

**Proposed Substitute
Bill No. 455**

LCO No. 3043

**AN ACT CONCERNING MINORITY TEACHER RECRUITMENT AND
RETENTION.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective July 1, 2018*) On or before January 1, 2019,
2 the Department of Education, in consultation with the Minority
3 Teacher Recruitment Policy Oversight Council, shall (1) identify
4 relevant research and successful practices to enhance minority teacher
5 recruitment throughout the state, (2) identify and establish public,
6 private and philanthropic partnerships to increase minority teacher
7 recruitment, (3) utilize innovative methods to attract minority
8 candidates to the teaching profession, particularly in subject areas in
9 which a teacher shortage exists, as determined by the Commissioner of
10 Education pursuant to section 10-8b of the general statutes, (4)
11 modernize the process for educators to obtain professional certification
12 by eliminating obstacles to certification to increase competitiveness
13 with other states, (5) identify and utilize high quality, affordable and
14 bias-free educator assessments, (6) adopt cut scores for educator
15 assessments, that do not exceed the multi-state cut scores, to increase
16 competitiveness with surrounding states, (7) support new and existing
17 educator preparation programs that commit to enrolling greater
18 numbers of minority teacher candidates in a manner that supports
19 interstate reciprocity, and (8) advise and support local and regional
20 boards of education to prioritize minority teacher recruitment and
21 develop innovative strategies to attract and retain minority teachers
22 within their districts. For purposes of this section, "minority" has the
23 same meaning as provided in section 10-156bb of the general statutes.

24 Sec. 2. Subsection (a) of section 10-145d of the 2018 supplement to
25 the general statutes is repealed and the following is substituted in lieu
26 thereof (*Effective July 1, 2018*):

27 (a) The State Board of Education shall, pursuant to chapter 54, adopt
28 such regulations as may be necessary to carry out the provisions of
29 sections 10-144o, 10-145a to 10-145d, inclusive, as amended by this act,
30 10-145f, as amended by this act, and 10-146b. Such regulations shall
31 provide for (1) the establishment of an appeal panel to review any
32 decision to deny the issuance of a certificate authorized under section
33 10-145b, as amended by this act; (2) the establishment of requirements
34 for subject area endorsements, provided no subject area endorsement,
35 including vocational endorsements, shall require more than five years
36 of occupational, trade or work experience; (3) the extension of the time
37 to complete requirements for certificates under section 10-145b, as
38 amended by this act; (4) the establishment of requirements for
39 administrator and supervisor certificates; (5) the composition of, and
40 the procedures to be utilized by, the assessment teams in
41 implementing the beginning educator program; (6) procedures and
42 criteria for issuing certificates to persons whose certificates have lapsed
43 or persons with non-public-school or out-of-state teaching experience;
44 (7) the criteria for defining a major course of study; (8) a requirement
45 that on and after July 1, 1993, in order to be eligible to obtain an initial
46 educator certificate with an elementary endorsement, each person be
47 required to (A) complete a survey course in United States history
48 comprised of not fewer than three semester hours, or (B) achieve a
49 satisfactory evaluation on the appropriate State Board of Education
50 approved subject area assessment; and (9) a requirement that on and
51 after July 1, 2004, in order to be eligible to obtain an initial educator
52 certificate with an early childhood nursery through grade three or an
53 elementary endorsement, each person be required to complete a
54 comprehensive reading instruction course comprised of not less than
55 six semester hours. Such regulations may provide for exceptions to
56 accommodate specific certification endorsement areas.

57 Sec. 3. Section 10-145q of the general statutes is repealed and the

58 following is substituted in lieu thereof (*Effective July 1, 2018*):

59 (a) Subject to the provisions of subdivision (5) of subsection (b) of
60 section 10-66dd, the State Board of Education, upon the request of the
61 state charter school governing council, may issue a charter school
62 educator permit to a person who is employed by a charter school as a
63 teacher or administrator and does not hold the initial educator,
64 provisional educator or professional educator certificate if such person
65 (1) achieves satisfactory scores on the state reading, writing and
66 mathematics competency examination prescribed by and administered
67 under the direction of the State Board of Education, or qualifies for a
68 waiver of such test based on criteria approved by the State Board of
69 Education, (2) achieves a satisfactory evaluation on the appropriate
70 State Board of Education approved subject area assessment, and (3)
71 demonstrates evidence of effectiveness. Such permit shall authorize a
72 person to serve as an administrator or teacher in the charter school
73 employing such person. Each such charter school educator permit may
74 be renewed by the Commissioner of Education for good cause upon
75 the request of the state charter school governing council employing
76 such person at the time the charter for the school is renewed.

