

107TH CONGRESS
1ST SESSION

S. 444

To amend title II of the Elementary and Secondary Education Act of 1965 to support teacher corps programs, and for other purposes.

IN THE SENATE OF THE UNITED STATES

MARCH 1, 2001

Mr. WELLSTONE (for himself, Mr. KENNEDY, and Mr. SCHUMER) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend title II of the Elementary and Secondary Education Act of 1965 to support teacher corps programs, and for other purposes.

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. TEACHER CORPS PROGRAMS.**

4 Title II of the Elementary and Secondary Education
5 Act of 1965 (20 U.S.C. 6601 et seq.) is amended—

6 (1) by redesignating part E (20 U.S.C. 6701 et
7 seq.) as part F;

1 (2) by redesignating sections 2401 and 2402
2 (20 U.S.C. 6701, 6702) as sections 2501 and 2502,
3 respectively; and

4 (3) by inserting after part D the following:

5 **“PART E—TEACHER CORPS PROGRAMS**

6 **“SEC. 2401. PURPOSES.**

7 “The purposes of this part are as follows:

8 “(1) To reduce the shortage of qualified teach-
9 ers in high poverty urban and rural public elemen-
10 tary schools and secondary schools.

11 “(2) To attract high-quality candidates to teach
12 in geographic and academic subjects of highest need.

13 “(3) To retain the highest quality teachers in
14 the high poverty urban and rural schools.

15 “(4) To establish a program of intensive, sus-
16 tained support for new teachers in areas of high
17 need and high poverty.

18 **“SEC. 2402. DEFINITION OF ELIGIBLE APPLICANT.**

19 “(a) IN GENERAL.—In this part, the term ‘eligible
20 applicant’ means a Teacher Corps Collaborative (referred
21 to in this part as a ‘Collaborative’) that contains at least
22 1 agency or institution, located in the State in which the
23 Collaborative is established, in each of the following cat-
24 egories:

1 “(1) The State educational agency, or the State
2 agency responsible for teacher licensure or certifi-
3 cation.

4 “(2) A local educational agency that, or a con-
5 sortia of local educational agencies in which each
6 participating local educational agency, serves ele-
7 mentary schools and secondary schools (referred to
8 individually in this part as a ‘high-need school’)—

9 “(A)(i) for which a minimum of 50 percent
10 of the student population is eligible for a free
11 or reduced price lunch under the Richard B.
12 Russell National School Lunch Act; and

13 “(ii) that have an average rate that is
14 greater than the State average rate with respect
15 to—

16 “(I) the number of teacher vacancies,
17 uncertified or unlicensed teachers, or
18 teachers placed in teaching positions out-
19 side of the teachers’ area of certification or
20 licensing; or

21 “(II) teacher turnover; or

22 “(B)(i) for which the combined student
23 population is not greater than 800 students, of
24 whom—

1 “(I) not less than 15 percent of the
2 students are students from families with
3 incomes at or below the poverty line (as
4 defined by the Office of Management and
5 Budget, and revised annually in accord-
6 ance with section 673(2) of the Community
7 Services Block Grant Act) applicable to a
8 family of the size involved); or

9 “(II) the percentage of the student
10 population from families at or below such
11 poverty line is greater than the median
12 such percentage for all local educational
13 agencies in the State; and

14 “(ii) that have an average rate that is
15 greater than the State average rate with respect
16 to—

17 “(I) the number of teacher vacancies,
18 uncertified or unlicensed teachers, or
19 teachers placed in teaching positions out-
20 side of the teachers’ area of certification or
21 licensing; or

22 “(II) teacher turnover.

23 “(3) An institution of higher education that has
24 documented success in teacher preparation.

1 “(b) **ADDITIONAL MEMBERS.**—A Collaborative may
2 include other members, such as a tribal college, commu-
3 nity college, nonprofit organization, or professional edu-
4 cation organization.

