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

## REREVISED

This Version Includes All Amendments Adopted in the Second House HOUSE BILL 19-1002

LLS NO. 19-0024.01 Julie Pelegrin x2700

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# A BILL FOR AN ACT

101 CONCERNING PROFESSIONAL DEVELOPMENT IN LEADERSHIP FOR

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PUBLIC SCHOOL PRINCIPALS, AND, IN CONNECTION 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 school leadership pilot program (program) to provide professional development for public elementary, middle, and high school principals. During the 2019-20 budget year, the department of education (department) is directed to design and implement the program or contract with a nonprofit entity to design and implement the program. SENATE 3rd Reading Unamended May 1, 2019

SENATE Amended 2nd Reading April 30, 2019



Amended 2nd Reading April 18, 2019

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The program must include identification of high-quality school principals who will interact with the school principals selected to receive professional development through the program. The program must also include professional development in distributive and collaborative leadership skills with the goal of improving educator retention, school climate and culture, and student outcomes.

School principals may apply to receive professional development through the program during the 2020-21 and 2021-22 budget years. The department or the contracted entity must review the applications and recommend participants to the state board of education (state board), who shall select the participants. Subject to available appropriations, the state board must provide grants to the employing entities of the school principals who participate in the program either as high-quality school principals or to receive professional development. The grants are paid from money appropriated to the school leadership pilot program fund created in the bill.

By March 15, 2020, the department must report to the education committees of the general assembly concerning the design of the program. By January 15, 2022, the department must report to the education committees concerning implementation of the program, including recommendations for whether the program should be continued.

The program is repealed, effective July 1, 2022.

| 1  | Be it enacted by the General Assembly of the State of Colorado:     |
|----|---|
| 2  | SECTION 1. In Colorado Revised Statutes, add part 2 to article      |
| 3  | 13 of title 22 as follows:  |
| 4  | PART 2  |
| 5  | SCHOOL LEADERSHIP PILOT PROGRAM                                     |
| 6  | <b>22-13-201. Legislative declaration.</b> (1) THE GENERAL ASSEMBLY |
| 7  | FINDS THAT:   |
| 8  | (a) EFFECTIVE SCHOOL LEADERSHIP IS SECOND ONLY TO TEACHING          |
| 9  | WITH REGARD TO THE IN-SCHOOL COMPONENTS IDENTIFIED AS HAVING THE    |
| 10 | GREATEST EFFECT ON STUDENT LEARNING AND OUTCOMES;                   |
| 11 | (b) A RECENT REPORT BY THE DEPARTMENT OF EDUCATION AND              |
| 12 | THE DEPARTMENT OF HIGHER EDUCATION CONCERNING TEACHER               |
| 13 | SHORTAGES IN COLORADO STATES THAT, IN IDENTIFYING REASONS FOR       |
|    |   |

LEAVING A SCHOOL, TEACHERS CITE POOR OR INEFFECTIVE SCHOOL
 LEADERSHIP. TO ADDRESS THE TEACHER SHORTAGE, THE REPORT
 RECOMMENDS PROVIDING IMPROVED EDUCATIONAL LEADERSHIP
 PREPARATION AND PROFESSIONAL DEVELOPMENT TO ASSIST PRINCIPALS IN
 CREATING POSITIVE SCHOOL CLIMATE AND CULTURE.

6 (c) SCHOOL PRINCIPALS ARE EXPECTED TO FILL MANY ROLES THAT 7 MOVE FAR BEYOND ADMINISTRATIVE TASKS, INCLUDING SETTING A 8 SCHOOL-WIDE VISION FOR STUDENT LEARNING AND OUTCOMES, CREATING 9 A SCHOOL-WIDE CLIMATE THAT IS HOSPITABLE TO LEARNING, PROVIDING 10 INSTRUCTIONAL LEADERSHIP WITH EDUCATORS, NURTURING A 11 PROFESSIONAL LEARNING COMMUNITY WITH THE EDUCATORS IN THE 12 SCHOOL, AND CULTIVATING LEADERSHIP IN OTHERS SO THAT THE SCHOOL 13 OPERATES ON A DISTRIBUTIVE AND COLLABORATIVE LEADERSHIP MODEL;

