



# Senate

General Assembly

**File No. 442**

February Session, 2022

Substitute Senate Bill No. 274

*Senate, April 13, 2022*

The Committee on Education reported through SEN. MCCRORY, D. of the 2nd Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

## ***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. (*Effective from passage*) (a) The Task Force to Diversify the  
2 Educator Workforce, established pursuant to section 10-156aa of the  
3 general statutes, as amended by this act, shall conduct a study to  
4 evaluate the implementation of and analyze the effectiveness of existing  
5 minority teacher recruitment and retention programs and efforts at the  
6 state and local levels. Such study shall include, but need not be limited  
7 to, (1) a review of prior legislation relating to minority teacher  
8 recruitment and retention, including, but not limited to, public acts 18-  
9 34, 19-74 and 19-117 and public act 21-2 of the June special session, (2)  
10 an evaluation of the implementation and outcomes of the programs and  
11 policies included in such legislation, (3) an assessment of the strategies  
12 and resources being used to ensure that at least two hundred fifty new  
13 minority teachers and administrators, of which at least thirty per cent  
14 are men, are hired and employed by local and regional boards of

15 education each year in the state, pursuant to section 10-156ff of the  
16 general statutes, as amended by this act, and whether such goal is being  
17 realized, and (4) an analysis of any other issue relating to the  
18 recruitment or retention of minority teachers.

19 (b) The task force may consult with the Department of Education and  
20 the Minority Teacher Recruitment Policy Oversight Council, established  
21 pursuant to section 10-156bb of the general statutes, as amended by this  
22 act, while conducting such study.

23 (c) Not later than January 1, 2023, the task force shall submit a report  
24 on its findings and any recommendations for legislation to the joint  
25 standing committee of the General Assembly having cognizance of  
26 matters relating to education, in accordance with the provisions of  
27 section 11-4a of the general statutes.

28 Sec. 2. Subsection (a) of section 10-156aa of the general statutes is  
29 repealed and the following is substituted in lieu thereof (*Effective from*  
30 *passage*):

31 (a) There is established [a task force] the Task Force to Diversify the  
32 Educator Workforce to study and develop strategies to increase and  
33 improve the recruitment, preparation and retention of minority  
34 teachers, as defined in section 10-155l, in public schools in the state. Such  
35 study shall include, but need not be limited to, (1) an analysis of the  
36 causes of minority teacher shortages in the state, (2) an examination of  
37 current state-wide and school district demographics, and (3) a review of  
38 best practices.

39 Sec. 3. Subsections (a) and (b) of section 10-151d of the general  
40 statutes are repealed and the following is substituted in lieu thereof  
41 (*Effective from passage*):

42 (a) There is established a Performance Evaluation Advisory Council  
43 within the Department of Education. Membership of the council shall  
44 consist of: (1) The Commissioner of Education and the president of the  
45 Connecticut State Colleges and Universities, or their designees, (2) one

46 representative from each of the following associations, designated by  
47 the association, the Connecticut Association of Boards of Education, the  
48 Connecticut Association of Public School Superintendents, the  
49 Connecticut Federation of School Administrators, the Connecticut  
50 Education Association, the American Federation of Teachers-  
51 Connecticut, the Connecticut Association of School Administrators and  
52 the Connecticut Association of Schools, (3) a representative from the  
53 [minority teacher recruitment task force] Task Force to Diversify the  
54 Educator Workforce, established pursuant to section 10-156aa, as  
55 amended by this act, designated by the chairpersons of [the minority  
56 teacher recruitment] said task force, and (4) persons selected by the  
57 Commissioner of Education who shall include, but need not be limited  
58 to, teachers, persons with expertise in performance evaluation processes  
59 and systems, and any other person the commissioner deems  
60 appropriate.

