

107TH CONGRESS
1ST SESSION

S. 373

To provide for the professional development of elementary and secondary school educators.

IN THE SENATE OF THE UNITED STATES

FEBRUARY 15, 2001

Mr. REED introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To provide for the professional development of elementary and secondary school educators.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. PROFESSIONAL DEVELOPMENT.**

4 (a) SHORT TITLE.—This section may be cited as the
5 “Professional Development Reform Act”.

6 (b) AMENDMENTS.—Title II of the Elementary and
7 Secondary Education Act of 1965 (20 U.S.C. 6601 et
8 seq.) is amended—

9 (1) by redesignating part E as part F; and

10 (2) by inserting after part D the following:

1 **“PART E—PROFESSIONAL DEVELOPMENT**

2 **“SEC. 2351. PURPOSES.**

3 “The purposes of this part are as follows:

4 “(1) To improve the academic achievement of
5 students by providing every student with a well-pre-
6 pared teacher and every school with an effective
7 principal.

8 “(2) To provide every beginning teacher with
9 structured support, including a qualified and trained
10 mentor teacher, to facilitate the transition into suc-
11 cessful teaching.

12 “(3) To ensure that every teacher is given the
13 assistance, tools, and professional development op-
14 portunities, throughout the teacher’s career, to help
15 the teacher teach to the highest academic standards
16 and help students succeed.

17 “(4) To provide training to prepare and support
18 principals to serve as instructional leaders and to
19 work with teachers to create a school climate that
20 fosters excellence in teaching and learning.

21 “(5) To transform, strengthen, and improve
22 professional development from a fragmented, one-
23 shot approach to sustained, high quality, and inten-
24 sive activities that—

1 “(A) are collaborative, content-centered,
2 standards-based, results-driven, and embedded
3 in the daily work of the school;

4 “(B) allow teachers regular opportunities
5 to practice and reflect upon their teaching and
6 learning; and

7 “(C) are responsive to teacher needs.

8 **“SEC. 2352. DEFINITIONS.**

9 “In this part:

10 “(1) PROFESSIONAL DEVELOPMENT.—The
11 term ‘professional development’ means effective pro-
12 fessional development that—

13 “(A) is sustained, high quality, intensive,
14 and comprehensive;

15 “(B) is content-centered, collaborative,
16 school-embedded, tied to practice, focused on
17 student work, supported by research, and
18 aligned with and designed to help elementary
19 school or secondary school students meet chal-
20 lenging State content standards and challenging
21 State student performance standards;

22 “(C) includes sustained in-service activities
23 to improve elementary school or secondary
24 school teaching in the core academic subjects;

1 “(D) includes sustained activities to en-
2 courage and provide instruction on how to work
3 with and involve parents to foster student
4 achievement, to address the specific needs of di-
5 verse students, including limited English pro-
6 ficient students, individuals with disabilities,
7 and economically disadvantaged individuals, to
8 integrate technology into the curriculum, to im-
9 prove understanding and the use of student as-
10 sessments, and to improve classroom manage-
11 ment skills; and

12 “(E) includes sustained onsite training op-
13 portunities that provide active learning and ob-
14 servational opportunities for elementary school
15 or secondary school teachers to model effective
16 practice.

17 “(2) ADMINISTRATOR.—The term ‘adminis-
18 trator’ means a school principal or superintendent.

19 “(3) BEGINNING TEACHER.—The term ‘begin-
20 ning teacher’ means an elementary school or sec-
21 ondary school teacher who has taught for 3 years or
22 less.

23 “(4) MENTORING.—The term ‘mentoring’
24 means structured guidance and induction activities

1 that provide ongoing and regular support to begin-
2 ning teachers.

3 **“SEC. 2353. STATE ALLOTMENT OF FUNDS.**

4 “From the amount appropriated under section 2361
5 that is not reserved under section 2360 for a fiscal year,
6 the Secretary shall make an allotment to each State edu-
7 cational agency having an application approved under sec-
8 tion 2354 in an amount that bears the same relation to
9 the amount appropriated under section 2361 that is not
10 reserved under section 2360 for the fiscal year as the
11 amount the State educational agency received under part
12 A of title I for the fiscal year bears to the amount received
13 under such part by all States having applications so ap-
14 proved for the fiscal year.

