

AMENDED IN ASSEMBLY APRIL 7, 2015

CALIFORNIA LEGISLATURE—2015–16 REGULAR SESSION

ASSEMBLY BILL

No. 141

Introduced by Assembly Member Bonilla

January 9, 2015

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

LEGISLATIVE COUNSEL’S DIGEST

AB 141, as amended, 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 prescribes the minimum requirements for a clear multiple or single subject teaching credential, including the completion of either a beginning teacher induction program approved by the commission and the Superintendent pursuant to the Marian Bergeson Beginning Teacher Support and Assessment

System, 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~~ *provided, or* 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.~~ *induction, except as provided.*

This bill would, commencing with hiring for the 2016–17 school year, and each school year thereafter, require a school ~~district or district,~~ county office of ~~education~~ *education, or a charter school* that hires a beginning teacher to provide that *beginning teacher with one of these a beginning teacher induction programs, program that is approved by the commission and the Superintendent or one of the alternative beginning teacher induction programs described above,* except as provided. The bill ~~also~~ 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~~ *local educational agencies* 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:

SECTION 1. Section 44259 of the Education Code is amended to read:

44259. (a) Except as provided in subparagraphs (A) and (C) of paragraph (3) of subdivision (b), each program of professional preparation for multiple or single subject teaching credentials shall not include more than two years of full-time study of professional preparation.

(b) The minimum requirements for the preliminary multiple or single subject teaching credential are all of the following:

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

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

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

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

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

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

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

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

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

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

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

(iv) Early intervention techniques.

(v) Guided practice in a clinical setting.

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

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

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

1 (6) Demonstration of a knowledge of the principles and
2 provisions of the Constitution of the United States pursuant to
3 Section 44335.

4 (7) Commencing January 1, 2000, demonstration, in accordance
5 with the commission's standards of program quality and
6 effectiveness, of basic competency in the use of computers in the
7 classroom as determined by one of the following:

8 (A) Successful completion of a commission-approved program
9 or course.

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

12 (c) The minimum requirements for the clear multiple or single
13 subject teaching credential shall include all of the following
14 requirements:

15 (1) Possession of a valid preliminary teaching credential, as
16 prescribed in subdivision (b), possession of a valid equivalent
17 credential or certificate, or completion of equivalent requirements
18 as determined by the commission.

19 (2) Except as provided in paragraph (3), completion of a
20 program of beginning teacher induction, including one of the
21 following:

22 (A) (i) A program of beginning teacher support and assessment
23 induction approved by the commission and the Superintendent
24 pursuant to Section 44279.1, a provision of the Marian Bergeson
25 Beginning Teacher Support and Assessment System.
26 Superintendent.

27 (ii) Commencing with hiring for the 2016–17 school year, and
28 each school year thereafter, a school district, county office of
29 education, or charter school that hires a beginning teacher shall
30 provide that beginning teacher with a program of beginning
31 teacher induction, unless the beginning teacher meets the
32 requirements of paragraph (3).

33 (iii) A school district, county office of education, or charter
34 school shall not charge a fee to a beginning teacher to participate
35 in the beginning teacher induction program.

36 (B) (i) An alternative program of beginning teacher induction
37 that is provided by one or more local educational agencies and has
38 been approved by the commission and the Superintendent on the
39 basis of initial review and periodic evaluations of the program in
40 relation to appropriate standards of credential program quality and

effectiveness that have been adopted by the commission, the Superintendent, and the state board pursuant to this subdivision. The standards for alternative programs shall encourage innovation and experimentation in the continuous preparation and induction of beginning teachers. An alternative program of beginning teacher induction that has met state standards pursuant to this subdivision may apply for state funding pursuant to Sections 44279.1 and 44279.2.

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

(C) (i) 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. The commission shall ensure that preparation and induction programs that qualify candidates for professional credentials extend and refine each beginning teacher's professional skills in relation to the California Standards for the Teaching Profession and the academic content and performance standards for pupils adopted by the state board pursuant to Section 60605.

