
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 1023 Session of
2017

INTRODUCED BY ROEBUCK, HILL-EVANS, MURT, LONGIETTI, SCHLOSSBERG,
FREEMAN, READSHAW, BULLOCK, KINSEY, O'BRIEN, V. BROWN AND
DONATUCCI, JUNE 28, 2017

REFERRED TO COMMITTEE ON EDUCATION, JUNE 28, 2017

AN ACT

1 Amending the act of March 10, 1949 (P.L.30, No.14), entitled "An
2 act relating to the public school system, including certain
3 provisions applicable as well to private and parochial
4 schools; amending, revising, consolidating and changing the
5 laws relating thereto," in certification of teachers, further
6 providing for continuing professional development and for
7 continuing professional education for school or system
8 leaders and providing for the Teacher Mentor Program.

9 The General Assembly of the Commonwealth of Pennsylvania
10 hereby enacts as follows:

11 Section 1. Section 1205.1(c.1)(3) of the act of March 10,
12 1949 (P.L.30, No.14), known as the Public School Code of 1949,
13 is amended and the section is amended by adding a subsection to
14 read:

15 Section 1205.1. Continuing Professional Development.--* * *

16 (c.1) The continuing professional education plan shall
17 specify the professional education needs that will be met by
18 completion of each continuing professional education option and
19 how it relates to areas of assignment and certification or
20 potential administrative certification. The options may include,

1 but shall not be limited to:

2 * * *

3 (3) Other programs, activities or learning experiences taken
4 for credit or hourly, to include:

5 (i) curriculum development and other program design and
6 delivery activities at the school entity or grade level as
7 determined by the school entity and approved by the board of
8 directors;

9 (ii) participation in professional conferences and
10 workshops;

11 (iii) education in the workplace, where the work relates to
12 the professional educator's area of assignment and is approved
13 by the board of directors;

14 (iv) review, redesign and restructuring of school programs,
15 organizations and functions as determined by the school entity
16 and approved by the board of directors;

17 (v) in-service programs that comply with guidelines
18 established by the department;

19 (vi) early childhood and child development activities for
20 professional educators whose area of assignment includes
21 kindergarten through third grade;

22 (vii) special education activities for professional
23 educators whose area of assignment includes students with
24 special needs;

25 (viii) successful completion of department training for
26 service as a Distinguished Educator if the professional educator
27 participates in and completes at least one assignment in the
28 Distinguished Educators Program;

29 (ix) other continuing professional education courses,
30 programs, activities or learning experiences sponsored by the

1 department; [or]

2 (x) visits by educators to a manufacturing workplace for
3 orientation and demonstrations to give the professional educator
4 a greater understanding of job opportunities in manufacturing
5 for students[.]; or

6 (xi) inclusion of a Teacher Mentor Program established under
7 section 1218 or similar program approved by the department.

8 * * *

9 (c.5) A professional education plan shall include trained
10 mentors providing support to beginning teachers during a two-
11 year induction period at no cost to a trained mentor or a school
12 district. School districts may include professional employes as
13 defined in section 1101(1).

14 * * *

15 Section 2. Section 1205.5 of the act is amended by adding a
16 subsection to read:

17 Section 1205.5. Continuing Professional Education for School
18 or System Leaders.--* * *

19 (i) All programs offered or approved by the Department of
20 Education under this section shall address the Teacher Mentor
21 Program pursuant to section 1218 and must be in compliance with
22 section 1123.

23 Section 3. The act is amended by adding a section to read:

24 Section 1218. Teacher Mentor Program.--(a) The Department of
25 Education, by July 1, 2018, shall establish a Statewide
26 comprehensive Teacher Mentor Program that consists of multiple
27 forms of support for beginning teachers' transition into the
28 classroom environment during a required two-year induction
29 period. The following apply:

30 (1) The Teacher Mentor Program shall be incorporated in the

1 provisions of 22 Pa. Code § 49.16 (relating to approval of
2 induction plans) for beginning teachers and newly employed
3 personnel and shall expand the induction period to at least two
4 years.

5 (2) In the development of the program, the Department of
6 Education shall consult and collaborate with school leaders,
7 administrators of teacher preparation programs, career educators
8 from educational organizations within the State and the school
9 community, and others as needed to develop a comprehensive
10 mentor program.

11 (3) The standards of the program shall be similar to the
12 Pennsylvania Inspired Leadership Program standards developed
13 under section 1217 for school leaders. Mentors shall be trained
14 to provide supports to beginning teachers through the induction
15 period, which shall include, but not be limited to:

16 (i) Enhancing competencies and qualifications for specific
17 grade levels.

18 (ii) Strengthening knowledge on subject matter.

19 (iii) Enhancing instructional skills, organizational skills,
20 strategic planning and classroom management.

21 (iv) Addressing sensitivity to student needs and monitoring
22 student progress.

23 (v) Coteaching models and peer classroom observations.

24 (vi) Utilizing data sources such as surveys, portfolios,
25 journals, systemic observation, interviews and focus groups to
26 ensure successful student outcome.

27 (vii) Addressing the model for teacher rating system under
28 section 1123.

29 (viii) Providing tools to meet the needs of diverse
30 learners, which include:

1 (A) Special education students.

