

**Second Regular Session  
Sixty-fifth General Assembly  
STATE OF COLORADO  
CORRECTED INTRODUCED**

LLS NO. 06-0457.01 Julie Pelegrin

**HOUSE BILL 06-1001**

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**HOUSE SPONSORSHIP**

**Merrifield,**

**SENATE SPONSORSHIP**

**(None),**

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**House Committees**  
Education

**Senate Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING PRINCIPALS IN PUBLIC SCHOOLS.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not necessarily reflect any amendments that may be subsequently adopted.)*

**Sections 1 and 2:** Requires the state board of education ("state board") to direct the department of education ("department") annually to survey school district superintendents who employ new principals. Directs the department to base the survey on the principal licensure standards and design the survey to measure the quality and effectiveness of the principal preparation programs and solicit information concerning the principal licensure standards. Directs the state board annually to submit a summary report of the survey results to the education committees, the governor, the Colorado commission on higher education,

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters indicate new material to be added to existing statute.*  
*Dashes through the words indicate deletions from existing statute.*

and the appropriate institutions of higher education. Directs the education committees to consider the report at their biennial joint meeting to consider teacher preparation programs.

**Section 3:** Requires a person who holds a professional principal license to select professional development activities for renewal of the license that relate to improving the person's skills as a principal and to complete any professional development activities specifically identified by the person's employing school district.

**Sections 4 and 5:** Directs each school district to review the leadership in its schools, identify areas of improvement for principals, and assist principals in attending appropriate professional development programs. Recognizes identification of areas of improvement for principals and assistance in improving in those areas as management functions that a school district must complete for accreditation.

**Section 6:** Requires school districts to provide observations and written evaluations of principals with the same frequency as they are provided to teachers. Specifies that a principal's evaluation shall include input from teachers, students, and parents in the manner provided by the school district. Clarifies that a principal whose performance is deemed unsatisfactory shall receive a notice of deficiencies and a remediation plan.

**Section 7:** Creates the principal recruitment and training planning council ("council"). Specifies the council membership, including legislative members and representatives from the elementary and secondary education system and from higher education. Directs the council to study issues pertaining to principal recruitment and training in the state and to develop a statewide plan for improving school leadership ("plan"). Instructs the council to submit the plan, and implementation reports for 2 years, to the education committees, the governor, the state board, and the Colorado commission on higher education. Allows the council to submit recommendations for legislative changes that may be necessary to implement the plan. Repeals the council on July 1, 2010.

Creates the principal development scholarship program to provide stipends for professional development activities for principals on a need basis. Directs the state board to adopt rules concerning the procedures for applying for a stipend and the criteria for awarding the stipend. Specifies minimum criteria, including the applicant's degree of financial and professional need and the quality of the professional development activity. Creates the principal development scholarship fund ("fund"), and identifies the state education fund as the source of appropriations for the fund.

**Section 8:** Directs the Colorado commission on higher education to adopt policies to allow a person who is participating in a principal preparation program to qualify for financial assistance.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2           **SECTION 1.** 22-2-109, Colorado Revised Statutes, is amended  
3 BY THE ADDITION OF A NEW SUBSECTION to read:

4           **22-2-109. State board of education - additional duties - teacher**  
5 **standards - principal standards.** (7) (a) BEGINNING WITH THE 2006-07  
6 SCHOOL YEAR AND ANNUALLY THEREAFTER, THE STATE BOARD SHALL  
7 DIRECT THE DEPARTMENT TO SURVEY THE SUPERINTENDENTS OF THE  
8 SCHOOL DISTRICTS OF THE STATE WHO EMPLOY PRINCIPALS WHO HOLD A  
9 PRINCIPAL AUTHORIZATION OR AN INITIAL PRINCIPAL LICENSE OR WHO  
10 OBTAIN A PROFESSIONAL PRINCIPAL LICENSE WITHOUT FIRST HOLDING AN  
11 INITIAL PRINCIPAL LICENSE AND WHO ARE IN THEIR FIRST THREE YEARS OF  
12 EMPLOYMENT AS A PRINCIPAL. THE DEPARTMENT SHALL BASE THE  
13 SURVEY QUESTIONS ON THE PERFORMANCE-BASED PRINCIPAL LICENSURE  
14 STANDARDS ADOPTED BY THE STATE BOARD PURSUANT TO SUBSECTION (6)  
15 OF THIS SECTION. THE DEPARTMENT SHALL DESIGN THE SURVEY TO  
16 SOLICIT INFORMATION BY WHICH TO MEASURE THE QUALITY AND  
17 EFFECTIVENESS OF THE PRINCIPAL PREPARATION PROGRAMS THAT ARE  
18 APPROVED BY THE COLORADO COMMISSION ON HIGHER EDUCATION  
19 PURSUANT TO SECTION 23-1-121.3, C.R.S., AND TO SOLICIT INFORMATION  
20 FROM SUPERINTENDENTS CONCERNING THE PRINCIPAL LICENSURE  
21 STANDARDS.

22           (b) THE STATE BOARD SHALL SUBMIT ANNUALLY TO THE  
23 EDUCATION COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND THE  
24 SENATE, OR ANY SUCCESSOR COMMITTEES, A WRITTEN SUMMARY REPORT  
25 OF THE RESULTS OF THE SURVEY CONDUCTED PURSUANT TO PARAGRAPH  
26 (a) OF THIS SUBSECTION (7). IN SUBMITTING THE REPORT, THE STATE

1 BOARD SHALL ENSURE THAT THE REPORT FOR THE CURRENT YEAR AND THE  
2 PRECEDING YEAR'S REPORT, IF ONE EXISTS, ARE AVAILABLE TO THE  
3 EDUCATION COMMITTEES FOR CONSIDERATION AT THE BIENNIAL JOINT  
4 MEETING HELD PURSUANT TO SECTION 22-60.5-116.5. THE STATE BOARD  
5 SHALL ALSO SUBMIT THE REPORT ANNUALLY TO THE GOVERNOR, THE  
6 COLORADO COMMISSION ON HIGHER EDUCATION, AND THE INSTITUTIONS  
7 OF HIGHER EDUCATION THAT OPERATE PRINCIPAL PREPARATION  
8 PROGRAMS.

