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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-FIFTH
SESSION

HOUSE FILE No. **1184**

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The bill was read for the first time and referred to the Committee on E-12 Education

1.1 A bill for an act
1.2 relating to education; establishing an induction program for new teachers;
1.3 appropriating money; proposing coding for new law in Minnesota Statutes,
1.4 chapter 122A.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. [122A.623] INDUCTION PROGRAM FOR NEW TEACHERS.

1.7 Subdivision 1. Program established. (a) A new teacher induction program is
1.8 established to assist newly licensed elementary and secondary teachers whose initial
1.9 teaching assignment involves teaching in a high-need subject area or public school. For
1.10 purposes of this section, a "high-need subject area" for teacher licensure includes career
1.11 and technical education, science, mathematics, foreign languages, English as a second
1.12 language, and special education; and a "high-need" school is one where 35 percent or
1.13 more of enrolled students are eligible to receive a free or reduced price lunch and the
1.14 school failed to demonstrate adequate yearly progress in the two preceding school years.

1.15 (b) Regional education service providers participating in this program must assist
1.16 school districts and charter schools employing new teachers, school sites where new
1.17 teachers work, and interested intermediate school districts to:

1.18 (1) adopt a teaching model that supports new teachers' professional development
1.19 and growth and trains teacher mentors to successfully work with, coach, and observe the
1.20 new teachers;

1.21 (2) provide unique professional learning activities that promote the growth of a new
1.22 teacher's practice in areas including classroom management, subject matter mastery,
1.23 pedagogy, relevant curriculum, effective instructional strategies, lesson planning, and
1.24 student assessments;

2.1 (3) provide time for new teachers and mentors to work together;

2.2 (4) establish expectations for mentors' coaching responsibilities and new teachers'
2.3 observations of exemplary teachers;

2.4 (5) provide and use formative assessments based on professional teaching standards
2.5 to improve new teachers' instructional practice, and establish professional development
2.6 goals;

2.7 (6) evaluate the program to determine its effectiveness and impact on new teacher
2.8 performance, recruitment, and retention;

2.9 (7) adopt a model to deliver the new teacher induction program.

2.10 Subd. 2. **Eligibility; application; program funding.** (a) Regional education service
2.11 providers, including education service cooperatives, school districts, postsecondary
2.12 institutions, charter schools, and other qualified education entities able to assist school
2.13 districts, charter schools, school sites, and intermediate school districts in supporting
2.14 newly licensed teachers, consistent with subdivision 1, may apply to the commissioner,
2.15 in the form and manner the commissioner prescribes, to participate in this program.

2.16 Applicants must demonstrate to the commissioner's satisfaction that the applicant is able
2.17 to meet the requirements of subdivision 1 and also must describe in the application:

2.18 (1) the roles and relationship among participating school districts, charter schools,
2.19 school sites, and intermediate school districts and the regional education service provider;

2.20 (2) the program components for each participant;

2.21 (3) the applicant's program components;

2.22 (4) how the applicant proposes to expend new teacher induction revenue; and

2.23 (5) the actual program costs the applicant anticipates incurring.

2.24 (b) In reviewing timely plans submitted to the commissioner, only those applicants
2.25 the commissioner determines have satisfied all requirements of this subdivision and
2.26 subdivision 1 are eligible for program funding.

2.27 (c) The commissioner must approve funding for the new teacher induction program
2.28 on a first-come, first-served basis and must determine the amount of funding available to a
2.29 qualified regional education service provider based on actual program costs detailed in
2.30 the provider's application.

2.31 Subd. 3. **Planning; staff development revenue.** Staff development revenue
2.32 available under sections 122A.60 and 122A.61 may be used to develop the program
2.33 plan under this section.

2.34 Subd. 4. **Reports.** Regional education service providers that participate in the
2.35 program annually must report to the commissioner in the form and manner determined
2.36 by the commissioner on the implementation and effectiveness of the provider's program

3.1 and plan. Regional education service providers must survey participating school districts,
 3.2 charter schools, school sites, and intermediate school districts as part of the report. The
 3.3 commissioner must complete a timely review of the report to determine the providers'
 3.4 ongoing eligibility to receive new teacher induction program funding.

3.5 Subd. 5. **Statewide training and assistance.** The Department of Education, upon
 3.6 request, may assist regional education service providers in developing a program plan.
 3.7 The department also may provide regional education service providers with ongoing
 3.8 support for teacher mentor training and staff development for new teachers, and may
 3.9 provide materials and other assistance.

3.10 **EFFECTIVE DATE.** This section is effective for the 2007-2008 school year and
 3.11 later.

3.12 Sec. 2. **APPROPRIATIONS.**

3.13 Subdivision 1. **Department.** The sums indicated in this section are appropriated
 3.14 from the general fund to the Department of Education for the fiscal years designated.

3.15 Subd. 2. **Minnesota first five new teacher induction program.** For the Minnesota
 3.16 first five new teacher induction program under section 122A.623:

3.17	\$	<u>2,220,000</u>	<u>.....</u>	<u>2008</u>
3.18	\$	<u>2,220,000</u>	<u>.....</u>	<u>2009</u>

3.19 The commissioner shall distribute the grant funds based on teacher license shortages
 3.20 and high needs schools and districts.

3.21 Any balance in the first year does not cancel but is available in the second year.