2 (B) English language learners.

3 (C) Students in high poverty, rural and urban areas.

4 (4) The program shall be evaluated every three years by the
5 professionals listed under subsection (a) (2), local school
6 district administrators, trained mentors and local school
7 boards. The evaluation of the program shall be examined by
8 addressing:

9 (i) Success of the program based on meeting the overall
10 goals for the trained mentor, beginning teacher, newly hired
11 personnel and the requirements under subsection (d) (2) (i) and
12 (ii).

13 (ii) Components of the program that were most effective or
14 ineffective.

15 (iii) Best practices.

16 (iv) Emerging needs for new training.

17 (b) (1) The following professional educators may be trained
18 as mentors at no cost to the professional educator or school
19 entity:

20 (i) A highly qualified and experienced certified Level II
21 teacher with a rating of distinguished under section 1123.

22 (ii) A highly qualified and experienced certified Level II
23 teacher recommended by a principal or superintendent or other
24 peer teacher with a rating of proficient under section 1123.

25 (iii) A certified teacher eligible under subparagraph (i) or
26 (ii) contracted in a charter school entity or area vocational-
27 technical school.

28 (iv) A retired teacher approved by a school district on
29 active status under the requirements of section 1205.2.

30 (2) A retired teacher on contract for purposes of this

1 subsection who returns to school service shall not be subject to
2 the requirement under 24 Pa.C.S. § 8346 (relating to termination
3 of annuities) if hired on a part-time basis or on an as-needed
4 basis to perform the duties of a trained mentor.

5 (c) The program shall be included in professional
6 development requirements as follows:

7 (1) The mentored induction shall be incorporated in each
8 school entity's three-year professional education plan under
9 section 1205.1 to allow trained mentors to receive continuing
10 education credit or hours during the two-year mentored induction
11 period.

12 (2) Each trained mentor under the requirements of this
13 section shall be eligible for continuing education credits or
14 hours required under section 1205.2 to satisfy one five-year
15 continuing professional education requirement.

16 (3) Each principal shall receive hours toward continuing
17 professional education for school leaders or system leaders
18 required under section 1205.5 for any participation in training
19 mentors or evaluating beginning teachers participating in
20 mentored induction.

21 (4) There shall be no cost for a professional educator to be
22 trained as a mentor.

23 (d) For purposes of evaluation, the following shall apply:

24 (1) For beginning teachers during a mentored induction
25 period, evaluations used by trained mentors or designated school
26 administrators shall include:

27 (i) Classroom observation and practice models related to
28 student achievement which include planning and preparation,
29 classroom environment, instruction and professional
30 responsibilities.

1 (ii) Formative evaluation which is ongoing, descriptive,
2 nonjudgmental and performed to help teachers teach better. This
3 evaluation shall be used to identify teacher strengths and
4 weaknesses so appropriate reinforcement or remediation can
5 occur.

6 (2) For current and newly employed personnel participating
7 in a mentored induction period, evaluations shall be based on
8 the rating system under section 1123. At the discretion of a
9 school administrator:

10 (i) A teacher shall participate in any part or all of the
11 mentored induction period to enhance skills needed if the
12 teacher's overall performance is less than proficient as
13 described under section 1123.

14 (ii) Newly employed personnel may be required to participate
15 in a mentored induction.

16 (e) The Department of Education shall annually report the
17 following to the Education Committee of the Senate and the
18 Education Committee of the House of Representatives:

19 (1) The progress of the Teacher Mentor Program established
20 under this section.

21 (2) Retention rates of all beginning teachers and newly
22 hired personnel in all schools in each school district in this
23 Commonwealth who participated in the mentored induction.

24 (3) Retention rates and performance for teachers attending
25 mentored induction required at the school administrator's
26 discretion under subsection (d) (2) (i) and (ii).

27 (4) Feedback survey from trained mentors, including
28 additional tools needed for continuance of a successful Teacher
29 Mentor Program.

30 (5) Feedback survey from beginning teachers, including

1 additional tools needed for continuance of a successful mentored
2 induction.

3 (6) Feedback survey from professional employes who were
4 required to participate in a mentored induction under subsection
5 (d)(2)(i) and (ii).

6 (7) Any other necessary information needed to retain the
7 program.

8 (f) The General Assembly shall, through the annual
9 appropriations process, determine the level of State funding
10 necessary to carry out the provisions of this section.

11 (g) As used in this section, the following words and phrases
12 shall have the meanings given to them in this subsection unless
13 the context clearly indicates otherwise:

14 "Beginning teacher." A first-year teacher with a valid
15 Pennsylvania Instructional I certificate or Educational
16 Specialist I certificate.

17 "Mentored induction." The extended induction period required
18 under subsection (a)(1) monitored by a trained mentor.

19 "Newly employed personnel." May include but is not not
20 limited to a vocational-technical certificate holder, a long-
21 term substitute, a teacher who has been transferred to another
22 school district or a current out-of-State teacher employed in an
23 eligible school district.

24 "Program." The Teacher Mentor Program established under this
25 section.

26 "Trained mentor." A professional employe trained under the
27 Teacher Mentor Program.

28 Section 4. This act shall take effect in 60 days.