

106TH CONGRESS  
1ST SESSION

# H. R. 1964

To empower our educators.

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## IN THE HOUSE OF REPRESENTATIVES

MAY 26, 1999

Mr. LAZIO (for himself, Mrs. KELLY, Mr. GILCHREST, Mr. HORN, and Mrs. WILSON) introduced the following bill; which was referred to the Committee on Education and the Workforce

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## A BILL

To empower our 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. SHORT TITLE.**

4 This Act may be cited as the “Empowering Our Edu-  
5 cators Act”.

6 **TITLE I—ALTERNATIVE CERTIFI-**  
7 **CATION AND LICENSURE OF**  
8 **TEACHERS**

9 **SEC. 101. FINDINGS AND PURPOSE.**

10 (a) FINDINGS.—Congress finds that—

1           (1) the measure of a good teacher is how much  
2           and how well the teacher's students learn and  
3           achieve;

4           (2) one of the primary problems regarding  
5           teacher quality is the lack of subject matter knowl-  
6           edge, particularly for teachers who receive emer-  
7           gency credentials and are assigned to teach subject  
8           matter for which they lack knowledge or adequate  
9           preparation;

10          (3) knowledgeable and eager individuals of  
11          sound character and various professional back-  
12          grounds should be encouraged to enter the pre-  
13          kindergarten through grade 12 classrooms as teach-  
14          ers;

15          (4) many talented professionals who have dem-  
16          onstrated a high level of subject area competence  
17          outside the education profession wish to pursue ca-  
18          reers in education, but have not fulfilled the tradi-  
19          tional requirements to be certified or licensed as  
20          teachers;

21          (5) States should have maximum flexibility and  
22          be provided with incentives to create alternative  
23          teacher certification and licensure programs in order  
24          to recruit well-educated people and talented profes-  
25          sionals into the teaching profession; and

1           (6) alternative routes should enable qualified in-  
2           dividuals to fulfill State teacher certification or licen-  
3           sure requirements and allow school systems to utilize  
4           the expertise of professionals and thereby improve  
5           and expand the pool of qualified individuals available  
6           to local educational agencies as teachers.

7           (b) PURPOSE.—It is the purpose of this title to im-  
8           prove the supply of well-qualified elementary and sec-  
9           ondary school teachers by encouraging and assisting  
10          States to develop and implement programs for alternative  
11          routes to teacher certification and licensure requirements.

12   **SEC. 102. ALLOTMENTS.**

13          (a) ALLOTMENTS TO STATES.—

14               (1) IN GENERAL.—From the amount appro-  
15               priated to carry out this title for each fiscal year,  
16               the Secretary shall allot to each State the lesser of—

17                       (A) the amount the State applies for under  
18                       section 103; or

19                       (B) an amount that bears the same rela-  
20                       tion to the amount so appropriated as the total  
21                       population of children ages 5 through 17 in the  
22                       State bears to the total population of such chil-  
23                       dren in all the States (based on the most recent  
24                       data available that is satisfactory to the Sec-  
25                       retary).

1           (2) REALLOCATION.—If a State does not apply  
 2           for the State’s allotment, or the full amount of the  
 3           State’s allotment, under paragraph (1), the Sec-  
 4           retary may reallocate the excess funds to 1 or more  
 5           other States that demonstrate, to the satisfaction of  
 6           the Secretary, a current need for the funds.

7           (b) SPECIAL RULE.—Notwithstanding section 421(b)  
 8           of the General Education Provisions Act (20 U.S.C.  
 9           1225(b)), funds awarded under this title shall remain  
 10          available for obligation by a recipient for a period of 2  
 11          calendar years from the date of the grant.

12   **SEC. 103. STATE APPLICATIONS.**

13          (a) IN GENERAL.—Any State desiring to receive an  
 14          allotment under this title shall, through the State edu-  
 15          cational agency, submit an application at such time, in  
 16          such manner, and containing such information, as the Sec-  
 17          retary may reasonably require.

18          (b) REQUIREMENTS.—Each application shall—

19                  (1) describe the programs, projects, and activi-  
 20                  ties to be undertaken with assistance provided under  
 21                  this title; and

22                  (2) contain such assurances as the Secretary  
 23                  considers necessary, including assurances that—

24                          (A) assistance provided to the State edu-  
 25                          cational agency under this title will be used to

1 supplement, and not to supplant, any State or  
2 local funds available for the development and  
3 implementation of programs to provide alter-  
4 native routes to fulfilling teacher certification or  
5 licensure requirements;

6 (B) the State educational agency has, in  
7 developing and designing the application, con-  
8 sulted with—

9 (i) representatives of local educational  
10 agencies, including superintendents and  
11 school board members, including represent-  
12 atives of their professional organizations if  
13 appropriate;

14 (ii) elementary school and secondary  
15 school teachers, including representatives  
16 of their professional organizations;

17 (iii) schools or departments of edu-  
18 cation within institutions of higher edu-  
19 cation;

20 (iv) parents; and

21 (v) other interested individuals and  
22 organizations; and

23 (C) the State educational agency shall sub-  
24 mit to the Secretary, at such time as the Sec-  
25 retary may specify, a final report describing the

1 activities carried out with assistance provided  
 2 under this title and the results achieved with  
 3 respect to such activities.

