



General Assembly

Substitute Bill No. 1034

January Session, 2021



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, 2021*) (a) As used in this section:
- 2 (1) "Minority" has the same meaning as provided in section 10-156bb
3 of the general statutes;
- 4 (2) "Minority candidate" means an individual who is a minority and
5 employed by a local or regional board of education as a school
6 paraprofessional or an associate instructor;
- 7 (3) "Residency program" means a certification program approved by
8 the State Board of Education that requires participants to complete a
9 residency in which such participants serve (A) in a position otherwise
10 requiring professional certification, and (B) in a full-time position for ten
11 school months at a local or regional board of education in the state under
12 the supervision of (i) a certified administrator or teacher, and (ii) a
13 supervisor from the regional educational service center or private,
14 nonprofit teacher or administrator operating such certification program;
15 and
- 16 (4) "Alliance district" has the same meaning as provided in section 10-

17 262u of the general statutes, as amended by this act.

18 (b) For the fiscal year ending June 30, 2022, and each fiscal year
19 thereafter, the Department of Education shall administer the minority
20 candidate certification, retention or residency year program. Such
21 program shall assist (1) minority candidates in enrolling in a residency
22 program for purposes of becoming full-time, certified teachers upon
23 successful completion of such residency program, and (2) local and
24 regional boards of education in hiring and retaining such minority
25 candidates.

26 (c) (1) For the fiscal year ending June 30, 2022, and each fiscal year
27 thereafter, each local and regional board of education for an alliance
28 district shall partner with the operator of a residency program for
29 purposes of enrolling minority candidates and placing them in such
30 school district as part of such residency program. Following the
31 successful completion of the residency program by a minority
32 candidate, such board may hire such minority candidate. Such board
33 may apply to the Commissioner of Education, at such time and in such
34 manner as the commissioner prescribes, to receive a payment, as
35 described in subdivision (2) of this subsection, for any of the costs
36 described in subsection (e) of this section.

37 (2) For the fiscal year ending June 30, 2022, and each fiscal year
38 thereafter, the Commissioner of Education shall withhold from an
39 alliance district, from the funds transferred by the Comptroller pursuant
40 to subsection (c) of section 10-262u of the general statutes, as amended
41 by this act, ten per cent of any increase in such funds that such alliance
42 district receives for the fiscal year over the amount of such funds that it
43 received for the fiscal year ending June 30, 2020. The department shall
44 use such funds to make a payment to such alliance district and such
45 alliance district shall expend such payment for any of the costs
46 described in subsection (e) of this section.

47 (d) (1) For the fiscal year ending June 30, 2022, and each fiscal year
48 thereafter, any local or regional board of education, other than a local or

49 regional board of education for an alliance district, may partner with the
50 operator of a residency program for purposes of enrolling minority
51 candidates and placing them in such school district as part of such
52 residency program. Following the successful completion of the
53 residency program by a minority candidate, such board may hire such
54 minority candidate. Such board may apply to the Commissioner of
55 Education, at such time and in such manner as the commissioner
56 prescribes, to receive a grant for any of the costs described in subsection
57 (e) of this section.

58 (2) The commissioner may, within available appropriations, award a
59 grant to a local or regional board of education described in subdivision
60 (1) of this subsection for any of the costs described in subsection (e) of
61 this section.

62 (e) Any payments made or grants awarded under this section may be
63 used for costs associated with the (1) enrollment of such minority
64 candidates in a residency program, (2) certification process for such
65 minority candidates, (3) hiring of such minority candidates following
66 the successful completion of a residency program, or (4) retention of
67 such minority candidates as certified employees of the school district.

68 (f) Any unexpended funds paid or awarded to a local or regional
69 board of education under this section shall not lapse at the end of the
70 fiscal year but shall be available for expenditure during the next fiscal
71 year for purposes of implementing the provisions of this section.

72 (g) The department shall develop guidelines and criteria for the
73 implementation of the minority candidate certification, retention or
74 residency year program and administration of funds under this section.

75 Sec. 2. Subdivision (2) of subsection (c) of section 10-262u of the
76 general statutes is repealed and the following is substituted in lieu
77 thereof (*Effective July 1, 2021*):

78 (2) Upon receipt of an application pursuant to subsection (d) of this
79 section or section 1 of this act, the Commissioner of Education may pay

80 such funds to the town designated as an alliance district and such town
81 shall pay all such funds to the local or regional board of education for
82 such town on the condition that such funds shall be expended in
83 accordance with (A) the plan described in subsection (d) of this section,
84 (B) the minority candidate certification, retention or residency year
85 program pursuant to section 1 of this act, (C) the provisions of
86 subsection (c) of section 10-262i, and (D) any guidelines developed by
87 the State Board of Education for such funds. Such funds shall be used to
88 improve student achievement and recruit and retain minority teachers
89 in such alliance district and to offset any other local education costs
90 approved by the commissioner.

91 Sec. 3. (NEW) (*Effective July 1, 2021*) (a) The Commissioner of
92 Education, the president of the Connecticut State Colleges and
93 Universities and the dean of the Neag School of Education at The
94 University of Connecticut shall jointly develop a plan to assist local and
95 regional boards of education in promoting the teaching profession as a
96 career option to students in high school. Such plan shall include, but
97 need not be limited to, a means for local and regional boards of
98 education to develop partnerships with educator preparation programs
99 in the state, and the creation of counseling programs directed to high
100 school students in order to inform them about and recruit them to the
101 teaching profession.

102 (b) Not later than September 1, 2021, the Department of Education
103 shall distribute to local and regional boards of education information
104 that promotes the teaching profession, including materials relating to
105 educator preparation programs and alternative route to certification
106 programs offered in the state, for school counselors and students. The
107 department shall also make such information available on its Internet
108 web site.