15 **“SEC. 2354. STATE APPLICATION AND ACCOUNTABILITY**
16 **PROVISIONS.**

17 “Each State educational agency desiring an allotment
18 under section 2353 for a fiscal year shall submit to the
19 Secretary an application at such time, in such manner,
20 and accompanied by such information as the Secretary
21 may require. The application shall include—

22 “(1) a description of the strategy to be used to
23 implement State activities described in section 2355;

24 “(2) a description of how the State educational
25 agency will assist local educational agencies in trans-

1 forming, strengthening, and improving professional
2 development;

3 “(3) a description of how the activities de-
4 scribed in section 2355 and the assistance described
5 in paragraph (2) will assist the State in achieving
6 the State’s goals for comprehensive education re-
7 form, will help all students meet challenging State
8 content standards and challenging State student
9 performance standards, and will help all teachers
10 meet State standards for teaching excellence;

11 “(4) a description of the manner in which the
12 State educational agency will ensure, consistent with
13 the State’s comprehensive education reform plan
14 policies, or statutes, that funds provided under this
15 part will be effectively coordinated with all Federal
16 and State professional development funds and activi-
17 ties, including funds and activities under this title,
18 titles I, III, VI, and VII of this Act, title II of the
19 Higher Education Act of 1965, section 307 of the
20 Department of Education Appropriations Act, 1999,
21 and the Goals 2000: Educate America Act; and

22 “(5) a description of—

23 “(A) how the State educational agency will
24 collect and utilize data for evaluation of the ac-
25 tivities carried out by local educational agencies

1 under this part, including collecting baseline
2 data in order to measure changes in the profes-
3 sional development opportunities provided to
4 teachers and measure improvements in teaching
5 practice and student performance; and

6 “(B) the specific performance measures
7 the State educational agency will use to deter-
8 mine the need for technical assistance described
9 in section 2355(3) and to make a continuation
10 of funding determination under section 2358.

11 **“SEC. 2355. STATE ACTIVITIES.**

12 “From the amount allotted to a State educational
13 agency under section 2353 for a fiscal year, the State edu-
14 cational agency—

15 “(1) shall reserve not more than 5 percent to
16 support, through grants made on a competitive basis
17 to local educational agencies or consortia of local
18 educational agencies, or through contracts with enti-
19 ties that are educational nonprofit organizations,
20 professional associations of administrators, institu-
21 tions of higher education, or other groups or institu-
22 tions that are responsive to the needs of administra-
23 tors, or partnerships of those entities, programs that
24 provide effective leadership training—

1 “(A) to encourage highly qualified individ-
2 uals to become administrators; and

3 “(B) to develop and enhance instructional
4 leadership, school management, parent involve-
5 ment, mentoring, and staff evaluation skills of
6 administrators;

7 “(2) shall reserve 3 percent to support, through
8 grants made on a competitive basis to local edu-
9 cational agencies or consortia of local educational
10 agencies, or through contracts with entities that are
11 educational nonprofit organizations, institutions of
12 higher education, or other groups or institutions
13 that are responsive to the needs of teachers, or part-
14 nerships of those entities, programs that provide ef-
15 fective leadership and mentor training—

16 “(A) to encourage highly qualified and ef-
17 fective teachers to become mentor teachers; and

18 “(B) to develop and enhance the mentoring
19 and peer coaching skills of such qualified and
20 effective teachers;

21 “(3) may reserve not more than 2.5 percent for
22 providing technical assistance and dissemination of
23 information to schools and local educational agencies
24 to help the schools and local educational agencies
25 implement effective professional development activi-

1 ties that are aligned with challenging State content
2 standards, challenging State student performance
3 standards, and State standards for teaching excel-
4 lence; and

5 “(4) may reserve not more than 2.5 percent for
6 evaluating the effectiveness of the professional devel-
7 opment provided by schools and local educational
8 agencies under this part in improving teaching prac-
9 tice, increasing the academic achievement of stu-
10 dents, and helping students meet challenging State
11 content standards and challenging State student
12 performance standards, and for administrative costs.