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

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

(B) If an approved induction program is verified as unavailable to a beginning teacher, or if the beginning teacher is required under the federal No Child Left Behind Act of 2001 (20 U.S.C. Sec. 6301 et seq.) to complete subject matter coursework to be qualified for a teaching assignment, the commission shall accept completion of an approved clear credential program after completion of a baccalaureate degree at a regionally accredited institution as

1 fulfilling the requirements of paragraph (2). The commission shall
2 adopt regulations to implement this subparagraph.

3 (4) Experience that includes the application of knowledge and
4 skills previously acquired in a preliminary credential program, in
5 accordance with commission standards, that addresses the
6 following:

7 (A) Health education, including study of nutrition,
8 cardiopulmonary resuscitation, and the physiological and
9 sociological effects of abuse of alcohol, narcotics, and drugs and
10 the use of tobacco. Training in cardiopulmonary resuscitation shall
11 also meet the standards established by the American Heart
12 Association or the American Red Cross.

13 (B) Field experience in methods of delivering appropriate
14 educational services to pupils with exceptional needs in regular
15 ~~education~~ *educational* programs.

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

18 (d) The commission shall develop and implement standards of
19 program quality and effectiveness that provide for the areas of
20 application listed in subparagraphs (A) to (C), inclusive, of
21 paragraph (4) of subdivision (c), starting in professional preparation
22 and continuing through induction.

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

32 (f) A credential program that is approved by the commission
33 shall not deny an individual access to that program solely on the
34 grounds that the individual obtained a teaching credential through
35 completion of an internship program when that internship program
36 has been accredited by the commission.

37 (g) Notwithstanding this section, persons who were performing
38 teaching services as of January 1, 1999, pursuant to the language
39 of this section that was in effect before that date, may continue to

1 perform those services without complying with any requirements
2 that may be added by the amendments adding this subdivision.

3 (h) Subparagraphs (A) and (B) of paragraph (4) of subdivision
4 (b) do not apply to any person who, as of January 1, 1997, holds
5 a multiple or single subject teaching credential, or to any person
6 enrolled in a program of professional preparation for a multiple
7 or single subject teaching credential as of January 1, 1997, who
8 subsequently completes that program. It is the intent of the
9 Legislature that the requirements of subparagraphs (A) and (B) of
10 paragraph (4) of subdivision (b) be applied only to persons who
11 enter a program of professional preparation on or after January 1,
12 1997.

13 SEC. 2. ~~Section 44279.1 of the Education Code is amended to~~
14 ~~read:~~

15 ~~44279.1. (a) The Legislature finds and declares that the~~
16 ~~beginning years of the career of a teacher are a critical time in~~
17 ~~which it is necessary that intensive professional development and~~
18 ~~assessment occur. The Legislature recognizes that the public invests~~
19 ~~heavily in the preparation of prospective teachers, and that more~~
20 ~~than one-half of all new teachers leave some California school~~
21 ~~districts after one or two years in the classroom. Intensive~~
22 ~~professional development and assessment are necessary to build~~
23 ~~on the preparation that precedes initial certification, to transform~~
24 ~~academic preparation into practical success in the classroom, to~~
25 ~~retain greater numbers of capable beginning teachers, and to~~
26 ~~remove novices who show little promise as teachers. It is the intent~~
27 ~~of the Legislature that the commission and the Superintendent~~
28 ~~develop and implement policies to govern the support and~~
29 ~~assessment of beginning teachers, as a condition for the~~
30 ~~professional certification of those teachers in the future.~~

31 ~~(b) There is hereby established the California Beginning Teacher~~
32 ~~Support and Assessment System, to be administered jointly by the~~
33 ~~commission and the Superintendent. In administering the system,~~
34 ~~the commission and the Superintendent shall approve the most~~
35 ~~cost-effective programs of support and assessment. The~~
36 ~~commission and the Superintendent also shall ensure that programs~~
37 ~~meet the Standards of Quality and Effectiveness for Beginning~~
38 ~~Teacher Support and Assessment Programs adopted by the~~
39 ~~commission and that local programs support beginning teachers~~
40 ~~in meeting the competencies described in the California Standards~~

