

By: Shapiro

S.B. No. 570

A BILL TO BE ENTITLED

AN ACT

relating to beginning teacher induction and mentoring programs for public schools.

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

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

SUBCHAPTER N. BEGINNING TEACHER INDUCTION AND MENTORING PROGRAMS

Sec. 21.651. DEFINITIONS. In this subchapter:

(1) "Beginning teacher" means a classroom teacher who:

(A) has less than two complete years of experience teaching the subject or grade level to which the teacher is assigned; or

(B) has less than three complete years of experience teaching the subject or grade level to which the teacher is assigned and is identified as in need of assistance under an appraisal system developed under Section 21.351 or 21.352.

(2) "Program" means the beginning teacher induction and mentoring program established under this subchapter.

Sec. 21.652. BEGINNING TEACHER INDUCTION AND MENTORING PROGRAM. (a) To enable establishment of sustainable district-wide high-quality beginning teacher induction and mentoring, the commissioner by rule shall establish a beginning teacher induction and mentoring program under which school districts may participate in accordance with local plans approved

1 by the commissioner that are based on guidelines adopted under this
2 subchapter. A participating district receives program grants from
3 the agency from funds appropriated to the agency for the purpose of
4 planning for and providing high-quality induction and mentoring to
5 beginning teachers in the manner provided by this subchapter. A
6 district is not required to participate in the program, but each
7 district may ensure that beginning teachers have access to
8 high-quality induction and mentoring consistent with the
9 guidelines established under Section 21.653(a).

10 (b) In establishing the program, the commissioner, in
11 consultation with the committee established under Subsection (c),
12 shall, not later than January 1, 2012, adopt program guidelines in
13 accordance with Section 21.653(a), and the commissioner shall, not
14 later than January 1, 2012, adopt program guidelines in accordance
15 with Section 21.653(b) for a school district to follow in
16 developing a local plan.

17 (c) To assist the commissioner in developing program
18 guidelines under Section 21.653(a), the commissioner shall appoint
19 a committee of interested persons, including agency staff,
20 education policy makers, representatives of educator preparation
21 programs and educator associations, and educators who work with
22 beginning teachers under beginning teacher induction programs, as
23 determined appropriate by the commissioner.

24 (d) In adopting rules under this section, the commissioner
25 shall provide for participating school districts to receive
26 technical assistance and planning and program guidance.

27 Sec. 21.653. PROGRAM GUIDELINES. (a) The program

1 guidelines must establish quality indicators for each of the
2 following required components of the program:

3 (1) research-based program standards, including:

4 (A) assigning a district-level coordinator to
5 administer the program at the district level;

6 (B) establishing a local advisory committee of
7 teachers and other educators to assist in implementing the program
8 in the school district;

9 (C) establishing district administrative policy
10 roles and responsibilities for persons involved in the program;

11 (D) establishing, for each beginning teacher in
12 the program, a support team composed of:

13 (i) the campus principal or the beginning
14 teacher's appraiser;

15 (ii) an educator preparation program field
16 supervisor; and

17 (iii) the beginning teacher's mentor
18 provided by the district;

19 (E) requiring each beginning teacher and that
20 teacher's support team members described by Paragraph (D) to meet
21 at least three times each school year; and

22 (F) providing training for support team members
23 described by Paragraph (D);

24 (2) mentoring standards to ensure high-quality
25 mentoring, including:

26 (A) requiring each district to assign a mentor
27 teacher to each beginning teacher;

1 (B) requiring each teacher who is assigned as a
2 mentor to:

3 (i) have at least three complete years of
4 teaching experience with a superior record of assisting students,
5 as a whole, in achieving improvement in student performance;

6 (ii) teach the same subject or grade level,
7 as applicable, as the beginning teacher the mentor teacher is
8 mentoring;

9 (iii) teach in the same school as the
10 beginning teacher the mentor teacher is mentoring, to the extent
11 practicable; and

12 (iv) complete a research-based mentoring
13 and induction training program approved by the commissioner and
14 provided by the district;

