

A-Engrossed
House Bill 2574

Ordered by the House April 12
Including House Amendments dated April 12

Sponsored by Representatives ROBLAN, FLORES, Senators DEVLIN, STARR, JOHNSON, WALKER; Representatives BUCKLEY, CAMERON, C EDWARDS, GELSER, KOMP, MINNIS, WHISNANT, Senators AVAKIAN, G GEORGE (at the request of The Chalkboard Project and Stand for Children)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

Modifies beginning teacher and administrator mentoring program. Adds to qualifications and specifies training for mentors. Increases amount of grants-in-aid per teacher or administrator that school district may receive. Allows Department of Education to accept contributions for purposes of program evaluation. **Limits amount department may spend on evaluation.**

Applies to 2008-2009 school year.

A BILL FOR AN ACT

1
2 Relating to mentoring; creating new provisions; and amending ORS 329.675, 329.790, 329.795, 329.800,
3 329.805, 329.810, 329.815, 329.820 and 342.144.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1.** ORS 329.675 is amended to read:

6 329.675. As used in ORS 329.675 to 329.745 and 329.790 to 329.820:

7 (1) "Beginning administrator" means [*an administrator*] **a principal or superintendent** who:

8 (a) **Possesses an administrative license issued by the Teacher Standards and Practices**
9 **Commission;**

10 [(a)] (b) Is employed as [*an administrator*] **a principal or superintendent** by a school district;
11 and

12 [(b)] (c) Has been assigned for fewer than [*three successive*] **two** school years [*as a licensed or*
13 *acting administrator in any public, private or state-operated school*] **in the administrator's present**
14 **position.**

15 (2) "Beginning teacher" means a teacher who:

16 (a) Possesses a teaching license issued by the Teacher Standards and Practices Commission;

17 (b) Is employed at least half-time, primarily as a classroom teacher, by a school district; and

18 (c) Has taught fewer than [*three successive*] **two** school years as a licensed probationary teacher
19 in any public, private or state-operated school.

20 (3) "Mentor" means [*a teacher or administrator*] **an individual** who:

21 (a) **Is an acting or retired teacher, principal or superintendent;**

22 (b) **Has met established best practice and researched-based criteria as defined by the**
23 **State Board of Education by rule;**

24 [(a)] (c) Possesses a teaching[, *personnel service*] or administrative license issued by the Teacher
25 Standards and Practices Commission;

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 [(b) (d) Has successfully served for *[three]* **five** or more years as a licensed teacher, **principal**
2 **or superintendent** *[or administrator]* in any public school; **and**

3 [(c) (e) Has been selected and trained as described in ORS 329.815.]; *and]*

4 [(d) *Has demonstrated mastery of the appropriate subject matter knowledge and teaching and ad-*
5 *ministrative skills.*]

6 (4) “Mentorship program” means a program provided by a mentor *[teacher or administrator]* to
7 a beginning teacher or administrator that includes, but is not limited to, direct classroom observa-
8 tion and consultation, assistance in instructional planning and preparation, support in implementa-
9 tion and delivery of classroom instruction, development of school leadership skills and other
10 assistance intended to assist the beginning teacher or administrator to become a confident and
11 competent professional educator who makes a positive impact on student learning.

12 **SECTION 2.** ORS 329.790 is amended to read:

13 329.790. The Legislative Assembly finds that:

14 (1) The quality of teaching and administration in the public schools is of vital importance to the
15 future of this state;

16 (2) This state has a special interest in ensuring that the induction of beginning teachers and
17 administrators into their profession enhances their professional growth and development by making
18 a positive impact on student learning; *[and]*

19 (3) The formal assignment of mentors who have demonstrated the appropriate subject matter
20 knowledge and teaching and administrative skills *[should]* **will** substantially improve the induction
21 and professional growth of beginning teachers and administrators in this state, as well as provide
22 mentors with additional and valuable opportunities to enhance their own professional growth;

23 **(4) Teachers and administrators who receive research-based, relevant mentoring produce**
24 **students with a higher rate of achievement;**

25 **(5) School districts that have teacher mentoring have a higher rate of retention among**
26 **teachers; and**

27 **(6) Administrators who receive mentoring improve their effectiveness as administrators**
28 **and continue to improve throughout their careers.**

29 **SECTION 3.** ORS 329.795 is amended to read:

30 329.795. (1) The State Board of Education shall establish a beginning teacher and administrator
31 mentorship program to provide eligible beginning teachers and administrators in this state with a
32 continued and sustained mentorship program from a formally assigned mentor *[teacher or adminis-*
33 *trator]*.

34 (2) Any district is eligible to participate in the mentorship program.

