



General Assembly

**Amendment**

February Session, 2016

LCO No. 5510



Offered by:

SEN. SLOSSBERG, 14<sup>th</sup> Dist.  
REP. FLEISCHMANN, 18<sup>th</sup> Dist.  
SEN. WINFIELD, 10<sup>th</sup> Dist.  
REP. PORTER, 94<sup>th</sup> Dist.  
REP. MCCRORY, 7<sup>th</sup> Dist.

To: Senate Bill No. 379

File No. 445

Cal. No. 287

**"AN ACT CONCERNING THE RECOMMENDATIONS OF THE  
MINORITY TEACHER RECRUITMENT TASK FORCE."**

1 Strike everything after the enacting clause and substitute the  
2 following in lieu thereof:

3 "Section 1. Section 5 of public act 15-108 is repealed and the  
4 following is substituted in lieu thereof (*Effective from passage*):

5 (a) There is established a task force to study and develop strategies  
6 to increase and improve the recruitment, preparation and retention of  
7 minority teachers, as defined in section 10-155l of the general statutes,  
8 in public schools in the state. Such study shall include, but need not be  
9 limited to, (1) an analysis of the causes of minority teacher shortages in  
10 the state, (2) an examination of current state-wide and school district  
11 demographics, and (3) a review of best practices.

- 12 (b) The task force shall consist of the following members:
- 13 (1) One appointed by the speaker of the House of Representatives;
- 14 (2) One appointed by the president pro tempore of the Senate;
- 15 (3) One appointed by the majority leader of the House of  
16 Representatives, who shall be a member of the Black and Puerto Rican  
17 Caucus of the General Assembly;
- 18 (4) One appointed by the majority leader of the Senate;
- 19 (5) One appointed by the minority leader of the House of  
20 Representatives;
- 21 (6) One appointed by the minority leader of the Senate;
- 22 (7) The Commissioner of Education, or the commissioner's designee;
- 23 (8) The president of the Board of Regents for Higher Education, or  
24 the president's designee;
- 25 (9) The executive director of the Latino and Puerto Rican Affairs  
26 Commission, or the executive director's designee;
- 27 (10) The executive director of the African-American Affairs  
28 Commission, or the executive director's designee; [and]
- 29 (11) The executive director of the Commission on Children, or the  
30 executive director's designee; and
- 31 (12) The executive director of the Asian Pacific American Affairs  
32 Commission, or the executive director's designee.
- 33 (c) Any member of the task force appointed under subdivision (1),  
34 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member  
35 of the General Assembly.
- 36 (d) All appointments to the task force shall be made not later than  
37 thirty days after the effective date of this section. Any vacancy shall be

38 filled by the appointing authority.

39 (e) The speaker of the House of Representatives and the president  
40 pro tempore of the Senate shall select the chairpersons of the task force  
41 from among the members of the task force. Such chairpersons shall  
42 schedule the first meeting of the task force, which shall be held not  
43 later than sixty days after the effective date of this section.

44 (f) The administrative staff of the joint standing committee of the  
45 General Assembly having cognizance of matters relating to education  
46 shall serve as administrative staff of the task force.

47 (g) Not later than [February 1, 2016] June 30, 2017, the task force  
48 shall submit a report on its findings and recommendations to the joint  
49 standing committee of the General Assembly having cognizance of  
50 matters relating to education, in accordance with the provisions of  
51 section 11-4a of the general statutes. [The task force shall terminate on  
52 the date that it submits such report or February 1, 2016, whichever is  
53 later.]

54 (h) The task force shall terminate on January 1, 2026.

