

Second Regular Session  
Seventy-first General Assembly  
STATE OF COLORADO

**REREVISED**

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

LLS NO. 18-0755.02 Brita Darling x2241

**HOUSE BILL 18-1309**

**HOUSE SPONSORSHIP**

**Coleman and Wilson,**

**SENATE SPONSORSHIP**

**Hill,**

**House Committees**

Education  
Appropriations

**Senate Committees**

State, Veterans, & Military Affairs  
Appropriations

**A BILL FOR AN ACT**

101 **CONCERNING PROGRAMS ADDRESSING EDUCATOR SHORTAGES, AND, IN**  
102 **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 <http://leg.colorado.gov>.)*

The bill requires the Colorado department of education and the Colorado department of higher education to create the framework for a grow your own educator program that includes the following provisions:

- ! Enrollment in a grow your own educator program at a participating institution of higher education;
- ! Employment with a school district or a district or institute

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 7, 2018

SENATE  
2nd Reading Unamended  
May 4, 2018

HOUSE  
3rd Reading Unamended  
April 25, 2018

HOUSE  
Amended 2nd Reading  
April 24, 2018

- charter school (charter school) under a teacher of record license during the student's final year of the grow your own educator program;
- ! Payment of tuition by the school district or charter school for up to the student's last 36 credit hours of the grow your own educator program;
- ! In exchange for payment of tuition, the student's commitment to work in the same school district or charter school for 3 years after completion of the grow your own educator program; and
- ! A state grant to the employing school district or charter school to pay a portion of up to the final 36 credit hours of the student's in-state tuition at the institution of higher education, limited to a certain number of new students annually.

Institutions of higher education and participating school districts or charter schools are required to enter into an agreement that includes provisions set forth in the bill. Further, school districts or charter schools and teachers of record employed by the school district or charter school are required to enter into an agreement that includes provisions set forth in the bill.

The bill establishes a teacher of record license for a student who has completed all or substantially all of the course work requirements for a baccalaureate degree, but has not completed teacher field work requirements. A student who holds a teacher of record license may be employed by a school district or charter school through the grow your own educator program or through a teacher of record program established in the bill. The student must work for a school district or charter school that has identified a critical teacher shortage and has a vacant position for which no other qualified applicant has applied. A teacher of record license is valid for 2 years.

The bill creates a second program that authorizes local education providers, as defined in the bill, to implement a one- or 2-year teacher of record program. As part of a teacher of record program, a local education provider, as defined in the bill, may employ a person holding a teacher of record license in a vacant position if there are no other qualified, licensed applicants to fill the position.

The bill amends the special services intern authorization to allow the authorization to be renewed for a second academic year if the intern is employed by a school district or board of cooperative services and the intern has not completed a program of preparation for a special services provider due to unforeseen circumstances or hardship.

The bill amends the school counselor corps grant program to define "school counselor" to include a person who holds a special services intern authorization. The bill amends the behavioral health care

professional matching grant program to include state-certified professionals qualified to provide services to children and adolescents.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add 22-60.5-208.5**  
3 as follows:

4 **22-60.5-208.5. Grow your own educator program -**  
5 **authorization - duties - rules - legislative declaration - definitions -**  
6 **repeal.** (1) (a) THE GENERAL ASSEMBLY FINDS THAT:

7 (I) COLORADO IS COMMITTED TO ENSURING THAT ITS PUBLIC  
8 SCHOOLS ARE THE BEST IN THE WORLD;

9 (II) ENSURING THAT EACH CLASSROOM HAS A QUALIFIED,  
10 WELL-TRAINED EDUCATOR IS CRITICAL TO GUARANTEEING THAT  
11 COLORADO'S PUBLIC EDUCATION SYSTEM REMAINS COMPETITIVE BOTH  
12 NATIONALLY AND INTERNATIONALLY; AND

13 (III) A SHORTAGE OF EDUCATORS IN PUBLIC SCHOOLS ACROSS THE  
14 STATE JEOPARDIZES COLORADO'S ABILITY TO MAINTAIN THE HIGHEST  
15 STANDARDS IN EDUCATION DELIVERY.

16 (b) THEREFORE, THE GENERAL ASSEMBLY DECLARES THAT IT IS  
17 IMPORTANT THAT THE COLORADO DEPARTMENT OF EDUCATION AND THE  
18 COLORADO DEPARTMENT OF HIGHER EDUCATION CREATE A GROW YOUR  
19 OWN EDUCATOR PROGRAM TO:

20 (I) DEVELOP A PIPELINE FOR CONSISTENT RECRUITMENT AND  
21 PLACEMENT OF EDUCATORS IN PUBLIC SCHOOLS ACROSS THE STATE;

22 (II) MAKE THE TRAINING AND PREPARATION OPTIONS THAT ARE  
23 AVAILABLE TO FUTURE EDUCATORS RELEVANT, ACCESSIBLE, AND  
24 AFFORDABLE STATEWIDE;

25 (III) DEVELOP "HOMEGROWN" SOLUTIONS TO INCENTIVIZE FUTURE

1 EDUCATORS TO STAY IN THE COMMUNITIES WHERE THEY WERE RAISED;

2 (IV) WORK WITH PUBLIC SCHOOLS TO DEVELOP LOCAL SOLUTIONS  
3 CUSTOMIZED TO THE NEEDS OF INDIVIDUAL COMMUNITIES;

