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HB 19-1002

FISCAL NOTE

Drafting Number: LLS 19-0024
Prime Sponsors: Rep. McLachlan; Wilson
Sen. Zenzinger

Date: January 15, 2019
Bill Status: House Education
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Bill Topic: LEADERSHIP PROFESSIONAL DEVELOPMENT FOR SCHOOL PRINCIPALS

- Summary of Fiscal Impact:
- State Revenue
- State Expenditure
- State Transfer
- TABOR Refund
- Local Government
- School District

The bill creates The School Leadership Pilot Program in the Colorado Department of Education to provide experiential professional development for school principals. The bill provides grant support for educators participating in the program. State expenditures increase from FY 2019-20 through FY 2021-22.

Appropriation Summary: For FY 2019-20, the bill requires a General Fund appropriation of \$272,929 to the Colorado Department of Education.

Fiscal Note Status: This fiscal note reflects the introduced bill.

Table 1
State Fiscal Impacts Under HB 19-1002

Table with 4 columns: Category, FY 2019-20, FY 2020-21, FY 2021-22. Rows include Revenue, Expenditures (General Fund, Centrally Appropriated, Total, Total FTE), Transfers, and TABOR Refund.

Summary of Legislation

The bill creates the School Leadership Pilot Program in the Colorado Department of Education (CDE) to provide training for school principals. The program must include the identification of a cohort of high-quality school principals and allow other school principals from across the state to observe and interact with this group, and to receive professional development in school leadership.

The CDE is required to design the program during FY 2019-20, and implement the program no later than July 2020. The department may contract with a nonprofit entity to assist with this design and implementation. The program design must include:

- a method for identifying and selecting high-quality principals to participate in the cohort;
- the learning objectives and goals of the program, including improving and enhancing school climate, and implementing distributive and collaborative leadership among educators within a school;
- the methods for achieving the learning objectives and goals of the program; and
- a method for evaluating the success of the program.

Once implemented, a school principal may apply to the program in accordance with time frames and procedures adopted by rule of the State Board of Education (SBE). The CDE or the nonprofit entity may recommend school principals to participate in the program in FY 2020-21 and FY 2021-22. The SBE is required to award a grant to the local education provider (LEP) that employs each school principal selected to participate, either as a member of the highly-qualified cohort or as a participant receiving professional development. The SBE must determine the amount of each grant based on the costs that the LEP is expected to incur as a result of allowing the school principal to participate.

No later than March 15, 2020, the CDE is required to report to the state legislature on the program's design, evaluation methods, and plans for full implementation in the 2020-21 and 2021-22 school years, including an estimate of the anticipated number of participants. No later than January 15, 2022, the CDE must report to the legislature detailing actual participation, an evaluation of the program's success, and a recommendation concerning the program's continuation.

The bill creates the School Leadership Pilot Program Fund, which is continuously appropriated to the CDE. The pilot program is repealed July 1, 2022, and any unspent money returns to the General Fund.

State Expenditures

This bill increases state expenditures by about \$288,000 and 1.0 FTE in FY 2019-20, and by about \$768,000 and 1.1 FTE in both FY 2020-21 and FY 2021-22. New expenditures are displayed in Table 2 and described below. Costs for FY 2019-20 are prorated for the General Fund pay date shift.

**Table 2
Expenditures Under HB 19-1002**

	FY 2019-20	FY 2020-21	FY 2021-22
Colorado Department of Education			
Personal Services	\$92,276	\$100,665	\$100,665
Operating Expenses and Capital Outlay Costs	\$5,653	\$950	\$950
Convening and Consulting Support	\$75,000	\$150,000	\$150,000
Program Evaluation	\$100,000	-	-
Professional Development Support Grants	-	\$500,000	\$500,000
Centrally Appropriated Costs*	\$15,124	\$16,634	\$16,634
FTE – Personal Services	1.0 FTE	1.1 FTE	1.1 FTE
Total Cost	\$288,053	\$768,249	\$768,249
Total FTE	1.0 FTE	1.1 FTE	1.1 FTE

* Centrally appropriated costs are not included in the bill's appropriation.

Personal services. Beginning with FY 2019-20, the CDE will employ 1.0 FTE Senior Consultant to design, implement, and manage the leadership pilot program, develop a method for identifying high quality school principals, determine learning objectives and evaluative criteria, manage vendor contracts, work with the SBE to oversee the application, review and grant support process, serve as a liaison between the CDE, local education providers, and participating principals, and prepare interim and final reports.

Convening and consulting support. The program will require multiple conference style meetings throughout the pilot program's design and implementation to convene a cohort of highly qualified school principals and the non-cohort principals who receive professional development and leadership training. The CDE will also use this funding to contract with outside vendors to provide facilitation and targeted professional development content when necessary. This expense recurs in each year of the program through FY 2021-22.

Program evaluation. The CDE will contract with an outside vendor with experience evaluating school leadership programs to design and coordinate evaluation services for the pilot program. This is a one time expense in FY 2019-20 that will support evaluation services for the full three years of the program.

Professional development support grants. The pilot program will award grants to local education providers that employ participating school principals. The SBE must determine the amount of each grant based on the number of actual participants and the costs that an LEP incurs as a result of allowing a principal to participate. Assuming that principals from 100 LEPs participate, and that each LEP incurs administrative and logistical expenses of \$5,000, support grants are at least \$500,000 annually.

Centrally appropriated costs. Pursuant to a Joint Budget Committee policy, certain costs associated with this bill are addressed through the annual budget process and centrally appropriated in the Long Bill or supplemental appropriations bills, rather than in this bill. These costs, which include employee insurance and supplemental employee retirement payments, are estimated to be \$15,124 in FY 2019-20, and \$17,979 in FY 2020-21 and FY 2021-22.

School District Impact.

School districts and local education providers who chose school leaders to participate in the program are eligible to have some administrative expenses reimbursed from a newly developed grant program. School leader participants will have increased workload to attend professional development sessions, and to share best practices with peers in other schools and districts.

Effective Date

The bill takes effect upon signature of the Governor, or upon becoming law without his signature.

State Appropriations

For FY 2019-20, the bill requires a General Fund appropriation of \$272,929 and 1.0 FTE to the Colorado Department of Education.

State and Local Government Contacts

Education