



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB5532

Introduced 2/13/2026, by Rep. Chris Miller

SYNOPSIS AS INTRODUCED:

105 ILCS 5/2-3.53a
105 ILCS 5/21A-5
105 ILCS 5/21A-10
105 ILCS 5/21A-15
105 ILCS 5/21A-20
105 ILCS 5/21A-25
105 ILCS 5/21A-30
105 ILCS 5/21A-20.5 rep.
105 ILCS 5/21A-25.5 rep.

Amends the School Code by restoring certain provisions concerning mentoring and other matters to the form in which they existed before their amendment by Public Act 102-521.

LRB104 19441 LNS 32889 b

1 AN ACT concerning education.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The School Code is amended by changing Sections
5 2-3.53a, 21A-5, 21A-10, 21A-15, 21A-20, 21A-25, and 21A-30 as
6 follows:

7 (105 ILCS 5/2-3.53a)

8 Sec. 2-3.53a. New principal mentoring program.

9 (a) Beginning on July 1, 2007, and subject to an annual
10 appropriation by the General Assembly, to establish a new
11 principal mentoring program for new principals. Any individual
12 who is first hired as a principal on or after July 1, 2007
13 shall participate in a new principal mentoring program for the
14 duration of his or her first year as a principal and must
15 complete the program in accordance with the requirements
16 established ~~under this Section and~~ by the State Board of
17 Education by rule or, for a school district created by Article
18 34 of this Code, in accordance with the provisions of Section
19 ~~34-18.33~~ 34-18.27 of this Code. School districts created by
20 Article 34 are not subject to the requirements of subsection
21 (b), (c), (d), (e), (f), or (g), ~~(i), (j), (k), (l), or (m)~~ of
22 this Section. Any individual who is first hired as a principal
23 on or after July 1, 2008 may participate in a second year of

1 mentoring if it is determined by the State Superintendent of
2 Education that sufficient funding exists for such
3 participation. The new principal mentoring program shall match
4 an experienced principal who meets the requirements of
5 subsection (b) of this Section with each new principal in
6 order to assist the new principal in the development of his or
7 her professional growth and to provide guidance.

8 (b) Any individual who has been a principal in Illinois
9 for 3 or more years and who has demonstrated success as an
10 instructional leader, as determined by the State Board by
11 rule, is eligible to apply to be a mentor under a new principal
12 mentoring program. ~~Eligible mentors~~ Mentors shall ~~be selected~~
13 ~~by approved entities and shall~~ complete mentoring training
14 ~~provided by an approved entity~~ by entities approved by the
15 State Board and meet any other requirements set forth by the
16 State Board ~~by rule~~ and by the school district employing the
17 mentor.

18 (c) ~~Subject to annual appropriation by the General~~
19 ~~Assembly, the State Board shall establish a competitive grant~~
20 ~~program to support the new principal mentoring program and~~
21 ~~shall approve one or more eligible entities to provide~~
22 ~~services to new principals under the program. Approval of~~
23 ~~eligible entities shall be valid for 3 years. Eligible~~
24 ~~entities are defined as regional offices of education,~~
25 ~~intermediate service centers, Illinois higher education~~
26 ~~institutions, statewide organizations representing~~

1 ~~principals, and school districts. Approved entities shall be~~
2 ~~responsible for mentor training, pairing mentors and new~~
3 ~~principals, and all other administrative aspects of providing~~
4 ~~mentoring services as provided by the State Board by rule. The~~
5 ~~State Board shall certify an entity or entities approved to~~
6 ~~provide training of mentors.~~

7 (d) A mentor shall be assigned to a new principal based on
8 (i) similarity of grade level or type of school, (ii) learning
9 needs of the new principal, and (iii) ~~accessibility~~
10 geographical proximity of the mentor to the new principal. The
11 principal, in collaboration with the mentor, shall identify
12 areas for improvement of the new principal's professional
13 growth, including, but not limited to, ~~professional growth in~~
14 ~~the areas addressed in the Illinois Performance Standards for~~
15 ~~School Leaders.~~ each of the following:

16 (1) Analyzing data and applying it to practice.

