# Second Regular Session Seventy-first General Assembly STATE OF COLORADO

## **INTRODUCED**

LLS NO. 18-0486.02 Julie Pelegrin x2700

**HOUSE BILL 18-1189** 

#### **HOUSE SPONSORSHIP**

Pettersen and Sias,

SENATE SPONSORSHIP

Hill and Todd,

## **House Committees**

#### **Senate Committees**

Education

### A BILL FOR AN ACT

101 CONCERNING PILOT PROGRAMS TO EXPAND EFFECTIVE TEACHER
102 RESIDENCY PROGRAMS ACROSS THE STATE.

### **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 <a href="http://leg.colorado.gov">http://leg.colorado.gov</a>.)

The bill creates the teacher residency expansion program (program) in the department of education (department). The goal of the program is to identify and communicate to school districts, charter schools, and boards of cooperative services that operate public schools (local education providers) the best practices, effective strategies, and critical components of effective teacher residency programs and thereby

facilitate expansion of the effective teacher residency programs across the state.

To implement the program, the department will contract with an institution of higher education (institution) and an alternative teacher program (alternative program), each of which is currently operating an effective teacher residency program with a local education provider. The institution and alternative program will expand their respective teacher residency programs with other local education providers as pilot programs that must include specified components. The institution and alternative program will share the specified components with the department, which will share them with other local education providers, institutions, and alternative programs that are not participating in the pilot programs. After the pilot programs have operated for a year, and annually thereafter, the department will evaluate the success of the pilot programs based on specified criteria. The department will submit a report concerning the evaluation to the state board of education, the Colorado commission on higher education, the executive director of the department of higher education, the governor's office, and the education committees of the general assembly. The department will also post the report on its website.

The department will distribute to the institution and alternative program that contract with the department an amount to offset a portion of the costs of implementing the pilot program. The institution and alternative program must agree to provide matching funds equal to 100% of the amount distributed to the institution and alternative program by the department.

The program is repealed in 5 years.

Be it enacted by the General Assembly of the State of Colorado: 1 2 **SECTION 1.** In Colorado Revised Statutes, add article 60.3 to 3 title 22 as follows: 4 **ARTICLE 60.3** 5 **Teacher Residency Expansion Program** 6 22-60.3-101. **Legislative declaration.** (1) THE GENERAL 7 ASSEMBLY FINDS THAT: 8 (a) A RECENT REPORT BY THE DEPARTMENT OF EDUCATION AND 9 THE DEPARTMENT OF HIGHER EDUCATION SHOWS THAT THE NUMBER OF 10 STUDENTS WHO ENROLL IN AND GRADUATE FROM TEACHER PREPARATION

-2- HB18-1189

1	PROGRAMS IN COLORADO	<b>CONTINUES</b> 7	TO DECLINE;
---	----------------------	--------------------	-------------

10

16

17

18

19

20

21

22

23

24

25

26

27

STATES.

- 2 (b) SCHOOL DISTRICTS IN COLORADO, ESPECIALLY RURAL SCHOOL 3 DISTRICTS, ARE FACING A SERIOUS SHORTAGE IN TRAINED, LICENSED 4 TEACHERS IN THE AREAS OF MATH, SCIENCE, ENGLISH LANGUAGE ARTS, 5 SPECIAL EDUCATION, AND EARLY CHILDHOOD EDUCATION. THIS SHORTAGE 6 IS DRIVEN BOTH BY DECREASING NUMBERS OF PERSONS ENTERING THE 7 PROFESSION AND INCREASING NUMBERS OF PERSONS LEAVING THE 8 PROFESSION AFTER JUST TWO OR THREE YEARS OF TEACHING. AS A 9 RESULT, MORE SCHOOL DISTRICTS ARE HIRING TEACHERS FROM OTHER
- 11 (c) The growing shortage of teachers potentially
  12 Jeopardizes the ability of every student in Colorado to have
  13 Access to a high-quality teacher who is reflective of and
  14 Responsive to the needs of the state's diverse student
  15 Populations; and
  - (d) Building Partnerships between teacher Preparation Programs and Local Education Providers will Strengthen the Pipeline of Teacher Candidates from high school to Postsecondary teacher preparation to teaching in the Classroom and increase the likelihood that Colorado's Graduates will be employed to teach Colorado's Students.
    - (2) THE GENERAL ASSEMBLY FURTHER FINDS THAT:
  - (a) Institutions of Higher Education, Alternative Teacher Programs, School Districts, and Supporting Nonprofit Organizations and Foundations have collaborated to Create Effective Teacher Residency Programs that Serve School Districts and Public Schools in Rural and Urban Areas of the