4 (V) FACILITATE PARTNERSHIPS THAT COMBINE TRADITIONAL  
5 EDUCATOR PREPARATION CURRICULA WITH EXPERIENTIAL EDUCATION TO  
6 GIVE FUTURE EDUCATORS OPPORTUNITIES TO LEARN AS TEACHERS OF  
7 RECORD WORKING DIRECTLY IN SCHOOLS; AND

8 (VI) CREATE A SYSTEMATIC APPROACH TO ORGANIZING AND  
9 FACILITATING EDUCATOR PREPARATION AND TRAINING THAT PROVIDES  
10 FOR THE LICENSURE OF EDUCATORS, THEREBY ALLEVIATING COLORADO'S  
11 EDUCATOR SHORTAGE AND ENHANCING THE QUALITY OF EDUCATION  
12 DELIVERED IN COLORADO'S PUBLIC SCHOOLS.

13 (2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE  
14 REQUIRES:

15 (a) "CHARTER SCHOOL" MEANS A CHARTER SCHOOL AUTHORIZED  
16 BY A SCHOOL DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5 OF THIS  
17 TITLE 22 OR A CHARTER SCHOOL AUTHORIZED BY THE STATE CHARTER  
18 SCHOOL INSTITUTE PURSUANT TO PART 5 OF ARTICLE 30.5 OF THIS TITLE  
19 22.

20 (b) "PROGRAM" MEANS A GROW YOUR OWN EDUCATOR PROGRAM  
21 ESTABLISHED PURSUANT TO THIS SECTION.

22 (c) "TEACHER OF RECORD" MEANS A PERSON LICENSED PURSUANT  
23 TO SECTION 22-60.5-201 (1)(a.5).

24 (3) THE DEPARTMENT OF EDUCATION AND THE DEPARTMENT OF  
25 HIGHER EDUCATION SHALL CREATE THE FRAMEWORK FOR A GROW YOUR  
26 OWN EDUCATOR PROGRAM THAT, AT A MINIMUM, MUST INCLUDE:

27 (a) ENROLLMENT IN AN INSTITUTION OF HIGHER EDUCATION THAT

1 PARTICIPATES IN THE PROGRAM AND COMPLETION OF NOT LESS THAN THE  
2 FINAL THIRTY-SIX CREDIT HOURS REQUIRED BY THE PARTICIPATING  
3 INSTITUTION OF HIGHER EDUCATION TO COMPLETE THE PROGRAM;

4 (b) EMPLOYMENT UNDER A TEACHER OF RECORD LICENSE FOR A  
5 POSITION FOR WHICH NO OTHER QUALIFIED, LICENSED TEACHER HAS  
6 APPLIED WITH A SCHOOL DISTRICT OR CHARTER SCHOOL THAT DETERMINES  
7 THAT THERE IS A CRITICAL TEACHER SHORTAGE;

8 (c) PAYMENT BY THE SCHOOL DISTRICT OR CHARTER SCHOOL OF  
9 THE EDUCATOR'S IN-STATE TUITION FOR NO MORE THAN THE FINAL  
10 THIRTY-SIX CREDIT HOURS REQUIRED BY THE INSTITUTION OF HIGHER  
11 EDUCATION TO COMPLETE THE PROGRAM, WITH THE GRANT PROGRAM  
12 LIMITED TO UP TO FIFTY NEW STUDENTS PARTICIPATING ANNUALLY;

13 (d) THE REQUIREMENT THAT THE EDUCATOR WORK IN THE SAME  
14 SCHOOL DISTRICT OR CHARTER SCHOOL FOR THREE ACADEMIC YEARS  
15 AFTER COMPLETION OF THE PROGRAM, UNLESS WAIVED IN WHOLE OR IN  
16 PART BY THE SCHOOL DISTRICT OR CHARTER SCHOOL, AS A CONDITION OF  
17 THE SCHOOL DISTRICT'S OR CHARTER SCHOOL'S PAYMENT OF A PORTION OF  
18 THE EDUCATOR'S TUITION FOR THE PROGRAM PURSUANT TO SUBSECTION  
19 (3)(c) OF THIS SECTION; AND

20 (e) THE REQUIREMENT THAT THE INSTITUTION OF HIGHER  
21 EDUCATION ATTENDED BY THE TEACHER OF RECORD PROVIDE  
22 HIGH-QUALITY SUPPORT AND MENTORING THROUGHOUT THE PROGRAM,  
23 WHICH SUPPORT AND MENTORING MAY INCLUDE, BUT IS NOT LIMITED TO,  
24 SUPPORT FROM PREPARATION PROGRAM FACULTY, QUARTERLY  
25 CLASSROOM OBSERVATIONS AND FEEDBACK, PERIODIC ANALYSIS OF  
26 STUDENT DATA, AND FORMAL EVALUATIONS OF TEACHER PROGRESS.

