



General Assembly

Substitute Bill No. 274

February Session, 2022



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. (*Effective from passage*) (a) The Task Force to Diversify the
2 Educator Workforce, established pursuant to section 10-156aa of the
3 general statutes, as amended by this act, shall conduct a study to
4 evaluate the implementation of and analyze the effectiveness of existing
5 minority teacher recruitment and retention programs and efforts at the
6 state and local levels. Such study shall include, but need not be limited
7 to, (1) a review of prior legislation relating to minority teacher
8 recruitment and retention, including, but not limited to, public acts 18-
9 34, 19-74 and 19-117 and public act 21-2 of the June special session, (2)
10 an evaluation of the implementation and outcomes of the programs and
11 policies included in such legislation, (3) an assessment of the strategies
12 and resources being used to ensure that at least two hundred fifty new
13 minority teachers and administrators, of which at least thirty per cent
14 are men, are hired and employed by local and regional boards of
15 education each year in the state, pursuant to section 10-156ff of the
16 general statutes, as amended by this act, and whether such goal is being
17 realized, and (4) an analysis of any other issue relating to the
18 recruitment or retention of minority teachers.

19 (b) The task force may consult with the Department of Education and
20 the Minority Teacher Recruitment Policy Oversight Council, established
21 pursuant to section 10-156bb of the general statutes, as amended by this
22 act, while conducting such study.

23 (c) Not later than January 1, 2023, the task force shall submit a report
24 on its findings and any recommendations for legislation to the joint
25 standing committee of the General Assembly having cognizance of
26 matters relating to education, in accordance with the provisions of
27 section 11-4a of the general statutes.

28 Sec. 2. Subsection (a) of section 10-156aa of the general statutes is
29 repealed and the following is substituted in lieu thereof (*Effective from*
30 *passage*):

31 (a) There is established [a task force] the Task Force to Diversify the
32 Educator Workforce to study and develop strategies to increase and
33 improve the recruitment, preparation and retention of minority
34 teachers, as defined in section 10-155l, in public schools in the state. Such
35 study shall include, but need not be limited to, (1) an analysis of the
36 causes of minority teacher shortages in the state, (2) an examination of
37 current state-wide and school district demographics, and (3) a review of
38 best practices.

39 Sec. 3. Subsections (a) and (b) of section 10-151d of the general
40 statutes are repealed and the following is substituted in lieu thereof
41 (*Effective from passage*):

42 (a) There is established a Performance Evaluation Advisory Council
43 within the Department of Education. Membership of the council shall
44 consist of: (1) The Commissioner of Education and the president of the
45 Connecticut State Colleges and Universities, or their designees, (2) one
46 representative from each of the following associations, designated by
47 the association, the Connecticut Association of Boards of Education, the
48 Connecticut Association of Public School Superintendents, the
49 Connecticut Federation of School Administrators, the Connecticut

50 Education Association, the American Federation of Teachers-
51 Connecticut, the Connecticut Association of School Administrators and
52 the Connecticut Association of Schools, (3) a representative from the
53 [minority teacher recruitment task force] Task Force to Diversify the
54 Educator Workforce, established pursuant to section 10-156aa, as
55 amended by this act, designated by the chairpersons of [the minority
56 teacher recruitment] said task force, and (4) persons selected by the
57 Commissioner of Education who shall include, but need not be limited
58 to, teachers, persons with expertise in performance evaluation processes
59 and systems, and any other person the commissioner deems
60 appropriate.

61 (b) The council shall be responsible for (1) assisting the State Board of
62 Education in the development of (A) guidelines for a model teacher
63 evaluation and support program, and (B) a model teacher evaluation
64 and support program, pursuant to subsection (c) of section 10-151b, (2)
65 the data collection and evaluation support system, pursuant to
66 subsection (c) of section 10-10a, and (3) assisting the State Board of
67 Education in the development of a teacher evaluation and support
68 program implementation plan, pursuant to subsection (e) of section 10-
69 151b. The council shall meet at least quarterly. The council shall
70 collaborate with the [minority teacher recruitment task force] Task Force
71 to Diversify the Educator Workforce, established pursuant to section 10-
72 156aa, as amended by this act, to focus on issues concerning equity and
73 closing the achievement gap, as defined in section 10-14u.

74 Sec. 4. Section 10-156bb of the general statutes is repealed and the
75 following is substituted in lieu thereof (*Effective from passage*):

76 There is established a Minority Teacher Recruitment Policy Oversight
77 Council within the Department of Education. The council shall consist
78 of (1) the Commissioner of Education, or the commissioner's designee,
79 (2) two representatives from the [minority teacher recruitment task
80 force] Task Force to Diversify the Educator Workforce, established
81 pursuant to section 10-156aa, as amended by this act, (3) one
82 representative from each of the exclusive bargaining units for certified

83 employees, chosen pursuant to section 10-153b, (4) the president of the
84 Connecticut State Colleges and Universities, or the president's designee,
85 and (5) a representative from an alternate route to certification program,
86 appointed by the Commissioner of Education. The council shall hold
87 quarterly meetings and advise, at least quarterly, the Commissioner of
88 Education, or the commissioner's designee, on ways to (A) encourage
89 minority middle and secondary school students to attend institutions of
90 higher education and enter teacher preparation programs, (B) recruit
91 minority students attending institutions of higher education to enroll in
92 teacher preparation programs and pursue teaching careers, (C) recruit
93 and retain minority teachers in Connecticut schools, (D) recruit minority
94 teachers from other states to teach in Connecticut schools, and (E) recruit
95 minority professionals in other fields to enter teaching. The council shall
96 report, annually, in accordance with the provisions of section 11-4a, on
97 the recommendations given to the commissioner, or the commissioner's
98 designee, pursuant to the provisions of this section, to the joint standing
99 committee of the General Assembly having cognizance of matters
100 relating to education. For purposes of this section, "minority" means
101 individuals whose race is defined as other than white, or whose
102 ethnicity is defined as Hispanic or Latino by the federal Office of
103 Management and Budget for use by the Bureau of Census of the United
104 States Department of Commerce.