77 (b) The State Board of Education shall issue a provisional educator
78 certificate to any person who has completed at least three years of
79 successful teaching while holding a charter school educator permit and
80 demonstrates (1) a commitment to continued education and
81 professional development, and (2) evidence of effectiveness for three
82 consecutive school years while holding the charter school educator
83 permit.

84 Sec. 4. Subdivision (5) of section 10-144o of the 2018 supplement to
85 the general statutes is repealed and the following is substituted in lieu
86 thereof (*Effective July 1, 2018*):

87 (5) "Provisional educator certificate" means a license to teach, issued
88 on or after July 1, 1989, to a person who (A) has successfully completed
89 a beginning educator program, if there is such a program for such
90 person's certification endorsement area, and not less than one school

91 year of successful teaching in a public school, (B) has completed at
92 least three years of successful teaching in a public or nonpublic school
93 approved by the State Board of Education or appropriate governing
94 body in another state within ten years prior to application for such
95 provisional educator certificate, [or] (C) has successfully taught with a
96 provisional teaching certificate for the year immediately preceding
97 application for such provisional educator certificate as an employee of
98 a local or regional board of education or facility approved for special
99 education by the State Board of Education, or (D) has completed at
100 least three years of successful teaching while holding a charter school
101 educator permit and otherwise satisfies the requirements of section 10-
102 145q, as amended by this act;

103 Sec. 5. (NEW) (*Effective from passage*) Not later than January 1, 2019,
104 the Department of Education shall develop a definition of educator
105 effectiveness that includes (1) a focus on an educator's demonstrated
106 record of improving student achievement, summative ratings of
107 proficient or exemplary on performance evaluations conducted
108 pursuant to section 10-151b of the general statutes, and (2) methods by
109 which an educator can demonstrate evidence of effectiveness. In
110 developing the definition of educator effectiveness, the department
111 shall solicit input from the Performance Evaluation and Advisory
112 Council established pursuant to section 10-151d of the general statutes,
113 superintendents, community leaders, industry leaders, parents and
114 representatives from interdistrict magnet school programs and charter
115 schools. The department shall make the definition of educator
116 effectiveness available to local and regional boards of education and
117 publish such definition on its Internet web site.

118 Sec. 6. Subsection (a) of section 10-145b of the 2018 supplement to
119 the general statutes is repealed and the following is substituted in lieu
120 thereof (*Effective July 1, 2018*):

121 (a) The State Board of Education, upon receipt of a proper
122 application, shall issue an initial educator certificate to any person who
123 (1) holds a bachelor's degree from an institution of higher education

124 accredited by the Board of Regents for Higher Education or Office of
125 Higher Education or is regionally accredited, and (2) has completed
126 (A) an educator preparation program approved by the State Board of
127 Education or the appropriate governing body in the state in which the
128 institution of higher education is located, or (B) an alternate route to
129 certification program approved by the State Board of Education or the
130 appropriate governing body in the state in which such alternate route
131 to certification program is located, and satisfies the requirements for a
132 temporary ninety-day certificate, pursuant to subsection (c) of this
133 section, or a resident teacher certificate, pursuant to section 10-145m.
134 In addition, on and after July 1, 1993, each applicant shall have
135 completed a subject area major as defined by the State Board of
136 Education, except (i) as provided in section 10-145l, or (ii) where an
137 applicant achieves a satisfactory score on a relevant examination or has
138 completed advanced coursework in a relevant subject area. Each such
139 initial educator certificate shall be valid for three years, except as
140 provided in subsection (c) of this section, and may be extended by the
141 Commissioner of Education for an additional year for good cause upon
142 the request of the superintendent in whose school district such person
143 is employed or upon the request of the assessment team reviewing
144 such person's performance.

145 Sec. 7. Subsections (a) and (b) of section 10-156aa of the 2018
146 supplement to the general statutes are repealed and the following is
147 substituted in lieu thereof (*Effective July 1, 2018*):

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

155 (b) The task force shall consist of the following members:

156 (1) One appointed by the speaker of the House of Representatives;

- 157 (2) One appointed by the president pro tempore of the Senate;
- 158 (3) One appointed by the majority leader of the House of
159 Representatives, who shall be a member of the Black and Puerto Rican
160 Caucus of the General Assembly;
- 161 (4) One appointed by the majority leader of the Senate;
- 162 (5) One appointed by the minority leader of the House of
163 Representatives;
- 164 (6) One appointed by the minority leader of the Senate;
- 165 (7) The Commissioner of Education, or the commissioner's designee;
- 166 (8) The president of the Connecticut State Colleges and Universities,
167 or the president's designee;
- 168 (9) The executive director of the Commission on Women, Children
169 and Seniors, or the executive director's designee; and
- 170 (10) [The] Three appointed by the executive director of the
171 Commission on Equity and Opportunity, [or the executive director's
172 designee] one of whom has expertise in African American affairs, one
173 of whom has expertise in Latino and Puerto Rican affairs, and one of
174 whom has expertise in Asian and Pacific Islander affairs.