4 (c) GEPA PROVISIONS INAPPLICABLE.—Sections  
 5 441 and 442 of the General Education Provisions Act (20  
 6 U.S.C. 1232d and 1232e), except to the extent that such  
 7 sections relate to fiscal control and fund accounting proce-  
 8 dures, shall not apply to this title.

9 **SEC. 104. USE OF FUNDS.**

10 (a) USE OF FUNDS.—

11 (1) IN GENERAL.—A State educational agency  
 12 shall use funds provided under this title to support  
 13 and create programs, projects, or activities that de-  
 14 velop and implement new, or expand and improve  
 15 existing, programs that enable individuals to move to  
 16 a teaching career in elementary or secondary edu-  
 17 cation from another occupation through an alter-  
 18 native route to teacher certification or licensure that  
 19 includes taking a State licensing examination.

20 (2) TYPES OF ASSISTANCE.—A State edu-  
 21 cational agency may carry out such programs,  
 22 projects, or activities directly, through contracts, or  
 23 through grants to local educational agencies and in-  
 24 stitutions of higher education, or consortia of such  
 25 agencies or institutions.

1 (b) USES.—A State educational agency that receives  
2 funds under this title may use such funds for—

3 (1) the design, development, implementation,  
4 and evaluation of programs that enable qualified  
5 professionals who have demonstrated a high level of  
6 subject area competence outside the education pro-  
7 fession and are interested in entering the education  
8 profession to fulfill State teacher certification or li-  
9 censure requirements;

10 (2) the establishment of administrative struc-  
11 tures necessary for the development and implemen-  
12 tation of programs to provide alternative routes to  
13 fulfilling State teacher certification or licensure re-  
14 quirements;

15 (3) training of staff, including the development  
16 of appropriate support programs, such as mentor  
17 programs, for teachers entering the school system  
18 through alternative routes to teacher certification or  
19 licensure;

20 (4) the development of recruitment strategies;

21 (5) the development of reciprocity agreements  
22 between or among States for the certification or li-  
23 censure of teachers; or

24 (6) other programs, projects, and activities  
25 that—

1 (A) are designed to meet the purpose of  
 2 this title; and

3 (B) the Secretary determines appropriate.

4 (c) LIMITATION FOR ADMINISTRATIVE COSTS.—A  
 5 State educational agency may use not more than 3 percent  
 6 of the amount of funds received under this title for the  
 7 administrative costs to carry out this title.

8 **SEC. 105. DEFINITIONS.**

9 In this title:

10 (1) ELEMENTARY SCHOOL; LOCAL EDU-  
 11 CATIONAL AGENCY; SECONDARY SCHOOL; SEC-  
 12 RETARY; AND STATE EDUCATIONAL AGENCY.—The  
 13 terms “elementary school”, “local educational agen-  
 14 cy”, “secondary school”, “Secretary”, and “State  
 15 educational agency” have the meanings given the  
 16 terms in section 14101 of the Elementary and Sec-  
 17 ondary Education Act of 1965 (20 U.S.C. 8801).

18 (2) INSTITUTION OF HIGHER EDUCATION.—The  
 19 term “institution of higher education” has the  
 20 meaning given the term in section 101 of the Higher  
 21 Education Act of 1965 (20 U.S.C. 1001).

22 (3) STATE.—The term “State” means each of  
 23 the several States of the United States, the District  
 24 of Columbia, the Commonwealth of Puerto Rico, the  
 25 United States Virgin Islands, Guam, American



1 Samoa, and the Commonwealth of the Northern  
2 Mariana Islands.

3 **SEC. 106. AUTHORIZATION OF APPROPRIATIONS.**

4 There are authorized to be appropriated to carry out  
5 this title \$10,000,000 for fiscal year 2000 and each of  
6 the 3 succeeding fiscal years.

7 **TITLE II—TEACHER TRAINING**  
8 **FACILITIES**

9 **SEC. 201. FINDINGS AND PURPOSE.**

10 (a) FINDINGS.—Congress finds that—

11 (1) individuals entering a classroom should have  
12 a sound grasp of the subject the individuals intend  
13 to teach, and the individuals should know how to  
14 teach;

15 (2) the quality of teachers impacts student  
16 achievement;

17 (3) people who enter the teaching profession  
18 through alternative certification programs can ben-  
19 efit from having the opportunity to attend a teacher  
20 training facility;

21 (4) teachers need to increase their subject mat-  
22 ter knowledge, learning theory, and teaching strate-  
23 gies;

24 (5) less than 40 percent of the individuals  
25 teaching the core subjects (English, mathematics,

1 science, social studies, and foreign languages) ma-  
2 jored or minored in the core subjects; and

3 (6) according to the Third International Mathe-  
4 matics and Science Study, American high school  
5 seniors finished near the bottom of the study in both  
6 science and mathematics.

