

E2SSB 6455 - H COMM AMD  
By Committee on Education

NOT ADOPTED 03/04/2016

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 for up to eight hundred sixty-seven  
28 hours per calendar year without suspension of his or her benefit,  
29 provided that the retired teacher reenters employment more than one  
30 calendar month after his or her accrual date and after the effective  
31 date of this section, and is employed exclusively as either:

32 (1) A substitute teacher as defined in RCW 41.32.010(48)(a) in an  
33 instructional capacity, as opposed to other capacities identified in  
34 RCW 41.32.010(49); or

35 (2) A mentor to teachers or an adviser to students in a  
36 professional educator standards board-approved teacher preparation  
37 program if the retired teacher has received appropriate training as  
38 defined by the office of the superintendent of public instruction,

1 including training to become national board certified or other  
2 specialized training.

3 NEW SECTION. **Sec. 6.** A new section is added to chapter 41.32  
4 RCW to read as follows:

5 A school district that employs a retired teacher exclusively as a  
6 substitute teacher under section 5(1) of this act must compensate its  
7 substitute teachers at an amount that is equal to or greater than the  
8 full daily amount allocated by the state to the district for  
9 substitute teacher compensation.

10 NEW SECTION. **Sec. 7.** (1) Subject to an appropriation  
11 specifically provided for this purpose, the professional educator  
12 standards board shall coordinate meetings between the school  
13 districts that do not have professional educator standards board-  
14 approved alternative route teacher certification programs and the  
15 nearest public or private institution of higher education with a  
16 professional educator standards board-approved teacher preparation  
17 program. The purpose of the meetings is to determine whether the  
18 districts and institutions can partner to apply to the professional  
19 educator standards board to operate an alternative route teacher  
20 certification program.

21 (2) Subject to an appropriation specifically provided for this  
22 purpose, an institution of higher education, as defined in RCW  
23 28B.10.016, with a professional educator standards board-approved  
24 teacher preparation program that does not operate a professional  
25 educator standards board-approved alternative route teacher  
26 certification program must seek approval from the professional  
27 educator standards board to offer an alternative route teacher  
28 certification program by submitting the proposal developed under RCW  
29 28A.410.290, or an updated version of the proposal, by September 1,  
30 2016. If approved, the institution of higher education must implement  
31 an alternative route teacher certification program according to a  
32 timeline suggested by the professional educator standards board.

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

34 NEW SECTION. **Sec. 8.** A new section is added to chapter 28B.10  
35 RCW to read as follows:

36 (1) By July 1, 2018, each institution of higher education with a  
37 professional educator standards board-approved alternative route

1 teacher certification program must develop a plan describing how the  
2 institution of higher education will partner with school districts in  
3 the general geographic region of the school, or where its programs  
4 are offered, regarding placement of resident teachers. The plans must  
5 be developed in collaboration with school districts desiring to  
6 partner with the institutions of higher education, and may include  
7 use of unexpended federal or state funds to support residencies and  
8 mentoring for students who are likely to continue teaching in the  
9 district in which they have a supervised student teaching residency.

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

12 **Sec. 9.** RCW 28A.415.265 and 2013 2nd sp.s. c 18 s 401 are each  
13 amended to read as follows:

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

19 (2)(a) The educator support program is established to provide  
20 professional development and mentor support for beginning educators,  
21 candidates in alternative route teacher programs under RCW  
22 28A.660.040, and educators on probation under RCW 28A.405.100, to be  
23 composed of the beginning educator support team for beginning  
24 educators and continuous improvement coaching for educators on  
25 probation, as provided in this section.

26 ((+2)(a+)) (b) The superintendent of public instruction shall  
27 notify school districts about the educator support program and  
28 encourage districts to apply for program funds.

29 (3) Subject to funds appropriated for this specific purpose, the  
30 office of the superintendent of public instruction shall allocate  
31 funds for the beginning educator support team on a competitive basis  
32 to individual school districts or consortia of districts. School  
33 districts are encouraged to include educational service districts in  
34 creating regional consortia. In allocating funds, the office of the  
35 superintendent of public instruction shall give priority to:

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

1 (b) School districts with a large influx of beginning classroom  
2 teachers.

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

7 ((b)) (5) A beginning educator support team must include the  
8 following components:

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

11 ((ii)) (b) Assignment of a trained and qualified mentor for the  
12 first three years for beginning educators, with intensive support in  
13 the first year and decreasing support over the following years  
14 depending on the needs of the beginning educator;

15 ((iii)) (c) A goal to provide beginning teachers from  
16 underrepresented populations with a mentor who has strong ties to  
17 underrepresented populations;

18 (d) Professional development for beginning educators that is  
19 designed to meet their unique needs for supplemental training and  
20 skill development;

21 ((iv)) (e) Professional development for mentors;

22 ((v)) (f) Release time for mentors and their designated  
23 educators to work together, as well as time for educators to observe  
24 accomplished peers; and

25 ((vi)) (g) A program evaluation using a standard evaluation  
26 tool provided from the office of the superintendent of public  
27 instruction that measures increased knowledge, skills, and positive  
28 impact on student learning for program participants.

