

2SHB 2573 - H AMD 731

By Representative Santos

ADOPTED 02/17/2016

1 Strike everything after the enacting clause and insert the
2 following:

3 "NEW SECTION. **Sec. 1.** A new section is added to chapter 28A.300
4 RCW to read as follows:

5 Subject to an appropriation specifically provided for this
6 purpose, the superintendent of public instruction, in consultation
7 with school district and educational service district personnel,
8 shall develop and implement a comprehensive, statewide initiative to
9 increase the number of qualified individuals who apply for teaching
10 positions in Washington. In developing and implementing the
11 initiative, the superintendent shall:

12 (1) Include a teacher recruitment component that targets groups
13 of individuals who may be interested in teaching in Washington public
14 schools, such as: College students who have not chosen a major; out-
15 of-state teachers; military personnel and their spouses; and
16 individuals with teaching certificates who are not currently employed
17 as teachers;

18 (2) Contract for the development of a statewide system to provide
19 recruitment and hiring services, including a centralized hiring
20 portal, to school districts, and a statewide central depository for
21 applications of individuals interested in applying for certificated
22 positions that can be accessed by school districts in the state for
23 purposes of hiring teachers and other certificated positions. The
24 services and tools developed under this subsection must be made
25 available initially to small school districts, and to larger
26 districts as resources are available. When defining small districts
27 for the purpose of this subsection, the office of the superintendent
28 of public instruction must consider whether a district has fewer than
29 three hundred certificated staff;

30 (3) Create or enhance an existing web site that provides useful
31 information to individuals who are interested in teaching in
32 Washington; and

1 (4) Take other actions to increase the number of qualified
2 individuals who apply for teaching positions in Washington.

3 NEW SECTION. **Sec. 2.** (1) Subject to an appropriation
4 specifically provided for this purpose, the workforce training and
5 education coordinating board, in collaboration with the professional
6 educator standards board, shall work with the student achievement
7 council, the office of the superintendent of public instruction,
8 school districts, educational service districts, the state board for
9 community and technical colleges, the institutions of higher
10 education, major employers, and other parties to develop and
11 disseminate information designed to increase recruitment into
12 professional educator standards board-approved teacher preparation
13 programs. The information must be disseminated statewide through
14 existing channels.

15 (2) This section expires July 1, 2019.

16 NEW SECTION. **Sec. 3.** (1) Subject to an appropriation
17 specifically provided for this purpose, the professional educator
18 standards board shall create and administer the recruitment
19 specialists grant program to provide funds to professional educator
20 standards board-approved teacher preparation programs to hire, or
21 contract with, recruitment specialists that focus on recruitment of
22 individuals who are from traditionally underrepresented groups among
23 teachers in Washington when compared to the common school population.

24 (2) This section expires July 1, 2018.

25 **Sec. 4.** RCW 28A.410.250 and 2005 c 498 s 2 are each amended to
26 read as follows:

27 The agency responsible for educator certification shall adopt
28 rules for professional certification that:

29 (1) Provide maximum program choice for applicants, promote
30 portability among programs, and promote maximum efficiency for
31 applicants in attaining professional certification;

32 (2) Require professional certification no earlier than the fifth
33 year following the year that the teacher first completes provisional
34 status, with an automatic two-year extension upon enrollment;

35 (3) Grant professional certification to any teacher who attains
36 certification from the national board for professional teaching
37 standards;

1 (4) Permit any teacher currently enrolled in or participating in
2 a program leading to professional certification to continue the
3 program under administrative rules in place when the teacher began
4 the program;

5 (5) Provide criteria for the approval of educational service
6 districts, beginning no later than August 31, 2007, to offer programs
7 leading to professional certification. The rules shall be written to
8 encourage institutions of higher education and educational service
9 districts to partner with local school districts or consortia of
10 school districts, as appropriate, to provide instruction for teachers
11 seeking professional certification;

12 (6) Encourage institutions of higher education to offer
13 professional certificate coursework as continuing education credit
14 hours. This shall not prevent an institution of higher education from
15 providing the option of including the professional certification
16 requirements as part of a master's degree program;

