

1-1 By: Shapiro S.B. No. 570
1-2 (In the Senate - Filed February 9, 2011; February 17, 2011,
1-3 read first time and referred to Committee on Education;
1-4 April 19, 2011, reported adversely, with favorable Committee
1-5 Substitute by the following vote: Yeas 8, Nays 0; April 19, 2011,
1-6 sent to printer.)

1-7 COMMITTEE SUBSTITUTE FOR S.B. No. 570 By: Shapiro

1-8 A BILL TO BE ENTITLED
1-9 AN ACT

1-10 relating to beginning teacher induction and mentoring programs for
1-11 public schools.

1-12 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-13 SECTION 1. Chapter 21, Education Code, is amended by adding
1-14 Subchapter N to read as follows:

1-15 SUBCHAPTER N. BEGINNING TEACHER INDUCTION AND MENTORING PROGRAMS

1-16 Sec. 21.651. DEFINITIONS. In this subchapter:

1-17 (1) "Beginning teacher" means a classroom teacher who:

1-18 (A) has less than two complete years of
1-19 experience teaching the subject or grade level to which the teacher
1-20 is assigned; or

1-21 (B) has less than three complete years of
1-22 experience teaching the subject or grade level to which the teacher
1-23 is assigned and is identified as in need of assistance under an
1-24 appraisal system developed under Section 21.351 or 21.352.

1-25 (2) "Program" means the beginning teacher induction
1-26 and mentoring program established under this subchapter.

1-27 Sec. 21.652. BEGINNING TEACHER INDUCTION AND MENTORING
1-28 PROGRAM. (a) To enable establishment of sustainable
1-29 district-wide high-quality beginning teacher induction and
1-30 mentoring, the commissioner by rule shall establish a beginning
1-31 teacher induction and mentoring program under which school
1-32 districts may participate in accordance with local plans approved
1-33 by the commissioner that are based on guidelines adopted under this
1-34 subchapter. A participating district receives program grants from
1-35 the agency from funds appropriated to the agency for the purpose of
1-36 planning for and providing high-quality induction and mentoring to
1-37 beginning teachers in the manner provided by this subchapter. A
1-38 district is not required to participate in the program, but each
1-39 district may ensure that beginning teachers have access to
1-40 high-quality induction and mentoring consistent with the
1-41 guidelines established under Section 21.653(a).

1-42 (b) In establishing the program, the commissioner, in
1-43 consultation with the committee established under Subsection (c),
1-44 shall, not later than January 1, 2012, adopt program guidelines in
1-45 accordance with Section 21.653(a), and the commissioner shall, not
1-46 later than January 1, 2012, adopt program guidelines in accordance
1-47 with Section 21.653(b) for a school district to follow in
1-48 developing a local plan.

1-49 (c) To assist the commissioner in developing program
1-50 guidelines under Section 21.653(a), the commissioner shall appoint
1-51 a committee of interested persons, including agency staff,
1-52 education policy makers, representatives of educator preparation
1-53 programs and educator associations, and educators who work with
1-54 beginning teachers under beginning teacher induction programs, as
1-55 determined appropriate by the commissioner.

1-56 (d) In adopting rules under this section, the commissioner
1-57 shall provide for participating school districts to receive
1-58 technical assistance and planning and program guidance.

1-59 Sec. 21.653. PROGRAM GUIDELINES. (a) The program
1-60 guidelines must establish quality indicators for each of the
1-61 following required components of the program:

1-62 (1) research-based program standards, including:

1-63 (A) assigning a district-level coordinator to

2-1 administer the program at the district level;
 2-2 (B) establishing a local advisory committee of
 2-3 teachers and other educators to assist in implementing the program
 2-4 in the school district;
 2-5 (C) establishing district administrative policy
 2-6 roles and responsibilities for persons involved in the program;
 2-7 (D) establishing, for each beginning teacher in
 2-8 the program, a support team composed of:
 2-9 (i) the campus principal or the beginning
 2-10 teacher's appraiser;
 2-11 (ii) an educator preparation program field
 2-12 supervisor; and
 2-13 (iii) the beginning teacher's mentor
 2-14 provided by the district;
 2-15 (E) requiring each beginning teacher and that
 2-16 teacher's support team members described by Paragraph (D) to meet
 2-17 at least three times each school year; and
 2-18 (F) providing training for support team members
 2-19 described by Paragraph (D);
 2-20 (2) mentoring standards to ensure high-quality
 2-21 mentoring, including:
 2-22 (A) requiring each district to assign a mentor
 2-23 teacher to each beginning teacher;
 2-24 (B) requiring each teacher who is assigned as a
 2-25 mentor to:
 2-26 (i) have at least three complete years of
 2-27 teaching experience with a superior record of assisting students,
 2-28 as a whole, in achieving improvement in student performance;
 2-29 (ii) teach the same subject or grade level,
 2-30 as applicable, as the beginning teacher the mentor teacher is
 2-31 mentoring;
 2-32 (iii) teach in the same school as the
 2-33 beginning teacher the mentor teacher is mentoring, to the extent
 2-34 practicable; and
 2-35 (iv) complete a research-based mentoring
 2-36 and induction training program approved by the commissioner and
 2-37 provided by the district;
 2-38 (C) providing for release time from classroom
 2-39 instruction duties for the mentor teacher, as applicable, and the
 2-40 beginning teacher the mentor teacher is mentoring in order to meet,
 2-41 conduct observations, and engage in other activities focused on
 2-42 enhancing the student achievement of the beginning teacher's
 2-43 students;
 2-44 (D) providing, to the extent practicable, for
 2-45 common planning time for the mentor teacher and the beginning
 2-46 teacher the mentor teacher is mentoring;
 2-47 (E) limiting the assignment to two beginning
 2-48 teachers for each mentor teacher who is a classroom teacher; and
 2-49 (F) providing for stipends for mentor teachers;
 2-50 (3) performance standards aligned with the criteria
 2-51 for the recommended appraisal process adopted by the commissioner
 2-52 under Section 21.351;
 2-53 (4) ongoing professional development requirements,
 2-54 including required training for:
 2-55 (A) participating program administrators
 2-56 regarding successful implementation and administration of the
 2-57 program; and
 2-58 (B) participating school administrators, mentor
 2-59 teachers, and beginning teachers;
 2-60 (5) standards-based formative assessments; and
 2-61 (6) provisions for partnership and collaboration,
 2-62 including consistent and regular collaboration between
 2-63 participating districts and appropriate educator preparation
 2-64 programs.
 2-65 (b) The commissioner shall adopt guidelines for funding the
 2-66 program, including requiring a participating school district to
 2-67 provide matching funds in an amount determined by the commissioner.
 2-68 Sec. 21.654. LOCAL PLANS. (a) A district-level committee
 2-69 for a school district that intends to participate in the program,

3-1 such as the district-level planning and decision-making committee
3-2 established under Subchapter F, Chapter 11, shall, beginning
3-3 January 1, 2012, develop a local beginning teacher induction and
3-4 mentoring plan for the district. The local plan may provide for
3-5 participation in the program by all campuses in the district or only
3-6 those campuses selected by the district-level committee. A local
3-7 plan that does not provide for participation in the program by all
3-8 campuses in the district must include an analysis and timeline for
3-9 future district-wide implementation.

3-10 (b) A majority of classroom teachers assigned to a campus
3-11 that is proposed for selection to participate in the program must
3-12 approve participation to be included in the local plan.

3-13 (c) A school district must submit a local plan to the agency
3-14 for approval. The plan must be submitted together with evidence of
3-15 significant teacher involvement in the development of the plan.

3-16 (d) The agency may approve only a local plan that meets
3-17 program guidelines adopted under Section 21.653.

3-18 (e) The agency may approve a local plan for implementation
3-19 beginning with the 2012-2013 school year.

3-20 Sec. 21.6541. PROGRAM EVALUATION. (a) The commissioner
3-21 shall:

3-22 (1) provide for the periodic evaluation of the program
3-23 during the school year by surveying program participants and by any
3-24 other means determined by the commissioner; and

3-25 (2) not later than December 1, 2014, prepare and
3-26 deliver to each member of the legislature a report describing the
3-27 results of the program conducted under this subchapter, including
3-28 the results of the evaluations conducted in accordance with
3-29 Subdivision (1).

3-30 (b) This section expires January 1, 2015.

3-31 Sec. 21.655. COMPONENTS OF BEGINNING TEACHER INDUCTION AND
3-32 MENTORING PROGRAM. Any beginning teacher induction and mentoring
3-33 program adopted by a district may include the following components:

3-34 (1) research-based program standards;
3-35 (2) mentoring standards to ensure high-quality
3-36 mentoring;

3-37 (3) performance standards aligned with the criteria
3-38 for the recommended appraisal process adopted by the commissioner
3-39 under Section 21.351;

3-40 (4) ongoing professional development requirements;

3-41 (5) standards-based formative assessments; and

3-42 (6) provisions for partnership and collaboration,
3-43 including consistent and regular collaboration between the
3-44 district and educator preparation programs.

3-45 Sec. 21.656. RULES. The commissioner shall adopt rules as
3-46 necessary to administer this subchapter.

3-47 SECTION 2. Section 21.458, Education Code, is repealed.

3-48 SECTION 3. This Act takes effect immediately if it receives
3-49 a vote of two-thirds of all the members elected to each house, as
3-50 provided by Section 39, Article III, Texas Constitution. If this
3-51 Act does not receive the vote necessary for immediate effect, this
3-52 Act takes effect September 1, 2011.

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