

**ASSEMBLY BILL**

**No. 141**

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**Introduced by Assembly Member Bonilla**

January 9, 2015

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An act to amend Sections 44259, 44279.1, and 44279.2 of the Education Code, relating to teacher credentialing.

LEGISLATIVE COUNSEL'S DIGEST

AB 141, as introduced, Bonilla. Teacher credentialing: beginning teacher induction programs.

Existing law establishes the Marian Bergeson Beginning Teacher Support and Assessment System to, among other things, provide an effective transition into the teaching career for first year and 2nd year teachers in this state. Existing law requires the Superintendent of Public Instruction and the Commission on Teacher Credentialing to jointly administer this program, to contract for specified services, and to establish requirements for local teacher induction programs. Existing law makes participation in the system voluntary for teachers, school districts, and county offices of education. Existing law authorizes a school district or a consortium of school districts to apply for funding to establish a local teacher induction program, and sets forth the requirements that a school district or consortium of school districts must meet to be eligible for funding.

Existing law separately authorizes an alternative program of beginning teacher induction that is provided by one or more local educational agencies and has been approved by the commission and the Superintendent on the basis of initial review and periodic evaluations of the program in relation to appropriate standards of credential program quality and effectiveness that have been adopted by the commission,

the Superintendent, and the State Board of Education, as provided. Existing law authorizes an alternative program of beginning teacher induction that has met state standards to apply for state funding, as specified.

Existing law also separately authorizes an alternative program of beginning teacher induction that is sponsored by a regionally accredited college or university, in cooperation with one or more local school districts, that addresses the individual professional needs of beginning teachers and meets the commission's standards of induction.

This bill would, commencing with hiring for the 2016–17 school year, and each school year thereafter, require a school district or county office of education that hires a beginning teacher to provide that teacher with one of these induction programs, except as provided. The bill would also prohibit a local educational agency from charging a fee to a beginning teacher to participate in an induction program. By requiring school districts and county offices of education to provide an induction program to newly hired beginning teachers, the bill would impose a state-mandated local program.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that, if the Commission on State Mandates determines that the bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to these statutory provisions.

Vote: majority. Appropriation: no. Fiscal committee: yes.  
State-mandated local program: yes.

*The people of the State of California do enact as follows:*

- 1 SECTION 1. Section 44259 of the Education Code is amended
- 2 to read:
- 3 44259. (a) Except as provided in subparagraphs (A) and (C)
- 4 of paragraph (3) of subdivision (b), each program of professional
- 5 preparation for multiple or single subject teaching credentials shall
- 6 not include more than two years of full-time study of professional
- 7 preparation.
- 8 (b) The minimum requirements for the preliminary multiple or
- 9 single subject teaching credential are all of the following:

1 (1) A baccalaureate degree or higher degree from a regionally  
2 accredited institution of postsecondary education. Except as  
3 provided in subdivision (c) of Section 44227, the baccalaureate  
4 degree shall not be in professional education. The commission  
5 shall encourage accredited institutions to offer undergraduate  
6 minors in education and special education to students who intend  
7 to become teachers.

8 (2) Passage of the state basic skills proficiency test that is  
9 developed and administered by the commission pursuant to Section  
10 44252.5.

11 (3) Satisfactory completion of a program of professional  
12 preparation that has been accredited by the Committee on  
13 Accreditation on the basis of standards of program quality and  
14 effectiveness that have been adopted by the commission. In  
15 accordance with the commission's assessment and performance  
16 standards, each program shall include a teaching performance  
17 assessment as set forth in Section 44320.2 that is aligned with the  
18 California Standards for the Teaching Profession. The commission  
19 shall ensure that each candidate recommended for a credential or  
20 certificate has demonstrated satisfactory ability to assist pupils to  
21 meet or exceed academic content and performance standards for  
22 pupils adopted by the state board pursuant to Section 60605.  
23 Programs that meet this requirement for professional preparation  
24 shall include any of the following:

25 (A) Integrated programs of subject matter preparation and  
26 professional preparation pursuant to subdivision (a) of Section  
27 44259.1.

28 (B) Postbaccalaureate programs of professional preparation,  
29 pursuant to subdivision (d) of Section 44259.1.

30 (C) Internship programs of professional preparation, pursuant  
31 to Section 44321, Article 7.5 (commencing with Section 44325),  
32 Article 11 (commencing with Section 44380), and Article 3  
33 (commencing with Section 44450) of Chapter 3.

