

114TH CONGRESS
1ST SESSION

H. R. 2321

To amend the Elementary and Secondary Education Act of 1965 to provide grants for innovative teacher retention programs.

IN THE HOUSE OF REPRESENTATIVES

MAY 14, 2015

Mr. PRICE of North Carolina (for himself, Ms. NORTON, Mr. MEEKS, Ms. BROWN of Florida, Mr. HONDA, Mr. HASTINGS, Ms. ADAMS, and Mr. BUTTERFIELD) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Elementary and Secondary Education Act of 1965 to provide grants for innovative teacher retention programs.

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 “Keep Teachers Teach-
5 ing Act of 2015”.

6 **SEC. 2. FINDINGS.**

7 The Congress makes the following findings:

8 (1) The United States faces an increasing need
9 for high-quality educators. The Department of Edu-

1 cation estimates the United States will need about
2 430,000 new elementary and secondary teachers by
3 2020.

4 (2) For the first time since the 1960s, teachers
5 with 10 years of experience or less now constitute
6 more than half of our teaching force.

7 (3) Research shows that a key reason for teach-
8 er turnover is job dissatisfaction, which may result
9 from poor working conditions, inadequate adminis-
10 trative support, low salary, low morale, or lack of a
11 pathway for professional advancement.

12 (4) The National Center for Education Statis-
13 tics found a correlation between the level of support
14 and training provided to new teachers and the likeli-
15 hood of a teacher leaving after their first year, with
16 teachers who are assigned a mentor teacher more
17 likely to continue their teaching careers than those
18 who did not.

19 (5) Efforts to address the teacher shortage de-
20 mands a national strategy to support the develop-
21 ment and implementation of innovative teacher re-
22 tention programs.

23 (6) Effective teacher retention programs to ad-
24 dress this problem are already at work in local edu-
25 cational agencies around the country, and many

1 more innovative programs could be advanced if addi-
2 tional resources were available.

3 (7) The Department of Education has made
4 teacher recruitment and retention a priority, and
5 can play an important role in facilitating the identi-
6 fication of the most promising teacher retention ap-
7 proaches and disseminating information about them
8 to State educational agencies and local educational
9 agencies.

10 **SEC. 3. GRANTS FOR INNOVATIVE TEACHER RETENTION**
11 **PROGRAMS.**

12 Section 2151 of the Elementary and Secondary Edu-
13 cation Act of 1965 (20 U.S.C. 6651) is amended by add-
14 ing at the end the following:

15 “(g) TEACHER RETENTION ACTIVITIES.—

16 “(1) IN GENERAL.—The Secretary shall estab-
17 lish and carry out a teacher retention program to—

18 “(A) assist State educational agencies and
19 local educational agencies in developing and im-
20 plementing innovative teacher retention pro-
21 grams, and support the development of model
22 programs and best practices in retaining quality
23 teachers in the classroom; and

1 “(B) facilitate the dissemination of innova-
2 tive teacher retention programs to State edu-
3 cational agencies and local educational agencies.

4 “(2) GRANTS.—The Secretary shall carry out
5 paragraph (1)(A) by making grants to eligible enti-
6 ties to develop and implement innovative teacher re-
7 tention programs, including activities such as—

8 “(A) professional development programs;

9 “(B) teacher mentoring programs;

10 “(C) advanced certification or advanced
11 credentialing;

12 “(D) research, travel, or fellowship oppor-
13 tunities; and

14 “(E) pairing of teachers with professionals
15 in research or industry.

16 “(3) ELIGIBLE ENTITIES.—In this subsection,
17 the term ‘eligible entity’ includes—

18 “(A) local educational agencies;

19 “(B) State educational agencies; and

20 “(C) partnerships of local educational
21 agencies, nonprofit organizations, and institu-
22 tions of higher education.

23 “(4) GRANT TERMS.—Grants under this sub-
24 section shall be awarded for periods of not more

1 than 5 years and on a competitive basis. Grants
2 awarded under this subsection may be renewed.

3 “(5) SECRETARY’S DUTY TO IDENTIFY MOST
4 PROMISING TEACHER RETENTION APPROACHES.—In
5 carrying out paragraph (1)(B), the Secretary shall—

6 “(A) identify the most promising teacher
7 retention approaches, including the approaches
8 already working and the approaches developed
9 through grants funded under this subsection,
10 and make information about such approaches
11 publicly available and easily accessible to State
12 educational agencies and local educational agen-
13 cies; and

14 “(B) not later than 9 months after the
15 date of the enactment of this subsection, and
16 annually thereafter, transmit to the Committee
17 on Education and the Workforce of the House
18 of Representatives and the Committee on
19 Health, Education, Labor, and Pensions of the
20 Senate, a report that describes—

21 “(i) the methodology by which the
22 most promising teacher retention programs
23 are identified under subparagraph (A); and

24 “(ii) the Secretary’s efforts to dis-
25 seminate information regarding such pro-

- 1 grams to State educational agencies and
- 2 local educational agencies.”.

