

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 141 Session of 2023

INTRODUCED BY SCHLOSSBERG, CIRESI, FLEMING, FRANKEL, FREEMAN, HILL-EVANS, HOHENSTEIN, KENYATTA, KIM, KINSEY, MADDEN, O'MARA, SANCHEZ, SHUSTERMAN, SMITH-WADE-EL, SOLOMON, STURLA, TAKAC, WARREN AND D. WILLIAMS, APRIL 20, 2023

REFERRED TO COMMITTEE ON EDUCATION, APRIL 20, 2023

AN ACT

1 Amending the act of March 10, 1949 (P.L.30, No.14), entitled "An  
 2 act relating to the public school system, including certain  
 3 provisions applicable as well to private and parochial  
 4 schools; amending, revising, consolidating and changing the  
 5 laws relating thereto," in talent recruitment, further  
 6 providing for Talent Recruitment Account; establishing the  
 7 Grow-Your-Own Educators Grant Program and grow-your-own  
 8 educator career pathways; and imposing duties of the  
 9 Department of Education.

10 The General Assembly of the Commonwealth of Pennsylvania  
 11 hereby enacts as follows:

12 Section 1. Section 1505-K of the act of March 10, 1949  
 13 (P.L.30, No.14), known as the Public School Code of 1949, added  
 14 July 8, 2022 (P.L.620, No.55), is amended to read:

15 Section 1505-K. Talent Recruitment Account.

16 (a) Establishment.--The Talent Recruitment Account is  
 17 established as a restricted account in the General Fund.

18 (b) Use of funds.--Money in the account is appropriated to  
 19 the department on a continuing basis to provide grants in  
 20 accordance with ~~[section 1506-K]~~ sections 1506-K and 1504-K.1.

1 The appropriation shall not lapse at the end of any fiscal year.

2 (c) Contributions.--

3 (1) The State Treasurer may accept gifts, donations,  
4 legacies or any other revenues, including allowable Federal  
5 funds, for deposit into the account.

6 (2) Any interest that accrues in the account shall  
7 remain in the account.

8 (d) Distribution of money.--Money appropriated or made  
9 available to the department for grants in accordance with  
10 sections 1506-K and 1504-K.1 shall be distributed as follows:

11 (1) Not less than 15% shall be allocated to meet the  
12 purposes of section 1506-K.

13 (2) Funding shall be distributed geographically  
14 throughout this Commonwealth.

15 Section 2. The act is amended by adding an article to read:

16 ARTICLE XV-K.1

17 GROW-YOUR-OWN EDUCATORS GRANT PROGRAM

18 Section 1501-K.1. Scope of article.

19 This article relates to grow-your-own educator career  
20 pathways and the Grow-Your-Own Educators Grant Program.

21 Section 1502-K.1. Definitions.

22 The following words and phrases when used in this article  
23 shall have the meanings given to them in this section unless the  
24 context clearly indicates otherwise:

25 "Approved educator preparation program." A sequence of  
26 courses and experiences offered by an institution of higher  
27 education or alternative program provider that is reviewed and  
28 approved by the department in accordance with 22 Pa. Code Ch. 49  
29 (relating to certification of professional personnel).

30 "Career and technical student organization." An in-school

1 organization that provides personal and leadership development  
2 related to a career and technical program area as recognized by  
3 the United States Department of Education.

4 "Committee." As defined in section 1502-K.

5 "Community organization." A public or private not-for-profit  
6 organization with a demonstrated commitment of providing  
7 resources and services to improving the educational and social  
8 well-being of a community or a specific population within a  
9 community.

10 "Department." The Department of Education of the  
11 Commonwealth.

12 "Education support professional." An employee of a school  
13 entity who is not any of the following:

14 (1) A professional employee, as the term "professional  
15 employee" is defined in section 1101(1).

16 (2) A substitute, as the term is defined in section  
17 1101(2).

18 (3) A temporary professional employee, as the term  
19 "temporary professional employee" is defined in section  
20 1101(3).

21 "Employee organization." As the term "employee organization"  
22 is defined in section 301(3) of the act of July 23, 1970  
23 (P.L.563, No.195), known as the Public Employee Relations Act.

24 "Every Student Succeeds Act." The Every Student Succeeds Act  
25 (Public Law 114-95, 129 Stat. 1802).

26 "Evidence-based." As defined in 20 U.S.C. § 7801(21)  
27 (relating to definitions).

28 "Institution of higher education." Any of the following:

29 (1) A community college under Article XIX-A.

30 (2) A rural regional college under Article XIX-G.

1           (3) An institution which is part of the State System of  
2 Higher Education under Article XX-A.

3           (4) A State-related institution as defined in section  
4 2001-D.

5           (5) The Thaddeus Stevens College of Technology.

6           (6) An accredited, private or independent college or  
7 university located in this Commonwealth.

8 "Partnership." As follows:

9           (1) A collaboration among at least one school entity and  
10 an institution of higher education with an approved educator  
11 preparation program.

