

MICROFILM DIVIDER

OMB/RECORDS MANAGEMENT DIVISION

SFN 2053 (2/85) 5M



ROLL NUMBER

DESCRIPTION

1372

2007 HOUSE EDUCATION

HB 1372

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. **HB 1372**

House Education Committee

Check here for Conference Committee

Hearing Date: **30 January 2007**

Recorder Job Number: **2266**

Committee Clerk Signature

Jan Prindle

Minutes

Chairman Kelsch opened the hearing of HB 1372.

Representative Lisa Wolf, District 3, introduced the bill. **(Testimony Attached.)** She described how the mentoring program would work and how it would assist new teachers.

Representative Hunskor: I come from a very small school and I've found that new teachers would share with the experienced staff members and they would help them. Perhaps that's not true in a school the size of Minot or Dickenson.

Representative Wolf: I had a mentor in the Minot School District and my mentor would say to me "Hey, Lisa, you okay? Okay, great." That was what was involved in the mentoring. When I became more involved in mentoring, we met on a daily basis, we went over things, she would observe me in my classroom, and if I was having discipline problems she would help. In a larger district it doesn't work that well.

Representative Wall: Do you have any idea how school districts in the state have mentoring programs where the district pays the mentor.

Representative Wolf: I don't. Some of the people sitting behind me can tell you that.

Representative Herbel: Grafton has a mentoring program but it is without pay. They ask master teachers to serve as mentors and it has worked out quite well. I served as a mentor for several years while I was teaching. There are schools that are doing this.

Senator JoNell Bakke, District 43, spoke in favor of the bill. **(Testimony Attached.)**

Representative Mueller: What was the role of administration with regard to mentoring in your school?

Senator Bakke: How it came to be in Grand Forks is that NDEA brought in some national teachers and they asked each school district to send a team. My district sent me and three other individuals. NDEA paid for all of it except for the kits that school district bought. When we came back from that we met with our administration and we were pretty fired up about the potential for this program. Our administration said why don't you come up with a plan and present it to us. That is exactly what we did. About that time the ESPB has started a mentoring program at the state level. NDEA said there is no reason for the duplication of services, why don't we turn this over to you as it seems to be a little better match for you. The state did that. Our organization was supportive in continuing involvement. My district now pays me a stipend to coordinate the program. Each teacher who serves as a mentor gets a stipend of \$400 per year. If they go through the state program, they get the state stipend and if they go through the district program, they get the district stipend. We have had over 200 mentee/mentor relationships and I've only had one pair that didn't get along.

Janet Welk, executive director of the Education Standards and Practices Board, testified in favor of the bill. **(Testimony Attached.)** Our office could absorb the additional duties.

Representative Mueller: Then we do not need the salary and benefits of the consultant?

Welk: That would be correct.

Chairman Kelsch: Then we could reduce the appropriations. That has got to be first!

Nick Whitman, executive director of NDEA, testified in favor of the bill. NDEA believes in mentoring so much that it put its own money into a program in 2001. That was later put into the state mentoring program. I would hope this bill would revive that program and provide support for new teachers as they begin their teaching career.

Representative Haas: Would your organization be agreeable to assist funding this program perhaps to a matching level.

Whitman: If we have some advance notice, that could be possible. We do not have a line item dedicated to this and probably would not have one for the first year. To work in a partnership down the road, that could be accomplished.

There was no Opposition to HB 1372.

Hearing Closed.

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. **HB 1372**

House Education Committee

Check here for Conference Committee

Hearing Date: **31 January 2007**

Recorder Job Number: **2484**

Committee Clerk Signature



Minutes

Chairman Kelsch opened discussion of HB 1372. I think we can reduce this by half?

Representative Mueller: It was the salary and benefits of the consultants which is \$100.0 to \$125.0.

Vice Chairman Meier: I move to amend the bill to reduce the appropriation on line 5 from \$250.0 to \$150.0.

Representative Haas: I second.

A voice was taken: The amendment was accepted.

Representative Myxter: I move a Do Pass as Amended and Rerefer to Appropriations.

Representative Wall: I second.

Representative Johnson: How many schools have in place some sort of mentoring program now? This doesn't address all schools.

Representative Wall: There were two programs going on that aided mentoring. The funds went away. Some districts have mentoring programs, but the mentors do not get formally trained to take it back to their districts and apply it. Now it's an informal process. This bill would set up a trainer to begin formal training.

Representative Johnson: How long did that continue?

Representative Wall: I would guess it ended 2 or 3 years ago. There was federal subsidy for that program.

Chairman Kelsch: The Teacher Quality Enhancement grant provided the funding.

Is this the type of program that the JPAs can provide? Does it necessarily have to be in each school district? This is important for the rural districts as they may need mentoring most.

Maybe they are a young person living in a low population area with not a lot social activities.

Representative Mueller: Can we do this through JPAs with the language as it is in the bill.

Chairman Kelsch: Probably not.

Representative Herbel: Where do we find qualified people? Every school district should have one. How will this program be run?

Representative Johnson: This would provide for only 10 schools to participate.

Representative Haas: We had a statewide mentoring program before the grant ran out. I think they would just be reinstating the same program they had. We are not breaking new ground here. I think there is value in a structured mentoring program and we should do it.

We can't just put money in for two years. We have to be committed to this and keep funding it over the long term particularly in light of the fact that we are having more and more difficulty finding good teachers, keeping good teachers and making sure they succeed.

Representative Hunskor: Our district does it. We just thought it was our job.

Representative Mueller: We need to make changes for the JPA structures that exist.

This mentions only 10 schools.

Chairman Kelsch: There should be a study of this project. Could this be done through the JPA? The ESPB said they could provide the coordinator. My concern is that this is for only 10 school districts. Perhaps we can draft it into a HCR to provide a study. We also need to address this in the adequacy study.

Representative Johnson: It would be a good thing to address this in SB 2200.

Page 3

House Education Committee

Bill/Resolution No **HB 1372**

Hearing Date: **31 Jan 07**

A roll call vote was taken on the motion to Do Pass as Amended and Rerefer to

Appropriations. Yes: 6, No: 7: Absent: 0. The motion failed.

The committee agree that this was a good program but needed to be handled in a different way. They discussed changing this bill to a study resolution and consulted with Anita Thomas of Legislative Council to draft the amendment.

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. **HB 1372**

House Education Committee

Check here for Conference Committee

Hearing Date: **1 February 07 2637**

Recorder Job Number:

Committee Clerk Signature

Jan Prindle

Minutes

Chairman Kelsh opened discussion of HB 1372. You all have copies of the amendment.

Representative Hanson: I move the amendment.

Representative Herbel: I second.

Chairman Kelsch: We have the amendment before us. I believe it takes all the considerations that we had and discussed yesterday into consideration and puts together a nice study.

Representative Hanson: Is this an automatic study or do they have to select it?

Chairman Kelsch: They will have to select it. If it's not selected as a study, it will be something that is looked at because I think this is extremely important and will be looked at during the adequacy discussion. It is good for us to have something like this and that we understand the value of it. We want to make sure it reaches out to some of those school districts that I think need this. We have a motion for the amendment in front of us, **all those in favor say Aye.**

The amendment was accepted by a voice vote. We now have amended HB 1372 before us. What are the wishes of the committee?

Vice Chairman Meier: I move a **Do Pass as Amended on 1372.**

Representative Karls: I second.

Representative Mueller: We did not make any reference to the Joint Powers people.

Chairman Kelsch: We had specifically mentioned that and Anita (Thomas, LC) assured me that it was

in there because it says: “. . . desirability of supporting teacher mentoring programs in urban and rural school districts and the most effective and efficient ways. . .” That includes looking at the Joint Powers because that would be effective and efficient and that language was better because in some cases it may be more effective for the school district to provide and in some it would be more efficient for the JPAs.