1 ~~for the Teaching Profession adopted by the commission. The~~
2 ~~system shall do all of the following:~~

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

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

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

9 ~~(4) Ensure the professional success and retention of new~~
10 ~~teachers.~~

11 ~~(5) Ensure that a support provider provides intensive~~
12 ~~individualized support and assistance to each participating~~
13 ~~beginning teacher.~~

14 ~~(6) Improve the rigor and consistency of individual teacher~~
15 ~~performance assessments and the usefulness of assessment results~~
16 ~~to teachers and decisionmakers.~~

17 ~~(7) Establish an effective, coherent system of performance~~
18 ~~assessments that are based on the California Standards for the~~
19 ~~Teaching Profession adopted by the commission.~~

20 ~~(8) Examine alternative ways in which the general public and~~
21 ~~the educational profession may be assured that new teachers who~~
22 ~~remain in teaching have attained acceptable levels of professional~~
23 ~~competence.~~

24 ~~(9) Ensure that an individual induction plan is in place for each~~
25 ~~participating beginning teacher and is based on an ongoing~~
26 ~~assessment of the development of the beginning teacher.~~

27 ~~(10) Ensure continuous program improvement through ongoing~~
28 ~~research, development, and evaluation.~~

29 ~~(e) (1) Participation in the system shall be voluntary for~~
30 ~~teachers, and participation by certificated employees shall not be~~
31 ~~made a condition of employment. The commission and the~~
32 ~~Superintendent shall adopt and implement criteria and standards~~
33 ~~for participation in the system, including criteria regarding the~~
34 ~~eligibility of teachers and standards of local program quality and~~
35 ~~intensity for schools, school districts, county offices of education,~~
36 ~~colleges, universities, and other educational and professional~~
37 ~~organizations. The criteria and standards shall be consistent with~~
38 ~~the purposes of the system.~~

39 ~~(2) Commencing with hiring for the 2016–17 school year, and~~
40 ~~each school year thereafter, a school district or county office of~~

1 education that hires a beginning teacher shall provide that
2 beginning teacher with a program of beginning teacher induction
3 described in paragraph (2) of subdivision (c) of Section 44259;
4 unless the beginning teacher meets the requirements of paragraph
5 (3) of subdivision (c) of Section 44259.

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

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

12 (e) Subject to verification and approval by the director of an
13 induction program, a beginning teacher shall not be required to
14 demonstrate that an induction standard has been met, or complete
15 an element of an approved induction program designed to assist a
16 candidate in mastering a given standard, if the candidate previously
17 met the induction standard while participating in a
18 commission-approved preparation program.

19 (f) The Superintendent and the commission shall disseminate
20 the California Standards for the Teaching Profession adopted by
21 the commission to colleges, universities, school districts, county
22 offices of education, and professional associations, who shall be
23 encouraged to use the standards in efforts to improve teacher
24 preparation and support programs. Performance assessments
25 developed under this article shall be designed to provide useful,
26 helpful feedback to beginning teachers and their support providers.
27 That information shall not be used for employment-related
28 evaluations, as a condition of employment, or as a basis for
29 terminating employment.

30 (g) It is the intent of the Legislature that the commission and
31 the Superintendent establish a statewide teacher induction program
32 that supports locally designed, high-quality induction programs
33 that provide individualized support and formative assessment for
34 all participating beginning teachers as defined in subdivision (d).
35 At the discretion of the local beginning teacher support and
36 assessment system teacher induction program, funds allocated to
37 a program on the basis of eligible beginning teachers may be used
38 to provide support, assistance, and preparation services to other
39 credential candidates who are in their first or second year of
40 employment as a classroom teacher.

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

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

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

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

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

~~(A) Program goals.~~

~~(B) Design resources.~~

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

~~(D) School context and working conditions.~~

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

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

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

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

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

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

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

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

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

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

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

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

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

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

~~SEC. 4.~~

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