-3- HB18-1189

1	STATE;
2	

- 2 (b) These teacher residency programs are specifically
  3 Designed to meet the needs of the participating school districts
  4 And public schools and to achieve positive academic outcomes
  5 For students; and
  - (c) EXPANDING THE DESIGN OF THESE TEACHER RESIDENCY PROGRAMS TO ENABLE MORE INSTITUTIONS OF HIGHER EDUCATION, ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION PROVIDERS THROUGHOUT THE STATE TO IMPLEMENT THESE TEACHER RESIDENCY PROGRAMS IS NECESSARY TO INCREASE THE SUPPLY OF EFFECTIVE TEACHERS FOR EMPLOYMENT BY LOCAL EDUCATION PROVIDERS.
    - (3) THE GENERAL ASSEMBLY FINDS, THEREFORE, THAT, TO ADDRESS THE GROWING TEACHER SHORTAGE IN COLORADO, IT IS NECESSARY TO CREATE THE TEACHER RESIDENCY EXPANSION PROGRAM THROUGH WHICH THE DEPARTMENT OF EDUCATION WILL REVIEW AND EVALUATE TEACHER RESIDENCY PROGRAMS OPERATING ON A PILOT BASIS TO IDENTIFY THE BEST PRACTICES, EFFECTIVE STRATEGIES, AND CRITICAL COMPONENTS OF A TEACHER RESIDENCY PROGRAM THAT ARE APPROPRIATE FOR EXPANSION BY INSTITUTIONS OF HIGHER EDUCATION, ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION PROVIDERS ACROSS THE STATE.
    - (4) THE GENERAL ASSEMBLY DECLARES THAT, FOR PURPOSES OF SECTION 17 OF ARTICLE IX OF THE STATE CONSTITUTION, THE TEACHER RESIDENCY EXPANSION PROGRAM CREATED IN THIS ARTICLE 60.3 IS AN ACCOUNTABLE PROGRAM TO MEET STATE ACADEMIC STANDARDS AND IS AN IMPORTANT ELEMENT IN CLASS-SIZE REDUCTION AND MAY THEREFORE RECEIVE FUNDING FROM THE STATE EDUCATION FUND CREATED IN SECTION

