

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

AS REPORTED FROM COMMITTEE ON EDUCATION, HOUSE OF REPRESENTATIVES, AS AMENDED, APRIL 24, 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) OR AN <--  
30 EDUCATION CAREER PATHWAYS PROGRAM THAT PREPARES STUDENTS TO

1 TRANSFER INTO AN APPROVED EDUCATOR PREPARATION PROGRAM.

2 "Career and technical student organization." An in-school  
3 organization that provides personal and leadership development  
4 related to a career and technical program area as recognized by  
5 the United States Department of Education.

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

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

12 "Department." The Department of Education of the  
13 Commonwealth.

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

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

18 (2) A substitute, as the term is defined in section  
19 1101(2).

20 (3) A temporary professional employee, as the term  
21 "temporary professional employe" is defined in section  
22 1101(3).

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

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

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

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

1           (1) A community college under Article XIX-A.  
2           (2) A rural regional college under Article XIX-G.  
3           (3) An institution which is part of the State System of  
4 Higher Education under Article XX-A.

5           (4) A State-related institution as defined in section  
6 2001-D.

7           (5) The Thaddeus Stevens College of Technology.

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

10 "Partnership." As follows:

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

14           (2) The term may include:

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

19           (ii) Additional institutions of higher education.

20           (iii) Community organizations.

21           (iv) Employee organizations.

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

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

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

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

29           (a) Purpose.--The purpose of this section is to identify and  
30 encourage the development and implementation of evidence-based,

1 high-quality grow-your-own educator career pathways throughout  
2 this Commonwealth, which are designed to meet specific educator  
3 workforce needs of the community on a continual basis.

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

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

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

14 (ii) Be provided with the following:

15 (A) Ongoing mentorship from certified educators.

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

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

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

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

30 (3) Education support professional-to-educator pathway,

1 in which current school entity staff, including  
2 paraprofessionals and instructional aides, participate in  
3 education and training approved by the department to become  
4 full-time, certified educators in their community. A  
5 partnership offering the pathway under this paragraph shall  
6 provide flexibility in course offerings and apply wage-  
7 earning classroom time toward field experience requirements,  
8 where appropriate.

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

16 (i) barriers to recruitment and retention will be  
17 identified and addressed;

18 (ii) requisite training will be provided; and

19 (iii) participants will earn appropriate credentials  
20 upon completion of the pathway program.

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

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

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

29 (c) Funding.--Grants under the program shall be funded with  
30 money in the Talent Recruitment Account under section 1505-K and

1 with any other money made available for this purpose.

2 (d) Priority.--The secretary shall give priority to an  
3 application for a grant under the program to partnerships that  
4 include school entities that:

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

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

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

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

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

18 The department shall have the following powers and duties in  
19 implementing this article:

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

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

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

30 (iii) Resources on evidence-based grow-your-own

1 programming, which shall be posted on the department's  
2 publicly accessible Internet website.

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

6 (i) Criteria for grant eligibility and procedures  
7 and criteria for awarding grants under the program,  
8 including prioritization of applications under section  
9 1504-K.1(d).

10 (ii) Required and allowable grant uses.

11 (iii) Permitted funding levels or limitations and  
12 the renewability of grants.

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

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

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

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

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

1           (E) A description of assessments to ensure that  
2 participants will be prepared to meet State-required  
3 competencies for educational professionals.

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

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

11           (H) A description of community-based recruitment  
12 efforts.

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

17           (J) A proposed budget for the program,  
18 including:

19                   (I) The amount of the grant requested.

20                   (II) Additional financial resources to be  
21 used for the program.

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

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

30                   (i) Begin awarding grants under the program no later

1 than December 31, 2023, and by each December 1  
2 thereafter.

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

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

10 Section 1506-K.1. Annual reports.

11 (a) Submittal.--By December 31, 2024, and by each December  
12 31 thereafter, the department shall submit a report, in  
13 accordance with subsection (b), to the following:

14 (1) The chairperson and minority chairperson of the  
15 Appropriations Committee of the Senate.

16 (2) The chairperson and minority chairperson of the  
17 Appropriations Committee of the House of Representatives.

18 (3) The chairperson and minority chairperson of the  
19 Education Committee of the Senate.

20 (4) The chairperson and minority chairperson of the  
21 Education Committee of the House of Representatives.

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

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

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

26 (3) Relevant data concerning types of partnerships  
27 created.

28 (4) The number and demographics of participants in each  
29 pathway.

30 (5) The number and dollar amounts of grants awarded

1 under the program.

2 (6) A description of the uses of the grants awarded  
3 under the program.

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

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

7 Nothing in this article shall be construed to supersede or  
8 preempt a provision of a collective bargaining agreement between  
9 a school entity and an employee organization or a right of an  
10 employee organization under the provisions of the act of July  
11 23, 1970 (P.L.563, No.195), known as the Public Employe  
12 Relations Act.

13 Section 1508-K.1. Exclusions.

14 (a) Supplemental spending.--Grants received under this  
15 article shall supplement and not supplant existing school entity  
16 spending on educator recruitment and retention. NOTHING SHALL <--  
17 PRECLUDE A SCHOOL ENTITY FROM MAKING AN APPLICATION IN A  
18 SUBSEQUENT YEAR FOR THE SAME PURPOSE AND AMOUNT AWARDED IN A  
19 PRIOR YEAR.

20 (b) Calculation of amounts paid.--Notwithstanding any other  
21 provision of law, a grant received by a school entity under this  
22 article shall not be included in the school entity's budgeted  
23 total expenditure per average daily membership used to calculate  
24 the amount to be paid to a charter school, regional charter  
25 school or cyber charter school under section 1725-A(a) (2) and  
26 (3).

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

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