13 **“SEC. 2356. LOCAL PROVISIONS.**

14 “(a) ALLOCATIONS TO LOCAL EDUCATIONAL AGEN-
15 CIES.—Each State educational agency receiving an allot-
16 ment under section 2353 for a fiscal year shall make an
17 allocation from the allotted funds that are not reserved
18 under section 2355 for the fiscal year to each local edu-
19 cational agency in the State that is eligible to receive as-
20 sistance under part A of title I for the fiscal year in an
21 amount that bears the same relation to the allotted funds
22 that are not reserved under section 2355 as the amount
23 such local educational agency received under such part for
24 the fiscal year bears to the amount all such local edu-

1 cational agencies in the State received under such part
2 for the fiscal year.

3 “(b) APPLICATION AND ACCOUNTABILITY PROVI-
4 SIONS.—Each local educational agency desiring a grant
5 under this part shall submit an application to the State
6 educational agency at such time, in such manner, and ac-
7 companied by such information as the State educational
8 agency may require. The application shall include—

9 “(1) a description of how the local educational
10 agency plans—

11 “(A) to work with schools served by the
12 local educational agency that are described in
13 section 2357 to carry out the local activities de-
14 scribed in section 2357; and

15 “(B) to meet the purposes described in
16 section 2351;

17 “(2) a description of the manner in which the
18 local educational agency will ensure that—

19 “(A) the grant funds will be used—

20 “(i) to provide teachers with the
21 knowledge and skills necessary, including
22 subject matter and teaching methods, to
23 teach students to meet the proficient or
24 advanced level of performance on chal-
25 lenging State content standards and chal-

1 lenging State student performance stand-
2 ards, and to carry out any local education
3 reform plans or policies; and

4 “(ii) to help teachers meet standards
5 for teaching excellence; and

6 “(B) funds provided under this part will be
7 effectively coordinated with all Federal, State,
8 and local professional development funds and
9 activities;

10 “(3) a description of how the professional devel-
11 opment and mentoring activities to be carried out
12 through the grant will address the ongoing profes-
13 sional development and mentoring of teachers and
14 administrators;

15 “(4) a description of the local educational agen-
16 cy’s strategy for—

17 “(A) selecting and training highly qualified
18 mentor teachers (utilizing teachers certified by
19 the National Board for Professional Teaching
20 Standards and teachers granted advanced cer-
21 tification as a master or mentor teacher by the
22 State, where possible), for matching such men-
23 tor teachers (from the beginning teachers’
24 teaching disciplines) with the beginning teach-
25 ers; and

1 “(B) providing release time for the teach-
2 ers (utilizing highly qualified substitute teach-
3 ers and high quality retired teachers, where
4 possible);

5 “(5) a description of how the local educational
6 agency will provide training to enable the teachers to
7 address the needs of students with disabilities, stu-
8 dents with limited English proficiency, and other
9 students with special needs;

10 “(6) a description of how the professional devel-
11 opment and mentoring activities will have a substan-
12 tial, measurable, and positive impact on student
13 achievement and how the activities will be used as
14 part of a broader strategy to eliminate the achieve-
15 ment gap that separates low-income and minority
16 students from other students;

17 “(7) a description of how the local educational
18 agency will provide training to teachers to enable the
19 teachers to work with parents, involve parents in
20 their child’s education, and encourage parents to be-
21 come collaborators with schools in promoting their
22 child’s education;

23 “(8) a description of how the local educational
24 agency will collect and analyze data on the quality
25 and impact of activities carried out in schools under

1 this part, and the specific performance measures the
2 local educational agency will use in the local edu-
3 cational agency's evaluation process;

4 “(9) a description of the local educational agen-
5 cy's plan to develop and carry out the activities de-
6 scribed in section 2357 with the extensive participa-
7 tion of administrators, teachers, parents, and the
8 partnering institution described in section 2357(4);
9 and

10 “(10) a description of the local educational
11 agency's strategy to ensure that there is schoolwide
12 participation in the schools to be served.