55 Sec. 2. (NEW) (*Effective July 1, 2016*) There is established a Minority  
56 Teacher Recruitment Policy Oversight Council within the Department  
57 of Education. The council shall consist of (1) the Commissioner of  
58 Education, or the commissioner's designee, (2) two representatives  
59 from the minority teacher recruitment task force, established pursuant  
60 to section 5 of public act 15-108, as amended by this act, (3) one  
61 representative from each of the exclusive bargaining units for certified  
62 employees, chosen pursuant to section 10-153b, (4) the president of the  
63 Board of Regents for Higher Education, or the president's designee,  
64 and (5) a representative from an alternate route to certification  
65 program, appointed by the Commissioner of Education. The council  
66 shall hold quarterly meetings and advise, at least quarterly, the  
67 Commissioner of Education, or the commissioner's designee, on ways  
68 to (A) encourage minority middle and secondary school students to  
69 attend institutions of higher education and enter teacher preparation

70 programs, (B) recruit minority students attending institutions of higher  
71 education to enroll in teacher preparation programs and pursue  
72 teaching careers, (C) recruit and retain minority teachers in  
73 Connecticut schools, (D) recruit minority teachers from other states to  
74 teach in Connecticut schools, and (E) recruit minority professionals in  
75 other fields to enter teaching. The council shall report, annually, in  
76 accordance with the provisions of section 11-4a of the general statutes,  
77 on the recommendations given to the commissioner, or the  
78 commissioner's designee, pursuant to the provisions of this section, to  
79 the joint standing committee of the General Assembly having  
80 cognizance of matters relating to education. For purposes of this  
81 section, "minority" means individuals whose race is defined as other  
82 than white, or whose ethnicity is defined as Hispanic or Latino by the  
83 federal Office of Management and Budget for use by the Bureau of  
84 Census of the United States Department of Commerce.

85 Sec. 3. (NEW) (*Effective July 1, 2016*) Not later than January 1, 2017,  
86 and annually thereafter, the Department of Education shall conduct a  
87 survey of students participating in minority teacher recruitment  
88 programs offered by regional educational service centers or at a public  
89 institution of higher education in the state. Such survey shall include  
90 questions relating to the components and effectiveness of the minority  
91 teacher recruitment program. The department shall report, annually, in  
92 accordance with the provisions of section 11-4a of the general statutes,  
93 on the results and findings of the survey to the joint standing  
94 committee of the General Assembly having cognizance of matters  
95 relating to education.

96 Sec. 4. Subsections (a) and (b) of section 10-145f of the 2016  
97 supplement to the general statutes are repealed and the following is  
98 substituted in lieu thereof (*Effective July 1, 2016*):

99 (a) [No] Each person [shall be] formally admitted to a State Board of  
100 Education approved teacher preparation program [until such person  
101 has achieved satisfactory scores on] shall take the state reading,  
102 writing and mathematics competency examination, prescribed by and

103 administered under the direction of the State Board of Education. [, or  
104 has qualified for a waiver of such test based on criteria established by  
105 the State Board of Education] Each person's results shall be used as a  
106 diagnostic tool, in accordance with the guidelines adopted by the State  
107 Board of Education pursuant to section 5 of this act, for purposes of  
108 providing any necessary remedial instruction to such person while he  
109 or she is enrolled in such teacher preparation program.

110 (b) (1) Any person who does not hold a valid certificate pursuant to  
111 section 10-145b, as amended by this act, shall [(A) achieve satisfactory  
112 scores on the state reading, writing and mathematics competency  
113 examination prescribed by and administered under the direction of the  
114 State Board of Education, or qualify for a waiver of such test based on  
115 criteria approved by the State Board of Education, and (B)] achieve a  
116 satisfactory evaluation on the appropriate State Board of Education  
117 approved subject area assessment in order to be eligible for a certificate  
118 pursuant to said section unless such assessment has not been approved  
119 by the State Board of Education at the time of application, in which  
120 case the applicant shall not be denied a certificate solely because of the  
121 lack of an evaluation on such assessment. [A person who holds a valid  
122 school administrator certificate in another state that is at least  
123 equivalent to an initial educator certificate, pursuant to section 10-  
124 145b, as determined by the State Board of Education, and has  
125 successfully completed three years of experience as a school  
126 administrator in a public school in another state or in a nonpublic  
127 school approved by the appropriate state board of education during  
128 the ten-year period prior to the date of application for a certificate in a  
129 school administration endorsement area shall not be required to meet  
130 the state reading, writing and mathematics competency examination.]

