

By: Delisi

H.B. No. 2399

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 21.460 to read as follows:

Sec. 21.460. TEACHER RETENTION DEMONSTRATION PROJECTS.

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

(b) A school district 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 academic or professional achievement for long-term participation in the teaching profession;

(3) implement induction and mentoring programs that incorporate research-based practices, including common planning

1 times and collaboration among new and experienced teachers;

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

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

11 (6) to the extent approved by the commissioner,
12 implement other research-based strategies designed to improve
13 teacher retention rates.

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

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

24 SECTION 3. This Act takes effect immediately if it receives
25 a vote of two-thirds of all the members elected to each house, as
26 provided by Section 39, Article III, Texas Constitution. If this
27 Act does not receive the vote necessary for immediate effect, this

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1 Act takes effect September 1, 2007.