



Sen. Kimberly A. Lightford

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10200SB0814sam001

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1 AMENDMENT TO SENATE BILL 814

2 AMENDMENT NO. \_\_\_\_\_. Amend Senate Bill 814 by replacing  
3 everything after the enacting clause with the following:

4 "Section 5. The School Code is amended by changing  
5 Sections 21A-5, 21A-10, 21A-15, 21A-20, 21A-25, and 21A-30 and  
6 by adding Sections 21A-20.5 and 21A-25.5 as follows:

7 (105 ILCS 5/21A-5)

8 Sec. 21A-5. Definitions. In this Article:

9 "New teacher" means the holder of a professional educator  
10 license, as set forth in Section 21B-20 of this Code, who is  
11 employed by a public school and who has not previously  
12 participated in a new teacher induction and mentoring program  
13 required by this Article, except as provided in Section 21A-25  
14 of this Code.

15 "Eligible applicant" or "eligible entity" means a regional  
16 office of education, an intermediate service center, an

1 Illinois institution of higher education, a statewide  
2 organization representing teachers, a local education agency,  
3 or a public or private not-for-profit entity with experience  
4 providing professional learning, including mentoring, to early  
5 childhood educators.

6 "Public school" means any school operating pursuant to the  
7 authority of this Code, including without limitation a school  
8 district, a charter school, a cooperative or joint agreement  
9 with a governing body or board of control, and a school  
10 operated by a regional office of education or State agency.

11 (Source: P.A. 101-643, eff. 6-18-20.)

12 (105 ILCS 5/21A-10)

13 Sec. 21A-10. Development of program required.

14 (a) Each eligible applicant shall develop a new teacher  
15 induction and mentoring program for first and second-year  
16 teachers that meets the requirements set forth in Section  
17 21A-20 to assist new teachers in developing the skills and  
18 strategies necessary for instructional excellence, provided  
19 that funding is made available by the State Board of Education  
20 from an appropriation made for this purpose.

21 (b) A public school that has a new teacher induction and  
22 mentoring program in existence before the effective date of  
23 this amendatory Act of the 102nd General Assembly that does  
24 not meet the requirements set forth in Section 21A-20 may  
25 modify the program to meet the requirements of Section 21A-20

1 and may receive funding as described in Section 21A-25,  
2 provided that funding is made available by the State Board of  
3 Education from an appropriation made for this purpose.

4 (c) Each school district shall decide, in conjunction with  
5 its exclusive bargaining representative, if any, whether to  
6 forgo modifications to a new teacher induction and mentoring  
7 program in existence before the effective date of this  
8 amendatory Act of the 102nd General Assembly.

9 If a district does not have a new teacher induction and  
10 mentoring program in existence before the effective date of  
11 this amendatory Act of the 102nd General Assembly or if a  
12 district and the exclusive bargaining representative, if any,  
13 agree that an eligible entity would better serve the  
14 district's needs, the district and the exclusive bargaining  
15 representative, if any, shall jointly decide which eligible  
16 entity offers the most suitable program. The eligible entity  
17 shall include representatives from both the district and the  
18 exclusive bargaining representative in the program development  
19 discussions to ensure the program captures local need.

20 ~~During the 2003-2004 school year, each public school or 2 or~~  
21 ~~more public schools acting jointly shall develop, in~~  
22 ~~conjunction with its exclusive representative or their~~  
23 ~~exclusive representatives, if any, a new teacher induction and~~  
24 ~~mentoring program that meets the requirements set forth in~~  
25 ~~Section 21A-20 of this Code to assist new teachers in~~  
26 ~~developing the skills and strategies necessary for~~

1 ~~instructional excellence, provided that funding is made~~  
2 ~~available by the State Board of Education from an~~  
3 ~~appropriation made for this purpose. A public school that has~~  
4 ~~an existing induction and mentoring program that does not meet~~  
5 ~~the requirements set forth in Section 21A 20 of this Code may~~  
6 ~~have school years 2003 2004 and 2004 2005 to develop a program~~  
7 ~~that does meet those requirements and may receive funding as~~  
8 ~~described in Section 21A 25 of this Code, provided that the~~  
9 ~~funding is made available by the State Board of Education from~~  
10 ~~an appropriation made for this purpose. A public school with~~  
11 ~~such an existing induction and mentoring program may receive~~  
12 ~~funding for the 2005 2006 school year for each new teacher in~~  
13 ~~the second year of a 2-year program that does not meet the~~  
14 ~~requirements set forth in Section 21A 20, as long as the~~  
15 ~~public school has established the required new program by the~~  
16 ~~beginning of that school year as described in Section 21A 15~~  
17 ~~and provided that funding is made available by the State Board~~  
18 ~~of Education from an appropriation made for this purpose as~~  
19 ~~described in Section 21A 25.~~

20 (Source: P.A. 93-355, eff. 1-1-04.)