61 (b) The council shall be responsible for (1) assisting the State Board of  
62 Education in the development of (A) guidelines for a model teacher  
63 evaluation and support program, and (B) a model teacher evaluation  
64 and support program, pursuant to subsection (c) of section 10-151b, (2)  
65 the data collection and evaluation support system, pursuant to  
66 subsection (c) of section 10-10a, and (3) assisting the State Board of  
67 Education in the development of a teacher evaluation and support  
68 program implementation plan, pursuant to subsection (e) of section 10-  
69 151b. The council shall meet at least quarterly. The council shall  
70 collaborate with the [minority teacher recruitment task force] Task Force  
71 to Diversify the Educator Workforce, established pursuant to section 10-  
72 156aa, as amended by this act, to focus on issues concerning equity and  
73 closing the achievement gap, as defined in section 10-14u.

74 Sec. 4. Section 10-156bb of the general statutes is repealed and the  
75 following is substituted in lieu thereof (*Effective from passage*):

76 There is established a Minority Teacher Recruitment Policy Oversight  
77 Council within the Department of Education. The council shall consist  
78 of (1) the Commissioner of Education, or the commissioner's designee,

79 (2) two representatives from the [minority teacher recruitment task  
80 force] Task Force to Diversify the Educator Workforce, established  
81 pursuant to section 10-156aa, as amended by this act, (3) one  
82 representative from each of the exclusive bargaining units for certified  
83 employees, chosen pursuant to section 10-153b, (4) the president of the  
84 Connecticut State Colleges and Universities, or the president's designee,  
85 and (5) a representative from an alternate route to certification program,  
86 appointed by the Commissioner of Education. The council shall hold  
87 quarterly meetings and advise, at least quarterly, the Commissioner of  
88 Education, or the commissioner's designee, on ways to (A) encourage  
89 minority middle and secondary school students to attend institutions of  
90 higher education and enter teacher preparation programs, (B) recruit  
91 minority students attending institutions of higher education to enroll in  
92 teacher preparation programs and pursue teaching careers, (C) recruit  
93 and retain minority teachers in Connecticut schools, (D) recruit minority  
94 teachers from other states to teach in Connecticut schools, and (E) recruit  
95 minority professionals in other fields to enter teaching. The council shall  
96 report, annually, in accordance with the provisions of section 11-4a, on  
97 the recommendations given to the commissioner, or the commissioner's  
98 designee, pursuant to the provisions of this section, to the joint standing  
99 committee of the General Assembly having cognizance of matters  
100 relating to education. For purposes of this section, "minority" means  
101 individuals whose race is defined as other than white, or whose  
102 ethnicity is defined as Hispanic or Latino by the federal Office of  
103 Management and Budget for use by the Bureau of Census of the United  
104 States Department of Commerce.

105 Sec. 5. Section 10-156ee of the 2022 supplement to the general statutes  
106 is repealed and the following is substituted in lieu thereof (*Effective from*  
107 *passage*):

108 Not later than January 1, 2019, the Department of Education, in  
109 consultation with the Minority Teacher Recruitment Policy Oversight  
110 Council, shall (1) identify relevant research and successful practices to  
111 enhance minority teacher recruitment throughout the state, (2) identify  
112 and establish public, private and philanthropic partnerships to increase

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

146 Sec. 6. Section 10-156ff of the general statutes is repealed and the  
147 following is substituted in lieu thereof (*Effective from passage*):

148 For the school year commencing July 1, 2020, and each school year  
 149 thereafter, the Minority Teacher Recruitment Policy Oversight Council,  
 150 established pursuant to section 10-156bb, as amended by this act, in  
 151 consultation with the [minority teacher recruitment task force] Task  
 152 Force to Diversify the Educator Workforce, established pursuant to  
 153 section 10-156aa, as amended by this act, shall develop and implement  
 154 strategies and utilize existing resources to ensure that at least two  
 155 hundred fifty new minority teachers and administrators, of which at  
 156 least thirty per cent are men, are hired and employed by local and  
 157 regional boards of education each year in the state. As used in this  
 158 section, "minority" has the same meaning as provided in section 10-  
 159 156bb, as amended by this act.

