

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 1st Session of the 57th Legislature (2019)

4 COMMITTEE SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 2655

By: Pittman

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8 COMMITTEE SUBSTITUTE

9 An Act relating to teachers; amending 70 O.S. 2011,
10 Section 6-129.1, which relates to the Minority
11 Teacher Recruitment Advisory Committee; deleting
12 Committee; creating an advisory consortium;
13 prescribing duties of consortium; amending 70 O.S.
14 2011, Section 6-130, which relates to the Minority
15 Teacher Recruitment Center; removing Center;
16 establishing advisory consortium; listing duties for
17 consortium; defining terms; directing consortium to
18 award grants; establishing eligibility requirements
19 for grants; requiring grants to supplement and not
20 supplant funds; directing program budgets to include
21 certain costs; allowing institutions of higher
22 education to use grant funds for specified expenses;
23 listing purposes for community organizations to
24 expend grant funds; allowing a school district or
25 school employee union to receive grant funds for
26 certain purposes; permitting expenditure of funds for
27 coordinator salary; authorizing use of grant funds
28 for remedial classes; allowing use of grant funds for
29 planning grants; providing for codification;
30 providing an effective date; and declaring an
31 emergency.

32 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-129.1, is amended to read as follows:

Section 6-129.1 A. There is hereby ~~re-created until July 1, 2010, in accordance with the Oklahoma Sunset Law, a Minority Teacher Recruitment Advisory Committee which shall have oversight over implementation of the Minority Teacher Recruitment Center and shall advise the operation of such Center~~ created an advisory consortium. The Advisory Committee shall be composed of nineteen (19) members. The presence of ten Advisory Committee members or their designees shall constitute a quorum. Appointments shall be made by July 1 with members serving a term of two (2) years unless no longer eligible. The Advisory Committee members shall be appointed as follows:

1. ~~The Speaker of the House of Representatives shall appoint:~~

a. ~~two members from the Oklahoma House of Representatives,~~

b. ~~two members from an institution of higher education in The Oklahoma State System of Higher Education. One appointee shall be from a comprehensive university. One appointee shall be from a two-year college,~~

c. ~~one member who is a public school teacher who is a minority,~~

d. ~~one member who is a superintendent or designee of a public school district, and~~

1 e. ~~two members representing a community with a high~~
2 ~~minority population. One appointee shall be African-~~
3 ~~American. One appointee shall be Hispanic;~~

4 2. ~~The President Pro Tempore of the Senate shall appoint:~~

5 a. ~~two members from the Oklahoma State Senate,~~

6 b. ~~two members from an institution of higher education in~~
7 ~~The Oklahoma State System of Higher Education with a~~
8 ~~teacher preparation program. One appointee shall be~~
9 ~~from a regional university,~~

10 c. ~~one member who is a public school teacher who is a~~
11 ~~minority,~~

12 d. ~~one member who is a principal of a public high school,~~
13 ~~and~~

14 e. ~~two members representing a community with a high~~
15 ~~minority population. One appointee shall be American~~
16 ~~Indian. One appointee shall be Asian-American;~~

17 3. ~~The State Superintendent of Public Instruction or a designee~~
18 ~~shall serve as a member of the Advisory Committee;~~

19 4. ~~The Chancellor of Higher Education or a designee shall serve~~
20 ~~as a member of the Advisory Committee; and~~

21 5. ~~The Executive Director of the Oklahoma Commission for~~
22 ~~Teacher Preparation or a designee shall serve as a member of the~~
23 ~~Advisory Committee.~~

1 B. ~~Members of the Advisory Committee shall be reimbursed for~~
2 ~~attendance at the Advisory Committee meetings by the appointing~~
3 ~~agency pursuant to the State Travel Reimbursement Act or Section 456~~
4 ~~of Title 74 of the Oklahoma Statutes. Members of the Advisory~~
5 ~~Committee shall designate from among the members a chairperson and~~
6 ~~vice-chairperson. Staff assistance shall be provided by the~~
7 ~~Minority Teacher Recruitment Center.~~