15 (C) providing for release time from classroom
16 instruction duties for the mentor teacher, as applicable, and the
17 beginning teacher the mentor teacher is mentoring in order to meet,
18 conduct observations, and engage in other activities focused on
19 enhancing the student achievement of the beginning teacher's
20 students;

21 (D) providing, to the extent practicable, for
22 common planning time for the mentor teacher and the beginning
23 teacher the mentor teacher is mentoring;

24 (E) limiting the assignment to two beginning
25 teachers for each mentor teacher who is a classroom teacher; and

26 (F) providing for stipends for mentor teachers;

27 (3) performance standards aligned with the criteria

1 for the recommended appraisal process adopted by the commissioner
2 under Section 21.351;

3 (4) ongoing professional development requirements,
4 including required training for:

5 (A) participating program administrators
6 regarding successful implementation and administration of the
7 program; and

8 (B) participating school administrators, mentor
9 teachers, and beginning teachers;

10 (5) standards-based formative assessments; and

11 (6) provisions for partnership and collaboration,
12 including consistent and regular collaboration between
13 participating districts and appropriate educator preparation
14 programs.

15 (b) The commissioner shall adopt guidelines for funding the
16 program, including requiring a participating school district to
17 provide matching funds in an amount determined by the commissioner.

18 Sec. 21.654. LOCAL PLANS. (a) A district-level committee
19 for a school district that intends to participate in the program,
20 such as the district-level planning and decision-making committee
21 established under Subchapter F, Chapter 11, shall, beginning
22 January 1, 2012, develop a local beginning teacher induction and
23 mentoring plan for the district. The local plan may provide for
24 participation in the program by all campuses in the district or only
25 those campuses selected by the district-level committee. A local
26 plan that does not provide for participation in the program by all
27 campuses in the district must include an analysis and timeline for

1 future district-wide implementation.

2 (b) A majority of classroom teachers assigned to a campus
3 that is proposed for selection to participate in the program must
4 approve participation to be included in the local plan.

5 (c) A school district must submit a local plan to the agency
6 for approval. The plan must be submitted together with evidence of
7 significant teacher involvement in the development of the plan.

8 (d) The agency may approve only a local plan that meets
9 program guidelines adopted under Section 21.653.

10 (e) The agency may approve a local plan for implementation
11 beginning with the 2012-2013 school year.

12 Sec. 21.6541. PROGRAM EVALUATION. (a) The commissioner
13 shall:

14 (1) provide for the periodic evaluation of the program
15 during the school year by surveying program participants and by any
16 other means determined by the commissioner; and

17 (2) not later than December 1, 2014, prepare and
18 deliver to each member of the legislature a report describing the
19 results of the program conducted under this subchapter, including
20 the results of the evaluations conducted in accordance with
21 Subdivision (1).

22 (b) This section expires January 1, 2015.

23 Sec. 21.655. COMPONENTS OF BEGINNING TEACHER INDUCTION AND
24 MENTORING PROGRAM. Any beginning teacher induction and mentoring
25 program adopted by a district may include the following components:

26 (1) research-based program standards;

27 (2) mentoring standards to ensure high-quality

1 mentoring;

2 (3) performance standards aligned with the criteria
3 for the recommended appraisal process adopted by the commissioner
4 under Section 21.351;

5 (4) ongoing professional development requirements;

6 (5) standards-based formative assessments; and

7 (6) provisions for partnership and collaboration,
8 including consistent and regular collaboration between the
9 district and educator preparation programs.

10 Sec. 21.656. RULES. The commissioner shall adopt rules as
11 necessary to administer this subchapter.

12 SECTION 2. Section 21.458, Education Code, is repealed.

13 SECTION 3. This Act takes effect immediately if it receives
14 a vote of two-thirds of all the members elected to each house, as
15 provided by Section 39, Article III, Texas Constitution. If this
16 Act does not receive the vote necessary for immediate effect, this
17 Act takes effect September 1, 2011.