21 (105 ILCS 5/21A-15)

22 Sec. 21A-15. Program establishment and implementation.  
23 ~~When program is to be established and implemented.~~

24 (a) The State Board of Education shall establish a  
25 competitive State grant program to support new teacher

1 induction and mentoring programs. The program shall be  
2 available to eligible entities not less than every 3 years,  
3 subject to appropriation. The State Board shall prioritize  
4 funding based on the needs of students and school districts as  
5 it relates to teacher retention.

6 (b) Notwithstanding any other provision of this Code, by  
7 no later than the beginning of the 2022-2023 school year or by  
8 no later than the beginning of the 2023-2024 school year for  
9 eligible applicants that have been given an extension of time  
10 to develop a program under Section 21A-10, each eligible  
11 entity or 2 or more eligible entities acting jointly shall  
12 establish and implement a new teacher induction and mentoring  
13 program required to be developed under Section 21A-10.

14 ~~Notwithstanding any other provisions of this Code, by the~~  
15 ~~beginning of the 2004-2005 school year (or by the beginning of~~  
16 ~~the 2005-2006 school year for a public school that has been~~  
17 ~~given an extension of time to develop a program under Section~~  
18 ~~21A-10 of this Code), each public school or 2 or more public~~  
19 ~~schools acting jointly shall establish and implement, in~~  
20 ~~conjunction with its exclusive representative or their~~  
21 ~~exclusive representatives, if any, the new teacher induction~~  
22 ~~and mentoring program required to be developed under Section~~  
23 ~~21A-10 of this Code, provided that funding is made available~~  
24 ~~by the State Board of Education, from an appropriation made~~  
25 ~~for this purpose, as described in Section 21A-25 of this Code.~~  
26 ~~A public school may contract with an institution of higher~~

1 ~~education or other independent party to assist in implementing~~  
2 ~~the program.~~

3 (Source: P.A. 93-355, eff. 1-1-04.)

4 (105 ILCS 5/21A-20)

5 Sec. 21A-20. Program requirements. Each new teacher  
6 induction and mentoring program must align with the standards  
7 established under Section 21A-20.5 and shall be based on a  
8 plan that at least does all of the following:

9 (1) Assigns a mentor teacher to each new teacher for a  
10 period of at least 2 school years.

11 (2) Aligns with the Illinois Culturally Responsive  
12 Teaching and Leading Standards in Part 24 of Title 23 of  
13 the Illinois Administrative Code ~~Illinois Professional~~  
14 ~~Teaching Standards~~, content area standards, and applicable  
15 local school improvement and professional development  
16 plans, if any.

17 (3) (Blank). ~~Addresses all of the following elements~~  
18 ~~and how they will be provided:~~

19 ~~(A) Mentoring and support of the new teacher.~~

20 ~~(B) Professional development specifically designed~~  
21 ~~to ensure the growth of the new teacher's knowledge~~  
22 ~~and skills.~~

23 ~~(C) Formative assessment designed to ensure~~  
24 ~~feedback and reflection, which must not be used in any~~  
25 ~~evaluation of the new teacher.~~

1 (4) Describes the role of mentor teachers, the  
2 criteria and process for their selection, and how they  
3 will be trained, provided that each mentor teacher shall  
4 demonstrate the best practices in teaching his or her  
5 respective field of practice. A mentor teacher may not  
6 directly or indirectly participate in the evaluation of a  
7 new teacher pursuant to Article 24A of this Code or the  
8 evaluation procedure of the public school.

9 (5) Is designed to be available for both in-person and  
10 virtual participation.

11 (Source: P.A. 93-355, eff. 1-1-04.)

12 (105 ILCS 5/21A-20.5 new)

13 Sec. 21A-20.5. Program standards.

14 (a) The State Board of Education shall establish standards  
15 for new teacher induction and mentoring programs. In  
16 establishing these standards, the State Board shall seek input  
17 and feedback from stakeholders, including parents, students,  
18 and educators, who reflect the diversity of this State.

19 (b) Any changes made to the standards established under  
20 subsection (a) must be approved by the Teaching Induction and  
21 Mentoring Advisory Group pursuant to Section 21A-25.5.

22 (105 ILCS 5/21A-25)

23 Sec. 21A-25. Funding.

24 (a) From a separate appropriation made for the purposes of

1 this Article, for each new teacher participating in a new  
2 teacher induction and mentoring program that meets the  
3 requirements set forth in Section 21A-20 of this Code or in an  
4 existing program that is in the process of transition to a  
5 program that meets those requirements, the State Board of  
6 Education shall pay the eligible entity for the duration of  
7 the grant ~~public school \$1,200 annually for each of 2 school~~  
8 ~~years~~ for the purpose of providing ~~one or more of~~ the  
9 following:

10 (1) Mentor teacher compensation and new teacher  
11 compensation.

