



## 102ND GENERAL ASSEMBLY

### State of Illinois

2021 and 2022

HB3730

Introduced 2/22/2021, by Rep. Tom Demmer

#### SYNOPSIS AS INTRODUCED:

105 ILCS 5/Art. 21A heading  
105 ILCS 5/21A-5  
105 ILCS 5/21A-10  
105 ILCS 5/21A-15  
105 ILCS 5/21A-20  
105 ILCS 5/21A-25  
105 ILCS 5/21A-30

Amends the New Teacher Induction and Mentoring Article of the School Code. Changes the heading of the Article and the definition of "new teacher". Provides that, beginning with the 2023-2024 school year, the State Board of Education shall develop a program to provide grants to mentor training providers to establish a training program for new teacher mentors, and requires each public school to use a teacher induction and mentoring program provided by a mentor trained through a mentor training provider (rather than requiring a public school to develop a new teacher induction and mentoring program). Makes changes concerning program requirements, funding and stipends, the evaluation of programs, and obsolete references. Effective immediately.

LRB102 13953 CMG 19305 b

FISCAL NOTE ACT  
MAY APPLY

A BILL FOR

1 AN ACT concerning education.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The School Code is amended by changing the  
5 heading of Article 21A and Sections 21A-5, 21A-10, 21A-15,  
6 21A-20, 21A-25, and 21A-30 as follows:

7 (105 ILCS 5/Art. 21A heading)

8 ARTICLE 21A. TRAINING FOR MENTORING OF NEW  
9 TEACHERS ~~NEW TEACHER INDUCTION AND MENTORING~~

10 (105 ILCS 5/21A-5)

11 Sec. 21A-5. Definitions. In this Article:

12 "Mentor training provider" means a regionally accredited  
13 college or university located in this State or an educational  
14 non-profit that develops a training program for new teacher  
15 mentors that includes both initial training in coaching and  
16 mentoring methods and ongoing professional development.

17 "New teacher" means a student teacher or the holder of a  
18 Professional Educator License as set forth in Article 21B of  
19 this Code who has no more than 3 full years of teaching  
20 experience and ~~the holder of a professional educator license,~~  
21 ~~as set forth in Section 21B-20 of this Code,~~ who is employed by  
22 a public school ~~and who has not previously participated in a~~

1 ~~new teacher induction and mentoring program required by this~~  
2 ~~Article, except as provided in Section 21A-25 of this Code.~~

3 "Public school" means any school operating pursuant to the  
4 authority of this Code, including without limitation a school  
5 district, a charter school, a cooperative or joint agreement  
6 with a governing body or board of control, and a school  
7 operated by a regional office of education or State agency.

8 (Source: P.A. 101-643, eff. 6-18-20.)

9 (105 ILCS 5/21A-10)

10 Sec. 21A-10. Development of program required.

11 (a) During the 2003-2004 school year through the 2022-2023  
12 school year, each public school or 2 or more public schools  
13 acting jointly shall develop, in conjunction with its  
14 exclusive representative or their exclusive representatives,  
15 if any, a new teacher induction and mentoring program that  
16 meets the requirements set forth in Section 21A-20 of this  
17 Code to assist new teachers in developing the skills and  
18 strategies necessary for instructional excellence, provided  
19 that funding is made available by the State Board of Education  
20 from an appropriation made for this purpose.

21 (b) Beginning with the 2023-2024 school year, the State  
22 Board of Education shall develop a program to provide grants  
23 to mentor training providers to establish a training program  
24 for new teacher mentors. The training program offered by a  
25 mentor training provider shall meet the requirements set forth

1 in Section 21A-20 of this Code to assist new teachers in  
2 developing the skills and strategies necessary for  
3 instructional excellence, provided that funding is made  
4 available by the State Board from an appropriation for this  
5 purpose. The State Board shall provide grants with priority  
6 given to training mentor providers that provide training  
7 services to school districts without trained mentors in  
8 subject matters and disciplines that are federally designated  
9 as teacher shortage areas. A public school that has an  
10 existing induction and mentoring program that does not meet  
11 the requirements set forth in Section 21A-20 of this Code may  
12 have school years 2003-2004 and 2004-2005 to develop a program  
13 that does meet those requirements and may receive funding as  
14 described in Section 21A-25 of this Code, provided that the  
15 funding is made available by the State Board of Education from  
16 an appropriation made for this purpose. A public school with  
17 such an existing induction and mentoring program may receive  
18 funding for the 2005-2006 school year for each new teacher in  
19 the second year of a 2 year program that does not meet the  
20 requirements set forth in Section 21A-20, as long as the  
21 public school has established the required new program by the  
22 beginning of that school year as described in Section 21A-15  
23 and provided that funding is made available by the State Board  
24 of Education from an appropriation made for this purpose as  
25 described in Section 21A-25.

26 (Source: P.A. 93-355, eff. 1-1-04.)

