

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

PREAMENDED

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

LLS NO. 19-0434.02 Julie Pelegrin x2700

SENATE BILL 19-190

SENATE SPONSORSHIP

Todd and Rankin,

HOUSE SPONSORSHIP

McLachlan and Wilson,

Senate Committees

Education
Appropriations

House Committees

A BILL FOR AN ACT

101 **CONCERNING MEASURES TO INCREASE THE NUMBER OF INDIVIDUALS**
102 **WHO ARE WELL-PREPARED TO TEACH IN PUBLIC SCHOOLS, AND,**
103 **IN CONNECTION THEREWITH, CREATING THE "GROWING GREAT**
104 **TEACHERS ACT" AND 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 allows an institution of higher education (institution) to enter into a fee-for-service contract with the department of higher education (department) for the delivery of an approved educator

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.

preparation program or an alternative teacher program (preparation program) as a specialty program if the preparation program meets the requirements specified in the bill, including strong partnerships with school districts, boards of cooperative services that operate public schools, and charter schools (local education providers); a full-year of classroom residency co-teaching alongside a mentor teacher; and financial support for teacher candidates during the year of classroom residency.

A partnership may include one or more institutions and one or more local education providers. Through a partnership, the institution and local education providers may identify teaching schools to provide clinical practice opportunities, induction programs for program graduates, professional development for mid-career and veteran teachers, and work exchange opportunities for program faculty and teachers employed by the local education providers.

The bill specifies that the full year of classroom residency must ensure that the teacher candidate is mentored by a highly effective veteran teacher who holds a master certificate from the department of education. A preparation program may provide training for mentor teachers, and a mentor teacher who completes the training and at least one year as a mentor teacher may apply to the department of education for a mentor teacher license endorsement. For a school year in which a mentor teacher mentors a teacher candidate, the preparation program and the local education provider must jointly provide a stipend to the mentor teacher of at least \$2,000. A mentor teacher may count service as a mentor teacher as professional development for purposes of renewing the teacher's license and master certificate. The bill provides that, during the year of classroom residency, the preparation program in which a teacher candidate is enrolled must pay the teacher candidate a stipend of at least \$15,000.

The bill creates the classroom residency design grant program (grant program) to provide grants to preparation programs and local education providers that together design a classroom residency program. The preparation program and local education provider must also work with an established teacher residency program in designing the new classroom residency program. The department administers the grant program, and the Colorado commission on higher education (commission) awards the grants.

The bill requires the department to prepare an annual report concerning the opportunities for clinical practice, induction program support, and other professional development provided by preparation programs. The department must submit the report to the commission, the department of education, the state board of education, and the education committees of the general assembly. The department must also post the report on its website.

The bill relocates with nonsubstantive changes the existing collaborative educator preparation grant program and the "Rural Colorado Grow Your Own Educator Act", which provides grants for teaching fellowship programs.

The bill directs the department of education to collaborate with the department of higher education to create a mentor teacher endorsement for teachers who hold master certificates and provide mentoring and oversight for teacher candidates.

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

2 **SECTION 1.** In Colorado Revised Statutes, add with amended
3 **and relocated provisions** article 78 to title 23 as follows:

4 **ARTICLE 78**

5 **Teacher Preparation Programs**

6 **PART 1**

7 **GENERAL PROVISIONS**

8 **23-78-101. Short title.** THE SHORT TITLE OF THIS ARTICLE 78 IS
9 THE "GROWING GREAT TEACHERS ACT".

10 **23-78-102. Legislative declaration.** (1) THE GENERAL ASSEMBLY
11 FINDS THAT:

12 (a) HIGH-QUALITY TEACHING IS THE LINCHPIN FOR EFFECTIVE,
13 HIGH-QUALITY EDUCATION IN THE SCHOOLS OF THE STATE. TO BE AN
14 EXCELLENT, EFFECTIVE EDUCATOR, AN INDIVIDUAL MUST RECEIVE
15 COMPREHENSIVE, RIGOROUS, AND EFFECTIVE TRAINING IN THE ART AND
16 SCIENCE OF TEACHING AND IN THE SKILLS AND SUBJECTS THAT THE
17 INDIVIDUAL WILL TEACH.

