

2021 HOUSE EDUCATION

HB 1114

2021 HOUSE STANDING COMMITTEE MINUTES

Education Committee Coteau AB Room, State Capitol

HB 1114

1/12/2021

Relating to expansion of teacher support program to provide mentoring and to provide an appropriation

10:00 AM **Chairman Owens** called the meeting to order. **Roll call:** Reps.Owens, Schreiber-Beck, Heinert, Hoverson, D. Johnson, M. Johnson, Longmuir, Marschall, Pyle, Richter, Simons, Zubke, Guggisberg and Hager were present, except Rep. Hoverson was absent.

10:01 **Rep Heinert** presented the bill

Discussion Topics:

- Budget requests
- Teachers own investments
- District personnel retention
- Mentoring program and substitute pay

10:03 #572 **Nick Archuleta**, ND United

10:05 #490 **Aimee Copas**, NDCEL

10:09 **Amy Dekok**, Chief Legal Counsel ND School Board Assoc. testified in support

10:10 #488 **Erin Jacobson**, ESPB-ND Teacher Support System

10:23 #529 **Jim Upgren**, NDDPI

Rep Zubke moved a Do Pass and Rerefer to Appropriations, seconded by **Rep. M Johnson**.

Roll call vote: 12 yes 1 no 1 absent Motion passed Rep. Hager is carrier.

Representatives	Vote
Representative Mark S. Owens	Y
Representative Cynthia Schreiber-Beck	Y
Representative Ron Guggisberg	Y
Representative LaurieBeth Hager	Y
Representative Pat D. Heinert	Y
Representative Jeff A. Hoverson	Y
Representative Dennis Johnson	Y
Representative Mary Johnson	Y
Representative Donald Longmuir	Y
Representative Andrew Marschall	Y
Representative Brandy Pyle	Y
Representative David Richter	Y
Representative Luke Simons	N
Representative Denton Zubke	Y

Closed the hearing 10:30 am

Bev Monroe, Committee Clerk

REPORT OF STANDING COMMITTEE

HB 1114: Education Committee (Rep. Owens, Chairman) recommends **DO PASS** and **BE REREFERRED** to the **Appropriations Committee** (12 YEAS, 1 NAY, 1 ABSENT AND NOT VOTING). HB 1114 was rereferred to the **Appropriations Committee**.

*Great Public Schools**Great Public Service*

Testimony on HB 1114
House Education Committee
January 12, 2021

Chairman Owens and Members of the Committee:

For the record, my name is Nick Archuleta, and I am the President of North Dakota United. I rise today in support of HB 1114 and to urge a DO PASS recommendation for the bill.

Mr. Chairman, for years we have been told by our teacher members, particularly those new to the profession, that they need to have adequate professional supports to help them as they transition from the study of education to actually teaching in North Dakota's great public schools. HB 1114 provides the resources to make that needed support more readily available to more teachers.

Mr. Chairman and members of the Committee, we need to be doing everything in our power to recruit and retain teachers in North Dakota. We need to be sure that teachers, particularly those new to the profession, feel supported in their work. As you know, since last March, no one in education has had anything close to a normal teaching experience. Teachers in their first-year last year and this year have had a trial by fire and for those student teaching during the pandemic have not had normal student teaching experiences. HB 1114, when passed and signed into law, will provide our most vulnerable teachers with the support they need to be effective in the classroom and the confidence they need to remain in our beloved profession.

On behalf of the 11,500 members of ND United, I urge a DO PASS recommendation on HB 1114.

Thank you, Mr. Chairman and Members of the Committee for the opportunity to testify before you today. I am happy to stand for any questions.



1 **HB 1114 – Expansion of teacher support program**

2 **NDCEL Supportive Testimony**

3 Chairman Owens, members of the committee. Thank you for allowing me to speak today. For the
4 record my name is Dr. Aimee Copas. I serve as the Executive Director for NDCEL the
5 organization that supports school leaders in North Dakota.