5 **“SEC. 2403. GRANTS AUTHORIZED.**

6 “(a) **IN GENERAL.**—The Secretary shall award
7 grants, on a competitive basis, to eligible applicants sub-
8 mitting applications under section 2404(a) to establish
9 teacher corps programs under this part.

10 “(b) **PEER REVIEW.**—The Secretary shall establish
11 a peer review system to review applications submitted
12 under section 2404(a). The peer review shall be conducted
13 by peer review panels established by the Secretary, com-
14 prised of professional educators, representatives of parent,
15 teacher, and community groups, and such other individ-
16 uals as the Secretary determines to be necessary.

17 “(c) **PRIORITY.**—The Secretary shall give priority to
18 an application submitted by an eligible applicant—

19 “(1) in a State that has developed, or is in the
20 process of developing, a system of incentives to en-
21 courage effective teachers and strong teaching can-
22 didates to teach in high poverty urban or rural areas
23 (as determined by the Secretary); and

1 “(2) that has documented evidence of experi-
2 ence with a high-quality preservice or inservice
3 teacher training program.

4 “(d) **EQUITABLE DISTRIBUTION.**—The Secretary
5 shall ensure an equitable geographic distribution of grants
6 among the regions of the United States and among
7 Collaboratives that represent local educational agencies
8 described in section 2402(a)(2).

9 “(e) **DURATION OF GRANT.**—A grant awarded under
10 this part shall be awarded for a period of 5 years.

11 **“SEC. 2404. APPLICATION AND PROGRAM REQUIREMENTS.**

12 “(a) **APPLICATION.**—To be eligible to receive a grant
13 under this part, members of a Collaborative shall jointly
14 prepare and submit an application to the Secretary, at
15 such time, in such manner, and accompanied by such in-
16 formation as the Secretary shall require. At a minimum,
17 the application shall—

18 “(1) describe how the Collaborative will meet
19 the teacher corps program requirements described in
20 subsection (b); and

21 “(2) describe the individual and collective re-
22 sponsibilities of members of the Collaborative in
23 meeting the requirements and goals of the teacher
24 corps program.

25 “(b) **TEACHER CORPS PROGRAM REQUIREMENTS.**—

1 “(1) RECRUITMENT.—A Collaborative shall
2 broadly recruit and screen a highly qualified pool of
3 candidates who demonstrate the potential to become
4 effective teachers. Each candidate shall meet—

5 “(A) the requirements described in section
6 2405(b); and

7 “(B) any additional standard that the Col-
8 laborative establishes to enhance the quality
9 and diversity of candidates and to meet the aca-
10 demic and grade level needs of the Collabo-
11 rative.

12 “(2) REQUIRED CURRICULUM AND PLACE-
13 MENT.—Members of the Collaborative shall work to-
14 gether to plan and develop a teacher corps program
15 that includes—

16 “(A) a curriculum that includes a
17 preservice training program, for a period not to
18 exceed 1 year, that provides participants in the
19 teacher corps program (referred to individually
20 in this part as a ‘corps member’) with the skills
21 and knowledge necessary to become effective
22 teachers, by—

23 “(i) requiring completed hours of
24 study in basic areas of teaching, such as
25 principles of learning and child develop-

1 ment, effective teaching strategies, assess-
2 ments, and classroom management, and in
3 pedagogy related to the academic subjects
4 in which a corps member intends to teach;

5 “(ii) providing extensive preparation
6 in the pedagogy of reading to corps mem-
7 bers that intend to teach in the early ele-
8 mentary grades, including preparation
9 components that focus on—

10 “(I) understanding reading psy-
11 chology and development;

12 “(II) understanding the structure
13 of the English language; and

14 “(III) learning and applying the
15 best teaching methods to all aspects
16 of reading instruction;

17 “(iii) providing training in the use of
18 technology as a tool to enhance a corps
19 member’s effectiveness as a teacher and
20 improve the achievement of the corps mem-
21 ber’s students; and

22 “(iv) focusing on the pedagogical
23 skills and knowledge that corps members
24 need to enable all students to meet the

