

FIRST REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 620
94TH GENERAL ASSEMBLY

Reported from the Special Committee on Student Achievement February 15, 2007 with recommendation that House Committee Substitute for House Bill No. 620 Do Pass. Referred to the Committee on Rules pursuant to Rule 25(21)(f).

D. ADAM CRUMBLISS, Chief Clerk

1235L.03C

AN ACT

To repeal section 168.021, RSMo, and to enact in lieu thereof two new sections relating solely to teacher certification.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Section 168.021, RSMo, is repealed and two new sections enacted in lieu thereof, to be known as sections 161.375 and 168.021, to read as follows:

161.375. 1. The department of elementary and secondary education shall develop standards for high-quality mentoring for beginning teachers and beginning principals no later than June 30, 2008. The standards shall be applicable to all public schools and shall be developed to ensure that the required district mentoring programs under subsection 3 of section 168.021, RSMo, meet common objectives.

2. Such standards shall be established for both of the required years of mentoring under subsection 3 of section 168.021, RSMo, and shall be based upon, but not be limited to, the following principles:

(1) Every district shall have a teacher-driven mentor program in collaboration with and support of the administration;

(2) Guidance and support are required for all beginning teachers, regardless of when they enter the profession;

(3) Communication between mentors and beginning teachers is open and confidential;

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

15 **(4) Quality mentors are necessary to establish beginning teachers' trust and respect**
16 **for their colleagues and profession; and**

17 **(5) All staff members provide informal support for beginning teachers.**

18 **3. Quality mentor programs shall include, but not be limited to, the following:**

19 **(1) An introduction to the cultural environment of the community and the school**
20 **district;**

21 **(2) A systemic and ongoing evaluation by all stakeholders;**

22 **(3) An individualized plan for beginning teachers that aligns with the district's**
23 **goals and needs;**

24 **(4) Appropriate criteria for selecting mentors;**

25 **(5) Comprehensive mentor training;**

26 **(6) A complete list of responsibilities for the mentor, beginning teacher, and**
27 **administrators; and**

28 **(7) Sufficient time for mentors to observe beginning teachers and for the beginning**
29 **teachers to observe master teachers, structured to provide multiple opportunities over time**
30 **and to minimize the need to require substitute teachers to facilitate observation.**

31 **4. In developing such standards, the department shall involve representatives from**
32 **the state teacher organizations, administration and principal organizations, Missouri**
33 **advisory council for the certification of educators as created by section 168.015, RSMo,**
34 **Missouri staff development council, and from colleges and universities.**

 168.021. 1. Certificates of license to teach in the public schools of the state shall be
2 granted as follows:

3 (1) By the state board, under rules and regulations prescribed by it,

4 (a) Upon the basis of college credit;

5 (b) Upon the basis of examination;

6 (2) By the state board, under rules and regulations prescribed by the state board with
7 advice from the advisory council established by section 168.015 to any individual who presents
8 to the state board a valid doctoral degree from an accredited institution of higher education
9 accredited by a regional accrediting association such as North Central Association. Such
10 certificate shall be limited to the major area of postgraduate study of the holder, shall be issued
11 only after successful completion of the examination required for graduation pursuant to rules
12 adopted by the state board of education, and shall be restricted to those certificates established
13 pursuant to subdivision (1) of subsection 3 of this section; or

14 (3) By the state board, which shall issue the professional certificate classification in both
15 the general and specialized areas most closely aligned with the current areas of certification

16 approved by the state board, commensurate with the years of teaching experience of the
17 applicant, and based upon the following criteria:

18 (a) Recommendation of a state-approved baccalaureate-level teacher preparation
19 program;

20 (b) Successful attainment of the Missouri qualifying score on the exit assessment for
21 teachers or administrators designated by the state board of education. Applicants who have not
22 successfully achieved a qualifying score on the designated examinations will be issued a
23 two-year nonrenewable provisional certificate; and

24 (c) Upon completion of a background check and possession of a valid teaching certificate
25 in the state from which the applicant's teacher preparation program was completed; or

26 **(4) By the state board, under rules and regulations prescribed by it, on the basis
27 of certification by the American Board for Certification of Teacher Excellence (ABCTE),
28 for an initial ABCTE professional certificate of license to teach pending:**

29 (a) Ability to work with children as demonstrated by sixty contact hours within the
30 twenty-four-month period immediately preceding the date of application for certificate of
31 license in any one of the following areas as validated by the school principal:

32 a. Sixty contact hours in the classroom, of which at least forty-five must be
33 teaching;

34 b. Sixty contact hours as a substitute teacher, with at least thirty consecutive hours
35 in the same classroom;

36 c. Sixty contact hours of teaching in a private school; or

37 d. Sixty contact hours of teaching as a paraprofessional;

38 (b) Completion of the twenty-four contact hours of professional development within
39 two years, which may include hours spent in class in an appropriate college curriculum;

40 (c) Validated completion of two years of the mentoring program of the American
41 Board for Certification of Teacher Excellence or a district mentoring program approved
42 by the state board of education; and

43 (d) Attainment of a successful performance-based teacher evaluation.