12           (2) The term may include:

13           (i) Additional school entities, such as a charter  
14 school, regional charter school, cyber charter school,  
15 approved private school, area career and technical school  
16 or intermediate unit.

17           (ii) Additional institutions of higher education.

18           (iii) Community organizations.

19           (iv) Employee organizations.

20 "Pathway." One of the structured grow-your-own educator  
21 career pathways established in section 1503-K.1(b).

22 "Program." The Grow-Your-Own Educators Grant Program  
23 established under section 1504-K.1.

24 "School entity." A school district in this Commonwealth.

25 "Secretary." The Secretary of Education of the Commonwealth.  
26 Section 1503-K.1. Grow-your-own educator career pathways.

27 (a) Purpose.--The purpose of this section is to identify and  
28 encourage the development and implementation of evidence-based,  
29 high-quality grow-your-own educator career pathways throughout  
30 this Commonwealth, which are designed to meet specific educator

1 workforce needs of the community on a continual basis.

2 (b) Establishment.--The following grow-your-own educator  
3 career pathways are established:

4 (1) High school student-to-aspiring educator pathway,  
5 which is offered by a partnership designed for secondary  
6 students with an interest in pursuing education as a  
7 profession. Students in the pathway under this paragraph  
8 shall:

9 (i) Participate in a co-curricular program of study  
10 for education and training that is in accordance with  
11 section 1504-K and approved by the department.

12 (ii) Be provided with the following:

13 (A) Ongoing mentorship from certified educators.

14 (B) Support for the transition from secondary  
15 school to a postsecondary approved educator  
16 preparation program.

17 (C) Financial assistance in the form of free or  
18 reduced tuition for eligible students that enroll in  
19 a postsecondary approved educator preparation  
20 program.

21 (D) Membership in a career and technical student  
22 organization for the education profession.

23 (2) Aspiring-to-enacting educator pathway, in which a  
24 partnership integrates wraparound supports, co-designed  
25 clinical experiences and challenging coursework throughout an  
26 approved educator preparation program to enable school  
27 entities to employ and retain effective, certified educators.

28 (3) Education support professional-to-educator pathway,  
29 in which current school entity staff, including  
30 paraprofessionals and instructional aides, participate in

1 education and training approved by the department to become  
2 full-time, certified educators in their community. A  
3 partnership offering the pathway under this paragraph shall  
4 provide flexibility in course offerings and apply wage-  
5 earning classroom time toward field experience requirements,  
6 where appropriate.

7 (4) Community member-to-education support professional  
8 pathway, which provides technical assistance, funding and  
9 supports to recruit and provide high-quality preparation for  
10 community members who are committed to engaging in meaningful  
11 employment in the school entity in their local community. A  
12 partnership providing the pathway under this paragraph shall  
13 demonstrate that:

14 (i) barriers to recruitment and retention will be  
15 identified and addressed;

16 (ii) requisite training will be provided; and

17 (iii) participants will earn appropriate credentials  
18 upon completion of the pathway program.

19 Section 1504-K.1. Grow-Your-Own Educators Grant Program.

20 (a) Establishment.--The Grow-Your-Own Educators Grant  
21 Program is established in the department.

22 (b) Purpose.--To the extent that money is appropriated for  
23 the program, the department shall award grants on a competitive  
24 basis to eligible partnerships for the purpose of establishing  
25 or expanding grow-your-own educator career pathways that meet  
26 criteria for funding.

27 (c) Funding.--Grants under the program shall be funded with  
28 money in the Talent Recruitment Account under section 1505-K and  
29 with any other money made available for this purpose.

30 (d) Priority.--The secretary shall give priority to an

1 application for a grant under the program to partnerships that  
2 include school entities that:

3 (1) Are or previously were identified for financial  
4 recovery status under Article VI-A.

5 (2) Have schools identified by the department for  
6 comprehensive or additional targeted support and improvement  
7 under the Every Student Succeeds Act.

8 (3) Have demonstrated shortages of educators, including  
9 inequitable access to effective educators for all students as  
10 required by 20 U.S.C. § 6311(g) (1) (B) (relating to State  
11 plans).

12 (4) Have demonstrated cooperation with one or more  
13 employee organizations in the school entity in designing the  
14 proposed program.

15 Section 1505-K.1. Duties of department.

16 The department shall have the following powers and duties in  
17 implementing this article:

18 (1) Provide technical assistance to the eligible  
19 partnerships applying for grants under section 1504-K.1. The  
20 technical assistance shall include, without limitation, the  
21 following:

22 (i) Consultation with partnerships to assist in the  
23 planning, development and implementation of one or more  
24 grow-your-own educator career pathways.

25 (ii) Consultation with partnerships in identifying  
26 and maximizing funding from additional sources for the  
27 sustainability of the pathway beyond the grant.

