

111TH CONGRESS
2D SESSION

H. R. 5096

To amend the Elementary and Secondary Education Act of 1965 to authorize the Secretary of Education to make grants for recruiting, training, and retaining individuals from underrepresented groups as teachers at public elementary and secondary schools, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 21, 2010

Mrs. DAVIS of California (for herself, Ms. EDWARDS of Maryland, and Mr. HONDA) introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To amend the Elementary and Secondary Education Act of 1965 to authorize the Secretary of Education to make grants for recruiting, training, and retaining individuals from underrepresented groups as teachers at public elementary and secondary schools, 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. SHORT TITLE.**

4 This Act may be cited as the “Diverse Teachers Re-
5 cruitment Act of 2010”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1 (1) Department of Education statistics reveal a
2 lack of diversity among public schoolteachers. Dur-
3 ing the school year of 2007 through 2008, an esti-
4 mated 83.1 percent of public schoolteachers were
5 Caucasian, while 7.1 percent were Latino, 7 percent
6 were African-American, and 1.2 percent were Asian.
7 Of all public schoolteachers, 24.1 percent were male
8 and 75.9 percent were female.

9 (2) Some experts believe the lack of diversity
10 can leave students in underrepresented groups with-
11 out role models to whom they can relate, which may
12 lead to poorer performance in the classroom. Statis-
13 tics show that students in some underrepresented
14 groups have lower standardized test scores and lower
15 graduation rates.

16 (3) Teacher demographics should better reflect
17 those of the population as a whole, ensuring that
18 students have role models from diverse backgrounds
19 and racial and ethnic groups and of different gen-
20 ders.

21 **SEC. 3. RECRUITMENT, TRAINING, AND RETENTION OF**
22 **TEACHERS FROM UNDERREPRESENTED**
23 **GROUPS.**

24 (a) IN GENERAL.—Title II of the Elementary and
25 Secondary Education Act of 1965 (20 U.S.C. 6601 et

1 seq.) is amended by adding at the end the following new
2 part:

3 **“PART E—RECRUITMENT, TRAINING, AND RETEN-**
4 **TION OF TEACHERS FROM UNDERREP-**
5 **RESENTED GROUPS**

6 **“SEC. 2501. GRANT PROGRAM.**

7 “(a) AUTHORIZATION.—From amounts appropriated
8 under section 2505, the Secretary shall make grants on
9 a competitive basis to eligible entities for recruiting, train-
10 ing, and retaining individuals from underrepresented
11 groups as teachers at public elementary schools and sec-
12 ondary schools.

13 “(b) ELIGIBILITY.—The Secretary may only make a
14 grant under subsection (a) to an eligible entity that—

15 “(1) serves schools that have difficulty recruit-
16 ing, training, and retaining individuals from under-
17 represented groups as teachers; and

18 “(2) submits an application at such time, in
19 such form, and containing such information and as-
20 surances as the Secretary may require, including—

21 “(A) a description of how the activities the
22 eligible entity carries out with grant funds will
23 ensure the recruitment, training, and retention
24 of a significant number of individuals from
25 underrepresented groups; and

1 “(B) a description of the difficulty recruit-
2 ing, training, and retaining individuals from
3 underrepresented groups experienced by the
4 schools served by the eligible entity.

5 “(c) PRIORITY.—In making grants under subsection
6 (a), the Secretary shall give priority to—

7 “(1) local educational agencies (or consortia of
8 local educational agencies) that serve the most high-
9 need schools; and

10 “(2) local educational agencies (or consortia of
11 local educational agencies) that serve schools with
12 the highest percentages of minority individuals in
13 their student populations.

14 “(d) MATCHING FUNDS.—

15 “(1) IN GENERAL.—The Secretary may not
16 make a grant to an eligible entity under subsection
17 (a) unless the eligible entity agrees that, with re-
18 spect to the costs to be incurred by the eligible enti-
19 ty in carrying out the activities for which the grant
20 is awarded, the eligible entity will make available
21 non-Federal contributions in an amount equal to not
22 less than 10 percent of the Federal funds provided
23 under the grant.

1 “(2) SATISFYING MATCHING REQUIREMENT.—

2 The non-Federal contributions required under para-
3 graph (1) may be—

4 “(A) in cash or in-kind, including services,
5 fairly evaluated; and

6 “(B) from—

7 “(i) any private source; or

8 “(ii) a State educational agency or
9 local educational agency.

10 “(3) WAIVER.—The Secretary may waive or re-
11 duce the non-Federal contribution required by para-
12 graph (1) if the eligible entity involved demonstrates
13 that it cannot meet the contribution requirement due
14 to financial hardship.

