

By: Lopez of Cameron

H.B. No. 2485

A BILL TO BE ENTITLED

AN ACT

relating to mentors assigned to classroom teachers in public schools.

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

SECTION 1. Sections 21.458(a), (a-1), (b), (b-1), (f), and (g), Education Code, are amended to read as follows:

(a) Each school district may assign a mentor who is an educator ~~[teacher]~~ to each classroom teacher who has less than two years of teaching experience in the subject or grade level to which the teacher is assigned. An educator ~~[A teacher]~~ assigned as a mentor must:

(1) to the extent practicable, teach in the same school;

(2) to the extent practicable, teach the same subject or grade level, as applicable; and

(3) meet the qualifications prescribed by commissioner rules adopted under Subsection (b).

(a-1) To be assigned as a mentor, an educator ~~[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

1 administer this section, including rules concerning the duties and
2 qualifications of an educator [~~a teacher~~] who serves as a mentor and
3 the number of classroom teachers that may be assigned to a mentor.
4 The rules concerning qualifications must require that to serve as a
5 mentor an educator [~~a teacher~~] must:

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

8 (2) complete a mentor training program provided by the
9 district, which the district may allow to be satisfied by
10 completing the training program described by Subdivision (1);

11 (3) have at least three complete years of [~~teaching~~]
12 experience as an educator with a superior record of assisting
13 students, as a whole, in achieving improvement in student
14 performance; and

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

17 (b-1) A school district must provide training as described
18 by Subsection (b)(2) to mentors [~~mentor teachers~~] and any
19 appropriate district and campus employees who work with the
20 classroom teacher or supervise the classroom teacher. A district
21 may allow a training program approved by the commissioner under
22 Subsection (b)(1) to qualify for the training required by this
23 section. The training must be completed by the mentor [~~teacher~~] and
24 the district and campus employees before the beginning of the
25 school year. The district shall also provide supplemental training
26 to mentors [~~mentor teachers~~] and employees during the school year.
27 The training must include content related to best mentorship

1 practices.

2 (f) A mentor [~~teacher~~] must meet with each classroom teacher
3 assigned to the mentor not less than 12 hours each semester.
4 Observations of the mentor by the classroom teacher being mentored,
5 if applicable, or of the classroom teacher being mentored by the
6 mentor may count toward the 12 hours of meeting time required for
7 the semester. Except as provided by Subsection (f-1), the
8 mentoring sessions must address the following topics:

9 (1) orientation to the context, policies, and
10 practices of the school district;

11 (2) data-driven instructional practices;

12 (3) specific instructional coaching cycles, including
13 coaching regarding conferences between parents and the classroom
14 teacher;

15 (4) professional development; and

16 (5) professional expectations.

17 (g) A school district must:

18 (1) designate a specific time during the regularly
19 contracted school day for meetings between mentors [~~mentor~~
20 ~~teachers~~] and classroom teachers assigned to a mentor; and

21 (2) schedule release time or a reduced teaching load
22 for mentors, if applicable, [~~mentor teachers~~] and classroom
23 teachers under this section to facilitate mentoring activities,
24 including classroom observations or participation in supportive
25 coaching.

26 SECTION 2. Sections 48.114(a) and (c), Education Code, are
27 amended to read as follows:

1 (a) A school district that has implemented a mentoring
2 program for classroom teachers who have less than two years of
3 teaching experience under Section 21.458 is entitled to an
4 allotment as determined under Subsection (b) to fund the mentoring
5 program and to provide stipends for educators who are mentors
6 ~~[mentor teachers]~~.

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

9 (1) mentor ~~[teacher]~~ stipends;

10 (2) scheduled release time for mentors ~~[mentor~~
11 ~~teachers]~~ and the classroom teachers to whom they are assigned for
12 meeting and engaging in mentoring activities; and

13 (3) mentoring support through providers of mentor
14 training.

15 SECTION 3. This Act applies beginning with the 2023-2024
16 school year.

17 SECTION 4. This Act takes effect immediately if it receives
18 a vote of two-thirds of all the members elected to each house, as
19 provided by Section 39, Article III, Texas Constitution. If this
20 Act does not receive the vote necessary for immediate effect, this
21 Act takes effect September 1, 2023.