



Agency Legislative Proposal

2026 Session

General Information

Agency	Dept. of Education
Proposal Name	Aspiring Educator Recruitment Plan
Legislative Liaison	Laura Stefon
Division Requesting Proposal	Talent
Drafter	Jessica Ocasio

Overview

Brief Summary of Proposal

Connecticut General Statute § 10-156jj was established in 2023 through P.A. 23-167 to support the Connecticut State Department of Education’s efforts to diversify the educator workforce. However, the current statute only requires districts to submit diversity-focused recruitment plans for the year 2024 and does not include accountability measures for ongoing review, monitoring, or updates. It also does not explicitly connect workforce diversification with broader efforts to address the state’s educator shortage.

This legislative proposal aims to strengthen § 10-156jj by renaming the required submissions from “increasing educator diversity plans” to “aspiring educator recruitment plans.” This change acknowledges that while diversifying the educator workforce remains a priority, Connecticut school districts must also address the broader and ongoing teacher shortage by actively recruiting all aspiring educators, including those from underrepresented backgrounds. The proposal establishes a biannual submission requirement beginning in 2026 and mandates that all local and regional boards of education implement and monitor their recruitment plans each year. Plans must also be submitted through the Educator Data System (EDS) and made publicly available on both local and state websites. Additionally, the Commissioner of Education is empowered to review, approve, or return plans for revision, adding a layer of accountability that continues beyond 2024. Altogether, the proposal transforms a one-time compliance requirement into a sustained, transparent strategy for growing and diversifying Connecticut’s educator pipeline.

What problem is this proposal looking to solve?

This proposal is intended to solve two core problems: the growing teacher shortage across Connecticut and the lack of sustained, accountable efforts to recruit and support a diverse educator workforce. As it stands, the current statute only requires a one-time submission of a diversity plan in 2024 and does not include provisions for annual implementation, monitoring, or revision. Without such ongoing requirements, districts are not systematically addressing the long-term challenges of attracting and retaining qualified educators in general, or ensuring that recruitment strategies remain inclusive and equity-focused.

How does the proposal solve the problem?

The proposal addresses these challenges by embedding educator recruitment and retention strategies into a long-term, cyclical process. By renaming the plans to “aspiring educator recruitment plans,” the proposal broadens their scope to reflect the need to build a strong and sustainable educator pipeline. The requirement for biannual submission ensures that districts continually assess and refine their recruitment and retention strategies in response to evolving needs. Annual implementation, monitoring, and reporting provisions create mechanisms for accountability and progress tracking, while the inclusion of public posting and submission through the EDS enhances transparency. Additionally, the role of the Commissioner of Education in reviewing and approving the plans ensures consistent oversight. Together, these reforms promote a proactive, data-driven approach to solving both the educator shortage.

Section by section summary:

Section #(s)	Section Summary
(a)	Change: Replaces the 2024 one-time submission with biannual submission beginning in 2026. Renaming: Plans are renamed as "aspiring educator recruitment plans" to emphasize efforts to grow the overall pipeline of future educators—not only increasing diversity but addressing the broader teacher shortage.

Impact: Shifts districts toward ongoing strategic planning for educator recruitment, with attention to both quality, quantity and diversity.

(b) Change: Removes the specific 2024 deadline and creates a recurring process for CSDE review.

Accountability: Local boards must revise and resubmit plans as directed—no longer a one-time obligation.

(c) Change: Requires that starting in 2026 and annually thereafter, plans must be implemented and monitored by each district.

New Requirements: Submission of plans to the Educator Data System (EDS) for data collection and accountability.

Impact: Creates ongoing transparency and allows the state to track progress on recruitment goals, including efforts to attract diverse educators.

Statutory Reference

§ 10-156jj

Background

New Proposal

Resubmission

If resubmission, please provide details below. Please also note any changes made since the last submission:

Bill #(s)	Reason bill(s) did not move forward
SB 1513	This language was part of SB 1513, which did not ultimately pass the House on the final day of session.

Have there been any changes in federal laws or regulations that make this legislation necessary?

Yes

In July 2023 local and regional boards of education were required to submit an increasing educator diversity plan to the Commissioner of Education. On January 20 and 21, 2025, President Trump signed two executive orders focused on Diversity, Equity, and Inclusion (DEI) programs: EO 14151, "Ending Radical and Wasteful Government DEI Programs and Preferencing" and EO 14173, "Ending Illegal Discrimination and Restoring Merit-Based Opportunity". Any state found in violation of the order are subject to federal funding being withheld.

Have there been any changes in state laws or regulations that make this legislation necessary?

No

Has this proposal or a similar proposal been implemented in other states?

No

Have certain constituencies called for this proposal?

Yes

The Increasing Educator Diversity Policy Oversight Council and Task Force to Diversify the Educator Workforce, established pursuant to section 10-156aa.

Interagency Impact

Check here if this proposal does NOT impact other agencies

Agency	N/A
Contact	N/A
Date Contacted	N/A
Status	N/A
Open Issues	N/A

Fiscal Impact

No Fiscal Impact

Budget Option Submitted

Include the section number(s) which have a fiscal impact and the anticipated impact:

State

No

Municipal

No

Federal

No

Other Information

If there is any additional information we should know, please detail below:

The proposed language update to the statute further ensures local and regional school boards are creating practices and policies that align with state efforts to increase the educator workforce, such as: develop intentional hiring systems and processes that start earlier, include a diverse group of stakeholders, and offer support to teams to identify and mitigate biases from within (Section 10a).

Legislative Language

Insert fully drafted bill below. Please use standard legislative drafting considerations, as published by LCO [here](#).

Section § 10-156jj of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2026):

(a) [Not later than] Beginning [March 15, 2024] March 15, 2027, and biannually thereafter, each local and regional board of education shall submit a 2-year [the increasing educator diversity] aspiring educator recruitment plan described in subsection (a) of section 10-220 of the general statutes, as amended by this act, to the Commissioner of Education for review and approval.

(b) The Commissioner of Education shall review each [increasing educator diversity] aspiring educator recruitment plan submitted pursuant to subsection (a) of this section. The commissioner may approve such plan or may return such plan to the local or regional board of education that submitted such plan with instructions to revise such plan. [Not later than May 15, 2024,] [a]Any such board shall revise such plan in accordance with such instructions and submit such revised plan to the commissioner for approval.

(c) For the school year commencing July 1, [2024] 2027, and each school year thereafter, each local and regional board of education shall implement and monitor the [increasing educator diversity] aspiring educator recruitment plan approved by the commissioner pursuant to subsection (b) of this section. Each such board shall make such plan available on the Internet web site of such board and shall submit the approved plan through the Educator Data System (EDS) for reporting purposes.

(d) The Department of Education shall make each [increasing educator diversity] aspiring educator recruitment plan available on the Internet web site of the department.