17 (2) Aligning professional development and
18 instructional programs.

19 (3) Building a professional learning community.

20 (4) Observing classroom practices and providing
21 feedback.

22 (5) Facilitating effective meetings.

23 (6) Developing distributive leadership practices.

24 (7) Facilitating organizational change.

25 The mentor shall not be required to provide ~~input into a new~~
26 ~~principal's~~ an evaluation ~~that is completed in accordance with~~

1 ~~Article 24A of this Code~~ of the new principal on the basis of
2 the mentoring relationship.

3 (e) On or before July 1, 2008 and on or after July 1 of
4 each year thereafter, the State Board shall facilitate a
5 review and evaluate the ~~new principal~~ mentoring training
6 program in collaboration with the approved ~~entities~~ providers.
7 Each new principal and his or her mentor must complete a
8 verification form developed by the State Board in order to
9 certify their completion of a new principal mentoring program.

10 (f) The requirements of this Section do not apply to any
11 individual who has previously served as an assistant principal
12 in Illinois acting under an administrative ~~endorsement~~
13 certificate for 5 or more years and who is hired, on or after
14 July 1, 2007, as a principal by the school district in which
15 the individual last served as an assistant principal, although
16 such an individual may choose to participate in this program
17 or ~~may~~ shall be required to participate ~~in the program~~ by the
18 ~~individual's employing~~ school district.

19 (g) The State Board may adopt any rules necessary for the
20 implementation of this Section.

21 (h) On an annual basis, the State Superintendent of
22 Education shall determine whether appropriations are likely to
23 be sufficient to require operation of the ~~new principal~~
24 mentoring program for the coming year. In doing so, the State
25 Superintendent of Education shall first determine whether it
26 is likely that funds will be sufficient to require operation

1 of the mentoring program for individuals in their first year
2 as principal and shall then determine whether it is likely
3 that funds will be sufficient to require operation of the
4 mentoring program for individuals in their second year as
5 principal.

6 ~~(i) If the State Superintendent of Education determines~~
7 ~~that appropriations are not likely sufficient to serve all~~
8 ~~anticipated first year principals in any given year, then the~~
9 ~~new principal mentoring program shall be voluntary and~~
10 ~~priority access to mentoring services shall be given to first~~
11 ~~year principals in the highest need schools, as determined by~~
12 ~~the State Superintendent of Education. The new principal~~
13 ~~mentoring program shall only be available to second year~~
14 ~~principals if the State Superintendent of Education first~~
15 ~~determines that appropriations are likely sufficient to serve~~
16 ~~all anticipated first year principals. If mentoring services~~
17 ~~are extended to second year principals and if appropriations~~
18 ~~are not sufficient to serve all second year principals who~~
19 ~~wish to participate in the new principal mentoring program,~~
20 ~~priority access to mentoring services shall be given to second~~
21 ~~year principals who are in the highest need schools, as~~
22 ~~determined by the State Superintendent of Education.~~

23 ~~(j) The State Superintendent of Education may determine on~~
24 ~~a yearly basis the number of mentoring hours required for~~
25 ~~first year principals and the number of mentoring hours~~
26 ~~required for second year principals.~~

1 ~~(k) The State Superintendent of Education may determine on~~
2 ~~a yearly basis the amount of compensation to be provided to~~
3 ~~first year principal mentors, second year principal mentors,~~
4 ~~and approved entities.~~

5 ~~(l) Contact hours for mentors and principals may be in~~
6 ~~person, by telephone, online, or by any other mechanism that~~
7 ~~allows for synchronous communication between the mentor and~~
8 ~~new principal. The State Board may, by rule, require a minimum~~
9 ~~number of in person contact hours.~~

10 ~~(m) Using funds from the new principal mentoring program,~~
11 ~~the State Board may contract with an independent party to~~
12 ~~conduct a comprehensive evaluation of the program.~~

13 (Source: P.A. 96-373, eff. 8-13-09; 102-521, eff. 8-20-21.)

