



General Assembly

January Session, 2021

***Raised Bill No. 1034***

LCO No. 4686



Referred to Committee on EDUCATION

Introduced by:  
(ED)

***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. (NEW) (*Effective July 1, 2021*) (a) As used in this section:
- 2 (1) "Minority" has the same meaning as provided in section 10-156bb  
3 of the general statutes;
- 4 (2) "Minority candidate" means an individual who is a minority and  
5 employed by a local or regional board of education as a school  
6 paraprofessional or an associate instructor;
- 7 (3) "Residency program" means an alternate route to certification  
8 program approved by the State Board of Education pursuant to section  
9 10-145m of the general statutes or section 10-155d of the general statutes,  
10 that requires participants to complete a residency in which such  
11 participants serve (A) in a position requiring professional certification,  
12 and (B) in a full-time position for ten school months at a local or regional  
13 board of education in the state under the supervision of (i) a certified  
14 administrator or teacher, and (ii) a supervisor from the regional

15 educational service center or private, nonprofit teacher or administrator  
16 operating such alternate route to certification program; and

17 (4) "Alliance district" has the same meaning as provided in section 10-  
18 262u of the general statutes, as amended by this act.

19 (b) For the fiscal year ending June 30, 2022, and each fiscal year  
20 thereafter, the Department of Education shall administer the minority  
21 candidate certification, retention or residency year program. Such  
22 program shall assist (1) minority candidates in enrolling in a residency  
23 program for purposes of becoming full-time, certified teachers upon  
24 successful completion of such residency program, and (2) local and  
25 regional boards of education in hiring and retaining such minority  
26 candidates.

27 (c) (1) For the fiscal year ending June 30, 2022, and each fiscal year  
28 thereafter, each local and regional board of education for an alliance  
29 district shall partner with the operator of a residency program for  
30 purposes of enrolling minority candidates and placing them in such  
31 school district as part of such residency program. Following the  
32 successful completion of the residency program by a minority  
33 candidate, such board may hire such minority candidate. Such board  
34 may apply to the Commissioner of Education, at such time and in such  
35 manner as the commissioner prescribes, to receive a deferred or use  
36 grant payment, as described in subdivision (2) of this subsection, for any  
37 of the costs described in subsection (e) of this section.

38 (2) For the fiscal year ending June 30, 2022, and each fiscal year  
39 thereafter, the Commissioner of Education shall withhold from each  
40 alliance district, from the funds transferred by the Comptroller pursuant  
41 to subsection (c) of section 10-262u of the general statutes, as amended  
42 by this act, ten per cent of any increase in such funds that the alliance  
43 district receives over the amount that it received for the fiscal year  
44 ending June 30, 2020. The department shall use such funds to make  
45 deferred or use grant payments to alliance districts under this section.

46 (d) (1) For the fiscal year ending June 30, 2022, and each fiscal year

47 thereafter, any local or regional board of education, other than a local or  
48 regional board of education for an alliance district, may partner with the  
49 operator of a residency program for purposes of enrolling minority  
50 candidates and placing them in such school district as part of such  
51 residency program. Following the successful completion of the  
52 residency program by a minority candidate, such board may hire such  
53 minority candidate. Such board may apply to the Commissioner of  
54 Education, at such time and in such manner as the commissioner  
55 prescribes, to receive a grant for any of the costs described in subsection  
56 (e) of this section.

57 (2) The commissioner may, within available appropriations, award a  
58 grant to a local or regional board of education described in subdivision  
59 (1) of this subsection for any of the costs described in subsection (e) of  
60 this section.

61 (e) Any payments made or grants awarded under this section may be  
62 used for costs associated with the (1) enrollment of such minority  
63 candidates in a residency program, (2) certification process for such  
64 minority candidates, (3) hiring of such minority candidates following  
65 the successful completion of a residency program, or (4) retention of  
66 such minority candidates as certified employees of the school district.

