

By: Delisi

H.B. No. 2399

A BILL TO BE ENTITLED

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AN ACT

2 relating to teacher retention demonstration projects under the
3 awards for student achievement program in public schools.

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

5 SECTION 1. Section 21.657(a), Education Code, is amended to
6 read as follows:

7 (a) An eligible campus must use 25 percent of a grant award
8 received under Section 21.655 to provide for:

9 (1) incentive payments to campus employees other than
10 classroom teachers, such as principals, assistant principals,
11 teachers who are not eligible for an incentive payment under
12 Section 21.656, counselors, speech therapists, instructional
13 coaches, teacher's aides, nurses, librarians, members of the
14 custodial staff, or other campus employees who have contributed to
15 improved student achievement;

16 (2) professional development for classroom teachers
17 who:

18 (A) do not receive an incentive payment under
19 Section 21.656; and

20 (B) would benefit from professional development
21 to develop or enhance skills and behaviors described under Section
22 21.656(b);

23 (3) reimbursement or funding for a professional
24 development activity that directly contributes to improved

1 classroom instruction and student achievement;

2 (4) signing bonuses for classroom teachers new to the
3 campus who are teaching subjects that have been designated by the
4 commissioner as historically experiencing a critical shortage of
5 teachers;

6 (5) a teacher mentoring program that meets the
7 requirements of Section 21.458;

8 (6) an activity that supports new teacher induction
9 programs, including:

10 (A) common planning time and collaboration;

11 (B) a professional development activity; and

12 (C) standards-based evaluations;

13 (7) an activity that supports common planning time and
14 curriculum development;

15 (8) a program that has been proven to recruit and
16 retain highly effective teachers, including a teacher retention
17 demonstration project that employs innovative, research-based
18 practices to identify and retain highly effective teachers, such
19 as:

20 (A) a teacher recruitment and selection strategy
21 focused on attracting new and experienced teachers who have deep
22 content knowledge and a commitment to long-term participation in
23 the teaching profession;

24 (B) an alternative certification program that
25 prepares individuals who have deep content knowledge and
26 outstanding academic or professional achievement for long-term
27 participation in the teaching profession;

1 (C) a campus governance model that engages
2 teachers in leading campus management activities, including
3 student assessment data analysis, professional development
4 planning, instructional coaching, and resource allocation;

5 (D) a differentiated compensation plan that
6 addresses teaching shortages in specific subject areas,
7 instructional weaknesses at underperforming campuses, limited
8 advanced academic course offerings, or other critical needs
9 identified by the district; or

10 (E) another research-based strategy designed to
11 improve teacher retention rates;

12 (9) an activity that creates or furthers the goals of
13 an incentive system designed to improve student achievement;

14 (10) stipends for teachers who participate in an
15 after-school or Saturday program that directly contributes to
16 improved classroom instruction and student achievement;

17 (11) stipends for teachers who are certified under
18 Subchapter B in the main subject area in which they teach;

19 (12) stipends for teachers who hold a postgraduate
20 degree;

21 (13) additional funding for feeder campuses that,
22 because they are not assigned performance ratings under Chapter 39,
23 do not qualify to participate in the program, such as campuses that
24 serve kindergarten through grade two, to implement an activity
25 described by this section; and

26 (14) any other program that directly contributes to
27 improved student achievement.

1 SECTION 2. This Act applies beginning with the 2007-2008
2 school year.

3 SECTION 3. This Act takes effect immediately if it receives
4 a vote of two-thirds of all the members elected to each house, as
5 provided by Section 39, Article III, Texas Constitution. If this
6 Act does not receive the vote necessary for immediate effect, this
7 Act takes effect September 1, 2007.