted by the General Assembly of the State of Colorado: |
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| 2 | SECTION 1. In Colorado Revised Statutes, add article 60.3 to |
| 3 | title 22 as follows: |
| 4 | ARTICLE 60.3 |
| 5 | Teacher Residency Expansion Program |
| 6 | 22-60.3-101. Legislative declaration. (1) THE GENERAL |
| 7 | ASSEMBLY FINDS THAT: |
| 8 | (a) A RECENT REPORT BY THE DEPARTMENT OF EDUCATION AND |
| 9 | THE DEPARTMENT OF HIGHER EDUCATION SHOWS THAT THE NUMBER OF |
| 10 | STUDENTS WHO ENROLL IN AND GRADUATE FROM TEACHER PREPARATION |

1 PROGRAMS IN COLORADO CONTINUES TO DECLINE;

2 (b) SCHOOL DISTRICTS IN COLORADO, ESPECIALLY RURAL SCHOOL 3 DISTRICTS, ARE FACING A SERIOUS SHORTAGE IN TRAINED, LICENSED 4 TEACHERS IN THE AREAS OF MATH, SCIENCE, ENGLISH LANGUAGE ARTS, 5 SPECIAL EDUCATION, AND EARLY CHILDHOOD EDUCATION. THIS SHORTAGE 6 IS DRIVEN BOTH BY DECREASING NUMBERS OF PERSONS ENTERING THE 7 PROFESSION AND INCREASING NUMBERS OF PERSONS LEAVING THE 8 PROFESSION AFTER JUST TWO OR THREE YEARS OF TEACHING. AS A 9 RESULT, MORE SCHOOL DISTRICTS ARE HIRING TEACHERS FROM OTHER 10 STATES.

11 (c) THE GROWING SHORTAGE OF TEACHERS POTENTIALLY
12 JEOPARDIZES THE ABILITY OF EVERY STUDENT IN COLORADO TO HAVE
13 ACCESS TO A HIGH-QUALITY TEACHER WHO IS REFLECTIVE OF AND
14 RESPONSIVE TO THE NEEDS OF THE STATE'S DIVERSE STUDENT
15 POPULATIONS; AND

(d) Building partnerships between teacher preparation
programs and local education providers will strengthen the
pipeline of teacher candidates from high school to
postsecondary teacher preparation to teaching in the
classroom and increase the likelihood that Colorado's
graduates will be employed to teach Colorado's students.

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(2) THE GENERAL ASSEMBLY FURTHER FINDS THAT:

(a) INSTITUTIONS OF HIGHER EDUCATION, ALTERNATIVE TEACHER
PROGRAMS, SCHOOL DISTRICTS, AND SUPPORTING NONPROFIT
ORGANIZATIONS AND FOUNDATIONS HAVE COLLABORATED TO CREATE
EFFECTIVE TEACHER RESIDENCY PROGRAMS THAT SERVE SCHOOL
DISTRICTS AND PUBLIC SCHOOLS IN RURAL AND URBAN AREAS OF THE

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1 STATE;

2 (b) THESE TEACHER RESIDENCY PROGRAMS ARE SPECIFICALLY
3 DESIGNED TO MEET THE NEEDS OF THE PARTICIPATING SCHOOL DISTRICTS
4 AND PUBLIC SCHOOLS AND TO ACHIEVE POSITIVE ACADEMIC OUTCOMES
5 FOR STUDENTS; AND

6 (c) EXPANDING THE DESIGN OF THESE TEACHER RESIDENCY
7 PROGRAMS TO ENABLE MORE INSTITUTIONS OF HIGHER EDUCATION,
8 ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION PROVIDERS
9 THROUGHOUT THE STATE TO IMPLEMENT THESE TEACHER RESIDENCY
10 PROGRAMS IS NECESSARY TO INCREASE THE SUPPLY OF EFFECTIVE
11 TEACHERS FOR EMPLOYMENT BY LOCAL EDUCATION PROVIDERS.