9 **SECTION 2.** 22-60.5-116.5, Colorado Revised Statutes, is  
10 amended to read:

11 **22-60.5-116.5. Education committees - evaluation of teacher**  
12 **preparation programs - biannual joint meeting.** (1) (a) The  
13 committees on education of the house of representatives and the senate,  
14 OR ANY SUCCESSOR COMMITTEES, shall ~~biannually~~ BIENNIALY hold a  
15 joint meeting to assess the reports received concerning the effectiveness  
16 of the approved teacher preparation programs offered by accepted  
17 institutions of higher education in the state AND THE REPORTS OF THE  
18 SURVEY OF SUPERINTENDENTS CONDUCTED BY THE DEPARTMENT OF  
19 EDUCATION AND SUBMITTED BY THE STATE BOARD OF EDUCATION  
20 PURSUANT TO SECTION 22-2-109 (7).

21 (b) At the meeting, the committees shall consider the reports on  
22 the review of approved teacher preparation programs received from the  
23 Colorado commission on higher education pursuant to section 23-1-121  
24 (6), C.R.S. The committees shall take testimony from representatives of  
25 the institutions of higher education that provide the teacher preparation  
26 programs, the state board of education, the Colorado commission on  
27 higher education, and from any other interested persons. Based on the

1 review of said reports and any testimony received, the committees shall  
2 assess whether the approved teacher preparation programs are adequately  
3 preparing teacher candidates to meet the performance-based teacher  
4 licensure standards adopted by rule of the state board of education  
5 pursuant to section 22-2-109 (3). In addition, the committees shall assess  
6 whether each approved teacher preparation program is being implemented  
7 in accordance with the requirements of the "Higher Education Quality  
8 Assurance Act", article 13 of title 23, C.R.S.

9 (c) AT THE MEETING, THE COMMITTEES SHALL CONSIDER THE  
10 REPORTS OF THE SURVEY OF SUPERINTENDENTS CONDUCTED BY THE  
11 DEPARTMENT OF EDUCATION AND SUBMITTED BY THE STATE BOARD OF  
12 EDUCATION PURSUANT TO SECTION 22-2-109 (7). THE COMMITTEES SHALL  
13 TAKE TESTIMONY FROM REPRESENTATIVES OF THE INSTITUTIONS OF  
14 HIGHER EDUCATION THAT PROVIDE THE PRINCIPAL PREPARATION  
15 PROGRAMS, THE STATE BOARD OF EDUCATION, THE COLORADO  
16 COMMISSION ON HIGHER EDUCATION, AND FROM ANY OTHER INTERESTED  
17 PERSONS. BASED ON THE REVIEW OF SAID REPORTS AND ANY TESTIMONY  
18 RECEIVED, THE COMMITTEES SHALL ASSESS WHETHER THE APPROVED  
19 PRINCIPAL PREPARATION PROGRAMS ARE ADEQUATELY PREPARING  
20 PRINCIPAL CANDIDATES TO MEET THE PERFORMANCE-BASED PRINCIPAL  
21 LICENSURE STANDARDS ADOPTED BY RULE OF THE STATE BOARD OF  
22 EDUCATION PURSUANT TO SECTION 22-2-109 (6).

23 (2) If the committees, based on the reports received from the  
24 Colorado commission on higher education AND THE STATE BOARD OF  
25 EDUCATION, determine that an approved educator preparation program is  
26 not adequately preparing licensure candidates or is not being implemented  
27 in accordance with the requirements of the "Higher Education Quality

1 Assurance Act", article 13 of title 23, C.R.S., the committees shall  
2 instruct the Colorado commission on higher education to reduce the  
3 funding received by the institution of higher education that provides the  
4 approved educator preparation program during the next fiscal year. The  
5 commission shall notify the committees of the amount of said reduction  
6 prior to introduction of the annual general appropriation bill.

7 **SECTION 3.** 22-60.5-110 (3) (a), Colorado Revised Statutes, is  
8 amended, and the said 22-60.5-110 (3) is further amended BY THE  
9 ADDITION OF A NEW PARAGRAPH, to read:

10 **22-60.5-110. Renewal of licenses.** (3) (a) ~~Any~~ A professional  
11 license may be renewed upon submitting an application for renewal,  
12 payment of the statutory fee, and evidence of satisfactory completion by  
13 the applicant of ongoing professional development. A licensee need not  
14 be employed as a professional educator during all or any portion of the  
15 term for which his or her professional educator license is valid.  
16 Employment as a professional educator shall not constitute a requirement  
17 for renewal of a professional license. ~~Any~~ EXCEPT AS OTHERWISE  
18 PROVIDED IN PARAGRAPH (e) OF THIS SUBSECTION (3), THE professional  
19 development activities completed by an applicant for license renewal  
20 shall apply equally to renewal of any professional educator license or  
21 endorsement held by the applicant.

22 (e) IN SELECTING PROFESSIONAL DEVELOPMENT ACTIVITIES FOR  
23 RENEWAL OF A PROFESSIONAL PRINCIPAL LICENSE, THE PROFESSIONAL  
24 LICENSEE SHALL SELECT ACTIVITIES THAT ARE SPECIFIC TO IMPROVING HIS  
25 OR HER SKILLS AS A PRINCIPAL. IN ADDITION, IF THE SCHOOL DISTRICT IN  
26 WHICH THE PROFESSIONAL LICENSEE IS EMPLOYED HAS IDENTIFIED,  
27 PURSUANT TO SECTION 22-9-106, SPECIFIC AREAS IN WHICH HE OR SHE

1 NEEDS IMPROVEMENT OR, PURSUANT TO SECTION 22-32-109 (1) (ii),  
2 SPECIFIC PROFESSIONAL DEVELOPMENT PROGRAMS TO ASSIST THE  
3 PROFESSIONAL LICENSEE IN IMPROVING HIS OR HER SKILLS AS A PRINCIPAL,  
4 THE PROFESSIONAL LICENSEE SHALL COMPLETE ACTIVITIES IN THOSE  
5 IDENTIFIED AREAS OR SHALL COMPLETE THOSE SPECIFIC PROGRAMS. IN  
6 REVIEWING THE PROFESSIONAL LICENSEE'S APPLICATION FOR LICENSE  
7 RENEWAL, THE DEPARTMENT SHALL DENY THE APPLICATION FOR RENEWAL  
8 IF THE PROFESSIONAL LICENSEE DOES NOT COMPLY WITH THE  
9 REQUIREMENTS SPECIFIED IN THIS PARAGRAPH (e).

