

**First Regular Session  
Seventy-second General Assembly  
STATE OF COLORADO**

**ENGROSSED**

*This Version Includes All Amendments Adopted  
on Second Reading in the House of Introduction*

LLS NO. 19-0290.01 Conrad Imel x2313

**SENATE BILL 19-069**

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**SENATE SPONSORSHIP**

**Lundeen,**

**HOUSE SPONSORSHIP**

**Wilson,**

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**Senate Committees**  
Education

**House Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING NONPUBLIC SCHOOLS' AUTHORITY TO OPERATE CERTAIN**  
102 **TEACHER DEVELOPMENT PROGRAMS.**

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**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 <http://leg.colorado.gov>.)*

Under existing law, school districts, charter schools, and the state charter school institute are permitted to operate induction programs for teachers, special services providers, principals, and administrators, and alternative licensure programs for teachers and principals who do not hold professional licenses. The bill clarifies that nonpublic schools may operate such programs.

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing statute.  
Dashes through the words indicate deletions from existing statute.*

SENATE  
2nd Reading Unamended  
February 4, 2019

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

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

5           **22-60.5-102. Definitions.** As used in this article 60.5, unless the  
6 context otherwise requires:

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

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

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

24           (10) "Designated agency" means a school district or districts, a  
25 board of cooperative services, an accepted institution of higher education,  
26 a nonprofit organization, a charter school, the institute, A NONPUBLIC

1 SCHOOL, or any combination thereof, that is responsible for the  
2 organization, management, and operation of an approved alternative  
3 teacher program.

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

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

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

25 (15) "Mentor teacher" means:

26 (a) A teacher designated by the school district, ~~or~~ charter school,  
27 OR NONPUBLIC SCHOOL employing an alternative teacher and who has

1 demonstrated outstanding teaching and school leadership and can provide  
2 exemplary modeling and counseling to alternative teachers participating  
3 in an alternative teacher program; or

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

10 (15.5) "NONPUBLIC SCHOOL" MEANS ANY INDEPENDENT OR  
11 PAROCHIAL SCHOOL THAT PROVIDES A BASIC ACADEMIC EDUCATION, AS  
12 DEFINED IN SECTION 22-33-104 (2)(b). NEITHER THE STATE BOARD OF  
13 EDUCATION NOR ANY LOCAL SCHOOL BOARD OF EDUCATION HAS  
14 JURISDICTION OVER THE INTERNAL AFFAIRS OF ANY INDEPENDENT OR  
15 PAROCHIAL SCHOOL IN COLORADO.

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

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

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

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

3           **22-60.5-108. Procedure - denial, suspension, annulment, or**  
4 **revocation - license, certificate, endorsement, or authorization.**

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

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

15           **22-60.5-111. Authorization - types - applicants' qualifications**

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

27           (b) To receive a principal authorization, a person, in collaboration

1 with a school district, charter school, ~~or~~ the institute, OR NONPUBLIC  
2 SCHOOL, shall submit to the department of education documentation that  
3 includes:

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

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

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

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

24 (e) (I) A school district, ~~or~~ charter school, OR NONPUBLIC SCHOOL  
25 that employs a person who holds a principal authorization may provide  
26 an induction program for the person, as described in section 22-60.5-304.  
27 If the person successfully completes the induction program while

1 employed under the principal authorization, the person may apply  
2 completion of the induction program toward meeting the requirements for  
3 a professional principal license.

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

6 **22-60.5-114. State board of education - waivers.**

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

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

26 (3) Upon application by a school district, ~~NONPUBLIC SCHOOL~~, or  
27 board of cooperative services, the state board may grant a waiver of the

1 requirement that a person applying for an initial license demonstrate  
2 professional competencies. Such a waiver may be granted only by a  
3 two-thirds majority vote of the board members following a demonstration  
4 that:

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

8 (b) Enforcement of the requirement would cause extreme hardship  
9 to the school district, NONPUBLIC SCHOOL, or board of cooperative  
10 services or to the license applicant; and

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

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

18 **22-60.5-115. Rules.** (2) The state board of education shall  
19 promulgate rules as necessary to implement sections 22-60.5-201 (1)(a)  
20 and 22-60.5-205. The rules must include, but need not be limited to, the  
21 following:

22 (e) Procedures and criteria for performance evaluations of  
23 alternative teachers which shall be in accordance with section 22-9-106.  
24 However, the state board may provide for such performance evaluations  
25 by mentor teachers. NOTWITHSTANDING ANY OTHER PROVISION OF THIS  
26 ARTICLE 60.5, A NONPUBLIC SCHOOL IS NOT REQUIRED TO CONDUCT  
27 PERFORMANCE EVALUATIONS OF ANY TEACHER IN ACCORDANCE WITH



1 SECTION 22-9-106; EXCEPT THAT THE STATE BOARD MAY REQUIRE A  
2 NONPUBLIC SCHOOL TO PERIODICALLY EVALUATE A PERSON  
3 PARTICIPATING IN AN INDUCTION PROGRAM OR ALTERNATIVE  
4 PREPARATION PROGRAM PURSUANT TO THIS ARTICLE 60.5 TO ENSURE THAT  
5 THE PERSON MEETS OR EXCEEDS THE QUALITY STANDARDS ESTABLISHED  
6 BY THE STATE BOARD FOR THAT PERSON'S PROFESSION.

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

9 **22-60.5-201. Types of teacher licenses issued - term - definition**  
10 **- rules.** (1) The department is designated as the sole agency authorized  
11 to issue the following teacher licenses to persons of good moral character:

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

17 (V) For applicants enrolled in a one-year alternative teacher  
18 program, the alternative teacher license issued pursuant to this subsection  
19 (1)(a) is valid for a period of one year after the date of issuance and may  
20 be renewed for only one additional year, but only upon written evidence  
21 that the employing school district, board of cooperative services, ~~or~~  
22 charter school, OR NONPUBLIC SCHOOL anticipates extending the  
23 alternative teacher's contract for one additional year pursuant to section  
24 22-60.5-207 (2). For applicants enrolled in a two-year alternative teacher  
25 program, the alternative teacher license issued pursuant to this subsection  
26 (1)(a) is valid for a period of two years after the date of issuance.

27 (b) **Initial teacher license.** (III) (A) An initial teacher license is

1 valid in any school districts OR NONPUBLIC SCHOOLS that provide, or  
2 charter schools that provide or participate in, an approved induction  
3 program for teachers or have obtained a waiver of the approved induction  
4 program requirement pursuant to section 22-60.5-114 (2). Except as  
5 otherwise provided in subsection (1)(b)(III)(B) of this section, any initial  
6 license issued pursuant to this subsection (1)(b) is valid for a period of  
7 three years after the date of issuance and is renewable only once for an  
8 additional period of three years.

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

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

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

3           **22-60.5-204. Approved induction program - initial teacher**  
4 **licensee.** (1) Any approved induction program of a school district or  
5 districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL for initial  
6 teacher licensees may include, but is not limited to, supervision by mentor  
7 teachers; ongoing professional development and training, including  
8 ethics; and performance evaluations. Such school district or districts,  
9 charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL may enter into  
10 agreements with accepted institutions of higher education in regard to the  
11 organization, management, and operation of an approved induction  
12 program, or any portion thereof. The school district's or districts'  
13 performance evaluations must be conducted in accordance with section  
14 22-9-106; however, the state board of education may provide by rule for  
15 performance evaluations by mentor teachers.

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

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

23           **22-60.5-207. Alternative teacher contracts.** (3) THE PROVISIONS  
24 OF THIS SECTION DO NOT APPLY TO ALTERNATIVE TEACHER CONTRACTS  
25 ENTERED INTO BY NONPUBLIC SCHOOLS.

26           **SECTION 9.** In Colorado Revised Statutes, 22-60.5-210, **amend**  
27 (1)(a)(II) and (1)(b)(I)(B) as follows:

1           **22-60.5-210. Types of special services licenses issued - term -**

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

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

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

23           (B) Has completed an approved induction program for special  
24 services providers and has been recommended for licensure by the school  
25 district, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL that  
26 provided such induction program; except that the applicant need not  
27 complete an approved induction program as an initial special services

1 licensee if the applicant previously completed an induction program while  
2 employed under an emergency authorization or a temporary educator  
3 eligibility authorization or if the school district or charter school in which  
4 the applicant is employed has obtained a waiver of the induction program  
5 requirement pursuant to section 22-60.5-114 (2). If the applicant is  
6 employed by a school district, charter school, NONPUBLIC SCHOOL, or the  
7 institute that has obtained a waiver of the induction program requirement,  
8 the applicant shall demonstrate completion of any requirements specified  
9 in the school district's, ~~or~~ charter school's, OR NONPUBLIC SCHOOL'S plan  
10 for support, assistance, and training of initially licensed educators.