67 (f) Any unexpended funds paid or awarded to a local or regional  
68 board of education under this section shall not lapse at the end of the  
69 fiscal year but shall be available for expenditure during the next fiscal  
70 year for purposes of implementing the provisions of this section.

71 (g) The department shall develop guidelines and criteria for the  
72 implementation of the minority candidate certification, retention or  
73 residency year program and administration of funds under this section.

74 Sec. 2. Subdivision (2) of subsection (c) of section 10-262u of the  
75 general statutes is repealed and the following is substituted in lieu  
76 thereof (*Effective July 1, 2021*):

77 (2) Upon receipt of an application pursuant to subsection (d) of this

78 section or section 1 of this act, the Commissioner of Education may pay  
79 such funds to the town designated as an alliance district and such town  
80 shall pay all such funds to the local or regional board of education for  
81 such town on the condition that such funds shall be expended in  
82 accordance with (A) the plan described in subsection (d) of this section,  
83 (B) the minority candidate certification, retention or residency year  
84 program pursuant to section 1 of this act, (C) the provisions of  
85 subsection (c) of section 10-262i, and (D) any guidelines developed by  
86 the State Board of Education for such funds. Such funds shall be used to  
87 improve student achievement and recruit and retain minority teachers  
88 in such alliance district and to offset any other local education costs  
89 approved by the commissioner.

90 Sec. 3. (NEW) (*Effective July 1, 2021*) (a) The Commissioner of  
91 Education, the president of the Connecticut State Colleges and  
92 Universities and the dean of the Neag School of Education at The  
93 University of Connecticut shall jointly develop a plan to assist local and  
94 regional boards of education in promoting the teaching profession as a  
95 career option to students in high school. Such plan shall include, but  
96 need not be limited to, a means for local and regional boards of  
97 education to develop partnerships with educator preparation programs  
98 in the state, and the creation of counseling programs directed to high  
99 school students in order to inform them about and recruit them to the  
100 teaching profession.

101 (b) Not later than September 1, 2021, the Department of Education  
102 shall distribute to local and regional boards of education information  
103 that promotes the teaching profession, including materials relating to  
104 educator preparation programs and alternative route to certification  
105 programs offered in the state, for school counselors and students. The  
106 department shall also make such information available on its Internet  
107 web site.

108 Sec. 4. Section 10-156ee of the general statutes is repealed and the  
109 following is substituted in lieu thereof (*Effective July 1, 2021*):

110 Not later than January 1, 2019, the Department of Education, in  
111 consultation with the Minority Teacher Recruitment Policy Oversight  
112 Council, shall (1) identify relevant research and successful practices to  
113 enhance minority teacher recruitment throughout the state, (2) identify  
114 and establish public, private and philanthropic partnerships to increase  
115 minority teacher recruitment, (3) utilize, monitor and evaluate  
116 innovative methods to attract minority candidates to the teaching  
117 profession, particularly in subject areas in which a teacher shortage  
118 exists, as determined by the Commissioner of Education pursuant to  
119 section 10-8b, (4) modernize the process for educators to obtain educator  
120 certification under this chapter by eliminating obstacles to certification  
121 to increase competitiveness with other states, (5) identify and utilize  
122 high-quality, affordable and bias-free educator assessments, (6) adopt  
123 cut scores for educator assessments, that do not exceed the multistate  
124 cut scores, to increase competitiveness with surrounding states, (7)  
125 support new and existing educator preparation programs that commit  
126 to enrolling greater numbers of minority teacher candidates in a manner  
127 that supports interstate reciprocity, (8) monitor, advise and support, and  
128 intervene in when necessary, local and regional boards of education's  
129 efforts to prioritize minority teacher recruitment and develop  
130 innovative strategies to attract and retain minority teachers within their  
131 districts, [and] (9) (A) on and after July 1, 2019, include a question  
132 regarding the demographic data of applicants for positions requiring  
133 educator certification in the department's annual hiring survey  
134 distributed to local and regional boards of education, and (B) not later  
135 than July 1, 2020, and annually thereafter, submit a report, in accordance  
136 with the provisions of section 11-4a, on the applicant demographic data  
137 collected pursuant to subparagraph (A) of this subdivision to the  
138 minority teacher recruitment task force, established pursuant to section  
139 10-156aa, and to the joint standing committee of the General Assembly  
140 having cognizance of matters relating to education, and (10) not later  
141 than July 1, 2022, develop and make available, in consultation with the  
142 State Education Resource Center, a video training module for school  
143 district personnel involved in or responsible for hiring educators  
144 relating to implicit bias and anti-bias in the hiring process. For purposes