18 (b) LOCAL EDUCATION PROVIDERS WHO HIRE TEACHERS WHO HAVE
19 NOT COMPLETED AN ADEQUATE PREPARATION, INCLUDING HIGH-QUALITY
20 CLINICAL PRACTICE, ARE LIKELY TO EXPERIENCE A HIGH TURNOVER RATE
21 BECAUSE NEW TEACHERS WHO ARE NOT WELL TRAINED LEAVE THE

1 PROFESSION IN THEIR FIRST YEAR OF TEACHING AT MORE THAN TWICE THE
2 RATE OF THOSE WHO HAVE HAD CLINICAL PRACTICE AND RIGOROUS
3 PREPARATION:

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

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

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

24 (2) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT IT IS
25 APPROPRIATE TO DIRECT THE DEPARTMENT OF EDUCATION AND THE
26 DEPARTMENT OF HIGHER EDUCATION TO COLLABORATE WITH LOCAL
27 EDUCATION PROVIDERS, APPROVED EDUCATOR PREPARATION PROGRAMS,

1 ALTERNATIVE TEACHER PROGRAMS, AND OTHER INTERESTED PARTIES TO
2 IDENTIFY BEST PRACTICES IN PROVIDING COMPREHENSIVE, RIGOROUS, AND
3 EFFECTIVE TEACHER PREPARATION AND GUIDELINES FOR IMPLEMENTING
4 THESE BEST PRACTICES. THE GENERAL ASSEMBLY FURTHER FINDS THAT IT
5 IS IN THE BEST INTERESTS OF THE STATE TO ESTABLISH A GRANT PROGRAM
6 TO PROVIDE FUNDING FOR TRAINING AND REIMBURSEMENTS FOR MENTOR
7 TEACHERS WHO PROVIDE GUIDANCE AND OVERSIGHT FOR TEACHER
8 CANDIDATES WHILE THEY PARTICIPATE IN CLINICAL PRACTICE.

9 **23-78-103. Definitions.** AS USED IN THIS PART 1, UNLESS THE
10 CONTEXT OTHERWISE REQUIRES:

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

13 (2) "APPROVED EDUCATOR PREPARATION PROGRAM" MEANS AN
14 EDUCATOR PREPARATION PROGRAM FOR TEACHERS THAT THE COMMISSION
15 ON HIGHER EDUCATION HAS REVIEWED PURSUANT TO SECTION 23-1-121
16 AND DETERMINED MEETS THE PERFORMANCE-BASED STANDARDS
17 ESTABLISHED BY THE COMMISSION PURSUANT TO SECTION 23-1-121 AND
18 THE REQUIREMENTS OF SECTION 23-1-108.

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

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

24 (5) "EDUCATOR PREPARATION PROGRAM" OR "PROGRAM" MEANS
25 AN ALTERNATIVE TEACHER PROGRAM OR AN APPROVED EDUCATOR
26 PREPARATION PROGRAM.

27 (6) "INSTITUTION OF HIGHER EDUCATION" OR "INSTITUTION"

1 MEANS A PUBLIC, PRIVATE, OR PROPRIETARY POSTSECONDARY
2 INSTITUTION AUTHORIZED BY THE COMMISSION ON HIGHER EDUCATION TO
3 OFFER EDUCATOR PREPARATION PROGRAMS.

4 (7) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT
5 ORGANIZED PURSUANT TO ARTICLE 30 OF TITLE 22; A BOARD OF
6 COOPERATIVE SERVICES, CREATED PURSUANT TO ARTICLE 5 OF TITLE 22,
7 THAT OPERATES A PUBLIC SCHOOL; OR A CHARTER SCHOOL THAT IS
8 AUTHORIZED BY A SCHOOL DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5
9 OF TITLE 22 OR BY THE STATE CHARTER SCHOOL INSTITUTE PURSUANT TO
10 PART 5 OF ARTICLE 30.5 OF TITLE 22.