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

13 **22-60.5-213. Approved induction programs - initial special**  
14 **services licensees.** (1) Any approved induction program of a school  
15 district or districts, ~~or~~ charter school, OR NONPUBLIC SCHOOL for initial  
16 special services licensees may include, but shall not be limited to,  
17 supervision by mentor special services providers; ongoing professional  
18 development and training, including ethics; and performance evaluations.  
19 Such school district or districts, charter schools, ~~or~~ the institute, OR  
20 NONPUBLIC SCHOOLS may enter into agreements with accepted institutions  
21 of higher education in regard to the organization, management, and  
22 operation of an approved induction program, or any portion thereof. The  
23 school district's or districts' performance evaluations must be conducted  
24 in accordance with section 22-9-106; however, the state board of  
25 education may provide by rule for performance evaluations by mentor  
26 special services providers.

27 (2) The approved induction program of any initial special services

1 licensee may be extended if deemed necessary by the school district or  
2 districts, ~~or~~ charter school, OR NONPUBLIC SCHOOL providing such  
3 program; however, such program shall not be extended so that such  
4 program exceeds three years.

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

7 **22-60.5-301. Types of principal licenses issued - term.** (1) The  
8 department of education is designated as the sole agency authorized to  
9 issue the following principal licenses to persons of good moral character:

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

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

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

1 showing of good cause for inability to complete an approved induction  
2 program.

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

7 (C) Has completed an approved induction program for principals  
8 and has been recommended for licensure by the school districts, charter  
9 school, ~~or~~ the institute, OR NONPUBLIC SCHOOL that provided such  
10 induction program; except that the applicant need not complete an  
11 approved induction program as an initial principal licensee if the  
12 applicant previously completed an induction program while employed  
13 under an emergency authorization or a principal authorization or if the  
14 school district or charter school in which the applicant is employed has  
15 obtained a waiver of the induction program requirement pursuant to  
16 section 22-60.5-114 (2). If the applicant is employed by a school district,  
17 ~~or~~ charter school, OR NONPUBLIC SCHOOL that has obtained a waiver of the  
18 induction program requirement, the applicant shall demonstrate  
19 completion of any requirements specified in the school district's, charter  
20 school's, ~~or~~ the institute's, OR NONPUBLIC SCHOOL'S plan for support,  
21 assistance, and training of initially licensed educators.

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

24 **22-60.5-304. Approved induction programs - initial principal**  
25 **licensees.** (1) Any approved induction program of a school district or  
26 districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL for initial  
27 principal licensees may include, but is not limited to, supervision by

1 mentor principals; ongoing professional development and training,  
2 including ethics; and performance evaluations. Such school district or  
3 districts, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL may enter  
4 into agreements with accepted institutions of higher education in regard  
5 to the organization, management, and operation of an approved induction  
6 program, or any portion thereof. The school district's or districts'  
7 performance evaluations must be conducted in accordance with section  
8 22-9-106; however, the state board of education may provide by rule for  
9 performance evaluations by mentor principals.

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

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

17 **22-60.5-305.5. Alternative principal preparation program -**  
18 **legislative declaration.** (2) A school district or charter school may  
19 employ as a principal or a vice-principal a person who holds a principal  
20 authorization issued pursuant to section 22-60.5-111 (14). A person who  
21 is employed by a school district under a principal authorization may  
22 perform the duties of a principal or a vice-principal in a school so long as  
23 the person is under the supervision of a professional principal licensee.  
24 A PERSON WHO HOLDS A PRINCIPAL AUTHORIZATION ISSUED PURSUANT TO  
25 SECTION 22-60.5-111 (14) MAY PARTICIPATE IN AN INDIVIDUALIZED  
26 ALTERNATIVE PRINCIPAL PROGRAM OFFERED BY A NONPUBLIC SCHOOL.  
27 The school district, charter school, NONPUBLIC SCHOOL, or the institute



1 shall collaborate with the person in designing an individualized  
2 alternative principal program, which the person shall complete while  
3 employed under the authorization. The school district, charter school,  
4 NONPUBLIC SCHOOL, or the institute may work with a governmental,  
5 nonprofit, or for-profit entity in designing and implementing the  
6 individualized alternative principal program. The individualized  
7 alternative principal program is subject to approval by the state board of  
8 education as provided in section 22-60.5-111 (14) and in accordance with  
9 rules adopted by the state board of education.