34 (4) Study of alternative methods of developing English language  
35 skills, including the study of reading as described in subparagraphs  
36 (A) and (B), among all pupils, including those for whom English  
37 is a second language, in accordance with the commission's  
38 standards of program quality and effectiveness. The study of  
39 reading shall meet the following requirements:

1 (A) Commencing January 1, 1997, satisfactory completion of  
2 comprehensive reading instruction that is research based and  
3 includes all of the following:

4 (i) The study of organized, systematic, explicit skills including  
5 phonemic awareness, direct, systematic, explicit phonics, and  
6 decoding skills.

7 (ii) A strong literature, language, and comprehension component  
8 with a balance of oral and written language.

9 (iii) Ongoing diagnostic techniques that inform teaching and  
10 assessment.

11 (iv) Early intervention techniques.

12 (v) Guided practice in a clinical setting.

13 (B) For purposes of this section, “direct, systematic, explicit  
14 phonics” means phonemic awareness, spelling patterns, the direct  
15 instruction of sound/symbol codes and practice in connected text,  
16 and the relationship of direct, systematic, explicit phonics to the  
17 components set forth in clauses (i) to (v), inclusive, of subparagraph  
18 (A).

19 A program for the multiple subjects credential also shall include  
20 the study of integrated methods of teaching language arts.

21 (5) Completion of a subject matter program that has been  
22 approved by the commission on the basis of standards of program  
23 quality and effectiveness pursuant to Article 6 (commencing with  
24 Section 44310) or passage of a subject matter examination pursuant  
25 to Article 5 (commencing with Section 44280). The commission  
26 shall ensure that subject matter standards and examinations are  
27 aligned with the academic content and performance standards for  
28 pupils adopted by the state board pursuant to Section 60605.

29 (6) Demonstration of a knowledge of the principles and  
30 provisions of the Constitution of the United States pursuant to  
31 Section 44335.

32 (7) Commencing January 1, 2000, demonstration, in accordance  
33 with the commission’s standards of program quality and  
34 effectiveness, of basic competency in the use of computers in the  
35 classroom as determined by one of the following:

36 (A) Successful completion of a commission-approved program  
37 or course.

38 (B) Successful passage of an assessment that is developed,  
39 approved, and administered by the commission.

1 (c) The minimum requirements for the clear multiple or single  
2 subject teaching credential shall include all of the following  
3 requirements:

4 (1) Possession of a valid preliminary teaching credential, as  
5 prescribed in subdivision (b), possession of a valid equivalent  
6 credential or certificate, or completion of equivalent requirements  
7 as determined by the commission.

8 (2) Except as provided in paragraph (3), completion of a  
9 program of beginning teacher induction, including one of the  
10 following:

11 (A) A program of beginning teacher support and assessment  
12 approved by the commission and the Superintendent pursuant to  
13 Section 44279.1, a provision of the Marian Bergeson Beginning  
14 Teacher Support and Assessment System.

15 (B) (i) An alternative program of beginning teacher induction  
16 that is provided by one or more local educational agencies and has  
17 been approved by the commission and the Superintendent on the  
18 basis of initial review and periodic evaluations of the program in  
19 relation to appropriate standards of credential program quality and  
20 effectiveness that have been adopted by the commission, the  
21 Superintendent, and the state board pursuant to this subdivision.  
22 The standards for alternative programs shall encourage innovation  
23 and experimentation in the continuous preparation and induction  
24 of beginning teachers. An alternative program of beginning teacher  
25 induction that has met state standards pursuant to this subdivision  
26 may apply for state funding pursuant to Sections 44279.1 and  
27 44279.2.

28 (ii) *A local educational agency shall not charge a fee to a*  
29 *beginning teacher to participate in an alternative program of*  
30 *beginning teacher induction that is provided pursuant to this*  
31 *subparagraph.*

32 (C) (i) An alternative program of beginning teacher induction  
33 that is sponsored by a regionally accredited college or university,  
34 in cooperation with one or more local school districts, that  
35 addresses the individual professional needs of beginning teachers  
36 and meets the commission's standards of induction. The  
37 commission shall ensure that preparation and induction programs  
38 that qualify candidates for professional credentials extend and  
39 refine each beginning teacher's professional skills in relation to  
40 the California Standards for the Teaching Profession and the

1 academic content and performance standards for pupils adopted  
2 by the state board pursuant to Section 60605.