1 (105 ILCS 5/21A-15)

2 Sec. 21A-15. When program is to be established and  
3 implemented.

4 (a) Notwithstanding any other provisions of this Code, by  
5 the beginning of the 2004-2005 school year through the  
6 2022-2023 school year (or by the beginning of the 2005-2006  
7 school year through the 2022-2023 school year for a public  
8 school that has been given an extension of time to develop a  
9 program under Section 21A-10 of this Code), each public school  
10 or 2 or more public schools acting jointly shall establish and  
11 implement, in conjunction with its exclusive representative or  
12 their exclusive representatives, if any, the new teacher  
13 induction and mentoring program required to be developed under  
14 Section 21A-10 of this Code, provided that funding is made  
15 available by the State Board of Education, from an  
16 appropriation made for this purpose, as described in Section  
17 21A-25 of this Code. A public school may contract with an  
18 institution of higher education or other independent party to  
19 assist in implementing the program.

20 (b) Beginning with the 2023-2024 school year, each public  
21 school shall use a teacher induction and mentoring program  
22 provided by a mentor trained through a mentor training  
23 provider, provided that funding is made available by the State  
24 Board of Education, from an appropriation made for this  
25 purpose, as described in Section 21A-25 of this Code.

1 (Source: P.A. 93-355, eff. 1-1-04.)

2 (105 ILCS 5/21A-20)

3 Sec. 21A-20. Program requirements.

4 (a) Through the 2022-2023 school year, each ~~Each~~ new  
5 teacher induction and mentoring program must be based on a  
6 plan that at least does all of the following:

7 (1) Assigns a mentor teacher to each new teacher for a  
8 period of at least 2 school years.

9 (2) Aligns with the Illinois Professional Teaching  
10 Standards, content area standards, and applicable local  
11 school improvement and professional development plans, if  
12 any.

13 (3) Addresses all of the following elements and how  
14 they will be provided:

15 (A) Mentoring and support of the new teacher.

16 (B) Professional development specifically designed  
17 to ensure the growth of the new teacher's knowledge  
18 and skills.

19 (C) Formative assessment designed to ensure  
20 feedback and reflection, which must not be used in any  
21 evaluation of the new teacher.

22 (4) Describes the role of mentor teachers, the  
23 criteria and process for their selection, and how they  
24 will be trained, provided that each mentor teacher shall  
25 demonstrate the best practices in teaching his or her

1           respective field of practice. A mentor teacher may not  
2           directly or indirectly participate in the evaluation of a  
3           new teacher pursuant to Article 24A of this Code or the  
4           evaluation procedure of the public school.

5           (b) Beginning with the 2023-2024 school year, the mentor  
6           training program for new teachers shall include both initial  
7           training in coaching and mentoring methods and ongoing  
8           professional development in collaboration with other mentors  
9           and training providers. In order to be eligible for a grant  
10           from the State Board under Section 21A-25, a mentor training  
11           program shall train only mentors who meet all the following  
12           requirements:

13                   (1) Are the holder of a Professional Educator License  
14                   or a Professional Educator License in retired status with  
15                   at least 5 years of teaching experience.

16                   (2) Have a rating of "proficient" or "excellent" on  
17                   each of their last 2 evaluations under Article 24A of this  
18                   Code.

19                   (3) Have completed a mentor training program provided  
20                   by a mentor training provider and have demonstrated  
21                   competency in new teacher mentoring skills.

22           Upon meeting these requirements, a mentor shall be  
23           eligible to mentor new teachers in any content area and grade  
24           level for which the trained mentor holds an endorsement on the  
25           Professional Educator License or Professional Educator License  
26           in retired status. If a mentor is not available in the new

1 teacher's content area or grade level, the school district  
2 shall provide a mentor that best matches the new teacher's  
3 content area and grade level.

4 Each new teacher mentoring program shall address all of  
5 the following elements and how they will be provided:

6 (A) Mentoring and support of the new teacher.

7 (B) Professional development specifically designed to  
8 ensure the growth of the new teacher's knowledge and  
9 skills.

10 (C) A formative assessment designed to ensure feedback  
11 and reflection, which must not be used in any evaluation  
12 of the new teacher.

13 Under a new teacher mentoring program, the new teacher  
14 shall receive a minimum number of hours of mentoring services  
15 in the following manner:

16 (i) 60 hours in the first year of teaching, including  
17 2 observations by the trained mentor;

18 (ii) 30 hours in the second year of teaching,  
19 including 2 observations by the trained mentor; and

20 (iii) 20 hours in the third year of teaching,  
21 including one observation by the trained mentor.

22 (Source: P.A. 93-355, eff. 1-1-04.)

23 (105 ILCS 5/21A-25)

24 Sec. 21A-25. Funding; stipends.

25 (a) Through the 2022-2023 school year, from ~~From~~ a



1 separate appropriation made for the purposes of this Article,  
2 for each new teacher participating in a new teacher induction  
3 and mentoring program that meets the requirements set forth in  
4 Section 21A-20 of this Code or in an existing program that is  
5 in the process of transition to a program that meets those  
6 requirements, the State Board of Education shall pay the  
7 public school \$1,200 annually for each of 2 school years for  
8 the purpose of providing one or more of the following:

9 (1) Mentor teacher compensation.