160 Sec. 7. Subsection (a) of section 10a-168b of the general statutes is  
 161 repealed and the following is substituted in lieu thereof (*Effective from*  
 162 *passage*):

163 (a) For the fiscal year ending June 30, 2020, and each fiscal year  
 164 thereafter, the Office of Higher Education, in collaboration with the  
 165 Minority Teacher Recruitment Policy Oversight Council, established  
 166 pursuant to section 10-156bb, as amended by this act, and the [minority  
 167 teacher recruitment task force] Task Force to Diversify the Educator  
 168 Workforce, established pursuant to section 10-156aa, as amended by this  
 169 act, shall, within available appropriations, administer a minority  
 170 educator loan reimbursement grant program for persons who meet the  
 171 eligibility requirements described in subsection (b) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>from passage</i>	10-156aa(a)
Sec. 3	<i>from passage</i>	10-151d(a) and (b)
Sec. 4	<i>from passage</i>	10-156bb
Sec. 5	<i>from passage</i>	10-156ee
Sec. 6	<i>from passage</i>	10-156ff
Sec. 7	<i>from passage</i>	10a-168b(a)

**Statement of Legislative Commissioners:**

In Section 3(a), "of the minority teacher recruitment task force" was changed to "of [the minority teacher recruitment] said task force" for consistency.

**ED**      *Joint Favorable Subst.*

*The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.*

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**OFA Fiscal Note****State Impact:** None**Municipal Impact:** None**Explanation**

This bill renames the minority teacher recruitment task force and makes various procedural, conforming and technical changes that do not result in a fiscal impact.

**The Out Years****State Impact:** None**Municipal Impact:** None



**OLR Bill Analysis****sSB 274*****AN ACT CONCERNING MINORITY TEACHER RECRUITMENT AND RETENTION.*****SUMMARY**

This bill renames the minority teacher recruitment (MTR) task force and requires it to conduct a study of existing recruitment and retention programs.

Under the bill, the newly named “Task Force to Diversify the Educator Workforce” maintains the same membership and mission as outlined in existing law. The bill adds a new study to the task force’s charge, requiring it to (1) evaluate the implementation of minority teacher recruitment and retention programs and state and local efforts and (2) analyze their effectiveness.

The bill allows the task force to consult with the State Department of Education (SDE) and the Minority Teacher Recruitment Policy Oversight Council while conducting the study, which it must submit along with recommendations for legislation to the Education Committee by January 1, 2023.

The bill also makes technical and conforming changes.

EFFECTIVE DATE: Upon passage

**§ 1 — NEW TASK FORCE STUDY**

The bill requires the Task Force to Diversify the Educator Workforce’s new study to include at least the following:

1. a review of prior MTR legislation, including PA 18-34, PA 19-74, PA 19-117, and PA 21-2, June Special Session;

2. an evaluation of the programs and policies in that legislation, specifically their implementation and outcomes;
3. an assessment of whether the goal in state law for school boards to hire at least 250 new minority teachers and administrators annually, of which at least 30% are men, is being realized and the strategies and resources being used to meet that goal; and
4. an analysis of any other MTR issue.

## **BACKGROUND**

### ***Minority Teacher Recruitment Task Force***

Under existing law, this 13-member task force must study and develop strategies to increase and improve the recruitment, preparation, and retention of minority teachers in Connecticut public schools. Specifically, it must study the causes of the minority teacher shortage, current statewide and district demographics, and best practices (CGS § 10-156aa).

### ***Minority Teacher Recruitment Policy Oversight Council***

This council within SDE advises the education commissioner on various minority teacher recruitment and retention methods, including high school, college, and interstate recruitment (CGS § 10-156bb).

## **COMMITTEE ACTION**

Education Committee

Joint Favorable Substitute

Yea 39    Nay 0    (03/25/2022)