27 (4) A SCHOOL DISTRICT OR CHARTER SCHOOL IS AUTHORIZED TO

1 ENTER INTO AN AGREEMENT WITH ONE OR MORE INSTITUTIONS OF HIGHER  
2 EDUCATION TO PARTICIPATE IN THE PROGRAM PURSUANT TO THIS SECTION.  
3 AT A MINIMUM, THE AGREEMENT MUST INCLUDE THE COURSES AND  
4 NUMBER OF CREDIT HOURS THAT A STUDENT MUST COMPLETE BEFORE AND  
5 WHILE THE STUDENT IS A TEACHER OF RECORD WITH THE SCHOOL DISTRICT  
6 OR CHARTER SCHOOL, INCLUDING THE TIME AND SUPPORT THE SCHOOL  
7 DISTRICT OR CHARTER SCHOOL WILL PROVIDE THE TEACHER OF RECORD TO  
8 COMPLETE THE COURSE WORK, AND ANY TEACHER PREPARATION PROGRAM  
9 OR TEACHER SUPPORT SERVICES PROVIDED TO THE STUDENT WHILE THE  
10 STUDENT IS A TEACHER OF RECORD.

11 (5) A SCHOOL DISTRICT OR CHARTER SCHOOL SHALL ENTER INTO  
12 AN AGREEMENT WITH A STUDENT WHO PARTICIPATES AS A TEACHER OF  
13 RECORD WITH THE SCHOOL DISTRICT OR CHARTER SCHOOL PURSUANT TO  
14 THE PROGRAM THAT INCLUDES, BUT IS NOT LIMITED TO, THE FOLLOWING  
15 PROVISIONS:

16 (a) A REQUIREMENT THAT THE SCHOOL DISTRICT OR CHARTER  
17 SCHOOL INCLUDE THE TEACHER OF RECORD IN PROFESSIONAL  
18 DEVELOPMENT, TEACHER MENTORSHIP, THE SCHOOL DISTRICT OR CHARTER  
19 SCHOOL'S INDUCTION PROGRAM, AND OTHER SUPPORTS PROVIDED BY THE  
20 SCHOOL DISTRICT OR CHARTER SCHOOL WHILE THE TEACHER OF RECORD  
21 COMPLETES THE PROGRAM AND DURING THE REQUIRED THREE ACADEMIC  
22 YEARS OF EMPLOYMENT WITH THE SCHOOL DISTRICT OR CHARTER SCHOOL  
23 AFTER COMPLETION OF THE BACCALAUREATE DEGREE;

24 (b) A REQUIREMENT THAT THE STUDENT APPLY FOR AND RECEIVE  
25 A COLLEGE OPPORTUNITY FUND STIPEND PURSUANT TO PART 2 OF ARTICLE  
26 18 OF TITLE 23, IF ELIGIBLE, AND ANY FEDERAL OR STATE NEED-BASED OR  
27 MERIT-BASED FINANCIAL AID FOR WHICH THE STUDENT IS ELIGIBLE PRIOR

1 TO THE AWARD OF THE BACCALAUREATE DEGREE; AND

2 (c) A REQUIREMENT THAT THE SCHOOL DISTRICT OR CHARTER  
3 SCHOOL PAY THE STUDENT'S IN-STATE TUITION AT THE PARTICIPATING  
4 INSTITUTION OF HIGHER EDUCATION TO COMPLETE THE PROGRAM, NOT TO  
5 EXCEED THIRTY-SIX CREDIT HOURS. THE TUITION PAYMENT MUST BE  
6 REPAID BY THE STUDENT TO THE SCHOOL DISTRICT OR CHARTER SCHOOL,  
7 UNLESS WAIVED IN WHOLE OR IN PART BY THE SCHOOL DISTRICT OR  
8 CHARTER SCHOOL, IF THE STUDENT DOES NOT COMPLETE THE PROGRAM,  
9 DOES NOT COMPLETE THE REQUIRED THREE ACADEMIC YEARS OF  
10 EMPLOYMENT WITH THE SCHOOL DISTRICT OR CHARTER SCHOOL AFTER  
11 COMPLETION OF THE PROGRAM, OR BECOMES INELIGIBLE FOR CONTINUED  
12 EMPLOYMENT IN THE SCHOOL DISTRICT OR CHARTER SCHOOL PURSUANT  
13 TO STATE OR FEDERAL LAW. FOR EACH ACADEMIC YEAR OF EMPLOYMENT  
14 AFTER THE STUDENT COMPLETES THE PROGRAM, THE STUDENT IS  
15 CREDITED WITH REPAYMENT OF TWELVE CREDIT HOURS OF THE TUITION  
16 PAID BY THE SCHOOL DISTRICT OR CHARTER SCHOOL ON BEHALF OF THE  
17 STUDENT, REGARDLESS OF WHETHER THE STUDENT COMPLETES THE  
18 REQUIRED THREE ACADEMIC YEARS OF EMPLOYMENT. THE AGREEMENT  
19 MUST INCLUDE THE TERMS FOR REPAYMENT OF THE TUITION PAYMENT, IF  
20 APPLICABLE.