131 (2) Any person applying for an additional certification endorsement  
132 shall achieve a satisfactory evaluation on the appropriate State Board  
133 of Education approved subject area assessment in order to be eligible  
134 for such additional endorsement, unless such assessment has not been  
135 approved by the State Board of Education at the time of application, in  
136 which case the applicant shall not be denied the additional

137 endorsement solely because of the lack of an evaluation on such  
138 assessment.

139 (3) On and after July 1, 1992, any teacher who held a valid teaching  
140 certificate but whose certificate lapsed and who had completed all  
141 requirements for the issuance of a new certificate pursuant to section  
142 10-145b, except for filing an application for such certificate, prior to the  
143 date on which the lapse occurred, may file, within one year of the date  
144 on which the lapse occurred, an application with the Commissioner of  
145 Education for the issuance of such certificate. Upon the filing of such  
146 an application, the commissioner may grant such certificate and such  
147 certificate shall be retroactive to the date on which the lapse occurred,  
148 provided the commissioner finds that the lapse of the certificate  
149 occurred as a result of a hardship or extenuating circumstances beyond  
150 the control of the applicant. If such teacher has attained tenure and is  
151 reemployed by the same board of education in any equivalent unfilled  
152 position for which the person is qualified as a result of the issuance of  
153 a certificate pursuant to this subdivision, the lapse period shall not  
154 constitute a break in employment for such person reemployed and  
155 shall be used for the purpose of calculating continuous employment  
156 pursuant to section 10-151. If such teacher has not attained tenure, the  
157 time unemployed due to the lapse of a certificate shall not be counted  
158 toward tenure, except that if such teacher is reemployed by the same  
159 board of education as a result of the issuance of a certificate pursuant  
160 to this subdivision, such teacher may count the previous continuous  
161 employment immediately prior to the lapse towards tenure. Using  
162 information provided by the Teachers' Retirement Board, the  
163 Department of Education shall annually notify each local or regional  
164 board of education of the name of each teacher employed by such  
165 board of education whose provisional certificate will expire during the  
166 period of twelve months following such notice. Upon receipt of such  
167 notice the superintendent of each local and regional board of education  
168 shall notify each such teacher in writing, at such teacher's last known  
169 address, that the teacher's provisional certificate will expire.

170 (4) Notwithstanding the provisions of this subsection to the

171 contrary, to be eligible for a certificate to teach subjects for which a  
172 bachelor's degree is not required, any applicant who is otherwise  
173 eligible for certification in such endorsement areas shall be entitled to a  
174 certificate without having met the requirements of the competency  
175 examination and subject area assessment pursuant to this subsection  
176 for a period not to exceed two years, except that for a certificate to  
177 teach skilled trades or trade-related or occupational subjects, the  
178 commissioner may waive the requirement that the applicant take the  
179 competency examination. The commissioner may, upon the showing  
180 of good cause, extend the certificate.

181 (5) On and after July 1, 2011, any person applying for a certification  
182 in the endorsement area of elementary education shall achieve a  
183 satisfactory evaluation on the appropriate State Board of Education  
184 approved mathematics assessment in order to be eligible for such  
185 elementary education endorsement.

186 Sec. 5. (*Effective from passage*) Not later than January 1, 2017, the State  
187 Board of Education shall adopt guidelines relating to the use of scores  
188 on the state reading, writing and mathematics competency  
189 examination, prescribed by and administered under the direction of  
190 the State Board of Education pursuant to subsection (a) of section 10-  
191 145f of the general statutes, as amended by this act. Such guidelines  
192 shall establish standards for using such scores as a diagnostic tool for  
193 the purpose of providing any remedial instruction in areas identified  
194 by such scores to students enrolled in a State Board of Education  
195 approved teacher preparation program. The state board may revise  
196 and update such guidelines as necessary.

197 Sec. 6. (NEW) (*Effective July 1, 2016*) Not later than July 1, 2017, and  
198 annually thereafter, the Department of Education shall submit a report  
199 using results-based accountability measures to assess the effectiveness  
200 of minority teacher recruitment programs in the state to the joint  
201 standing committees of the General Assembly having cognizance of  
202 matters relating to education and appropriations, in accordance with  
203 the provisions of section 11-4a of the general statutes. Such minority

204 teacher recruitment programs shall include, but not be limited to, any  
205 program administered by a regional educational service center  
206 pursuant to section 10-155l of the general statutes, and the minority  
207 teacher incentive program administered by the Office of Higher  
208 Education pursuant to section 10a-168a of the general statutes.