14 (105 ILCS 5/21A-5)

15 Sec. 21A-5. Definitions. In this Article:

16 "New teacher" means the holder of a professional educator
17 license, as set forth in Section 21B-20 of this Code, who is
18 employed by a public school and who has not previously
19 participated in a new teacher induction and mentoring program
20 required by this Article, except as provided in Section 21A-25
21 of this Code.

22 ~~"Eligible applicant" or "eligible entity" means a regional~~
23 ~~office of education, an intermediate service center, an~~
24 ~~Illinois institution of higher education, a statewide~~
25 ~~organization representing teachers, a local education agency,~~

1 ~~or a public or private not for profit entity with experience~~
2 ~~providing professional learning, including mentoring, to early~~
3 ~~childhood educators.~~

4 "Public school" means any school operating pursuant to the
5 authority of this Code, including without limitation a school
6 district, a charter school, a cooperative or joint agreement
7 with a governing body or board of control, and a school
8 operated by a regional office of education or State agency.

9 (Source: P.A. 101-643, eff. 6-18-20; 102-521, eff. 8-20-21.)

10 (105 ILCS 5/21A-10)

11 Sec. 21A-10. Development of program required.

12 ~~(a) Each eligible applicant shall develop a new teacher~~
13 ~~induction and mentoring program for first and second year~~
14 ~~teachers that meets the requirements set forth in Section~~
15 ~~21A-20 to assist new teachers in developing the skills and~~
16 ~~strategies necessary for instructional excellence, provided~~
17 ~~that funding is made available by the State Board of Education~~
18 ~~from an appropriation made for this purpose.~~

19 ~~(b) A public school that has a new teacher induction and~~
20 ~~mentoring program in existence before the effective date of~~
21 ~~this amendatory Act of the 102nd General Assembly that does~~
22 ~~not meet the requirements set forth in Section 21A-20 may~~
23 ~~modify the program to meet the requirements of Section 21A-20~~
24 ~~and may receive funding as described in Section 21A-25,~~
25 ~~provided that funding is made available by the State Board of~~

1 ~~Education from an appropriation made for this purpose.~~

2 ~~(c) Each school district shall decide, in conjunction with~~
3 ~~its exclusive bargaining representative, if any, whether to~~
4 ~~forgo modifications to a new teacher induction and mentoring~~
5 ~~program in existence before the effective date of this~~
6 ~~amendatory Act of the 102nd General Assembly.~~

7 ~~If a district does not have a new teacher induction and~~
8 ~~mentoring program in existence before the effective date of~~
9 ~~this amendatory Act of the 102nd General Assembly or if a~~
10 ~~district and the exclusive bargaining representative, if any,~~
11 ~~agree that an eligible entity would better serve the~~
12 ~~district's needs, the district and the exclusive bargaining~~
13 ~~representative, if any, shall jointly decide which eligible~~
14 ~~entity offers the most suitable program. The eligible entity~~
15 ~~shall include representatives from both the district and the~~
16 ~~exclusive bargaining representative in the program development~~
17 ~~discussions to ensure the program captures local need.~~

18 During the 2003-2004 school year, each public school or 2 or
19 more public schools acting jointly shall develop, in
20 conjunction with its exclusive representative or their
21 exclusive representatives, if any, a new teacher induction and
22 mentoring program that meets the requirements set forth in
23 Section 21A-20 of this Code to assist new teachers in
24 developing the skills and strategies necessary for
25 instructional excellence, provided that funding is made
26 available by the State Board of Education from an

1 appropriation made for this purpose. A public school that has
2 an existing induction and mentoring program that does not meet
3 the requirements set forth in Section 21A-20 of this Code may
4 have school years 2003-2004 and 2004-2005 to develop a program
5 that does meet those requirements and may receive funding as
6 described in Section 21A-25 of this Code, provided that the
7 funding is made available by the State Board of Education from
8 an appropriation made for this purpose. A public school with
9 such an existing induction and mentoring program may receive
10 funding for the 2005-2006 school year for each new teacher in
11 the second year of a 2-year program that does not meet the
12 requirements set forth in Section 21A-20, as long as the
13 public school has established the required new program by the
14 beginning of that school year as described in Section 21A-15
15 and provided that funding is made available by the State Board
16 of Education from an appropriation made for this purpose as
17 described in Section 21A-25.