11 (8) "MASTER CERTIFICATE" MEANS THE CERTIFICATE ISSUED BY
12 THE DEPARTMENT OF EDUCATION PURSUANT TO SECTION 22-60.5-202 AND
13 THE IMPLEMENTING RULES OF THE STATE BOARD OF EDUCATION, WHICH
14 RECOGNIZES PROFESSIONAL TEACHER LICENSEES WHO ARE INVOLVED IN
15 ONGOING PROFESSIONAL DEVELOPMENT AND TRAINING AND WHO HAVE
16 ADVANCED COMPETENCIES OR EXPERTISE OR WHO HAVE DEMONSTRATED
17 OUTSTANDING ACHIEVEMENTS.

18 (9) "NATIONAL-BOARD CERTIFIED" MEANS THAT A TEACHER HOLDS
19 A CERTIFICATION FROM THE NATIONAL BOARD FOR PROFESSIONAL
20 TEACHING STANDARDS.

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

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

25 **23-78-104. Educator preparation program - best practices -**
26 **guidelines - report.** (1) THE DEPARTMENT OF HIGHER EDUCATION AND
27 THE DEPARTMENT OF EDUCATION, IN COLLABORATION WITH THE DEANS OF

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

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

1 TO ALIGN WITH THE BEST PRACTICES.

2 (3) ON OR BEFORE MARCH 1, 2020, EACH EDUCATOR PREPARATION
3 PROGRAM SHALL SUBMIT TO THE DEPARTMENT OF HIGHER EDUCATION AND
4 THE DEPARTMENT OF EDUCATION A PLAN DEMONSTRATING HOW THE
5 EDUCATOR PREPARATION PROGRAM EXPECTS TO PHASE IN
6 IMPLEMENTATION OF THE IDENTIFIED BEST PRACTICES OVER THE
7 FOLLOWING THREE ACADEMIC YEARS.

8 **23-78-105. Teacher mentor grant program - created -**
9 **standards - report.** (1) THERE IS CREATED IN THE DEPARTMENT OF
10 HIGHER EDUCATION THE TEACHER MENTOR GRANT PROGRAM TO PROVIDE
11 MONEY TO PARTNERING LOCAL EDUCATION PROVIDERS AND EDUCATOR
12 PREPARATION PROGRAMS TO PROVIDE TRAINING AND STIPENDS FOR
13 TEACHERS WHO SERVE AS MENTORS FOR TEACHER CANDIDATES
14 PARTICIPATING IN CLINICAL PRACTICE. SUBJECT TO AVAILABLE
15 APPROPRIATIONS AND QUALIFYING APPLICATIONS, THE DEPARTMENT OF
16 HIGHER EDUCATION SHALL AWARD GRANTS BEGINNING IN THE 2019-20
17 BUDGET YEAR. THE DEPARTMENT SHALL ESTABLISH THE DURATION OF
18 EACH GRANT AS A PERIOD OF UP TO THREE BUDGET YEARS, SUBJECT TO
19 ANNUAL REVIEW AND RENEWAL.

20 (2) A PARTNERSHIP CONSISTING OF AT LEAST ONE LOCAL
21 EDUCATION PROVIDER AND AT LEAST ONE EDUCATOR PREPARATION
22 PROGRAM MAY SUBMIT AN APPLICATION FOR A GRANT TO THE
23 DEPARTMENT OF HIGHER EDUCATION IN ACCORDANCE WITH GUIDELINES
24 ADOPTED BY THE DEPARTMENT. THE DEPARTMENT SHALL ESTABLISH THE
25 APPLICATION REQUIREMENTS, WHICH MUST INCLUDE A PLAN BY WHICH
26 THE APPLICANT INTENDS TO SUSTAIN THE TEACHER MENTOR PROGRAM
27 AFTER THE GRANT PERIOD ENDS. IN SELECTING GRANT RECIPIENTS, THE