7 (b) PURPOSE.—The purpose of this title is to  
8 strengthen teacher training programs by establishing a  
9 private and public partnership to create the best teacher  
10 training facilities in the world to ensure that teachers re-  
11 ceive unlimited access to the most updated technology and  
12 skills training in education, so that students can benefit  
13 from the teachers' knowledge and experience.

14 **SEC. 202. DEFINITIONS.**

15 In this title:

16 (1) LOCAL EDUCATIONAL AGENCY.—The term  
17 “local educational agency” has the meaning given  
18 the term in section 14101 of the Elementary and  
19 Secondary Education Act of 1965 (20 U.S.C. 8801).

20 (2) SECRETARY.—The term “Secretary” means  
21 the Secretary of Education.

22 **SEC. 203. GRANTS.**

23 (a) IN GENERAL.—From amounts appropriated  
24 under section 204 for a fiscal year the Secretary shall  
25 award grants to local educational agencies to enable the

1 local educational agencies to establish teacher training fa-  
2 cilities for elementary and secondary school teachers.

3 (b) COMPETITIVE BASIS.—The Secretary shall award  
4 grants under this title on a competitive basis.

5 (c) PARTNERSHIP CONTRACT REQUIRED.—In order  
6 to receive a grant under this title, a local educational agen-  
7 cy shall enter into a contract with a nongovernmental or-  
8 ganization to establish a teacher training facility.

9 (d) APPLICATIONS.—Each local educational agency  
10 desiring a grant under this title shall submit to the Sec-  
11 retary an application at such time, in such manner, and  
12 accompanied by such information as the Secretary may  
13 require. Each such application shall contain an assurance  
14 that the local educational agency—

15 (1) will raise matching funds, from public or  
16 private sources, for the support of the teacher train-  
17 ing facility in an amount equal to the amount of  
18 funds provided under the grant;

19 (2) will train the teachers employed by the local  
20 educational agency at the teacher training facility  
21 for a period of 10 years after the date the agency  
22 enters into the contract described in subsection (c);  
23 and

24 (3) will spend not less than 0.5 percent of the  
25 local educational agency's total school budget for

1 each fiscal year to support the teacher training facil-  
2 ity.

3 (e) AMOUNT.—The Secretary shall award each grant  
4 under this section in an amount that is not less than  
5 \$1,000,000 and not more than \$4,000,000.

6 **SEC. 204. AUTHORIZATION OF APPROPRIATIONS.**

7 There are authorized to be appropriated to carry out  
8 this title \$8,000,000 for fiscal year 2000, \$8,000,000 for  
9 fiscal year 2001, \$12,000,000 for fiscal year 2002, and  
10 \$12,000,000 for fiscal year 2003.

11 **TITLE III—MENTORING PRO-**  
12 **GRAMS FOR NOVICE TEACH-**  
13 **ERS**

14 **SEC. 301. FINDINGS AND PURPOSE.**

15 (a) FINDINGS.—The Congress finds the following:

16 (1) Only half of all novice teachers will still be  
17 teaching in 7 years: most will depart the teaching  
18 profession after 3 years.

19 (2) Better support for novice teachers is among  
20 the top policy reforms that will help school systems  
21 retain more teachers.

22 (3) Novice teachers find that having a mentor  
23 during the first year is an effective form of support  
24 in adjusting to the profession.

1           (4) Teachers who have had a mentor are more  
2           confident in their teaching, more able to deal with  
3           the social and bureaucratic aspects of their profes-  
4           sion than teachers who have not had a mentor.

5           (5) Teachers who have had a mentor are more  
6           likely to remain in the profession than teachers who  
7           have not had a mentor.

8           (6) Studies show that principals are more satis-  
9           fied with the performances of teachers who have had  
10          a mentor than with teachers who have not had a  
11          mentor.

12          (7) Teachers who have had a mentor have a  
13          higher rate of one-to-one contact with students, are  
14          more interactive with students in general, are more  
15          focused on academic content, handle discipline bet-  
16          ter, and have an enhanced ability to communicate  
17          with parents than teachers who have not had a men-  
18          tor.

19          (b) PURPOSE.—It is the purpose of this title to in-  
20          crease teacher retention and improve the support and per-  
21          formance of teachers in the first few years of their employ-  
22          ment by encouraging and assisting States and local edu-  
23          cational agencies to develop and implement mentoring pro-  
24          grams for novice teachers.

