

1 HOUSE BILL NO. 833
 2 INTRODUCED BY B. BARKER, L. REKSTEN, G. FRAZER, G. OBLANDER, T. BROCKMAN, J. FULLER, D.
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5 A BILL FOR AN ACT ENTITLED: "AN ACT GENERALLY REVISING LAWS RELATED TO TEACHER
 6 RECRUITMENT AND RETENTION; PROVIDING LEGISLATIVE FINDINGS AND INTENT; ESTABLISHING
 7 THE TEACHER RESIDENCY PROGRAM ADMINISTERED BY THE OFFICE OF PUBLIC INSTRUCTION;
 8 PROVIDING PROGRAM PARAMETERS; PROVIDING DEFINITIONS; PROVIDING AN APPROPRIATION;
 9 AND PROVIDING AN EFFECTIVE DATE."

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 11 WHEREAS, evidence indicates a year-long undergraduate teacher residency can improve teacher
 12 recruitment, retention, workforce shortages, and diversity of the teaching profession; and

13 WHEREAS, teacher residencies provide a consistent pipeline of better-prepared new teachers, reduce
 14 turnover, fill chronic shortage areas, and prepare teachers who are more likely to teach in high-need schools;
 15 and

16 WHEREAS, year-long undergraduate teacher residencies are seen as the "gold-standard" for teacher
 17 preparation because of the in-depth, immersive experience they provide candidates; and

18 WHEREAS, the Office of Public Instruction has utilized temporary federal recovery dollars to address
 19 teacher recruitment and retention issues and to collaboratively create the promising Montana Teacher
 20 Residency Demonstration Project, which will require legislative authorization and support to continue.

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 22 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:
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24 NEW SECTION. Section 1. Legislative findings -- intent. (1) The legislature finds and affirms that,
 25 pursuant to 20-9-309, the definition of "a basic system of free quality public elementary and secondary schools"
 26 requires the recruitment and retention of qualified and effective teachers.

27 (2) The legislature finds and declares that the provision of and participation in a teacher residency
 28 program is constitutionally compliant and protected. The legislature declares that any public or private

1 regulation that discriminates against a school district or an undergraduate student participating in a teacher
2 residency program is inconsistent with constitutional goals and guarantees under Article X of the Montana
3 constitution.

4 (3) The legislature intends that the teacher residency program be implemented in a collaborative
5 and efficient manner among the various partnering entities and in a manner that results in teachers who
6 participate in the program being:

- 7 (a) better prepared to teach effectively in the years following the program; and
- 8 (b) more inclined to remain in the teaching profession longer, especially in rural schools and high-
9 need content areas.

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11 **NEW SECTION. Section 2. Teacher residency program.** (1) The superintendent of public
12 instruction shall administer a teacher residency program in collaboration with school districts and professional
13 educator preparation programs.

- 14 (2) The teacher residency program must involve:
- 15 (a) a shared vision and partnership between:
 - 16 (i) a resident;
 - 17 (ii) a teacher-leader;
 - 18 (iii) a school district; and
 - 19 (iv) an educator preparation program;
- 20 (b) ensuring that a resident possesses the cultural competencies to succeed and be an effective
21 educator in the school hosting the resident;
- 22 (c) selection and training for teacher-leaders;
- 23 (d) a resident being matched with a school district that provides a high-quality and supportive
24 experience for residents working with a teacher-leader;
- 25 (e) flexible course delivery to allow a resident to complete required credits in the resident's
26 preparation program;
- 27 (f) a cohort model with opportunities for virtual and in-person training and support;
- 28 (g) financial and other compensation for residents and teacher-leaders including:

- 1 (i) housing for the resident or a housing allowance provided to the resident by the host school
- 2 district;
- 3 (ii) a last-dollar tuition grant to eliminate tuition costs for the resident for the year of the residency;
- 4 (iii) a stipend for the teacher-leader; and
- 5 (iv) compensation for the resident, a portion of which may be conditioned on completion of the
- 6 program and the signing of a teaching contract in a Montana public school for the following year; and
- 7 (h) a methodology for evaluating the effectiveness of the program.
- 8 (3) The superintendent of public instruction may contract with a professional educator preparation
- 9 program located in a unit of the Montana university system to coordinate the teacher residency program or
- 10 aspects of the program.
- 11 (4) If a resident does not complete the program or does not teach in a Montana public school for 3
- 12 or more years within 5 years of completing the teacher residency program, the superintendent of public
- 13 instruction shall inform the commissioner of higher education and the commissioner shall convert the amount of
- 14 any tuition grant provided to the resident under the program to a loan.
- 15 (5) The office of public instruction and the department of labor and industry shall collaboratively
- 16 explore the development of a registered apprenticeship program for teachers. Any program developed must
- 17 align with the legislative intent outlined in [section 1(3)].
- 18 (6) For the purposes of [sections 1 and 2] the following definitions apply:
- 19 (a) "Professional educator preparation program" means a postsecondary program intended to lead
- 20 to teacher licensure that is accredited by the board of public education.
- 21 (b) "Resident" means a student enrolled in a professional educator preparation program who is
- 22 selected for participation in a teacher residency program as described in this section and who commits to
- 23 teaching in a Montana public school following completion of the teacher residency program.
- 24 (c) "Teacher-leader" means an experienced classroom teacher who is selected to work with,
- 25 coach, and mentor a resident.
- 26 (d) "Teacher residency program" or "program" means a partnership between a district and a
- 27 professional educator preparation program to provide residents with a year-long, practice-based learning
- 28 experience working directly with students in a manner that mirrors the experience of teachers in that school.

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NEW SECTION. Section 3. Appropriation. (1) There is appropriated \$2 million from the general fund to the office of public instruction for the fiscal year beginning July 1, 2024, for administering the teacher residency program under [sections 1 and 2].

(2) The legislature intends that the appropriation in this section be considered part of the ongoing base for the next legislative session.

NEW SECTION. Section 4. Codification instruction. [Sections 1 and 2] are intended to be codified as an integral part of Title 20, chapter 4, and the provisions of Title 20, chapter 4, apply to [sections 1 and 2].

NEW SECTION. Section 5. Effective date. [This act] is effective July 1, 2023.

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