6 I am here to share our support of the concept outlined in HB 1114. I'm sure that you've heard
7 testimony all session so far about scores of bills that are addressing repercussions of COVID. I
8 remain steadfast that although this is an incredibly trying time, we will come out of this stronger
9 on the other side than we were before. That being said, we still must address the "right-now" and
10 a very real piece of what's happened in schools is that we have very new and green teachers (and
11 honest new and green administrators as well) that have quite the introduction into the profession
12 this year. In more ways than I can indicate, this was not at all a typical year. There are critical
13 coaching pieces that would normally be addressed in the first-year mentorship program that were
14 likely not discussed, and many more obstacles to overcome than in a typical school year. We are
15 staring head long into yet another very large obstacle in our quest to right our teacher shortage
16 issue. The educational associations and this legislative body has grappled with years about how
17 to address teacher retention – never in my career has there been a more dire time to really partner
18 on this. One of the only things that data has proven out again and again that positively impacts
19 teacher retention is the teacher-mentor program. In speaking with many educational leaders about
20 this as well as this being a piece for the quality educational personnel subcommittee of the K12
21 coordination council as outlined in their year-end report – it makes sense to strongly invest in
22 something we know works. The teachers who have experienced and are still experiencing COVID
23 in their first year of teaching really do need to have the possible option of a second year in the
24 program to achieve the mentorship they need. Our students in ND need for their teachers to have
25 this experience so that these teachers can continue to grow to their potential and maintain the
26 course in a career in education.



1 We are thankful for the past years of support for the teacher mentor program and we humbly ask
2 your support for that continued and actually heightened support for this biennium. The impact that
3 teachers have on students is paramount, followed closely by the impact that lives in the world of
4 the educational leaders. NDCEL will be supporting continued fiscal support to the NDEAD center
5 for first year administrator mentorship with the appropriations committee. We are asking that this
6 body consider this information support this much needed additional mentorship for teachers as
7 addressed in this bill so we can take the next step together in ensuring the best possible chance to
8 retain our North Dakota teachers and give students the best possibility for success.

HB 1114**Testimony of Erin Jacobson****House Education Committee****January 12, 2021**

Good morning Chairman Owens and members of the House Education Committee. I am Erin Jacobson, Coordinator of the North Dakota Teacher Support System. NDTSS works to provide supports for teachers in our state through mentoring and instructional coaching. I am here today in support of HB 1114.

This fall, the K-12 Education Coordinating Council Quality Education Personnel Subcommittee presented a 2021 legislative recommendation for action which included funding for 100% of first year teachers in addition to a second-year mentoring program. This recommendation was based on the demonstrated results and needs that are detailed in the recommendation below:

K-12 Education Coordination Council Subcommittee Recommendations

2021 Legislative Recommendations for Action

Quality Education Personnel

1. *Fully fund and expand the teacher mentoring program to second year teachers.*

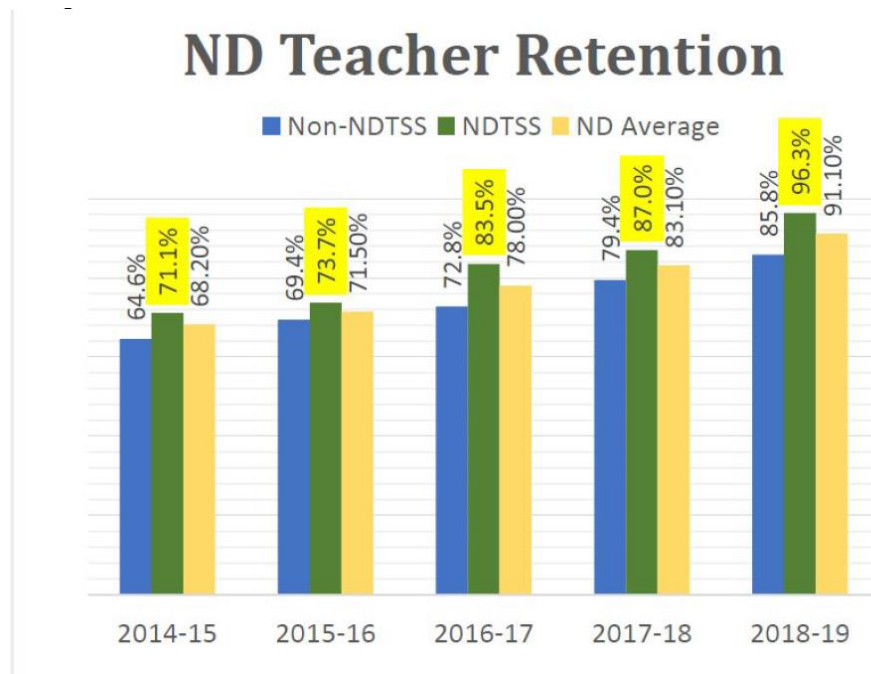
- a. **Current Appropriation:** \$2,125,764 per biennium
- b. **Current Program Status:** According to the MISO3, there were 2,593 new teachers since 2014-15. Of those teachers, 1,275 were not in the NDTSS Mentoring Program.