1 **SEC. 302. APPLICATIONS.**

2 (a) IN GENERAL.—Any State educational agency or  
3 local educational agency desiring to receive a grant under  
4 this title shall submit an application at such time, in such  
5 manner, and containing such information, as the Sec-  
6 retary may reasonably require.

7 (b) REQUIREMENTS.—Each application shall—

8 (1) describe the programs, projects, and activi-  
9 ties to be undertaken with assistance provided under  
10 this title;

11 (2) assess the needs of novice teachers; and

12 (3) contain such assurances as the Secretary  
13 considers necessary, including assurances that—

14 (A) assistance provided under this title will  
15 be used to supplement, and not supplant, any  
16 State or local funds available for the develop-  
17 ment and implementation of programs to pro-  
18 vide a mentoring program for novice teachers;  
19 and

20 (B) the State educational agency or local  
21 educational agency has, while developing and  
22 before submitting the application, consulted  
23 with—

24 (i) superintendents and school board  
25 members (including representatives of their  
26 professional organizations if appropriate);

1 (ii) elementary and secondary school  
2 teachers, including representatives of their  
3 professional organizations;

4 (iii) schools or departments of edu-  
5 cation within institutions of higher edu-  
6 cation; and

7 (iv) other interested individuals and  
8 organizations.

9 **SEC. 303. USE OF FUNDS.**

10 (a) USE OF FUNDS.—

11 (1) IN GENERAL.—A State educational agency  
12 or local educational agency that receives a grant  
13 under this title shall use such funds to develop and  
14 implement new, or expand and improve existing, pro-  
15 grams that support and train novice teachers  
16 through a mentoring program.

17 (2) TYPES OF ASSISTANCE.—A State edu-  
18 cational agency or local educational agency may  
19 carry out such programs, projects, or activities di-  
20 rectly, through contracts, or through grants to local  
21 educational agencies, institutions of higher edu-  
22 cation, or consortia of such agencies or institutions.

23 (b) SPECIFIC ACTIVITIES.—Funds received under  
24 this title may be used for—

1           (1) the design, development, implementation,  
 2           and evaluation of programs that enable novice teach-  
 3           ers to have the support and training of other teach-  
 4           ers and administrators;

5           (2) the establishment of administrative struc-  
 6           tures necessary for the development and implemen-  
 7           tation of mentoring programs;

8           (3) training of staff, including the development  
 9           of support for mentors, workshops, and seminars for  
 10          the education and support of novice teachers; and

11          (4) other programs that—

12                   (A) are designed to meet the purpose of  
 13                   this title; and

14                   (B) the Secretary determines appropriate.

15 **SEC. 304. REPORTING.**

16          Each State educational agency and local educational  
 17          agency that receives a grant under this title shall submit  
 18          to the Secretary, at such time as the Secretary may speci-  
 19          fy, a final report describing the mentoring programs car-  
 20          ried out with assistance provided under this title and the  
 21          results achieved with respect to such programs.

22 **SEC. 305. DEFINITIONS.**

23          In this title:

24                   (1) ELEMENTARY SCHOOL; LOCAL EDU-  
 25                   CATIONAL AGENCY; SECONDARY SCHOOL; AND STATE



1 EDUCATIONAL AGENCY.—The terms “elementary  
2 school,” “local educational agency,” “secondary  
3 school,” and “State educational agency” have the  
4 same meanings given such terms in section 14101 of  
5 the Elementary and Secondary Education Act of  
6 1965 (20 U.S.C. 8801).

7 (2) INSTITUTION OF HIGHER EDUCATION.—The  
8 term “institution of higher education” has the same  
9 meaning given such term in section 101 of the High-  
10 er Education Act of 1965.

11 (3) MENTORING PROGRAMS.—The term “men-  
12 toring program” means to provide professional sup-  
13 port and development, instruction, and guidance to  
14 novice teachers, but does not include a teacher or in-  
15 dividual who begins to work in a supervisory posi-  
16 tion.

17 (4) NOVICE TEACHER.—The term “novice  
18 teacher” means an educator in a public school who  
19 has not yet been teaching 3 full school years.

20 (5) SECRETARY.—The term “Secretary” means  
21 the Secretary of Education.

22 (6) STATE.—The term “State” means each of  
23 the several States of the United States, the District  
24 of Columbia, the Commonwealth of Puerto Rico, the  
25 United States Virgin Islands, Guam, American

1        Samoa, and the Commonwealth of the Northern  
2        Mariana Islands.

3    **SEC. 306. AUTHORIZATION OF APPROPRIATIONS.**

4        There are authorized to be appropriated to carry out  
5    this title \$2,000,000 for fiscal year 2000 and each of the  
6    3 succeeding fiscal years.

○