18 (Source: P.A. 93-355, eff. 1-1-04; 102-521, eff. 8-20-21.)

19 (105 ILCS 5/21A-15)

20 Sec. 21A-15. ~~Program establishment and implementation.~~
21 When program is to be established and implemented.

22 ~~(a) The State Board of Education shall establish a~~
23 ~~competitive State grant program to support new teacher~~
24 ~~induction and mentoring programs. The program shall be~~
25 ~~available to eligible entities not less than every 3 years,~~

1 ~~subject to appropriation. The State Board shall prioritize~~
2 ~~funding based on the needs of students and school districts as~~
3 ~~it relates to teacher retention.~~

4 ~~(b) Notwithstanding any other provision of this Code, by~~
5 ~~no later than the beginning of the 2022-2023 school year or by~~
6 ~~no later than the beginning of the 2023-2024 school year for~~
7 ~~eligible applicants that have been given an extension of time~~
8 ~~to develop a program under Section 21A-10, each eligible~~
9 ~~entity or 2 or more eligible entities acting jointly shall~~
10 ~~establish and implement a new teacher induction and mentoring~~
11 ~~program required to be developed under Section 21A-10.~~

12 Notwithstanding any other provisions of this Code, by the
13 beginning of the 2004-2005 school year (or by the beginning of
14 the 2005-2006 school year for a public school that has been
15 given an extension of time to develop a program under Section
16 21A-10 of this Code), each public school or 2 or more public
17 schools acting jointly shall establish and implement, in
18 conjunction with its exclusive representative or their
19 exclusive representatives, if any, the new teacher induction
20 and mentoring program required to be developed under Section
21 21A-10 of this Code, provided that funding is made available
22 by the State Board of Education, from an appropriation made
23 for this purpose, as described in Section 21A-25 of this Code.
24 A public school may contract with an institution of higher
25 education or other independent party to assist in implementing
26 the program.

1 (Source: P.A. 93-355, eff. 1-1-04; 102-521, eff. 8-20-21.)

2 (105 ILCS 5/21A-20)

3 Sec. 21A-20. Program requirements. Each new teacher
4 induction and mentoring program must ~~align with the standards~~
5 ~~established under Section 21A-20.5 and shall~~ be based on a
6 plan that at least does all of the following:

7 (1) Assigns a mentor teacher to each new teacher for a
8 period of at least 2 school years.

9 (2) Aligns with the ~~Illinois Culturally Responsive~~
10 ~~Teaching and Leading Standards in Part 24 of Title 23 of~~
11 ~~the Illinois Administrative Code~~ Illinois Professional
12 Teaching Standards, content area standards, and applicable
13 local school improvement and professional development
14 plans, if any.

15 (3) ~~(Blank)~~. Addresses all of the following elements
16 and how they will be provided:

17 (A) Mentoring and support of the new teacher.

18 (B) Professional development specifically designed
19 to ensure the growth of the new teacher's knowledge
20 and skills.

21 (C) Formative assessment designed to ensure
22 feedback and reflection, which must not be used in any
23 evaluation of the new teacher.

24 (4) Describes the role of mentor teachers, the
25 criteria and process for their selection, and how they

1 will be trained, provided that each mentor teacher shall
2 demonstrate the best practices in teaching his or her
3 respective field of practice. A mentor teacher may not
4 directly or indirectly participate in the evaluation of a
5 new teacher pursuant to Article 24A of this Code or the
6 evaluation procedure of the public school.

7 ~~(5) Is designed to be available for both in person and~~
8 ~~virtual participation.~~

9 (Source: P.A. 93-355, eff. 1-1-04; 102-521, eff. 8-20-21.)

