

Second Regular Session
Seventy-second General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 20-0085.02 Brita Darling x2241

HOUSE BILL 20-1007

HOUSE SPONSORSHIP

Coleman,

SENATE SPONSORSHIP

Fields,

House Committees
Education

Senate Committees

A BILL FOR AN ACT

101 CONCERNING INCREASING THE DIVERSITY OF COLORADO'S
102 EDUCATORS IN ELEMENTARY AND SECONDARY PUBLIC SCHOOLS.

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 shall include but are not limited to those agencies, persons, and organizations specified

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.

in the bill.

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, 2021. The workgroup may submit interim findings and recommendations during the 2021 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 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.

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

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

4 **23-1-121.8. Workgroup on diversity in the educator workforce**
5 **- duties - recommendations - report - legislative declaration -**
6 **definitions - repeal.** (1) (a) THE GENERAL ASSEMBLY FINDS AND
7 DECLARES THAT:

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

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

12 (III) IN COLORADO IN 2019, SEVENTY-SIX PERCENT OF ALL
13 TEACHERS ARE WOMEN AND SIXTY-SEVEN PERCENT OF ALL TEACHERS IN
14 COLORADO IDENTIFY AS WHITE WOMEN;

15 (IV) HOWEVER, THE STUDENT DEMOGRAPHICS IN COLORADO ARE
16 SIGNIFICANTLY MORE DIVERSE AND WILL CONTINUE TO BECOME MORE

1 DIVERSE. FOR EXAMPLE, NEARLY FORTY-SEVEN PERCENT OF ALL PUBLIC
2 SCHOOL STUDENTS IDENTIFY AS NON-WHITE, AND FOURTEEN PERCENT OF
3 STUDENTS CONSIDER THEMSELVES TO BE ENGLISH LANGUAGE LEARNERS.

4 (b) (I) THE GENERAL ASSEMBLY FURTHER FINDS AND DECLARES
5 THAT THERE ARE MANY BARRIERS TO PREPARING, RECRUITING, AND
6 RETAINING A HIGH-QUALITY, DIVERSE EDUCATOR WORKFORCE;

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

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

24 (2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE
25 REQUIRES:

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

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

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

12 (4) THE DEPARTMENT OF HIGHER EDUCATION AND THE
13 DEPARTMENT OF EDUCATION SHALL SELECT WORKGROUP MEMBERS,
14 WHICH MEMBERS MUST INCLUDE BUT ARE NOT LIMITED TO ONE OR MORE
15 OF THE FOLLOWING PERSONS OR ORGANIZATIONS, OR THEIR
16 REPRESENTATIVES:

17 (a) A REPRESENTATIVE OF THE DEPARTMENT OF HIGHER
18 EDUCATION;

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

20 (c) DEANS OF TEACHER PREPARATION PROGRAMS AT STATE
21 INSTITUTIONS OF HIGHER EDUCATION;

22 (d) DIRECTORS OF ALTERNATIVE TEACHER PROGRAMS;

23 (e) PUBLIC SCHOOL TEACHERS SERVING IN TRADITIONAL DISTRICT
24 SCHOOLS OR DISTRICT CHARTER SCHOOLS THAT ARE ELIGIBLE TO RECEIVE
25 MONEY UNDER TITLE I OF THE FEDERAL "ELEMENTARY AND SECONDARY
26 EDUCATION ACT OF 1965", 20 U.S.C. SEC. 6301 ET SEQ., AS AMENDED;

27 (f) PRINCIPALS OR SCHOOL LEADERS OF TRADITIONAL DISTRICT

1 SCHOOLS OR DISTRICT CHARTER SCHOOLS, INCLUDING SCHOOLS THAT
2 HAVE A DIVERSE EDUCATOR WORKFORCE;

3 (g) GRADUATES OF TEACHER PREPARATION PROGRAMS, WHO MAY
4 INCLUDE GRADUATES WHO DID NOT PASS THE LICENSING TEST ON THE
5 FIRST TRY;

6 (h) RESEARCHERS WITH EXPERTISE IN THE PREPARATION,
7 RECRUITMENT, OR RETENTION OF A DIVERSE EDUCATOR WORKFORCE; AND

8 (i) NONPROFIT OR OTHER ORGANIZATIONS THAT HAVE EXPERTISE
9 IN THE PREPARATION, RECRUITMENT, OR RETENTION OF A DIVERSE
10 EDUCATOR WORKFORCE.