1 DEPARTMENT SHALL ENSURE, TO THE EXTENT PRACTICABLE, THAT THE
2 GRANT RECIPIENTS INCLUDE APPLICANTS OF VARYING SIZE FROM RURAL,
3 URBAN, AND SUBURBAN AREAS ACROSS THE STATE. THE DEPARTMENT
4 MAY AWARD GRANTS ONLY TO THOSE APPLICANTS THAT COMMIT TO
5 IMPLEMENTING A TEACHER MENTOR PROGRAM THAT:

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

8 (I) ARE RATED EFFECTIVE OR HIGHER THROUGH A LICENSED
9 PERSONNEL PERFORMANCE EVALUATION SYSTEM PURSUANT TO ARTICLE
10 9 OF TITLE 22; AND

11 (II) HOLD A MASTER CERTIFICATE OR ARE NATIONAL-BOARD
12 CERTIFIED;

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

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

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

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

26 (f) COLLECTS AND PROVIDES TO THE DEPARTMENT OF HIGHER
27 EDUCATION NONIDENTIFYING DATA CONCERNING TEACHER EFFECTIVENESS

1 RATINGS, RETENTION, AND OTHER JOB-SATISFACTION AND SUCCESS
2 MEASURES, AS DESCRIBED BY THE DEPARTMENT, FOR TEACHERS WHO
3 RECEIVE MENTORING THROUGH THE TEACHER MENTOR PROGRAM.

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

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

1 in Colorado, the department of higher education and the department of
2 education concluded that one strategy for addressing the issue is to
3 promote collaboration among educator preparation programs, alternative
4 teacher programs, school districts, boards of cooperative services, and
5 public schools to facilitate more effective preparation, placement, and
6 retention of educators. The general assembly finds, therefore, that it is
7 appropriate to create a grant program to support educator preparation
8 partnerships involving educator preparation programs, alternative teacher
9 programs, school districts, boards of cooperative services, and public
10 schools to provide targeted educator preparation initiatives that improve
11 the quality and applicability of educator preparation and the intentional
12 placement of newly trained educators with school districts and public
13 schools.

14 **23-78-202. [Formerly 23-1-120.9 (2)] Definitions. (2)** As used
15 in this section PART 2, unless the context otherwise requires:

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

18 (b) (2) "Educator preparation program" means an approved
19 educator preparation program as defined in section 23-1-121 or an
20 alternative teacher program as defined in section 22-60.5-102.

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

23 (d) (4) "Public school" means a school that derives its support, in
24 whole or in part, from money raised by a general state or school district
25 tax and includes a school of a school district, a public school operated by
26 a board of cooperative services, and an institute charter school authorized
27 by the state charter school institute pursuant to part 5 of article 30.5 of

1 title 22.

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

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

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

24 (a) Teacher residency programs developed and operated jointly by
25 an educator preparation program and a partnering local education
26 provider;

27 (b) Programs to provide educator preparation for

1 paraprofessionals already employed by the partnering local education
2 provider or for students enrolled by or graduating from the partnering
3 local education provider;

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

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

8 (e) Creation of a dual licensure preparation program to prepare an
9 individual to meet multiple needs of a partnering local education
10 provider; and

11 (f) Other activities or initiatives to align educator preparation
12 programs and activities with the specific needs of the partnering local
13 education providers.

14 (3) [Formerly 23-1-120.9 (5)] The department shall review the
15 grant initiatives submitted by partnering educator preparation programs
16 and local education providers, and developed as provided in subsection
17 (4) SUBSECTION (2) of this section, and, subject to available
18 appropriations, award one-time grants to the partnering educator
19 preparation programs and local education providers. In awarding grants,
20 the department shall consider the quality of the initiative, the level of
21 difficulty demonstrated by the local education provider in attracting and
22 retaining educators, the likelihood that the initiative will assist the local
23 education provider in attracting and retaining educators to address
24 particular educator shortages, the likelihood that the initiative will
25 contribute to better student outcomes, and the provisions included for
26 continuing the initiative after the grant money is no longer available.