3 *(ii) A school district shall not charge a beginning teacher a fee*  
4 *to participate in an alternative program of beginning teacher*  
5 *induction that is provided pursuant to this subparagraph.*

6 (3) (A) If a candidate satisfies the requirements of subdivision  
7 (b), including completion of an accredited internship program of  
8 professional preparation, and if that internship program fulfills  
9 induction standards and is approved as set forth in this subdivision,  
10 the commission shall determine that the candidate has fulfilled the  
11 requirements of paragraph (2).

12 (B) If an approved induction program is verified as unavailable  
13 to a beginning teacher, or if the beginning teacher is required under  
14 the federal No Child Left Behind Act of 2001 (20 U.S.C. Sec. 6301  
15 et seq.) to complete subject matter coursework to be qualified for  
16 a teaching assignment, the commission shall accept completion of  
17 an approved clear credential program after completion of a  
18 baccalaureate degree at a regionally accredited institution as  
19 fulfilling the requirements of paragraph (2). The commission shall  
20 adopt regulations to implement this subparagraph.

21 (4) Experience that includes the application of knowledge and  
22 skills previously acquired in a preliminary credential program, in  
23 accordance with commission standards, that addresses the  
24 following:

25 (A) Health education, including study of nutrition,  
26 cardiopulmonary resuscitation, and the physiological and  
27 sociological effects of abuse of alcohol, narcotics, and drugs and  
28 the use of tobacco. Training in cardiopulmonary resuscitation shall  
29 also meet the standards established by the American Heart  
30 Association or the American Red Cross.

31 (B) Field experience in methods of delivering appropriate  
32 educational services to pupils with exceptional needs in regular  
33 education programs.

34 (C) Advanced computer-based technology, including the uses  
35 of technology in educational settings.

36 (d) The commission shall develop and implement standards of  
37 program quality and effectiveness that provide for the areas of  
38 application listed in subparagraphs (A) to (C), inclusive, of  
39 paragraph (4) of subdivision (c), starting in professional preparation  
40 and continuing through induction.

1 (e) A credential that was issued before January 1, 1993, shall  
2 remain in force as long as it is valid under the laws and regulations  
3 that were in effect on the date it was issued. The commission shall  
4 not, by regulation, invalidate an otherwise valid credential, unless  
5 it issues to the holder of the credential, in substitution, a new  
6 credential authorized by another provision in this chapter that is  
7 no more restrictive than the credential for which it was substituted  
8 with respect to the kind of service authorized and the grades,  
9 classes, or types of schools in which it authorizes service.

10 (f) A credential program that is approved by the commission  
11 shall not deny an individual access to that program solely on the  
12 grounds that the individual obtained a teaching credential through  
13 completion of an internship program when that internship program  
14 has been accredited by the commission.

15 (g) Notwithstanding this section, persons who were performing  
16 teaching services as of January 1, 1999, pursuant to the language  
17 of this section that was in effect before that date, may continue to  
18 perform those services without complying with any requirements  
19 that may be added by the amendments adding this subdivision.

20 (h) Subparagraphs (A) and (B) of paragraph (4) of subdivision  
21 (b) do not apply to any person who, as of January 1, 1997, holds  
22 a multiple or single subject teaching credential, or to any person  
23 enrolled in a program of professional preparation for a multiple  
24 or single subject teaching credential as of January 1, 1997, who  
25 subsequently completes that program. It is the intent of the  
26 Legislature that the requirements of subparagraphs (A) and (B) of  
27 paragraph (4) of subdivision (b) be applied only to persons who  
28 enter a program of professional preparation on or after January 1,  
29 1997.

30 SEC. 2. Section 44279.1 of the Education Code is amended to  
31 read:

32 44279.1. (a) The Legislature finds and declares that the  
33 beginning years of the career of a teacher are a critical time in  
34 which it is necessary that intensive professional development and  
35 assessment occur. The Legislature recognizes that the public invests  
36 heavily in the preparation of prospective teachers, and that more  
37 than one-half of all new teachers leave some California school  
38 districts after one or two years in the classroom. Intensive  
39 professional development and assessment are necessary to build  
40 on the preparation that precedes initial certification, to transform

1 academic preparation into practical success in the classroom, to  
2 retain greater numbers of capable beginning teachers, and to  
3 remove novices who show little promise as teachers. It is the intent  
4 of the Legislature that the commission and the Superintendent  
5 develop and implement policies to govern the support and  
6 assessment of beginning teachers, as a condition for the  
7 professional certification of those teachers in the future.