17 (7) Provide criteria for a liaison relationship between approved
18 programs and school districts in which applicants are employed;

19 (8) Identify an expedited professional certification process for
20 out-of-state teachers who have five years or more of successful
21 teaching experience (~~to demonstrate skills and impact on student~~
22 ~~learning commensurate with Washington requirements for professional~~
23 ~~certification. The rules may require these teachers, within one year~~
24 ~~of the time they begin to teach in the state's public schools, take a~~
25 ~~course in or show evidence that they can teach to the state's~~
26 ~~essential academic learning requirements)), including a method to
27 determine the comparability of rigor between the Washington
28 professional certification process and the second-level teacher
29 certification process of other states. A professional certificate
30 must be issued to these experienced out-of-state teachers if the
31 teacher holds: (a) A valid teaching certificate issued by the
32 national board for professional teaching standards; or (b) a second-
33 level teacher certificate from another state that has been determined
34 to be comparable to the Washington professional certificate; and~~

35 (9) Identify an evaluation process of approved programs that
36 includes a review of the program coursework and applicant coursework
37 load requirements, linkages of programs to individual teacher
38 professional growth plans, linkages to school district and school
39 improvement plans, and, to the extent possible, linkages to school
40 district professional enrichment and growth programs for teachers,

1 where such programs are in place in school districts. The agency
2 shall provide a preliminary report on the evaluation process to the
3 senate and house of representatives committees on education policy by
4 November 1, 2005. The board shall identify:

5 (a) A process for awarding conditional approval of a program that
6 shall include annual evaluations of the program until the program is
7 awarded full approval;

8 (b) A less intensive evaluation cycle every three years once a
9 program receives full approval unless the responsible agency has
10 reason to intensify the evaluation;

11 (c) A method for investigating programs that have received
12 numerous complaints from students enrolled in the program and from
13 those recently completing the program;

14 (d) A method for investigating programs at the reasonable
15 discretion of the agency; and

16 (e) A method for using, in the evaluation, both program completer
17 satisfaction responses and data on the impact of educators who have
18 obtained professional certification on student work and achievement.

19 NEW SECTION. **Sec. 5.** A new section is added to chapter 41.32
20 RCW under the subchapter heading "provisions applicable to plan 2 and
21 plan 3" to be codified between RCW 41.32.067 and 41.32.215 to read as
22 follows:

23 In addition to the postretirement employment options available in
24 RCW 41.32.802 or 41.32.862, and only until August 1, 2020, a teacher
25 in plan 2 or plan 3 who has retired under the alternate early
26 retirement provisions of RCW 41.32.765(3)(b) or 41.32.875(3)(b) may
27 be employed with an employer that has documented a shortage of
28 certificated substitute teachers for up to six hundred thirty hours
29 per school year without suspension of the retiree's benefit if: (1)
30 The retired teacher reenters employment more than one calendar month
31 after his or her accrual date and after the effective date of this
32 section, (2) the retired teacher is employed exclusively as a mentor
33 to teachers or an adviser to students in professional educator
34 standards board-approved teacher preparation programs, and (3) the
35 retired teacher has received appropriate training as defined by the
36 office of the superintendent of public instruction, such as national
37 board certification or other specialized training.

1 NEW SECTION. **Sec. 6.** (1) Subject to an appropriation
2 specifically provided for this purpose, the professional educator
3 standards board shall coordinate meetings between the school
4 districts that do not have professional educator standards board-
5 approved alternate route teacher certification programs and the
6 nearest public or private institution of higher education with a
7 professional educator standards board-approved teacher preparation
8 program. The purpose of the meetings is to determine whether the
9 districts and institutions can partner to apply to the professional
10 educator standards board to operate an alternate route teacher
11 certification program.