Approximately 51% of new teachers participated in the NDTSS. In order to fully fund the program, additional funding would be necessary to provide mentoring to the remaining 49% of new teachers.

- Total First Year Teachers: 2,593
- Mentored in NDTSS: 1,318
- Not Mentored: 1,275

c. **Demonstrated Results:** Each year, the average rate of retention for NDTSS teachers since 2014-15 is higher than for teachers not mentored in the NDTSS and the ND Average retention rate.

- Average rate of retention for NDTSS during the 2018-19 school year was 96.3% compared to 85.8% for teachers not mentored in the NDTSS.



d. **Need:** The COVID-19 pandemic created an immensely stressful year on all teachers,

especially first year teachers. The traditional informal mentoring that would occur with veteran teachers did not occur as all teachers were learning new skills, schedules and solutions. The first year teachers of 2020-21 school year are anticipated to have an even greater uphill climb as they enter into their second year of teaching and will need assistance in navigating the challenges a regular routine schedule and protocols hold that were missed the first year.

e. **Policy Change:** Fund 100% of first year teachers in addition to a second-year teacher program.

As the coordinator of NDTSS, I work closely with mentors, first year teachers, administrators and instructional coaches. We are working with the common goal to provide every student in our state an effective teacher. In order to ensure that we retain effective teachers, we must work together to offer high quality support such as mentoring and instructional coaching.

In a survey that was given to all mentors, first year teachers and administrators in the mentoring program, they were asked if a 2nd year of the mentoring program was offered would you want to participate.

- 97% of administrators would want their first year teacher to participate in a 2nd year mentoring program depending on the needs of the first year teacher
- 92% of mentors would want to continuing mentoring their first year teacher depending of the needs of the first year teacher
- 82% of first year teachers would choose to continue working with their mentor if a 2nd year of mentoring was offered. Several teachers were undecided as they were moving to a different school or content area and thought they should be reassigned a new mentor.

For these reasons, Mr. Chairman, NDTSS strongly supports HB1114 and will work tirelessly to support beginning teachers in our state. Thank you for your consideration of this bill and the positive impacts it will make on the staff and students in our schools. I will stand for any questions.

**TESTIMONY ON HB 1114
HOUSE EDUCATION COMMITTEE**

January 12, 2021

**By: Jim Upgren, Assistant Director, Office of School Approval and Opportunity
701-328-2244**

North Dakota Department of Public Instruction

Chairman Owens and Members of the Committee:

My name is Jim Upgren, Assistant Director in the Office of School Approval and Opportunity with the Department of Public Instruction. I am here to speak on behalf of the North Dakota Department of Public Instruction in favor of HB 1114.

It has been an unprecedented time in education this year. The crisis of teacher shortages has been plaguing our state and our nation for over a decade. The unprecedented year we have had in education this year has exacerbated the problem. Our teachers have had to provide an education in multiple different formats – in person, distance and hybrid – while managing the effects of a pandemic at the same time. This bill provides the additional support our new teachers need and deserve.

NDDPI supports that the high-quality, research proven mentoring program provided by the North Dakota Teacher Support System continue. As the data from the program indicates, teacher mentoring is vital to help beginning teachers work to the best of their potential, increase job satisfaction, and increase the chances of keeping good teachers in the field. Having a mentor specifically assigned from outside of the school is an effective way to give teacher feedback from an outside

perspective. It also gives the teacher the chance to ask questions and discuss how things are going with someone that they know is not giving them a formal job performance evaluation. In addition, sometimes a teacher may feel uncomfortable talking to fellow teachers in their building about things they feel they are struggling with for fear of feeling vulnerable. It's also nice to have a mentor that is specifically assigned to the teacher, knowing that during that time the mentor has no other commitments other than working with that teacher. The North Dakota Teacher Support System is a program rooted in research and a continuous improvement process. Throughout the past decade the outcomes of the program are clear. Teachers that participate in the North Dakota Teacher Support System provided through ESPB stay in the teaching field longer and they are more effective in their profession. Our children deserve nothing less than to have an abundance of high-quality teachers in their schools. This program supports that.

Extending the mentoring program into a teacher's second year provides a valuable opportunity for the teacher to continue to grow, reflect on, and improve upon what they learned the year before. In a teacher's second year, he/she has the opportunity to improve upon various lessons, class projects and activities from the year before, and having the first year to compare improvements to is extremely valuable. Having a mentor for a second year will provide important opportunities for continued discussion and feedback and encourage self-reflection to continue.

Chairman Owens and Members of the Committee that concludes my prepared testimony and I will stand for any questions that you may have.