175 Sec. 8. Subsection (c) of section 10-4 of the 2018 supplement to the
176 general statutes is repealed and the following is substituted in lieu
177 thereof (*Effective July 1, 2018*):

178 (c) Said board shall prepare every five years a five-year
179 comprehensive plan for elementary, secondary, vocational, career and
180 adult education. Said comprehensive plan shall include, but need not
181 be limited to, (1) a policy statement of the State Board of Education's
182 long-term goals and short-term objectives, including, for any
183 comprehensive plan prepared on or after July 1, 2018, a policy
184 statement that the demographics of educators in the public schools
185 should reflect the racial and ethnic diversity of the total population of

186 the state, (2) an analysis of cost implications and measurement criteria
187 and how said board's programs and operations relate to such goals
188 and objectives, and (3) specific action plans, target dates and strategies
189 and methods of implementation for achieving such goals and
190 objectives. The State Board of Education shall establish, every five
191 years, an advisory committee to assist the board in the preparation of
192 the comprehensive plan. Members of the advisory committee shall be
193 appointed by the State Board of Education with representation on the
194 committee to include, but not be limited to, representatives of the
195 Connecticut Advisory Council on Vocational and Career Education,
196 education organizations, parent organizations, student organizations,
197 business and industry, organized labor and appropriate state agencies.
198 Notwithstanding any requirement for submission of a plan for the
199 fiscal year ending June 30, 1984, pursuant to section 10-96a of the
200 general statutes, revision of 1958, revised to January 1, 1983, the State
201 Board of Education shall not be required to submit the master plan for
202 vocational and career education but shall submit, pursuant to
203 subsection (b) of this section, the comprehensive plan for elementary
204 and secondary, vocational, career and adult education to the Governor
205 and the joint standing committee of the General Assembly having
206 cognizance of matters relating to education on or before September 1,
207 1996, and every five years thereafter provided, the master plan
208 currently in effect shall remain in effect until the comprehensive plan is
209 submitted. The State Board of Education shall be responsible for
210 annually updating the progress in implementing the goals and
211 objectives of the comprehensive plan and shall report on such progress
212 to the Governor and to said standing committee annually. The State
213 Board of Education shall provide opportunity for public comment
214 prior to its adoption of a plan.

215 Sec. 9. (*Effective from passage*) (a) There is established a task force to
216 review the feasibility of establishing and implementing an
217 individualized, accelerated program of study for school
218 paraprofessionals that recognizes the classroom experience of school
219 paraprofessionals and provides high quality education for the
220 transition from school paraprofessional to certified teacher. The task

221 force shall examine the financial implications and structural changes
222 associated with establishing and implementing such program of study.

223 (b) The task force shall consist of the following members:

224 (1) The Commissioner of Education, or the commissioner's designee;

225 (2) The president of the Connecticut State Colleges and Universities,
226 or the president's designee;

227 (3) The executive director of the Commission on Equity and
228 Opportunity, or the executive director's designee;

229 (4) A representative from the School Paraprofessional Advisory
230 Council, established pursuant to section 10-155k of the general
231 statutes, designated by the council;

232 (5) A school paraprofessional from each state-wide bargaining
233 representative organization that represents school paraprofessionals
234 with instructional responsibilities, designated by such organization;

235 (6) A representative from the Connecticut Education Association,
236 designated by the association;

237 (7) A representative from the American Federation of Teachers-
238 Connecticut, designated by the federation; and

239 (8) A representative from the National Association for the
240 Advancement of Colored People, designated by the association.

241 (c) All appointments to the task force shall be made not later than
242 thirty days after the effective date of this section. Any vacancy shall be
243 filled by the designating authority.

244 (d) The chairperson of the task force shall be elected from among the
245 members of the task force. The Commissioner of Education shall
246 schedule the first meeting of the task force, which shall be held not
247 later than sixty days after the effective date of this section.

248 (e) Not later than January 1, 2019, the task force shall submit such
249 study and any recommendations to the joint standing committees of
250 the General Assembly having cognizance of matters relating to
251 education and higher education, in accordance with the provisions of
252 section 11-4a of the general statutes. The task force shall terminate on
253 the date that it submits such report or January 1, 2019, whichever is
254 later.