10 **SECTION 4.** 22-32-109 (1), Colorado Revised Statutes, is  
11 amended BY THE ADDITION OF A NEW PARAGRAPH to read:

12 **22-32-109. Board of education - specific duties.** (1) In addition  
13 to any other duty required to be performed by law, each board of  
14 education shall have and perform the following specific duties:

15 (ii) TO REVIEW ANNUALLY THE OPERATION OF THE SCHOOLS OF  
16 THE SCHOOL DISTRICT AND IDENTIFY ANY AREAS IN WHICH ONE OR MORE  
17 OF THE PRINCIPALS OF THE SCHOOLS OF THE SCHOOL DISTRICT REQUIRE  
18 FURTHER TRAINING OR DEVELOPMENT. THE BOARD OF EDUCATION SHALL  
19 CONTRACT FOR OR OTHERWISE ASSIST THE IDENTIFIED PRINCIPALS IN  
20 ATTENDING PROFESSIONAL DEVELOPMENT PROGRAMS TO ASSIST THE  
21 IDENTIFIED PRINCIPALS IN IMPROVING THEIR SKILLS IN THE IDENTIFIED  
22 AREAS. THE BOARD OF EDUCATION MAY REQUIRE THE IDENTIFIED  
23 PRINCIPALS TO PAY ALL OR A PORTION OF THE COSTS OF THE PROFESSIONAL  
24 DEVELOPMENT PROGRAMS.

25 **SECTION 5.** 22-11-201 (4) (b), Colorado Revised Statutes, is  
26 amended to read:

27 **22-11-201. Accreditation contract. (4) Contract requirements**

1 - **management.** (b) The school district accreditation contract, at a  
2 minimum, shall bind a school district to administer the following school  
3 district policy and management functions:

4 (I) Community involvement, including processes for involving  
5 parents, the business community, and other interested citizens;

6 (II) Public disclosure of nonidentifying student achievement  
7 results for each public school in the school district;

8 (III) Recognition for public schools that meet or exceed  
9 accreditation indicators and assistance for public schools that fail to meet  
10 such indicators;

11 (IV) REVIEW OF THE OPERATION OF THE PUBLIC SCHOOLS OF THE  
12 SCHOOL DISTRICT, IDENTIFICATION OF AREAS IN WHICH ONE OR MORE OF  
13 THE PRINCIPALS OF THE PUBLIC SCHOOLS REQUIRE FURTHER TRAINING OR  
14 DEVELOPMENT, AND PROVISION OR IDENTIFICATION OF PROFESSIONAL  
15 DEVELOPMENT PROGRAMS TO ASSIST THE IDENTIFIED PRINCIPALS IN  
16 IMPROVING THEIR SKILLS IN THE IDENTIFIED AREAS.

17 **SECTION 6.** 22-9-106 (1) (c), (3) (b), (3.2), (3.5), and (4.5),  
18 Colorado Revised Statutes, are amended to read:

19 **22-9-106. Local boards of education - duties.** (1) All school  
20 districts and boards of cooperative services that employ licensed  
21 personnel, as defined in section 22-9-103 (1.5), shall adopt a written  
22 system to evaluate the employment performance of school district and  
23 board of cooperative services licensed personnel, including all teachers,  
24 principals, and administrators, with the exception of licensed personnel  
25 employed by a board of cooperative services for a period of six weeks or  
26 less. In developing the licensed personnel performance evaluation system  
27 and any amendments thereto, the local board and board of cooperative



1 services shall consult with administrators, principals, and teachers  
2 employed within the district or participating districts in a board of  
3 cooperative services, parents, and the school district licensed personnel  
4 performance evaluation council or the board of cooperative services  
5 personnel performance evaluation council created pursuant to section  
6 22-9-107. The performance evaluation system shall contain, but shall not  
7 be limited to, the following information:

8 (c) The frequency and duration of the evaluations, which shall be  
9 on a regular basis and of such frequency and duration as to ensure the  
10 collection of a sufficient amount of data from which reliable conclusions  
11 and findings may be drawn. At a minimum, the performance evaluation  
12 system shall ensure that:

13 (I) Probationary teachers AND PRINCIPALS WHO ARE IN THEIR FIRST  
14 THREE YEARS OF EMPLOYMENT AS PRINCIPALS receive at least two  
15 documented observations and one evaluation that results in a written  
16 evaluation report pursuant to subsection (3) of this section each academic  
17 year; and ~~that~~

18 (II) Nonprobationary teachers AND PRINCIPALS WHO ARE IN THEIR  
19 FOURTH OR SUBSEQUENT YEARS OF EMPLOYMENT AS PRINCIPALS receive  
20 at least one observation each year and one evaluation that results in a  
21 written evaluation report pursuant to subsection (3) of this section every  
22 three years.

23 (3) An evaluation report shall be issued upon the completion of an  
24 evaluation made pursuant to this section and shall:

25 (b) Contain a written improvement plan, that shall be specific as  
26 to what improvements, if any, are needed in the performance of the  
27 licensed personnel and shall clearly set forth recommendations for

1 improvements, including recommendations for additional education and  
2 training during the teacher's ~~relicensure~~ OR THE PRINCIPAL'S LICENSE  
3 RENEWAL process;

4 (3.2) (a) In addition to the items specified in subsection (3) of this  
5 section, the evaluation of a teacher may include any peer, parent, or  
6 student input obtained from standardized surveys.

