

By: Shapleigh

S.B. No. 22

A BILL TO BE ENTITLED

AN ACT

relating to a Texas teacher leadership initiative.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Chapter 21, Education Code, is amended by adding Subchapter P to read as follows:

SUBCHAPTER P. TEXAS TEACHER LEADERSHIP INITIATIVE

Sec. 21.751. DEFINITIONS. In this subchapter:

(1) "Board" means the State Board for Educator Certification.

(2) "Initiative" means the Texas teacher leadership initiative.

Sec. 21.752. PURPOSES. The Texas teacher leadership initiative is a beginning teacher mentoring and induction program in which an experienced teacher leader offers mentoring to a beginning teacher. The initiative is designed to:

(1) promote excellence in teaching;  
(2) enhance student achievement;  
(3) build a supporting environment within school districts;

(4) increase the retention of both experienced and beginning teachers; and

(5) promote the personal and professional well-being of teachers.

Sec. 21.753. ESTABLISHMENT OF INITIATIVE. The State Board

1 for Educator Certification by rule shall establish the initiative  
2 consistent with the purposes provided by Section 21.752. In  
3 developing the initiative, the board shall establish:

4 (1) guidelines for school districts to follow in  
5 creating a training program for teacher leaders, including  
6 guidelines relating to:

7 (A) necessary skills for classroom demonstration  
8 and coaching; and

9 (B) board expectations for beginning teacher  
10 competence;

11 (2) standards and criteria for evaluating and  
12 approving school district applications for participation in the  
13 initiative;

14 (3) guidelines for school districts to follow in  
15 selecting teacher leaders; and

16 (4) a reporting requirement for school districts that  
17 participate in the initiative concerning the effectiveness of the  
18 initiative in the district.

19 Sec. 21.754. SCHOOL DISTRICT PARTICIPATION IN INITIATIVE.

20 (a) A school district may apply to the board to participate in the  
21 initiative. In selecting districts to participate in the  
22 initiative, the board shall give preference to a district:

23 (1) that has an unsatisfactory teacher retention rate;

24 (2) that has an unsatisfactory high school graduation  
25 rate;

26 (3) that has an unsatisfactory dropout rate; or

27 (4) in which a high percentage of district students

1 perform unsatisfactorily on assessment instruments administered  
2 under Section 39.023.

3 (b) To each school district selected to participate in the  
4 initiative, the board shall provide a grant in an amount determined  
5 by the board for use by the district in implementing the initiative.  
6 The district must use the grant in a manner that allows a beginning  
7 teacher who is selected to participate in the initiative to  
8 continue participation for at least two school years.

9 Sec. 21.755. DISTRICT FACILITATOR. (a) The board of  
10 trustees of a participating school district shall select a district  
11 employee to serve as district facilitator of the initiative. The  
12 district facilitator shall oversee the implementation of the  
13 initiative in the district.

14 (b) The school district may use initiative grant money to  
15 pay to the district facilitator a stipend.

16 Sec. 21.756. NOMINATION PANEL; SELECTION PROCESS FOR  
17 TEACHER LEADERS. (a) The board of trustees of a participating  
18 school district shall assemble a nomination panel for selecting  
19 teacher leaders to participate in the initiative. The panel must be  
20 composed of an equal number of district administrators and  
21 teachers, with at least one teacher representing a local teacher's  
22 association, if such an association exists.

23 (b) Any school district employee or parent or guardian of a  
24 district student may nominate an experienced district teacher to  
25 serve as a teacher leader. The district shall provide notice of and  
26 information about the nomination process to district employees and  
27 the parents or guardians of district students. If an insufficient

1 number of teachers are nominated, the panel may nominate  
2 experienced teachers to serve as teacher leaders. The nomination  
3 panel shall adopt an application and interview process in selecting  
4 teacher leaders.

5 (c) In selecting a teacher leader, the nomination panel may  
6 select only a teacher who demonstrates:

7 (1) strong pedagogical and subject matter skills;  
8 (2) superior teaching abilities and interpersonal  
9 relationship qualities; and

10 (3) a proven ability in improving the academic  
11 performance of educationally disadvantaged students.

12 Sec. 21.757. BEGINNING TEACHER PARTICIPATION IN  
13 INITIATIVE. (a) The district facilitator appointed under Section  
14 21.755 shall, in coordination with the superintendent of the school  
15 district and campus principals, select beginning teachers to  
16 participate in the initiative. The district facilitator may select  
17 only a beginning teacher who has been teaching for not more than two  
18 years.