21 (6) (a) (I) THE GENERAL ASSEMBLY SHALL APPROPRIATE ONE  
22 MILLION DOLLARS TO THE DEPARTMENT FOR GRANTS THAT THE  
23 DEPARTMENT SHALL DISTRIBUTE DIRECTLY TO A SCHOOL DISTRICT OR  
24 CHARTER SCHOOL THAT EMPLOYS A STUDENT AS A TEACHER OF RECORD  
25 DURING THE PROGRAM. SUBJECT TO AVAILABLE APPROPRIATIONS, GRANT  
26 FUNDING IS LIMITED TO UP TO FIFTY NEW STUDENTS PARTICIPATING IN THE  
27 PROGRAM ANNUALLY. ANY UNEXPENDED AND UNENCUMBERED MONEY

1 FROM AN APPROPRIATION MADE TO THE DEPARTMENT FOR GRANTS  
2 PURSUANT TO THIS SECTION REMAINS AVAILABLE FOR EXPENDITURE BY  
3 THE DEPARTMENT FOR GRANTS IN THE NEXT FISCAL YEAR WITHOUT  
4 FURTHER APPROPRIATION. THE SCHOOL DISTRICT OR CHARTER SCHOOL  
5 SHALL USE THE GRANT TO PAY FOR THE COST OF UP TO THIRTY-SIX CREDIT  
6 HOURS OF THE STUDENT'S SHARE OF IN-STATE TUITION, AS DEFINED IN  
7 SECTION 23-18-102, LESS ANY AMOUNT RECEIVED BY THE STUDENT IN  
8 FEDERAL AND STATE FINANCIAL AID AND COLLEGE OPPORTUNITY FUND  
9 STIPENDS, TO THE INSTITUTION OF HIGHER EDUCATION IN WHICH THE  
10 STUDENT IS ENROLLED.

11 (II) EACH SCHOOL DISTRICT OR CHARTER SCHOOL THAT EMPLOYS  
12 A STUDENT AS A TEACHER OF RECORD IN THE PROGRAM SHALL ANNUALLY  
13 PROVIDE TO THE DEPARTMENT A LIST OF PARTICIPANTS FOR THE FISCAL  
14 YEAR AND THE NUMBER OF CREDIT HOURS GRANTED TO EACH  
15 PARTICIPANT. EACH SCHOOL DISTRICT IN THE STATE MAY HIRE NO MORE  
16 THAN TWO STUDENTS PER YEAR AS TEACHERS OF RECORD PURSUANT TO  
17 THE PROGRAM. FOR PURPOSES OF THIS LIMIT, DISTRICT-AUTHORIZED  
18 CHARTER SCHOOLS ARE CONSIDERED PART OF THE SCHOOL DISTRICT, AND  
19 THE STATE CHARTER SCHOOL INSTITUTE AND ITS AUTHORIZED INSTITUTE  
20 CHARTER SCHOOLS ARE CONSIDERED A SINGLE DISTRICT.

21 (b) IN DISTRIBUTING GRANTS, THE DEPARTMENT SHALL FIRST  
22 PRIORITIZE GRANTS TO SCHOOL DISTRICTS OR CHARTER SCHOOLS THAT  
23 EMPLOY A STUDENT WHO GRADUATED FROM A COLORADO HIGH SCHOOL  
24 AND WHO COMMITS TO TEACHING IN A COMMUNITY THAT IS EXPERIENCING  
25 A TEACHER SHORTAGE IN A GRADE LEVEL OR CONTENT AREA, AS  
26 DETERMINED BY THE DEPARTMENT. THE DEPARTMENT SHALL THEN  
27 PRIORITIZE GRANTS TO SCHOOL DISTRICTS OR CHARTER SCHOOLS THAT



1 EMPLOY A STUDENT WHO COMMITS TO TEACHING IN A RURAL SCHOOL  
2 WITH A TEACHER SHORTAGE IN A GRADE LEVEL OR CONTENT AREA, AS  
3 DETERMINED BY THE DEPARTMENT.

4

5 (7) (a) NO LATER THAN SEPTEMBER 30 IN ANY YEAR IN WHICH A  
6 GRANT IS AWARDED PURSUANT TO THE PROGRAM, THE DEPARTMENT  
7 SHALL REPORT TO THE EDUCATION COMMITTEES OF THE HOUSE OF  
8 REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR COMMITTEES,  
9 INFORMATION RELATING TO THE PROGRAM, WHICH INFORMATION MUST  
10 INCLUDE, AT A MINIMUM:

11 (I) THE NUMBER OF GRANT APPLICATIONS RECEIVED AND THE  
12 NUMBER OF GRANTS AWARDED, INCLUDING THE SCHOOL DISTRICTS OR  
13 CHARTER SCHOOLS WITH WHOM THE STUDENTS ARE EMPLOYED;

14 (II) THE INSTITUTIONS OF HIGHER EDUCATION ATTENDED BY THE  
15 STUDENTS;

16 (III) THE NUMBER OF STUDENTS WHO FULFILL THE PROGRAM'S  
17 THREE-YEAR TEACHING COMMITMENT, UNLESS WAIVED IN WHOLE OR IN  
18 PART BY THE SCHOOL DISTRICT OR CHARTER SCHOOL, AND THE  
19 PERCENTAGE RETAINED BY THE SCHOOL DISTRICT OR CHARTER SCHOOL  
20 BEYOND THE THREE-YEAR PERIOD; AND

21 (IV) DEMOGRAPHIC INFORMATION RELATING TO STUDENTS WHO  
22 PARTICIPATE IN THE PROGRAM TO GAUGE THE SUCCESS AT RECRUITING  
23 DEMOGRAPHICALLY UNDERREPRESENTED GROUPS TO THE EDUCATION  
24 PROFESSION.