7 (b) IN ADDITION TO THE ITEMS SPECIFIED IN SUBSECTION (3) OF  
8 THIS SECTION, EACH PRINCIPAL'S EVALUATION SHALL INCLUDE INPUT FROM  
9 THE TEACHERS EMPLOYED IN THE PRINCIPAL'S SCHOOL AND THE STUDENTS  
10 ENROLLED IN THE SCHOOL AND THEIR PARENTS. EACH SCHOOL DISTRICT  
11 SHALL SPECIFY THE MANNER IN WHICH INPUT FROM TEACHERS, STUDENTS,  
12 AND PARENTS IS COLLECTED.

13 (3.5) A teacher OR PRINCIPAL whose performance is deemed to be  
14 unsatisfactory pursuant to paragraph (e) of subsection (1) of this section  
15 shall be given notice of deficiencies. A remediation plan to correct said  
16 deficiencies shall be developed by the district or the board of cooperative  
17 services and the teacher OR PRINCIPAL. The teacher OR PRINCIPAL shall  
18 be given a reasonable period of time ~~for remediation of~~ TO REMEDIATE the  
19 deficiencies and shall receive a statement of the resources and assistance  
20 available for the purposes of correcting the performance or the  
21 deficiencies.

22 (4.5) Any person whose performance evaluation includes a  
23 remediation plan shall be given an opportunity to improve his or her  
24 performance through the implementation of the plan. If the next  
25 performance evaluation shows that the person is ~~now~~ performing  
26 satisfactorily, no further action shall be taken concerning the original  
27 performance evaluation. If such evaluation shows the person is still not

1 performing satisfactorily, the evaluator shall either make additional  
2 recommendations for improvement or may recommend the dismissal of  
3 ~~such~~ THE person, WHICH DISMISSAL SHALL BE in accordance with the  
4 provisions of article 63 of this title IF THE PERSON IS A TEACHER.

5 **SECTION 7.** Title 22, Colorado Revised Statutes, is amended BY  
6 THE ADDITION OF A NEW ARTICLE to read:

7 **ARTICLE 9.5**

8 **Principal Recruitment and Training**

9 **PART 1**

10 **STATEWIDE PLAN FOR IMPROVING SCHOOL LEADERSHIP**

11 **22-9.5-101. Legislative declaration.** (1) THE GENERAL  
12 ASSEMBLY HEREBY FINDS THAT:

13 (a) LEADERSHIP IS A CRUCIAL FACTOR IN THE SUCCESS OF SCHOOL  
14 DISTRICTS AND SCHOOLS;

15 (b) WITHOUT STRONG LEADERSHIP AT ALL LEVELS, ESPECIALLY AT  
16 THE DISTRICT AND SCHOOL-BUILDING LEVEL, EDUCATIONAL REFORMS  
17 OFTEN FAIL OR ARE SHORT-LIVED;

18 (c) STUDIES SHOW THAT SCHOOL LEADERSHIP IS SECOND ONLY TO  
19 TEACHER QUALITY IN SIGNIFICANTLY AFFECTING STUDENT LEARNING;

20 (d) AS EDUCATIONAL EXPERTS BEGIN TO RECOGNIZE THE  
21 IMPORTANCE OF STRONG EDUCATIONAL LEADERSHIP, SCHOOL DISTRICTS  
22 ARE EXPERIENCING A SHORTAGE OF WELL-TRAINED EDUCATIONAL  
23 LEADERS WHO ARE INTERESTED IN TAKING ON THE CHALLENGES OF BEING  
24 A SCHOOL PRINCIPAL; AND

25 (e) METHODS OF RECRUITING PERSONS TO SERVE AS PRINCIPALS  
26 AND PROGRAMS FOR TRAINING NEW PRINCIPALS AND SUPPORTING EXISTING  
27 PRINCIPALS HAVE TAKEN ON GREATER IMPORTANCE AS THE SCHOOL

1 DISTRICTS AND SCHOOLS ACROSS THE STATE WORK TO SUPPORT AND  
2 IMPROVE SCHOOL LEADERSHIP IN PUBLIC SCHOOLS.

3 (2) THE GENERAL ASSEMBLY THEREFORE CONCLUDES THAT IT IS  
4 NECESSARY TO CREATE A COUNCIL TO REVIEW THE ISSUES SURROUNDING  
5 SCHOOL LEADERSHIP IN THIS STATE AND TO DEVELOP A STATEWIDE PLAN  
6 TO HELP ENSURE THAT SCHOOL DISTRICTS CAN MEET THE LEADERSHIP  
7 DEMANDS OF THEIR SCHOOLS.

8 **22-9.5-102. Definitions.** AS USED IN THIS PART 1, UNLESS THE  
9 CONTEXT OTHERWISE REQUIRES:

10 (1) "COMMISSION" MEANS THE COLORADO COMMISSION ON  
11 HIGHER EDUCATION ESTABLISHED PURSUANT TO SECTION 23-1-102, C.R.S.

12 (2) "COUNCIL" MEANS THE PRINCIPAL RECRUITMENT AND  
13 TRAINING PLANNING COUNCIL CREATED PURSUANT TO SECTION  
14 22-9.5-103.

15 (3) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION  
16 CREATED AND EXISTING PURSUANT TO SECTION 1 OF ARTICLE IX OF THE  
17 STATE CONSTITUTION.