35 (3) *[Two or more school districts may]* **A school district may enter into a partnership with**
36 **another school district, an institution of higher education, an education service district or**
37 **another organization to** operate jointly a mentorship program if: *[they meet all the requirements*
38 *of ORS 329.790 to 329.820.]*

39 *[(4) Educational consortia established for approved teacher or administrator education credential-*
40 *ing programs pursuant to rules of the Teacher Standards and Practices Commission are eligible to*
41 *operate a mentorship program to serve beginning teachers and administrators in a participating school*
42 *district if:]*

43 (a) All moneys received as grants-in-aid for the mentorship program are administered by the
44 participating school district to provide direct services to beginning teachers and administrators; and

45 (b) All other requirements of ORS 329.790 to 329.820 are met.

1 [(5) *To the extent practicable, school districts may coordinate with institutions of higher education*
2 *in the design, implementation and evaluation of mentorship programs.*]

3 [(6)] (4) All programs in ORS 329.790 to 329.820 are subject to the availability of funds appro-
4 priated therefor.

5 **SECTION 4.** ORS 329.800 is amended to read:

6 329.800. (1) Each school district that wishes to participate in the beginning teacher and admin-
7 istrator mentorship program shall submit a formal application to the Department of Education. The
8 application shall include:

9 (a) The names of all eligible beginning teachers and administrators employed by the school dis-
10 trict and a description of their assignments [*and extracurricular duties*]; **and**

11 [(b) *The names of mentors selected by a school district and a description of their assignments and*
12 *the endorsement area in which they are licensed; and*]

13 [(c)] (b) A description of the proposed mentorship program, which must provide **frequent con-**
14 **tact, totaling** a minimum of 90 hours, [*of direct contact*] between the mentors and beginning teachers
15 and administrators[, *including observation of or assistance with assigned duties*] **throughout the**
16 **school year.**

17 (2) The school district shall certify in the application that no eligible beginning professional
18 educators are or may be under a conditional license, except as provided in rules of the Teacher
19 Standards and Practices Commission.

20 **SECTION 5.** ORS 329.805 is amended to read:

21 329.805. (1) Subject to ORS 291.230 to 291.260, the Department of Education shall distribute
22 grants-in-aid to qualifying school districts to offset the costs of beginning teacher and administrator
23 mentorship programs. A qualifying district shall receive annually up to [\$3,000] **\$5,000** for each
24 full-time equivalent beginning teacher and administrator approved for support. **Each biennium, the**
25 **department shall adjust the amount specified for each teacher or administrator based on the**
26 **Consumer Price Index, as defined in ORS 327.006.**

27 (2) If the funds are insufficient for all eligible proposals, the Department of Education shall
28 award grants on a competitive basis, taking into consideration geographic and demographic diver-
29 sity.

30 (3) The State Board of Education may adopt such rules as it considers appropriate for the dis-
31 tribution of grants-in-aid under this section.

32 (4) A district that is determined by the Department of Education to be in violation of one or
33 more of the requirements of ORS 329.790 to 329.820 may be required to refund all grants-in-aid
34 moneys distributed under ORS 329.790 to 329.820. The amount of penalty shall be determined by the
35 State Board of Education.

36 **SECTION 6.** ORS 329.810 is amended to read:

37 329.810. (1) After consulting with representatives of teachers, administrators, school boards,
38 schools of education, the Oregon University System and such others as it considers appropriate, the
39 Department of Education shall [*develop or*] approve [*workshops to provide*] training for mentors and
40 beginning teachers and administrators in programs qualifying for grants-in-aid under ORS 329.790
41 to 329.820.

42 (2) **The training curriculum for mentors shall be based on research and knowledge of the**
43 **needs of beginning teachers and administrators.**

44 (3) **Mentors shall be trained to build relationships of trust and mutual collaboration with**
45 **beginning teachers and administrators.**

1 **(4) Mentors shall receive professional development before the school year begins and**
2 **throughout the school year.**

3 **SECTION 7.** ORS 329.815 is amended to read:

4 329.815. **(1) Based on the requirements of ORS 329.790 to 329.820,** the selection, nature and
5 extent of duties of [*mentor teachers and administrators*] **mentors** shall be determined by the school
6 district. [*The following guidelines shall apply:*]

7 [(1)] **(2)** A teacher, **principal or superintendent** [*or administrator*] may not be designated as a
8 mentor unless willing to perform in that role[;].

9 [(2)] **(3)** For purposes of actions taken under ORS 342.805 to 342.937:

10 (a) A mentor [*teacher or administrator*] may not participate in the evaluation of a beginning
11 teacher or administrator assigned to the mentor; and

12 (b) Any written or other reports of a mentor regarding a beginning teacher or administrator
13 assigned to the mentor may not be used in the evaluation of the beginning teacher or
14 administrator[;].

15 [(3)] **(4)** Each mentor shall complete successfully [*a*] training [*workshop*] provided or approved
16 by the Department of Education while participating in the beginning teacher and administrator
17 mentorship program[; and].