1 State’s highest challenging content and
2 student performance standards;

3 “(B) placement of a corps member with a
4 local educational agency participating in the
5 Collaborative in a teaching internship that—

6 “(i) is heavily mentored;

7 “(ii) provides a reduced teaching load;

8 “(iii) provides regular opportunities
9 for the corps member to co-teach with a
10 mentor teacher, observe other teachers,
11 and be observed and coached by other
12 teachers; and

13 “(iv) pays participating corps mem-
14 bers a salary that is lower than a first-year
15 teacher salary;

16 “(C) individualized inservice training over
17 the course of the corps member’s first 2 years
18 of full-time teaching that provides—

19 “(i) high-quality professional develop-
20 ment, coordinated jointly by members of
21 the Collaborative, and the hours of study
22 necessary to provide additional or supple-
23 mentary knowledge to meet the specific
24 needs of the corps member; and

1 “(ii) ongoing mentoring by a teacher
2 who meets the criteria for a mentor teach-
3 er described in paragraph (5)(B); and

4 “(D) collaboration between the Collaborative, and local community, student, or parent
5 groups, to assist corps members in enhancing
6 their understanding of the community in which
7 the members are placed.

8 “(3) DISCRETIONARY ACTIVITIES.—In addition
9 to the activities described in paragraph (2), a teach-
10 er corps program may include a program of inten-
11 sive course work, prior to a corps member’s second
12 year in the teacher corps program, that will provide
13 additional or supplementary knowledge to meet the
14 specific needs of the corps member.

15 “(4) EVALUATION.—A Collaborative shall
16 evaluate a corps member and the corps member’s
17 course work at regular intervals during the 2-year
18 period beginning on the first date of the corps mem-
19 ber’s participation in the teacher corps program.

20 “(5) MENTOR TEACHERS.—

21 “(A) IN GENERAL.—A Collaborative shall
22 develop a plan for the program, which shall in-
23 clude strategies for identifying, recruiting,
24 training, and providing ongoing support to indi-
25

1 viduals who will serve as mentor teachers to
2 corps members.

3 “(B) MENTOR TEACHER REQUIRE-
4 MENTS.—The plan described in subparagraph
5 (A) shall specify the criteria that the Collaborative
6 will use to identify and select mentor
7 teachers, and at a minimum, shall—

8 “(i) require a mentor teacher—

9 “(I) to meet the requirements of
10 section 2405;

11 “(II) to have not less than 5
12 years of teaching experience in a
13 school located in a school district of a
14 local educational agency described in
15 section 2402(a)(2);

16 “(III) to provide substantial evi-
17 dence that the mentor teacher has
18 been consistently effective in helping
19 students from school districts referred
20 to in subclause (II) make substantial
21 achievement gains; and

22 “(IV) to be selected for the pro-
23 gram by a peer review process; and

1 “(ii) require that consideration be
2 given to a mentor teacher with national
3 board certification.

4 “(C) COMPENSATION.—The plan shall
5 specify the compensation—

6 “(i) for mentor teachers, including re-
7 lease time and a reduced work load to en-
8 sure that mentor teachers can provide on-
9 going support for corps members; and

10 “(ii) for corps members, including sal-
11 ary levels and any stipends that will be
12 provided during a corps member’s summer
13 or preservice training.

14 “(6) ASSURANCES.—The plan shall include as-
15 surances that—

16 “(A) the Collaborative will make every ef-
17 fort to place corps members in elementary
18 schools and secondary schools with the highest
19 need (as determined by the Collaborative) in the
20 area served by the participating local edu-
21 cational agency or consortia of local educational
22 agencies;

23 “(B) a corps member will be assigned to
24 teach only academic subjects and grade levels
25 for which the member is fully qualified;

1 “(C) corps members, to the extent prac-
 2 ticable, will be placed in schools with teams of
 3 corps members; and

4 “(D) no mentor teacher will be assigned to
 5 mentor more than 12 corps members.