12 (3) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT, TO 13 ADDRESS THE GROWING TEACHER SHORTAGE IN COLORADO, IT IS 14 NECESSARY TO CREATE THE TEACHER RESIDENCY EXPANSION PROGRAM 15 THROUGH WHICH THE DEPARTMENT OF EDUCATION WILL REVIEW AND 16 EVALUATE TEACHER RESIDENCY PROGRAMS OPERATING ON A PILOT BASIS 17 TO IDENTIFY THE BEST PRACTICES, EFFECTIVE STRATEGIES, AND CRITICAL 18 COMPONENTS OF A TEACHER RESIDENCY PROGRAM THAT ARE 19 APPROPRIATE FOR EXPANSION BY INSTITUTIONS OF HIGHER EDUCATION, 20 ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION PROVIDERS 21 ACROSS THE STATE.

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23 22-60.3-102. Definitions. As used in this article 60.3, unless
24 THE CONTEXT OTHERWISE REQUIRES:

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

27 (2) "BOARD OF COOPERATIVE SERVICES" MEANS A REGIONAL

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EDUCATIONAL SERVICE UNIT CREATED PURSUANT TO ARTICLE 5 OF THIS
 TITLE 22.

3 (3) "CHARTER SCHOOL" MEANS A CHARTER SCHOOL AUTHORIZED
4 BY A SCHOOL DISTRICT AS PROVIDED IN PART 1 OF ARTICLE 30.5 OF THIS
5 TITLE 22 OR AN INSTITUTE CHARTER SCHOOL AUTHORIZED BY THE STATE
6 CHARTER SCHOOL INSTITUTE AS PROVIDED IN PART 5 OF ARTICLE 30.5 OF
7 THIS TITLE 22.

8 (4) "CULTURAL COMPETENCE" MEANS THE ABILITY TO 9 UNDERSTAND, COMMUNICATE WITH, AND EFFECTIVELY INTERACT WITH 10 PEOPLE ACROSS CULTURES, INCLUDING UNDERSTANDING ONE'S OWN 11 CULTURAL VIEWS AND DEVELOPING A POSITIVE ATTITUDE TOWARD 12 CULTURAL DIFFERENCES.

13 (5) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION
14 CREATED AND EXISTING PURSUANT TO SECTION 24-1-115.

15 (6) "INSTITUTION OF HIGHER EDUCATION" MEANS A PUBLIC,
16 PRIVATE, OR PROPRIETARY POSTSECONDARY INSTITUTION AUTHORIZED BY
17 THE COLORADO COMMISSION ON HIGHER EDUCATION TO OFFER TEACHER
18 PREPARATION PROGRAMS.

19 (7) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT,
20 BOARD OF COOPERATIVE SERVICES, OR CHARTER SCHOOL.

21 (8) "PARAPROFESSIONAL" MEANS A PERSON WHO IS TRAINED TO
22 ASSIST A LICENSED TEACHER.

(9) "PILOT PROGRAM" MEANS A TEACHER RESIDENCY PILOT
EXPANSION PROGRAM THAT IS IMPLEMENTED PURSUANT TO SECTION
22-60.3-104 AS A COMPONENT OF THE TEACHER RESIDENCY EXPANSION
PROGRAM.

27 (10) "PROGRAM" MEANS THE TEACHER RESIDENCY EXPANSION

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1 PROGRAM CREATED IN SECTION 22-60.3-103.

2 (11) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION
3 CREATED IN SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.

4 (12) "TEACHER RESIDENCY PROGRAM" MEANS A TYPE OF TEACHER
5 PREPARATION PROGRAM THAT, AT A MINIMUM, INCLUDES A FULL YEAR OF
6 CLASSROOM APPRENTICESHIP THAT INTEGRATES THEORY AND PRACTICE.

7 22-60.3-103. Teacher residency expansion program - created 8 - rules. (1) THERE IS CREATED IN THE DEPARTMENT OF EDUCATION THE 9 TEACHER RESIDENCY EXPANSION PROGRAM TO IDENTIFY THE BEST 10 PRACTICES, EFFECTIVE STRATEGIES, AND CRITICAL COMPONENTS OF 11 EFFECTIVE TEACHER RESIDENCY PROGRAMS, WHICH PRACTICES, 12 STRATEGIES, AND COMPONENTS MAY BE USED BY INSTITUTIONS OF HIGHER 13 EDUCATION, ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION 14 PROVIDERS ACROSS THE STATE TO ASSIST LOCAL EDUCATION PROVIDERS 15 IN HIRING AND RETAINING WELL-TRAINED, EFFECTIVE TEACHERS. A LOCAL 16 EDUCATION PROVIDER MAY ALSO CONSIDER THE IDENTIFIED PRACTICES, 17 STRATEGIES, AND COMPONENTS IN DESIGNING AND IMPLEMENTING AN 18 EFFECTIVE TEACHER INDUCTION PROGRAM.