25 (b) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136  
26 (11)(a)(I), THE DEPARTMENT SHALL REPORT THE INFORMATION DESCRIBED  
27 IN SUBSECTION (7)(a) OF THIS SECTION IN EACH YEAR GRANTS ARE

1     **AWARDED PURSUANT TO THE PROGRAM.**

2             (8) (a) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2023.

3             (b) BEFORE ITS REPEAL, THE DEPARTMENT OF REGULATORY  
4 AGENCIES SHALL REVIEW THE PROGRAM IN ACCORDANCE WITH SECTION  
5 24-34-104.

6             **SECTION 2.** In Colorado Revised Statutes, 24-34-104, **add**  
7 (24)(a)(V) as follows:

8             **24-34-104. General assembly review of regulatory agencies**  
9 **and functions for repeal, continuation, or reestablishment - legislative**  
10 **declaration - repeal.** (24) (a) The following agencies, functions, or both,  
11 are scheduled for repeal on September 1, 2023:

12             (V) THE GROW YOUR OWN EDUCATOR PROGRAM, AUTHORIZED  
13 PURSUANT TO SECTION 22-60.5-208.5.

14             **SECTION 3.** In Colorado Revised Statutes, **add** 22-60.5-208.7  
15 as follows:

16             **22-60.5-208.7. Teacher of record program - rules -**  
17 **authorization - definition.** (1) AS USED IN THIS SECTION, UNLESS THE  
18 CONTEXT OTHERWISE REQUIRES, "LOCAL EDUCATION PROVIDER" MEANS  
19 A SCHOOL DISTRICT, A CHARTER SCHOOL AUTHORIZED BY A SCHOOL  
20 DISTRICT PURSUANT TO PART 1 OF ARTICLE 30.5 OF THIS TITLE 22, A  
21 CHARTER SCHOOL AUTHORIZED BY THE STATE CHARTER SCHOOL  
22 INSTITUTE PURSUANT TO PART 5 OF ARTICLE 30.5 OF THIS TITLE 22, OR A  
23 BOARD OF COOPERATIVE SERVICES CREATED AND OPERATING PURSUANT  
24 TO ARTICLE 5 OF THIS TITLE 22 THAT OPERATES A PUBLIC SCHOOL.

25             (2) A LOCAL EDUCATION PROVIDER IS AUTHORIZED TO IMPLEMENT  
26 A ONE- OR TWO-YEAR TEACHER OF RECORD PROGRAM AND MAY ONLY  
27 EMPLOY A TEACHER OF RECORD IF THE LOCAL EDUCATION PROVIDER HAS

1 DETERMINED THAT THERE IS A CRITICAL TEACHER SHORTAGE AND IF  
2 THERE ARE NO OTHER QUALIFIED, LICENSED APPLICANTS FOR A VACANT  
3 POSITION. THE STATE BOARD OF EDUCATION SHALL ESTABLISH RULES AND  
4 POLICIES GOVERNING A TEACHER OF RECORD PROGRAM ESTABLISHED  
5 PURSUANT TO THIS SECTION.

6 (3) A STUDENT EMPLOYED IN A TEACHER OF RECORD PROGRAM  
7 ESTABLISHED PURSUANT TO THIS SECTION SHALL HOLD A TEACHER OF  
8 RECORD LICENSE ISSUED PURSUANT TO SECTION 22-60.5-201 (1)(a.5).

9 (4) TO ASSIST THE TEACHER OF RECORD IN MEETING THE  
10 PERFORMANCE-BASED TEACHER LICENSURE STANDARDS ADOPTED BY THE  
11 STATE BOARD OF EDUCATION PURSUANT TO SECTION 22-2-109 (3), A  
12 TEACHER OF RECORD PROGRAM MUST INCLUDE, AT A MINIMUM:

13 (a) DIRECT AND REGULAR SUPERVISION BY MENTOR TEACHERS;

14 (b) PERFORMANCE EVALUATIONS; AND

15 (c) THE TEACHER PREPARATION PROGRAM OR TEACHER SUPPORT  
16 SERVICES TO BE PROVIDED TO TEACHERS OF RECORD AS AGREED UPON BY  
17 THE LOCAL EDUCATION PROVIDER AND THE INSTITUTION OF HIGHER  
18 EDUCATION.

19 (5) A LOCAL EDUCATION PROVIDER MUST INCLUDE THE TEACHER  
20 OF RECORD IN THE LOCAL EDUCATION PROVIDER'S INDUCTION PROGRAM  
21 AND OTHER SUPPORTS PROVIDED BY THE LOCAL EDUCATION PROVIDER. IF  
22 THE TEACHER OF RECORD SUCCESSFULLY COMPLETES AN INDUCTION  
23 PROGRAM, THE TEACHER OF RECORD MAY APPLY COMPLETION OF THE  
24 INDUCTION PROGRAM TOWARD MEETING THE REQUIREMENTS FOR A  
25 PROFESSIONAL TEACHER LICENSE.

