

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 by the commissioner that

1 are based on guidelines adopted under this subchapter. A
2 participating district receives program grants from the agency from
3 funds appropriated to the agency for the purpose of planning for and
4 providing high-quality induction and mentoring to beginning
5 teachers in the manner provided by this subchapter. A district is
6 not required to participate in the program, but each district
7 should ensure that beginning teachers have access to high-quality
8 induction and mentoring consistent with the guidelines established
9 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 adopt program guidelines in accordance with Section
13 21.653(a), and the commissioner shall adopt program guidelines in
14 accordance with Section 21.653(b) for a school district to follow
15 in developing a local plan.

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

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

26 Sec. 21.653. PROGRAM GUIDELINES. (a) The program
27 guidelines must establish quality indicators for each of the

1 following required components of the program:

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

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

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

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

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

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

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

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

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

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

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

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

27 (B) requiring each teacher who is assigned as a

1 mentor to:

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

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

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

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

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

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

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

25 (F) providing for stipends for mentor teachers;

26 (3) performance standards aligned with the criteria
27 for the recommended appraisal process adopted by the commissioner

1 under Section 21.351;

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

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

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

9 (5) standards-based formative assessments; and

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

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

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

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

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

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

9 (e) The agency shall make model local plans available to
10 school districts that intend to participate in the program.

11 (f) A school district whose local plan is approved by the
12 agency may renew the plan for three consecutive school years
13 without resubmitting the plan to the agency for approval. A
14 district may amend a local plan for approval by the agency for each
15 school year the district receives a program grant.

16 Sec. 21.655. PROGRAM EVALUATION. The commissioner shall:

17 (1) provide for the periodic evaluation of the program
18 by surveying program participants and by any other means determined
19 by the commissioner; and

20 (2) based on the evaluation, modify the program as
21 necessary.

22 Sec. 21.656. REQUIRED COMPONENTS OF BEGINNING TEACHER
23 INDUCTION AND MENTORING PROGRAM. Regardless of whether a school
24 district participates in the program established under this
25 subchapter, any beginning teacher induction and mentoring program
26 adopted by a district shall include the following components:

27 (1) research-based program standards;

- 1 (2) mentoring standards to ensure high-quality
2 mentoring;
3 (3) performance standards aligned with the criteria
4 for the recommended appraisal process adopted by the commissioner
5 under Section 21.351;
6 (4) ongoing professional development requirements;
7 (5) standards-based formative assessments; and
8 (6) provisions for partnership and collaboration,
9 including consistent and regular collaboration between the
10 district and educator preparation programs.

11 Sec. 21.657. RULES. The commissioner shall adopt rules as
12 necessary to administer this subchapter.

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

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