

1 AMENDMENT TO HOUSE BILL 13

2 AMENDMENT NO. \_\_\_\_\_. Amend House Bill 13 by replacing the  
3 title with the following:

4 "AN ACT concerning teacher induction and mentoring  
5 programs."; and

6 by replacing everything after the enacting clause with the  
7 following:

8 "Section 5. The School Code is amended by adding Article  
9 21A as follows:

10 (105 ILCS 5/Art. 21A heading new)

11 ARTICLE 21A. NEW TEACHER INDUCTION AND MENTORING

12 (105 ILCS 5/21A-5 new)

13 Sec. 21A-5. Findings and declarations. The General  
14 Assembly finds and declares all of the following:

15 (1) The revised system of teacher certification  
16 established under subsection (g) of Section 21-1a of this  
17 Code recognizes that the first years of teaching are  
18 particularly critical to a teacher's professional  
19 development and that teachers who hold Initial Teaching  
20 Certificates need to develop their knowledge, skills, and

1 abilities before being issued Standard Teaching  
2 Certificates.

3 (2) When new teachers are provided with focused  
4 professional development opportunities and support and  
5 guidance from experienced teachers, a process known as  
6 induction and mentoring, the new teachers more quickly  
7 and effectively develop the knowledge, skills, and  
8 abilities expected of teachers holding Standard Teaching  
9 Certificates.

10 (3) To be effective, induction and mentoring  
11 programs must be designed to enhance the knowledge,  
12 skills, and abilities described in the Illinois  
13 Professional Teaching Standards and content area  
14 standards. These programs must be based on research and  
15 best practices, targeted toward a set of clearly defined  
16 purposes, and must include mentoring, continuing support  
17 and professional development, and regular opportunities  
18 for formative assessment of a new teacher.

19 (4) In authorizing induction and mentoring  
20 programs, it is the intent of the General Assembly to  
21 create programs to maximize the development of the  
22 knowledge, skills, and abilities of teachers who hold  
23 Initial Teaching Certificates and to provide adequate  
24 funding for these programs.

25 (105 ILCS 5/21A-10 new)

26 Sec. 21A-10. Definitions. In this Article:

27 "New teacher" means the holder of an Initial Teaching  
28 Certificate, as set forth in Section 21-2 of this Code, who  
29 is employed by a public school and who has not previously  
30 participated in a new teacher induction and mentoring program  
31 required by this Article, except as provided in Section  
32 21A-30 of this Code.

33 "Public school" means any school operating pursuant to

1 the authority of this Code, including without limitation a  
 2 school district, a charter school, a cooperative or joint  
 3 agreement with a governing body or board of control, and a  
 4 school operated by a regional office of education.

5 (105 ILCS 5/21A-15 new)

6 Sec. 21A-15. Development of program required. During  
 7 the 2003-2004 school year, each public school or 2 or more  
 8 public schools acting jointly shall develop, in conjunction  
 9 with its exclusive representative or their exclusive  
 10 representatives, if any, a new teacher induction and  
 11 mentoring program to assist new teachers in developing the  
 12 skills and strategies necessary for instructional excellence,  
 13 provided that funding is made available by the State Board of  
 14 Education from an appropriation made for this purpose.

15 (105 ILCS 5/21A-20 new)

16 Sec. 21A-20. When program is to be established and  
 17 implemented. Notwithstanding any other provisions of this  
 18 Code, by the beginning of the 2004-2005 school year, each  
 19 public school or 2 or more public schools acting jointly  
 20 shall establish and implement, in conjunction with its  
 21 exclusive representative or their exclusive representatives,  
 22 if any, the new teacher induction and mentoring program as  
 23 set forth in this Article, provided that funding is made  
 24 available by the State Board of Education, from an  
 25 appropriation made for this purpose, as described in Section  
 26 21A-30 of this Code. A public school may contract with an  
 27 institution of higher education or other independent party to  
 28 assist in implementing the program.

29 (105 ILCS 5/21A-25 new)

30 Sec. 21A-25. Program requirements. Each new teacher  
 31 induction and mentoring program must be based on a plan that

1 at least does all of the following:

2 (1) Assigns a mentor teacher to each new teacher  
3 for a period of time established by the public school,  
4 which must be for a period of at least 2 school years.

5 (2) Aligns with the Illinois Professional Teaching  
6 Standards, content area standards, and applicable local  
7 school improvement and professional development plans, if  
8 any.

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

11 (A) Mentoring of the new teacher.

12 (B) Professional development specifically  
13 designed to ensure the growth of the new teacher's  
14 knowledge and skills.

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

18 (4) Describes the role of mentor teachers, the  
19 criteria and process for their selection, and how they  
20 will be trained, provided that each mentor teacher shall  
21 demonstrate the best practices in teaching his or her  
22 respective field of practice. A mentor teacher may not  
23 directly or indirectly participate in the evaluation of a  
24 new teacher pursuant to Article 24A of this Code or the  
25 evaluation procedure of the public school.

26 (105 ILCS 5/21A-30 new)

27 Sec. 21A-30. Funding. From a separate appropriation  
28 made for the purposes of this Article, for each new teacher  
29 participating in a new teacher induction and mentoring  
30 program, the State Board of Education shall pay the public  
31 school \$1,200 annually for each of 2 school years for the  
32 purpose of providing one or more of the following:

33 (1) Mentor teacher compensation.

1           (2) Mentor teacher training or new teacher training  
2           or both.

3           (3) Release time.

4           However, if a new teacher, after participating in the new  
5           teacher induction and mentoring program for one school year,  
6           becomes employed by another public school, the State Board of  
7           Education shall pay the teacher's new school \$1,200 for the  
8           second school year and the teacher shall continue to be a  
9           new teacher as defined in this Article. Each public school  
10           shall determine, in conjunction with its exclusive  
11           representative, if any, how the \$1,200 per school year for  
12           each new teacher shall be used, provided that if a mentor  
13           teacher receives additional release time to support a new  
14           teacher, the total workload of other teachers regularly  
15           employed by the public school shall not increase in any  
16           substantial manner. The State Board of Education may retain  
17           up to \$1,000,000 of the appropriation for new teacher  
18           induction and mentoring programs to train mentor teachers,  
19           administrators, and other personnel, to provide best  
20           practices information, and to conduct an evaluation of these  
21           programs' impact and effectiveness.

22           (105 ILCS 5/21A-35 new)

23           Sec. 21A-35. Evaluation of programs. The State Board of  
24           Education and the State Teacher Certification Board shall  
25           jointly contract with an independent party to conduct a  
26           comprehensive evaluation of new teacher induction and  
27           mentoring programs established pursuant to this Article. The  
28           first report of this evaluation shall be presented to the  
29           General Assembly on or before January 1, 2009. Subsequent  
30           evaluations shall be conducted and reports presented to the  
31           General Assembly on or before January 1 of every third year  
32           thereafter.

1 (105 ILCS 5/21A-40 new)

2 Sec. 21A-40. Rules. The State Board of Education, in  
3 consultation with the State Teacher Certification Board,  
4 shall adopt rules for the implementation of this Article.

5 Section 99. Effective date. This Act takes effect upon  
6 becoming law.".