

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

**REREVISED**

*This Version Includes All Amendments  
Adopted in the Second House*

LLS NO. 21-0650.01 Shelby Ross x4510

**HOUSE BILL 21-1010**

**HOUSE SPONSORSHIP**

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**House Committees**

Education  
Appropriations

**Senate Committees**

Education  
Appropriations

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**A BILL FOR AN ACT**

101     **CONCERNING INCREASING THE DIVERSITY OF COLORADO'S**  
102             **EDUCATORS IN ELEMENTARY AND SECONDARY PUBLIC SCHOOLS,**  
103             **AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

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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>.)*

The bill directs the department of higher education and the department of education to convene a workgroup on diversity in the educator workforce (workgroup).

The department of higher education and the department of education shall select the members of the workgroup, which must include

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  
3rd Reading Unamended  
May 19, 2021

SENATE  
2nd Reading Unamended  
May 18, 2021

HOUSE  
3rd Reading Unamended  
April 19, 2021

HOUSE  
Amended 2nd Reading  
April 16, 2021

those agencies, persons, and organizations specified in the bill. The departments may seek recommendations or nominations from interested stakeholders.

The workgroup shall investigate barriers to the preparation, retention, and recruitment of a diverse educator workforce and shall consider strategies to increase diversity in the educator workforce. The bill includes specific issues for the workgroup to consider.

The workgroup shall submit a written report of its findings and recommendations to the education committees of the general assembly no later than September 30, 2022. The workgroup may submit interim findings and recommendations during the 2022 legislative session.

Under current law, the department of higher education reports annually concerning educator preparation programs, including enrollment, graduation rates, outcomes of graduates, and performance on assessments administered for licensure. The bill requires the department of higher education to include the required information disaggregated by the candidates' or graduates' gender, race, and ethnicity. Further, the information contained in the annual report must be posted on the department of higher education's and the department of education's websites.

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

**SECTION 1.** In Colorado Revised Statutes, **add** 23-1-121.8 as follows:

**23-1-121.8. Department directive - workgroup on diversity in the educator workforce - duties - recommendations - report - legislative declaration - definitions - repeal.** (1) (a) THE GENERAL ASSEMBLY FINDS AND DECLARES THAT:

(I) A HIGH-QUALITY TEACHER IS THE MOST IMPORTANT IN-SCHOOL FACTOR FOR STUDENT ACHIEVEMENT;

(II) FURTHER, STUDENTS BENEFIT FROM SEEING A DIVERSE GROUP OF EDUCATORS IN SCHOOL CLASSROOMS;

(III) IN COLORADO IN 2019, SEVENTY-SIX PERCENT OF ALL TEACHERS WERE WOMEN AND SIXTY-SEVEN PERCENT OF ALL TEACHERS IN COLORADO IDENTIFIED AS WHITE WOMEN;

1 (IV) HOWEVER, THE STUDENT DEMOGRAPHICS IN COLORADO ARE  
2 SIGNIFICANTLY MORE DIVERSE AND WILL CONTINUE TO BECOME MORE  
3 DIVERSE. FOR EXAMPLE, IN 2019, NEARLY FORTY-SEVEN PERCENT OF ALL  
4 PUBLIC SCHOOL STUDENTS IDENTIFIED AS NON-WHITE AND FOURTEEN  
5 PERCENT OF STUDENTS CONSIDERED THEMSELVES TO BE ENGLISH  
6 LANGUAGE LEARNERS.

7 (b) (I) THE GENERAL ASSEMBLY FURTHER FINDS AND DECLARES  
8 THAT THERE ARE MANY BARRIERS TO PREPARING, RECRUITING, AND  
9 RETAINING A HIGH-QUALITY, DIVERSE EDUCATOR WORKFORCE.