26 (6) A LOCAL EDUCATION PROVIDER SHALL TREAT A TEACHER OF  
27 RECORD AS A FIRST-YEAR TEACHER FOR PURPOSES OF COMPENSATION AND

1 PLACEMENT ON A TEACHER SALARY SCHEDULE.

2 (7) (a) NO LATER THAN SEPTEMBER 30 EACH YEAR, THE  
3 DEPARTMENT SHALL REPORT TO THE EDUCATION COMMITTEES OF THE  
4 HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR  
5 COMMITTEES, INFORMATION RELATING TO TEACHER OF RECORD  
6 PROGRAMS, WHICH INFORMATION MUST INCLUDE, AT A MINIMUM:

7 (I) THE NUMBER OF STUDENTS PARTICIPATING IN A TEACHER OF  
8 RECORD PROGRAM, INCLUDING THE LOCAL EDUCATION PROVIDERS WITH  
9 WHOM THE STUDENTS ARE EMPLOYED;

10 (II) THE INSTITUTIONS OF HIGHER EDUCATION ATTENDED BY THE  
11 STUDENTS;

12 (III) THE PERCENTAGE OF STUDENTS WHO COMPLETE A  
13 BACHELOR'S DEGREE WITHIN THE TWO-YEAR TEACHER OF RECORD LICENSE  
14 PERIOD; AND

15 (IV) DEMOGRAPHIC INFORMATION RELATING TO STUDENTS WHO  
16 PARTICIPATE IN A TEACHER OF RECORD PROGRAM TO GAUGE THE SUCCESS  
17 AT RECRUITING DEMOGRAPHICALLY UNDERREPRESENTED GROUPS TO THE  
18 EDUCATION PROFESSION.

19 (b) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136  
20 (11)(a)(I), THE DEPARTMENT SHALL REPORT THE INFORMATION DESCRIBED  
21 IN SUBSECTION (7)(a) OF THIS SECTION IN EACH YEAR IN WHICH STUDENTS  
22 ARE PARTICIPATING IN TEACHER OF RECORD PROGRAMS.

23 **SECTION 4.** In Colorado Revised Statutes, 22-60.5-201, **amend**  
24 (1)(b)(I) introductory portion and (1)(b)(I)(B); and **add** (1)(a.5) as  
25 follows:

26 **22-60.5-201. Types of teacher licenses issued - term - rules.**

27 (1) The department is designated as the sole agency authorized to issue

1 the following teacher licenses to persons of good moral character:

2 (a.5) **Teacher of record license.** (I) THE DEPARTMENT SHALL  
3 ISSUE A TEACHER OF RECORD LICENSE TO AN APPLICANT WHO:

4 (A) IS ENROLLED IN AN ACCEPTED INSTITUTION OF HIGHER  
5 EDUCATION AND HAS SUCCESSFULLY COMPLETED ALL, OR SUBSTANTIALLY  
6 ALL, OF THE COURSE WORK REQUIREMENTS FOR COMPLETION OF A  
7 BACHELOR'S DEGREE BUT HAS NOT YET COMPLETED TEACHING FIELD  
8 WORK REQUIREMENTS;

9 (B) IS ENROLLED IN A GROW YOUR OWN EDUCATOR PROGRAM  
10 PURSUANT TO SECTION 22-60.5-208.5, OR IN A ONE- OR TWO-YEAR  
11 TEACHER OF RECORD PROGRAM PURSUANT TO SECTION 22-60.5-208.7;  
12 AND

13 (C) THE APPLICANT IS OR WILL BE EMPLOYED IN A POSITION FOR  
14 WHICH NO OTHER QUALIFIED, LICENSED TEACHER HAS APPLIED BY A LOCAL  
15 EDUCATION PROVIDER, AS DEFINED IN SECTION 22-60.5-208.7 (1), THAT  
16 DETERMINES THAT THERE IS A CRITICAL TEACHER SHORTAGE.

17 (II) A TEACHER OF RECORD LICENSE IS VALID FOR TWO YEARS  
18 AFTER THE DATE OF ISSUANCE AND CAN ONLY BE RENEWED ONE TIME IF  
19 THE HOLDER DID NOT COMPLETE A BACHELOR'S DEGREE DUE TO  
20 UNFORESEEN CIRCUMSTANCES OR HARDSHIP.

21 (III) THE STATE BOARD OF EDUCATION SHALL ESTABLISH THE  
22 COMPETENCIES AND STANDARDS NECESSARY FOR A TEACHER OF RECORD  
23 TO BE EMPLOYED BY A SCHOOL DISTRICT OR PUBLIC SCHOOL.

24 (b) **Initial teacher license.** (I) Except as otherwise provided in  
25 ~~subparagraph (H) of this paragraph (b)~~ SUBSECTION (1)(b)(II) OF THIS  
26 SECTION, the department, in its discretion, may issue an initial teacher  
27 license to any applicant who:

1 (B) Has completed an approved program of preparation for  
2 teachers, ~~or~~ a one-year or two-year alternative teacher program, OR A  
3 GROW YOUR OWN EDUCATOR PROGRAM ESTABLISHED PURSUANT TO  
4 SECTION 22-60.5-208.5;

5 **SECTION 5.** In Colorado Revised Statutes, 23-18-202, **amend**  
6 (2)(b) as follows:

7 **23-18-202. College opportunity fund - appropriations -**  
8 **payment of stipends - reimbursement - report.** (2) (b) (I) For the state  
9 fiscal year commencing July 1, 2005, and for state fiscal years thereafter,  
10 for an eligible undergraduate student attending a state institution of higher  
11 education, the specified amount of the stipend per credit hour ~~shall be~~ IS  
12 an amount set annually by the general assembly, which in no case shall  
13 exceed the student's total in-state tuition. The value of the per credit hour  
14 stipend ~~shall be~~ IS the same for each eligible undergraduate student,  
15 regardless of the state institution of higher education that the student  
16 attends. The student ~~shall be~~ IS responsible for paying the student's share  
17 of total in-state tuition, if any.