29 ((3)) (6) Subject to funds separately appropriated for this  
30 specific purpose, the beginning educator support team components  
31 under subsection ((2)) (3) of this section may be provided for  
32 continuous improvement coaching to support educators on probation  
33 under RCW 28A.405.100.

34 NEW SECTION. Sec. 10. (1) In fiscal year 2017, the office of  
35 the superintendent of public instruction, in collaboration with the  
36 professional educator standards board and institutions of higher  
37 education with professional educator standards board-approved teacher  
38 preparation programs, shall develop mentor training program goals for

1 the institutions to use in their teacher preparation program  
2 curricula.

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

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

9 NEW SECTION. **Sec. 11.** A new section is added to chapter 28A.330  
10 RCW to read as follows:

11 By June 15th of each year, a school district shall report to the  
12 office of the superintendent of public instruction the number of  
13 classroom teachers the district projects will be hired in the  
14 following school year.

15 **Sec. 12.** RCW 28A.660.050 and 2015 3rd sp.s. c 9 s 2 are each  
16 amended to read as follows:

17 Subject to the availability of amounts appropriated for these  
18 purposes, the conditional scholarship programs in this chapter are  
19 created under the following guidelines:

20 (1) The programs shall be administered by the student achievement  
21 council. In administering the programs, the council has the following  
22 powers and duties:

23 (a) To adopt necessary rules and develop guidelines to administer  
24 the programs;

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

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

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

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



1 (i) Be accepted and maintain enrollment in alternative  
2 certification routes through a professional educator standards board-  
3 approved program;

4 (ii) Continue to make satisfactory progress toward completion of  
5 the alternative route certification program and receipt of a  
6 residency teaching certificate; and

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

14 (b) The pipeline for paraeducators conditional scholarship  
15 program is limited to qualified paraeducators as provided by RCW  
16 28A.660.042. In order to receive conditional scholarship awards,  
17 recipients shall:

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

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

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

33 (c) The educator retooling conditional scholarship program is  
34 limited to current K-12 teachers. In order to receive conditional  
35 scholarship awards:

36 (i) Individuals currently employed as teachers shall pursue an  
37 endorsement in a subject or geographic endorsement shortage area, as  
38 defined by the professional educator standards board, including but  
39 not limited to((~~r~~)) mathematics, science, special education,  
40 elementary education, early childhood education, bilingual education,

1 English language learner, computer science education, or  
2 environmental and sustainability education; or

3 (ii) Individuals who are certificated with an elementary  
4 education endorsement shall pursue an endorsement in a subject or  
5 geographic endorsement shortage area, as defined by the professional  
6 educator standards board, including but not limited to(( $\tau$ ))  
7 mathematics, science, special education, bilingual education, English  
8 language learner, computer science education, or environmental and  
9 sustainability education; and

10 (iii) Individuals shall use one of the pathways to endorsement  
11 processes to receive an endorsement in a subject or geographic  
12 endorsement shortage area, as defined by the professional educator  
13 standards board, including but not limited to(( $\tau$ )) mathematics,  
14 science, special education, bilingual education, English language  
15 learner, computer science education, or environmental and  
16 sustainability education, which shall include passing an endorsement  
17 test plus observation and completing applicable coursework to attain  
18 the proper endorsement; and

19 (iv) Individuals shall receive no more than the annual amount of  
20 the scholarship, not to exceed three thousand dollars, for the cost  
21 of tuition, test fees, and educational expenses, including books,  
22 supplies, and transportation for the endorsement pathway being  
23 pursued.

24 (3) The Washington professional educator standards board shall  
25 select individuals to receive conditional scholarships. In selecting  
26 recipients, preference shall be given to eligible veterans or  
27 national guard members. In awarding conditional scholarships to  
28 support additional bilingual education or English language learner  
29 endorsements, the board shall also give preference to teachers  
30 assigned to schools required under state or federal accountability  
31 measures to implement a plan for improvement, and to teachers  
32 assigned to schools whose enrollment of English language learner  
33 students has increased an average of more than five percent per year  
34 over the previous three years.