Representative Herbel: When we get the study usually they will ask for suggestions for the next meeting and that might be the time we can look at JPAs and what input they can have and bring them to the table.

Chairman Kelsch: Right. We want to look at all the options including how the ESPB could be involved by perhaps having a general coordinator and moving it that way as well.

A roll call vote was taken: Yes: 12, No: 0, Absent: 1 (Haas)

Representative Hanson will carry the bill.

Date: 31 Jan 07
Roll Call Vote #: 1

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Reduce line 5 to \$150.0

Motion Made By Meier Seconded By Haas

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch			Rep Hanson		
V Chairman Meier			Rep Hunskor		
Rep Haas			Rep Mueller		
Rep Herbel			Rep Myxter		
Rep Johnson			Rep Solberg		
Rep Karls					
Rep Sukat					
Rep Wall					

Total Yes 13 No _____

Absent _____

Floor Assignment Carver

If the vote is on an amendment, briefly indicate intent:

Reduce \$ amount on line 5 to \$150.0

Date: 31 Jan 07
Roll Call Vote #: 2

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Resolved as amended & re-referred to Appropriations

Motion Made By Myxter Seconded By Stall

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch		✓	Rep Hanson	✓	
V Chairman Meier		✓	Rep Hunskor	✓	
Rep Haas		✓	Rep Mueller	✓	
Rep Herbel		✓	Rep Myxter	✓	
Rep Johnson		✓	Rep Solberg	✓	
Rep Karls		✓			
Rep Sukat		✓			
Rep Wall	✓				

Total Yes 6 No 7

Absent 0

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Fails

Date: 31 Jan 07
Roll Call Vote #: 3

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken do not pass as amended

Motion Made By Herbel Seconded By Sukat

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch			Rep Hanson		
V Chairman Meier			Rep Hunsakor		
Rep Haas			Rep Mueller		
Rep Herbel			Rep Myxter		
Rep Johnson			Rep Solberg		
Rep Karls					
Rep Sukat					
Rep Wall					

Total Yes _____ No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 1 Feb 02
 Roll Call Vote #: 1

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number 70655.0102

Action Taken Amend per attached

Motion Made By Hanson Seconded By Herbel

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch			Rep Hanson		
V Chairman Meier			Rep Hunskor		
Rep Haas			Rep Mueller		
Rep Herbel			Rep Myxter		
Rep Johnson			Rep Solberg		
Rep Karls					
Rep Sukat					
Rep Wall					

Total Yes _____ No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 1 Feb 02
Roll Call Vote #: 2

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number 70655.0102

Action Taken Do Pass as Amended

Motion Made By Meier Seconded By Karls

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch	✓		Rep Hanson	✓	
V Chairman Meier	✓		Rep Hunskor	✓	
Rep Haas	0		Rep Mueller	✓	
Rep Herbel	✓		Rep Myxter	✓	
Rep Johnson	✓		Rep Solberg	✓	
Rep Karls	✓				
Rep Sukat	✓				
Rep Wall	✓				

Total Yes 12 No 0

Absent 1 (Haas)

Floor Assignment Hanson

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

HB 1372: Education Committee (Rep. R. Kelsch, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends **DO PASS** (12 YEAS, 0 NAYS, 1 ABSENT AND NOT VOTING). HB 1372 was placed on the Sixth order on the calendar.

Page 1, line 1, after "A BILL" replace the remainder of the bill with "for an Act relating to a legislative council study of teacher mentoring programs.

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

SECTION 1. TEACHER MENTORING - LEGISLATIVE COUNCIL STUDY.

The legislative council shall consider studying during the 2007-08 interim the feasibility and desirability of supporting teacher mentoring programs in urban and rural school districts and the most effective and efficient ways teacher mentoring programs could be implemented and delivered, including consideration of the identification and preparation of mentors and the styles, strategies, and professional development needs that would assist novice teachers in surviving, thriving, and ultimately deciding to consider teaching as a lifelong career. If the legislative council conducts the study of teacher mentoring, the legislative council shall report its findings and recommendations, together with any legislation required to implement the recommendations, to the sixty-first legislative assembly."

Renumber accordingly

2007 SENATE EDUCATION

HB 1372

2007 SENATE STANDING COMMITTEE MINUTES

Bill/Resolution No. 1372

Senate Education Committee

Check here for Conference Committee

Hearing Date: February 27, 2007

Recorder Job Number: 4026,

Committee Clerk Signature

Minutes:

Chairman Freborg opened the hearing on HB 1372, a bill relating to a legislative council study of teacher mentoring programs. All members were present.

Representative Wolf introduced the bill. This is not like the original bill. The original bill asked for a two year mentoring program. It was killed and hog housed in the House. The amendment asks for a study. She distributed three amendments for the committee to consider. One amendment asks for a "shall study", one adds a mentoring program for \$25,000 and the third amendment does both. There is not mentoring program now. Grand Forks has a mentoring program. She has been involved in two mentoring programs. The first was in Minot, her mentor was a teacher in her department who would ask occasionally how she was doing; it was not much of a program. Later she was involved with a true mentoring program that was very helpful. She can still turn to that mentor when she needs to.

Senator Bakke testified in favor of the bill. (Written testimony attached). We don't need another study of mentoring. ESPB spent a lot of time with a federal grant and proved mentoring was needed. There is a strong need in the state. We are having trouble recruiting and retaining teachers and a mentoring program would help. Don't let it die because we don't hear about it for 2 or 3 years.

Chairman Freborg reminded the committee we are talking about the bill.

Senator Taylor asked if the initial bill had an appropriation.

Senator Bakke said it asked for \$250,000 originally and that was dropped to \$125,000 at the hearing.

Mary Wahl, North Dakota Council of Educational Leaders said she supports the study.

Mentoring is huge. She has a daughter who is a teacher in Oregon. There was a story recently in the newspaper in Oregon that said mentoring can help retain teachers. National statistics show 1 in 3 teachers quit after the first 3 years and 1 in 2 in the first 5 years. She is concerned about getting teachers. We must do everything to retain them, help them grow and get comfortable in the classroom.

Vivian Schafer, former supervisor of student teachers at the University of Mary, testified in favor of the bill. The teachers who were mentored were much happier and were looking forward to their next year of teaching.

Janet Welk, ESPB, testified in opposition to the bill. She is not in favor of another study. We need mentoring. This fall after analyzing their federal grant program, they considered requiring mentoring as a part of licensure; they feel that strongly about it. The larger districts have programs; they don't want to place a financial burden on the smaller districts. They decided to wait 2 years and see if the JPAs could come up with a solution. As our teachers reach retirement, we know we will need more teachers.

Senator Taylor asked about the federal program.

Ms. Welk said it was a teacher quality grant; the goal was to train mentors and provide stipends.

Senator Taylor said if there are existing programs in the larger districts, is this needed more in the small districts? If you are going to feel lonely, you are going to feel really lonely in a small district.

Ms. Weld agreed.

Senator Bakke said there is value in the program.

Ms. Welk said ESPB could administer a program with no additional cost. The mentors are trained, everything is ready to go, they are waiting for dollars.

Senator Flakoll said we had talked about our nationally certified teachers being mentors.

Ms. Welk said they are mentors, they mentor the teachers seeking national certification. There are 200 – 250 trained mentors now. We are waiting for dollars to provide to schools for start up.

Leann Nelson, NDEA, testified in opposition to the bill. There have already been studies. Mentoring would help with teacher retention.