14 (d) THERE ARE EXAMPLES OF EXCELLENT PRINCIPALS IN PUBLIC 15 SCHOOLS IN COLORADO WHO SUCCESSFULLY PRACTICE DISTRIBUTIVE AND 16 COLLABORATIVE LEADERSHIP AND HAVE BUILT AND MAINTAINED A 17 STRONG COLLABORATIVE LEARNING COMMUNITY IN THEIR SCHOOLS THAT 18 RESULTS IN POSITIVE STUDENT OUTCOMES. SCHOOL PRINCIPALS IN 19 COLORADO SHOULD HAVE THE OPPORTUNITY TO OBSERVE AND LEARN 20 FROM THESE EXCELLENT PRINCIPALS TO BE ABLE TO REPLICATE BEST 21 PRACTICES IN THEIR OWN SCHOOLS.

(e) CREATING A COHORT OF PUBLIC SCHOOL PRINCIPALS
THROUGHOUT THE STATE WHO HAVE THE OPPORTUNITY TO OBSERVE AND
LEARN FROM EXCELLENT PRINCIPALS AND TOGETHER DEVELOP THEIR
LEADERSHIP SKILLS AND LEARN TO IMPLEMENT BEST PRACTICES IN
LEADING A PUBLIC SCHOOL COMMUNITY IS LIKELY TO RESULT IN SCHOOL
IMPROVEMENT THROUGHOUT THE STATE AND BETTER STUDENT ACADEMIC

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### 1 OUTCOMES; AND

(f) IMPROVING SCHOOL LEADERSHIP THROUGH A PROGRAM THAT
EMPOWERS PUBLIC SCHOOL PRINCIPALS TO BUILD THEIR LEADERSHIP
SKILLS AND TEACHES THEM TO EFFECTIVELY IMPLEMENT DISTRIBUTIVE
AND COLLABORATIVE LEADERSHIP IS LIKELY TO RESULT IN IMPROVEMENTS
IN THE CLIMATE AND CULTURE OF PUBLIC SCHOOLS, DECREASED
EDUCATOR TURNOVER, AND A REDUCTION IN THE TEACHER SHORTAGE
EXPERIENCED BY MANY PUBLIC SCHOOLS.

9 (2) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT IT IS 10 NECESSARY FOR THE BENEFIT OF PUBLIC EDUCATION IN COLORADO TO 11 DIRECT THE DEPARTMENT OF EDUCATION TO DESIGN AND IMPLEMENT A 12 PROGRAM TO PROVIDE EMBEDDED, EXPERIENTIAL TRAINING FOR A COHORT 13 OF PUBLIC SCHOOL PRINCIPALS TO ENABLE THEM TO PROVIDE 14 DISTRIBUTIVE AND COLLABORATIVE LEADERSHIP WITHIN THEIR PUBLIC 15 SCHOOLS THAT SUPPORTS INCREASED EDUCATOR RETENTION, IMPROVED 16 SCHOOL CLIMATE AND CULTURE, AND IMPROVED STUDENT ACADEMIC 17 OUTCOMES.

18 22-13-202. Definitions. As used in this part 2, unless the
19 CONTEXT OTHERWISE REQUIRES:

20 (1) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION
21 CREATED AND EXISTING PURSUANT TO SECTION 24-1-115.

22 (2) "ENTITY" MEANS A NONPROFIT ENTITY OR A PUBLIC OR

23 PRIVATE INSTITUTION OF HIGHER EDUCATION THAT OFFERS A PRINCIPAL

- 24 <u>PREPARATION PROGRAM.</u>
- 25

26 (3) "PROGRAM" MEANS THE SCHOOL LEADERSHIP PILOT PROGRAM
 27 CREATED IN SECTION 22-13-203.