145 of this section, "minority" has the same meaning as provided in section  
146 10-156bb.

147       Sec. 5. (NEW) (*Effective July 1, 2021*) For the school year commencing  
148 July 1, 2023, and each school year thereafter, any employee of a local or  
149 regional board of education who is involved in or responsible for hiring  
150 educators for the school district shall successfully complete the video  
151 training module relating to implicit bias and anti-bias in the hiring  
152 process, developed pursuant to section 10-156ee of the general statutes,  
153 as amended by this act, prior to such employee's participation in the  
154 educator hiring process for the school district.

155       Sec. 6. Subsection (a) of section 10-220a of the general statutes is  
156 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
157 *2021*):

158       (a) Each local or regional board of education shall provide an in-  
159 service training program for its teachers, administrators and pupil  
160 personnel who hold the initial educator, provisional educator or  
161 professional educator certificate. Such program shall provide such  
162 teachers, administrators and pupil personnel with information on (1)  
163 the nature and the relationship of alcohol and drugs, as defined in  
164 subdivision (17) of section 21a-240, to health and personality  
165 development, and procedures for discouraging their abuse, (2) health  
166 and mental health risk reduction education that includes, but need not  
167 be limited to, the prevention of risk-taking behavior by children and the  
168 relationship of such behavior to substance abuse, pregnancy, sexually  
169 transmitted diseases, including HIV-infection and AIDS, as defined in  
170 section 19a-581, violence, teen dating violence, domestic violence and  
171 child abuse, (3) school violence prevention, conflict resolution, the  
172 prevention of and response to youth suicide and the identification and  
173 prevention of and response to bullying, as defined in subsection (a) of  
174 section 10-222d, except that those boards of education that implement  
175 any evidence-based model approach that is approved by the  
176 Department of Education and is consistent with subsection (c) of section  
177 10-145a, sections 10-222d, 10-222g and 10-222h, subsection (g) of section

178 10-233c and sections 1 and 3 of public act 08-160\*, shall not be required  
 179 to provide in-service training on the identification and prevention of  
 180 and response to bullying, (4) cardiopulmonary resuscitation and other  
 181 emergency life saving procedures, (5) the requirements and obligations  
 182 of a mandated reporter, (6) the detection and recognition of, and  
 183 evidence-based structured literacy interventions for, students with  
 184 dyslexia, as defined in section 10-3d, and (7) culturally responsive  
 185 pedagogy and practice, including, but not limited to, the video training  
 186 module relating to implicit bias and anti-bias in the hiring process in  
 187 accordance with the provisions of section 5 of this act. Each local or  
 188 regional board of education may allow any paraprofessional or  
 189 noncertified employee to participate, on a voluntary basis, in any in-  
 190 service training program provided pursuant to this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2021</i>	New section
Sec. 2	<i>July 1, 2021</i>	10-262u(c)(2)
Sec. 3	<i>July 1, 2021</i>	New section
Sec. 4	<i>July 1, 2021</i>	10-156ee
Sec. 5	<i>July 1, 2021</i>	New section
Sec. 6	<i>July 1, 2021</i>	10-220a(a)

**Statement of Purpose:**

To improve minority teacher recruitment and retention in the state by (1) establishing the minority candidate certification, retention or residency year program, (2) developing a plan to promote the teaching profession as a career option to students in high school, and (3) develop and require school district personnel responsible for hiring educators to complete a video training module relating to implicit bias and anti-bias in the hiring process.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*