Bev Nielson, North Dakota School Boards Association, testified in opposition to the bill. They have a resolution supporting mentoring but they are opposed to the bill as it is now. They supported \$125,000 on the other side. We spend huge amounts on things that are less effective. At the very least, continue the pilot program.

Chairman Freborg closed the hearing on HB 1372.

Chairman Freborg asked for a copy of the original bill.

Chairman Freborg asked if Senator Bakke does not want the bill.

Senator Bakke said not as it stands.

Chairman Freborg said we have amendments to consider.

Senator Bakke said she would prefer 70655.0202 to make it just an appropriation for teacher mentoring. There is no need to study it. Section 2 would become the bill.

Senator Bakke moved the Bakke amendment, just section 2 of 70655.0202, seconded by Senator Taylor.

Chairman Freborg asked if an amendment similar to this was tried in the House?

Senator Bakke said not to her knowledge.

Senator Flakoll said we could be looking at 5 districts in two years because of the cap of \$5000 per districts. Is there any provision in terms of school size or diversity.

Senator Bakke said she would leave that up to the discretion of ESPB to select areas of the strongest needs, JPAs could be interested as well.

Senator Taylor said we can leave it up to their discretion. He assumes they would not replicate. We would be looking at schools without a mentoring program, likely small districts.

We don't need to spell it out.

Senator Flakoll said it would require a 1:1 match from the school district. Would the dollars go to staffing?

Senator Bakke said there is a text that would have to be provided. They would need to hire trainers and provide a stipend to the teachers doing the mentoring.

Senator Flakoll asked if this would be off schedule for some?

Senator Bakke said it would be additional duties.

Senator Flakoll said it would not be in the contract.

Senator Bakke said it would be extra curricular and paid as such.

Senator Flakoll asked about the pending threat of lawsuit.

Senator Bakke said she is not aware of it. There is no problem in Grand Forks in paying stipends to teachers.

Senator Flakoll said in Fargo, there has been a threat of a lawsuit.

Senator Taylor said \$5000 would be used to train 20 mentors, he doesn't think it will go to court.

Senator Bakke said one trainer will train 20 teachers to be mentors. In Grand Forks the first year of mentoring is required for new teachers, the second optional with 80% choosing to participate in the second year.

The motion passed 5-0-0.

Chairman Freborg asked that the amendment be prepared before the committee acts on the bill.

Chairman Freborg closed discussion of HB 1372.

2007 SENATE STANDING COMMITTEE MINUTES

Bill/Resolution No. 1372

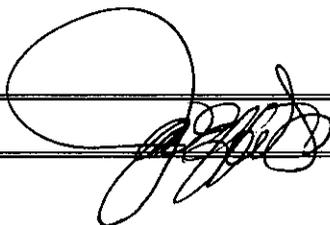
Senate Education Committee

Check here for Conference Committee

Hearing Date: February 28, 2007

Recorder Job Number: 4112

Committee Clerk Signature



Minutes:

Chairman Freborg opened the discussion on HB 1372.

Senator Bakke distributed an amendment.

Chairman Freborg asked if it was the same amendment we passed.

Senator Bakke said yes.

Senator Flakoll asked if the legislative intent is to spread the money over two years.

Senator Bakke said yes.

Senator Flakoll asked if there is a cap per year.

Senator Bakke said Janet Welk wanted \$50,000 but the committee agreed to \$25,000 so that is what is on the amendment. She did have the intern draft an amendment with \$50,000 if the committee would prefer.

Chairman Freborg said there is a better chance of survival if we stay with \$25,000.

Senator Bakke moved a Do Pass As Amended and Rerefer to Appropriations on HB 1372, seconded by Senator Gary Lee.

The motion passed 5 – 0 – 0. Senator Bakke will carry the bill.

PROPOSED AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1372

Page 1, line 1, after "programs" insert "; to provide for teacher mentoring grants; and to provide an appropriation"

Page 1, line 4, replace "consider studying" with "study"

Page 1, line 9, replace "If the" with "The"

Page 1, line 10, remove "legislative council conducts the study of teacher mentoring, the"

Page 1, after line 12, insert:

"SECTION 2. APPROPRIATION - TEACHER MENTORING GRANTS.

1. There is appropriated out of any moneys in the general fund in the state treasury, not otherwise appropriated, the sum of \$25,000, or so much of the sum as may be necessary, to the education standards and practices board for the purpose of providing matching grants for teacher mentoring programs, for the biennium beginning July 1, 2007, and ending June 30, 2009.
2. During the 2008-09 school year, the education standards and practices board shall award up to five matching grants to school districts for the establishment of teacher mentoring programs. Each program must include training for one district coordinator and for as many as twenty individual mentors. District coordinators and mentors must have held a teaching license for at least five years and must have been employed as a teacher by the school district during the preceding three school years. Individuals being mentored must be first-year, second-year, or third-year teachers.
3. The matching grants provided for in subsection 2 may not exceed \$5,000 per school district."

Renumber accordingly

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Page 1, line 10, remove "legislative council conducts the study of teacher mentoring, the"

Renumber accordingly

Rep Wolf 2/21/07

REPORT OF STANDING COMMITTEE

HB 1372, as engrossed: Education Committee (Sen. Freborg, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends DO PASS and BE REREFERRED to the Appropriations Committee (5 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). Engrossed HB 1372 was placed on the Sixth order on the calendar.

Page 1, line 1, after "A BILL" replace the remainder of the bill with "for an Act to provide an appropriation for a teacher mentoring program.

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

SECTION 1. APPROPRIATION - TEACHER MENTORING GRANTS.

1. There is appropriated out of any moneys in the general fund in the state treasury, not otherwise appropriated, the sum of \$25,000, or so much of the sum as may be necessary, to the education standards and practices board for the purpose of providing matching grants for teacher mentoring programs, for the biennium beginning July 1, 2007, and ending June 30, 2009.
2. During the 2007-08 and 2008-09 school year, the education standards and practices board shall award up to five matching grants to school districts for the establishment of teacher mentoring programs. Each program must include training for one district coordinator and for as many as twenty individual mentors. District coordinators and mentors must have been employed as a teacher by the school district the preceding three school years. Individuals being mentored must be first-year, second-year, or third-year teachers.
3. The matching grants provided for in subsection 2 may not exceed five thousand dollars per school district."

Renumber accordingly

2007 SENATE APPROPRIATIONS

HB 1372

2007 SENATE STANDING COMMITTEE MINUTES

Bill/Resolution No. 1372

Senate Appropriations Committee

Check here for Conference Committee

Hearing Date: 03-12-07

Recorder Job Number: 4930

Committee Clerk Signature



Minutes:

Chairman Holmberg opened the hearing at 3:30 pm on March 12, 2007 regarding the Teacher Mentoring Program. He stated the bill was originally introduced as an appropriations bill, it was then turned into a study in the House, it came over to the Senate and they turned it back into an appropriations bill, that's why you have all these versions and we can't figure out originally why there wasn't a resolution number on it.

Representative Lisa A. Wolf, District 3, Minot gave oral testimony in support of the bill. She stated she is a teacher and participated in the mentoring program. She asked for a Do Pass.

Senator Bowman asked if the Principal of the school still does mentoring and what a mentor will do versus the Principal and who pays for this. He was told that usually three times a year a Principal observes and evaluates. A mentor is someone who has been teaching at least 5 years, the mentee is a first to third year teacher. There is a head mentor coordinator in the school district that will train the mentor. My mentor was someone who I could go to when I needed help in any area concerning teaching, She would observe me in the class room, and this person who mentored me still keeps in contact with me. The Education Standards and Practice Board (ESPB) board paid in the past through federal grants they had. She stated no one covers it now.

Senator Christmann asked how many schools have the mentoring program. He was informed she does not know.