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1 (4) "PUBLIC SCHOOL" MEANS A SCHOOL THAT DERIVES ITS 2 SUPPORT, IN WHOLE OR IN PART, FROM MONEY RAISED BY A GENERAL 3 STATE OR SCHOOL DISTRICT TAX AND INCLUDES A SCHOOL OF A SCHOOL 4 DISTRICT, A PUBLIC SCHOOL OPERATED BY A BOARD OF COOPERATIVE 5 SERVICES, AND AN INSTITUTE CHARTER SCHOOL AUTHORIZED BY THE 6 STATE CHARTER SCHOOL INSTITUTE PURSUANT TO PART 5 OF ARTICLE 30.5 7 OF THIS TITLE 22.

8 (5) "SCHOOL PRINCIPAL" MEANS AN INDIVIDUAL WHO IS EMPLOYED
9 AS THE CHIEF ADMINISTRATIVE OFFICER OF A PUBLIC ELEMENTARY,
10 MIDDLE, OR HIGH SCHOOL IN COLORADO.

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

13 22-13-203. School leadership pilot program - created -14 **participation.** (1) THERE IS CREATED IN THE DEPARTMENT OF EDUCATION 15 THE SCHOOL LEADERSHIP PILOT PROGRAM TO PROVIDE EMBEDDED, 16 EXPERIENTIAL PROFESSIONAL DEVELOPMENT TO IMPROVE THE QUALITY OF 17 SCHOOL PRINCIPALS AND EMPOWER THEM TO EXERCISE DISTRIBUTIVE AND 18 COLLABORATIVE LEADERSHIP THAT SUPPORTS COLLABORATION AMONG 19 THE PROFESSIONAL EDUCATORS IN THE SCHOOL BUILDING. THE PURPOSE 20 OF THE PROGRAM IS TO INCREASE EDUCATOR RETENTION, IMPROVE 21 SCHOOL CLIMATE AND CULTURE, AND IMPROVE STUDENT ACADEMIC 22 OUTCOMES BY IMPROVING THE QUALITY OF LEADERSHIP IN PUBLIC 23 SCHOOLS. THE PROGRAM MUST INCLUDE IDENTIFICATION OF 24 HIGH-QUALITY SCHOOL PRINCIPALS AND THE OPPORTUNITY FOR OTHER 25 SCHOOL PRINCIPALS FROM SCHOOL DISTRICTS THROUGHOUT THE STATE TO 26 OBSERVE AND INTERACT WITH THE IDENTIFIED HIGH-QUALITY SCHOOL 27 PRINCIPALS AND TO RECEIVE PROFESSIONAL DEVELOPMENT IN LEADERSHIP

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SKILLS TO LEARN THE CRITICAL PRACTICES OF THE HIGH-QUALITY SCHOOL
 PRINCIPALS IN SUCCESSFUL PUBLIC SCHOOLS.

3 (2) THE DEPARTMENT SHALL DESIGN THE PROGRAM DURING THE 4 2019-20 BUDGET YEAR AND BEGIN IMPLEMENTATION OF THE PROGRAM NO 5 LATER THAN JULY 2020. THE DEPARTMENT MAY CONTRACT WITH <u>AN</u> 6 ENTITY WITH DEMONSTRATED, SUCCESSFUL EXPERIENCE IN PROVIDING 7 TRAINING TO SCHOOL PRINCIPALS IN DISTRIBUTIVE AND COLLABORATIVE 8 LEADERSHIP IN COLORADO OR IN OTHER STATES TO ASSIST IN DESIGNING 9 AND IMPLEMENTING THE PROGRAM. IN SELECTING <u>AN</u> ENTITY, THE 10 DEPARTMENT SHALL FIRST CONSIDER ENTITIES THAT PROVIDE SUCCESSFUL 11 SCHOOL LEADERSHIP PROGRAMS IN COLORADO THAT ARE SIMILAR TO THE 12 PROGRAM DESCRIBED IN THIS SECTION. THE DEPARTMENT SHALL ENSURE 13 THAT THE PROGRAM DESIGN INCLUDES:

14 (a) THE METHOD FOR IDENTIFYING HIGH-QUALITY SCHOOL
15 PRINCIPALS AND SELECTING A COHORT OF SCHOOL PRINCIPALS FROM
16 PUBLIC ELEMENTARY, MIDDLE, AND HIGH SCHOOLS ACROSS THE STATE
17 WHO APPLY TO PARTICIPATE IN THE PROFESSIONAL DEVELOPMENT
18 PROVIDED BY THE PROGRAM;

(b) THE LEARNING OBJECTIVES AND GOALS OF THE PROGRAM,
WHICH MUST AT A MINIMUM INCLUDE IMPROVING AND ENHANCING
POSITIVE SCHOOL CLIMATE AND CULTURE AND IMPLEMENTING
DISTRIBUTIVE AND COLLABORATIVE LEADERSHIP AMONG THE
PROFESSIONAL EDUCATORS WITHIN A SCHOOL;

(c) THE METHODS FOR ACHIEVING THE LEARNING OBJECTIVES AND
GOALS, WHICH MUST INCLUDE DIRECT OBSERVATION OF AND INTERACTION
WITH IDENTIFIED HIGH-QUALITY SCHOOL PRINCIPALS AND EXPERIENTIAL
PROFESSIONAL DEVELOPMENT IN IMPLEMENTING DISTRIBUTIVE AND

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COLLABORATIVE LEADERSHIP, DEVELOPING COLLABORATION AMONG THE
 PROFESSIONALS WITHIN THE ENTIRE SCHOOL BUILDING, AND OTHER
 LEADERSHIP SKILLS; AND

4 (d) THE METHOD FOR EVALUATING THE SUCCESS OF THE PROGRAM 5 IN MEETING THE LEARNING OBJECTIVES AND GOALS AND IN MEETING THE 6 PURPOSE DESCRIBED IN SUBSECTION (1) OF THIS SECTION, INCLUDING 7 INCREASING EDUCATOR RETENTION, IMPROVING THE SCHOOL CLIMATE 8 AND CULTURE, AND IMPROVING STUDENT ACADEMIC OUTCOMES. THE 9 DEPARTMENT MAY TAKE INTO ACCOUNT INFORMATION RECEIVED 10 THROUGH THE TEACHING AND LEARNING CONDITIONS SURVEY 11 ADMINISTERED PURSUANT TO SECTION 22-2-503 IN EVALUATING THE 12 SUCCESS OF THE PROGRAM; EXCEPT THAT THE DEPARTMENT SHALL TAKE 13 THE INFORMATION INTO ACCOUNT IN A YEAR IN WHICH THE RESPONSE 14 RATE ON THE SURVEY IS AT LEAST SIXTY PERCENT.

15 (3) A SCHOOL PRINCIPAL WHO SEEKS TO RECEIVE TRAINING 16 THROUGH THE PROGRAM MUST SUBMIT AN APPLICATION TO THE 17 DEPARTMENT IN ACCORDANCE WITH THE TIME FRAMES AND PROCEDURES 18 ADOPTED BY RULE OF THE STATE BOARD. THE STATE BOARD BY RULE 19 SHALL SPECIFY THE REQUIRED CONTENTS OF THE APPLICATION, WHICH AT 20 A MINIMUM MUST INCLUDE EVIDENCE THAT THE SCHOOL PRINCIPAL'S 21 EMPLOYER AND BUILDING STAFF SUPPORT THE SCHOOL PRINCIPAL'S 22 PARTICIPATION IN THE PROGRAM.

(4) THE DEPARTMENT, OR THE ENTITY WITH WHICH THE
DEPARTMENT CONTRACTS, IF ANY, SHALL SELECT THE SCHOOL
PRINCIPALS TO RECEIVE PROFESSIONAL DEVELOPMENT THROUGH THE
PROGRAM FOR THE 2020-21 AND 2021-22 BUDGET YEARS, BASED ON
APPLICATIONS RECEIVED PURSUANT TO SUBSECTION (3) OF THIS SECTION.

