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# OHIO LEGISLATIVE SERVICE COMMISSION

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**H.B. 151**  
**134th General Assembly**

## Bill Analysis

**Version:** As Introduced

**Primary Sponsor:** Rep. Jones

Holly Cantrell Gilman, Attorney

### SUMMARY

- Replaces the two-year Ohio Teacher Residency Program established by H.B. 442 of the 133<sup>rd</sup> General Assembly with two-year local new teacher mentorship programs facilitated by each local professional development committee beginning with the 2023-2024 school year.
- Eliminates measures of progression and the requirement that a teacher (including a career-tech teacher) take a performance based assessment prescribed by the State Board of Education.
- Requires individuals issued a resident educator license by way of the Teach for America Program to complete the new teacher mentorship program.
- Requires each mentorship program to offer opportunities to observe veteran educators, discuss instructional practices, and introduce the teaching profession and school district or school.
- Establishes criteria for program mentors.

### DETAILED ANALYSIS

#### **Ohio Teacher Residency program replaced by local new teacher mentorship programs**

Under current law, the Ohio Teacher Residency (OTR) program is a four-year, entry-level support program that must be completed by holders of either resident educator or alternative resident educator licenses to qualify for a professional educator license.<sup>1</sup> H.B. 442 of the 133<sup>rd</sup>

<sup>1</sup> R.C. 3319.223(D).

General Assembly reduced the program from four years to two, effective April 12, 2023. The bill replaces that two-year program with two-year locally established “new teacher mentorship programs” beginning with the 2023-2024 school year (to align with the effective date of the two-year OTR established by H.B. 442).

### **Program components**

The OTR program currently and as amended by H.B. 442 comprises three components: (1) mentoring by more experienced teachers for the first two years of the program, (2) counseling to ensure that program participants receive needed professional development, and (3) measures of appropriate progression through the program, which must include the successful completion of the Resident Educator Summative Assessment (RESA) prescribed by the State.<sup>2</sup>

The bill, beginning with the 2023-2024 school year, replaces the OTR program with two-year new teacher mentorship programs established by each local professional development committee, which school districts and schools must have under continuing law to approve the continuing education activities of their teachers.<sup>3</sup> To that end, each local professional development committee must determine a method to condense the four-year teacher residency program as it exists prior to the 2023-2024 school year into a two-year mentorship program so that it will be ready for implementation with the 2023-2024 school year. (H.B. 442 required the State Board of Education to determine a method to condense the OTR into a two-year program, including a timeframe by which individuals already enrolled must complete the program.)<sup>4</sup>

The bill also eliminates measures of progression, including completion of the RESA.<sup>5</sup> Consequently, it eliminates a school district board’s option to forgo performance evaluations for teachers participating in the OTR program for the year during which those teachers take, for the first time, at least half of the RESA, since the RESA is no longer required.<sup>6</sup> Each program established by a local professional development committee must be a two-year, entry-level program for newly licensed teachers that provides (1) opportunities to observe veteran educators and discuss and reflect on instructional practices and (2) an introduction to the teaching profession and the school district or school. The committee may also include any other

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<sup>2</sup> R.C. 3319.223(A). See also <http://education.ohio.gov/Topics/Teaching/Resident-Educator-Program/The-Assessment-Year-s>.

<sup>3</sup> R.C. 3319.22(A)(1)(a) and (F); conforming changes in R.C. 3302.151, 3319.26, and 3333.048 and 3333.39.

<sup>4</sup> R.C. 3319.22(F)(2) and Section 5 of the bill (amending Section 4 of H.B. 442 of the 133<sup>rd</sup> General Assembly).

<sup>5</sup> R.C. 3319.223(A) and 3319.26(F)(4).

<sup>6</sup> R.C. 3319.111(C)(2)(e).

appropriate topics.<sup>7</sup> Observations must be in a classroom setting and not limited to those of a program participant's mentor but they may be conducted outside of the district or building. School districts and schools must provide each program participant with at least one school day of professional development leave time in both years of the program.<sup>8</sup>

The bill also exempts individuals who are teaching career-technical courses under an alternative resident educator license from completing the RESA and, instead, requires them to complete the mentorship program.<sup>9</sup>

### **Program mentor criteria**

Each participating mentor must be a teacher (1) who has at least five years of teaching experience in the district or school in which the teacher is employed and (2) who has renewed the teacher's professional educator license at least once.<sup>10</sup>

### **Program completion**

The bill requires each professional development committee to provide documentation to the State Board of each program participant's completion of the new teacher mentorship program.<sup>11</sup>

### **Teach for America**

Under current law, the State Board must issue a resident educator license to any applicant who has completed two or more years of teaching in another state as a participant in the Teach for America program. As holders of a resident educator license, these individuals still must participate in the OTR program, but the State Board is required to credit them with completing two years of the OTR program. Beginning with the 2023-2024 school year, the State Board must credit them with having completed the two-year OTR program. Under the bill, each Teach For America Participant who is issued a resident educator license, regardless of where the individual's experience was gained, must complete the mentorship program in lieu of the 2-year OTR program.<sup>12</sup>

### **Career-technical workforce development educator license**

Effective July 1, 2019, continuing law prescribes two new forms of career-technical workforce development educator licenses for new licensees and for existing licensees who wish to apply for the licenses. The new licenses are a two-year initial license and a five-year advanced license. One of the requirements for maintaining the two-year initial license is for the

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<sup>7</sup> R.C. 3319.223(A).