13 **“SEC. 2357. LOCAL ACTIVITIES.**

14 “Each local educational agency receiving an alloca-
15 tion under this part shall use the allocation to carry out
16 professional development activities in schools served by the
17 local educational agency that have the highest percentages
18 of students living in poverty, as measured in accordance
19 with section 1113(a)(5), including—

20 “(1) mentoring, team teaching, and peer obser-
21 vation and coaching;

22 “(2) dedicated time for collaborative lesson
23 planning and curriculum development meetings;

1 “(3) consultation with exemplary teachers and
2 short-term and long-term visits to other classrooms
3 and schools;

4 “(4) partnering with institutions of higher edu-
5 cation and, where appropriate, educational nonprofit
6 organizations, for joint efforts in designing the sus-
7 tained professional development opportunities, for
8 providing advanced content area courses and other
9 assistance to improve the content knowledge and
10 pedagogical practices of teachers, and providing
11 training to address areas of teacher and adminis-
12 trator shortages, as appropriate;

13 “(5) providing release time (including com-
14 pensation for mentor teachers and substitute teach-
15 ers as necessary) for activities described in this sec-
16 tion; and

17 “(6) developing professional development net-
18 works, through Internet links, where available,
19 that—

20 “(A) provide a forum for interaction
21 among teachers and administrators; and

22 “(B) allow the exchange of information re-
23 garding advances in content and pedagogy.

1 **“SEC. 2358. CONTINUATION OF FUNDING.**

2 “Each local educational agency or school that re-
3 ceives funding under this part shall be eligible to continue
4 to receive the funding after the third year the local edu-
5 cational agency or school receives the funding if the local
6 educational agency or school demonstrates that the local
7 educational agency or school has—

8 “(1) improved student performance;

9 “(2) increased participation in sustained profes-
10 sional development and mentoring programs;

11 “(3) reduced the number of out-of-field place-
12 ments and the number of teachers who are not cer-
13 tified or licensed;

14 “(4) reduced the beginning teacher attrition
15 rate for the local educational agency or school; and

16 “(5) increased partnerships and linkages with
17 institutions of higher education.

18 **“SEC. 2359. SUPPLEMENT NOT SUPPLANT.**

19 “Funds made available under this part shall be used
20 to supplement and not supplant other Federal, State, and
21 local funds expended to carry out activities relating to
22 teacher programs or professional development.

23 **“SEC. 2360. NATIONAL ACTIVITIES.**

24 “(a) RESERVATION.—The Secretary shall reserve not
25 more than 5 percent of the amount appropriated under
26 section 2361 for each fiscal year for the national evalua-

1 tion described in subsection (b) and the dissemination ac-
2 tivities described in subsection (c).

3 “(b) NATIONAL EVALUATION.—

4 “(1) IN GENERAL.—The Secretary shall provide
5 for an annual, independent, national evaluation of
6 the activities assisted under this part not later than
7 3 years after the date of enactment of the Profes-
8 sional Development Reform Act. The evaluation
9 shall include information on the impact of the activi-
10 ties assisted under this part on student performance.

11 “(2) STATE REPORTS.—Each State receiving an
12 allotment under this part shall submit to the Sec-
13 retary the results of the evaluation described under
14 section 2355(4).

15 “(3) REPORT TO CONGRESS.—The Secretary
16 annually shall submit to Congress a report that de-
17 scribes the information in the national evaluation
18 and the State reports.

19 “(c) DISSEMINATION.—The Secretary shall collect
20 and broadly disseminate information (including creating
21 and maintaining a national database or clearinghouse) to
22 help States, local educational agencies, schools, teachers,
23 and institutions of higher education learn about effective
24 professional development policies, practices, and pro-
25 grams, data projections of teacher and administrator sup-

1 ply and demand, and available teaching and administrator
2 opportunities.

3 **“SEC. 2361. AUTHORIZATION OF APPROPRIATIONS.**

4 “There are authorized to be appropriated to carry out
5 this part \$1,000,000,000 for fiscal year 2002 and such
6 sums as may be necessary for each of the fiscal years 2003
7 through 2006.”.

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