Chairman Holmberg stated we will probably be able to get the statistics and used the term "drop-out rate" for new teachers which is pretty high for the first 3 to 5 years because they, even though they are part of an education team, too often they are treated as independent contractors.

Senator Robinson made comments regarding the Principal's position, now the Principal is used as part of the administrative team and if I am a struggling teacher, that's a negative and might hurt my chances of continued employment, whereas the mentor program is totally positive and understanding and that's the difference whereas the mentor will be positive.

Chairman Holmberg makes a good point, we have a different situation then when we were in school, a lot of things have changed in the family unit, our teachers are under a whole new set of pressures, situations that we didn't have back then and therein is the need for more supportive understanding mentoring that we've never had before. If you can get through the first few years you develop confidence, get your feet in the ground and you can stick it out.

Representative Wolf stated that one of the questions she was asked in the House Education Committee was if student teaching could be considered a mentoring program. She said no.

Senator Bowman asked if there is a weakness in our education system that doesn't prepare these teachers for the real world. He was told there is a big difference between rural schools and large city schools, teaching adults verses young people, size of classes and so forth.

Representative JoNeil Bakke, District 43, Grand Forks provided written testimony (1) and oral testimony in support of HB 1372. She stated the intent of this bill is to provide framework, guidance and skills needed to give local school districts the capacity to establish a mentoring program. She stated the mentoring program that the ESPB puts in place is based on a woman

named Charlotte Danielson out of a piece of work that she put together. It looks at teaching in 4 domains and in order to be a good teacher you need to be competent in each one:

1. Planning and Preparation,
2. Classroom Environment.
3. Instruction.
4. Professional Responsibility.

She also commented that Principals do not have time to mentor teachers anymore. She said the main concern regarding mentoring is in the rural areas. It is hard to get teachers in the rural areas.

Senator Grindberg asked if NDEA has an organized mentoring program and if some of this could be interchanged electronically. He was informed that it was NDEA that brought in Danielson about the same time as the No Child Left Behind campaign. The State started the mentoring program with federal funds, but there is no federal funding now. He was also informed that they did try some online, but there really needs to be face to face mentoring.

Senator Kilzer had questions regarding funding for present bill and federal grants.

Senator Christmann asked how the money is distributed. He was informed that the districts decide how they want to proceed in this program.

Chairman Holmberg asked about the role of the University System regarding mentoring and said he recognizes the benefit of the mentoring program. He was informed that once the program is in the public schools they cannot spread themselves that thin to monitor this program.

Senator Bowman asked if there is anything in place that prevents them from providing the funds to hire mentors. He was told most school districts don't understand what they need to do and need to be trained.

Page 4

Senate Appropriations Committee

Bill/Resolution No. 1372

Hearing Date: 03-12-07

Chris Douthit, Middle School Teacher in Grand Forks and serve on the ESPB gave oral testimony in support of HB 1372.

LeAnn Nelson, North Dakota Educators Association (NDEA) gave oral testimony in support of HB 1372.

Mary Wahl, North Dakota Council of Educational Leaders (NDCEL) gave oral testimony in support of HB 1372. She talked about an anticipated shortage of teachers and the benefit of the mentoring program in retaining teachers in North Dakota.

Chairman Holmberg closed the hearing on HB 1372.

2007 SENATE STANDING COMMITTEE MINUTES

Bill/Resolution No. 1372

Senate Appropriations Committee

Check here for Conference Committee

Hearing Date: 03-21-07

Recorder Job Number: unknown

Committee Clerk Signature



Minutes:

Chairman Holmberg opened the hearing on HB 1372.

Senator Mathern moved do pass on HB 1372, Senator Seymour seconded. Discussion followed.

Senator Mathern discussed the attributes of HB 1372.

Senator Robinson indicated that with changing patterns in teaching, mentoring is extremely important.

Many teachers are overwhelmed, the administration is very wrapped up in so many school details they don't have time for mentoring. This is an investment in saving young teachers. It is an outstanding program.

Senator Christmann indicated schools, although not finalized, will get \$80 million this year. That is double the biggest increase they have ever gotten. I think that if teachers believe in this, they will find the funds in their budget.

Senator Kilzer indicated his thinking is along the same line. It is not in DPI's budget so it is not on the priority list.

Senator Grindberg is not against mentoring but where is the impact; at what point do we cut off policy vs. spending.

Senator Bowman just received an email from a school in his district that if this passes away this will put teachers out of business.

Page 2

Senate Appropriations Committee

Bill/Resolution No. 1372

Hearing Date: 03-21-07

Senator Robinson read about the teaching policy and his wife taught 36 yrs and is at the mid range in salaries, teachers work long days. Until you walk in their shoes we don't know what they deal with.

Senator Mathern moved a DO PASS on HB 1372, Senator Seymour seconded. A roll call vote was taken resulting in 7 yes, 7 no, 0 absent. The motion failed.

Senator Grindberg moved without committee recommendation on HB 1372, Senator Christmann seconded. A roll call vote was taken resulting in 8 yes, 6 no and 0 absent. Senator Baake will carry the bill.

Chairman Holmberg closed the hearing on HB 1372.

Date:
Roll Call Vote #:

2007 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 1372

Senate Appropriations Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken PP

Motion Made By Mather Seconded By Seymour

Senators	Yes	No	Senators	Yes	No
Senator Ray Holmberg, Chrm		✓	Senator Aaron Krauter	✓	
Senator Bill Bowman, V Chrm		✓	Senator Elroy N. Lindaas	✓	
Senator Tony Grindberg, V Chrm		✓	Senator Tim Mather	✓	
Senator Randel Christmann		✓	Senator Larry J. Robinson	✓	
Senator Tom Fischer		✓	Senator Tom Seymour	✓	
Senator Ralph L. Kilzer		✓	Senator Harvey Tallackson	✓	
Senator Karen K. Krebsbach		✓			
Senator Rich Wardner	✓				

Total (Yes) 7 No 7

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date:
Roll Call Vote #: 2

2007 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 1392

Senate Appropriations Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken WA Comm Rec

Motion Made By Grind Seconded By Christ

Senators	Yes	No	Senators	Yes	No
Senator Ray Holmberg, Chrm	✓		Senator Aaron Krauter		✓
Senator Bill Bowman, V Chrm	✓		Senator Elroy N. Lindaas		✓
Senator Tony Grindberg, V Chrm	✓		Senator Tim Mathern		✓
Senator Randel Christmann	✓		Senator Larry J. Robinson		✓
Senator Tom Fischer	✓		Senator Tom Seymour		✓
Senator Ralph L. Kilzer	✓		Senator Harvey Tallackson		✓
Senator Karen K. Krebsbach	✓				
Senator Rich Wardner	✓				

Total (Yes) 8 No 6

Absent _____

Floor Assignment Beake ed

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE (410)
March 21, 2007 5:03 p.m.

Module No: SR-52-5849
Carrier: Bakke
Insert LC: . Title: .

REPORT OF STANDING COMMITTEE

HB 1372, as engrossed and amended: Appropriations Committee (Sen. Holmberg, Chairman) recommends **BE PLACED ON THE CALENDAR WITHOUT RECOMMENDATION** (8 YEAS, 6 NAYS, 0 ABSENT AND NOT VOTING). Engrossed HB 1372, as amended, was placed on the Fourteenth order on the calendar.

2007 HOUSE EDUCATION

CONFERENCE COMMITTEE

HB 1372

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. **HB 1372**

House Education Committee

Check here for Conference Committee

Hearing Date: **4 April 2007**

Recorder Job Number: **5749**

Committee Clerk Signature

Minutes:

Attending: Chairman Haas, Representatives Karls and Hanson, Senators G. Lee, Flakoll, and Bakke

Chairman Haas asked Senator Bakke to describe the rationale for their amendment.