8 C. ~~Persons who are members on the effective date of this act~~
9 ~~shall retain their membership until their terms are completed.~~

10 D. The Minority Teacher Recruitment Advisory Committee advisory
11 consortium shall:

12 1. ~~Make recommendations on the annual operating budget of the~~
13 ~~Minority Teacher Recruitment Center and verify that the funds~~
14 ~~allocated to the Center through the Oklahoma State Regents for~~
15 ~~Higher Education are utilized exclusively by the Center by function;~~

16 2. Advise the Oklahoma State Regents for Higher Education of
17 unmet needs within the state in the implementation of the ~~Center's~~
18 consortium's activities;

19 3. ~~2.~~ Annually comment publicly on the progress of the ~~Center~~
20 consortium;

21 4. ~~3.~~ Assist the Oklahoma State Regents for Higher Education in
22 developing and reporting information about the ~~Center~~ consortium
23 when necessary;

24 5. ~~4.~~ Meet as often as necessary to conduct business; and

1 ~~6.~~ 5. Keep official minutes of the ~~Committee~~ consortium
2 meetings which shall be made available to the public upon request.

3 ~~E. As used in this section and Section 6-130 of this title,~~
4 ~~"minority" means a person who is a lawful resident of the State of~~
5 ~~Oklahoma and who is:~~

6 ~~1. African-American, a person having origins in any of the~~
7 ~~black racial groups of Africa;~~

8 ~~2. Hispanic, a person of Mexican, Puerto Rican, Cuban, Central~~
9 ~~or South American descent;~~

10 ~~3. Asian-American, a person having origins in any of the~~
11 ~~original peoples of the Far East, Southeast Asia, the Indian~~
12 ~~subcontinent, or the Pacific Islands; or~~

13 ~~4. American Indian and Alaskan Native, a person having origins~~
14 ~~in any of the original peoples of North America.~~

15 SECTION 2. AMENDATORY 70 O.S. 2011, Section 6-130, is
16 amended to read as follows:

17 Section 6-130. Recognizing the future significance and
18 challenge of educating a growing and highly diverse student
19 population in Oklahoma common schools and acknowledging the
20 underrepresentation of ~~minority~~ teachers of color among the state's
21 professional education staff, the Oklahoma State Regents for Higher
22 Education shall ~~have authority to~~ establish the ~~Minority Teacher~~
23 ~~Recruitment Center and staff~~ advisory consortium and administer its
24 work. Upon recommendations and advice from the ~~Minority Teacher~~

1 ~~Recruitment Advisory Committee re-created~~ advisory consortium
2 created pursuant to Section ~~4~~ 6-129.1 of this ~~act~~ title, the
3 Oklahoma State Regents for Higher Education are hereby directed to
4 work with the State Board of Education, the ~~Oklahoma Commission for~~
5 ~~Teacher Preparation~~ Commission for Educational Quality and
6 Accountability and other agencies, boards and education
7 organizations in the interests of recruiting, retaining and placing
8 ~~minority~~ teachers of color in the public schools of the State of
9 Oklahoma. Such efforts shall include, but not be limited to:

10 1. The provision and coordination of support services to
11 teacher training programs in state institutions of higher education,
12 including the funding of grants for campus-based recruitment,
13 retention and placement programs that assist ~~minority~~ students of
14 color who intend to become teachers;

15 2. The establishment and development of recruiting programs for
16 potential ~~minority~~ teachers of color, including but not limited to
17 pre-collegiate curricular courses that emphasize school success and
18 the opportunity to investigate teaching as a career choice, future
19 teacher clubs ~~and~~, collegiate programs and online or virtual
20 educational communication tools designed to recruit students making
21 transitions from other careers and other areas of study;

22 3. The hosting of conferences dealing with issues that ~~effect~~
23 ~~minority teacher~~ affect teachers of color recruitment, retention,
24 and placement;

1 4. The creation of activities in the public and private schools
2 of Oklahoma which enhance the image of the teaching profession; ~~and~~

3 5. The creation and development of placement services providing
4 assistance to both ~~minority~~ educators of color and school districts
5 seeking to hire qualified ~~minority~~ teachers of color;