8 (b) There is hereby established the California Beginning Teacher  
9 Support and Assessment System, to be administered jointly by the  
10 commission and the Superintendent. In administering the system,  
11 the commission and the Superintendent shall approve the most  
12 cost-effective programs of support and assessment. The  
13 commission and the Superintendent also shall ensure that programs  
14 meet the Standards of Quality and Effectiveness for Beginning  
15 Teacher Support and Assessment Programs adopted by the  
16 commission and that local programs support beginning teachers  
17 in meeting the competencies described in the California Standards  
18 for the Teaching Profession adopted by the commission. The  
19 system shall do all of the following:

20 (1) Provide an effective transition into the teaching career for  
21 first-year and second-year teachers in California.

22 (2) Improve the educational performance of pupils through  
23 improved training, information, and assistance for new teachers.

24 (3) Enable beginning teachers to be effective in teaching pupils  
25 who are culturally, linguistically, and academically diverse.

26 (4) Ensure the professional success and retention of new  
27 teachers.

28 (5) Ensure that a support provider provides intensive  
29 individualized support and assistance to each participating  
30 beginning teacher.

31 (6) Improve the rigor and consistency of individual teacher  
32 performance assessments and the usefulness of assessment results  
33 to teachers and decisionmakers.

34 (7) Establish an effective, coherent system of performance  
35 assessments that are based on the California Standards for the  
36 Teaching Profession adopted by the commission.

37 (8) Examine alternative ways in which the general public and  
38 the educational profession may be assured that new teachers who  
39 remain in teaching have attained acceptable levels of professional  
40 competence.



1 (9) Ensure that an individual induction plan is in place for each  
2 participating beginning teacher and is based on an ongoing  
3 assessment of the development of the beginning teacher.

4 (10) Ensure continuous program improvement through ongoing  
5 research, development, and evaluation.

6 (c) *(1)* Participation in the system shall be voluntary for  
7 teachers, ~~school districts, and county offices of education~~ and  
8 participation by certificated employees shall not be made a  
9 condition of employment. The commission and the Superintendent  
10 shall adopt and implement criteria and standards for participation  
11 in the system, including criteria regarding the eligibility of teachers  
12 and standards of local program quality and intensity for schools,  
13 school districts, county offices of education, colleges, universities,  
14 and other educational and professional organizations. The criteria  
15 and standards shall be consistent with the purposes of the system.

16 *(2) Commencing with hiring for the 2016–17 school year, and*  
17 *each school year thereafter, a school district or county office of*  
18 *education that hires a beginning teacher shall provide that*  
19 *beginning teacher with a program of beginning teacher induction*  
20 *described in paragraph (2) of subdivision (c) of Section 44259,*  
21 *unless the beginning teacher meets the requirements of paragraph*  
22 *(3) of subdivision (c) of Section 44259.*

23 (d) (1) For purposes of this article, unless the context otherwise  
24 requires, “beginning teacher” means a teacher with a valid  
25 California credential, as defined in Section 44259.

26 (2) For purposes of this article, “beginning teacher” does not  
27 include a teacher with a life or a clear teaching credential who  
28 returns to serve in a certificated teaching position.

29 (e) Subject to verification and approval by *the director of an*  
30 ~~induction-program director, program,~~ a beginning teacher shall  
31 not be required to demonstrate that an induction standard has been  
32 met, or complete an element of an approved induction program  
33 designed to assist a candidate in mastering a given standard, if the  
34 candidate previously met the induction standard while participating  
35 in a commission-approved preparation program.

36 (f) The Superintendent and the commission shall disseminate  
37 the California Standards for the Teaching Profession adopted by  
38 the commission to colleges, universities, school districts, county  
39 offices of education, and professional associations, who shall be  
40 encouraged to use the standards in efforts to improve teacher

1 preparation and support programs. Performance assessments  
2 developed under this article shall be designed to provide useful,  
3 helpful feedback to beginning teachers and their support providers.  
4 That information shall not be used for employment-related  
5 evaluations, as a condition of employment, or as a basis for  
6 terminating employment.