<sup>8</sup> R.C. 3319.223(A)(3).

<sup>9</sup> R.C. 3319.223(B)(1)(a).

<sup>10</sup> R.C. 3319.223(D).

<sup>11</sup> R.C. 3319.223(F).

<sup>12</sup> R.C. 3319.227(C).

holder to participate in a teacher preparation program offered by a college or university that is aligned with career-technical education and workforce development competencies developed by the Department of Education and that meets other conditions. One of those other conditions is that the program uses a summative performance-based assessment also aligned to those competencies. The bill eliminates that condition effective with the 2023-2024 school year.<sup>13</sup>

## **Background**

### **Resident educator license**

Educator licensing in Ohio is a tiered structure, starting with the resident educator license for entry-level teachers. Applicants for this license must be graduates of an approved teacher preparation program, have passed state licensure examinations, be of good moral character, and, for teachers wishing to teach grades pre-K to 3 or 4 to 8, must have completed 12 semester hours of coursework in the teaching of reading. Applicants desiring to teach grades 7 to 12 must have completed at least three semester hours of coursework in the teaching of reading in the instructional content area.<sup>14</sup> An applicant for the standard resident educator license must complete the OTR program to be eligible for the professional educator license.<sup>15</sup> Currently, the standard resident educator license is a four-year license that may be renewed or extended for reasons determined by the State Board. H.B. 442 of the 133<sup>rd</sup> General Assembly reduced the duration of the resident educator license from four years to two years, effective April 12, 2023.

### **Teach for America**

An individual assigned to teach in this state as a participant in the Teach for America program may qualify for a resident educator license, provided the individual also satisfies the following conditions for the duration of the program:

1. Holds a bachelor's degree from an accredited institution of higher education;
2. Maintained a cumulative undergraduate grade point average of at least 2.5 out of 4.0, or its equivalent;
3. Has passed an examination prescribed by the State Board in the subject area to be taught;
4. Has successfully completed the summer training institute operated by Teach for America;

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<sup>13</sup> R.C. 3319.229. For a detailed description of the provisions of the new career-technical workforce development educator licenses, see the LSC final analysis for H.B. 98 of the 132<sup>nd</sup> General Assembly available at <https://www.legislature.ohio.gov/download?key=9258&format=pdf>.

<sup>14</sup> R.C. 3319.22 and 3319.24, latter not in the bill; Ohio Administrative Code (O.A.C.) 3301-24-18.

<sup>15</sup> R.C. 3319.223.

5. Remains an active member of the Teach for America two-year support program.

Additionally, the State Board must issue a resident educator license to any applicant who has completed two years or more of the Teach for America program in another state and meets the above criteria. Current law requires the State Board to credit such an applicant as having completed two years of the OTR program.<sup>16</sup>

### **Alternative resident educator license**

The alternative resident educator license is a four-year license intended to give individuals who have not graduated from a traditional teacher preparation program the opportunity to work toward standard licensure while employed full-time as a teacher. It is valid for teaching in grades K to 12 and may be renewable or extended for reasons determined by the State Board. H.B. 442 did not affect the duration of the alternative resident educator license.

Current law requires applicants for an alternative resident educator license to (1) hold at least an undergraduate degree, (2) have either a cumulative undergraduate grade point average of 2.5 out of 4.0 or a cumulative graduate school grade point average of 3.0 out of 4.0, (3) successfully complete either the pedagogical training institute program jointly developed by the Superintendent of Public Instruction and the Chancellor of Higher Education or a preservice training teacher preparation program approved by the Chancellor, and (4) pass a test in the subject area for which the application is being made.<sup>17</sup>

To continue holding an alternative resident educator license, individuals must participate in the OTR program, show satisfactory progress in completing additional college coursework in the principles and practices of teaching, and take an assessment of professional knowledge in the second year of teaching under the license.<sup>18</sup>

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## **HISTORY**

Action	Date
Introduced	02-23-21

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H0151-I-134/ec

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<sup>16</sup> R.C. 3319.227.

<sup>17</sup> R.C. 3319.26.

<sup>18</sup> R.C. 3319.26(D) and O.A.C. 3301-24-24.