12 (2) Subject to an appropriation specifically provided for this
13 purpose, an institution of higher education as defined in RCW
14 28B.10.016 that does not operate a professional educator standards
15 board-approved alternative route teacher certification program must
16 seek approval from the professional educator standards board to offer
17 an alternate route teacher certification program by submitting the
18 proposal developed under RCW 28A.410.290, or an updated version of
19 the proposal, by September 1, 2016. If approved, the institution of
20 higher education must implement an alternate route teacher
21 certification program according to a timeline suggested by the
22 professional educator standards board.

23 (3) This section expires July 1, 2017.

24 NEW SECTION. **Sec. 7.** A new section is added to chapter 28B.10
25 RCW to read as follows:

26 (1) By July 1, 2018, each institution of higher education with a
27 professional educator standards board-approved alternate route
28 teacher certification program must develop a plan describing how the
29 institution of higher education will partner with school districts in
30 the general geographic region of the school, or where its programs
31 are offered, regarding placement of resident teachers. The plans must
32 be developed in collaboration with school districts desiring to
33 partner with the institutions of higher education, and may include
34 use of unexpended federal or state funds to support residencies and
35 mentoring for students who are likely to continue teaching in the
36 district in which they have a supervised student teaching residency.

37 (2) The plans required under subsection (1) of this section must
38 be updated at least biennially.

1 **Sec. 8.** RCW 28A.415.265 and 2013 2nd sp.s. c 18 s 401 are each
2 amended to read as follows:

3 (1) For the purposes of this section, a mentor is an educator who
4 has achieved appropriate training in assisting, coaching, and
5 advising beginning teachers or student teaching residents as defined
6 by the office of the superintendent of public instruction, such as
7 national board certification or other specialized training.

8 (2)(a) The educator support program is established to provide
9 professional development and mentor support for beginning educators,
10 candidates in alternate route teacher programs under RCW 28A.660.040,
11 and educators on probation under RCW 28A.405.100, to be composed of
12 the beginning educator support team for beginning educators and
13 continuous improvement coaching for educators on probation, as
14 provided in this section.

15 ~~((2)(a))~~ (b) The superintendent of public instruction shall
16 notify school districts about the educator support program and
17 encourage districts to apply for program funds.

18 (3) Subject to funds appropriated for this specific purpose, the
19 office of the superintendent of public instruction shall allocate
20 funds for the beginning educator support team on a competitive basis
21 to individual school districts or consortia of districts. School
22 districts are encouraged to include educational service districts in
23 creating regional consortia. In allocating funds, the office of the
24 superintendent of public instruction shall give priority to:

25 (a) School districts with low-performing schools identified under
26 RCW 28A.657.020 as being challenged schools in need of improvement;
27 and

28 (b) School districts with a large influx of beginning classroom
29 teachers.

30 (4) A portion of the appropriated funds may be used for program
31 coordination and provision of statewide or regional professional
32 development through the office of the superintendent of public
33 instruction.

34 ~~((b))~~ (5) A beginning educator support team must include the
35 following components:

36 ~~((i))~~ (a) A paid orientation or individualized assistance
37 before the start of the school year for beginning educators;

38 ~~((ii))~~ (b) Assignment of a trained and qualified mentor for the
39 first three years for beginning educators, with intensive support in

1 the first year and decreasing support over the following years
2 depending on the needs of the beginning educator;

3 ~~((iii))~~ (c) A goal to provide beginning teachers from
4 underrepresented populations with a mentor who has strong ties to
5 underrepresented populations;

6 (d) Professional development for beginning educators that is
7 designed to meet their unique needs for supplemental training and
8 skill development;

9 ~~((iv))~~ (e) Professional development for mentors;

10 ~~((v))~~ (f) Release time for mentors and their designated
11 educators to work together, as well as time for educators to observe
12 accomplished peers; and

13 ~~((vi))~~ (g) A program evaluation using a standard evaluation
14 tool provided from the office of the superintendent of public
15 instruction that measures increased knowledge, skills, and positive
16 impact on student learning for program participants.

17 ~~((3))~~ (6) Subject to funds separately appropriated for this
18 specific purpose, the beginning educator support team components
19 under subsection ~~((2))~~ (3) of this section may be provided for
20 continuous improvement coaching to support educators on probation
21 under RCW 28A.405.100.

