

By: Senator(s) Harden

To: Education

## SENATE BILL NO. 2692

1 AN ACT TO AMEND SECTIONS 37-9-201 THROUGH 37-9-213,  
2 MISSISSIPPI CODE OF 1972, TO PROVIDE THAT THE BEGINNING TEACHER  
3 MENTORSHIP PROGRAM ADMINISTERED BY THE MISSISSIPPI TEACHER CENTER  
4 SHALL ALSO BE FULLY APPLICABLE TO SCHOOL ADMINISTRATORS, TO  
5 PROVIDE FOR MENTOR ADMINISTRATORS, TO PROVIDE THAT RETIRED  
6 TEACHERS AND ADMINISTRATORS SHALL BE ELIGIBLE TO BE MENTOR  
7 TEACHERS OR ADMINISTRATORS AND TO AUTHORIZE ADDITIONAL  
8 COMPENSATION FOR PERFORMING THE RESPONSIBILITIES OF A MENTOR  
9 TEACHER OR ADMINISTRATOR; AND FOR RELATED PURPOSES.

10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

11 SECTION 1. Section 37-9-201, Mississippi Code of 1972, is  
12 amended as follows:

13 37-9-201. As used in Sections 37-9-201 through 37-9-213:

14 (a) "Beginning teacher or administrator" means a  
15 teacher or administrator who:

16 (i) Possesses a teaching or administrator license  
17 issued by the Commission on Teacher and Administrator Education,  
18 Certification and Licensure and Development;

19 (ii) Is employed at least half time, primarily as  
20 a classroom teacher or administrator, by a school district; and

21 (iii) Has taught fewer than ninety (90)  
22 consecutive days, or one hundred eighty (180) days total, as a  
23 licensed teacher or administrator in any public school.

24 (b) "District" means any local school district.

25 (c) "Formal assistance" means a program provided by a  
26 mentor teacher or administrator to a beginning teacher or  
27 administrator that includes, but is not limited to, direct  
28 classroom or administrative observation and consultation;  
29 assistance in instructional or administrative planning and  
30 preparation; support in implementation and delivery of classroom

31 instruction or administration and other assistance intended to  
32 enhance the professional performance and development of the  
33 beginning teacher or administrator.

34 (d) "Mentor teacher" or "administrator" means a teacher  
35 or administrator who:

36 (i) Possesses a standard teaching personnel  
37 service or administrative license issued by the Commission on  
38 Teacher and Administrator Education, Certification and Licensure  
39 and Development;

40 (ii) Is employed at the time of selection under  
41 contract primarily as a classroom teacher by a school district in  
42 this state or is retired;

43 (iii) Has successfully taught for three (3) or  
44 more years as a licensed teacher or administrator in any public  
45 school;

46 (iv) Has been selected and trained as described in  
47 Section 37-9-211; and

48 (v) Has demonstrated mastery of teaching or  
49 administrative skills and subject matter knowledge.

50 (e) "Teacher or administrator" means a licensed  
51 employee of a local school district who has direct responsibility  
52 for instruction, coordination of educational programs or  
53 supervision of teachers and who is compensated for services from  
54 public funds.

55 SECTION 2. Section 37-9-203, Mississippi Code of 1972, is  
56 amended as follows:

57 37-9-203. The Legislature finds that:

58 (a) The quality of teaching and school administration  
59 in the public schools is of vital importance to the future of this  
60 state;

61 (b) This state has a special interest in insuring that  
62 the induction of beginning teachers and administrators into their  
63 profession is conducive to their professional growth and  
64 development; and

65 (c) The formal assignment of mentor  
66 teachers/administrators who have demonstrated mastery of teaching  
67 skills and subject matter knowledge should substantially improve  
68 the induction and professional growth of beginning teachers and

69 administrators in this state, as well as provide mentor  
70 teachers/administrators with additional and valuable opportunities  
71 to enhance their own professional growth.

72 SECTION 3. Section 37-9-205, Mississippi Code of 1972, is  
73 amended as follows:

74 37-9-205. (1) The Mississippi Teacher Center of the State  
75 Department of Education shall establish a beginning  
76 teacher/administrator support program to provide eligible  
77 beginning teachers/administrators in this state with continued and  
78 sustained support from a formally assigned mentor  
79 teacher/administrator during the first full year of  
80 teaching/administrating.

81 (2) After the 1992-1993 school year, any district is  
82 eligible to participate in the beginning teacher/administrator  
83 support program.

84 (3) Two (2) or more districts may operate jointly a  
85 beginning teacher/administrator support program if they meet all  
86 the requirements of Sections 37-9-201 through 37-9-213.