18 **22-9.5-103. Principal recruitment and training planning**  
19 **council - established.** (1) THERE IS HEREBY CREATED THE PRINCIPAL  
20 RECRUITMENT AND TRAINING PLANNING COUNCIL, WHICH SHALL CONSIST  
21 OF A TOTAL OF TWENTY-ONE MEMBERS, AS FOLLOWS:

22 (a) LEGISLATIVE MEMBERS AS FOLLOWS:

23 (I) THE CHAIRPERSON, THE VICE-CHAIRPERSON, AND THE RANKING  
24 MINORITY MEMBER OF THE EDUCATION COMMITTEE OF THE HOUSE OF  
25 REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEE;

26 (II) THE CHAIRPERSON, THE VICE-CHAIRPERSON, AND THE RANKING  
27 MINORITY MEMBER OF THE SENATE EDUCATION COMMITTEE, OR ANY

1 SUCCESSOR COMMITTEE;

2 (b) FOUR EX OFFICIO MEMBERS, OR THEIR DESIGNEES, AS FOLLOWS:

3 (I) THE COMMISSIONER OF EDUCATION;

4 (II) THE CHAIRPERSON OF THE STATE BOARD;

5 (III) THE EXECUTIVE DIRECTOR OF THE COMMISSION;

6 (IV) THE CHAIRPERSON OF THE COMMISSION;

7 (c) ELEVEN MEMBERS APPOINTED JOINTLY BY THE CHAIRPERSONS  
8 OF THE EDUCATION COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND  
9 THE SENATE, OR ANY SUCCESSOR COMMITTEES, AS FOLLOWS:

10 (I) ONE MEMBER FROM A STATEWIDE ASSOCIATION OF TEACHERS;

11 (II) TWO MEMBERS WHO ARE ELECTED MEMBERS OF SCHOOL  
12 DISTRICT BOARDS OF EDUCATION, ONE OF WHOM REPRESENTS A RURAL  
13 SCHOOL DISTRICT AND ONE OF WHOM REPRESENTS AN URBAN SCHOOL  
14 DISTRICT;

15 (III) TWO PERSONS WHO ARE PRINCIPALS AND MEMBERS OF A  
16 STATEWIDE ASSOCIATION OF SCHOOL EXECUTIVES, ONE EACH FROM A  
17 COLORADO PUBLIC ELEMENTARY SCHOOL AND A COLORADO PUBLIC  
18 SECONDARY SCHOOL;

19 (IV) TWO PERSONS WHO ARE PARENTS, ONE OF WHOM HAS A CHILD  
20 ENROLLED IN A COLORADO PUBLIC ELEMENTARY SCHOOL AND ONE OF  
21 WHOM HAS A CHILD ENROLLED IN A COLORADO PUBLIC SECONDARY  
22 SCHOOL;

23 (V) TWO PERSONS WHO EACH OVERSEE AN APPROVED PRINCIPAL  
24 PREPARATION PROGRAM AT A STATE INSTITUTION OF HIGHER EDUCATION  
25 IN COLORADO;

26 (VI) ONE PERSON WHO OVERSEES AN APPROVED PRINCIPAL  
27 PREPARATION PROGRAM AT A PRIVATE INSTITUTION OF HIGHER EDUCATION

1 IN COLORADO;

2 (VII) ONE PERSON WHO IS AN EXPERT IN THE AREA OF SCHOOL  
3 LEADERSHIP TRAINING AND DEVELOPMENT.

4 (2) (a) THE CHAIRPERSONS OF THE EDUCATION COMMITTEES OF  
5 THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR  
6 COMMITTEES, SHALL MAKE THE INITIAL APPOINTMENTS TO THE COUNCIL  
7 NO LATER THAN JULY 1, 2006.

8 (b) THE APPOINTED MEMBERS SHALL SERVE AT THE PLEASURE OF  
9 THE APPOINTING AUTHORITY AND MAY BE REMOVED BY THE APPOINTING  
10 AUTHORITY FOR ANY REASON. A VACANCY OCCURRING FOR ANY REASON  
11 AMONG THE APPOINTED MEMBERS SHALL BE FILLED BY THE APPOINTING  
12 AUTHORITY.

13 (c) IN MAKING APPOINTMENTS TO THE COUNCIL, THE APPOINTING  
14 AUTHORITY SHALL ENSURE, TO THE EXTENT PRACTICABLE, THAT THE  
15 MEMBERSHIP OF THE COUNCIL REFLECTS THE ETHNIC, CULTURAL, AND  
16 GENDER DIVERSITY OF THE STATE AND INCLUDES REPRESENTATION OF ALL  
17 AREAS OF THE STATE.

18 (3) THE CHAIRPERSON OF THE EDUCATION COMMITTEE OF THE  
19 HOUSE OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEE, SHALL  
20 SERVE AS THE FIRST CHAIRPERSON OF THE COUNCIL, AND THE  
21 CHAIRPERSON OF THE SENATE EDUCATION COMMITTEE, OR ANY  
22 SUCCESSOR COMMITTEE, SHALL SERVE AS THE FIRST VICE-CHAIRPERSON  
23 OF THE COUNCIL. THE OFFICES OF CHAIRPERSON AND VICE-CHAIRPERSON  
24 OF THE COUNCIL SHALL ROTATE ANNUALLY BETWEEN THE EDUCATION  
25 COMMITTEE CHAIRPERSONS.

26 (4) (a) THE COUNCIL SHALL MEET AT THE CALL OF THE COUNCIL  
27 CHAIRPERSON AS OFTEN AS NECESSARY TO CARRY OUT ITS DUTIES UNDER

1 THIS ARTICLE. NOTWITHSTANDING THE PROVISIONS OF SECTION 2-2-307,  
2 C.R.S., THE LEGISLATIVE MEMBERS OF THE COUNCIL SHALL SERVE  
3 WITHOUT COMPENSATION AND WITHOUT REIMBURSEMENT FOR EXPENSES.  
4 THE EX OFFICIO MEMBERS AND THE APPOINTED MEMBERS OF THE COUNCIL  
5 SHALL ALSO SERVE WITHOUT COMPENSATION AND WITHOUT  
6 REIMBURSEMENT FOR EXPENSES.

7 (b) THE COUNCIL MAY CREATE ONE OR MORE SUBCOMMITTEES AS  
8 NEEDED TO CARRY OUT ITS DUTIES UNDER THIS ARTICLE. A  
9 SUBCOMMITTEE MAY INCLUDE PERSONS WHO ARE NOT MEMBERS OF THE  
10 COUNCIL. SAID PERSONS MAY VOTE ON ISSUES BEFORE THE  
11 SUBCOMMITTEE, BUT ARE NOT ENTITLED TO VOTE AT COUNCIL MEETINGS.