-4- HB18-1189

1	17 (4) OF ARTICLE IX OF THE STATE CONSTITUTION.
2	<b>22-60.3-102. Definitions.</b> As used in this article 60.3, unless
3	THE CONTEXT OTHERWISE REQUIRES:
4	(1) "ALTERNATIVE TEACHER PROGRAM" HAS THE SAME MEANING
5	AS PROVIDED IN SECTION 22-60.5-102.
6	(2) "BOARD OF COOPERATIVE SERVICES" MEANS A REGIONAL
7	EDUCATIONAL SERVICE UNIT CREATED PURSUANT TO ARTICLE 5 OF THIS
8	TITLE 22.
9	(3) "CHARTER SCHOOL" MEANS A CHARTER SCHOOL AUTHORIZED
10	BY A SCHOOL DISTRICT AS PROVIDED IN PART 1 OF ARTICLE 30.5 OF THIS
11	TITLE $22$ OR AN INSTITUTE CHARTER SCHOOL AUTHORIZED BY THE STATE
12	Charter school institute as provided in part 5 of article $30.5$ of
13	THIS TITLE 22.
14	(4) "CULTURAL COMPETENCE" MEANS THE ABILITY TO
15	UNDERSTAND, COMMUNICATE WITH, AND EFFECTIVELY INTERACT WITH
16	PEOPLE ACROSS CULTURES, INCLUDING UNDERSTANDING ONE'S OWN
17	CULTURAL VIEWS AND DEVELOPING A POSITIVE ATTITUDE TOWARD
18	CULTURAL DIFFERENCES.
19	(5) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION
20	CREATED AND EXISTING PURSUANT TO SECTION 24-1-115.
21	(6) "Institution of higher education" means a public,
22	PRIVATE, OR PROPRIETARY POSTSECONDARY INSTITUTION AUTHORIZED BY
23	THE COLORADO COMMISSION ON HIGHER EDUCATION TO OFFER TEACHER
24	PREPARATION PROGRAMS.
25	(7) "LOCAL EDUCATION PROVIDER" MEANS A SCHOOL DISTRICT,
26	BOARD OF COOPERATIVE SERVICES, OR CHARTER SCHOOL.
27	(8) "PARAPROFESSIONAL" MEANS A PERSON WHO IS TRAINED TO

-5- HB18-1189

1	ASSIST A LICENSED TEACHER.
2	(9) "PILOT PROGRAM" MEANS A TEACHER RESIDENCY PILOT
3	EXPANSION PROGRAM THAT IS IMPLEMENTED PURSUANT TO SECTION
4	22-60.3-104 AS A COMPONENT OF THE TEACHER RESIDENCY EXPANSION
5	PROGRAM.
6	(10) "PROGRAM" MEANS THE TEACHER RESIDENCY EXPANSION
7	PROGRAM CREATED IN SECTION 22-60.3-103.
8	(11) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION
9	CREATED IN SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION.
10	(12) "TEACHER RESIDENCY PROGRAM" MEANS A TYPE OF TEACHER
11	PREPARATION PROGRAM THAT, AT A MINIMUM, INCLUDES A FULL YEAR OF
12	CLASSROOM APPRENTICESHIP THAT INTEGRATES THEORY AND PRACTICE.
13	22-60.3-103. Teacher residency expansion program - created
14	- rules. (1) There is created in the department of education the
15	TEACHER RESIDENCY EXPANSION PROGRAM TO IDENTIFY THE BEST
16	PRACTICES, EFFECTIVE STRATEGIES, AND CRITICAL COMPONENTS OF
17	EFFECTIVE TEACHER RESIDENCY PROGRAMS, WHICH PRACTICES,
18	STRATEGIES, AND COMPONENTS MAY BE USED BY INSTITUTIONS OF HIGHER
19	EDUCATION, ALTERNATIVE TEACHER PROGRAMS, AND LOCAL EDUCATION
20	PROVIDERS ACROSS THE STATE TO ASSIST LOCAL EDUCATION PROVIDERS
21	IN HIRING AND RETAINING WELL-TRAINED, EFFECTIVE TEACHERS. A LOCAL
22	EDUCATION PROVIDER MAY ALSO CONSIDER THE IDENTIFIED PRACTICES,
23	STRATEGIES, AND COMPONENTS IN DESIGNING AND IMPLEMENTING AN
	STRATEGIES, AND COMPONENTS IN DESIGNING AND IMPLEMENTING AN EFFECTIVE TEACHER INDUCTION PROGRAM.
<ul><li>23</li><li>24</li><li>25</li></ul>	EFFECTIVE TEACHER INDUCTION PROGRAM.
24	