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1 IN SELECTING SCHOOL PRINCIPALS TO RECEIVE PROFESSIONAL 2 DEVELOPMENT THROUGH THE PROGRAM, THE DEPARTMENT AND THE 3 ENTITY, AT A MINIMUM, SHALL CONSIDER THE LEVEL OF PERFORMANCE, AS 4 DETERMINED PURSUANT TO SECTION 22-11-210, ACHIEVED BY THE PUBLIC 5 SCHOOL AT WHICH THE APPLYING SCHOOL PRINCIPAL IS EMPLOYED AND 6 ANY EVIDENCE THAT INDICATES THE LIKELIHOOD THAT A PROGRAM OF 7 DISTRIBUTIVE AND COLLABORATIVE LEADERSHIP WOULD BE SUCCESSFUL 8 IN IMPROVING EDUCATOR RETENTION, SCHOOL CLIMATE AND CULTURE, 9 AND STUDENT ACADEMIC OUTCOMES AT THE PUBLIC SCHOOL AT WHICH 10 THE APPLYING SCHOOL PRINCIPAL IS EMPLOYED. IN SELECTING 11 PARTICIPANTS FOR THE PROGRAM, THE DEPARTMENT OR THE ENTITY, TO 12 THE EXTENT PRACTICABLE, SHALL SELECT SCHOOL PRINCIPALS EMPLOYED 13 IN PUBLIC ELEMENTARY, MIDDLE, AND HIGH SCHOOLS LOCATED IN RURAL, 14 SUBURBAN, AND URBAN SCHOOL DISTRICTS THROUGHOUT THE STATE WHO 15 ARE REPRESENTATIVE OF THE RACIAL AND GENDER DEMOGRAPHICS 16 ACROSS THE STATE. THE DEPARTMENT OR THE ENTITY MAY SELECT TWO 17 OR MORE SCHOOL PRINCIPALS FROM A SINGLE SCHOOL DISTRICT.

18 (5) SUBJECT TO AVAILABLE APPROPRIATIONS, THE STATE BOARD 19 SHALL AWARD A GRANT TO THE EMPLOYER OF EACH SCHOOL PRINCIPAL 20 WHO IS SELECTED TO PARTICIPATE IN THE PROGRAM EITHER AS AN 21 EXEMPLARY HIGH-OUALITY SCHOOL PRINCIPAL WHO ASSISTS IN PROVIDING 22 PROFESSIONAL DEVELOPMENT OR AS A SCHOOL PRINCIPAL WHO IS 23 SELECTED TO RECEIVE PROFESSIONAL DEVELOPMENT. THE STATE BOARD 24 SHALL DETERMINE THE AMOUNT OF EACH GRANT BASED ON THE COSTS 25 THAT THE EMPLOYER IS EXPECTED TO INCUR AS A RESULT OF THE SCHOOL 26 PRINCIPAL'S PARTICIPATION IN THE PROGRAM.

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#### (6) THE GENERAL ASSEMBLY SHALL ANNUALLY APPROPRIATE

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MONEY TO THE DEPARTMENT FOR THE IMPLEMENTATION OF THIS PART 2,
 INCLUDING MONEY TO PAY THE COSTS OF DESIGNING AND IMPLEMENTING
 THE PROGRAM, WHICH MAY INCLUDE THE COST OF CONTRACTING WITH AN
 ENTITY AS AUTHORIZED IN SUBSECTION (2) OF THIS SECTION, AND
 AWARDING GRANTS AS PROVIDED IN SUBSECTION (5) OF THIS SECTION.