18 [(4)] **(5)** The stipend received for each beginning teacher or administrator may be used by the
19 school district to compensate mentors [*in addition to their regular duties*] or to compensate other
20 individuals assigned duties to provide release time for teachers, **principals or superintendents** [*or*
21 *administrators*] acting as mentors.

22 **SECTION 8.** ORS 329.820 is amended to read:

23 329.820. **(1)** The Department of Education shall be responsible for the regular and ongoing
24 evaluation of programs under ORS 329.790 to 329.820 and may contract for such evaluation. **The**
25 **department may not expend in a biennium more than 2.5 percent of the total amount of**
26 **moneys available for the programs on the evaluation of the programs.** The evaluation [*shall*]
27 **may include,** [*but not be limited to,*] assessments of the following:

28 [(1)] *A survey and follow-up of all eligible mentors, beginning teachers and administrators and ap-*
29 *propriate school district officials, to assess satisfaction with and the effectiveness of the beginning*
30 *teacher and administrator mentorship program;*

31 [(2)] *The amount and quality of the contact time between mentors and beginning teachers and ad-*
32 *ministrators;*

33 [(3)] *The effectiveness of workshops and other training;*

34 [(4)] **(a)** The effectiveness of the mentorship program in the retention of [*new*] **beginning**
35 teachers and administrators in the school district **and in the profession; and**

36 [(5)] *The desirability of extending this assistance program to students participating in teacher and*
37 *administrator preparation programs; and]*

38 [(6)] **(b)** Student performance on statewide and other assessments.

39 **(2) The department may accept contributions of moneys and assistance for the purpose**
40 **of the evaluation of programs from any source, public or private, and agree to conditions**
41 **placed on the moneys not inconsistent with ORS 329.790 to 329.820. All moneys received by**
42 **the department under this subsection shall be deposited into the Department of Education**
43 **Account to be used for the evaluation of programs conducted under this section.**

44 **SECTION 9.** ORS 342.144 is amended to read:

45 342.144. (1) As used in this section, "American Indian tribe" means an Indian tribe as that term

1 is defined in ORS 97.740.

2 (2) The Legislative Assembly declares that teaching American Indian languages is essential to
3 the proper education of American Indian children.

4 (3) The Teacher Standards and Practices Commission shall establish an American Indian lan-
5 guages teaching license.

6 (4) Each American Indian tribe may develop a written and oral test that must be successfully
7 completed by an applicant for an American Indian languages teaching license in order to determine
8 whether the applicant is qualified to teach the tribe's native language. When developing the test, the
9 tribe shall determine:

10 (a) Which dialects will be used on the test;

11 (b) Whether the tribe will standardize the tribe's writing system; and

12 (c) How the teaching methods will be evaluated in the classroom.

13 (5) The test shall be administered at an appropriate location that does not create hardship for
14 the tribal members administering the test.

15 (6) The commission may not require an applicant to hold a specific academic degree, to complete
16 a specific amount of education or to complete a teacher education program to receive an American
17 Indian languages teaching license.

18 (7)(a) An American Indian languages teaching license qualifies the holder to accept a teaching
19 position in a school district, public charter school, education service district, community college or
20 state institution of higher education.

21 (b) A holder of an American Indian languages teaching license who does not also have a
22 teaching license issued under ORS 342.125 may not teach in a school district or education service
23 district any subject other than the American Indian language they are approved to teach by the
24 tribe.

25 (c) A holder of an American Indian languages teaching license who does not also have a
26 teaching license or registration issued under ORS 342.125 may not teach in a public charter school
27 any subject other than the American Indian language they are approved to teach by the tribe.

28 (8)(a) As used in this subsection, "technical assistance program" means a program provided to
29 an American Indian languages teacher by a licensed teacher with three or more years of teaching
30 experience. A technical assistance program may include direct classroom observation and consulta-
31 tion, assistance in instructional planning and preparation, support in implementation and delivery
32 of classroom instruction, and other assistance intended to enhance the professional performance and
33 development of the American Indian languages teacher.

34 (b) The holder of an American Indian languages teaching license who does not also have an
35 administrative license, teaching license or registration issued under ORS 342.125 and who is em-
36 ployed by a school district, public charter school or education service district shall participate in
37 a technical assistance program with a person holding a teaching license issued by the commission
38 under ORS 342.125. The technical assistance program shall meet the guidelines specified in ORS
39 329.815 [(1) to (3)] (2) to (4).

40 (9) An American Indian languages teaching license shall be valid for three years and may be
41 renewed upon application from the holder of the license.

42 **SECTION 10. The amendments to ORS 329.675, 329.790, 329.795, 329.800, 329.805, 329.810,**
43 **329.815, 329.820 and 342.144 by sections 1 to 9 of this 2007 Act first apply to beginning teacher**
44 **and administrator mentorship programs administered during the 2008-2009 school year.**