22 NEW SECTION. Sec. 9. (1) In fiscal year 2017, the office of the
23 superintendent of public instruction, in collaboration with the
24 professional educator standards board and institutions of higher
25 education with professional educator standards board-approved teacher
26 preparation programs, shall develop mentor training program goals for
27 the institutions to use in their teacher preparation program
28 curricula.

29 (2) Once the mentor training program goals are developed as
30 required under subsection (1) of this section, the institutions of
31 higher education with professional educator standards board-approved
32 teacher preparation programs are encouraged to develop and implement
33 curricula that meet the mentor training program goals.

34 (3) This section expires July 1, 2019.

35 NEW SECTION. Sec. 10. A new section is added to chapter 28A.330
36 RCW to read as follows:

37 By June 15th of each year, a school district shall report to the
38 office of the superintendent of public instruction the number of

1 classroom teachers the district projects will be hired in the
2 following school year.

3 **Sec. 11.** RCW 28A.660.050 and 2015 3rd sp.s. c 9 s 2 are each
4 amended to read as follows:

5 Subject to the availability of amounts appropriated for these
6 purposes, the conditional scholarship programs in this chapter are
7 created under the following guidelines:

8 (1) The programs shall be administered by the student achievement
9 council. In administering the programs, the council has the following
10 powers and duties:

11 (a) To adopt necessary rules and develop guidelines to administer
12 the programs;

13 (b) To collect and manage repayments from participants who do not
14 meet their service obligations; and

15 (c) To accept grants and donations from public and private
16 sources for the programs.

17 (2) Requirements for participation in the conditional scholarship
18 programs are as provided in this subsection (2).

19 (a) The alternative route conditional scholarship program is
20 limited to interns of professional educator standards board-approved
21 alternative routes to teaching programs under RCW 28A.660.040. For
22 fiscal year 2011, priority must be given to fiscal year 2010
23 participants in the alternative route partnership program. In order
24 to receive conditional scholarship awards, recipients shall:

25 (i) Be accepted and maintain enrollment in alternative
26 certification routes through a professional educator standards board-
27 approved program;

28 (ii) Continue to make satisfactory progress toward completion of
29 the alternative route certification program and receipt of a
30 residency teaching certificate; and

31 (iii) Receive no more than the annual amount of the scholarship,
32 not to exceed eight thousand dollars, for the cost of tuition, fees,
33 and educational expenses, including books, supplies, and
34 transportation for the alternative route certification program in
35 which the recipient is enrolled. The council may adjust the annual
36 award by the average rate of resident undergraduate tuition and fee
37 increases at the state universities as defined in RCW 28B.10.016.

38 (b) The pipeline for paraeducators conditional scholarship
39 program is limited to qualified paraeducators as provided by RCW

1 28A.660.042. In order to receive conditional scholarship awards,
2 recipients shall:

3 (i) Be accepted and maintain enrollment at a community and
4 technical college for no more than two years and attain an associate
5 of arts degree;

6 (ii) Continue to make satisfactory progress toward completion of
7 an associate of arts degree. This progress requirement is a condition
8 for eligibility into a route one program of the alternative routes to
9 teacher certification program for a mathematics, special education,
10 or English as a second language endorsement; and

11 (iii) Receive no more than the annual amount of the scholarship,
12 not to exceed four thousand dollars, for the cost of tuition, fees,
13 and educational expenses, including books, supplies, and
14 transportation for the alternative route certification program in
15 which the recipient is enrolled. The student achievement council may
16 adjust the annual award by the average rate of tuition and fee
17 increases at the state community and technical colleges.

