**WSSDA Position Listing: Teacher Certification, Professional Development, and Shortage Positions**

**2015 WSSDA Permanent Positions:**

* + 1. **Teacher Certification**

WSSDA supports:

* The basic requirement of a baccalaureate degree and teachers certification;
* State and federal requirements for highly-qualified status;
* Alternative routes to certification for individuals with professional and/or work-related expertise; and
* Continuing education requirements for educators related to their teaching assignments.

*(Adopted 1987; Amended 1993, 1998, 2003, 2008)*

* + 1. **Staff Development**

WSSDA recommends continuous staff development through the development of policies, programs, and training at the local level based on local conditions.*(Adopted 1980; Amended 1988 and 1993, 2008, 2013)*

**2016 Standing Legislative Positions:**

* **7.6.11 Alternative Routes to Teacher Certification**

WSSDA shall initiate and/or support legislation that maintains or increases funding for alternative routes to teacher certification in state-identified shortage areas, particularly for those routes that allow Para- Educators and other classified instructional employees to attain a teaching certificate. (Adopted 2012)

* **7.6.2 Salaries — Experience Recognition**

WSSDA shall initiate and/or support legislation that would recognize employment experience as a registered nurse, occupational therapist, physical therapist, communication disorders specialist/speech pathologist, audiologist, psychologist, social worker, counselor or career/technical education professional in a position which requires Washington state licensing, certification or a degree that is comparable to that required for Washington state teacher certification. (Adopted 2010, Amended 2013)

* **7.6.17** **Changing the Ethics Statute to Address Hiring Decisions**

WSSDA shall initiate and/or support legislation to amend RCW 42.23.030(11) to allow second class school districts with fewer than 1,000 students to hire the spouse of a school district officer as a certified or classified employee. (Adopted 2015)

* **7.1.26 Professional Development**

WSSDA shall initiate and/or support legislation that fully funds time and training costs a minimum of 80 hours of annual district directed or approved professional development, collaboration outside the school day, and classroom preparation time (with an additional 16 hours of cultural competency and equity education, for a total minimum of 96 hours) for each certificated classroom teacher in Washington State. (Adopted 2015, amended 2016)

**2016 Newly Proposed Positions:**

* **Encouraging Diverse Students to Pursue the Teaching Profession –** newly proposed in 2016 WSSDA shall initiate and/or support legislation that proactively encourages students of color, bilingual students, and/or students of diverse backgrounds to choose the teaching profession.
* **Recruit and Retain Diverse Teachers–** newly proposed in 2016 by Legislative Committee

WSSDA shall initiate and/or support legislation and initiatives that promote innovative and intentional strategies to prepare, recruit, and retain teachers from diverse backgrounds that better reflect the student populations they serve.

* **Teacher Shortage –** newly proposed in 2016 by Yakima

WSSDA shall initiate legislation and/or policies that remove barriers which are furthering teacher shortages and preventing districts from hiring highly effective teachers, especially those who have graduated from out of state college/university teacher preparation programs. Barrier-busters could include:

* + Promotion of state-to-state reciprocal agreements and elimination of additional testing for recent out of state graduates would significantly increase the pool of available teachers and reduce the teacher shortage.
	+ Creating state level incentives for teachers to consider hard-to-staff schools would help reduce the “bidding wars” that pit one district against others.
	+ Development of waivers for Class II school districts to allow for the hiring of spouses of district officers to fill teaching positions.