-6- HB18-1189

1	SUCCESSFUL IN THE CLASSROOM WHEN THEY BEGIN TEACHING, INCLUDING
2	BEING PREPARED TO IMPROVE ACADEMIC OUTCOMES FOR ALL STUDENTS
3	IN THEIR CLASSROOMS;
4	(b) SUPPORTING LOCAL EDUCATION PROVIDERS, ALTERNATIVE
5	TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION IN
6	COLLABORATING TO CREATE A SEAMLESS, HIGH-FUNCTIONING, HIGHLY
7	EFFECTIVE SYSTEM OF TEACHER PREPARATION;
8	(c) Addressing barriers to effective teacher preparation,
9	WHICH INCLUDE INSUFFICIENT SUPPORT FOR EFFECTIVE FIELD EXPERIENCES
10	FOR TEACHING CANDIDATES AND INSUFFICIENT SUPPORT FOR NEW
11	TEACHERS WHEN THEY TRANSITION TO THE CLASSROOM, DUE TO A LACK
12	OF COMMUNICATION, SHARING OF RESOURCES, AND COLLABORATION
13	AMONG LOCAL EDUCATION PROVIDERS, ALTERNATIVE TEACHER
14	PROGRAMS, INSTITUTIONS OF HIGHER EDUCATION, AND OTHER TEACHER
15	PREPARATION PROGRAM PROVIDERS; AND
16	(d) IDENTIFYING THE BEST PRACTICES, EFFECTIVE STRATEGIES,
17	AND CRITICAL COMPONENTS OF EFFECTIVE TEACHER RESIDENCY PROGRAM
18	MODELS THAT CAN BE USED BY LOCAL EDUCATION PROVIDERS ACROSS THE
19	STATE AND THAT MAY INFORM STATE POLICY CHANGES.
20	(3) IN IMPLEMENTING THE PROGRAM, THE DEPARTMENT SHALL
21	PROVIDE TO LOCAL EDUCATION PROVIDERS, ALTERNATIVE TEACHER
22	PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION INFORMATION
23	CONCERNING THE OUTCOMES OF THE PILOT PROGRAMS, THE
24	EFFECTIVENESS OF THE METHODS AND STRATEGIES IMPLEMENTED, AND
25	BEST PRACTICES AND CRITICAL COMPONENTS IDENTIFIED TO SUPPORT
26	EXPANSION OF TEACHER RESIDENCY PROGRAMS AND HOW THESE
27	STRATEGIES, PRACTICES, AND COMPONENTS INFORM THE DESIGN AND

-7- HB18-1189

1	IMPLEMENTATION OF TEACHER INDUCTION PROGRAMS. THE DEPARTMENT
2	SHALL PROVIDE THE INFORMATION USING ELECTRONIC METHODS, WHICH
3	MAY INCLUDE POSTING INFORMATION TO THE DEPARTMENT WEBSITE,
4	E-MAILING INFORMATION, HOSTING ELECTRONIC CONVERSATIONS AMONG
5	LOCAL EDUCATION PROVIDERS AND INSTITUTIONS OF HIGHER EDUCATION,
6	AND PROVIDING PROGRAMMING VIA THE INTERNET.
7	(4) The state board may promulgate rules pursuant to the
8	"STATE ADMINISTRATIVE PROCEDURE ACT", ARTICLE 4 OF TITLE 24, AS
9	NECESSARY TO IMPLEMENT THE PROGRAM.
10	22-60.3-104. Teacher residency pilot expansion programs -
11	$\textbf{funding.} (1) \ \text{Beginning in the 2018-19 school year, the department}$
12	SHALL CONTRACT WITH AN INSTITUTION OF HIGHER EDUCATION AND AN
13	ALTERNATIVE TEACHER PROGRAM, EACH OF WHICH OPERATES A PROVEN
14	AND SUCCESSFUL TEACHER RESIDENCY PROGRAM IN COLORADO, TO
15	OPERATE THE PILOT TEACHER RESIDENCY PROGRAMS FOR THE TEACHER
16	RESIDENCY EXPANSION PROGRAM. IN SELECTING THE INSTITUTION OF
17	HIGHER EDUCATION AND THE ALTERNATIVE TEACHER PROGRAM, THE
18	DEPARTMENT SHALL ENSURE THAT THE TEACHER RESIDENCY PROGRAMS
19	THAT THEY OPERATE HAVE DEMONSTRATED SUCCESS IN TRAINING AND
20	RETAINING EFFECTIVE TEACHERS AND RESPONSIVENESS TO STATEWIDE
21	NEEDS IN GEOGRAPHICALLY DIVERSE COMMUNITIES AND ARE OPERATING
22	IN PARTNERSHIP WITH A SCHOOL DISTRICT, CHARTER SCHOOL, OR BOARD
23	OF COOPERATIVE SERVICES THAT OPERATES A PUBLIC SCHOOL. THE
24	SELECTED INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE
25	TEACHER PROGRAM SHALL EXPAND THEIR TEACHER RESIDENCY PROGRAMS
26	ON A PILOT BASIS WITH LOCAL EDUCATION PROVIDERS, ALTERNATIVE
27	TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER EDUCATION, WHICH

