

HOUSE BILL 1644

State of Washington 65th Legislature 2017 Regular Session

By Representatives Ortiz-Self, Senn, Lovick, Fey, Bergquist, and Pollet

Read first time 01/25/17. Referred to Committee on Education.

1 AN ACT Relating to providing responsive, needs-based training
2 opportunities for addressing the teacher shortage through improved
3 teacher recruitment, teacher selection, and teacher onboarding and
4 induction; adding a new section to chapter 28A.410 RCW; and creating
5 a new section.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

7 NEW SECTION. **Sec. 1.** (1) The legislature finds that:

8 (a) Public schools and school districts have difficulty hiring
9 and retaining teachers, which is partially due to the state and
10 national teacher shortage;

11 (b) School districts that excel in teacher hiring have common
12 human resource practices, including centralized hiring, standardized
13 hiring and onboarding practices, comprehensive new-teacher
14 orientation and induction, and strong leadership; and

15 (c) A 2016 review of the scientific literature on human resource
16 practices in public education identified evidence-based best
17 practices in the areas of teacher recruitment, teacher selection, and
18 teacher induction.

19 (2) The legislature intends to provide responsive, needs-based
20 training opportunities for addressing the teacher shortage in
21 Washington through improved teacher recruitment, teacher selection,

1 and teacher onboarding and induction practices. The training program
2 is intended to help staff who are responsible for recruiting, hiring,
3 and onboarding new teachers to select high-quality teachers who will
4 stay in the profession and serve the needs of their students and
5 communities.

6 NEW SECTION. **Sec. 2.** A new section is added to chapter 28A.410
7 RCW to read as follows:

8 (1) The professional educator standards board shall design,
9 administer, and deliver, or contract for the delivery of, a training
10 program that will develop the capabilities of public school and
11 school district staff who are responsible for recruiting, hiring, and
12 onboarding new teachers. Once trained, these staff should be able to
13 confirm that new hires:

14 (a) Are competent in the professional knowledge and practice
15 needed for the work that they do;

16 (b) Have a foundation of skills, knowledge, and attitudes
17 necessary to help students with diverse needs, abilities, cultural
18 experiences, and learning styles to meet or exceed the state's
19 essential academic learning requirements; and

20 (c) Are committed to research-based practice and career-long
21 professional development.

22 (2) The program developed under this section must provide
23 training in the following areas:

24 (a) Teacher recruitment;

25 (b) Teacher selection; and

26 (c) Teacher onboarding and induction.

27 (3) The training program developed under this section must:

28 (a) Include evidence-based best practices;

29 (b) Be responsive to the needs of a diverse range of school
30 districts; and

31 (c) Help public schools and school districts meet human resource
32 standards of practice, as defined by the professional educator
33 standards board.

34 (4) The professional educator standards board, and the
35 contractors providing the training program developed under this
36 section, must:

37 (a) Help public schools and school districts evaluate their
38 current teacher recruitment, selection, and induction practices;

1 (b) Deliver training to public schools and school districts that
2 is tailored to their individual needs; and
3 (c) Support trainees as they implement the human resources
4 practices described in the training program.

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