18 (c) The educator retooling conditional scholarship program is
19 limited to current K-12 teachers. In order to receive conditional
20 scholarship awards:

21 (i) Individuals currently employed as teachers shall pursue an
22 endorsement in a subject or geographic endorsement shortage area, as
23 defined by the professional educator standards board, including but
24 not limited to((~~τ~~)) mathematics, science, special education,
25 elementary education, early childhood education, bilingual education,
26 English language learner, computer science education, or
27 environmental and sustainability education; or

28 (ii) Individuals who are certificated with an elementary
29 education endorsement shall pursue an endorsement in a subject or
30 geographic endorsement shortage area, as defined by the professional
31 educator standards board, including but not limited to((~~τ~~))
32 mathematics, science, special education, bilingual education, English
33 language learner, computer science education, or environmental and
34 sustainability education; and

35 (iii) Individuals shall use one of the pathways to endorsement
36 processes to receive an endorsement in a subject or geographic
37 endorsement shortage area, as defined by the professional educator
38 standards board, including but not limited to((~~τ~~)) mathematics,
39 science, special education, bilingual education, English language
40 learner, computer science education, or environmental and

1 sustainability education, which shall include passing an endorsement
2 test plus observation and completing applicable coursework to attain
3 the proper endorsement; and

4 (iv) Individuals shall receive no more than the annual amount of
5 the scholarship, not to exceed three thousand dollars, for the cost
6 of tuition, test fees, and educational expenses, including books,
7 supplies, and transportation for the endorsement pathway being
8 pursued.

9 (3) The Washington professional educator standards board shall
10 select individuals to receive conditional scholarships. In selecting
11 recipients, preference shall be given to eligible veterans or
12 national guard members. In awarding conditional scholarships to
13 support additional bilingual education or English language learner
14 endorsements, the board shall also give preference to teachers
15 assigned to schools required under state or federal accountability
16 measures to implement a plan for improvement, and to teachers
17 assigned to schools whose enrollment of English language learner
18 students has increased an average of more than five percent per year
19 over the previous three years.

20 (4) For the purpose of this chapter, a conditional scholarship is
21 a loan that is forgiven in whole or in part in exchange for service
22 as a certificated teacher employed in a Washington state K-12 public
23 school. The state shall forgive one year of loan obligation for every
24 two years a recipient teaches in a public school. Recipients who fail
25 to continue a course of study leading to residency teacher
26 certification or cease to teach in a public school in the state of
27 Washington in their endorsement area are required to repay the
28 remaining loan principal with interest.

29 (5) Recipients who fail to fulfill the required teaching
30 obligation are required to repay the remaining loan principal with
31 interest and any other applicable fees. The student achievement
32 council shall adopt rules to define the terms for repayment,
33 including applicable interest rates, fees, and deferments.

34 (6) The student achievement council may deposit all
35 appropriations, collections, and any other funds received for the
36 program in this chapter in the future teachers conditional
37 scholarship account authorized in RCW 28B.102.080.

38 NEW SECTION. **Sec. 12.** A new section is added to chapter 28B.102
39 RCW to read as follows:

1 (1) Subject to an appropriation specifically provided for this
2 purpose, the office shall develop and administer the teacher shortage
3 conditional grant program as a subprogram within the future teachers
4 conditional scholarship and loan repayment program. The purpose of
5 the teacher shortage conditional grant program is to encourage
6 individuals to become teachers by providing financial aid to
7 individuals enrolled in professional educator standards-approved
8 teacher preparation programs.

9 (2) The office has the power and duty to develop and adopt rules
10 as necessary under chapter 34.05 RCW to administer the program
11 described in this section.

12 (3) As part of the rule-making process under subsection (2) of
13 this section, the office must collaborate with the professional
14 educator standards board, the Washington state school directors'
15 association, and the professional educator standards board-approved
16 teacher preparation programs to develop a framework for the teacher
17 shortage conditional grant program, including eligibility
18 requirements, contractual obligations, conditional grant amounts, and
19 loan repayment requirements.

20 (4)(a) In developing the eligibility requirements, the office
21 must consider: Whether the individual has a financial need, is a
22 first-generation college student, or is from a traditionally
23 underrepresented group among teachers in Washington; whether the
24 individual is completing an alternate route to teacher certification
25 program; whether the individual plans to obtain an endorsement in a
26 hard-to-fill subject, as defined by the professional educator
27 standards board; the characteristic of any geographic shortage area,
28 as defined by the professional educator standards board, that the
29 individual plans to teach in; and whether a school district has
30 committed to offering the individual employment once the individual
31 obtains a residency teacher certificate.