Senator Bakke: This bill started out as a grant bill that would have given mentoring grants that would be administered through the ESPB. They had talked about hiring an employee to help to facilitate this. They backed off from that during their initial conversation with the House members. The House then turned it in to a study of mentoring programs. There have been numerous studies of mentoring in the state. Mentoring has been going on for 4 – 5 years. The ESPB had a large grant from the federal government that was helping to facilitate the growth of those mentoring programs and just when it was getting started the federal dollars were pulled. The hope was that this would provide some funding to keep that growing and going by providing \$5,000 grants to schools districts and JPAs and in turn they would \$5,000 in so they would have \$10,000 to work with. I amended it back to a mentoring grant rather than a study. This time we talked about having five matching grants so the appropriation would be \$25,000. They would apply through the ESPB.

Representative Karls: I did attempt to contact Janet Welk but she's on the way to Fargo. I wanted to ask how many districts now have mentoring programs and how they were paid for and how they worked. No one in the department could answer the questions.

Senator Bakke: Right now Fargo, Minot, and Grand Forks have formal mentoring programs up and running. Bismarck has started on one. A lot of what had been started was they (ESPB) was training mentors in some of the small districts to serve school through on-line mentoring and when they were close enough, to do some outreach. I think the next phase was to try to move them more to the JPAs so they could help new teachers in their area. There are almost 250 mentors that have been trained in Grand Forks alone. They are trained and capable of mentoring different people. Statewide I would guess we have somewhere between 200-300 people that are trained. There's a process they go through before they can be a mentor.

Senator Flakoll: Was this a fairly high priority study?

Chairman Haas: I think based on the discussion in the house, and I was one of the sponsors on the bill, I don't think there is any question about the value of mentorship programs. That's been adequately demonstrated in more places than just ND. I'm talking about formal mentoring programs not a buddy system. It helps to insure longevity and retention of teachers which are critical issues. In our Committee it came down to a money issue and the \$250.0 was just more, with all the other priorities we had, than we could afford at this time. I think the study as it relates to ND was not intended to prove the value of mentoring programs. This has been an issue coming back to the Legislature for a number of years and we do it half heartedly and we never put quite enough money in to it. What is the best structure for delivering it? I think that was one of the reasons for the study. We did talk about the JPAs and whether that component should be looked at. If as a result of the study we really make the determination

that this is something that we want to put resources behind, then let's fund it at an adequate level. \$25,000 is peanuts if we are looking at a mentoring program.

Senator Flakoll: What would be a realistic expectation of how many meetings it would take during the interim to study this?

Chairman Haas: It's hard for me to assess. I think it could be done in one interim but I don't know how many meetings it would take. I would say multiple.

Senator Flakoll: What I'm getting to in a roundabout way. We had a bill that quantified what it cost for a meeting and essentially one meeting was equivalent to what this bill is. Is it better spent for mentoring programs or better spent on one meeting on how best to deliver those.

Chairman Haas: I don't know that know how to deliver this. I guess I personally feel that interim meetings where you can delve into this with great depth are beneficial.

Senator Bakke: I do think we know how to work in ND. We have done this for five years. We had experts in to train us on how best to deliver this model. We had this up and running and all of a sudden the funding was cut off and we want to make sure we don't let the momentum die. Grand Forks and Fargo are up and running and self sufficient now. There are some small towns that are self sufficient but we still pockets of the state where it is difficult to get teachers and retain teachers. If we could go in there and work with their school districts and JPAs, show them what to they need to do to mentor these teachers, we can fix some of those problems. We know what works it's just having the resources there to do it. I haven't seen a program yet that's once it's started it's quit. I think we know what we need to do; we just have to do it.

Representative Karls: By self sufficient do you mean they're funded or they are just on a voluntary basis?

Senator Bakke: In Grand Forks they got it started with people involved in the state program and now the district pays them \$400 each year they mentor a new teacher. I don't know what the amount is in Fargo; I think its \$300. I don't know what Minot or Bismarck pays. The smaller districts were depending on the stipends from the state program to pay their mentors. For these smaller districts part of the process is to figure out what is your compensation, are you going to give them an additional personal day? Are you going to give them a monetary amount? Are you going to some other benefit? There are a lot of different ways to fund it other than an actual check in hand. The districts need to have someone work them through that process and help them understand the different ways you can facilitate this in your district.

Senator Flakoll: We probably had different testimony on our side than the house did. Were there folks that testified in opposition to the bill from the standpoint that we are not ready to move to that type of program yet?

Chairman Haas: I don't believe there were. There was some comment however if there are models that school districts can already replicate out there and if the state is putting in \$80.0 million plus in to K-12; if that is a priority in their district they should fund it and do it. There was that discussion in our committee. Did this go to your appropriations committee and can you tell me where the \$25.0 is in the budget? Is it in the DPI budget? Is it in the ESPB budget? Is it in the ending fund balance distribution category?

Senator Lee: In looking at the amendment, it looks like the ESPB will award the five grants so I'm guess it's there.

Chairman Haas: That's an important issue. We need to find out where it is in the budget.

Senator Flakoll: When you reference SB 2200, would that be analogous to saying that we shouldn't add any new increases until we are totally comfortable with delivery systems of education?

Chairman Haas: I don't understand your statement.

Senator Flakoll: Well my thinking is that we are not going to have any changes in funding until we are comfortable that everything has been studied whether it is delivery systems, have fully functional career and technical education programs, joint powers agreements and the like? We continue to fix those with the intent of making them better every session. It's like we are giving away good to get great, maybe.

Chairman Haas: I don't think that is the issue. I don't think there has ever been a serious commitment on the part of the state to really fund mentorship programs. It's been token at best. What the discussion in the House committee was that by studying this issue and finding out whether or not every school district even wants a mentoring program and the best method of delivering it with either school district funds, some state funds, some shared costs, or whatever, we're never going to have that commitment to it unless we get in to it and find out how best to do it.

Senator Flakoll: Have we ever studied all day kindergarten? Have we?

Chairman Haas: It's been debated for a long time and you know that and I know that.

Senator Flakoll: It goes back to do we want to spend however many thousands of dollars a meeting to determine if we want to have this or do we just want to apply it directly so that we can evaluate it based upon some things we've done from the state's standpoint.

Senator Bakke: When the ESPB got their \$6.0 million grant, they brought in experts from all over the country. They hired somebody whose full-time job was to work with mentoring programs. I was on the committee that developed the curriculum to teach mentors in the state. All of this stuff is accumulated and in the corner in the ESPB office. They have already figured out what is the best type of mentoring to do, the best way to deliver that, they have the power points ready, they have the books ready. They have everything ready to go but now they

need to get the districts on board with this. A lot of the districts are interested in doing this but they don't have the funds for the initial start up of the program. That's why these grants would help them through that initial start up of bringing someone in to train all the teachers to be mentors and to give them the materials they need to get it up and running. Then the state would say we have given you the ability to do this now go forth. We have all that in place it's just now a matter of using it.

Representative Karls: How long did it take to spend that \$6.0 million?

Senator Bakke: They weren't able to spend it all. I think they spent \$2.0 million in the five years and then the rest went back to the federal government and they didn't bring any more money out. There was a time limit on it. They asked for an extension. They did get one extension but they did not get the second extension. That's a lot of money to try to spend in a mentoring program. They did a lot of work. We spent a lot of time on that and there has been a lot of effort put in to it and I would hate to see us go back to the study stage and start all over something we have already invested that much time and effort and money in to. It would be discouraging to the professional staff of the state because we have already been there and done that.