18 (II) If the student is enrolled in a pathways in technology early  
19 college high school pursuant to article 35.3 of title 22, ~~C.R.S.~~, the p-tech  
20 school ~~shall be~~ IS responsible for paying the student's share of total  
21 in-state tuition, if any.

22 (III) IF THE STUDENT IS ENROLLED IN A GROW YOUR OWN  
23 EDUCATOR PROGRAM PURSUANT TO SECTION 22-60.5-208.5, AND THE  
24 SCHOOL DISTRICT OR CHARTER SCHOOL RECEIVES A GRANT PURSUANT TO  
25 SECTION 22-60.5-208.5 (6), THE SCHOOL DISTRICT OR CHARTER SCHOOL  
26 THAT EMPLOYS THE STUDENT AS A TEACHER OF RECORD AS DESCRIBED IN  
27 SECTION 22-60.5-201 (1)(a.5) DURING THE TEACHING PORTION OF THE

1 GROW YOUR OWN EDUCATOR PROGRAM IS RESPONSIBLE FOR PAYING THE  
2 STUDENT'S SHARE OF TOTAL IN-STATE TUITION, NOT TO EXCEED  
3 THIRTY-SIX CREDIT HOURS, LESS ANY AMOUNT RECEIVED IN FEDERAL AND  
4 STATE FINANCIAL AID.

5 **SECTION 6.** In Colorado Revised Statutes, 22-91-102, **amend**  
6 (6) as follows:

7 **22-91-102. Definitions.** As used in this article 91, unless the  
8 context otherwise requires:

9 (6) "School counselor" means a person who holds a special  
10 services provider license with a school counselor endorsement issued  
11 pursuant to article 60.5 of this ~~title~~ TITLE 22 or who is otherwise endorsed  
12 or accredited by a national association to provide school counseling  
13 services. "SCHOOL COUNSELOR" INCLUDES A PERSON WHO HOLDS A  
14 SPECIAL SERVICES INTERN AUTHORIZATION PURSUANT TO SECTION  
15 22-60.5-111 (3).

16 **SECTION 7.** In Colorado Revised Statutes, 22-60.5-111, **amend**  
17 (3) as follows:

18 **22-60.5-111. Authorization - types - applicants' qualifications**  
19 **- rules.** (3) (a) **Special services intern authorization.** The department  
20 of education may issue an intern authorization to an applicant who holds  
21 at least a bachelor's degree from an accepted institution of higher  
22 education and who is enrolled in an approved program of preparation for  
23 a special services provider that requires completion of an internship. A  
24 person employed under an intern authorization shall work under the  
25 supervision of a person who holds a professional special services provider  
26 license. A school district may pay a person who is employed under an  
27 intern authorization. An intern authorization is valid for one academic

1 year and may not be renewed.

2 (b) NOTWITHSTANDING THE PROVISIONS OF SUBSECTION (3)(a) OF  
3 THIS SECTION TO THE CONTRARY, THE DEPARTMENT OF EDUCATION MAY  
4 RENEW AN INTERN AUTHORIZATION FOR ONE ACADEMIC YEAR IF THE  
5 SPECIAL SERVICES INTERN IS EMPLOYED BY A SCHOOL DISTRICT OR BOARD  
6 OF COOPERATIVE SERVICES AND THE INTERN HAS NOT COMPLETED THE  
7 APPROVED PROGRAM OF PREPARATION FOR A SPECIAL SERVICES PROVIDER  
8 DUE TO UNFORSEEN CIRCUMSTANCES OR HARDSHIP.

9 **SECTION 8.** In Colorado Revised Statutes, 22-96-102, **amend**  
10 (3) as follows:

11 **22-96-102. Definitions.** As used in this article 96, unless the  
12 context otherwise requires:

13 (3) "School health professional" means a state-licensed or  
14 state-certified school nurse, psychologist, social worker, counselor, or  
15 other state-licensed or state-certified ~~health~~ professional qualified under  
16 state law to provide support services to children and adolescents.

17 **SECTION 9.** In Colorado Revised Statutes, **add** 23-20-140 as  
18 follows:

19 **23-20-140. Partnership for rural education preparation -**  
20 **report.** (1) (a) THE GENERAL ASSEMBLY FINDS THAT:

21 (I) THERE IS A TEACHER SHORTAGE ACROSS THE STATE,  
22 PARTICULARLY IN RURAL AREAS, WHICH JEOPARDIZES COLORADO'S  
23 ABILITY TO MAINTAIN THE HIGHEST STANDARDS IN EDUCATION DELIVERY;

24 (II) THERE ARE VARIOUS CAUSES OF THE TEACHER SHORTAGE; AND

25 (III) THERE ARE RESOURCES AVAILABLE, AND POTENTIALLY  
26 AVAILABLE, THAT COULD HELP ALLEVIATE THE TEACHER SHORTAGE;  
27 HOWEVER, DUE TO THE UNIQUE CAUSES OF TEACHER SHORTAGES ACROSS



1 THE STATE, THERE IS A NEED FOR COLLABORATION TO CONNECT LOCAL  
2 EDUCATION PROVIDERS WITH RESOURCES TO DEVELOP CUSTOMIZED  
3 SOLUTIONS.