6 **22-13-204.** School leadership pilot program - reporting. 7 (1) ON OR BEFORE MARCH 15, 2020, THE DEPARTMENT SHALL REPORT TO 8 THE EDUCATION COMMITTEES OF THE SENATE AND THE HOUSE OF 9 REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, CONCERNING THE 10 DESIGN OF THE PROGRAM AND THE PLANS FOR IMPLEMENTING THE 11 PROGRAM DURING THE 2020-21 AND 2021-22 BUDGET YEARS. THE REPORT 12 MUST INCLUDE:

13 (a) THE METHOD FOR IDENTIFYING EXEMPLARY, HIGH-QUALITY
14 SCHOOL PRINCIPALS TO PARTICIPATE IN THE PROGRAM AND THE NUMBER
15 OF EXEMPLARY, HIGH-QUALITY SCHOOL PRINCIPALS EXPECTED TO
16 PARTICIPATE IN THE PROGRAM;

17 (b) THE NUMBER OF SCHOOL PRINCIPALS EXPECTED TO RECEIVE
18 PROFESSIONAL DEVELOPMENT THROUGH THE PROGRAM AND THE CRITERIA
19 FOR SELECTING THOSE SCHOOL PRINCIPALS;

20 (c) THE PLAN FOR PROVIDING INTERACTION BETWEEN THE
21 EXEMPLARY, HIGH-QUALITY SCHOOL PRINCIPALS AND THE SCHOOL
22 PRINCIPALS WHO RECEIVE PROFESSIONAL DEVELOPMENT THROUGH THE
23 PROGRAM;

24 (d) THE LEARNING OBJECTIVES AND GOALS TO BE ACHIEVED25 THROUGH THE PROGRAM; AND

26 (e) THE MANNER IN WHICH THE DEPARTMENT EXPECTS TO27 MEASURE THE SUCCESS OF THE PROGRAM, INCLUDING MEASURING

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IMPROVED EDUCATOR RETENTION, IMPROVEMENTS IN SCHOOL CULTURE
 AND CLIMATE, AND IMPROVED STUDENT OUTCOMES.

3 (2) ON OR BEFORE JANUARY 15, 2022, THE DEPARTMENT SHALL
4 REPORT TO THE EDUCATION COMMITTEES OF THE SENATE AND THE HOUSE
5 OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, CONCERNING
6 IMPLEMENTATION OF THE PROGRAM. AT A MINIMUM, THE REPORT MUST
7 INCLUDE:

8 (a) THE NUMBER OF EXEMPLARY, HIGH-QUALITY SCHOOL
9 PRINCIPALS WHO ARE PARTICIPATING IN THE PROGRAM AND THE NATURE
10 OF THEIR PARTICIPATION;

(b) THE NUMBER OF SCHOOL PRINCIPALS WHO ARE RECEIVING
PROFESSIONAL DEVELOPMENT THROUGH THE PROGRAM AND AN
EXPLANATION OF THE PROFESSIONAL DEVELOPMENT PROVIDED;

(c) AN EVALUATION OF THE SUCCESS OF THE PROGRAM
PARTICIPANTS IN ACHIEVING THE LEARNING OBJECTIVES AND GOALS
IDENTIFIED FOR THE PROFESSIONAL DEVELOPMENT AND IN ACHIEVING THE
PURPOSE OF THE PROGRAM IDENTIFIED IN SECTION 22-13-203 (1); AND
(d) A RECOMMENDATION CONCERNING WHETHER TO CONTINUE

19 THE PROGRAM, ANY RECOMMENDED CHANGES TO THE PROGRAM, AND THE
20 ESTIMATED COST OF CONTINUING THE PROGRAM.

21 22-13-205. Repeal of part. THIS PART 2 IS REPEALED, EFFECTIVE
22 JULY 1, 2022.

23 SECTION 2. In Colorado Revised Statutes, 22-13-102, amend
 24 the introductory portion as follows:

25 22-13-102. Definitions. As used in this article 13 PART 1, unless
26 the context otherwise requires:

27 **SECTION 3.** Appropriation. For the 2019-20 state fiscal year,

\$272,929 is appropriated to the department of education. This appropriation is from the general fund and is based on an assumption that the department will require an additional 0.9 FTE. To implement this act, the department may use this appropriation for the school leadership pilot program.

6 SECTION 4. Safety clause. The general assembly hereby finds,
7 determines, and declares that this act is necessary for the immediate
8 preservation of the public peace, health, and safety.