Representative Hanson: The original bill had a quarter of a million in it. Did we ever talk about lowering that or did we go directly to the study?

Chairman Haas: We did a motion for \$150.0.

Representative Hanson: Where did you come up with the \$25.0?

Senator Bakke: The \$25.0 was for 5, \$5.0 grants. It was Janet Welk. That would be five JPAs or five school districts or combinations of that. There would be some criteria that she was going to develop.

Representative Hanson: And she would make the choice where the money goes?

Senator Bakke: Yes—which five school districts or areas.

Senator Flakoll: Would there be any interest on the part of the House in having a more focused approach to where those monies go? We have three people who are sponsors on this committee and one other sponsor in the room. In terms of a focused approach, by that I mean as an example those schools that have a demonstrated history of high turnover, or loss of teachers within their first 3, 4, or 5 years. Would we want to use this program to not only make them better deliverers of education but also to have a higher retention rate which we all know is problematic in the first five years. Would there be any interest in that? Like we do with national teacher certification that they be disbursed based on a categorical size of their schools so that Fargo doesn't soak up one of them, another large school another and the medium sized schools don't receive anything? Would that enhance the House's enjoyment of the bill?

Chairman Haas: I don't think there's any question, and I'm looking at verbatim testimony during the House Education Committee and Representative Kelsch and I think it's the sentiment of a lot of the members of the Committee, that we want that if we have a mentoring program that it reaches out to some of those school districts that need it the most. There was that discussion in the House. Before we take action on this though, I really want to find out where that \$25.0 is in the budget. If it's tacked on to the ending fund balance of the PPP distribution we've already got in the House side, and I rather object to this method of doing business, eleven initiatives that are coming out of that ending fund balance--that contingency distribution fund. I'd like to know if a GF appropriation and where it is in the budget. I don't think any of us know that at this point.

Representative Hanson: It's not a big issue.

Chairman Haas: Neither were any of the others until its reached \$5.75 million.

Senator Flakoll: I did hear a rumor at one time that this was going to be slid in to that contingency—lopped from that amount for the current biennium. There is no language in this bill.

Chairman Haas: If it were in the House appropriation it would be in SB 2013. If it went through Senate appropriations it has to be someplace in the budget.

Representative Hanson: Your smaller schools probably need it. It isn't because they don't get the mentoring there. It's that they want to improve themselves and get to a bigger school with bigger salaries, etc. We can't say it should all go to class B schools and none to A. How are you going to figure that out?

Chairman Haas: Maybe the study could do that.

Senator Bakke: When I visited with Janet (Welk) about this, it is not her intent that this money would ever go to a Fargo or a Grand Forks. They already have established mentoring programs. It has to be a district that comes along that does not have a mentoring program and they have to outline to her how they propose they will be financially supporting it, what their needs are, or how many people would involved. She had some criteria that she had already thought through and had in place because they have already thought in terms of what would be our next step in this mentoring program when the federal funds were cut. They knew where they wanted to go with it.

Representative Hanson: Maybe we ought to spell that out in the bill—it goes to schools that don't have a mentoring system.

Senator Bakke: We have no problem with that. I think that would be reasonable.

Chairman Haas: This would be a RFP process.

Senator Bakke: They would have to apply through an application process to receive the grant.

Representative Hanson: Would you like a motion that it only go to schools that don't have a mentoring program?

Chairman Haas: We could have that amendment drawn up.

Representative Hanson: I make that motion.

Senator Bakke: I Second.

Senator Flakoll: Does it have any time constraints on it, like say the last year.

Senator Bakke: Some people say they have a mentoring program and their idea of a mentoring program is "here's an apple—have a nice year." That's not a mentoring program. We want them to have a mentoring program based on good practice and teaching these people to be better teachers and improving their practice. There are some districts who would say they already have a mentoring program but what we are trying to facilitate is good quality mentoring so that it really does impact people's profession and how they teach.

Chairman Haas: Representative Hanson if you go to Anita (Thomas) and have this amendment drawn up, express that and perhaps you could request some language that would define that with regard to the type of mentoring program we are referring to—structured, etc.

Representative Hanson: If I'm going to get the amendment drawn with those things in it, should I withdraw. . .

Senator Bakke: Maybe we want to say it fulfills a requirement of criteria outlined by the ESPB and let them determine what the criteria are and come up with an application process. They know what's out there and who has been trained and who hasn't been trained.

Representative Hanson withdrew his motion and Senator Bakke withdrew the second.

Chairman Haas: I'm going to explore the funding on this before our next meeting. If any of you have ideas to bring to our next meeting, please do so.

Senator Flakoll: Would the committee be opposed to language that not more two of the programs can be for schools over 1000 enrollment. It would allay some fears by some. You want to drive the effort to some population of school.

Senator Bakke: If you are involving JPAs they may have one school that has over a 1000 and the rest are little schools. Maybe we want to say that two—so the JPA doesn't lose opportunity for those funds. I can look at that.

Chairman Haas closed the meeting.

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. 1372

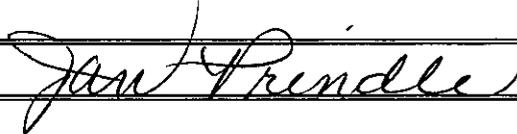
House Education Committee

Check here for Conference Committee

Hearing Date: **6 April 2007**

Recorder Job Number: **5796**

Committee Clerk Signature



Minutes:

Members Attending: Chairman Haas, Representatives Karls and Hanson, Senators G. Lee, Flakoll and Bakke.

Chairman Haas opened discussion of HB 1372. I had raised the question about the funding and I talked to Roxanne Westby and it is a little bit unusual the way the money is in here. Appropriating it to the ESPB is out of the ordinary because the ESPB is not funded with GF money. It is funded with teacher licensure things. It is a GF appropriation that would flow through the DPI to ESPB. It's not coming out of the contingency line item.

Senator Bakke: I brought the amendments you requested. **I move the amendment (70655.0205).**

Representative Hanson: I second.

Senator Bakke: Anita Thomas drew this up for us. (She went through the amendment. (Attached.))

Senator Flakoll: Let's say 20 schools qualify because they don't have a mentoring program now and they are all equal at that point so the secondary method of determining of who is the most in need would be those with a higher turnover rate?

Senator Bakke: That is what I heard the committee say was they wanted to address places where there is high turnover of teachers.

Chairman Haas: I think that with the combination of ESPB and DPI they would be able to determine turnover rates. If you have the data on every school district than it makes it pretty objective.

Senator Flakoll: Along those same lines, and I don't want to put this in to the bill, it would be my personal hope that they try to pay some attention to trying to spreading this across the state so we don't have a pocket of five in one area and nobody else receives anything. In subsection 3, it has to be someone that has to be at the school for three years. Is there any worry that you could have a fourth year teacher being a mentor for a third year teacher?

Senator Bakke: I suppose that could happen but I think the chances are very rare. When we pick mentors we try to pick somebody who has 10 – 15 years with the district—your more master teachers and your veteran teachers. If suppose if you get in to a small school where there are a lot of new teachers you may get somebody with 5 – 6 years of experience. If you are going to do a mentoring program correctly, you do everything you can to pick your most experienced person as long as they have the desire to be a mentor and they have the skills to be a mentor.

Senator Flakoll: The \$5000 that goes to the school district, is that a negotiated point?

Senator Bakke: You are asking what that \$5000 be spent on? There are some materials to be bought, and there would be some fees for the consultant who does the training of the mentors because it is usually a two day program. I would hope that the district or the JPAs when they get mentoring coordinator they would compensate that person for the additional work load and then paying the mentors for providing the services. It's just those set up costs. After that the only cost to the district once the mentors have been trained would be continuing to pay the mentors for doing the mentoring. If they have put \$5000 up front, they have made a commitment to continue this program and therefore provide those.