-8- HB18-1189

- 1 EXPANSION MUST, AT A MINIMUM, INCLUDE DOCUMENTATION OF THE
- 2 TUITION MODEL, COURSE SCOPE, MENTORING SUPPORTS, MODELS FOR
- 3 PARAPROFESSIONAL DEVELOPMENT, AND MULTIPLE STAFFING MODELS.
- 4 THE PILOT PROGRAMS SHALL ALSO SHARE THESE COMPONENTS WITH THE
- 5 DEPARTMENT, WHICH SHALL SHARE THEM WITH OTHER LOCAL EDUCATION
- 6 PROVIDERS, ALTERNATIVE TEACHER PROGRAMS, AND INSTITUTIONS OF
- 7 HIGHER EDUCATION THAT ARE NOT PARTICIPATING IN THE PILOT
- 8 PROGRAMS.
- 9 (2) (a) SUBJECT TO AVAILABLE APPROPRIATIONS, BASED ON THE
- TERMS OF THE CONTRACTS TO PROVIDE A PILOT PROGRAM PURSUANT
- 11 SUBSECTION (1) OF THIS SECTION, THE DEPARTMENT SHALL DISTRIBUTE TO
- 12 THE CONTRACTING INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE
- 13 TEACHER PROGRAM MONEY TO OFFSET A PORTION OF THE DIRECT COSTS
- 14 INCURRED IN IMPLEMENTING THE PILOT PROGRAMS.
- 15 (b) THE INSTITUTION OF HIGHER EDUCATION AND ALTERNATIVE
- 16 TEACHER PROGRAM THAT ENTER INTO CONTRACTS WITH THE DEPARTMENT
- 17 TO PROVIDE PILOT PROGRAMS PURSUANT TO SUBSECTION (1) OF THIS
- 18 SECTION SHALL, PURSUANT TO THE TERMS OF THE CONTRACT, AGREE TO
- 19 MATCH ONE HUNDRED PERCENT OF THE AMOUNT DISTRIBUTED TO THE
- 20 INSTITUTION AND ALTERNATIVE TEACHER PROGRAM BY THE DEPARTMENT
- 21 TO OFFSET A PORTION OF THE DIRECT COSTS INCURRED IN IMPLEMENTING
- THE PILOT PROGRAMS. AN INSTITUTION OF HIGHER EDUCATION OR
- 23 ALTERNATIVE TEACHER PROGRAM THAT APPLIES TO OPERATE A PILOT
- 24 PROGRAM MUST PROVIDE TO THE DEPARTMENT WRITTEN DOCUMENTATION
- DEMONSTRATING THAT, BY A SPECIFIED DATE, THE INSTITUTION OR
- 26 ALTERNATIVE TEACHER PROGRAM WILL HAVE AN AMOUNT SUFFICIENT IN
- 27 TOTAL TO MEET THE REQUIREMENTS OF THE CONTRACT. THE DEPARTMENT