87 (4) Educational consortia established for approved  
88 teacher/administrator education programs pursuant to rules of the  
89 Mississippi Teacher Center are eligible to operate a beginning  
90 teacher/administrator support program to serve beginning  
91 teachers/administrators in a participating school district.

92 (5) To the extent practicable, school districts may  
93 coordinate with institutions of higher education in the design,  
94 implementation and evaluation of mentorship programs.

95 SECTION 4. Section 37-9-207, Mississippi Code of 1972, is  
96 amended as follows:

97 37-9-207. Each district that wishes to participate in the  
98 beginning teacher/administrator support program shall submit a  
99 formal application to the Mississippi Teacher Center no later than  
100 September 15 of each school year, according to rules of the  
101 Mississippi Teacher Center. By that date, districts shall inform  
102 the department of:

103 (a) The names of all eligible beginning  
104 teachers/administrators employed by the district and a description  
105 of their teaching/administering assignments and extracurricular  
106 duties;

107 (b) The names of mentor teachers/administrators  
108 selected by a district and a description of their  
109 teaching/administrative assignments and the endorsement area in  
110 which they are certified to teach/administer;

111 (c) A description of the content and calendar of the  
112 proposed beginning teacher/administrator support program. The  
113 program must provide a minimum of ninety (90) hours of direct  
114 contact between mentor teachers/administrators and beginning  
115 teachers/administrators, including observation of or assistance  
116 with classroom teaching or administration, or both, during the  
117 school day;

118 (d) A description of the amount and nature of each  
119 eligible beginning teacher's/administrator's classroom and  
120 extracurricular duties and assurance that these duties are not  
121 unreasonable for a beginning teacher/administrator; and

122 (e) A certification that no eligible beginning  
123 teacher/administrator is or may be misassigned outside the  
124 teacher's/administrator's endorsement area, except as provided for  
125 by rules of the Mississippi Teacher Center.

126 SECTION 5. Section 37-9-209, Mississippi Code of 1972, is  
127 amended as follows:

128 37-9-209. After consulting with representatives of teachers,  
129 administrators, school boards, schools of education, the  
130 institutions of higher learning and such others as it considers  
131 appropriate, the Mississippi Teacher Center shall develop or  
132 approve workshops to provide training for mentor  
133 teachers/administrators and beginning teachers/administrators.

134 SECTION 6. Section 37-9-211, Mississippi Code of 1972, is  
135 amended as follows:

136 37-9-211. The selection, nature and extent of duties of

137 mentor teachers/administrators shall be determined by the school  
138 district. The following guidelines shall apply:

139 (a) No teacher/administrator shall be designated as a  
140 mentor teacher/administrator unless willing to perform in that  
141 role;

142 \* \* \*

143 (b) Each mentor teacher/administrator shall complete  
144 successfully a training workshop provided or approved by the  
145 Mississippi Teacher Center prior to participating in the beginning  
146 teacher/administrator support program;

147 (c) If a mentor teacher/administrator receives  
148 additional release time to support a beginning  
149 teacher/administrator, it is expected that the total workload of  
150 other teachers/administrators regularly employed by the school  
151 district should not increase in any substantial manner.

152 (d) To the extent of appropriations specifically made  
153 by the Legislature for that purpose, mentor teachers and  
154 administrators shall be awarded additional compensation for  
155 performing their duties and responsibilities under this section.

156 SECTION 7. Section 37-9-213, Mississippi Code of 1972, is  
157 amended as follows:

158 37-9-213. The Mississippi Teacher Center shall be  
159 responsible for the regular and ongoing evaluation of the  
160 beginning teacher/administrator support program and may contract  
161 for such evaluation. The evaluation shall include, but not be  
162 limited to, assessments of the following:

163 (a) A survey and follow-up of all eligible mentor  
164 teachers and administrators and beginning teachers and  
165 administrators and appropriate district officials, to assess  
166 satisfaction with and the effectiveness of the beginning teacher  
167 and administrator support program;

168 (b) The amount and quality of the contact time between  
169 mentor teachers/administrators and beginning  
170 teachers/administrators;

171           (c) The effectiveness of workshops and other training  
172 required under Sections 37-9-201 through 37-9-211;

173           (d) The effectiveness of the mentor program in  
174 enhancing the professional development and retention of new  
175 teachers/administrators in the district; and

176           (e) The desirability of extending this assistance  
177 program to students participating in graduate level  
178 teacher/administrator preparation programs similar to those which  
179 have been proposed by the Board of Trustees of State Institutions  
180 of Higher Learning. \* \* \*

181 \* \* \*

182           SECTION 8. This act shall take effect and be in force from  
183 and after July 1, 1999.