Senator Flakoll: So this money would not be subject to the 70% law.

Chairman Haas and Senator Bakke: No.

(Senator Lee asked the question about the appropriation and since he arrived a few minutes late, Chairman Haas outlined the funding method.)

Chairman Haas: We don't make any reference to JPAs in here but I'm assuming that ESPB would send out an RFP and within that they would have guidelines but my question is the way this is structured, a given JPA could coordinate within that JPA and all \$25.0 could go to one JPA.

Senator Bakke: That is not the legislative intent or the intent of the ESPB. They want to make sure they get this going to every corner of the state. I just can't see that happening. I don't think it's a concern.

Representative Karls: Is this an ongoing appropriation?

Chairman Haas: It is a one-time appropriation.

A voice vote was taken on the amendment. The amendment was accepted.

Chairman Haas: We have the amended bill before us. What are your wishes on the amended bill?

Representative Hanson: I move a Do Pass on 1372 as amended.

Senator Bakke: I second.

(The Senate recesses from their amendments on house journal page 1326 and amended with 70655.0205)

A roll call vote was taken: Yes: 6, No: 0, Absent: 0

End.

April 5, 2007

Conference Committee Amendments to Engrossed HB 1372 (70655.0205) - 04/06/2007

That the Senate recede from its amendments as printed on page 1326 of the House Journal and page 690 of the Senate Journal and that Engrossed House Bill No. 1372 be amended as follows:

Page 1, line 1, after "A BILL" replace the remainder of the bill with "for an Act to provide an appropriation for a teacher mentoring program.

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

SECTION 1. APPROPRIATION - TEACHER MENTORING GRANTS.

1. There is appropriated out of any moneys in the general fund in the state treasury, not otherwise appropriated, the sum of \$25,000, or so much of the sum as may be necessary, to the education standards and practices board for the purpose of providing matching grants for teacher mentoring programs, for the biennium beginning July 1, 2007, and ending June 30, 2009.
2. During the 2007-09 biennium, the education standards and practices board shall award up to five matching grants to eligible school districts for the establishment of teacher mentoring programs. The education standards and practices board shall reserve two of the grants for eligible school districts that have fewer than one thousand students.
3. Each teacher mentoring program must include training for one district coordinator and for as many as twenty individual mentors. Each district coordinator and mentor must have been employed as a teacher by the school district for each of the preceding three school years. Individuals being mentored must be first-year, second-year, or third-year teachers.
4. The matching grants provided for in this section may not exceed five thousand dollars per school district.
5. For purposes of this section an eligible school district is a school district that does not have a teacher mentoring program and which is determined by the education standards and practices board to have a high teacher turnover rate."

Renumber accordingly

**REPORT OF CONFERENCE COMMITTEE
(ACCEDE/RECEDE)**

Bill Number 1372 (, as (re)engrossed):

Date: _____

Your Conference Committee: _____

For the Senate:	YES / NO		Attend	For the House:	YES / NO	
<input checked="" type="checkbox"/> Sen Lee			<input checked="" type="checkbox"/>	Chair Yeas		
<input checked="" type="checkbox"/> Sen Flakoll			<input checked="" type="checkbox"/>	Rep Karls		
<input checked="" type="checkbox"/> Sen Bakke			<input checked="" type="checkbox"/>	Rep Hanson		

recommends that the (SENATE/HOUSE) (ACCEDE to) (RECEDE from)

the (Senate/House) amendments on (SJ/HJ) page(s) _____ -- _____

and place _____ on the Seventh order.

_____, adopt (further) amendments as follows, and place _____ on the Seventh order:

_____, having been unable to agree, recommends that the committee be discharged and a new committee be appointed.

Accept Bakke amendment

((Re)Engrossed) _____ was placed on the Seventh order of business on the calendar.

DATE: _____

CARRIER: _____

LC NO.	of amendment
LC NO.	of engrossment
Emergency clause added or deleted	
Statement of purpose of amendment	

MOTION MADE BY: Bakke & Movel Amend 70655, 07.05

SECONDED BY: Hanson

VOTE COUNT YES NO ABSENT

Revised 4/1/05

Vote carried

**REPORT OF CONFERENCE COMMITTEE
(ACCEDE/RECEDE)**

Bill Number 1372 (, as (re)engrossed):

Date: 5 Apr 07

Your Conference Committee Education

For the Senate:	YES / NO		For the House:	YES / NO	
<u>Sen Lee</u>	✓		<u>Chair Yhas</u>	✓	
<u>Sen Flakoll</u>	✓		<u>Rep Karls</u>	✓	
<u>Sen Bakke</u>	✓		<u>Rep Hanson</u>	✓	

recommends that the (SENATE/HOUSE) (ACCEDE to) (RECEDE from)

the (Senate/House) amendments on (SJ/HJ) page(s) 1326 --

and place _____ on the Seventh order.

adopt (further) amendments as follows, and place 1372 on the Seventh order:

_____ having been unable to agree, recommends that the committee be discharged and a new committee be appointed.

((Re)Engrossed) _____ was placed on the Seventh order of business on the calendar.

DATE: 6 Apr 07
CARRIER: Hads - Lee

LC NO. <u>70655.0805</u> of amendment
LC NO. _____ of engrossment
Emergency clause added or deleted
Statement of purpose of amendment

MOTION MADE BY: Hanson

SECONDED BY: Bakke

VOTE COUNT 6 YES 0 NO 0 ABSENT

REPORT OF CONFERENCE COMMITTEE

HB 1372, as engrossed: Your conference committee (Sens. G. Lee, Flakoll, Bakke and Reps. Haas, Karls, Hanson) recommends that the **SENATE RECEDE** from the Senate amendments on HJ page 1326, adopt amendments as follows, and place HB 1372 on the Seventh order:

That the Senate recede from its amendments as printed on page 1326 of the House Journal and page 690 of the Senate Journal and that Engrossed House Bill No. 1372 be amended as follows:

Page 1, line 1, after "A BILL" replace the remainder of the bill with "for an Act to provide an appropriation for a teacher mentoring program.

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

SECTION 1. APPROPRIATION - TEACHER MENTORING GRANTS.

1. There is appropriated out of any moneys in the general fund in the state treasury, not otherwise appropriated, the sum of \$25,000, or so much of the sum as may be necessary, to the education standards and practices board for the purpose of providing matching grants for teacher mentoring programs, for the biennium beginning July 1, 2007, and ending June 30, 2009.
2. During the 2007-09 biennium, the education standards and practices board shall award up to five matching grants to eligible school districts for the establishment of teacher mentoring programs. The education standards and practices board shall reserve two of the grants for eligible school districts that have fewer than one thousand students.
3. Each teacher mentoring program must include training for one district coordinator and for as many as twenty individual mentors. Each district coordinator and mentor must have been employed as a teacher by the school district for each of the preceding three school years. Individuals being mentored must be first-year, second-year, or third-year teachers.
4. The matching grants provided for in this section may not exceed five thousand dollars per school district.
5. For purposes of this section an eligible school district is a school district that does not have a teacher mentoring program and which is determined by the education standards and practices board to have a high teacher turnover rate."

Renumber accordingly

Engrossed HB 1372 was placed on the Seventh order of business on the calendar.

2007 TESTIMONY

HB 1372

1372
30 Jan 07

TESTIMONY IN SUPPORT OF HB1372

Madame Chairman and members of the House Education Committee, for the record, I am Lisa Wolf, Representative from District 3 in and around the Minot area. I am also a high school business and computer teacher. I am here today to testify in support of HB1372. What this bill does is set up a teacher mentoring program, with some financial help from the State.