12 (5) THE COUNCIL MAY REQUEST AND RECEIVE STAFF ASSISTANCE  
13 FROM THE DEPARTMENT OF EDUCATION AND THE DEPARTMENT OF HIGHER  
14 EDUCATION. EITHER DEPARTMENT MAY PROVIDE STAFF ASSISTANCE TO  
15 THE COUNCIL ONLY WITHIN EXISTING APPROPRIATIONS.

16 **22-9.5-104. Statewide plan for improving school leadership.**

17 (1) THE COUNCIL SHALL EXAMINE THE ISSUES SURROUNDING SCHOOL  
18 LEADERSHIP WITHIN THE STATE AND SHALL DEVELOP A STATEWIDE PLAN  
19 FOR IMPROVING SCHOOL LEADERSHIP. AT A MINIMUM, THE COUNCIL  
20 SHALL EXAMINE:

21 (a) THE PROCESSES USED IN RECRUITING PERSONS TO SERVE AS  
22 PRINCIPALS IN THE PUBLIC SCHOOLS OF THE STATE;

23 (b) THE APPROVED PRINCIPAL PREPARATION PROGRAMS IN THE  
24 STATE, ANY ALTERNATIVE PRINCIPAL PREPARATION PROGRAMS OPERATED  
25 BY SCHOOL DISTRICTS WITHIN THE STATE PURSUANT TO SECTION  
26 22-32-110.4, AND ANY OTHER PRINCIPAL PREPARATION PROGRAMS  
27 CONDUCTED WITHIN THE STATE;

1 (c) THE USE OF EMERGENCY AUTHORIZATIONS AND PRINCIPAL  
2 AUTHORIZATIONS TO EMPLOY PRINCIPALS IN SCHOOL DISTRICTS WITHIN  
3 THE STATE;

4 (d) THE PERFORMANCE-BASED PRINCIPAL LICENSURE STANDARDS  
5 ADOPTED BY THE STATE BOARD PURSUANT TO SECTION 22-2-109 (6) AND  
6 THE QUALIFICATIONS FOR AN INITIAL PRINCIPAL LICENSE AND A  
7 PROFESSIONAL PRINCIPAL LICENSE SPECIFIED IN SECTION 22-60.5-301;

8 (e) THE LICENSED PERSONNEL PERFORMANCE EVALUATION  
9 SYSTEMS FOR PRINCIPALS THAT ARE ADOPTED AND IMPLEMENTED IN  
10 SCHOOL DISTRICTS THROUGHOUT THE STATE; AND

11 (f) THE TYPES OF PROFESSIONAL DEVELOPMENT PROGRAMS AND  
12 ACTIVITIES THAT ARE AVAILABLE TO PERSONS WHO HOLD PROFESSIONAL  
13 PRINCIPAL LICENSES AND THE DEGREE TO WHICH THESE PROGRAMS AND  
14 ACTIVITIES ARE USED BY PRINCIPAL LICENSE HOLDERS IN MEETING THEIR  
15 PROFESSIONAL DEVELOPMENT REQUIREMENTS FOR LICENSE RENEWAL.

16 (2) THE STATEWIDE PLAN FOR IMPROVING SCHOOL LEADERSHIP, AT  
17 A MINIMUM, SHALL ADDRESS THE FOLLOWING:

18 (a) RECRUITING PERSONS TO SERVE AS PRINCIPALS AND MEETING  
19 THE SCHOOL LEADERSHIP NEEDS OF ALL SCHOOL DISTRICTS IN THE STATE,  
20 ESPECIALLY RURAL DISTRICTS;

21 (b) IMPROVING PRINCIPAL PREPARATION PROGRAMS TO ENSURE  
22 THAT PERSONS ARE PREPARED TO MEET THE INCREASING DEMANDS  
23 PLACED ON PRINCIPALS TO ACT AS LEADERS IN SCHOOL REFORM;

24 (c) IDENTIFYING BEST PRACTICES IN SCHOOL LEADERSHIP TRAINING  
25 AND PREPARATION AND IMPLEMENTING THOSE PRACTICES IN THE  
26 APPROVED PRINCIPAL PREPARATION PROGRAMS IN THE STATE;

27 (d) RECRUITING AND TRAINING PERSONS SPECIFICALLY TO LEAD



1 SCHOOLS THAT ARE OPERATING UNDER SCHOOL IMPROVEMENT PLANS AS  
2 A RESULT OF RECEIVING UNSATISFACTORY ACADEMIC PERFORMANCE  
3 RATINGS PURSUANT TO SECTION 22-7-604;

4 (e) ASSISTING SCHOOL DISTRICTS AND PRINCIPALS IN ACCESSING  
5 HIGH-QUALITY PROFESSIONAL DEVELOPMENT PROGRAMS TO ENSURE THAT  
6 PRINCIPALS HAVE THE NECESSARY RESOURCES TO INCREASE THEIR SKILL  
7 LEVELS AND IMPROVE THEIR PERFORMANCE AS PRINCIPALS;

8 (f) CREATING A NETWORK OF MENTOR AND PEER SUPPORT FOR  
9 PRINCIPALS IN SCHOOL DISTRICTS THROUGHOUT THE STATE; AND

10 (g) IDENTIFYING BEST PRACTICES IN TRAINING PERSONS WHO  
11 EVALUATE SCHOOL LEADERS AND BEST PRACTICES IN EVALUATING  
12 SCHOOL LEADERS AND IMPLEMENTING THOSE PRACTICES THROUGHOUT  
13 THE STATE.

14 **22-9.5-105. Statewide plan for improving school leadership -**  
15 **reports.** (1) ON OR BEFORE JANUARY 15, 2008, THE COUNCIL SHALL  
16 SUBMIT THE STATEWIDE PLAN FOR IMPROVING SCHOOL LEADERSHIP TO THE  
17 EDUCATION COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND THE  
18 SENATE, OR ANY SUCCESSOR COMMITTEES, THE GOVERNOR, THE STATE  
19 BOARD, AND THE COMMISSION. IN ADDITION, THE DEPARTMENT OF  
20 EDUCATION SHALL POST THE STATEWIDE PLAN FOR IMPROVING SCHOOL  
21 LEADERSHIP ON ITS INTERNET WEBSITE. WITH THE STATEWIDE PLAN FOR  
22 IMPROVING SCHOOL LEADERSHIP, THE COUNCIL MAY ALSO SUBMIT  
23 RECOMMENDATIONS FOR LEGISLATIVE CHANGES THAT MAY BE NECESSARY  
24 TO IMPLEMENT THE PLAN.

