April 20, 2016

**Teacher/Substitute Shortage Legislation and Budget Allocations:**

**E2SSB 6455 (2016 Session)**

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| |  | **Action/Requirement** | **Funding level** | | --- | --- | --- | | **Recruitment Efforts** | 1. *Subject to funding,* requires OSPI, with others, to develop and implement a **comprehensive, statewide recruitment initiative** to increase the number of qualified individuals who apply for teaching positions in Washington, including: (Expires July 1, 2020) 2. A teacher **recruitment campaign**; 3. Incorporate certificated positions in Employment Security Department’s existing **web-based depository for job applications**; 4. Create or enhance an existing **website;** and 5. Take **other actions** to increase the number of qualified individuals who are interested in teaching in WA.   (Section 1, Subsection 1)   1. By December 1, 2019, requires OSPI to assess the **efficiency and effectiveness of the web-based depository** and submit a report to the legislature (Section 1, subsection 2) 2. ***Subject to funding*,** the Workforce Training and Education Coordinating Board, in collaboration with PESB, must work with appropriate public agencies, school districts and ESDs, and other parties to **disseminate information designed to increase recruitment into teacher preparation programs**. (Section 2) 3. ***Subject to a specific appropriation***, PESB must create and administer the **Recruitment Specialists Grant program** to provide funds to PESB-approved teacher preparation programs to hire, or contract with, recruitment specialists that focus on **recruitment of individuals who are from a traditionally underrepresented group among teachers** in Washington when compared to the common school population. (Section 3) | $500,000 to OSPI    No appropriation  No appropriation | | **Professional Certification for Out of State Teachers** | * + 1. Requires **a Professional Certificate be issued to out-of-state teachers** with five or more years of successful teaching experience if:  1. The teacher holds a valid teaching credential issued by the National Board for Professional Teaching Standards; or 2. An advanced level teacher certificate from another state that has been determined to be comparable to the WA professional certificate. (Section 4)    * 1. Requires PESB develop a method to compare the rigor of the Washington professional certificate process with the advanced level teacher certification process of other states, and with United States federal or state teacher certification processes that allow individuals to teach internationally. A professional certificate must be issued to teachers with comparable certificates. (Section 5)      2. By September 1, 2020, WA State Institute for Public Policy required to review the extent at which advanced level teacher **certificates from other states compare to the standards and requirements of WA** and whether or not the above mentioned comparability has **increased the number of professional certifications issued to out-of-state teachers**. (Section 6) | $16,000 to WSIPP | | **Retired Teachers** | |  | | --- | | 1. Allows **teachers who retired early to work as substitute teachers** for up to 867 hours per calendar year without suspension of their benefits, if the employing district compensates ALL of its substitute teachers at a level at least equal to 85% of the daily amount allocated by the state to the district for substitute teacher compensation. Expires August 1, 2020. (Expires July 1, 2012) (Section 7) 2. Requires school districts to **report to OSPI and OSPI post to website**: 1) the number of substitute teachers hired per school year; 2) the number of retired teacher substitutes hired; 3) the full daily compensate rate per substitute teacher; and 4) the reason for hiring the substitute teacher. (Section 8) | | $90,000 to the Department of Retirement Systems | | **Other Provisions** | 1. *Subject to funding,* PESB to coordinate **meetings between school districts that do not have alternative route programs** and nearby teacher preparation programs (Section 9, subsection 1) 2. *Subject to funding,* requires certain public institutions of higher education **to implement an Alternate Route teacher certification program**. (Section 9, subsection2) 3. Requires teacher preparation programs to develop plans for **placement of resident student teachers**. (Section 10) 4. Expands the **Beginning Educator Support Team** program to individuals in **alternative route programs** and requires OSPI to notify districts about the program and encourage them to apply for funds. Added focus on underrepresented teachers (Section 11) 5. Requires OSPI in collaboration with PESB and teacher-prep programs **to develop mentor training program goals** in order to standardize mentorship training statewide. (Section 12) 6. By June 15 each year, requires **school districts to report to OSPI the number of classroom teachers hired** in the previous school year and the **projected number** to be hired the next school year, disaggregated by content area. (Section 13) 7. Adds early childhood education, elementary education, computer science, and bilingual education to the **Paraeducator Conditional Scholarship Program** and early childhood and elementary education to the **Conditional Scholarship Program.** (Section 14) 8. *Subject to funding,* requires development of a **Teacher Shortage Conditional Grant Program** to provide financial aid to individuals in teacher preparation programs. (Section 15) 9. *Subject to funding,* directs the SAC to create the **Teacher Endorsement and Certification Help (TEACH) Pilot** project to develop a program that provides grants to teachers taking basic skills and content tests for teacher certification. (Section 16) 10. *Subject to funding,* directs the SAC to create a **Student Teaching Residency Grant Program** to provide financial aid to student teachers in Title I schools who demonstrate financial need. (Section 17) 11. Makes tuition and **fee waivers available to K-12 classified staff at 2 and 4-year colleges/universities** when used for coursework relevant to the classified staff’s work assignment. (Section 18) | No appropriation    No appropriation    $3.5 million increase to OSPI ($9 M total)      $468K to Student Achievement Council  No appropriation  $468K to Student Achievement Council  ($208K to SAC to administer both programs) | | |  | | |
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