6 6. Requiring each teacher education program to prepare a plan
7 with specific goals, strategies and deadlines for the recruitment,
8 admission, retention and graduation of teachers of color;

9 7. The provision and coordination of mentoring and induction
10 programs in school districts for teachers of color, particularly for
11 school districts in which at least thirty-five percent (35%) of the
12 students are eligible to receive free or reduced-price lunches and
13 for teaching positions such as special education, bilingual
14 education, agricultural education, mathematics, science or
15 technology that have been identified as a critical need by the local
16 school board. These programs may include, but are not limited to,
17 culturally relevant teaching strategies for new teachers;

18 8. The establishment and administration of a loan-forgiveness
19 program for loans that cover any portion of tuition, books and fees
20 of teachers of color who complete five (5) years of service in
21 schools that serve a substantial percentage of low-income students,
22 with partial forgiveness for shorter periods of service. The
23 Oklahoma State Regents for Higher Education may establish standards
24

1 for the approval of loan-forgiveness requests and provide the
2 necessary funds to forgive eligible educators' loans;

3 9. The establishment and development of financial and other
4 additional supports to assist public school paraprofessionals in the
5 completion of the career and development program pursuant to Section
6 6-127A of this title;

7 10. The establishment and administration of a "Grow Your Own
8 Teacher" grant competition to fund consortia that will carry out
9 Grow Your Own Teacher preparation programs to recruit and prepare
10 parents, community leaders and paraprofessionals to become effective
11 teachers, as provided for in Section 3 of this act; and

12 11. Report annually to the Legislature on the research, data
13 and evidence-based program initiatives being used by the advisory
14 consortium.

15 SECTION 3. NEW LAW A new section of law to be codified
16 in the Oklahoma Statutes as Section 6-130.1 of Title 70, unless
17 there is created a duplication in numbering, reads as follows:

18 A. As used in this section:

19 1. "Cohort" means a group of teacher education candidates who
20 are enrolled in and share experiences in the same program and are
21 linked by their desire to become teachers in hard-to-staff schools
22 and by their need for the services and supports offered by the
23 initiative;

1 2. "Community organization" means a nonprofit organization that
2 has a demonstrated capacity to train, develop and organize parent
3 and community leaders into a constituency that will hold the school
4 and school district accountable for achieving high academic
5 standards. In addition to organizations with a geographic focus,
6 "community organization" shall include general parent organizations,
7 organizations of special education or bilingual education parents
8 and school employee unions;

9 3. "Developmental classes" means classes in basic skill areas,
10 such as mathematics and language arts, that are prerequisite to but
11 not counted towards degree requirements of a teacher preparation
12 program;

13 4. "Eligible school" means a public elementary, middle or
14 secondary school in this state that serves a substantial percentage
15 of low-income students and that is either hard to staff or has hard-
16 to-staff teaching positions;

17 5. "Hard-to-staff school" means a public elementary, middle or
18 secondary school in this state in which at least thirty-five percent
19 (35%) of the students are eligible to receive free or reduced-price
20 lunches;

21 6. "Hard-to-staff teaching position" means a teaching category
22 such as special education, bilingual education, mathematics or
23 science that has been identified as a critical need by the local
24 school board;

1 7. "Parent and community leader" means an individual who has or
2 had a child enrolled in a school or schools that meet the definition
3 of a hard-to-staff school under this section and who has a history
4 of active involvement in the school or who has a history of working
5 to improve schools, including membership in a community
6 organization; and

7 8. "Program" means a Grow Your Own Teacher preparation program
8 established by a consortium pursuant to this section.

