



General Assembly

**Substitute Bill No. 1034**

January Session, 2021



**AN ACT CONCERNING MINORITY TEACHER RECRUITMENT AND RETENTION.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 (1) "Minority" has the same meaning as provided in section 10-156bb  
2 of the general statutes;

3 (2) "Minority candidate" means an individual who is a minority and  
4 employed by a local or regional board of education as a school  
5 paraprofessional or an associate instructor;

6 (3) "Residency program" means a certification program approved by  
7 the State Board of Education that requires participants to complete a  
8 residency in which such participants serve (A) in a position requiring  
9 professional certification, and (B) in a full-time position for ten school  
10 months at a local or regional board of education in the state under the  
11 supervision of (i) a certified administrator or teacher, and (ii) a  
12 supervisor from the regional educational service center or private,  
13 nonprofit teacher or administrator operating such certification program;  
14 and

15 (4) "Alliance district" has the same meaning as provided in section 10-  
16 262u of the general statutes, as amended by this act.

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

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

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

**ED**

*Joint Favorable Subst. C/R*

**APP**