19 (2) THE PROGRAM IS DESIGNED TO ACCOMPLISH THE FOLLOWING20 GOALS:

(a) DEVELOPING TEACHER CANDIDATES WHO ARE PREPARED TO BE
SUCCESSFUL IN THE CLASSROOM WHEN THEY BEGIN TEACHING, INCLUDING
BEING PREPARED TO IMPROVE ACADEMIC OUTCOMES FOR ALL STUDENTS
IN THEIR CLASSROOMS;

(b) SUPPORTING LOCAL EDUCATION PROVIDERS, ALTERNATIVE
TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION IN
COLLABORATING TO CREATE A SEAMLESS, HIGH-FUNCTIONING, HIGHLY

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1 EFFECTIVE SYSTEM OF TEACHER PREPARATION;

2 (c) ADDRESSING BARRIERS TO EFFECTIVE TEACHER PREPARATION, 3 WHICH INCLUDE INSUFFICIENT SUPPORT FOR EFFECTIVE FIELD EXPERIENCES 4 FOR TEACHING CANDIDATES AND INSUFFICIENT SUPPORT FOR NEW 5 TEACHERS WHEN THEY TRANSITION TO THE CLASSROOM, DUE TO A LACK 6 OF COMMUNICATION, SHARING OF RESOURCES, AND COLLABORATION 7 AMONG LOCAL EDUCATION PROVIDERS, ALTERNATIVE TEACHER 8 PROGRAMS, INSTITUTIONS OF HIGHER EDUCATION, AND OTHER TEACHER 9 PREPARATION PROGRAM PROVIDERS; AND

10 (d) IDENTIFYING THE BEST PRACTICES, EFFECTIVE STRATEGIES,
11 AND CRITICAL COMPONENTS OF EFFECTIVE TEACHER RESIDENCY PROGRAM
12 MODELS THAT CAN BE USED BY LOCAL EDUCATION PROVIDERS ACROSS THE
13 STATE AND THAT MAY INFORM STATE POLICY CHANGES.

(3) IN IMPLEMENTING THE PROGRAM, THE DEPARTMENT SHALL 14 15 PROVIDE TO LOCAL EDUCATION PROVIDERS, ALTERNATIVE TEACHER 16 PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION INFORMATION 17 CONCERNING THE OUTCOMES OF THE PILOT PROGRAMS, THE 18 EFFECTIVENESS OF THE METHODS AND STRATEGIES IMPLEMENTED, AND 19 BEST PRACTICES AND CRITICAL COMPONENTS IDENTIFIED TO SUPPORT 20 EXPANSION OF TEACHER RESIDENCY PROGRAMS AND HOW THESE 21 STRATEGIES, PRACTICES, AND COMPONENTS INFORM THE DESIGN AND 22 IMPLEMENTATION OF TEACHER INDUCTION PROGRAMS. THE DEPARTMENT 23 SHALL PROVIDE THE INFORMATION USING ELECTRONIC METHODS, WHICH 24 MAY INCLUDE POSTING INFORMATION TO THE DEPARTMENT WEBSITE, 25 E-MAILING INFORMATION, HOSTING ELECTRONIC CONVERSATIONS AMONG 26 LOCAL EDUCATION PROVIDERS AND INSTITUTIONS OF HIGHER EDUCATION, 27 AND PROVIDING PROGRAMMING VIA THE INTERNET.

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(4) THE STATE BOARD MAY PROMULGATE RULES PURSUANT TO THE
 "STATE ADMINISTRATIVE PROCEDURE ACT", ARTICLE 4 OF TITLE 24, AS
 NECESSARY TO IMPLEMENT THE PROGRAM.