7 (g) It is the intent of the Legislature that the commission and  
8 the Superintendent establish a statewide teacher induction program  
9 that supports locally designed, high-quality induction programs  
10 that provide individualized support and formative assessment for  
11 all participating beginning teachers as defined in subdivision (d).  
12 At the discretion of the local beginning teacher support and  
13 assessment system teacher induction program, funds allocated to  
14 a program on the basis of eligible beginning teachers may be used  
15 to provide support, assistance, and preparation services to other  
16 credential candidates who are in their first or second year of  
17 employment as a classroom teacher.

18 (h) This article shall be known, and may be cited, as the Marian  
19 Bergeson Beginning Teacher Support and Assessment System.

20 SEC. 3. Section 44279.2 of the Education Code is amended to  
21 read:

22 44279.2. (a) The Superintendent and the commission shall  
23 jointly administer the California Beginning Teacher Support and  
24 Assessment System pursuant to this chapter. In administering this  
25 section, the Superintendent and the commission shall provide or  
26 contract for the provision of all of the following:

27 (1) Establishing requirements for reviewing and approving  
28 teacher induction programs.

29 (2) Developing and administering a system for ensuring teacher  
30 induction program quality and effectiveness. For purposes of this  
31 section, “program effectiveness” means producing excellent  
32 program outcomes in relation to the purposes defined in subdivision  
33 (b) of Section 44279.1. For purposes of this section, “program  
34 quality” means excellence with respect to program factors,  
35 including, but not limited to, all of the following:

36 (A) Program goals.

37 (B) Design resources.

38 (C) Management, evaluation, and improvement of the program.

39 (D) School context and working conditions.

40 (E) Support and assessment services to each beginning teacher.

1 (3) Developing purposes and functions for reviewing and  
2 approving supplemental grants and standards for program clusters  
3 and program consultants, as defined pursuant to Section 44279.7.

4 (4) Improving and refining the formative assessment system.

5 (5) Improving and refining professional development materials  
6 and strategies for all personnel involved in implementing induction  
7 programs.

8 (6) Conducting and tracking research related to beginning  
9 teacher induction.

10 (7) Periodically evaluating the validity of the California  
11 Standards for the Teaching Profession adopted by the commission  
12 and the Standards of Quality and Effectiveness for Beginning  
13 Teacher Support and Assessment Program adopted by the  
14 commission and making changes to those documents, as necessary.

15 (b) As part of the California Beginning Teacher Support and  
16 Assessment System, the commission and the Superintendent shall  
17 establish requirements for local teacher induction programs.

18 (c) A school district or consortium of school districts may apply  
19 to the Superintendent for funding to establish a local teacher  
20 induction program pursuant to this section. From amounts  
21 appropriated for purposes of this section, the Superintendent shall  
22 allocate three thousand dollars (\$3,000) for each beginning teacher  
23 participating in the program. That amount shall be adjusted each  
24 fiscal year by the inflation factor set forth in Section 42238.1. To  
25 be eligible to receive funding, a school district or consortium of  
26 school districts shall, at a minimum, meet all of the following  
27 requirements:

28 (1) Develop, implement, and evaluate teacher induction  
29 programs that meet the Quality and Effectiveness for Beginning  
30 Teacher Induction Program Standards adopted by the commission.

31 (2) Support beginning teachers in meeting the competencies  
32 described in the California Standards for the Teaching Profession  
33 adopted by the commission.

34 (3) Meet criteria for the cost-effective delivery of program  
35 services.

36 (4) From amounts received from local, state, or resources  
37 available for purposes of teacher induction programs, contribute  
38 not less than two thousand dollars (\$2,000) for the costs of each  
39 beginning teacher served in the induction program.

1     (5) *Not charge a fee to a beginning teacher to participate in the*  
2     *induction program.*

3     (d) Teachers who have received their preliminary credential in  
4     a district intern program pursuant to Article 7.5 (commencing with  
5     Section 44325) or an intern program pursuant to Article 3  
6     (commencing with Section 44450) of Chapter 3 and who are  
7     participating in an induction program pursuant to this section are  
8     not eligible for funding pursuant to Article 11 (commencing with  
9     Section 44380) of Chapter 2.

10    SEC. 4. If the Commission on State Mandates determines that  
11    this act contains costs mandated by the state, reimbursement to  
12    local agencies and school districts for those costs shall be made  
13    pursuant to Part 7 (commencing with Section 17500) of Division  
14    4 of Title 2 of the Government Code.