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

13 (4) In designing an individualized alternative principal program,  
14 the school district, charter school, ~~or~~ the institute, OR NONPUBLIC SCHOOL  
15 shall assess the needs of the school to which the person employed under  
16 the principal authorization would be assigned and ensure that the person  
17 receives training that will equip the person to meet the specific needs of  
18 the school and the community in which it is located.

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

21 **22-60.5-306. Types of administrator licenses issued - term.**

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

25 (a) **Initial administrator license.** (II) An initial administrator  
26 license shall be valid in any school districts OR NONPUBLIC SCHOOLS that  
27 provide, or charter schools that provide or participate in, an approved

1 induction program for administrators or have obtained a waiver of the  
2 approved induction program requirement pursuant to section 22-60.5-114  
3 (2). Any initial administrator license issued pursuant to this subsection  
4 (1)(a) shall be valid for a period of three years after the date of issuance  
5 and is renewable only once for an additional period of three years; except  
6 that, if an initial administrator licensee is unable to complete an induction  
7 program for reasons other than incompetence, the state board of education  
8 may renew the licensee's initial administrator license for one or more  
9 additional three-year periods upon the initial licensee's showing of good  
10 cause for inability to complete an approved induction program.

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

15 (C) Has completed an approved induction program for  
16 administrators and has been recommended for licensure by the school  
17 districts, charter schools, ~~or~~ the institute, OR NONPUBLIC SCHOOL that  
18 provided such induction program; except that the applicant need not  
19 complete an approved induction program as an initial administrator  
20 licensee if the applicant previously completed an induction program while  
21 employed under an emergency authorization or a temporary educator  
22 eligibility authorization or if the school district or charter school in which  
23 the applicant is employed has obtained a waiver of the induction program  
24 requirement pursuant to section 22-60.5-114 (2). If the applicant is  
25 employed by a NONPUBLIC SCHOOL, OR BY A school district, a charter  
26 school, or the institute that has obtained a waiver of the induction  
27 program requirement, the applicant shall demonstrate completion of any

1 requirements specified in the school district's OR NONPUBLIC SCHOOL'S  
2 plan for support, assistance, and training of initially licensed educators.

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

5 **22-60.5-309. Approved induction programs - initial**  
6 **administrator licensees.** (1) Any approved induction program of a  
7 school district or districts, charter school, ~~or~~ the institute, OR NONPUBLIC  
8 SCHOOL for initial administrator licensees may include, but shall not be  
9 limited to, supervision by mentor administrators; ongoing professional  
10 development and training, including ethics; and performance evaluations.  
11 Such school district or districts, charter school, ~~or~~ the institute, OR  
12 NONPUBLIC SCHOOL may enter into agreements with accepted institutions  
13 of higher education in regard to the organization, management, and  
14 operation of an approved induction program, or any portion thereof. The  
15 school district's or districts' performance evaluations must be conducted  
16 in accordance with section 22-9-106; however, the state board of  
17 education may provide by rule for performance evaluations by mentor  
18 administrators.

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

24 **SECTION 16. Act subject to petition - effective date.** This act  
25 takes effect at 12:01 a.m. on the day following the expiration of the  
26 ninety-day period after final adjournment of the general assembly (August  
27 2, 2019, if adjournment sine die is on May 3, 2019); except that, if a

1 referendum petition is filed pursuant to section 1 (3) of article V of the  
2 state constitution against this act or an item, section, or part of this act  
3 within such period, then the act, item, section, or part will not take effect  
4 unless approved by the people at the general election to be held in  
5 November 2020 and, in such case, will take effect on the date of the  
6 official declaration of the vote thereon by the governor.