28 (iii) Resources on evidence-based grow-your-own  
29 programming, which shall be posted on the department's  
30 publicly accessible Internet website.

1           (2) Within 90 days of the effective date of this  
2 paragraph and in consultation with the committee, adopt  
3 guidelines for the program including, at a minimum:

4           (i) Criteria for grant eligibility and procedures  
5 and criteria for awarding grants under the program,  
6 including prioritization of applications under section  
7 1504-K.1(d).

8           (ii) Required and allowable grant uses.

9           (iii) Permitted funding levels or limitations and  
10 the renewability of grants.

11           (iv) The form, manner and time frame for eligible  
12 partnerships to apply for a grant. Each application for a  
13 grant must include:

14           (A) A statement of objectives and overview of  
15 the proposed education career pathway to be offered  
16 by the partnership.

17           (B) A needs assessment, including current and  
18 future needs for an effective and diverse educator  
19 workforce based on relevant data determined by the  
20 department.

21           (C) Documentation of agreement for the  
22 partnership, including an overview of the planning  
23 process reflecting meaningful engagement of  
24 stakeholders and commitment of an established group  
25 of educators and administrators to supporting the  
26 pathway and its participants.

27           (D) A description of the high-quality wraparound  
28 supports to be provided to participants.

29           (E) A description of assessments to ensure that  
30 participants will be prepared to meet State-required

1 competencies for educational professionals.

2 (F) A description of how the pathway will  
3 integrate comprehensive and coordinated field  
4 experiences which embed effective educator  
5 competencies throughout the program.

6 (G) A description of how the partnership will  
7 define success, monitor progress and make program  
8 improvements.

9 (H) A description of community-based recruitment  
10 efforts.

11 (I) A description of how participation in the  
12 program will result in an industry-recognized  
13 credential, certification, postsecondary credit  
14 attainment or employment eligibility.

15 (J) A proposed budget for the program,  
16 including:

17 (I) The amount of the grant requested.

18 (II) Additional financial resources to be  
19 used for the program.

20 (III) An outline of anticipated costs for a  
21 high-quality, sustainable program, including  
22 wraparound supports for participants, stipends  
23 for participants and their mentors, additional  
24 staffing needed for implementation and costs for  
25 trainings and instructional resources.

26 (3) Carry out all other functions necessary to implement  
27 this article, including:

28 (i) Begin awarding grants under the program no later  
29 than December 31, 2023, and by each December 1  
30 thereafter.

1           (ii) In consultation with the committee, at least  
2           every three years review the guidelines and standards,  
3           grant application and program and pathway requirements  
4           and make revisions if necessary.

5           (iii) Post all guidelines, standards and forms for  
6           implementation of this article on its publicly accessible  
7           Internet website.

8 Section 1506-K.1. Annual reports.

9           (a) Submittal.--By December 31, 2024, and by each December  
10          31 thereafter, the department shall submit a report, in  
11          accordance with subsection (b), to the following:

12           (1) The chairperson and minority chairperson of the  
13          Appropriations Committee of the Senate.

14           (2) The chairperson and minority chairperson of the  
15          Appropriations Committee of the House of Representatives.

16           (3) The chairperson and minority chairperson of the  
17          Education Committee of the Senate.

18           (4) The chairperson and minority chairperson of the  
19          Education Committee of the House of Representatives.

20          (b) Contents.--Each report under this section shall include:

21           (1) An assessment of the impact of the program.

22           (2) Recommendations for improvements to the program and  
23          grow-your-own educator career pathways.

24           (3) Relevant data concerning types of partnerships  
25          created.

26           (4) The number and demographics of participants in each  
27          pathway.

28           (5) The number and dollar amounts of grants awarded  
29          under the program.

30           (6) A description of the uses of the grants awarded

1 under the program.

2 (c) Posting.--The department shall post each report under  
3 this section on its publicly accessible Internet website.

4 Section 1507-K.1. Existing collective bargaining agreements.

5 Nothing in this article shall be construed to supersede or  
6 preempt a provision of a collective bargaining agreement between  
7 a school entity and an employee organization or a right of an  
8 employee organization under the provisions of the act of July  
9 23, 1970 (P.L.563, No.195), known as the Public Employe  
10 Relations Act.

11 Section 1508-K.1. Exclusions.

12 (a) Supplemental spending.--Grants received under this  
13 article shall supplement and not supplant existing school entity  
14 spending on educator recruitment and retention.

15 (b) Calculation of amounts paid.--Notwithstanding any other  
16 provision of law, a grant received by a school entity under this  
17 article shall not be included in the school entity's budgeted  
18 total expenditure per average daily membership used to calculate  
19 the amount to be paid to a charter school, regional charter  
20 school or cyber charter school under section 1725-A(a) (2) and  
21 (3).

22 (c) Entitlement.--Nothing in this article shall be construed  
23 to create an entitlement or a right to financial assistance as a  
24 result of a grant received under this article.

25 Section 3. This act shall take effect in 90 days.