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et al.

H.B. No. 102

A BILL TO BE ENTITLED

AN ACT

relating to a school district assigning a mentor teacher to a new
classroom teacher.

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

SECTION 1. Section 21.458, Education Code, is amended by
adding Subsections (a-1), (b-1), (f), (f-1), and (g) and amending
Subsections (b) and (d) to read as follows:

(a-1) To be assigned as a mentor, a teacher must agree to
serve as a mentor teacher for at least one school year. The
assignment must begin not later than the 30th day of employment of
the classroom teacher to whom the mentor teacher is assigned. A
district must agree to assign a mentor to a new classroom teacher
for at least two school years.

(b) The commissioner shall adopt rules necessary to
administer this section, including rules concerning the duties and
qualifications of a teacher who serves as a mentor and the number of
classroom teachers that may be assigned to a mentor. The rules
concerning qualifications must require that to serve as a mentor a
teacher must:

(1) complete a research-based mentor and induction
training program approved by the commissioner;

(2) complete a mentor training program provided by the
district; ~~and~~

(3) have at least three complete years of teaching

1 experience with a superior record of assisting students, as a
2 whole, in achieving improvement in student performance; and

3 (4) demonstrate interpersonal skills, instructional
4 effectiveness, and leadership skills.

5 (b-1) A school district must provide training to mentor
6 teachers and any appropriate district and campus employees who work
7 with the classroom teacher or supervise the classroom teacher. The
8 training must be completed by the mentor teacher and the district
9 and campus employees before the beginning of the school year. The
10 district shall also provide supplemental training to mentor
11 teachers and employees during the school year. The training must
12 include content related to best mentorship practices.

13 (d) In adopting rules under this section [~~Subsection (c)~~],
14 the commissioner shall rely on research-based mentoring programs
15 that, through external evaluation, have demonstrated success.

16 (f) A mentor teacher must meet with each classroom teacher
17 assigned to the mentor not less than 12 hours each semester.
18 Observations of the mentor by the classroom teacher being mentored
19 or of the classroom teacher being mentored by the mentor may count
20 toward the 12 hours of meeting time required for the semester.
21 Except as provided by Subsection (f-1), the mentoring sessions must
22 address the following topics:

23 (1) orientation to the context, policies, and
24 practices of the school district;

25 (2) data-driven instructional practices;

26 (3) specific instructional coaching cycles, including
27 coaching regarding conferences between parents and the classroom

1 teacher;

2 (4) professional development; and

3 (5) professional expectations.

4 (f-1) Subject to approval by the agency, in determining the
5 topics to be addressed in the mentoring sessions, a school district
6 may create an appropriate curriculum that meets the district needs.

7 (g) A school district must:

8 (1) designate a specific time during the regularly
9 contracted school day for meetings between mentor teachers and
10 classroom teachers assigned to a mentor; and

11 (2) schedule release time or a reduced teaching load
12 for mentor teachers and classroom teachers under this section to
13 facilitate mentoring activities, including classroom observations
14 or participation in supportive coaching.

15 SECTION 2. Subchapter C, Chapter 42, Education Code, is
16 amended by adding Section 42.161 to read as follows:

17 Sec. 42.161. MENTOR PROGRAM ALLOTMENT. (a) A school
18 district that has implemented a mentoring program for classroom
19 teachers who have less than two years of teaching experience under
20 Section 21.458 is entitled to an allotment as determined under
21 Subsection (b) to fund the mentoring program and to provide
22 stipends for mentor teachers.

23 (b) The commissioner shall adopt a formula to determine the
24 amount to which each district described by Subsection (a) is
25 entitled.

26 (c) Funding provided to districts under this section may be
27 used only for providing:

1 (1) mentor teacher stipends;

2 (2) scheduled release time for mentor teachers and the
3 classroom teachers to whom they are assigned for meeting and
4 engaging in mentoring activities; and

5 (3) mentoring support through providers of mentor
6 training.

7 SECTION 3. Section 21.458(c), Education Code, is repealed.

8 SECTION 4. This Act applies beginning with the 2019-2020
9 school year.

10 SECTION 5. This Act takes effect immediately if it receives
11 a vote of two-thirds of all the members elected to each house, as
12 provided by Section 39, Article III, Texas Constitution. If this
13 Act does not receive the vote necessary for immediate effect, this
14 Act takes effect September 1, 2019.