10 (II) ONE BARRIER IS HOW TEACHERS ARE LICENSED. A STUDY BY  
11 THE NATIONAL COUNCIL ON TEACHER QUALITY REPORTED THAT ONLY  
12 FORTY-SIX PERCENT OF ELEMENTARY SCHOOL TEACHING CANDIDATES  
13 PASS THEIR LICENSING TEST ON THE FIRST TRY. MOREOVER, ONLY  
14 THIRTY-EIGHT PERCENT OF BLACK TEACHING CANDIDATES, FIFTY-FOUR  
15 PERCENT OF HISPANIC TEACHING CANDIDATES, AND SEVENTY-FIVE  
16 PERCENT OF WHITE TEACHING CANDIDATES PASS THE LICENSING TEST,  
17 EVEN AFTER MULTIPLE ATTEMPTS AND EVEN THOUGH THEY COMPLETED  
18 AND GRADUATED FROM AN ACCREDITED TEACHER PREPARATION  
19 PROGRAM.

20 (c) THEREFORE, THE GENERAL ASSEMBLY DECLARES THAT AN  
21 IMPORTANT STEP TO INCREASING DIVERSITY AMONG COLORADO'S  
22 EDUCATORS IS TO TASK THE COLORADO DEPARTMENT OF HIGHER  
23 EDUCATION AND THE COLORADO DEPARTMENT OF EDUCATION TO  
24 INVESTIGATE BARRIERS TO AND EFFECTIVE STRATEGIES FOR PREPARING,  
25 RECRUITING, AND RETAINING A DIVERSE EDUCATOR WORKFORCE THAT  
26 BETTER REFLECTS THE DIVERSITY OF COLORADO'S STUDENTS.

27 (2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE

1 REQUIRES:

2 (a) "DEPARTMENT OF EDUCATION" MEANS THE DEPARTMENT OF  
3 EDUCATION CREATED IN SECTION 24-1-115.

4 (b) "DIVERSE EDUCATOR WORKFORCE" MEANS TEACHERS AND  
5 SPECIAL SERVICES PROVIDERS WHO HAVE A DISABILITY OR WHO ARE OF A  
6 GENDER, ETHNICITY, OR RACE THAT IS UNDERREPRESENTED IN THE  
7 EDUCATOR WORKFORCE RELATIVE TO THE DISABILITY, GENDER,  
8 ETHNICITY, OR RACE OF COLORADO STUDENTS SERVED BY THE EDUCATOR  
9 WORKFORCE.

10 (3) THE DEPARTMENT OF HIGHER EDUCATION, IN CONJUNCTION  
11 WITH THE DEPARTMENT OF EDUCATION, SHALL CONVENE A WORKGROUP  
12 TO INVESTIGATE BARRIERS TO THE PREPARATION, RECRUITMENT, AND  
13 RETENTION OF A DIVERSE EDUCATOR WORKFORCE AND TO RECOMMEND  
14 EFFECTIVE STRATEGIES FOR PREPARING, RECRUITING, AND RETAINING A  
15 DIVERSE EDUCATOR WORKFORCE.

16 (4) THE DEPARTMENT OF HIGHER EDUCATION AND THE  
17 DEPARTMENT OF EDUCATION SHALL SELECT WORKGROUP MEMBERS AND  
18 MAY SEEK RECOMMENDATIONS OR NOMINATIONS FROM INTERESTED  
19 STAKEHOLDERS. THE WORKGROUP MEMBERS MUST BE REPRESENTATIVE  
20 OF THE RACIAL AND ETHNIC DIVERSITY OF THE COLORADO STUDENT  
21 POPULATION, AS DETERMINED BY THE DEPARTMENT OF EDUCATION, BY  
22 ENSURING THAT AT LEAST FIFTY PERCENT OF THE WORKGROUP IS  
23 COMPRISED OF PERSONS FROM HISTORICALLY UNDERREPRESENTED  
24 MINORITY GROUPS. THE WORKGROUP MAY CONSIST OF MEMBERS FROM  
25 OTHER WORKGROUPS WITHIN THE DEPARTMENT OF HIGHER EDUCATION OR  
26 DEPARTMENT OF EDUCATION. AT A MINIMUM, THE SELECTED WORKGROUP  
27 MEMBERS MUST INCLUDE BUT ARE NOT LIMITED TO ONE OR MORE OF THE