12 (2) Mentor teacher professional learning ~~training~~ or  
13 new teacher learning ~~training~~ or both.

14 (3) (Blank). ~~Release time~~.

15 (b) Each school district shall decide, in conjunction with  
16 its exclusive bargaining representative, if any, which  
17 eligible applicant offers the most suitable program. If a  
18 mentor teacher receives release time to support a new teacher,  
19 the total workload of other teachers regularly employed by the  
20 public school shall not increase in any substantial manner. If  
21 the appropriation is not included in the State budget, the  
22 State Board of Education is not required to implement programs  
23 established by this Article.

24 ~~However, if a new teacher, after participating in the new~~  
25 ~~teacher induction and mentoring program for one school year,~~  
26 ~~becomes employed by another public school, the State Board of~~



1 ~~Education shall pay the teacher's new school \$1,200 for the~~  
2 ~~second school year and the teacher shall continue to be a new~~  
3 ~~teacher as defined in this Article. Each public school shall~~  
4 ~~determine, in conjunction with its exclusive representative,~~  
5 ~~if any, how the \$1,200 per school year for each new teacher~~  
6 ~~shall be used, provided that if a mentor teacher receives~~  
7 ~~additional release time to support a new teacher, the total~~  
8 ~~workload of other teachers regularly employed by the public~~  
9 ~~school shall not increase in any substantial manner. If the~~  
10 ~~appropriation is insufficient to cover the \$1,200 per school~~  
11 ~~year for each new teacher, public schools are not required to~~  
12 ~~develop or implement the program established by this Article.~~  
13 ~~In the event of an insufficient appropriation, a public school~~  
14 ~~or 2 or more schools acting jointly may submit an application~~  
15 ~~for a grant administered by the State Board of Education and~~  
16 ~~awarded on a competitive basis to establish a new teacher~~  
17 ~~induction and mentoring program that meets the criteria set~~  
18 ~~forth in Section 21A-20 of this Code. The State Board of~~  
19 ~~Education may retain up to \$1,000,000 of the appropriation for~~  
20 ~~new teacher induction and mentoring programs to train mentor~~  
21 ~~teachers, administrators, and other personnel, to provide best~~  
22 ~~practices information, and to conduct an evaluation of these~~  
23 ~~programs' impact and effectiveness.~~

24 (Source: P.A. 93-355, eff. 1-1-04.)

1       Sec. 21A-25.5. Teaching Induction and Mentoring Advisory  
2 Group.

3       (a) The State Board of Education shall create a Teaching  
4 Induction and Mentoring Advisory Group. Members of the  
5 Advisory Group must represent the diversity of this State and  
6 possess the expertise needed to perform the work required to  
7 meet the goals of the programs set forth under Section 21A-20.

8       (b) The members of the Advisory Group shall be appointed  
9 by the State Superintendent of Education and shall include all  
10 of the following members:

11           (1) Four members representing teachers recommended by  
12 a statewide professional teachers' organization.

13           (2) Four members representing teachers recommended by  
14 a different statewide professional teachers' organization.

15           (3) Two members representing principals recommended by  
16 a statewide organization that represents principals.

17           (4) One member representing district superintendents  
18 recommended by a statewide organization that represents  
19 district superintendents.

20           (5) One member representing regional superintendents  
21 of schools recommended by a statewide association that  
22 represents regional superintendents of schools.

23           (6) One member representing a State-approved educator  
24 preparation program at an Illinois institution of higher  
25 education recommended by the institution of higher  
26 education.

1       The majority of the membership of the Advisory Group shall  
2 consist of practicing teachers.

3       (c) The Advisory Group is responsible for approving any  
4 changes made to the standards established under Section  
5 21A-20.5.

6           (105 ILCS 5/21A-30)

7       Sec. 21A-30. Evaluation of programs. The State Board of  
8 Education shall contract with an independent party, using  
9 funds from the relevant appropriation for new teacher  
10 induction and mentoring programs, to conduct a comprehensive  
11 evaluation of the new teacher induction and mentoring programs  
12 established pursuant to this Article. Reports from the  
13 evaluation shall be made available to stakeholders after 3  
14 years of program implementation. ~~The State Board of Education~~  
15 ~~and the State Educator Preparation and Licensure Board shall~~  
16 ~~jointly contract with an independent party to conduct a~~  
17 ~~comprehensive evaluation of new teacher induction and~~  
18 ~~mentoring programs established pursuant to this Article. The~~  
19 ~~first report of this evaluation shall be presented to the~~  
20 ~~General Assembly on or before January 1, 2009. Subsequent~~  
21 ~~evaluations shall be conducted and reports presented to the~~  
22 ~~General Assembly on or before January 1 of every third year~~  
23 ~~thereafter.~~

24       (Source: P.A. 101-643, eff. 6-18-20.)

1           Section 99. Effective date. This Act takes effect upon  
2    becoming law.".