

House Bill 2574

Sponsored by Representatives ROBLAN, FLORES, Senators DEVLIN, STARR, JOHNSON, WALKER; Representatives BUCKLEY, 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 **as introduced**.

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.

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 who:

8 (a) Is employed as an administrator by a school district; and

9 (b) Has been assigned for fewer than three successive school years as a licensed or acting ad-
10 ministrator in any public, private or state-operated school.

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

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

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

14 (c) Has taught fewer than three successive school years as a licensed probationary teacher in
15 any public, private or state-operated school.

16 (3) "Mentor" means a teacher or administrator who:

17 (a) Possesses a teaching, personnel service or administrative license issued by the Teacher
18 Standards and Practices Commission;

19 (b) Has successfully served for [*three*] **five** or more years as a licensed teacher or administrator
20 in any public school;

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

22 (d) Has demonstrated mastery of the appropriate subject matter knowledge and teaching and
23 administrative skills;

24 (e) **Has a professional history of leadership and peer support;**

25 (f) **Has continuously improved the educator's teacher or administrator skills; and**

26 (g) **Has demonstrated an effective use of data.**

27 (4) "Mentorship program" means a program provided by a mentor teacher or administrator to
28 a beginning teacher or administrator that includes, but is not limited to, direct classroom observa-

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.

tion and consultation, assistance in instructional planning and preparation, support in implementation and delivery of classroom instruction, development of school leadership skills and other assistance intended to assist the beginning teacher or administrator to become a confident and competent professional educator who makes a positive impact on student learning.

SECTION 2. ORS 329.790 is amended to read:

329.790. The Legislative Assembly finds that:

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

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

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

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

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

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

SECTION 3. ORS 329.795 is amended to read:

329.795. (1) The State Board of Education shall establish a beginning teacher and administrator mentorship program to provide eligible beginning teachers and administrators in this state with a continued and sustained mentorship program from a formally assigned mentor teacher or administrator.

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

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

(4) Educational consortia established for approved teacher or administrator education credentialing programs pursuant to rules of the Teacher Standards and Practices Commission are eligible to operate a mentorship program to serve beginning teachers and administrators in a participating school district if:

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

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

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

(6) All programs in ORS 329.790 to 329.820 are subject to the availability of funds appropriated therefor.

SECTION 4. ORS 329.800 is amended to read:

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

1 (a) The names of all eligible beginning teachers and administrators employed by the school dis-
 2 trict and a description of their assignments and extracurricular duties;

3 (b) The names of mentors selected by a school district and a description of their assignments
 4 and the endorsement area in which they are licensed; and

5 (c) A description of the proposed mentorship program, which must provide:

6 (A) A minimum of 90 hours of direct contact between the mentors and beginning teachers and
 7 administrators, including observation of or assistance with assigned duties; **and**

8 **(B) Weekly contact between the mentors and beginning teachers and administrators.**

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

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

13 329.805. (1) Subject to ORS 291.230 to 291.260, the Department of Education shall distribute
 14 grants-in-aid to qualifying school districts to offset the costs of beginning teacher and administrator
 15 mentorship programs. A qualifying district shall receive annually up to [\$3,000] **\$5,000** for each
 16 full-time equivalent beginning teacher and **\$7,000 for each full-time equivalent beginning** admin-
 17 istrator approved for support. **The department may adjust the amount specified per teacher**
 18 **or administrator based on the Consumer Price Index, as defined in ORS 327.006.**

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

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

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

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

29 329.810. (1) After consulting with representatives of teachers, administrators, school boards,
 30 schools of education, the Oregon University System and such others as it considers appropriate, the
 31 Department of Education shall develop or approve workshops to provide training for mentors and
 32 beginning teachers and administrators in programs qualifying for grants-in-aid under ORS 329.790
 33 to 329.820.

34 **(2) The teacher and administrator mentor training curriculum shall be based on research**
 35 **and knowledge of the needs of beginning teachers and administrators.**

36 **(3) Teacher mentors shall be trained to be peer coaches and build relationships of trust**
 37 **and mutual collaboration with new teachers.**

38 **(4) Teacher mentors shall receive in-service training before the school year begins and**
 39 **in-service training during the school year.**

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

41 329.815. (1) **Based on the requirements of ORS 329.790 to 329.820,** the selection, nature and
 42 extent of duties of mentor teachers and administrators shall be determined by the school district.
 43 *[The following guidelines shall apply:]*

44 *[(1)]* **(2)** A teacher or administrator may not be designated as a mentor unless willing to perform
 45 in that role[;].

1 [(2)] (3) For purposes of actions taken under ORS 342.805 to 342.937:

2 (a) A mentor teacher or administrator may not participate in the evaluation of a beginning
3 teacher or administrator assigned to the mentor; and

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

7 [(3)] (4) Each mentor shall complete successfully [a] training [workshop] provided or approved
8 by the Department of Education while participating in the beginning teacher and administrator
9 mentorship program[; and].

10 [(4)] (5) The stipend received for each beginning teacher or administrator may be used by the
11 school district to compensate mentors [in addition to their regular duties] or to compensate other
12 individuals assigned duties to provide release time for teachers or administrators acting as mentors.

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

14 329.820. (1) The Department of Education shall be responsible for the regular and ongoing
15 evaluation of programs under ORS 329.790 to 329.820 and may contract for such evaluation. The
16 evaluation shall include, but not be limited to, assessments of the following:

17 [(1)] (a) A survey and follow-up of all eligible mentors, beginning teachers and administrators
18 and appropriate school district officials, to assess satisfaction with and the effectiveness of the be-
19 ginning teacher and administrator mentorship program;

20 [(2)] (b) The amount and quality of the contact time between mentors and beginning teachers
21 and administrators;

22 [(3)] (c) The effectiveness of workshops and other training;

23 [(4)] (d) The effectiveness of the mentorship program in the retention of new teachers and ad-
24 ministrators in the school district;

25 [(5)] (e) The desirability of extending this assistance program to students participating in
26 teacher and administrator preparation programs; and

27 [(6)] (f) Student performance on statewide and other assessments.

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

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

34 342.144. (1) As used in this section, "American Indian tribe" means an Indian tribe as that term
35 is defined in ORS 97.740.

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

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

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

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

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

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

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

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

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

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

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

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

23 (b) The holder of an American Indian languages teaching license who does not also have an
24 administrative license, teaching license or registration issued under ORS 342.125 and who is em-
25 ployed by a school district, public charter school or education service district shall participate in
26 a technical assistance program with a person holding a teaching license issued by the commission
27 under ORS 342.125. The technical assistance program shall meet the guidelines specified in ORS
28 329.815 [(1) to (3)] **(2) to (4)**.

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

31 **SECTION 10. The amendments to ORS 329.675, 329.790, 329.795, 329.800, 329.805, 329.810,**
32 **329.815, 329.820 and 342.144 by sections 1 to 9 of this 2007 Act first apply to beginning teacher**
33 **and administrator mentorship programs administered during the 2008-2009 school year.**

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