1 FOLLOWING PERSONS OR ORGANIZATIONS, OR THEIR REPRESENTATIVES:

2 (a) A REPRESENTATIVE OF THE DEPARTMENT OF HIGHER  
3 EDUCATION;

4 (b) A REPRESENTATIVE OF THE DEPARTMENT OF EDUCATION;

5 (c) DEANS OF TEACHER PREPARATION PROGRAMS AT STATE  
6 INSTITUTIONS OF HIGHER EDUCATION;

7 (d) DIRECTORS OF ALTERNATIVE TEACHER PROGRAMS;

8 (e) REPRESENTATIVES FROM COMMUNITY COLLEGES GOVERNED BY  
9 THE STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL  
10 EDUCATION;

11 (f) TEACHERS SERVING IN TRADITIONAL DISTRICT SCHOOLS WHO  
12 HOLD AN INITIAL OR PROFESSIONAL TEACHER'S LICENSE PURSUANT TO  
13 ARTICLE 60.5 OF TITLE 22;

14 (g) TEACHERS SERVING IN DISTRICT CHARTER SCHOOLS;

15 (h) PRINCIPALS OR SCHOOL LEADERS OF TRADITIONAL DISTRICT  
16 SCHOOLS OR DISTRICT CHARTER SCHOOLS, INCLUDING SCHOOLS THAT  
17 HAVE A DIVERSE EDUCATOR WORKFORCE;

18 (i) GRADUATES OF TEACHER PREPARATION PROGRAMS, WHO MAY  
19 INCLUDE GRADUATES WHO DID NOT PASS THE LICENSING TEST ON THE  
20 FIRST TRY;

21 (j) RESEARCHERS WITH EXPERTISE IN THE PREPARATION,  
22 RECRUITMENT, OR RETENTION OF A DIVERSE EDUCATOR WORKFORCE; AND

23 (k) NONPROFIT OR OTHER ORGANIZATIONS THAT HAVE EXPERTISE  
24 IN THE PREPARATION, RECRUITMENT, OR RETENTION OF A DIVERSE  
25 EDUCATOR WORKFORCE.

26 (5) THE WORKGROUP SHALL INVESTIGATE BARRIERS TO THE  
27 PREPARATION, RETENTION, AND RECRUITMENT OF A DIVERSE EDUCATOR

1 WORKFORCE AND SHALL CONSIDER STRATEGIES TO INCREASE DIVERSITY  
2 IN THE EDUCATOR WORKFORCE. THE ISSUES CONSIDERED BY THE  
3 WORKGROUP MAY INCLUDE BUT ARE NOT LIMITED TO:

4 (a) THE DATA AND RECOMMENDATIONS FROM THE DECEMBER 16,  
5 2014, REPORT PREPARED FOR THE DEPARTMENT OF EDUCATION BY  
6 AUGENBLICK, PALAICH AND ASSOCIATES TITLED "KEEPING UP WITH THE  
7 KIDS: INCREASING MINORITY TEACHER REPRESENTATION IN COLORADO";

8 (b) EFFECTIVE STRATEGIES TO BUILD A STRONG LOCAL PIPELINE  
9 FOR STUDENTS, ESPECIALLY DIVERSE STUDENTS, WHO ARE OR MAY  
10 CONSIDER BECOMING EDUCATORS, INCLUDING PAID MENTORSHIPS AND  
11 TEACHING AND VOLUNTEER OPPORTUNITIES;

12 (c) EDUCATOR PREPARATION PROGRAMS AND HOW THEY MAY  
13 INHIBIT OR PROMOTE SUCCESS FOR DIVERSE EDUCATOR CANDIDATES;

14 (d) EFFECTIVE STRATEGIES TO ASSIST PARAPROFESSIONALS,  
15 SUBSTITUTE TEACHERS, AND NONCERTIFIED EDUCATORS WHO ARE  
16 ENGAGED IN THE PROFESSION BUT WHO ARE NOT LICENSED DUE TO  
17 FINANCIAL DIFFICULTIES, DIFFICULTY IN PASSING THE STATE-CERTIFIED  
18 CONTENT TEST, DISTANCE TO TESTING LOCATION, PREPARATION AND  
19 TESTING FEES, OR FOR OTHER REASONS;