25 (2) ON OR BEFORE JANUARY 15, 2009, AND AGAIN ON OR BEFORE  
26 JANUARY 15, 2010, THE COUNCIL SHALL SUBMIT TO THE EDUCATION  
27 COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR

1 ANY SUCCESSOR COMMITTEES, THE GOVERNOR, THE STATE BOARD, AND  
2 THE COMMISSION REPORTS CONCERNING THE PROGRESS ACHIEVED IN  
3 IMPLEMENTING THE STATEWIDE PLAN FOR IMPROVING SCHOOL  
4 LEADERSHIP, THE EFFECT OF THE PLAN, ANY CHANGES TO THE PLAN, AND  
5 ANY RECOMMENDATIONS FOR LEGISLATIVE CHANGES THAT MAY BE  
6 NECESSARY FOR THE CONTINUED IMPLEMENTATION OF THE PLAN. IN  
7 ADDITION, THE DEPARTMENT OF EDUCATION SHALL POST THE PROGRESS  
8 REPORTS ON ITS INTERNET WEBSITE.

9 **22-9.5-106. Repeal of part.** THIS PART 1 IS REPEALED, EFFECTIVE  
10 JULY 1, 2010.

## 11 PART 2

### 12 PRINCIPAL DEVELOPMENT SCHOLARSHIP PROGRAM

13 **22-9.5-201. Legislative declaration.** (1) THE GENERAL  
14 ASSEMBLY FINDS THAT A WELL-TRAINED, PROFESSIONAL PRINCIPAL WHO  
15 IS A DYNAMIC LEADER IS A KEY INGREDIENT OF SUCCESS IN REFORMING  
16 LOW-PERFORMING SCHOOLS. TO ACCOMPLISH MEANINGFUL AND LASTING  
17 SCHOOL REFORM, THE SCHOOL PRINCIPAL MUST BE AN ACCOMPLISHED AND  
18 MOTIVATING MANAGER, DEMONSTRATE EXCEPTIONAL COMMUNICATION  
19 SKILLS, AND THOROUGHLY UNDERSTAND THE THEORY AND PEDAGOGY  
20 THAT SUPPORT EFFECTIVE LEARNING. IT IS THE PRINCIPAL, WORKING  
21 PRODUCTIVELY WITH THE TEACHERS, STUDENTS, AND PARENTS AT A  
22 SCHOOL, WHO CREATES AND SUSTAINS THE VISION THAT CHANGES A  
23 SCHOOL FROM UNSATISFACTORY TO HIGH-PERFORMING. THE GENERAL  
24 ASSEMBLY RECOGNIZES THAT THE SKILLS THAT MAKE AN EFFECTIVE AND  
25 SUCCESSFUL PRINCIPAL REQUIRE TRAINING AND ON-GOING SUPPORT  
26 THROUGH HIGH-QUALITY PROFESSIONAL DEVELOPMENT PROGRAMS AND  
27 ACTIVITIES.

1           (2) THE GENERAL ASSEMBLY THEREFORE FINDS AND DECLARES  
2 THAT, FOR PURPOSES OF SECTION 17 OF ARTICLE IX OF THE STATE  
3 CONSTITUTION, CREATION OF THE PRINCIPAL DEVELOPMENT SCHOLARSHIP  
4 PROGRAM IN SECTION 22-9.5-203 TO PROVIDE STIPENDS TO ASSIST  
5 PRINCIPALS IN OBTAINING HIGH-QUALITY PROFESSIONAL DEVELOPMENT  
6 PROGRAMS AND ACTIVITIES IS AN IMPORTANT ELEMENT OF ACCOUNTABLE  
7 EDUCATION REFORM AND MAY THEREFORE RECEIVE FUNDING FROM THE  
8 STATE EDUCATION FUND CREATED IN SECTION 17 (4) OF ARTICLE IX OF  
9 THE STATE CONSTITUTION.

10           **22-9.5-202. Definitions.** AS USED IN THIS PART 2, UNLESS THE  
11 CONTEXT OTHERWISE REQUIRES:

12           (1) "SCHOLARSHIP PROGRAM" MEANS THE PRINCIPAL  
13 DEVELOPMENT SCHOLARSHIP PROGRAM CREATED IN SECTION 22-9.5-203.

14           (2) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION  
15 CREATED AND EXISTING PURSUANT TO SECTION 1 OF ARTICLE IX OF THE  
16 STATE CONSTITUTION.

17           **22-9.5-203. Principal development scholarship program -**  
18 **creation - eligibility.** THERE IS HEREBY CREATED IN THE DEPARTMENT OF  
19 EDUCATION THE PRINCIPAL DEVELOPMENT SCHOLARSHIP PROGRAM. THE  
20 SCHOLARSHIP PROGRAM SHALL AWARD STIPENDS TO ASSIST PERSONS  
21 EMPLOYED AS PRINCIPALS IN OFFSETTING THE COSTS INCURRED IN  
22 OBTAINING ON-GOING PROFESSIONAL DEVELOPMENT. THE STATE BOARD  
23 SHALL AWARD STIPENDS ON A NEED BASIS, BASED ON THE CRITERIA  
24 SPECIFIED IN SECTION 22-9.5-204. THE SCHOLARSHIPS SHALL BE PAID  
25 FROM ANY MONEYS APPROPRIATED TO THE PRINCIPAL DEVELOPMENT  
26 SCHOLARSHIP FUND CREATED IN SECTION 22-9.5-205.

27           **22-9.5-204. Scholarship program - rules - criteria for awards.**

1 (1) THE STATE BOARD, BY RULE, SHALL ESTABLISH THE PROCEDURES BY  
2 WHICH A PERSON MAY APPLY FOR A STIPEND THROUGH THE SCHOLARSHIP  
3 PROGRAM. AT A MINIMUM, THE RULES SHALL SPECIFY THE INFORMATION  
4 A PERSON SHALL SUBMIT AND THE DEADLINES FOR SUBMITTING THE  
5 APPLICATION.