Here's how it works:

The ESPB will hire a mentoring consultant who will oversee this program. The teacher mentoring program will be available to 10 school districts per year, or 20 different schools in the biennium. The school district will have to apply for this program, and districts will be accepted on a first come, first serve basis. The state will provide a dollar for dollar match to the school district, up to \$5,000, to cover the expenses.

The school district will designate a mentoring coordinator for the district. This individual will work with the ESPB consultant to establish the program for the district, and will be in charge of facilitating the program on the local level. The coordinator will train the individual mentors, with the assistance of the ESPB consultant.

The second year, there will be no state funding, and the individual district is on their own. However, the school's coordinator can contact the consultant on a need to basis.

There is a Fiscal Note of \$250,000 for the biennium:

The breakdown is as follows:

\$5,000 per school-20 schools per biennium=	\$100,000
Salary and benefits of ESPB consultant=	\$100,000-125,000
Expenses and miscellaneous=	\$25,000-50,000

You may ask why do teachers need a mentoring program? You tell me a profession that does not have a mentoring or a training program. Even all of you assign a mentor to your freshman legislators. We are losing some good teachers, most of them within the first 5 years, especially in the first 3. They are thrown into a classroom full of students, and should just automatically "know" how to do all of those everyday things.

Some may think that student teaching is a mentoring program. Let me tell you from first hand experience, I was student teaching exactly five years ago. Student teaching, while a valuable experience, does not really prepare you for being on your own. It can't—you get lots of experiences, but you are not on your own like you are once you start your career.

I was involved in a teacher mentoring program myself during my second and third years of teaching. That program was funded by a federal grant, and like most grants, that funding was lost this past September. I am just here today asking the state for some help in establishing this program. It is money very well spent.

Chairman Kelsch and Members of the House Education Committee,

*Same
sent to
Senate
Appropriations
and
before
that to
Senate
Education*

For the record, my name is JoNell Bakke. I am a senator from District 43 in Grand Forks and a co-sponsor of HB1372. I have a specific interest in this bill as I have had extensive experience with mentoring programs for beginning teachers. I served on the state Advisory board and as a state trainer for the Education Standard and Practice Board mentoring program. In 2001, I designed, implemented and continue to coordinate the mentoring program for the Grand Forks Public Schools. With two colleagues, I have taught mentoring classes for Valley City State University for several summers. For these reasons, I am excited and thrilled with the possibilities that this bill presents to assist in the recruitment and retention of teachers in our state.

Even with the extensive pre-service teaching preparation that teachers receive today, the beginning years of teaching presents many challenges. It is not surprising that the attrition rate for beginning teachers is high, as many as 30% of teachers leave the profession in the first five years. In 1998, it was written in the book Numbers Game, "When teachers feel supported and have more opportunity for collaboration, more say in important educational decisions, and greater flexibility in how they teach; and when they feel less isolated from their peers and more included as members of learning communities, they tend to be more committed to their jobs and more likely to stay in teaching."

Many people think a mentoring program is a simple "apple in the mailbox" or a "how is your day going" relationship. True mentoring is a continual reflective process that two professional go through as a team; one with the wisdom that comes from experience and the other with the enthusiasm of a new professional. In a true mentoring relationship, these two professionals learn and support each other by examining their professional practice together.

The intent of this bill is to provide the framework, guidance and skills needed to give local school districts the capacity to establish a mentoring program. It is hoped that with state support, local mentoring programs will be developed and maintain so as to provide a support system for the massive numbers of new teacher that our state will be needing in the upcoming years.

At this time, I will stand for questions.

Thank you.



2-21
HB 1372
30 Jan 07

Education Standards and Practices Board
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<http://www.nd.gov/espb>

Testimony on HB 1372

by
Janet Placek Welk

Good morning, Madam Chair and Members of the House Education Committee. For the record, I am Janet Welk, Executive Director of the Education Standards and Practices Board and wish to testify in support of HB 1372.

The Governor's Teacher Quality Enhancement (TQE) Grant provided funding to develop and implement a state mentoring program in North Dakota. This funding ended September 30, 2006. Because of this federal funding, North Dakota has in place a state mentoring program including the mentoring model, training, curriculum, and trained mentors.

Research has proven mentoring new teachers in the classroom helps to retain them and provide continued professional development for the mentee and the mentor. McRel, the federal evaluator for the TQE grant, found only 1% of the teachers planned on leaving the profession after participating in the TQE mentoring program. This is great news as nationally approximately 30% of teachers leave the profession within the first three years. Mentoring works.

Many of the larger districts in North Dakota have in place a mentoring program for their new teachers. HB 1372 would provide start up dollars for those districts without a mentoring program. These districts would have to provide \$5,000 match for a total

local budget of \$10,000 for the first year of mentoring. ESPB would provide the trained mentoring consultant(s) to help the districts develop and implement their program. Once the program was in place, the district would have total control over the training, curriculum, and payment of stipends. ESPB would not need to be involved.

HB 1372 provides for ten districts each year of the biennium with a \$5,000 startup cost or \$100,000 for the biennium. An additional \$25,000 would be needed to provide for continued professional development of the state mentoring consultants.

Thank you for the opportunity to testify today and I would be happy to answer any questions. If you have questions after my testimony today, I can be reached at 328-9646 or jwelk@nd.gov.



North Dakota Education Association

HB 1372
30 Jan 07

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MEMORANDUM

TO: North Dakota House Education Committee
FROM: Nicholas Whitman, Executive Director
DATE: January 30, 2007
RE: House Bill No. 1372 / Teacher Mentoring Program

The NDEA's Mission statement is:

The purpose of the NDEA is to assure quality public education for every student in North Dakota by providing the expert voice of school employees.

The NDEA utilizes five (5) Strategic Objectives to carry out the mission of the organization. The first of those objectives is:

Promote educational excellence for all students and be a leader in establishing and evaluating decisions on education issues.

In 2000, following the receipt of several reports focusing on the difficulty of retaining new teachers, and additional reports expressing concern about the lack of adequate preparation for new teachers, the NDEA examined ways of dealing with these issues.

The NDEA determined that one way to deal with the issues was to create a mentoring program. Utilizing its own resources, during 2001 and 2002, the NDEA trained thirty (30) educators utilizing the Pathwise Mentoring Program.

Shortly thereafter, the Educational Standards and Policy Board (ESPB) received a multi-million dollar grant – a portion of which focused on the creation and promotion of a state mentoring program. The ESPB hired Loris Marcusen to develop the state program. Ms. Marcusen realized that the NDEA program was an appropriate model to utilize in the creation of the state program. As a result, Ms. Marcusen met regularly with the NDEA to become familiar with the Pathwise Mentoring Model and to obtain the names of the individuals/mentors already trained by NDEA.

After making slight modifications to the Pathwise Mentoring Model, ESPB utilized the mentors trained by NDEA to train additional mentors across the state.

NDEA is proud to have played a part in the creation of this successful and effective mentoring program.

The NDEA is pleased to see that this program is valued by the education and government communities and is about to receive much needed financial support.

The NDEA supports this bill and encourages a Do Pass recommendation.

3-13-07

TO: Senate Appropriations Committee
FROM: Representative Lisa Wolf, Sponsor
RE: HB1372

I am sending this information at the request of members of the committee to clarify the appropriation associated with HB1372. This bill is intended to provide start-up funding for the school districts and would be a one-time grant for the schools or JPA that make application. Districts and JPAs may not reapply and receive an additional appropriation for continuation of their mentoring program. Any cost associated with the continuation of the program would be the responsibility of the school district or JPA. It is felt that all schools districts and JPA, should be up and running by the end of the 2011 school year.