15 **“SEC. 2502. REPORTS TO SECRETARY.**

16 “An eligible entity receiving a grant under section
17 2501(a) shall submit to the Secretary not later than 90
18 days after the end of each school year in which the entity
19 receives grant funds a report that contains—

20 “(1) a description of the activities for which the
21 entity used grant funds during such school year;

22 “(2) data concerning, with respect to the
23 schools served by the entity—

1 “(A) the number of individuals from
2 underrepresented groups that began teaching
3 during such school year;

4 “(B) the retention rate of teachers who are
5 individuals from underrepresented groups;

6 “(C) in the case of the report covering the
7 last school year in which the entity receives
8 grant funds, indicators of student academic
9 achievement during such school year as com-
10 pared with previous school years, disaggregated,
11 if possible, by the achievement of—

12 “(i) economically disadvantaged stu-
13 dents;

14 “(ii) students from major racial
15 groups;

16 “(iii) students with disabilities; and

17 “(iv) students with limited English
18 proficiency;

19 “(D) student graduation rates for the
20 school year covered by the report as compared
21 with previous school years, if applicable in the
22 case of the schools served by the entity; and

23 “(E) student attendance rates for the
24 school year covered by the report as compared
25 with previous school years; and

1 “(3) a description of and data regarding such
2 characteristics of the schools served by the entity,
3 and the students of such schools, as the Secretary
4 considers appropriate, including the number and
5 percentage of students in each of the groups listed
6 in clauses (i) through (iv) of paragraph (2)(C).

7 **“SEC. 2503. BEST PRACTICES INFORMATION CLEARING-**
8 **HOUSE.**

9 “(a) IN GENERAL.—The Secretary shall evaluate the
10 success of the activities carried out by eligible entities
11 using grant funds received under section 2501(a) and
12 compile a database of best practices for recruiting, train-
13 ing, and retaining individuals from underrepresented
14 groups as public elementary and secondary school teach-
15 ers. The Secretary shall make such database available to
16 eligible entities (regardless of whether such entities have
17 received grants under such section) through an Internet
18 Web site.

19 “(b) FUNDS AVAILABLE.—Of the amounts appro-
20 priated to carry out this part for a fiscal year, the Sec-
21 retary may use not more than 10 percent to carry out
22 this section during such fiscal year.

23 **“SEC. 2504. DEFINITIONS.**

24 “In this part, the following definitions apply:

1 “(1) ELIGIBLE ENTITY.—The term ‘eligible en-
2 tity’ means—

3 “(A) a local educational agency (or consor-
4 tium of local educational agencies); or

5 “(B) an entity that—

6 “(i) has entered into a partnership
7 with a local educational agency (or consor-
8 tium of local educational agencies) in
9 which the local educational agency (or con-
10 sortium of local educational agencies) is
11 the primary partner; and

12 “(ii) is a private nonprofit organiza-
13 tion, educational service agency, institution
14 of higher education, or State educational
15 agency.

16 “(2) HIGH-NEED HIGH SCHOOL.—The term
17 ‘high-need high school’ means a secondary school—

18 “(A) in which the entering grade of the
19 school is not lower than grade 9 and that in-
20 cludes grade 12; and

21 “(B) that has a graduation rate of not
22 more than 65 percent in each of the 2 academic
23 years prior to the submission of the grant appli-
24 cation.

1 “(3) HIGH-NEED MIDDLE SCHOOL.—The term
2 ‘high-need middle school’ means a secondary
3 school—

4 “(A) in which the entering grade is not
5 lower than grade 6 and the highest grade is not
6 higher than grade 9; and

7 “(B) from which not less than 35 percent
8 of the students who complete such school enroll
9 in a high-need high school.

10 “(4) HIGH-NEED SCHOOL.—The term ‘high-
11 need school’ means a public school, including a char-
12 ter school (as such term is defined in section
13 5210(1))—

14 “(A) in which not less than 40 percent of
15 the enrolled students are eligible to receive free
16 or reduced price lunches under section 9(b) of
17 the Richard B. Russell National School Lunch
18 Act (42 U.S.C. 1758(b)); or

19 “(B) that is a high-need high school or a
20 high-need middle school.

21 “(5) INDIVIDUAL FROM AN UNDERREP-
22 RESENTED GROUP.—The term ‘individual from an
23 underrepresented group’ means an individual who is
24 a member of a racial group or gender that has his-
25 torically been underrepresented among teachers in

1 public primary and secondary schools in the United
2 States.

3 “(6) MINORITY INDIVIDUAL.—The term ‘minor-
4 ity individual’ means an individual who is a member
5 of a racial group that has historically been underrep-
6 resented among teachers in public primary and sec-
7 ondary schools in the United States.

8 **“SEC. 2505. AUTHORIZATION OF APPROPRIATIONS.**

9 “There are authorized to be appropriated to carry out
10 this part such sums as are necessary for fiscal years 2010
11 through 2015.”.

12 (b) CLERICAL AMENDMENT.—The table of contents
13 in section 2 of the Elementary and Secondary Education
14 Act of 1965 is amended by adding after the item related
15 to section 2441 the following:

PART E—RECRUITMENT, TRAINING, AND RETENTION OF TEACHERS FROM
UNDERREPRESENTED GROUPS

Sec. 2501. Grant program.

Sec. 2502. Reports to Secretary.

Sec. 2503. Best practices information clearinghouse.

Sec. 2504. Definitions.

Sec. 2505. Authorization of appropriations.