105 Sec. 5. Section 10-156ee of the 2022 supplement to the general statutes
106 is repealed and the following is substituted in lieu thereof (*Effective from*
107 *passage*):

108 Not later than January 1, 2019, the Department of Education, in
109 consultation with the Minority Teacher Recruitment Policy Oversight
110 Council, shall (1) identify relevant research and successful practices to
111 enhance minority teacher recruitment throughout the state, (2) identify
112 and establish public, private and philanthropic partnerships to increase
113 minority teacher recruitment, (3) utilize, monitor and evaluate
114 innovative methods to attract minority candidates to the teaching
115 profession, particularly in subject areas in which a teacher shortage

116 exists, as determined by the Commissioner of Education pursuant to
117 section 10-8b, (4) modernize the process for educators to obtain educator
118 certification under this chapter by eliminating obstacles to certification
119 to increase competitiveness with other states, (5) identify and utilize
120 high-quality, affordable and bias-free educator assessments, (6) adopt
121 cut scores for educator assessments, that do not exceed the multistate
122 cut scores, to increase competitiveness with surrounding states, (7)
123 support new and existing educator preparation programs that commit
124 to enrolling greater numbers of minority teacher candidates in a manner
125 that supports interstate reciprocity, (8) monitor, advise and support, and
126 intervene in when necessary, local and regional boards of education's
127 efforts to prioritize minority teacher recruitment and develop
128 innovative strategies to attract and retain minority teachers within their
129 districts, (9) (A) on and after July 1, 2019, include a question regarding
130 the demographic data of applicants for positions requiring educator
131 certification in the department's annual hiring survey distributed to
132 local and regional boards of education, and (B) not later than July 1,
133 2020, and annually thereafter, submit a report, in accordance with the
134 provisions of section 11-4a, on the applicant demographic data collected
135 pursuant to subparagraph (A) of this subdivision to the [minority
136 teacher recruitment task force] Task Force to Diversify the Educator
137 Workforce, established pursuant to section 10-156aa, as amended by this
138 act, and to the joint standing committee of the General Assembly having
139 cognizance of matters relating to education, and (10) not later than July
140 1, 2022, develop and make available, in consultation with the State
141 Education Resource Center, a video training module for school district
142 personnel involved in or responsible for hiring educators relating to
143 implicit bias and anti-bias in the hiring process. For purposes of this
144 section, "minority" has the same meaning as provided in section 10-
145 156bb, as amended by this act.

146 Sec. 6. Section 10-156ff of the general statutes is repealed and the
147 following is substituted in lieu thereof (*Effective from passage*):

148 For the school year commencing July 1, 2020, and each school year

149 thereafter, the Minority Teacher Recruitment Policy Oversight Council,
150 established pursuant to section 10-156bb, as amended by this act, in
151 consultation with the [minority teacher recruitment task force] Task
152 Force to Diversify the Educator Workforce, established pursuant to
153 section 10-156aa, as amended by this act, shall develop and implement
154 strategies and utilize existing resources to ensure that at least two
155 hundred fifty new minority teachers and administrators, of which at
156 least thirty per cent are men, are hired and employed by local and
157 regional boards of education each year in the state. As used in this
158 section, "minority" has the same meaning as provided in section 10-
159 156bb, as amended by this act.

160 Sec. 7. Subsection (a) of section 10a-168b of the general statutes is
161 repealed and the following is substituted in lieu thereof (*Effective from*
162 *passage*):

163 (a) For the fiscal year ending June 30, 2020, and each fiscal year
164 thereafter, the Office of Higher Education, in collaboration with the
165 Minority Teacher Recruitment Policy Oversight Council, established
166 pursuant to section 10-156bb, as amended by this act, and the [minority
167 teacher recruitment task force] Task Force to Diversify the Educator
168 Workforce, established pursuant to section 10-156aa, as amended by this
169 act, shall, within available appropriations, administer a minority
170 educator loan reimbursement grant program for persons who meet the
171 eligibility requirements described in subsection (b) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>from passage</i>	10-156aa(a)
Sec. 3	<i>from passage</i>	10-151d(a) and (b)
Sec. 4	<i>from passage</i>	10-156bb
Sec. 5	<i>from passage</i>	10-156ee
Sec. 6	<i>from passage</i>	10-156ff
Sec. 7	<i>from passage</i>	10a-168b(a)

Statement of Legislative Commissioners:

In Section 3(a), "of the minority teacher recruitment task force" was changed to "of [the minority teacher recruitment] said task force" for consistency.

ED *Joint Favorable Subst.*