27 (4) [Formerly 23-1-120.9 (6)] (a) Each partnership that receives

1 a grant shall submit a report to the department concerning implementation
2 of the grant initiative, which must include at a minimum:

3 (I) A description of the strategies implemented using the grant
4 money;

5 (II) The number of educator candidates and newly licensed
6 educators served; and

7 (III) An evaluation of the success of the strategies in improving
8 the quality of preparation, meeting the needs of the partnering local
9 education provider, and improving the retention of educators by the
10 partnering local education provider, to the extent such information is
11 available.

12 (b) On or before November 1, 2020, the department shall prepare
13 and submit to the joint budget committee and the education committees
14 of the house of representatives and the senate, or any successor
15 committees, a report concerning the implementation of the collaborative
16 educator preparation grant program. The report must include a summary
17 of the information received from grant recipients pursuant to subsection
18 (6)(a) SUBSECTION (4)(a) of this section and an evaluation of the effect of
19 the grant program in increasing educator quality and educator retention
20 and in reducing the educator shortage in the state.

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

27 23-78-204. [Formerly 23-1-120.9 (8)] Repeal of part. This

1 section PART 2 is repealed, effective July 1, 2021.

2 PART 3

3 TEACHING FELLOWSHIP PROGRAMS

4 23-78-301. [Formerly 23-3.9-201] Short title. The short title of
5 this part 2 PART 3 is the "Rural Colorado Grow Your Own Educator Act".

6 23-78-302. [Formerly 23-3.9-202] Legislative declaration.

7 (1) The general assembly finds that:

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

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

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

19 (d) A program through which a rural local education provider and
20 an institution of higher education enter into an agreement to provide a
21 teaching fellowship in the rural local education provider for selected
22 teacher candidates in their final year of an approved educator preparation
23 program, which leads to employment by the rural local education provider
24 upon graduation, will help to ensure that teachers are well prepared to
25 meet the rural local education provider's needs and expectations, have met
26 specific competencies the rural local education provider identified as
27 being necessary, and are acclimated into the rural local education provider

1 upon hiring. A teacher who receives this level of specific preparation for
2 employment with a specific employer is more likely to remain in the
3 profession and thereby help to reduce the teacher shortage.

4 (e) In selecting teacher candidates to participate in a teaching
5 fellowship program, a rural local education provider and an institution of
6 higher education should give preference to applicants who resided within
7 the area surrounding the rural local education provider before attending
8 a higher education institution and are seeking the opportunity to return to
9 the local education provider as a teacher.

10 **23-78-303. [Formerly 23-3.9-203] Definitions.** As used in this
11 part 2 PART 3, unless the context otherwise requires:

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

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

16 (3) "Eligible student" means an in-state student, as defined in
17 section 23-7-102, who is enrolled in the final year of an approved
18 educator preparation program at an institution of higher education.

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

20 (a) A state institution of higher education, as defined in section
21 23-18-102;

22 (b) A local district college that offers an approved educator
23 preparation program; or

24 (c) A private college or university, as defined in section 23-2-102,
25 that is authorized pursuant to article 2 of this title 23 and offers an
26 approved educator preparation program.

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

1 authorized by a rural school district pursuant to part 1 of article 30.5 of
2 title 22 or an institute charter school that is authorized by the state charter
3 school institute pursuant to part 5 of article 30.5 of title 22 and is located
4 within a rural school district.

5 (6) "Rural local education provider" means a rural school district,
6 a rural charter school, or a board of cooperative services that operates a
7 public school that is located within a rural school district.

8 (7) "Rural school district" means a school district in Colorado that
9 the department of education determines is rural, based on the geographic
10 size of the school district and the distance of the school district from the
11 nearest large, urbanized area.

12 (8) "Stipend" means a teaching fellowship stipend distributed to
13 a teaching fellow as state-based financial aid as provided in section
14 23-3.9-206 SECTION 23-78-306.