32 (b) In developing the contractual obligations, the office must
33 consider requiring the individual to: Obtain a Washington state
34 residency teacher certificate; teach in a subject or geographic
35 endorsement shortage area, as defined by the professional educator
36 standards board; and commit to teach for five school years in an
37 approved education program with a need for a teacher with such an
38 endorsement at the time of hire.

39 (c) In developing the conditional grant award amounts, the office
40 must consider whether the individual is: Enrolled in a public or

1 private institution of higher education, a resident, in a
2 baccalaureate or postbaccalaureate program, or in an alternate route
3 to teacher certification program. In addition, the award amounts must
4 not result in a reduction of the individual's federal or state grant
5 aid, including Pell grants, state need grants, college bound
6 scholarships, or opportunity scholarships.

7 (d) In developing the repayment requirements for a conditional
8 grant that is converted into a loan, the terms and conditions of the
9 loan must follow the interest rate and repayment terms of the federal
10 direct subsidized loan program. In addition, the office must consider
11 the following repayment schedule:

12 (i) For less than one school year of teaching completed, the loan
13 obligation is eighty-five percent of the conditional grant the
14 student received, plus interest and an equalization fee;

15 (ii) For less than two school years of teaching completed, the
16 loan obligation is seventy percent of the conditional grant the
17 student received, plus interest and an equalization fee;

18 (iii) For less than three school years of teaching completed, the
19 loan obligation is fifty-five percent of the conditional grant the
20 student received, plus interest and an equalization fee; and

21 (iv) For less than four school years of teaching completed, the
22 loan obligation is forty percent of the conditional grant the student
23 received, plus interest and an equalization fee.

24 (5) By November 1, 2018, and November 1, 2020, the office shall
25 submit reports, in accordance with RCW 43.01.036, to the appropriate
26 committees of the legislature that recommend whether the teacher
27 shortage conditional grant program under this section should be
28 continued, modified, or terminated, and that include information
29 about the recipients of the grants under this program.

30 NEW SECTION. **Sec. 13.** A new section is added to chapter 28B.76
31 RCW to read as follows:

32 (1) Subject to funds appropriated specifically for this purpose,
33 the office shall administer a student teaching residency grant
34 program to provide additional funds to individuals completing student
35 teaching residencies at public schools in Washington.

36 (2) To qualify for the grant, recipients must be enrolled in a
37 professional educator standards board-approved alternate route to
38 teacher certification program, be completing or about to start a
39 student teaching residency at a Title I school, and demonstrate

1 financial need, as defined by the office and consistent with the
2 income criteria required to receive the state need grant established
3 in chapter 28B.92 RCW.

4 (3) The office shall establish rules for administering the grants
5 under this section."

6 Correct the title.

EFFECT: Makes the following changes:

Requires that the Professional Educator Standards Board (PESB) include a method to determine the comparability of rigor between the Washington Professional Certification process and the second-level teacher certification process of other states, in its identification of an expedited Professional Certification process for experienced out-of-state teachers.

Requires that the PESB issue a Professional Certificate to experienced out-of-state teachers if the teacher holds a valid teaching certificate issued by the National Board for Professional Teaching Standards, or a second-level teacher certificate from another state that has been determined to be comparable to the Washington Professional Certificate.

Subject to a specific appropriation, requires the PESB to convene meetings between school districts that do not have Alternate Route Teacher Certification (Alternate Route) programs and the nearest PESB-approved teacher preparation program to determine whether the districts and institutions can partner to apply to the PESB to operate an Alternate Route program.

Subject to a specific appropriation, requires the public institutions without PESB-approved Alternate Route programs to submit proposals to the PESB to offer such programs, and offer the programs if the proposals are accepted.

Expands the Educator Retooling Conditional Scholarship to teachers pursuing endorsements in elementary education or early childhood education.

--- END ---