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H.B. 151
134th General Assembly

Fiscal Note & Local Impact Statement

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Version: As Passed by the House

Primary Sponsor: Rep. Jones

Local Impact Statement Procedure Required: No

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Highlights

- The bill will increase Ohio Department of Education (ODE) state non-GRF costs for the contract to operate the Resident Educator Summative Assessment (RESA) by requiring assessment results to be returned more quickly than current practice and by providing instructional coaches who are certified RESA assessors to consult with entry-level teachers (i.e., resident educators) that do not pass the RESA. Costs to train RESA assessors for this new service will be about \$165,000 with additional annual costs of up to \$7,500 for consultation services. Costs to provide quicker assessment results will depend on contract negotiations with the test vendor.
- The bill may further increase ODE expenditures to provide resident educators and mentors with sample videos of classroom lessons submitted for the RESA. Depending on the number of videos ODE decides are necessary, video production could be handled in-house by its GRF-funded Office of Communications or contracted out to a vendor.
- Requiring school districts and other public schools to provide teachers with one day of professional development leave each school year to observe a veteran teacher may increase costs for substitute teachers. However, observation days are likely already provided to resident educators. Costs could also be limited if other professional development activities are reduced in favor of observation days.

Detailed Analysis

Ohio Teacher Residency Program

The Ohio Teacher Residency (OTR) Program is a four-year, entry-level program for teachers that must be completed in order to qualify for a professional educator license issued by the State Board of Education. The OTR Program currently is comprised of two years of mentoring,

followed by the completion of the Resident Educator Summative Assessment (RESA) during a participant's third year, and then one year of leadership opportunities or other activities determined by the school district where the teacher is placed. During this fourth year, a designated "colleague" works with a teacher and the district's local resident educator program to establish the activities that the teacher will perform as the teacher transitions to the professional educator license. The OTR Program was initially established in 2011 by the Ohio Department of Education (ODE) and the Department of Higher Education (DHE).

H.B. 442 of the 133rd General Assembly reduces the length of the OTR Program to two years, effective beginning in the 2023-2024 school year, while maintaining the RESA and the mentoring and counseling components. The bill makes further changes to the components of the revised OTR Program that provide additional flexibility and supports to teachers as they work through the program. These changes and their potential fiscal effects are discussed below.

Mentoring

Under the current OTR Program, resident educators are assigned a mentor selected by the educator's school district. A mentor generally must possess a five-year professional license or permanent license (or have previously held such a license, if the teacher is retired), complete a district application process and be selected, and attend a two-day mentor academy for training. According to ODE, mentors provide in-depth instructional mentoring through differentiated mentoring supports using one-to-one mentoring, co-teaching, and other methods as needed.

The bill permits mentoring to be provided in person or online. Online mentorship would likely be provided by mentors in other districts or schools. Mentors are typically provided a stipend by their school district as compensation for the additional work. The stipend, which varies by district, may be either a flat amount or a percentage of the mentor's base salary. The fiscal effects of this provision appear to depend on implementation decisions made by districts, including payment arrangements for out-of-district mentors.

The bill also requires ODE to provide both resident educators and mentors, at no cost, with online professional development resources and sample videos of classroom lessons submitted for the RESA. The administrative costs of ODE may increase to develop these resources. Such costs will depend on implementation decisions made by ODE. The Department will not use videos submitted by actual RESA candidates to protect student privacy. Therefore, ODE indicated it will produce sample videos. The sample videos are likely to be produced in-house with the assistance of ODE's GRF-funded Office of Communications. However, ODE stated that costs would be higher if it decides that videos specific to grade levels or subject areas are necessary. In that case, the amount of videos may be rather large, which may mean contracting with an outside provider for video production.

Counseling

Under the current OTR Program, school districts and other public schools provide resident educators with counseling, in a manner determined by the district or school, to ensure they receive needed professional development. The bill further requires that participants who do not receive a passing score on the RESA be provided the opportunity to meet online with an instructional coach who is a certified RESA assessor (i.e., an individual that scores RESA submissions) to review the participant's assessment score results and discuss improvement strategies and professional development. Resident educators who choose to meet with an

instructional coach will be able to select from an online pool of coaches who have completed training and are approved by ODE. The characteristics of each coach's own district must be made available to the resident educator. ODE will cover the cost of the instructional coaches for these candidates through the contract with the RESA vendor. The bill permits resident educators who have not taken the RESA to also meet with an ODE-approved instructional coach, provided that their district or school covers the cost of the meetings.