255 Sec. 10. Subsection (b) of section 10-145f of the 2018 supplement to
256 the general statutes is repealed and the following is substituted in lieu
257 thereof (*Effective July 1, 2018*):

258 (b) (1) Any person who does not hold a valid certificate pursuant to
259 section 10-145b, as amended by this act, shall achieve a satisfactory
260 evaluation on the appropriate State Board of Education approved
261 subject area assessment in order to be eligible for a certificate pursuant
262 to said section unless such assessment has not been approved by the
263 State Board of Education at the time of application, in which case the
264 applicant shall not be denied a certificate solely because of the lack of
265 an evaluation on such assessment.

266 (2) Any person applying for an additional certification endorsement
267 shall achieve a satisfactory evaluation on the appropriate State Board
268 of Education approved subject area assessment in order to be eligible
269 for such additional endorsement, unless such assessment has not been
270 approved by the State Board of Education at the time of application, in
271 which case the applicant shall not be denied the additional
272 endorsement solely because of the lack of an evaluation on such
273 assessment.

274 (3) On and after July 1, 1992, any teacher who held a valid teaching
275 certificate but whose certificate lapsed and who had completed all
276 requirements for the issuance of a new certificate pursuant to section
277 10-145b, except for filing an application for such certificate, prior to the
278 date on which the lapse occurred, may file, within one year of the date
279 on which the lapse occurred, an application with the Commissioner of
280 Education for the issuance of such certificate. Upon the filing of such

281 an application, the commissioner may grant such certificate and such
282 certificate shall be retroactive to the date on which the lapse occurred,
283 provided the commissioner finds that the lapse of the certificate
284 occurred as a result of a hardship or extenuating circumstances beyond
285 the control of the applicant. If such teacher has attained tenure and is
286 reemployed by the same board of education in any equivalent unfilled
287 position for which the person is qualified as a result of the issuance of
288 a certificate pursuant to this subdivision, the lapse period shall not
289 constitute a break in employment for such person reemployed and
290 shall be used for the purpose of calculating continuous employment
291 pursuant to section 10-151. If such teacher has not attained tenure, the
292 time unemployed due to the lapse of a certificate shall not be counted
293 toward tenure, except that if such teacher is reemployed by the same
294 board of education as a result of the issuance of a certificate pursuant
295 to this subdivision, such teacher may count the previous continuous
296 employment immediately prior to the lapse towards tenure. Using
297 information provided by the Teachers' Retirement Board, the
298 Department of Education shall annually notify each local or regional
299 board of education of the name of each teacher employed by such
300 board of education whose provisional certificate will expire during the
301 period of twelve months following such notice. Upon receipt of such
302 notice the superintendent of each local and regional board of education
303 shall notify each such teacher in writing, at such teacher's last-known
304 address, that the teacher's provisional certificate will expire.

305 (4) Notwithstanding the provisions of this subsection to the
306 contrary, to be eligible for a certificate to teach subjects for which a
307 bachelor's degree is not required, any applicant who is otherwise
308 eligible for certification in such endorsement areas shall be entitled to a
309 certificate without having met the requirements of the competency
310 examination and subject area assessment pursuant to this subsection
311 for a period not to exceed two years, except that for a certificate to
312 teach skilled trades or trade-related or occupational subjects, the
313 commissioner may waive the requirement that the applicant take the
314 competency examination. The commissioner may, upon the showing
315 of good cause, extend the certificate.

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

321 (6) On and after July 1, 2018, any person who holds an initial,
322 provisional or professional educator certificate and achieves a
323 satisfactory evaluation on the appropriate State Board of Education
324 approved subject area assessment shall be issued a cross endorsement
325 in the relevant certification endorsement area corresponding to a
326 teacher shortage area, as determined by the Commissioner of
327 Education pursuant to section 10-8b.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2018</i>	New section
Sec. 2	<i>July 1, 2018</i>	10-145d(a)
Sec. 3	<i>July 1, 2018</i>	10-145q
Sec. 4	<i>July 1, 2018</i>	10-144o(5)
Sec. 5	<i>from passage</i>	New section
Sec. 6	<i>July 1, 2018</i>	10-145b(a)
Sec. 7	<i>July 1, 2018</i>	10-156aa(a) and (b)
Sec. 8	<i>July 1, 2018</i>	10-4(c)
Sec. 9	<i>from passage</i>	New section
Sec. 10	<i>July 1, 2018</i>	10-145f(b)