6 “(7) PROJECT EVALUATION.—In order for the
 7 Collaborative to determine progress toward the
 8 Collaborative’s program goals identified in the
 9 Collaborative’s application submitted under sub-
 10 section (a), the plan shall describe how the Collabo-
 11 rative will conduct evaluations and put in place a
 12 system of accountability, including mechanisms to
 13 track corps members, and to determine the mem-
 14 bers’ effectiveness, progress toward certification or
 15 licensing, and service longevity in the districts or
 16 schools served by the Collaborative.

17 “(8) ENSURING PERMANENCY.—The plan shall
 18 demonstrate how the Collaborative will support and
 19 institutionalize the teacher corps program beyond
 20 the duration of the grant period.

21 **“SEC. 2405. CORPS MEMBER QUALIFICATIONS.**

22 “(a) IN GENERAL.—Each Collaborative shall estab-
 23 lish standards for the acceptance of individual corps mem-
 24 bers to ensure that—

25 “(1) each group of corps members—

1 “(A) includes individuals who have exper-
 2 tise in and will teach in an academic subject
 3 that meets specific needs of the district served;
 4 and

5 “(B) to the extent practicable, includes
 6 members of populations that are underrep-
 7 resented in the teaching profession; and

8 “(2) each corps member possesses appropriate,
 9 high-level credentials and presents the likelihood of
 10 becoming an effective teacher.

11 “(b) QUALIFICATIONS.—

12 “(1) CANDIDATES INTENDING TO TEACH IN EL-
 13 EMENTARY SCHOOLS.—At a minimum, to be accept-
 14 ed by a teacher corps program, a candidate who in-
 15 tends to teach at the elementary school level shall—

16 “(A) in the case of a candidate who grad-
 17 uated from an institution of higher education
 18 not more than 3 years prior to applying to a
 19 teacher corps program—

20 “(i) possess a record of high academic
 21 achievement at the postsecondary level;

22 “(ii) possess an outstanding commit-
 23 ment to working with children and youth;
 24 and

1 “(iii) pass any basic skills and subject
2 matter tests required by the State for
3 teacher certification or licensure; and

4 “(B) in the case of a candidate who grad-
5 uated from an institution of higher education
6 more than 3 years prior to applying to a teach-
7 er corps program—

8 “(i) possess an outstanding commit-
9 ment to working with children and youth;
10 and

11 “(ii) possess a strong professional or
12 postsecondary record of achievement.

13 “(2) CANDIDATES INTENDING TO TEACH IN
14 SECONDARY SCHOOLS.—At a minimum, to be ac-
15 cepted by a teacher corps program, a candidate who
16 intends to teach at the secondary school level shall—

17 “(A) in the case of a candidate who grad-
18 uated from an institution of higher education
19 not more than 3 years prior to applying to a
20 teacher corps program—

21 “(i) meet the requirements described
22 in paragraph (1)(A); and

23 “(ii)(I) possess at least an academic
24 major or postsecondary degree in each aca-

1 demic subject in which the candidate in-
2 tends to teach; or

3 “**(II)** if the candidate did not major or
4 earn a postsecondary degree in an aca-
5 demic subject in which the candidate in-
6 tends to teach, have completed a rigorous
7 course of instruction in that subject that is
8 equivalent to having majored in the sub-
9 ject; and

10 “**(B)** in the case of a candidate who grad-
11 uated from an institution of higher education
12 more than 3 years prior to applying to a teach-
13 er corps program—

14 “(i) meet the requirements described
15 in paragraph (1)(B); and

16 “(ii)(I) possess at least an academic
17 major or postsecondary degree in each aca-
18 demic subject in which the candidate in-
19 tends to teach; or

20 “**(II)** if the candidate did not major or
21 earn a postsecondary degree in an aca-
22 demic subject in which the candidate in-
23 tends to teach, have completed a rigorous
24 course of instruction in that subject, such

1 as completion of a preprofessional prepara-
2 tion program in that subject.