209 Sec. 7. (NEW) (*Effective July 1, 2016*) (a) For purposes of this section,  
210 "school support staff" means any person employed by a local or  
211 regional board of education as a board certified behavior analyst or  
212 board certified assistant behavior analyst, as such terms are defined in  
213 section 20-185i of the general statutes, athletic coach, as defined in  
214 section 10-149d of the general statutes, or school paraprofessional.

215 (b) The Department of Education shall review and approve  
216 proposals for alternate route to certification programs for persons  
217 employed as school support staff. In order to be approved, a proposal  
218 shall provide that the alternate route to certification program (1) be  
219 provided by a public or independent institution of higher education, a  
220 local or regional board of education, a regional educational service  
221 center or a private, nonprofit teacher or administrator training  
222 organization approved by the State Board of Education; (2) accept only  
223 those participants who (A) hold a bachelor's degree from an institution  
224 of higher education accredited by the Board of Regents for Higher  
225 Education or the Office of Higher Education or regionally accredited,  
226 (B) have been employed as school support staff by a local or regional  
227 board of education for at least forty school months, and (C) are  
228 recommended by the immediate supervisor or district administrator of  
229 such person on the basis of such person's performance; (3) require each  
230 participant to complete a one-year residency that requires such person  
231 to serve (A) in a position requiring professional certification, and (B) in  
232 a full-time position for ten school months at a local or regional board of  
233 education in the state under the supervision of (i) a certified  
234 administrator or teacher, and (ii) a supervisor from an institution or  
235 organization described in subdivision (1) of this subsection; and (4)  
236 meet such other criteria as the department requires.

237 (c) Notwithstanding the provisions of subsection (d) of section 10-  
238 145b of the general statutes, on and after July 1, 2016, the State Board of  
239 Education, upon receipt of a proper application, shall issue an initial  
240 educator certificate, which shall be valid for three years, to any person  
241 who (1) successfully completed the alternate route to certification  
242 program under this section, and (2) meets the requirements established  
243 in subsection (b) of section 10-145f of the general statutes, as amended  
244 by this act.

245 (d) Notwithstanding any regulation adopted by the State Board of  
246 Education pursuant to section 10-145b of the general statutes, as  
247 amended by this act, any person who successfully completed the  
248 alternate route to certification program under this section and was  
249 issued an initial educator certificate in the endorsement area of  
250 administration and supervision shall obtain a master's degree not later  
251 than five years after such person was issued such initial educator  
252 certificate. If such person does not obtain a master's degree in such  
253 time period, such person shall not be eligible for a professional  
254 educator certificate.

255 Sec. 8. Subdivision (3) of subsection (h) of section 10-145b of the  
256 2016 supplement to the general statutes is repealed and the following  
257 is substituted in lieu thereof (*Effective July 1, 2016*):

258 (3) Except as otherwise provided in section 10-146c, upon receipt of  
259 a proper application, the State Board of Education shall issue to a  
260 teacher from another state, territory or possession of the United States  
261 or the District of Columbia or the Commonwealth of Puerto Rico who  
262 (A) [is nationally board certified by an organization deemed  
263 appropriate by the Commissioner of Education to issue such  
264 certifications, (B)] has taught in another state, territory or possession of  
265 the United States or the District of Columbia or the Commonwealth of  
266 Puerto Rico for a minimum of two years in the preceding ten years,  
267 [and (C) holds a master's degree in an appropriate subject matter area,  
268 as determined by the State Board of Education, related to such  
269 teacher's certification endorsement area, a professional] (B) has