10 (2) Mentor teacher training or new teacher training or  
11 both.

12 (3) Release time.

13 However, if a new teacher, after participating in the new  
14 teacher induction and mentoring program for one school year,  
15 becomes employed by another public school, the State Board of  
16 Education shall pay the teacher's new school \$1,200 for the  
17 second school year and the teacher shall continue to be a new  
18 teacher as defined in this Article. Each public school shall  
19 determine, in conjunction with its exclusive representative,  
20 if any, how the \$1,200 per school year for each new teacher  
21 shall be used, provided that if a mentor teacher receives  
22 additional release time to support a new teacher, the total  
23 workload of other teachers regularly employed by the public  
24 school shall not increase in any substantial manner. If the  
25 appropriation is insufficient to cover the \$1,200 per school  
26 year for each new teacher, public schools are not required to

1 develop or implement the program established by this Article.  
2 In the event of an insufficient appropriation, a public school  
3 or 2 or more schools acting jointly may submit an application  
4 for a grant administered by the State Board of Education and  
5 awarded on a competitive basis to establish a new teacher  
6 induction and mentoring program that meets the criteria set  
7 forth in Section 21A-20 of this Code. The State Board of  
8 Education may retain up to \$1,000,000 of the appropriation for  
9 new teacher induction and mentoring programs to train mentor  
10 teachers, administrators, and other personnel, to provide best  
11 practices information, and to conduct an evaluation of these  
12 programs' impact and effectiveness.

13 (b) Beginning with the 2023-2024 school year, from a  
14 separate appropriation made for the purposes of this Article,  
15 the State Board of Education shall provide grants to mentor  
16 training providers in the amount of \$1,500 annually for each  
17 of the 4 school years of a new teacher mentor program under  
18 this Article to provide mentor compensation. In order to be  
19 eligible for the \$1,500 stipend, the mentor must provide 60  
20 contact hours of mentoring activities, which must include at  
21 least 2 in-person observations of the new teacher's classroom  
22 practice and may include the following:

23 (1) new teacher observation of the trained mentor's  
24 classroom activities;

25 (2) joint observations of another teacher's classroom  
26 activities;

1           (3) reflective conversations about the new teacher's  
2           classroom practice;

3           (4) joint planning time;

4           (5) participation in professional learning led by the  
5           trained mentor; and

6           (6) any other activities approved by the State Board.

7           If the State Board does not receive appropriations in an  
8           amount to provide \$1,500 stipends to all trained mentors,  
9           stipends shall be prorated in an equal amount to all  
10           qualifying mentors. If proration occurs in which the stipend  
11           amount falls below \$1,200, then the State Board shall provide  
12           stipends to trained mentors in Tier 1 and Tier 2 school  
13           districts, as designated under Section 18-8.15 of this Code,  
14           in an amount equal to \$1,200. The remaining mentors shall  
15           receive a prorated stipend in an equal amount.

16           After providing funding for stipends, if any  
17           appropriations are left available for this purpose, the State  
18           Board shall provide grants to Tier 1 and Tier 2 school  
19           districts, as designated under Section 18-8.15 of this Code,  
20           to provide release time for mentors and new teachers to meet  
21           and observe classes during the school day.

22           (Source: P.A. 93-355, eff. 1-1-04.)

23           (105 ILCS 5/21A-30)

24           Sec. 21A-30. Evaluation of programs.

25           (a)The State Board of Education and the State Educator

1 Preparation and Licensure Board shall jointly contract with an  
2 independent party to conduct a comprehensive evaluation of new  
3 teacher induction and mentoring programs established pursuant  
4 to this Article. The first report of this evaluation shall be  
5 presented to the General Assembly on or before January 1,  
6 2009. Subsequent evaluations shall be conducted and reports  
7 presented to the General Assembly on or before January 1 of  
8 every third year thereafter through January 1, 2022. The first  
9 report presented to the General Assembly after the effective  
10 date of this amendatory Act of the 102nd General Assembly  
11 shall be presented to the General Assembly before January 1,  
12 2026 and subsequent evaluations shall be conducted and reports  
13 presented to the General Assembly on or before January 1 of  
14 every third year.

15 (b) Regional offices of education shall oversee mentors  
16 and mentor training providers in their educational service  
17 regions, including assigning mentors who are retired educators  
18 to school districts in need of trained mentors. For the  
19 2024-2025 school year and each subsequent school year, the  
20 regional superintendent of schools shall report to the State  
21 Board of Education on the scope and quality of mentoring  
22 programs provided within the educational service region, which  
23 information shall be included in the State Board's report  
24 under subsection (a) of this Section.

25 (Source: P.A. 101-643, eff. 6-18-20.)

26 Section 99. Effective date. This Act takes effect upon

1 becoming law.