3 “(c) SPECIAL RULE.—Notwithstanding subpara-
4 graphs (A)(ii)(II) and (B)(ii)(II) of subsection (b)(2), the
5 Collaborative may consider the candidate to be an eligible
6 corps member and accept the candidate for a teacher corps
7 program if the candidate has worked successfully and di-
8 rectly in a field and in a position that provided the can-
9 didate with direct and substantive knowledge in the aca-
10 demic subject in which the candidate intends to teach.

11 “(d) THREE-YEAR COMMITMENT TO TEACHING IN
12 ELIGIBLE DISTRICTS.—

13 “(1) IN GENERAL.—In return for acceptance to
14 a teacher corps program, a corps member shall com-
15 mit to 3 years of full-time teaching in a school or
16 district served by a local educational agency partici-
17 pating in a Collaborative eligible for funds under
18 this part.

19 “(2) REIMBURSEMENT.—

20 “(A) IN GENERAL.—If a corps member
21 leaves the school district to which the corps
22 member has been assigned prior to the end of
23 the 3-year period described in paragraph (1),
24 the corps member shall be required to reim-
25 burse the Department of Education for the

1 amount of the Federal share of the cost of the
2 corps member's participation in the teacher
3 corps program.

4 “(B) ACCOUNTABILITY.—A Collaborative
5 shall be responsible for including in its applica-
6 tion described in section 2404(a), information
7 on a method of accountability to assure return
8 of the Federal share.

9 “(C) COLLABORATIVE CLAIMS.—A Collabo-
10 rative that provides a teacher corps program to
11 a corps member who leaves the school district
12 as described in subparagraph (A) may submit a
13 claim to the corps member requiring the corps
14 member to reimburse the Collaborative for the
15 amount of the Collaborative's share of the cost
16 described in subparagraph (A).

17 “(D) REDUCTION; WAIVER.—

18 “(i) REDUCTION.—Reimbursements
19 required under this paragraph may be re-
20 duced proportionally based on the amount
21 of time a corps member remained in the
22 teacher corps program beyond the corps
23 member's initial 2 years of service.

24 “(ii) WAIVER.—The Secretary may
25 waive the reimbursements required under

1 this paragraph in the case of severe hard-
2 ship to a corps member who leaves the
3 school district, as described in subpara-
4 graph (A).

5 **“SEC. 2406. LICENSING AND CERTIFICATION PROGRAM RE-**
6 **QUIREMENTS.**

7 “(a) LICENSING OR CERTIFICATION.—The State
8 agency responsible for teacher licensure or certification in
9 the State in which a Collaborative is established shall en-
10 sure that—

11 “(1) a corps member that successfully com-
12 pletes a teacher corps program will have the aca-
13 demic requirements necessary for certification or li-
14 censure as a teacher in the State; and

15 “(2) the teacher corps program provides the
16 academic credentials necessary to enable a corps
17 member to obtain permanent teacher certification or
18 licensure.

19 “(b) ALTERNATIVE ROUTES TO CERTIFICATION.—
20 The State agency described in subsection (a) shall work
21 with the Collaborative to ensure the Collaborative uses
22 high-quality methods and establishes high-quality require-
23 ments concerning alternative routes to certification, in
24 order to meet State requirements for certification.

1 “(c) PRIORITY FOR HIRING.—A local educational
2 agency or consortia of local educational agencies partici-
3 pating in a Collaborative shall—

4 “(1) to the extent practicable, give hiring pri-
5 ority to teachers who have successfully completed a
6 teacher corps program; and

7 “(2) make every effort to place a corps member
8 in an elementary school or a secondary school that
9 has the greatest need for qualified teachers.

