

1-1 By: Delisi (Senate Sponsor - Shapiro) H.B. No. 2399
1-2 (In the Senate - Received from the House May 14, 2007;
1-3 May 15, 2007, read first time and referred to Committee on
1-4 Education; May 18, 2007, reported favorably by the following vote:
1-5 Yeas 6, Nays 0; May 18, 2007, sent to printer.)

1-6 A BILL TO BE ENTITLED
1-7 AN ACT

1-8 relating to teacher retention demonstration projects under the
1-9 awards for student achievement program in public schools.

1-10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-11 SECTION 1. Section 21.657(a), Education Code, is amended to
1-12 read as follows:

1-13 (a) An eligible campus must use 25 percent of a grant award
1-14 received under Section 21.655 to provide for:

1-15 (1) incentive payments to campus employees other than
1-16 classroom teachers, such as principals, assistant principals,
1-17 teachers who are not eligible for an incentive payment under
1-18 Section 21.656, counselors, speech therapists, instructional
1-19 coaches, teacher's aides, nurses, librarians, members of the
1-20 custodial staff, or other campus employees who have contributed to
1-21 improved student achievement;

1-22 (2) professional development for classroom teachers
1-23 who:

1-24 (A) do not receive an incentive payment under
1-25 Section 21.656; and

1-26 (B) would benefit from professional development
1-27 to develop or enhance skills and behaviors described under Section
1-28 21.656(b);

1-29 (3) reimbursement or funding for a professional
1-30 development activity that directly contributes to improved
1-31 classroom instruction and student achievement;

1-32 (4) signing bonuses for classroom teachers new to the
1-33 campus who are teaching subjects that have been designated by the
1-34 commissioner as historically experiencing a critical shortage of
1-35 teachers;

1-36 (5) a teacher mentoring program that meets the
1-37 requirements of Section 21.458;

1-38 (6) an activity that supports new teacher induction
1-39 programs, including:

1-40 (A) common planning time and collaboration;

1-41 (B) a professional development activity; and

1-42 (C) standards-based evaluations;

1-43 (7) an activity that supports common planning time and
1-44 curriculum development;

1-45 (8) a program that has been proven to recruit and
1-46 retain highly effective teachers, including a teacher retention
1-47 demonstration project that employs innovative, research-based
1-48 practices to identify and retain highly effective teachers, such
1-49 as:

1-50 (A) a teacher recruitment and selection strategy
1-51 focused on attracting new and experienced teachers who have deep
1-52 content knowledge and a commitment to long-term participation in
1-53 the teaching profession;

1-54 (B) an alternative certification program that
1-55 prepares individuals who have deep content knowledge and
1-56 outstanding academic or professional achievement for long-term
1-57 participation in the teaching profession;

1-58 (C) a campus governance model that engages
1-59 teachers in leading campus management activities, including
1-60 student assessment data analysis, professional development
1-61 planning, instructional coaching, and resource allocation;

1-62 (D) a differentiated compensation plan that
1-63 addresses teaching shortages in specific subject areas,
1-64 instructional weaknesses at underperforming campuses, limited

2-1 advanced academic course offerings, or other critical needs
2-2 identified by the district; or

2-3 (E) another research-based strategy designed to
2-4 improve teacher retention rates;

2-5 (9) an activity that creates or furthers the goals of
2-6 an incentive system designed to improve student achievement;

2-7 (10) stipends for teachers who participate in an
2-8 after-school or Saturday program that directly contributes to
2-9 improved classroom instruction and student achievement;

2-10 (11) stipends for teachers who are certified under
2-11 Subchapter B in the main subject area in which they teach;

2-12 (12) stipends for teachers who hold a postgraduate
2-13 degree;

2-14 (13) additional funding for feeder campuses that,
2-15 because they are not assigned performance ratings under Chapter 39,
2-16 do not qualify to participate in the program, such as campuses that
2-17 serve kindergarten through grade two, to implement an activity
2-18 described by this section; and

2-19 (14) any other program that directly contributes to
2-20 improved student achievement.

2-21 SECTION 2. This Act applies beginning with the 2007-2008
2-22 school year.

2-23 SECTION 3. This Act takes effect immediately if it receives
2-24 a vote of two-thirds of all the members elected to each house, as
2-25 provided by Section 39, Article III, Texas Constitution. If this
2-26 Act does not receive the vote necessary for immediate effect, this
2-27 Act takes effect September 1, 2007.

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