

By: Delisi

H.B. No. 84

A BILL TO BE ENTITLED

AN ACT

relating to teacher retention demonstration projects in public schools.

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

SECTION 1. Subchapter J, Chapter 21, Education Code, is amended by adding Section 21.459 to read as follows:

Sec. 21.459. TEACHER RETENTION DEMONSTRATION PROJECTS. (a)

In this section, "charter school" means an open-enrollment charter school or a college or university charter school established under Subchapter E, Chapter 12.

(b) From funds appropriated to the agency for purposes of this section, the commissioner may provide grants to school districts and charter schools to design and implement teacher retention demonstration projects that employ innovative, research-based practices to identify and retain highly effective teachers.

(c) A school district or charter school may use funds received under this section to:

(1) implement teacher recruitment and selection strategies focused on attracting new and experienced teachers who have deep content knowledge and a commitment to long-term participation in the teaching profession;

(2) implement alternative certification programs that prepare individuals who have deep content knowledge and outstanding

1 academic or professional achievement for long-term participation
2 in the teaching profession;

3 (3) implement induction and mentoring programs that
4 incorporate research-based practices, including common planning
5 times and collaboration among new and experienced teachers;

6 (4) implement campus governance models that engage
7 teachers in leading campus management activities, including
8 student assessment data analysis, professional development
9 planning, instructional coaching, and resource allocation;

10 (5) implement differentiated compensation plans that
11 address teaching shortages in specific subject areas,
12 instructional weaknesses at underperforming campuses, limited
13 advanced academic course offerings, or other critical needs
14 identified by the district or charter school; or

15 (6) to the extent approved by the commissioner,
16 implement other research-based strategies designed to improve
17 teacher retention rates.

18 (d) The commissioner shall develop and implement an
19 evaluation plan to identify the teacher retention demonstration
20 projects most effective in increasing the retention of effective
21 teachers. The evaluation must include an analysis of the
22 relationship between specific teacher preparation models and
23 teacher effectiveness and retention. The commissioner shall
24 disseminate evaluation findings through a statewide communication
25 initiative.

26 SECTION 2. This Act applies beginning with the 2006-2007
27 school year.

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