10 **“SEC. 2407. ACCOUNTABILITY.**

11 “(a) COLLABORATIVE EVALUATIONS.—A Collabo-
12 rative shall annually submit a report to the Secretary pro-
13 viding information that—

14 “(1) meets reporting requirements for alter-
15 native certification programs under the Higher Edu-
16 cation Act of 1965;

17 “(2) describes the manner and sites of the
18 Collaborative’s recruiting efforts for the teacher
19 corps program carried out by the Collaborative;

20 “(3) specifies the number of candidates re-
21 cruited, disaggregated by race, age, and the aca-
22 demic subjects to which the candidates were as-
23 signed;

1 “(4) specifies the number and percentage of
2 candidates receiving preliminary and permanent cer-
3 tification and licensing;

4 “(5) specifies the number and percentage of
5 candidates assigned to high-need schools described
6 in section 2402(2);

7 “(6) describes the quality of performance of
8 candidates described in paragraph (5);

9 “(7) specifies the percentage of corps members
10 who are student teaching for a local educational
11 agency served by the Collaborative; and

12 “(8) provides such other information as the
13 Secretary may require.

14 “(b) INELIGIBILITY.—

15 “(1) IN GENERAL.—If not more than 90 per-
16 cent of the graduates of a teacher corps program as-
17 sisted under this part for a fiscal year pass applica-
18 ble State or local initial teacher licensing or certifi-
19 cation examinations, the Collaborative providing the
20 teacher corps program shall be ineligible to receive
21 grant funds for the succeeding fiscal year.

22 “(2) WAIVER.—The Secretary may waive the
23 requirement described in paragraph (1) for
24 Collaboratives serving school districts that have spe-

1 cial circumstances, such as a district with a small
2 number of corps members.

3 “(c) DEPARTMENTAL EVALUATION AND TECHNICAL
4 ASSISTANCE.—

5 “(1) IN GENERAL.—The Secretary shall retain
6 not more than \$2,000,000 of the amount appro-
7 priated for a fiscal year under section 2409—

8 “(A) to conduct a comprehensive program
9 evaluation of teacher corps programs, not more
10 than 4 years after the date on which the Sec-
11 retary first makes grant awards under this
12 part; and

13 “(B) to provide Collaboratives with tech-
14 nical assistance and information on exemplary
15 programs and effective practices of recruitment,
16 training, and mentoring.

17 “(2) EVALUATIONS.—The comprehensive pro-
18 gram evaluation described in paragraph (1)(A) shall
19 evaluate—

20 “(A) the effectiveness of individual
21 Collaboratives in recruiting large numbers of
22 highly qualified applicants and recruiting, to
23 the extent practicable, from groups that are
24 underrepresented in the teaching profession, to

1 meet specific academic subject and grade level
2 needs of Collaboratives;

3 “(B) the qualifications of teachers re-
4 cruited and trained through the teacher corps
5 program as compared to other teachers teach-
6 ing in local educational agencies participating in
7 a Collaborative;

8 “(C) the retention rates of corps members
9 as compared to retention rates of other new
10 teachers teaching for local educational agencies
11 participating in a Collaborative; and

12 “(D) the qualifications of mentor teachers
13 participating in teacher corps programs and the
14 success of the mentoring programs.

15 **“SEC. 2408. FEDERAL SHARE; NON-FEDERAL SHARE.**

16 “(a) PAYMENT OF FEDERAL SHARE.—The Secretary
17 shall pay to each eligible applicant having an application
18 approved under section 2404 the Federal share of the cost
19 of the activities described in the application.

20 “(b) NON-FEDERAL SHARE.—A Collaborative’s
21 share of the cost of the activities described in the
22 Collaborative’s application submitted under section
23 2404(a)—

24 “(1) may be in cash or in kind, fairly evaluated,
25 including plant, equipment, or services; and

1 “(2)(A) for the first year for which the Collabo-
2 rative receives assistance under this part, shall be
3 not less than 10 percent;

4 “(B) for the second such year, shall be not less
5 than 20 percent;

6 “(C) for the third year such year, shall be not
7 less than 30 percent;

8 “(D) for the fourth such year, shall be not less
9 than 40 percent; and

10 “(E) for the fifth such year, shall be not less
11 than 50 percent.

12 **“SEC. 2409. AUTHORIZATION OF APPROPRIATIONS.**

13 “There are authorized to be appropriated to carry out
14 this part \$500,000,000 for fiscal year 2002 and such sums
15 as may be necessary for each of fiscal years 2003 through
16 2006.”.

○