15 (9) "Teaching fellow" means an eligible student who participates
16 in a teaching fellowship program.

17 (10) "Teaching fellowship program" or "program" means a
18 teaching fellowship program created by a rural local education provider
19 and an institution of higher education pursuant to an agreement as
20 described in section 23-3.9-205 SECTION 23-78-305.

21 **23-78-304. [Formerly 23-3.9-204] Department of education -**
22 **eligible rural local education provider - identified.** Within thirty days
23 after May 25, 2018, the department of education shall identify geographic
24 areas of the state and specific subject areas and grade levels for which
25 there are critical shortages of qualified teachers to fill elementary and
26 secondary teaching positions in public schools. The department shall post
27 a map showing the identified geographic areas and a list of the identified

1 subjects on the department website. The department shall annually review
2 the pertinent data and update the identified geographic areas and subjects
3 as appropriate.

4 **23-78-305. [Formerly 23-3.9-205] Teaching fellowship program**
5 **- agreements - requirements - report.** (1) The governing board of a
6 rural local education provider may enter into an agreement with an
7 institution of higher education to create a teaching fellowship program if
8 the rural local education provider:

9 (a) Is located within one of the geographic areas, or is seeking to
10 fill a teaching position in one of the subjects, identified by the department
11 of education pursuant to ~~section 23-3.9-204~~ SECTION 23-78-304;

12 (b) Demonstrates a serious, chronic difficulty in hiring or
13 retaining teachers; and

14 (c) Demonstrates a level of financial need that makes payment of
15 fifty percent of a teaching fellow's stipend a hardship for the rural local
16 education provider.

17 (2) At a minimum, each agreement must describe the roles and
18 expectations of the rural local education provider and the institution of
19 higher education in implementing the program, including at a minimum:

20 (a) The commitment of the rural local education provider and the
21 institution of higher education to jointly design an individualized,
22 one-year teaching fellowship for each teaching fellow who is selected,
23 which fellowship is designed to meet the needs of both the rural local
24 education provider and the teaching fellow. At a minimum, the design
25 must include:

26 (I) An evaluation at the beginning of the fellowship year of each
27 applying eligible student's strengths and areas for growth and

1 improvement, the needs of the rural local education provider, and the
2 competencies that the applying eligible student, if selected, must master
3 over the course of the fellowship year, which the rural local education
4 provider and the institution of higher education use, in part, for
5 determining whether the eligible student is well-matched with the rural
6 local education provider;

7 (II) Joint selection by the rural local education provider and the
8 institution of higher education of each teaching fellow and any criteria,
9 in addition to that identified in subsection (2)(a)(I) of this section, that
10 they apply in selecting the teaching fellows. The rural local education
11 provider and the institution may give priority to an applying eligible
12 student who resided within the area surrounding the rural local education
13 provider before attending the institution and seeks to return to the rural
14 local education provider as a teacher.

15 (III) Identification of the competencies that each teaching fellow
16 is expected to master by the completion of the fellowship year, which are
17 in addition to the teacher quality standards adopted by the state board of
18 education pursuant to section 22-2-109 and reflect the unique needs of the
19 rural local education provider;

20 (IV) Explanation of how the rural local education provider and the
21 institution of higher education will support the teaching fellow in
22 mastering the identified competencies;

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

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

5 (b) The commitment of the rural local education provider to
6 extend an offer of employment to each teaching fellow who successfully
7 completes the fellowship year, as determined by the rural local education
8 provider based on the teaching fellow's mastery of the competencies,
9 satisfactory completion of assigned duties, completion of graduation
10 requirements, and attainment of an initial teacher license as provided in
11 article 60.5 of title 22;

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

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

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

17 (III) Award to the teaching fellow course credits for the
18 fellowship and ensure the teaching fellow has the opportunity to complete
19 during the fellowship year any other course work or other requirements
20 to complete the approved educator preparation program in which the
21 teaching fellow is enrolled; and

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

1 (3) During the one-year teaching fellowship, each teaching fellow
2 is expected to complete the approved educator preparation program in
3 which he or she is enrolled and any additional requirements for
4 completing his or her postsecondary credential. Each teaching fellow
5 must commit to at least two full school years of employment by the rural
6 local education provider following completion of the fellowship year if
7 the teaching fellow receives an offer of employment from the rural local
8 education provider for each of the two school years. A teaching fellow
9 who receives offers of employment for both school years and does not
10 complete the two full school years of employment must repay the amount
11 received as a stipend during the fellowship year.