2021 HOUSE APPROPRIATIONS

HB 1114

2021 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee Brynhild Haugland Room, State Capitol

HB 1114
2/5/2021

Relating to the expansion of the teacher support program to provide mentoring to all first- and second-year teachers in the state

10:32 Chairman Delzer Called the meeting to order for HB 1114

Representatives	P/A
Representative Jeff Delzer	P
Representative Keith Kempenich	P
Representative Bert Anderson	P
Representative Larry Bellew	P
Representative Tracy Boe	P
Representative Mike Brandenburg	P
Representative Michael Howe	P
Representative Gary Kreidt	P
Representative Bob Martinson	P
Representative Lisa Meier	P
Representative Alisa Mitskog	P
Representative Corey Mock	P
Representative David Monson	P
Representative Mike Nathe	P
Representative Jon O. Nelson	P
Representative Mark Sanford	P
Representative Mike Schatz	P
Representative Jim Schmidt	P
Representative Randy A. Schobinger	P
Representative Michelle Strinden	P
Representative Don Vigasaa	P

Discussion Topics:

- Teacher Mentor
- Teacher Shortages

10:33 Representative Owens- Introduces the bill and testifies in favor.

Additional written testimony: No written testimony

10:56 Chairman Delzer Closes the hearing for HB 1114

*Risa Berube,
House Appropriations Committee Clerk*

2021 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee Brynhild Haugland Room, State Capitol

HB 1114
2/16/2021

A BILL for an Act to amend and reenact sections 15.1-18.2-05 and 15.1-18.2-06 of the North Dakota Century Code, relating to the expansion of the teacher support program to provide mentoring to all first- and second-year teachers in the state; and to provide an appropriation.

4:25 Chairman Delzer- Opens the meeting for HB 1114

Attendance	P/A
Representative Jeff Delzer	P
Representative Keith Kempenich	P
Representative Bert Anderson	P
Representative Larry Bellew	P
Representative Tracy Boe	P
Representative Mike Brandenburg	P
Representative Michael Howe	P
Representative Gary Kreidt	P
Representative Bob Martinson	A
Representative Lisa Meier	P
Representative Alisa Mitskog	P
Representative Corey Mock	P
Representative David Monson	P
Representative Mike Nathe	P
Representative Jon O. Nelson	P
Representative Mark Sanford	A
Representative Mike Schatz	P
Representative Jim Schmidt	P
Representative Randy A. Schobinger	P
Representative Michelle Strinden	P
Representative Don Vigesaa	P

Discussion Topics:

- Mentoring Second year teachers

4:28 Representative Monson- Explains HB 1114

4:32 Representative Schatz Make a motion to amend and remove section 3 (Amendment 21.0255.01001)

Representative Kempenich Second

Further discussion

4:34 Voice vote- Motion carries

4:34 Representative Bellew Makes a motion for a Do Not Pass as Amended

Representative Schatz Seconds the motion

Roll call vote was taken;

Representatives	Vote
Representative Jeff Delzer	Y
Representative Keith Kempenich	Y
Representative Bert Anderson	Y
Representative Larry Bellew	Y
Representative Tracy Boe	Y
Representative Mike Brandenburg	Y
Representative Michael Howe	Y
Representative Gary Kreidt	Y
Representative Bob Martinson	A
Representative Lisa Meier	Y
Representative Alisa Mitskog	Y
Representative Corey Mock	Y
Representative David Monson	N
Representative Mike Nathe	Y
Representative Jon O. Nelson	Y
Representative Mark Sanford	A
Representative Mike Schatz	Y
Representative Jim Schmidt	Y
Representative Randy A. Schobinger	Y
Representative Michelle Strinden	Y
Representative Don Vigesaa	Y

Motion Carries 18-1-2 Representative Bellew will carry the bill

Additional written testimony: No Written testimony

4:36 Chairman Delzer- Closes the meeting for HB 1114

Risa Berube,

House Appropriations Committee Clerk

Dr 2/17/21
1 of 1

PROPOSED AMENDMENTS TO HOUSE BILL NO. 1114

Page 1, line 3, remove "; and to provide an appropriation"

Page 2, remove lines 13 through 22

Renumber accordingly

REPORT OF STANDING COMMITTEE

HB 1114: Appropriations Committee (Rep. Delzer, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO NOT PASS** (18 YEAS, 1 NAY, 2 ABSENT AND NOT VOTING). HB 1114 was placed on the Sixth order on the calendar.

Page 1, line 3, remove "; and to provide an appropriation"

Page 2, remove lines 13 through 22

Renumber accordingly