10 (105 ILCS 5/21A-25)

11 Sec. 21A-25. Funding.

12 ~~(a)~~ From a separate appropriation made for the purposes of
13 this Article, for each new teacher participating in a new
14 teacher induction and mentoring program that meets the
15 requirements set forth in Section 21A-20 of this Code or in an
16 existing program that is in the process of transition to a
17 program that meets those requirements, the State Board of
18 Education shall pay the ~~eligible entity for the duration of~~
19 ~~the grant~~ public school \$1,200 annually for each of 2 school
20 years for the purpose of providing one or more of the
21 following:

22 (1) Mentor teacher compensation ~~and new teacher~~
23 ~~compensation.~~

24 (2) Mentor teacher ~~professional learning~~ training or
25 new teacher ~~learning~~ training or both.

1 (3) ~~(Blank)~~. Release time.

2 ~~(b) Each school district shall decide, in conjunction with~~
3 ~~its exclusive bargaining representative, if any, which~~
4 ~~eligible applicant offers the most suitable program. If a~~
5 ~~mentor teacher receives release time to support a new teacher,~~
6 ~~the total workload of other teachers regularly employed by the~~
7 ~~public school shall not increase in any substantial manner. If~~
8 ~~the appropriation is not included in the State budget, the~~
9 ~~State Board of Education is not required to implement programs~~
10 ~~established by this Article.~~

11 However, if a new teacher, after participating in the new
12 teacher induction and mentoring program for one school year,
13 becomes employed by another public school, the State Board of
14 Education shall pay the teacher's new school \$1,200 for the
15 second school year and the teacher shall continue to be a new
16 teacher as defined in this Article. Each public school shall
17 determine, in conjunction with its exclusive representative,
18 if any, how the \$1,200 per school year for each new teacher
19 shall be used, provided that if a mentor teacher receives
20 additional release time to support a new teacher, the total
21 workload of other teachers regularly employed by the public
22 school shall not increase in any substantial manner. If the
23 appropriation is insufficient to cover the \$1,200 per school
24 year for each new teacher, public schools are not required to
25 develop or implement the program established by this Article.
26 In the event of an insufficient appropriation, a public school

1 or 2 or more schools acting jointly may submit an application
2 for a grant administered by the State Board of Education and
3 awarded on a competitive basis to establish a new teacher
4 induction and mentoring program that meets the criteria set
5 forth in Section 21A-20 of this Code. The State Board of
6 Education may retain up to \$1,000,000 of the appropriation for
7 new teacher induction and mentoring programs to train mentor
8 teachers, administrators, and other personnel, to provide best
9 practices information, and to conduct an evaluation of these
10 programs' impact and effectiveness.

11 (Source: P.A. 93-355, eff. 1-1-04; 102-521, eff. 8-20-21.)

12 (105 ILCS 5/21A-30)

13 Sec. 21A-30. Evaluation of programs. ~~The State Board of~~
14 ~~Education shall contract with an independent party, using~~
15 ~~funds from the relevant appropriation for new teacher~~
16 ~~induction and mentoring programs, to conduct a comprehensive~~
17 ~~evaluation of the new teacher induction and mentoring programs~~
18 ~~established pursuant to this Article. Reports from the~~
19 ~~evaluation shall be made available to stakeholders after 3~~
20 ~~years of program implementation.~~ The State Board of Education
21 and the State Educator Preparation and Licensure Board shall
22 jointly contract with an independent party to conduct a
23 comprehensive evaluation of new teacher induction and
24 mentoring programs established pursuant to this Article. The
25 first report of this evaluation shall be presented to the

1 General Assembly on or before January 1, 2009. Subsequent
2 evaluations shall be conducted and reports presented to the
3 General Assembly on or before January 1 of every third year
4 thereafter.

5 (Source: P.A. 101-643, eff. 6-18-20; 102-521, eff. 8-20-21.)

6 (105 ILCS 5/21A-20.5 rep.)

7 (105 ILCS 5/21A-25.5 rep.)

8 Section 10. The School Code is amended by repealing
9 Sections 21A-20.5 and 21A-25.5.