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

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

27 (I) The number of teaching fellows participating in the program

1 and the subjects they were teaching;

2 (II) Whether the teaching fellows mastered the competencies
3 identified by the rural local education provider and the institution of
4 higher education;

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

7 (IV) Whether the participating rural local education provider
8 employed the teaching fellow at the completion of the fellowship and the
9 number of years the teaching fellow remains employed with the rural
10 local education provider, to the extent the information is available; and

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

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

17 (6) An institution of higher education that enters into an
18 agreement shall file the finalized agreement, notices of renewal of the
19 agreement, any modifications to the agreement, documentation of the
20 participating rural local education provider's chronic hiring difficulty and
21 financial need, and copies of the annual report with the department of
22 higher education.

23 **23-78-306. [Formerly 23-3.9-206] Teaching fellowship stipends**
24 **- amount - funding.** (1) Subject to available appropriations, up to one
25 hundred teaching fellows per year, selected as provided in subsection (2)
26 of this section, shall receive financial assistance in the form of a stipend
27 in the amount of ten thousand dollars disbursed during the fellowship

1 year. The stipend is in addition to any other financial assistance that may
2 be available to the teaching fellow. A teaching fellow may apply the
3 stipend to pay the costs of attendance during the year in which he or she
4 participates in the teaching fellowship program.

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

20 (3) If, upon completion of a teaching fellowship program, a
21 teaching fellow does not accept an offer of employment made by the
22 participating rural local education provider, or does not complete two full
23 school years of employment as required in section 23-3.9-205 (3) SECTION
24 23-78-305 (3), the teaching fellow must repay the amount received as a
25 stipend during the teaching fellowship year in accordance with terms
26 established by the participating institution of higher education, and upon
27 receipt of repayment the institution shall refund to the department of

1 higher education the amount of the stipend paid as state financial aid.

2 (4) The general assembly shall annually appropriate to the
3 department of higher education the amount required to implement the
4 teaching fellowship programs as provided in this ~~part 2~~ PART 3. Any
5 unexpended and unencumbered money from an appropriation made for
6 the purposes of this ~~part 2~~ PART 3 remains available for expenditure by the
7 department for the purposes of this ~~part 2~~ PART 3 in the next fiscal year
8 without further appropriation.

9 **23-78-307. [Formerly 23-3.9-207] Department of higher**
10 **education - review of agreements - report.** (1) The department of
11 higher education shall review each agreement, and any modifications to
12 the agreement, that it receives from an institution of higher education to
13 ensure that the agreement meets the minimum requirements specified in
14 section ~~23-3.9-205~~ SECTION 23-78-305. If the department finds that an
15 agreement does not meet the requirements, it shall return the agreement
16 to the appropriate rural local education provider and institution of higher
17 education for modification.

18 (2) The department of higher education shall review the annual
19 report received concerning each teaching fellowship program and submit
20 an annual summary report to the state board of education, the Colorado
21 commission on higher education, the joint budget committee of the
22 general assembly, and the education committees of the house of
23 representatives and the senate, or any successor committees. The
24 department of higher education shall prepare and submit the summary
25 report annually, notwithstanding section 24-1-136 (11)(a)(I), as part of
26 the report required in section 23-1-121 (6). At a minimum, the summary
27 report must include:

1 (a) Data concerning implementation of the teaching fellowship
2 programs across the state, including:

3 (I) The participating rural local education providers and
4 institutions of higher education;

5 (II) The number of teaching fellows; and

6 (III) The subjects and grade levels that the fellows are teaching;
7 and

8 (b) An evaluation of the effectiveness of the teaching fellowship
9 programs in reducing the shortage of teachers in the state, based at least
10 in part on the number of teaching fellows who are employed by the
11 participating rural local education providers at the completion of the
12 fellowship, the number who remain employed through subsequent years,
13 and the level of performance of the persons who are employed as teachers
14 following completion of a teaching fellowship, to the extent the data is
15 available.