Under the OTR Program, districts and schools provide a resident educator with a facilitator, who also may be a participant's mentor, to support the resident educator in preparing for the RESA. The facilitator's role is to provide technical and logistical support and offer feedback on the resident educator's thinking and problem solving before a resident educator submits RESA materials, though facilitators are prohibited from providing specific advice or feedback that could be construed as co-authorship of the educator's work.¹ However, it appears existing staff and resources currently may be providing a similar function as an instructional coach would under the bill. The RESA vendor, TeachForward, and ODE indicate that RESA assessors provide comprehensive feedback statements on score reports for the resident educator to review and that candidates may arrange times with their mentor, facilitator, or program coordinator to review the feedback and discuss areas for growth.² The instructional coaches will be an additional option. RESA consultation is a service that the vendor offers but the state does not currently purchase. To comply with the bill, ODE expects that the RESA assessor training will need to be updated to account for this new responsibility. This will cost ODE around \$165,000 under the vendor contract. The consultation services cost \$75 for a one-hour session. According to ODE, 90 to 100 candidates each year do not pass the RESA. If all individuals who do not pass the RESA opt to use an instructional coach, yearly costs of consultation would amount to \$6,750 to \$7,500.

RESA score reports and retakes

The bill may lead to additional increases in the state's cost for the contract to operate the RESA by requiring assessment results to be returned more quickly than current practice and prohibiting the State Board of Education from limiting the number of attempts to successfully complete it. For the current 2021-2022 school year, for example, candidates must have submitted the RESA by January 28, 2022, while the vendor released score reports on April 8, 2022, a span of 70 days. The bill generally requires results to be returned within 30 days. In addition, current administrative rules limit a resident educator to three attempts to successfully complete the RESA. However, information supplied by ODE indicates that about 95% of all candidates pass the RESA by their third attempt, meaning that the number of additional assessments to score will be relatively small. ODE expects that, while not addressed in the current contract, the faster turnaround time will lead to increased contract costs. Any contract cost increases will depend on contract negotiations with the vendor.

¹ See ODE's [Facilitator Guidelines for Supporting RESA Candidates \(PDF\)](#), which is accessible by conducting a keyword "facilitator guidelines" search on the ODE website: education.ohio.gov.

² See TeachForward's [Frequently Asked Questions](#) website, which is available by clicking on the "FAQ" link at TeachForward's RESA website: ohioresa.com. Also, see page 12 of ODE's [Ohio Resident Educator Program Mentor Toolkit \(PDF\)](#), which is accessible by conducting a keyword "mentor toolkit" search on the ODE website: education.ohio.gov.

The ongoing cost of the vendor contract to operate the RESA amounts to about \$660,000 each year, according to the state accounting system. The vendor contract includes maintaining the RESA website, assessment scoring, telephone and online support to RESA candidates, and other duties. ODE pays for the operational and technical costs for the RESA using educator license fees appropriated from Fund 4L20 line item 200681, Teacher Certification and Licensure.

Professional development for teachers

The bill also requires school districts and other public schools to provide one day of professional development leave each school year, to observe a veteran classroom teacher, for each teacher who is not an administrator. According to the Buckeye Association of School Administrators (BASA), most of these activities are already provided for resident educators in the current OTR Program. Ultimately, the cost of this provision will depend on how more experienced teachers and their districts or schools react to the bill's provision. It may be that other professional development activities are reduced in favor of observation days. Otherwise, if a district adds a professional leave day to cover this requirement, the provision may result in increased substitute teacher costs to districts and schools. As a point of reference, BASA indicated that a substitute teacher costs about \$125 per day, including benefits.

Interscholastic and intercollegiate single-sex athletic teams

The bill also requires schools, state institutions of higher education, and private colleges to designate separate single-sex athletic teams for each sex within sports divisions for each sex or, if applicable, co-ed teams for participants of the female and male sexes within co-ed sports divisions. The bill's provisions with regard to single-sex athletic teams do not appear to have a direct fiscal effect on public schools or state institutions of higher education. Interscholastic athletics at Ohio schools and institutions are generally single-sex. School districts, other public schools, and state institutions may need to update rules, regulations, and administrative policies to comply with the bill but this work can likely be accomplished with existing resources.