19 (b) A participating beginning teacher shall perform  
20 teaching duties under the guidance of the teacher leader assigned  
21 to the beginning teacher. The beginning teacher is entitled to  
22 participate in the initiative for at least two school years.

23 (c) A participating beginning teacher shall perform  
24 instructional and planning duties for not more than 90 percent of  
25 the teacher's regular workweek so that the teacher may receive  
26 guidance from a teacher leader.

27 (d) A teacher leader may not participate in a school or

1 district evaluation of the beginning teacher to whom the teacher  
2 leader is assigned. Any written or other reports of a teacher  
3 leader regarding the beginning teacher may not be used in an  
4 appraisal of a beginning teacher.

5 Sec. 21.758. TEACHER LEADER PARTICIPATION IN INITIATIVE.

6 (a) The district facilitator appointed under Section 21.755 shall  
7 assign a teacher leader to one or more participating beginning  
8 teachers.

9 (b) The teacher leader shall assist the beginning teacher  
10 by:

11 (1) observing the beginning teacher's lessons;

12 (2) providing feedback and advice to the beginning  
13 teacher; and

14 (3) demonstrating teaching techniques.

15 (c) A teacher leader shall either:

16 (1) serve as a teacher leader on a part-time basis and  
17 perform other instructional and planning duties for at least 60  
18 percent but not more than 90 percent of the teacher's regular  
19 workweek; or

20 (2) serve as a teacher leader on a full-time basis,  
21 provided that:

22 (A) the teacher has consented to serve as a  
23 full-time teacher leader;

24 (B) the teacher leader does not serve as a  
25 full-time teacher leader for more than two out of five consecutive  
26 school years; and

27 (C) service as a full-time teacher leader does

1 not diminish or impair any tenure or seniority rights of the  
2 teacher.

3 (d) To the extent practicable, a part-time teacher leader  
4 and a beginning teacher to whom the teacher leader has been assigned  
5 shall share common planning periods.

6 (e) The teacher leader shall observe the classroom teaching  
7 skills of the beginning teacher for at least one hour per week and  
8 shall meet with the beginning teacher to discuss the beginning  
9 teacher's performance at least once a week during the first half of  
10 the first school year that the beginning teacher participates in  
11 the initiative. The teacher leader may then elect to observe the  
12 classroom teaching skills of the beginning teacher and meet with  
13 the beginning teacher at least once every two weeks for the  
14 remainder of the time the beginning teacher participates in the  
15 initiative.

16 Sec. 21.759. TEACHER LEADER TRAINING. A participating  
17 school district shall offer an ongoing training program for teacher  
18 leaders that follows guidelines developed by the board under  
19 Section 21.753.

20 Sec. 21.760. TEACHER LEADER STIPEND. (a) For each school  
21 year that a teacher serves as a teacher leader, the teacher is  
22 entitled to a stipend of not more than \$5,000.

23 (b) A stipend a teacher receives under this section:

24 (1) is in addition to the regular salary to which a  
25 teacher is otherwise entitled under the district's salary schedule;  
26 and

27 (2) is not considered in determining whether the

1 district is paying the teacher the minimum monthly salary under  
2 Section 21.402.

3 Sec. 21.761. EVALUATION OF INITIATIVE. The board shall  
4 annually evaluate the effectiveness of the initiative in  
5 participating school districts. The evaluation must consider:

6 (1) the performance of participating district  
7 students on assessment instruments administered under Section  
8 39.023;

9 (2) the high school graduation rate in the  
10 participating district; and

11 (3) the teacher attrition rate in the participating  
12 district.

13 Sec. 21.762. CONTINUED DISTRICT PARTICIPATION IN  
14 INITIATIVE. A district may reapply with the board for a new grant  
15 to continue participating in the initiative. The board shall  
16 consider the improvement of a school district under the factors  
17 described by Section 21.761 in determining whether to award a new  
18 grant to the district.

19 SECTION 2. As soon as practicable after the effective date  
20 of this Act, the State Board for Educator Certification shall  
21 propose rules for implementing the Texas teacher leadership  
22 initiative as required by Subchapter P, Chapter 21, Education Code,  
23 as added by this Act. The State Board for Educator Certification  
24 shall make the Texas teacher leadership initiative available for  
25 school district participation not later than the 2006-2007 school  
26 year.

27 SECTION 3. This Act takes effect immediately if it receives

S.B. No. 22

1 a vote of two-thirds of all the members elected to each house, as  
2 provided by Section 39, Article III, Texas Constitution. If this  
3 Act does not receive the vote necessary for immediate effect, this  
4 Act takes effect on the 91st day after the last day of the  
5 legislative session.