109 Sec. 4. Section 10-156ee of the general statutes is repealed and the
110 following is substituted in lieu thereof (*Effective July 1, 2021*):

111 Not later than January 1, 2019, the Department of Education, in

112 consultation with the Minority Teacher Recruitment Policy Oversight
113 Council, shall (1) identify relevant research and successful practices to
114 enhance minority teacher recruitment throughout the state, (2) identify
115 and establish public, private and philanthropic partnerships to increase
116 minority teacher recruitment, (3) utilize, monitor and evaluate
117 innovative methods to attract minority candidates to the teaching
118 profession, particularly in subject areas in which a teacher shortage
119 exists, as determined by the Commissioner of Education pursuant to
120 section 10-8b, (4) modernize the process for educators to obtain educator
121 certification under this chapter by eliminating obstacles to certification
122 to increase competitiveness with other states, (5) identify and utilize
123 high-quality, affordable and bias-free educator assessments, (6) adopt
124 cut scores for educator assessments, that do not exceed the multistate
125 cut scores, to increase competitiveness with surrounding states, (7)
126 support new and existing educator preparation programs that commit
127 to enrolling greater numbers of minority teacher candidates in a manner
128 that supports interstate reciprocity, (8) monitor, advise and support, and
129 intervene in when necessary, local and regional boards of education's
130 efforts to prioritize minority teacher recruitment and develop
131 innovative strategies to attract and retain minority teachers within their
132 districts, [and] (9) (A) on and after July 1, 2019, include a question
133 regarding the demographic data of applicants for positions requiring
134 educator certification in the department's annual hiring survey
135 distributed to local and regional boards of education, and (B) not later
136 than July 1, 2020, and annually thereafter, submit a report, in accordance
137 with the provisions of section 11-4a, on the applicant demographic data
138 collected pursuant to subparagraph (A) of this subdivision to the
139 minority teacher recruitment task force, established pursuant to section
140 10-156aa, and to the joint standing committee of the General Assembly
141 having cognizance of matters relating to education, and (10) not later
142 than July 1, 2022, develop and make available, in consultation with the
143 State Education Resource Center, a video training module for school
144 district personnel involved in or responsible for hiring educators
145 relating to implicit bias and anti-bias in the hiring process. For purposes
146 of this section, "minority" has the same meaning as provided in section

147 10-156bb.

148 Sec. 5. (NEW) (*Effective July 1, 2021*) For the school year commencing
149 July 1, 2023, and each school year thereafter, any employee of a local or
150 regional board of education who is involved in or responsible for hiring
151 educators for the school district shall successfully complete the video
152 training module relating to implicit bias and anti-bias in the hiring
153 process, developed pursuant to section 10-156ee of the general statutes,
154 as amended by this act, prior to such employee's participation in the
155 educator hiring process for the school district.

156 Sec. 6. Subsection (a) of section 10-220a of the general statutes is
157 repealed and the following is substituted in lieu thereof (*Effective July 1,*
158 *2021*):

159 (a) Each local or regional board of education shall provide an in-
160 service training program for its teachers, administrators and pupil
161 personnel who hold the initial educator, provisional educator or
162 professional educator certificate. Such program shall provide such
163 teachers, administrators and pupil personnel with information on (1)
164 the nature and the relationship of alcohol and drugs, as defined in
165 subdivision (17) of section 21a-240, to health and personality
166 development, and procedures for discouraging their abuse, (2) health
167 and mental health risk reduction education that includes, but need not
168 be limited to, the prevention of risk-taking behavior by children and the
169 relationship of such behavior to substance abuse, pregnancy, sexually
170 transmitted diseases, including HIV-infection and AIDS, as defined in
171 section 19a-581, violence, teen dating violence, domestic violence and
172 child abuse, (3) school violence prevention, conflict resolution, the
173 prevention of and response to youth suicide and the identification and
174 prevention of and response to bullying, as defined in subsection (a) of
175 section 10-222d, except that those boards of education that implement
176 any evidence-based model approach that is approved by the
177 Department of Education and is consistent with subsection (c) of section
178 10-145a, sections 10-222d, 10-222g and 10-222h, subsection (g) of section
179 10-233c and sections 1 and 3 of public act 08-160, shall not be required

180 to provide in-service training on the identification and prevention of
 181 and response to bullying, (4) cardiopulmonary resuscitation and other
 182 emergency life saving procedures, (5) the requirements and obligations
 183 of a mandated reporter, (6) the detection and recognition of, and
 184 evidence-based structured literacy interventions for, students with
 185 dyslexia, as defined in section 10-3d, and (7) culturally responsive
 186 pedagogy and practice, including, but not limited to, the video training
 187 module relating to implicit bias and anti-bias in the hiring process in
 188 accordance with the provisions of section 5 of this act. Each local or
 189 regional board of education may allow any paraprofessional or
 190 noncertified employee to participate, on a voluntary basis, in any in-
 191 service training program provided pursuant to this section.

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| This act shall take effect as follows and shall amend the following sections: | | |
| Section 1 | July 1, 2021 | New section |
| Sec. 2 | July 1, 2021 | 10-262u(c)(2) |
| Sec. 3 | July 1, 2021 | New section |
| Sec. 4 | July 1, 2021 | 10-156ee |
| Sec. 5 | July 1, 2021 | New section |
| Sec. 6 | July 1, 2021 | 10-220a(a) |

Statement of Legislative Commissioners:

In Section 1(a)(3)(A), "otherwise" was added after "position" for clarity.

ED Joint Favorable Subst. C/R APP

APP Joint Favorable Subst.-LCO