

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 and  
6 by adding Sections 21A-20.5 and 21A-25.5 as 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), ~~(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.)

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.)

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.)

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.)

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.)

10 (105 ILCS 5/21A-20.5 new)

11 Sec. 21A-20.5. Program standards.

12 (a) The State Board of Education shall establish standards  
13 for new teacher induction and mentoring programs. In  
14 establishing these standards, the State Board shall seek input  
15 and feedback from stakeholders, including parents, students,  
16 and educators, who reflect the diversity of this State.

17 (b) Any changes made to the standards established under  
18 subsection (a) must be approved by the Teaching Induction and  
19 Mentoring Advisory Group pursuant to Section 21A-25.5.

20 (105 ILCS 5/21A-25)

21 Sec. 21A-25. Funding.

22 (a) From a separate appropriation made for the purposes of  
23 this Article, for each new teacher participating in a new  
24 teacher induction and mentoring program that meets the

1 requirements set forth in Section 21A-20 of this Code or in an  
2 existing program that is in the process of transition to a  
3 program that meets those requirements, the State Board of  
4 Education shall pay the eligible entity for the duration of  
5 the grant ~~public school \$1,200 annually for each of 2 school~~  
6 ~~years~~ for the purpose of providing ~~one or more of~~ the  
7 following:

8 (1) Mentor teacher compensation and new teacher  
9 compensation.

10 (2) Mentor teacher professional learning ~~training~~ or  
11 new teacher learning ~~training~~ or both.

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

13 (b) Each school district shall decide, in conjunction with  
14 its exclusive bargaining representative, if any, which  
15 eligible applicant offers the most suitable program. If a  
16 mentor teacher receives release time to support a new teacher,  
17 the total workload of other teachers regularly employed by the  
18 public school shall not increase in any substantial manner. If  
19 the appropriation is not included in the State budget, the  
20 State Board of Education is not required to implement programs  
21 established by this Article.

22 ~~However, if a new teacher, after participating in the new~~  
23 ~~teacher induction and mentoring program for one school year,~~  
24 ~~becomes employed by another public school, the State Board of~~  
25 ~~Education shall pay the teacher's new school \$1,200 for the~~  
26 ~~second school year and the teacher shall continue to be a new~~

~~teacher as defined in this Article. Each public school shall determine, in conjunction with its exclusive representative, if any, how the \$1,200 per school year for each new teacher shall be used, provided that if a mentor teacher receives additional release time to support a new teacher, the total workload of other teachers regularly employed by the public school shall not increase in any substantial manner. If the appropriation is insufficient to cover the \$1,200 per school year for each new teacher, public schools are not required to develop or implement the program established by this Article. In the event of an insufficient appropriation, a public school or 2 or more schools acting jointly may submit an application for a grant administered by the State Board of Education and awarded on a competitive basis to establish a new teacher induction and mentoring program that meets the criteria set forth in Section 21A-20 of this Code. The State Board of Education may retain up to \$1,000,000 of the appropriation for new teacher induction and mentoring programs to train mentor teachers, administrators, and other personnel, to provide best practices information, and to conduct an evaluation of these programs' impact and effectiveness.~~

(Source: P.A. 93-355, eff. 1-1-04.)

(105 ILCS 5/21A-25.5 new)

Sec. 21A-25.5. Teaching Induction and Mentoring Advisory Group.

1       (a) The State Board of Education shall create a Teaching  
2 Induction and Mentoring Advisory Group. Members of the  
3 Advisory Group must represent the diversity of this State and  
4 possess the expertise needed to perform the work required to  
5 meet the goals of the programs set forth under Section 21A-20.

6       (b) The members of the Advisory Group shall be appointed  
7 by the State Superintendent of Education and shall include all  
8 of the following members:

9           (1) Four members representing teachers recommended by  
10 a statewide professional teachers' organization.

11           (2) Four members representing teachers recommended by  
12 a different statewide professional teachers' organization.

13           (3) Two members representing principals recommended by  
14 a statewide organization that represents principals.

15           (4) One member representing district superintendents  
16 recommended by a statewide organization that represents  
17 district superintendents.

18           (5) One member representing regional superintendents  
19 of schools recommended by a statewide association that  
20 represents regional superintendents of schools.

21           (6) One member representing a State-approved educator  
22 preparation program at an Illinois institution of higher  
23 education recommended by the institution of higher  
24 education.

25       The majority of the membership of the Advisory Group shall  
26 consist of practicing teachers.

1       (c) The Advisory Group is responsible for approving any  
2 changes made to the standards established under Section  
3 21A-20.5.

4           (105 ILCS 5/21A-30)

5       Sec. 21A-30. Evaluation of programs. The State Board of  
6 Education shall contract with an independent party, using  
7 funds from the relevant appropriation for new teacher  
8 induction and mentoring programs, to conduct a comprehensive  
9 evaluation of the new teacher induction and mentoring programs  
10 established pursuant to this Article. Reports from the  
11 evaluation shall be made available to stakeholders after 3  
12 years of program implementation. ~~The State Board of Education~~  
13 ~~and the State Educator Preparation and Licensure Board shall~~  
14 ~~jointly contract with an independent party to conduct a~~  
15 ~~comprehensive evaluation of new teacher induction and~~  
16 ~~mentoring programs established pursuant to this Article. The~~  
17 ~~first report of this evaluation shall be presented to the~~  
18 ~~General Assembly on or before January 1, 2009. Subsequent~~  
19 ~~evaluations shall be conducted and reports presented to the~~  
20 ~~General Assembly on or before January 1 of every third year~~  
21 ~~thereafter.~~

22       (Source: P.A. 101-643, eff. 6-18-20.)

23       Section 99. Effective date. This Act takes effect upon  
24 becoming law.