4 (b) THEREFORE, THE GENERAL ASSEMBLY DECLARES THAT THE  
5 CREATION OF A PARTNERSHIP FOR RURAL EDUCATION IS AN EFFECTIVE  
6 WAY TO REDUCE TEACHER SHORTAGES IN COLORADO.

7 (2) THERE IS CREATED THE PARTNERSHIP FOR RURAL EDUCATION  
8 PREPARATION ON THE DENVER CAMPUS OF THE UNIVERSITY OF  
9 COLORADO, REFERRED TO IN THIS SECTION AS THE "PARTNERSHIP", TO  
10 COLLABORATE WITH OTHER INSTITUTIONS OF HIGHER EDUCATION TO  
11 BRING CUSTOMIZED SOLUTIONS TO LOCAL EDUCATION PROVIDERS TO  
12 ADDRESS TEACHER SHORTAGES. SUBJECT TO AVAILABLE APPROPRIATIONS,  
13 AND IN COLLABORATION WITH LOCAL EDUCATION PROVIDERS, THE  
14 PARTNERSHIP SHALL WORK WITH IDENTIFIED LOCAL EDUCATION  
15 PROVIDERS TO:

16 (a) REGULARLY COLLECT AND REPORT DATA ON THE CURRENT AND  
17 PROJECTED HIRING NEEDS FOR THE LOCAL EDUCATION PROVIDER,  
18 INCLUDING TURNOVER TRENDS, FOR TEACHERS BY GEOGRAPHIC AND  
19 CONTENT AREA;

20 (b) DETERMINE THE CAUSES OF TEACHER SHORTAGES; ■

21 (c) IDENTIFY AVAILABLE AND POTENTIALLY AVAILABLE  
22 RESOURCES THAT ALIGN SUPPLY AND DEMAND WHEN ADDRESSING THE  
23 TEACHER SHORTAGES;

24 (d) CONNECT THESE RESOURCES TO THE LOCAL EDUCATION  
25 PROVIDER THROUGH CUSTOMIZED SOLUTIONS TARGETED TO THE SPECIFIC  
26 CAUSES OF THE TEACHER SHORTAGE FOR THE LOCAL EDUCATION  
27 PROVIDER; ■

1 (e) TO THE EXTENT POSSIBLE, IDENTIFY METHODS FOR IMPROVING  
2 DIVERSITY OF TEACHERS; AND

3 (f) PROVIDE TECHNICAL ASSISTANCE IN IMPLEMENTING THE LOCAL  
4 EDUCATION PROVIDER'S CUSTOMIZED SOLUTION.

5 (3) THE PARTNERSHIP SHALL PREPARE AND SUBMIT AN ANNUAL  
6 REPORT FOR EACH YEAR IN WHICH THE PARTNERSHIP IS OPERATING TO THE  
7 DEPARTMENT OF EDUCATION, THE DEPARTMENT OF HIGHER EDUCATION,  
8 AND THE EDUCATION COMMITTEES OF THE HOUSE OF REPRESENTATIVES  
9 AND THE SENATE, OR ANY SUCCESSOR COMMITTEES, CONCERNING DATA  
10 COLLECTED AND STRATEGIES IDENTIFIED BY THE PARTNERSHIP TO  
11 ADDRESS TEACHER SHORTAGES ACROSS THE STATE.

12 (4) NOTWITHSTANDING THE PROVISIONS OF SECTION 23-1-104 (1)  
13 TO THE CONTRARY, THE APPROPRIATION OF MONEY FOR PURPOSES OF THIS  
14 SECTION IS NOT INCLUDED WITHIN THE SINGLE LINE ITEM APPROPRIATION  
15 TO THE REGENTS OF THE UNIVERSITY OF COLORADO. ANY UNEXPENDED  
16 AND UNENCUMBERED MONEY APPROPRIATED FOR PURPOSES OF THIS  
17 SECTION REMAINS AVAILABLE FOR EXPENDITURE FOR PURPOSES OF THIS  
18 SECTION IN THE NEXT FISCAL YEAR WITHOUT FURTHER APPROPRIATION.

19 **SECTION 10. Appropriation.** (1) For the 2018-19 state fiscal  
20 year, \$1,019,110 is appropriated to the department of education. This  
21 appropriation is from the general fund and is based on an assumption that  
22 the department will require an additional 0.3 FTE. To implement this act,  
23 the department may use this appropriation for the grow your own  
24 educator program created pursuant to section 22-60.5-208.5, C.R.S.

25 (2) For the 2018-19 state fiscal year, \$156,116 is appropriated to  
26 the department of higher education. This appropriation is from the general  
27 fund. To implement this act, the department may use this appropriation

1 for the partnership for rural education preparation created in section  
2 23-20-140 (2), C.R.S.

3           **SECTION 11. 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 (August  
6 8, 2018, if adjournment sine die is on May 9, 2018); except that, if a  
7 referendum petition is filed pursuant to section 1 (3) of article V of the  
8 state constitution against this act or an item, section, or part of this act  
9 within such period, then the act, item, section, or part will not take effect  
10 unless approved by the people at the general election to be held in  
11 November 2018 and, in such case, will take effect on the date of the  
12 official declaration of the vote thereon by the governor.