4 22-60.3-104. Teacher residency pilot expansion programs -5 funding. (1) BEGINNING IN THE 2018-19 SCHOOL YEAR, THE DEPARTMENT 6 SHALL CONTRACT WITH AN INSTITUTION OF HIGHER EDUCATION AND AN 7 ALTERNATIVE TEACHER PROGRAM, EACH OF WHICH OPERATES A PROVEN 8 AND SUCCESSFUL TEACHER RESIDENCY PROGRAM IN COLORADO, TO 9 OPERATE THE PILOT TEACHER RESIDENCY PROGRAMS FOR THE TEACHER 10 RESIDENCY EXPANSION PROGRAM. IN SELECTING THE INSTITUTION OF 11 HIGHER EDUCATION AND THE ALTERNATIVE TEACHER PROGRAM, THE 12 DEPARTMENT SHALL ENSURE THAT THE TEACHER RESIDENCY PROGRAMS 13 THAT THEY OPERATE HAVE DEMONSTRATED SUCCESS IN TRAINING AND 14 RETAINING EFFECTIVE TEACHERS AND RESPONSIVENESS TO STATEWIDE 15 NEEDS IN GEOGRAPHICALLY DIVERSE COMMUNITIES AND ARE OPERATING 16 IN PARTNERSHIP WITH A SCHOOL DISTRICT, CHARTER SCHOOL, OR BOARD 17 OF COOPERATIVE SERVICES THAT OPERATES A PUBLIC SCHOOL. THE 18 SELECTED INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE 19 TEACHER PROGRAM SHALL EXPAND THEIR TEACHER RESIDENCY PROGRAMS 20 ON A PILOT BASIS WITH LOCAL EDUCATION PROVIDERS, ALTERNATIVE 21 TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION, WHICH 22 EXPANSION MUST, AT A MINIMUM, INCLUDE DOCUMENTATION OF THE 23 TUITION MODEL, COURSE SCOPE, MENTORING SUPPORTS, MODELS FOR 24 PARAPROFESSIONAL DEVELOPMENT, AND MULTIPLE STAFFING MODELS. 25 THE PILOT PROGRAMS SHALL ALSO SHARE THESE COMPONENTS WITH THE 26 DEPARTMENT, WHICH SHALL SHARE THEM WITH OTHER LOCAL EDUCATION 27 PROVIDERS, ALTERNATIVE TEACHER PROGRAMS, AND INSTITUTIONS OF

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HIGHER EDUCATION THAT ARE NOT PARTICIPATING IN THE PILOT
 PROGRAMS.

3 (2) (a) SUBJECT TO AVAILABLE APPROPRIATIONS, BASED ON THE
4 TERMS OF THE CONTRACTS TO PROVIDE A PILOT PROGRAM PURSUANT
5 SUBSECTION (1) OF THIS SECTION, THE DEPARTMENT SHALL DISTRIBUTE TO
6 THE CONTRACTING INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE
7 TEACHER PROGRAM MONEY TO OFFSET A PORTION OF THE DIRECT COSTS
8 INCURRED IN IMPLEMENTING THE PILOT PROGRAMS.

9 (b) THE INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE 10 TEACHER PROGRAM THAT ENTER INTO CONTRACTS WITH THE DEPARTMENT 11 TO PROVIDE PILOT PROGRAMS PURSUANT TO SUBSECTION (1) OF THIS 12 SECTION SHALL, PURSUANT TO THE TERMS OF THE CONTRACT, AGREE TO 13 MATCH ONE HUNDRED PERCENT OF THE AMOUNT DISTRIBUTED TO THE 14 INSTITUTION AND ALTERNATIVE TEACHER PROGRAM BY THE DEPARTMENT 15 TO OFFSET A PORTION OF THE DIRECT COSTS INCURRED IN IMPLEMENTING 16 THE PILOT PROGRAMS. AN INSTITUTION OF HIGHER EDUCATION OR 17 ALTERNATIVE TEACHER PROGRAM THAT APPLIES TO OPERATE A PILOT 18 PROGRAM MUST PROVIDE TO THE DEPARTMENT WRITTEN DOCUMENTATION 19 DEMONSTRATING THAT, BY A SPECIFIED DATE, THE INSTITUTION OR 20 ALTERNATIVE TEACHER PROGRAM WILL HAVE AN AMOUNT SUFFICIENT IN 21 TOTAL TO MEET THE REOUIREMENTS OF THE CONTRACT. THE DEPARTMENT 22 SHALL NOT ENTER INTO A CONTRACT WITH AN INSTITUTION OF HIGHER 23 EDUCATION OR ALTERNATIVE TEACHER PROGRAM THAT FAILS TO PROVIDE 24 THE REQUIRED DOCUMENTATION.