44 2. All valid teaching certificates issued pursuant to law or state board policies and
45 regulations prior to September 1, 1988, shall be exempt from the professional development
46 requirements of this section and shall continue in effect until they expire, are revoked or
47 suspended, as provided by law. When such certificates are required to be renewed, the state
48 board or its designee shall grant to each holder of such a certificate the certificate most nearly
49 equivalent to the one so held. Anyone who holds, as of August 28, 2003, a valid PC-I, PC-II,
50 or continuous professional certificate shall, upon expiration of his or her current certificate, be

51 issued the appropriate level of certificate based upon the classification system established
52 pursuant to subsection 3 of this section.

53 3. Certificates of license to teach in the public schools of the state shall be based upon
54 minimum requirements prescribed by the state board of education. The state board shall provide
55 for the following levels of professional certification: an initial professional certificate and a
56 career continuous professional certificate.

57 (1) The initial professional certificate shall be issued upon completion of requirements
58 established by the state board of education and shall be valid based upon verification of actual
59 teaching within a specified time period established by the state board of education. The state
60 board shall require holders of the four-year initial professional certificate to:

61 (a) Participate in a mentoring program approved and provided by the district for a
62 minimum of two years;

63 (b) Complete thirty contact hours of professional development, which may include hours
64 spent in class in an appropriate college curriculum; and

65 (c) Participate in a beginning teacher assistance program;

66 (2) (a) The career continuous professional certificate shall be issued upon verification
67 of completion of four years of teaching under the initial professional certificate and upon
68 verification of the completion of the requirements articulated in paragraphs (a), (b), and (c) of
69 subdivision (1) of this subsection.

70 (b) The career continuous professional certificate shall be continuous based upon
71 verification of actual employment in an educational position as provided for in state board
72 guidelines and completion of fifteen contact hours of professional development per year which
73 may include hours spent in class in an appropriate college curriculum. Should the possessor of
74 a valid career continuous professional certificate fail, in any given year, to meet the fifteen-hour
75 professional development requirement, the possessor may, within two years, make up the
76 missing hours. In order to make up for missing hours, the possessor shall first complete the
77 fifteen-hour requirement for the current year and then may count hours in excess of the current
78 year requirement as make-up hours. Should the possessor fail to make up the missing hours
79 within two years, the certificate shall become inactive. In order to reactivate the certificate, the
80 possessor shall complete twenty-four contact hours of professional development which may
81 include hours spent in the classroom in an appropriate college curriculum within the six months
82 prior to or after reactivating his or her certificate. The requirements of this paragraph shall be
83 monitored and verified by the local school district which employs the holder of the career
84 continuous professional certificate.

85 (c) A holder of a career continuous professional certificate shall be exempt from the
86 professional development contact hour requirements of paragraph (b) of this subdivision if such

87 teacher has a local professional development plan in place within such teacher's school district
88 and meets two of the three following criteria:

- 89 a. Has ten years of teaching experience as defined by the state board of education;
 - 90 b. Possesses a master's degree; or
 - 91 c. Obtains a rigorous national certification as approved by the state board of education.
- 92 4. Policies and procedures shall be established by which a teacher who was not retained
93 due to a reduction in force may retain the current level of certification. There shall also be
94 established policies and procedures allowing a teacher who has not been employed in an
95 educational position for three years or more to reactivate his or her last level of certification by
96 completing twenty-four contact hours of professional development which may include hours
97 spent in the classroom in an appropriate college curriculum within the six months prior to or after
98 reactivating his or her certificate.

99 5. The state board shall, upon an appropriate background check, issue a professional
100 certificate classification in the areas most closely aligned with an applicant's current areas of
101 certification, commensurate with the years of teaching experience of the applicant, to any person
102 who is hired to teach in a public school in this state and who possesses a valid teaching
103 certificate from another state, provided that the certificate holder shall annually complete the
104 state board's requirements for such level of certification, and shall establish policies by which
105 residents of states other than the state of Missouri may be assessed a fee for a certificate license
106 to teach in the public schools of Missouri. Such fee shall be in an amount sufficient to recover
107 any or all costs associated with the issuing of a certificate of license to teach.

108 6. The state board may assess to holders of an initial professional certificate a fee, to be
109 deposited into the excellence in education revolving fund established pursuant to section
110 160.268, RSMo, for the issuance of the career continuous professional certificate. However,
111 such fee shall not exceed the combined costs of issuance and any criminal background check
112 required as a condition of issuance. **Applicants for the initial ABCTE certificate shall be**
113 **responsible for any fees associated with the program leading to the issuance of the**
114 **certificate, but nothing in this section shall prohibit a district from developing a policy that**
115 **permits fee reimbursement.**

116 7. Any member of the public school retirement system of Missouri who entered covered
117 employment with ten or more years of educational experience in another state or states and held
118 a certificate issued by another state and subsequently worked in a school district covered by the
119 public school retirement system of Missouri for ten or more years who later became certificated
120 in Missouri shall have that certificate dated back to his or her original date of employment in a
121 Missouri public school.

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