20 (e) WHETHER CREATING PARTNERSHIPS BETWEEN SCHOOL  
21 DISTRICTS THAT SERVE MINORITY STUDENTS AND MINORITY-SERVING  
22 INSTITUTIONS WILL INCREASE THE DIVERSITY OF THE EDUCATOR  
23 WORKFORCE; AND

24 (f) EFFECTIVE STRATEGIES TO RETAIN THE EXISTING DIVERSE  
25 EDUCATOR WORKFORCE IN COLORADO, INCLUDING DIVERSE EDUCATORS  
26 IN HARD-TO-STAFF SCHOOLS, WHICH STRATEGIES MAY INCLUDE FINANCIAL  
27 INCENTIVES, SUCH AS STIPENDS OR BONUSES, AND ROBUST PROFESSIONAL

1 DEVELOPMENT OPPORTUNITIES.

2 (6) (a) ON OR BEFORE SEPTEMBER 30, 2022, THE DEPARTMENT OF  
3 HIGHER EDUCATION AND THE DEPARTMENT OF EDUCATION SHALL SUBMIT  
4 A WRITTEN REPORT FROM THE WORKGROUP TO THE EDUCATION  
5 COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR  
6 ANY SUCCESSOR COMMITTEES, CONCERNING:

7 (I) THE WORKGROUP'S FINDINGS, INCLUDING IDENTIFICATION OF  
8 EXISTING BARRIERS TO THE PREPARATION, RECRUITMENT, AND RETENTION  
9 OF A DIVERSE EDUCATOR WORKFORCE;

10 (II) THE RELEVANCE OF THE FINDINGS AND RECOMMENDATIONS  
11 SET FORTH IN THE DECEMBER 16, 2014, REPORT REFERENCED IN  
12 SUBSECTION (5)(a) OF THIS SECTION;

13 (III) EFFECTIVE STRATEGIES FOR PREPARING, RECRUITING, AND  
14 RETAINING A DIVERSE EDUCATOR WORKFORCE IN COLORADO; AND

15 (IV) THE WORKGROUP'S RECOMMENDATIONS, INCLUDING ANY  
16 NECESSARY CHANGES TO STATUTES OR AGENCY RULES.

17 (b) THE WORKGROUP MAY SUBMIT INTERIM FINDINGS AND  
18 RECOMMENDATIONS FOR CONSIDERATION DURING THE 2022 REGULAR  
19 LEGISLATIVE SESSION PRIOR TO THE COMPLETION OF THE FINAL WRITTEN  
20 REPORT PURSUANT TO SUBSECTION (6)(a) OF THIS SECTION.

21 (7) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2024.

22 **SECTION 2.** In Colorado Revised Statutes, 23-1-121, **amend** (6)  
23 as follows:

24 **23-1-121. Commission directive - approval of educator**  
25 **preparation programs - review - report - legislative declaration.**

26 (6) (a) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136  
27 (11)(a)(I) TO THE CONTRARY, the department shall annually prepare a

1 report concerning the enrollment in, graduation rates from, and  
2 effectiveness of the review of educator preparation programs authorized  
3 by the commission. In addition, the report ~~shall~~ MUST include data on the  
4 outcomes of graduates of educator preparation programs pursuant to  
5 section 22-2-112 (1)(q). ~~C.R.S.~~ The report ~~shall~~ MUST also state the  
6 percentage of educator candidates graduating from each program during  
7 the preceding twelve months who applied for and received an initial  
8 license pursuant to section 22-60.5-201 ~~C.R.S.~~, and the percentage of the  
9 graduates who passed the assessments administered pursuant to section  
10 22-60.5-203, ~~C.R.S.~~, INCLUDING THE PERCENTAGE OF GRADUATES WHO  
11 PASSED THE ASSESSMENTS ON THE FIRST ATTEMPT. For purposes of  
12 completing the report required pursuant to this subsection (6), the  
13 department of higher education and the department of education shall  
14 share any relevant data that complies with state and federal regulations  
15 with the other agency. The department shall ~~provide notice~~ SUBMIT THE  
16 REPORT to the education committees of the senate and the house of  
17 representatives, or any successor committees. ~~that the report is available~~  
18 ~~to the members of the committees upon request. Notwithstanding the~~  
19 ~~requirement in section 24-1-136 (11)(a)(I), the requirement to submit the~~  
20 ~~report required in this subsection (6) continues indefinitely.~~