25 (3) AFTER THE PILOT PROGRAMS DESCRIBED IN THIS SECTION HAVE
26 OPERATED FOR ONE SCHOOL YEAR, AND ANNUALLY THEREAFTER, THE
27 DEPARTMENT SHALL REVIEW THE INFORMATION COLLECTED FROM THE

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PILOT PROGRAMS TO DETERMINE WHETHER THE PILOT PROGRAMS ARE
 EFFECTIVE IN INCREASING RETENTION OF THE TEACHERS EMPLOYED BY
 THE PARTICIPATING LOCAL EDUCATION PROVIDERS AND RAISING THE
 CULTURAL COMPETENCE OF THE TEACHER RESIDENTS WHO PARTICIPATE
 IN THE PILOT PROGRAMS. IN MEASURING THE EFFECTIVENESS OF THE PILOT
 PROGRAMS, THE DEPARTMENT SHALL CONSIDER:

7 (a) THE DEVELOPMENTAL PROGRESS, INCLUDING LEVELS OF
8 CULTURAL COMPETENCE, OF THE TEACHER RESIDENTS PARTICIPATING IN
9 THE PILOT PROGRAM BEFORE, DURING, AND AFTER PARTICIPATION IN THE
10 PILOT PROGRAM;

(b) THE LEVELS OF SATISFACTION WITH THE PILOT PROGRAM
EXPRESSED BY THE TEACHER RESIDENTS, LOCAL EDUCATION PROVIDERS,
ALTERNATIVE TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER
EDUCATION; AND

15 (c) A COMPARISON OF THE PARTICIPATING LOCAL EDUCATION
16 PROVIDER'S TEACHER RETENTION RATE BEFORE, DURING, AND AFTER
17 PARTICIPATING IN THE PILOT PROGRAM.

18 22-60.3-105. Reports. (1) NOTWITHSTANDING THE PROVISIONS
19 OF SECTION 24-1-136 (11)(a)(I), BY JANUARY 15, 2020, AND BY JANUARY
20 15 EACH YEAR THEREAFTER, THE DEPARTMENT SHALL PREPARE A
21 PROGRESS REPORT ON IMPLEMENTING THE PROGRAM. AT A MINIMUM, THE
22 REPORT MUST INCLUDE:

(a) A SUMMARY OF THE DATA COLLECTED FROM EACH PILOT
PROGRAM CONCERNING THE EFFECTIVENESS OF THE PILOT PROGRAMS AS
DESCRIBED IN SECTION 22-60.3-104 (2);

26 (b) RECOMMENDATIONS, IF ANY, FOR LEGISLATIVE OR
 27 REGULATORY CHANGES TO FACILITATE THE EFFECTIVE IMPLEMENTATION

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1 OF THE PILOT PROGRAMS; AND

2 (c) RECOMMENDATIONS FOR CONTINUED FUNDING.

3 (2) THE DEPARTMENT SHALL SUBMIT THE REPORT TO THE STATE
4 BOARD, THE COLORADO COMMISSION ON HIGHER EDUCATION, THE
5 EXECUTIVE DIRECTOR OF THE DEPARTMENT OF HIGHER EDUCATION, THE
6 GOVERNOR, AND THE EDUCATION COMMITTEES OF THE HOUSE OF
7 REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR COMMITTEES.
8 THE DEPARTMENT SHALL ALSO POST THE REPORT ON THE DEPARTMENT
9 WEBSITE FOR PUBLIC ACCESS.

10 22-60.3-106. Repeal of article. THIS ARTICLE 60.3 IS REPEALED,
11 EFFECTIVE JULY 1, 2023.

12 **SECTION 2. Appropriation.** For the 2018-19 state fiscal year, 13 \$200,000 is appropriated to the department of education. This 14 appropriation is from the general fund. To implement this act, the 15 department may use this appropriation for the teacher residency 16 expansion program.

SECTION 3. Safety clause. The general assembly hereby finds,
determines, and declares that this act is necessary for the immediate
preservation of the public peace, health, and safety.