

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

PREMENDED

*This Unofficial Version Includes Committee
Amendments Not Yet Adopted on Second Reading*

LLS NO. 19-0024.01 Julie Pelegrin x2700

HOUSE BILL 19-1002

HOUSE SPONSORSHIP

McLachlan and Wilson, Bird, Buckner, Buentello, Caraveo, Catlin, Cutter, Duran, Esgar, Exum, Galindo, Gray, Hansen, Hooton, Kipp, Lontine, Melton, Michaelson Jenet, Snyder, Tipper, Titone, Valdez D.

SENATE SPONSORSHIP

Zenzinger and Priola,

House Committees

Education
Appropriations

Senate Committees

State, Veterans, & Military Affairs
Appropriations

A BILL FOR AN ACT

101 **CONCERNING PROFESSIONAL DEVELOPMENT IN LEADERSHIP FOR**
102 **PUBLIC SCHOOL PRINCIPALS, AND, IN CONNECTION THEREWITH,**
103 **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 <http://leg.colorado.gov>.)

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.

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.

HOUSE
Amended 3rd Reading
April 19, 2019

HOUSE
Amended 2nd Reading
April 18, 2019

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 **22-13-201. Legislative declaration.** (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

1 LEAVING A SCHOOL, TEACHERS CITE POOR OR INEFFECTIVE SCHOOL
2 LEADERSHIP. TO ADDRESS THE TEACHER SHORTAGE, THE REPORT
3 RECOMMENDS PROVIDING IMPROVED EDUCATIONAL LEADERSHIP
4 PREPARATION AND PROFESSIONAL DEVELOPMENT TO ASSIST PRINCIPALS IN
5 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.

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

1 OUTCOMES; AND

2 (f) IMPROVING SCHOOL LEADERSHIP THROUGH A PROGRAM THAT
3 EMPOWERS PUBLIC SCHOOL PRINCIPALS TO BUILD THEIR LEADERSHIP
4 SKILLS AND TEACHES THEM TO EFFECTIVELY IMPLEMENT DISTRIBUTIVE
5 AND COLLABORATIVE LEADERSHIP IS LIKELY TO RESULT IN IMPROVEMENTS
6 IN THE CLIMATE AND CULTURE OF PUBLIC SCHOOLS, DECREASED
7 EDUCATOR TURNOVER, AND A REDUCTION IN THE TEACHER SHORTAGE
8 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 PREPARATION PROGRAM.

25

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

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

1 SKILLS TO LEARN THE CRITICAL PRACTICES OF THE HIGH-QUALITY SCHOOL
2 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 AN
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 AN 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;

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

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

1 COLLABORATIVE LEADERSHIP, DEVELOPING COLLABORATION AMONG THE
2 PROFESSIONALS WITHIN THE ENTIRE SCHOOL BUILDING, AND OTHER
3 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.

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

1 IN [REDACTED] 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-QUALITY 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.

27 (6) THE GENERAL ASSEMBLY SHALL ANNUALLY APPROPRIATE

1 MONEY TO THE DEPARTMENT FOR THE IMPLEMENTATION OF THIS PART 2,
2 INCLUDING MONEY TO PAY THE COSTS OF DESIGNING AND IMPLEMENTING
3 THE PROGRAM, WHICH MAY INCLUDE THE COST OF CONTRACTING WITH AN
4 ENTITY AS AUTHORIZED IN SUBSECTION (2) OF THIS SECTION, AND
5 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 ACHIEVED
25 THROUGH THE PROGRAM; AND

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

1 IMPROVED EDUCATOR RETENTION, IMPROVEMENTS IN SCHOOL CULTURE
2 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;

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

14 (c) AN EVALUATION OF THE SUCCESS OF THE PROGRAM
15 PARTICIPANTS IN ACHIEVING THE LEARNING OBJECTIVES AND GOALS
16 IDENTIFIED FOR THE PROFESSIONAL DEVELOPMENT AND IN ACHIEVING THE
17 PURPOSE OF THE PROGRAM IDENTIFIED IN SECTION 22-13-203 (1); AND

18 (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,

1 \$272,929 is appropriated to the department of education. This
2 appropriation is from the general fund and is based on an assumption that
3 the department will require an additional 0.9 FTE. To implement this act,
4 the department may use this appropriation for the school leadership pilot
5 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.