11 (5) THE WORKGROUP SHALL INVESTIGATE BARRIERS TO THE
12 PREPARATION, RETENTION, AND RECRUITMENT OF A DIVERSE EDUCATOR
13 WORKFORCE AND SHALL CONSIDER STRATEGIES TO INCREASE DIVERSITY
14 IN THE EDUCATOR WORKFORCE. THE ISSUES CONSIDERED BY THE
15 WORKGROUP MAY INCLUDE BUT ARE NOT LIMITED TO:

16 (a) THE DATA AND RECOMMENDATIONS FROM THE DECEMBER 16,
17 2014, REPORT PREPARED FOR THE DEPARTMENT OF EDUCATION BY
18 AUGENBLICK, PALAICH AND ASSOCIATES TITLED "KEEPING UP WITH THE
19 KIDS: INCREASING MINORITY TEACHER REPRESENTATION IN COLORADO";

20 (b) EFFECTIVE STRATEGIES TO BUILD A STRONG LOCAL PIPELINE
21 FOR STUDENTS, ESPECIALLY DIVERSE STUDENTS, WHO ARE OR MAY
22 CONSIDER BECOMING EDUCATORS, INCLUDING PAID MENTORSHIPS AND
23 TEACHING AND VOLUNTEER OPPORTUNITIES;

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

26 (d) EFFECTIVE STRATEGIES TO ASSIST PARAPROFESSIONALS,
27 SUBSTITUTE TEACHERS, AND NONCERTIFIED EDUCATORS WHO ARE

1 ENGAGED IN THE PROFESSION BUT WHO ARE NOT LICENSED DUE TO
2 FINANCIAL DIFFICULTIES, DIFFICULTY IN PASSING THE STATE-CERTIFIED
3 CONTENT TEST, DISTANCE TO TESTING LOCATION, PREPARATION AND
4 TESTING FEES, OR FOR OTHER REASONS;

5 (e) WHETHER CREATING PARTNERSHIPS BETWEEN SCHOOL
6 DISTRICTS THAT SERVE MINORITY STUDENTS AND MINORITY-SERVING
7 INSTITUTIONS WILL INCREASE THE DIVERSITY OF THE EDUCATOR
8 WORKFORCE; AND

9 (f) EFFECTIVE STRATEGIES TO RETAIN THE EXISTING DIVERSE
10 EDUCATOR WORKFORCE IN COLORADO, INCLUDING DIVERSE EDUCATORS
11 IN HARD-TO-STAFF SCHOOLS, WHICH STRATEGIES MAY INCLUDE FINANCIAL
12 INCENTIVES, SUCH AS STIPENDS OR BONUSES, AND ROBUST PROFESSIONAL
13 DEVELOPMENT OPPORTUNITIES.

14 (6) (a) ON OR BEFORE SEPTEMBER 30, 2021, THE DEPARTMENT OF
15 HIGHER EDUCATION AND THE DEPARTMENT OF EDUCATION SHALL SUBMIT
16 A WRITTEN REPORT FROM THE WORKGROUP TO THE EDUCATION
17 COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR
18 ANY SUCCESSOR COMMITTEES, CONCERNING:

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

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

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

27 (IV) THE WORKGROUP'S RECOMMENDATIONS, INCLUDING ANY

1 NECESSARY CHANGES TO STATUTES OR AGENCY RULES.

2 (b) THE WORKGROUP MAY SUBMIT INTERIM FINDINGS AND
3 RECOMMENDATIONS FOR CONSIDERATION DURING THE 2021 REGULAR
4 LEGISLATIVE SESSION PRIOR TO THE COMPLETION OF THE FINAL WRITTEN
5 REPORT PURSUANT TO SUBSECTION (6)(a) OF THIS SECTION.

6 (7) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2022.