21 (b) (I) THE GENERAL ASSEMBLY FINDS AND DECLARES THAT A  
22 HIGH-QUALITY TEACHER IS THE MOST IMPORTANT IN-SCHOOL FACTOR FOR  
23 STUDENT ACHIEVEMENT AND STUDENTS BENEFIT FROM SEEING A DIVERSE  
24 GROUP OF EDUCATORS IN SCHOOL CLASSROOMS. HOWEVER, THE  
25 EDUCATOR WORKFORCE IN COLORADO IS NOT AS DIVERSE AS THE  
26 POPULATION OF STUDENTS IT SERVES OR WILL SERVE IN THE FUTURE.

27 (II) THEREFORE, THE GENERAL ASSEMBLY DECLARES THAT



1 EDUCATOR PREPARATION PROGRAMS MUST CLEARLY AND  
2 TRANSPARENTLY SHOW THE FIRST-TIME PASS RATES OF CANDIDATES,  
3 ESPECIALLY THOSE CANDIDATES WHO ARE OF A GENDER, RACE, OR  
4 ETHNICITY THAT IS UNDERREPRESENTED IN THE EDUCATOR WORKFORCE,  
5 AND THAT DIVERSE EDUCATOR CANDIDATES SHOULD HAVE ACCESS TO THE  
6 NECESSARY INFORMATION TO DETERMINE WHICH EDUCATOR PREPARATION  
7 PROGRAM GIVES THE CANDIDATE THE BEST CHANCE OF SUCCESS AT  
8 BECOMING AN EDUCATOR.

9 (c) COMMENCING WITH THE REPORT IN 2021, TO THE EXTENT  
10 POSSIBLE, ALL DATA AND INFORMATION REQUIRED TO BE REPORTED  
11 ANNUALLY PURSUANT TO SUBSECTION (6)(a) OF THIS SECTION MUST BE  
12 DISAGGREGATED BY THE GENDER, RACE, AND ETHNICITY OF THE  
13 CANDIDATES AND GRADUATES.

14 (d) THE DEPARTMENT OF HIGHER EDUCATION AND THE  
15 DEPARTMENT OF EDUCATION SHALL POST THE DEPARTMENT OF HIGHER  
16 EDUCATION'S ANNUAL REPORT, REQUIRED PURSUANT TO SUBSECTION  
17 (6)(a) OF THIS SECTION, ON EACH DEPARTMENT'S WEBSITE IN THE  
18 LOCATION RELATING TO TEACHER PREPARATION PROGRAMS AND TEACHER  
19 LICENSURE, AS APPLICABLE.

20 **SECTION 3. Appropriation.** (1) For the 2021-22 state fiscal  
21 year, \$20,115 is appropriated to the department of education. This  
22 appropriation is from the general fund and is based on an assumption that  
23 the department will require an additional 0.3 FTE. To implement this act,  
24 the department may use this appropriation for educator effectiveness unit  
25 administration.

26 (2) For the 2021-22 state fiscal year, \$7,400 is appropriated to the  
27 department of higher education. This appropriation is from the general

1 fund. To implement this act, the department may use this appropriation  
2 for Colorado commission on higher education administration.

3           **SECTION 4. Act subject to petition - effective date.** This act  
4 takes effect at 12:01 a.m. on the day following the expiration of the  
5 ninety-day period after final adjournment of the general assembly; except  
6 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
7 of the state constitution against this act or an item, section, or part of this  
8 act within such period, then the act, item, section, or part will not take  
9 effect unless approved by the people at the general election to be held in  
10 November 2022 and, in such case, will take effect on the date of the  
11 official declaration of the vote thereon by the governor.