16 **SECTION 2.** In Colorado Revised Statutes, 22-60.5-106, **add** (3)
17 as follows:

18 **22-60.5-106. Endorsement of license - effect - rules.** (3) **THE**
19 DEPARTMENT OF EDUCATION SHALL COLLABORATE WITH THE
20 DEPARTMENT OF HIGHER EDUCATION TO CREATE A MENTOR TEACHER
21 ENDORSEMENT FOR TEACHERS WHO PROVIDE MENTORING AND OVERSIGHT
22 FOR TEACHER CANDIDATES IN ACCORDANCE WITH THE STANDARDS
23 ADOPTED BY THE DEPARTMENT OF HIGHER EDUCATION PURSUANT TO
24 SECTION 23-78-105 (3). THE STATE BOARD OF EDUCATION BY RULE SHALL
25 ESTABLISH THE CRITERIA FOR THE ENDORSEMENT, WHICH MUST, AT A
26 MINIMUM, INCLUDE SUCCESSFULLY COMPLETING TRAINING PROVIDED BY
27 AN EDUCATOR PREPARATION PROGRAM, AS DEFINED IN SECTION

1 23-78-103, AND AT LEAST ONE FULL SCHOOL YEAR OF SUCCESSFUL
2 EXPERIENCE SERVING AS A MENTOR TEACHER FOR A TEACHER CANDIDATE
3 WHO IS PARTICIPATING IN CLINICAL PRACTICE, AS DEFINED IN SECTION
4 23-78-103.

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

7 **22-60.5-110. Renewal of licenses.** (3)(b) A professional licensee
8 shall complete such ongoing professional development within the period
9 of time for which such professional license is valid. Such professional
10 development may include, but need not be limited to, in-service education
11 programs, including programs concerning juvenile mental health issues
12 and the awareness and prevention of youth suicide and training in
13 preventing, identifying, and responding to child sexual abuse and assault;
14 college or university credit from an accepted institution of higher
15 education or a community, technical, or local district college; educational
16 travel that meets the requirements specified in paragraph (d) of this
17 subsection (3) SUBSECTION (3)(d) OF THIS SECTION, involvement in school
18 reform; SERVICE AS A MENTOR TEACHER FOR TEACHER CANDIDATES
19 PARTICIPATING IN CLINICAL PRACTICE, AS DEFINED IN SECTION 23-78-103;
20 internships; and ongoing professional development training and
21 experiences. The state board of education, by rule, may establish
22 minimum criteria for professional development; except that such criteria
23 shall not:

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

26 **23-1-121. Commission directive - approval of educator**
27 **preparation programs - review.** (2) The commission shall adopt

1 policies establishing the requirements for educator preparation programs
2 offered by institutions of higher education. The department shall work in
3 cooperation with the state board of education in developing the
4 requirements for educator preparation programs. At a minimum, the
5 requirements must ensure that each educator preparation program
6 complies with section 23-1-125, is designed on a performance-based
7 model, and includes:

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

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

22 **SECTION 6. Appropriation.** For the 2019-20 state fiscal year,
23 \$1,217,787 is appropriated to the department of higher education. This
24 appropriation is from the general fund. To implement this act, the
25 department may use this appropriation as follows:

26 (a) \$92,787 for administration related to the Colorado commission
27 on higher education and higher education special purpose programs,

1 which amount is based on an assumption that the department will require
2 an additional 1.0 FTE; and

3 (b) \$1,125,000 for teacher mentor grants.

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