35 (4) For the purpose of this chapter, a conditional scholarship is  
36 a loan that is forgiven in whole or in part in exchange for service  
37 as a certificated teacher employed in a Washington state K-12 public  
38 school. The state shall forgive one year of loan obligation for every  
39 two years a recipient teaches in a public school. Recipients who fail  
40 to continue a course of study leading to residency teacher

1 certification or cease to teach in a public school in the state of  
2 Washington in their endorsement area are required to repay the  
3 remaining loan principal with interest.

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

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

13 NEW SECTION. **Sec. 13.** A new section is added to chapter 28B.102  
14 RCW to read as follows:

15 (1) Subject to an appropriation specifically provided for this  
16 purpose, the office shall develop and administer the teacher shortage  
17 conditional grant program as a subprogram within the future teachers  
18 conditional scholarship and loan repayment program. The purpose of  
19 the teacher shortage conditional grant program is to encourage  
20 individuals to become teachers by providing financial aid to  
21 individuals enrolled in professional educator standards-approved  
22 teacher preparation programs.

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

26 (3) As part of the rule-making process under subsection (2) of  
27 this section, the office must collaborate with the professional  
28 educator standards board, the Washington state school directors'  
29 association, and the professional educator standards board-approved  
30 teacher preparation programs to develop a framework for the teacher  
31 shortage conditional grant program, including eligibility  
32 requirements, contractual obligations, conditional grant amounts, and  
33 loan repayment requirements.

34 (4)(a) In developing the eligibility requirements, the office  
35 must consider: Whether the individual has a financial need, is a  
36 first-generation college student, or is from a traditionally  
37 underrepresented group among teachers in Washington; whether the  
38 individual is completing an alternative route to teacher  
39 certification program; whether the individual plans to obtain an

1 endorsement in a hard-to-fill subject, as defined by the professional  
2 educator standards board; the characteristic of any geographic  
3 shortage area, as defined by the professional educator standards  
4 board, that the individual plans to teach in; and whether a school  
5 district has committed to offering the individual employment once the  
6 individual obtains a residency teacher certificate.

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

14 (c) In developing the conditional grant award amounts, the office  
15 must consider whether the individual is: Enrolled in a public or  
16 private institution of higher education, a resident, in a  
17 baccalaureate or postbaccalaureate program, or in an alternative  
18 route to teacher certification program. In addition, the award  
19 amounts must not result in a reduction of the individual's federal or  
20 state grant aid, including Pell grants, state need grants, college  
21 bound scholarships, or opportunity scholarships.

22 (d) In developing the repayment requirements for a conditional  
23 grant that is converted into a loan, the terms and conditions of the  
24 loan must follow the interest rate and repayment terms of the federal  
25 direct subsidized loan program. In addition, the office must consider  
26 the following repayment schedule:

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

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

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

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

39 (5) By November 1, 2018, and November 1, 2020, the office shall  
40 submit reports, in accordance with RCW 43.01.036, to the appropriate

1 committees of the legislature that recommend whether the teacher  
2 shortage conditional grant program under this section should be  
3 continued, modified, or terminated, and that include information  
4 about the recipients of the grants under this program.

5 NEW SECTION. **Sec. 14.** A new section is added to chapter 28B.76  
6 RCW to read as follows:

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

11 (2) To qualify for the grant, recipients must be enrolled in a  
12 professional educator standards board-approved teacher preparation  
13 program, be completing or about to start a student teaching residency  
14 at a Title I school, and demonstrate financial need, as defined by  
15 the office and consistent with the income criteria required to  
16 receive the state need grant established in chapter 28B.92 RCW.

17 (3) The office shall establish rules for administering the grants  
18 under this section.

19 NEW SECTION. **Sec. 15.** Sections 5 and 6 of this act expire July  
20 1, 2021."

21 Correct the title.

EFFECT: Removes all underlying language and inserts language  
that:

Allows certain retired teachers to work as substitute teachers,  
or mentors or advisers, for up to 867 hours per year without  
suspension of their benefits, until August 1, 2020;

Expands the Educator Retooling program to individuals wishing to  
obtain endorsements in elementary education or early childhood  
education;

Requires certain public institutions of higher education to  
implement an Alternative Route program;

Requires plans for placement of resident student teachers;

Expands the Beginning Educator Support Team program;

Requires development of mentor training program goals for teacher  
preparation program curricula;

Requires development of a Teacher Shortage Conditional Grant  
program to provide financial aid to individuals in teacher  
preparation programs;

Creates a grant program to provide additional funds to student  
teaching residents at Title I schools who demonstrate financial need;

Requires the development and implementation of a comprehensive,  
statewide initiative to increase the number of qualified individuals

who apply for teaching positions in Washington, including recruiting activities and creating statewide recruitment and hiring services;

Requires that certain out-of-state teachers be issued a Washington Professional Certificate; and

Requires districts to report the number of teachers they plan to hire in the following year.

--- END ---