-9- HB18-1189

1	SHALL NOT ENTER INTO A CONTRACT WITH AN INSTITUTION OF HIGHER
2	EDUCATION OR ALTERNATIVE TEACHER PROGRAM THAT FAILS TO PROVIDE
3	THE REQUIRED DOCUMENTATION.
4	(3) AFTER THE PILOT PROGRAMS DESCRIBED IN THIS SECTION HAVE
5	OPERATED FOR ONE SCHOOL YEAR, AND ANNUALLY THEREAFTER, THE
6	DEPARTMENT SHALL REVIEW THE INFORMATION COLLECTED FROM THE
7	PILOT PROGRAMS TO DETERMINE WHETHER THE PILOT PROGRAMS ARE
8	EFFECTIVE IN INCREASING RETENTION OF THE TEACHERS EMPLOYED BY
9	THE PARTICIPATING LOCAL EDUCATION PROVIDERS AND RAISING THE
10	CULTURAL COMPETENCE OF THE TEACHER RESIDENTS WHO PARTICIPATE
11	IN THE PILOT PROGRAMS. IN MEASURING THE EFFECTIVENESS OF THE PILOT
12	PROGRAMS, THE DEPARTMENT SHALL CONSIDER:
13	(a) The developmental progress, including levels of
14	CULTURAL COMPETENCE, OF THE TEACHER RESIDENTS PARTICIPATING IN
15	THE PILOT PROGRAM BEFORE, DURING, AND AFTER PARTICIPATION IN THE
16	PILOT PROGRAM;
17	(b) THE LEVELS OF SATISFACTION WITH THE PILOT PROGRAM
18	EXPRESSED BY THE TEACHER RESIDENTS, LOCAL EDUCATION PROVIDERS
19	ALTERNATIVE TEACHER PROGRAMS, AND INSTITUTIONS OF HIGHER
20	EDUCATION; AND
21	(c) A COMPARISON OF THE PARTICIPATING LOCAL EDUCATION
22	PROVIDER'S TEACHER RETENTION RATE BEFORE, DURING, AND AFTER
23	PARTICIPATING IN THE PILOT PROGRAM.
24	<b>22-60.3-105. Reports.</b> (1) NOTWITHSTANDING THE PROVISIONS
25	OF SECTION 24-1-136 (11)(a)(I), BY JANUARY 15, 2020, AND BY JANUARY
26	15 EACH YEAR THEREAFTER, THE DEPARTMENT SHALL PREPARE A
27	PROGRESS REPORT ON IMPLEMENTING THE PROGRAM. AT A MINIMUM, THE

-10- HB18-1189

1	REPORT MUST INCLUDE:
2	(a) A SUMMARY OF THE DATA COLLECTED FROM EACH PILOT
3	PROGRAM CONCERNING THE EFFECTIVENESS OF THE PILOT PROGRAMS AS
4	DESCRIBED IN SECTION 22-60.3-104 (2);
5	(b) RECOMMENDATIONS, IF ANY, FOR LEGISLATIVE OR
6	REGULATORY CHANGES TO FACILITATE THE EFFECTIVE IMPLEMENTATION
7	OF THE PILOT PROGRAMS; AND
8	(c) RECOMMENDATIONS FOR CONTINUED FUNDING.
9	(2) THE DEPARTMENT SHALL SUBMIT THE REPORT TO THE STATE
10	BOARD, THE COLORADO COMMISSION ON HIGHER EDUCATION, THE
11	EXECUTIVE DIRECTOR OF THE DEPARTMENT OF HIGHER EDUCATION, THE
12	GOVERNOR, AND THE EDUCATION COMMITTEES OF THE HOUSE OF
13	REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR COMMITTEES.
14	THE DEPARTMENT SHALL ALSO POST THE REPORT ON THE DEPARTMENT
15	WEBSITE FOR PUBLIC ACCESS.
16	22-60.3-106. Repeal of article. This article 60.3 is repealed,
17	EFFECTIVE JULY 1, 2023.
18	SECTION 2. Safety clause. The general assembly hereby finds,
19	determines, and declares that this act is necessary for the immediate
20	preservation of the public peace, health, and safety.