9 B. The advisory consortium shall award grants to qualified
10 programs that meet the following requirements:

11 1. A program shall be composed of at least a four-year
12 institution of higher education with a teacher preparation program,
13 at least one school district or group of schools and one or more
14 community organizations. The program membership may also include a
15 two-year institution of higher education or a school employee union;

16 2. The program shall focus on a clearly defined set of eligible
17 schools that will participate in the program. The program shall
18 articulate the steps that it will carry out in preparing teachers
19 for its participating schools and in preparing teachers for one or
20 more hard-to-staff teaching positions in those schools;

21 3. A candidate in a program must hold a high school diploma or
22 its equivalent, must meet either the definition of "parent and
23 community leader" or the definition of "public school
24 paraprofessional" and does not hold a bachelor's degree;

1 4. The program shall employ effective procedures for teaching
2 the skills and knowledge needed to prepare highly effective
3 teachers. It shall include an evidence-based training program for
4 teachers about Adverse Childhood Experiences (ACEs) that includes
5 the effects of ACEs on the mental, physical, social, behavioral,
6 emotional and cognitive development of a student; ACEs as a risk
7 factor for the development of substance abuse disorders and other
8 at-risk health behaviors in students; trauma-informed principles and
9 practices for classrooms; and how early identification of children
10 exposed to one or more ACEs may improve educational outcomes.
11 Professional preparation shall include ongoing direct experience in
12 target schools and evaluation of this experience;

13 5. The program shall offer the program to cohorts of candidates
14 on a schedule that enables the candidates to work full time while
15 participating in the program and allows paraprofessionals to
16 continue in their current positions. In any fiscal year in which an
17 appropriation is made, the program shall guarantee that support will
18 be available to an admitted cohort for the cohort's education for
19 that fiscal year; and

20 6. The institutions of higher education participating in the
21 program shall document and agree to expend the same amount of funds
22 in implementing the program that these institutions spend per
23 student on similar educational programs. Grants received by the
24 program shall supplement and not supplant these amounts.

1 C. Every program shall implement a program of forgivable loans
2 to cover any portion of tuition, books and fees of candidates under
3 the program in excess of the candidates' grants-in-aid. All
4 students admitted to a cohort shall be eligible for a forgivable
5 student loan. Loans shall be fully forgiven if a graduate completes
6 five (5) years of service in hard-to-staff schools or hard-to-staff
7 teaching positions, with partial forgiveness for shorter periods of
8 service.

9 D. The advisory consortium shall award grants in such a way as
10 to provide the required support for a cohort of candidates for any
11 fiscal year in which an appropriation is made. Program budgets
12 shall show expenditures and needed funds for the entire period that
13 candidates are expected to be enrolled.

14 E. No funds may be used to supplant the average per-capita
15 expenditures by the institution of higher education for candidates.

16 F. Where necessary, program budgets shall include the costs of
17 child care and other indirect expenses, such as transportation,
18 tutoring, technology and technology support, necessary to permit
19 candidates to maintain their class schedules. Grant funds may be
20 used by any member of a consortium to offset such costs, and the
21 services may be provided by the community organization or
22 organizations, by any other member of the consortium or by
23 independent contractors.

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1 G. The institution of higher education may expend grant funds
2 to cover the additional costs of offering classes in community
3 settings and for tutoring services.

4 H. The community organization or organizations may receive a
5 portion of the grant money for the expenses of recruitment,
6 community orientation and counseling of potential candidates, for
7 providing space in the community, and for working with school
8 personnel to facilitate individual work experiences and support of
9 candidates.

10 I. The school district or school employee union, or both, may
11 receive a portion of the grant money for expenses of supporting the
12 work experiences of candidates and providing mentors for graduates.

13 J. One or more members of the consortium may expend funds to
14 cover the salary of a site-based cohort coordinator.

15 K. Grant funds may also be expended to pay directly for
16 required developmental or remedial classes for candidates beginning
17 a program.

18 L. The advisory consortium may, if it chooses, award a small
19 number of planning grants during any fiscal year to potential
20 programs.

21 SECTION 4. This act shall become effective July 1, 2019.

22 SECTION 5. It being immediately necessary for the preservation
23 of the public peace, health or safety, an emergency is hereby
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1 declared to exist, by reason whereof this act shall take effect and
2 be in full force from and after its passage and approval.

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4 COMMITTEE REPORT BY: COMMITTEE ON COMMON EDUCATION, dated 02/27/2019
5 - DO PASS, As Amended.
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