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

9 **23-1-121. Commission directive - approval of educator**
10 **preparation programs - review - legislative declaration.**

11 (6) (a) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136
12 (11)(a)(I) TO THE CONTRARY, the department shall annually prepare a
13 report concerning the enrollment in, graduation rates from, and
14 effectiveness of the review of educator preparation programs authorized
15 by the commission. In addition, the report ~~shall~~ MUST include data on the
16 outcomes of graduates of educator preparation programs pursuant to
17 section 22-2-112 (1)(q). ~~C.R.S.~~ The report ~~shall~~ MUST also state the
18 percentage of educator candidates graduating from each program during
19 the preceding twelve months ~~that~~ WHO applied for and received an initial
20 license pursuant to section 22-60.5-201 ~~C.R.S.~~, and the percentage of the
21 graduates who passed the assessments administered pursuant to section
22 22-60.5-203, ~~C.R.S.~~, INCLUDING THE PERCENTAGE OF GRADUATES WHO
23 PASSED THE ASSESSMENTS ON THE FIRST ATTEMPT. For purposes of
24 completing the report required pursuant to this subsection (6), the
25 department of higher education and the department of education shall
26 share any relevant data that complies with state and federal regulations
27 with the other agency. The department shall ~~provide notice~~ SUBMIT THE

1 REPORT to the education committees of the senate and the house of
2 representatives, or any successor committees. ~~that the report is available~~
3 ~~to the members of the committees upon request.~~

4 (b) (I) THE GENERAL ASSEMBLY FINDS AND DECLARES THAT:

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

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

9 (C) HOWEVER, THE EDUCATOR WORKFORCE IN COLORADO IS NOT
10 AS DIVERSE AS THE POPULATION OF STUDENTS IT SERVES OR WILL SERVE
11 IN THE FUTURE; AND

12 (D) THEREFORE, THE GENERAL ASSEMBLY DECLARES THAT
13 EDUCATOR PREPARATION PROGRAMS MUST CLEARLY AND
14 TRANSPARENTLY SHOW THE FIRST-TIME PASS RATES OF CANDIDATES,
15 ESPECIALLY THOSE CANDIDATES WHO ARE OF A GENDER, RACE, OR
16 ETHNICITY THAT IS UNDERREPRESENTED IN THE EDUCATOR WORKFORCE,
17 AND THAT DIVERSE EDUCATOR CANDIDATES SHOULD HAVE ACCESS TO THE
18 NECESSARY INFORMATION TO DETERMINE WHICH EDUCATOR PREPARATION
19 PROGRAM GIVES THE CANDIDATE THE BEST CHANCE OF SUCCESS AT
20 BECOMING AN EDUCATOR.

21 (II) TO THE EXTENT POSSIBLE, THE DEPARTMENT SHALL REPORT
22 ALL DATA AND INFORMATION REQUIRED TO BE REPORTED ANNUALLY
23 PURSUANT TO SUBSECTION (6)(a) OF THIS SECTION, DISAGGREGATED BY
24 THE GENDER, RACE, AND ETHNICITY OF THE CANDIDATES AND GRADUATES.

25 (c) THE DEPARTMENT OF HIGHER EDUCATION AND THE
26 DEPARTMENT OF EDUCATION SHALL POST THE DEPARTMENT OF HIGHER
27 EDUCATION'S ANNUAL REPORT, REQUIRED PURSUANT TO SUBSECTION

1 (6)(a) OF THIS SECTION, ON EACH DEPARTMENT'S WEBSITE IN THE
2 LOCATION RELATING TO TEACHER PREPARATION PROGRAMS AND TEACHER
3 LICENSURE, AS APPLICABLE.

4 **SECTION 3. Act subject to petition - effective date.** This act
5 takes effect at 12:01 a.m. on the day following the expiration of the
6 ninety-day period after final adjournment of the general assembly (August
7 5, 2020, if adjournment sine die is on May 6, 2020); except that, if a
8 referendum petition is filed pursuant to section 1 (3) of article V of the
9 state constitution against this act or an item, section, or part of this act
10 within such period, then the act, item, section, or part will not take effect
11 unless approved by the people at the general election to be held in
12 November 2020 and, in such case, will take effect on the date of the
13 official declaration of the vote thereon by the governor.