270 received at least two satisfactory performance evaluations while  
271 teaching in such other state, territory or possession of the United States  
272 or the District of Columbia or the Commonwealth of Puerto Rico, and  
273 (C) has fulfilled post-preparation assessments as approved by the  
274 commissioner, a provisional educator certificate with the appropriate  
275 endorsement, subject to the provisions of subsection (i) of this section  
276 relating to denial of applications for certification. [Applicants who  
277 have] An applicant who has taught under an appropriate certificate  
278 issued by another state, territory or possession of the United States or  
279 the District of Columbia or the Commonwealth of Puerto Rico for two  
280 or more years shall be exempt from completing the beginning educator  
281 program based upon such teaching experience upon a showing of  
282 effectiveness as a teacher, as determined by the State Board of  
283 Education, which may include, but need not be limited to, a  
284 demonstrated record of improving student achievement. An applicant  
285 who has successfully completed a teacher preparation program or an  
286 alternate route to certification program in another state, territory or  
287 possession of the United States or the District of Columbia or the  
288 Commonwealth of Puerto Rico and holds an appropriate certificate  
289 issued by another state, territory or possession of the United States or  
290 the District of Columbia or the Commonwealth of Puerto Rico shall not  
291 be required to complete a course of study in special education,  
292 pursuant to subsection (d) of this section. An applicant with two or  
293 more years of teaching experience in this state at a nonpublic school,  
294 approved by the State Board of Education, in the past ten years shall be  
295 exempt from completing the beginning educator program based upon  
296 such teaching experience upon a showing of effectiveness as a teacher,  
297 as determined by the State Board of Education, which may include, but  
298 need not be limited to, a demonstrated record of improving student  
299 achievement.

300 Sec. 9. Section 10-146c of the 2016 supplement to the general statutes  
301 is repealed and the following is substituted in lieu thereof (*Effective July*  
302 *1, 2016*):

303 (a) As used in this section:

304 (1) "State" means a state of the United States, the District of  
305 Columbia, the Commonwealth of Puerto Rico or territories or  
306 possessions of the United States; and

307 (2) "Educator preparation program" means a program designed to  
308 qualify an individual for professional certification as an educator  
309 provided by institutions of higher education or other providers,  
310 including, but not limited to, an alternate route to certification  
311 program.

312 (b) The Commissioner of Education, or the commissioner's designee,  
313 as agent for the state shall establish or join interstate agreements with  
314 other states to facilitate the certification of qualified educators from  
315 other states, [territories or possessions of the United States, or the  
316 District of Columbia or the Commonwealth of Puerto Rico, provided]  
317 Any such interstate agreement shall include provisions requiring  
318 candidates for certification to, at a minimum, (1) hold a bachelor's  
319 degree from a regionally accredited college or university, (2) have  
320 fulfilled post preparation assessments as approved by the  
321 commissioner, [have taught under an appropriate certificate issued by  
322 another state, territory or possession of the United States or the District  
323 of Columbia or the Commonwealth of Puerto Rico and meet all  
324 conditions as mandated by such interstate agreement] and (3) have  
325 successfully completed an approved educator preparation program.  
326 Notwithstanding the provisions of sections 10-145b and 10-145f, as  
327 amended by this act, the State Board of Education shall issue [an initial  
328 educator] the appropriate professional certificate to any [person]  
329 applicant, based on such applicant's qualifications, who satisfies the  
330 requirements of [this section and] the appropriate interstate  
331 agreement.

332 (c) If the commissioner is unable to establish or join an interstate  
333 agreement with another state, the commissioner may create and make  
334 available a recognition statement that specifies the states, assessments  
335 and educator preparation programs that the commissioner will  
336 recognize for purposes of issuing professional certification under

337 sections 10-145b and 10-145f, as amended by this act."

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	PA 15-108, Sec. 5
Sec. 2	<i>July 1, 2016</i>	New section
Sec. 3	<i>July 1, 2016</i>	New section
Sec. 4	<i>July 1, 2016</i>	10-145f(a) and (b)
Sec. 5	<i>from passage</i>	New section
Sec. 6	<i>July 1, 2016</i>	New section
Sec. 7	<i>July 1, 2016</i>	New section
Sec. 8	<i>July 1, 2016</i>	10-145b(h)(3)
Sec. 9	<i>July 1, 2016</i>	10-146c