6 (2) THE STATE BOARD SHALL AWARD STIPENDS TO APPLYING  
7 PERSONS BASED ON THE FOLLOWING CRITERIA:

8 (a) A PERSON'S DEMONSTRATED DEGREE OF FINANCIAL NEED,  
9 BASED ON THE RESOURCES OF THE EMPLOYING SCHOOL DISTRICT AND THE  
10 APPLYING PERSON, AND THE COST OF THE PROFESSIONAL DEVELOPMENT  
11 PROGRAM FOR WHICH THE PERSON REQUESTS A STIPEND;

12 (b) A PERSON'S DEMONSTRATED DEGREE OF PROFESSIONAL NEED,  
13 BASED ON THE APPLYING PERSON'S PERFORMANCE EVALUATIONS  
14 CONDUCTED PURSUANT TO THE DISTRICT'S LICENSED PERSONNEL  
15 PERFORMANCE EVALUATION SYSTEM;

16 (c) THE QUALITY OF THE PROFESSIONAL DEVELOPMENT PROGRAM  
17 OR ACTIVITY FOR WHICH THE PERSON REQUESTS A STIPEND; AND

18 (d) ANY OTHER CRITERIA ADOPTED BY RULE OF THE STATE BOARD  
19 TO IDENTIFY PERSONS IN THE GREATEST NEED OF ASSISTANCE IN  
20 OBTAINING HIGH-QUALITY PROFESSIONAL DEVELOPMENT PROGRAMS AND  
21 ACTIVITIES TO IMPROVE THEIR PERFORMANCE AS PRINCIPALS.

22 (3) THE STATE BOARD SHALL SET THE AMOUNT OF EACH STIPEND  
23 AWARDED BASED ON THE PERSON'S DEGREE OF NEED, THE COST OF THE  
24 PROFESSIONAL DEVELOPMENT PROGRAM OR ACTIVITY FOR WHICH THE  
25 PERSON REQUESTS A STIPEND, THE AMOUNT APPROPRIATED TO THE  
26 PRINCIPAL DEVELOPMENT SCHOLARSHIP FUND FOR THE APPLICABLE  
27 BUDGET YEAR, AND THE ANTICIPATED NUMBER OF PERSONS WHO WILL

1 APPLY TO THE SCHOLARSHIP PROGRAM IN THE COURSE OF THE APPLICABLE  
2 BUDGET YEAR.

3 **22-9.5-205. Principal development scholarship fund -**  
4 **legislative declaration - fund created.** (1) THERE IS HEREBY CREATED  
5 IN THE STATE TREASURY THE PRINCIPAL DEVELOPMENT SCHOLARSHIP  
6 FUND, REFERRED TO IN THIS SECTION AS THE "FUND", THAT SHALL CONSIST  
7 OF ANY MONEYS THAT MAY BE APPROPRIATED FROM THE STATE  
8 EDUCATION FUND CREATED IN SECTION 17 (4) OF ARTICLE IX OF THE  
9 STATE CONSTITUTION TO THE FUND BY THE GENERAL ASSEMBLY. THE  
10 MONEYS IN THE FUND SHALL BE SUBJECT TO ANNUAL APPROPRIATION BY  
11 THE GENERAL ASSEMBLY FOR THE DIRECT AND INDIRECT COSTS  
12 ASSOCIATED WITH THE IMPLEMENTATION OF THIS PART 2. ANY MONEYS  
13 IN THE FUND NOT EXPENDED FOR THE PURPOSE OF THIS PART 2 MAY BE  
14 INVESTED BY THE STATE TREASURER AS PROVIDED BY LAW. ALL INTEREST  
15 AND INCOME DERIVED FROM THE INVESTMENT AND DEPOSIT OF MONEYS  
16 IN THE FUND SHALL BE CREDITED TO THE FUND. ANY UNEXPENDED AND  
17 UNENCUMBERED MONEYS REMAINING IN THE FUND AT THE END OF A  
18 FISCAL YEAR SHALL REMAIN IN THE FUND AND SHALL NOT BE CREDITED OR  
19 TRANSFERRED TO THE GENERAL FUND OR ANOTHER FUND.

20 (2) THE DEPARTMENT MAY EXPEND UP TO ONE PERCENT OF THE  
21 MONEYS ANNUALLY APPROPRIATED FROM THE FUND TO OFFSET THE COSTS  
22 INCURRED IN IMPLEMENTING THIS PART 2.

23 **SECTION 8.** 23-3.3-102, Colorado Revised Statutes, is amended  
24 BY THE ADDITION OF A NEW SUBSECTION to read:

25 **23-3.3-102. Assistance program authorized - procedure -**  
26 **audits.** (3.5) NOTWITHSTANDING ANY PROVISION OF THIS ARTICLE TO  
27 THE CONTRARY, THE COMMISSION SHALL ADOPT POLICIES AND

1 PROCEDURES TO ALLOW A PERSON WHO MEETS THE FOLLOWING CRITERIA  
2 TO QUALIFY FOR FINANCIAL ASSISTANCE THROUGH THE FINANCIAL  
3 ASSISTANCE PROGRAMS ESTABLISHED PURSUANT TO THIS ARTICLE:

4 (a) THE PERSON QUALIFIES AS AN IN-STATE STUDENT; AND

5 (b) THE PERSON IS ENROLLED AT AN INSTITUTION THAT  
6 PARTICIPATES IN THE PROGRAMS OF FINANCIAL ASSISTANCE ESTABLISHED  
7 PURSUANT TO THIS ARTICLE; AND

8 (c) THE PERSON IS ENROLLED IN AN APPROVED PROGRAM OF  
9 PREPARATION, AS DEFINED IN SECTION 22-60.5-102 (8), C.R.S., FOR  
10 PRINCIPALS.

11 **SECTION 9. Safety clause.** The general assembly hereby finds,  
12 determines, and declares that this act is necessary for the immediate  
13 preservation of the public peace, health, and safety.