

**Chapter 392-196 WAC**  
**SCHOOL PERSONNEL—TEACHER ASSISTANCE PROGRAM**

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**WAC**

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**DISPOSITION OF SECTIONS FORMERLY CODIFIED IN THIS CHAPTER**

392-196-015 Definition—Mentor teacher. [Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-015, filed 10/20/89, effective 11/20/89. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-015, filed 10/15/85.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.

392-196-025 Definition—Beginning teacher. [Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-025, filed 10/20/89, effective 11/20/89. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-025, filed 10/15/85.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.

392-196-030 Definition—Beginning teacher stipend. [Statutory Authority: RCW 28A.415.250 and 28A.415.010 [28A.415.010]. WSR 93-07-037 (Order 93-04), § 392-196-030, filed 3/10/93, effective 4/10/93. Statutory Authority: 1990 c 33. WSR 90-16-002 (Order 18), § 392-196-030, filed 7/19/90, effective 8/19/90. Statutory Authority: RCW 28A.67.240. WSR 90-14-093 (Order 16), § 392-196-030, filed 7/3/90, effective 8/3/90. Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-030, filed 10/20/89, effective 11/20/89. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-030, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-030, filed 10/15/85.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.

392-196-035 Definition—Experienced teacher. [Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-035, filed 10/20/89, effective 11/20/89. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-035, filed 10/15/85.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.

392-196-037 Experienced teacher participation. [Statutory Authority: RCW 28A.67.240. WSR 90-14-093 (Order 16), § 392-196-037, filed 7/3/90, effective 8/3/90.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.

392-196-040 Definition—Educational service district sponsored workshop. [Statutory Authority: RCW 28A.67.240. WSR 90-14-093 (Order 16), § 392-196-040, filed 7/3/90, effective 8/3/90; WSR 89-22-004 (Order 17), § 392-196-040, filed 10/20/89, effective 11/20/89. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-040, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-040, filed 10/15/85.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.

392-196-045 Definition—School district workshops. [Statutory Authority: RCW 28A.405.450 [28A.415.250] and 28A.415.010. WSR 92-05-068 (Order 92-02), § 392-196-045, filed 2/18/92, effective 3/20/92. Statutory Authority: RCW 28A.67.240. WSR 90-14-093 (Order 16), § 392-196-045, filed 7/3/90, effective 8/3/90; WSR 89-22-004 (Order 17), § 392-196-045, filed 10/20/89, effective 11/20/89; WSR 88-18-038 (Order 88-20), § 392-196-045, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-045, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-045, filed 10/15/85.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.

392-196-050 Mentor teacher stipend—Minimum amount. [Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-050, filed 10/20/89, effective 11/20/89; WSR 88-18-038 (Order 88-20), § 392-196-050, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-050, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-050, filed 10/15/85.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.

392-196-051 Experienced teacher—Definition. [Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-051, filed 11/5/87.] Repealed by WSR 90-14-093 (Order 16), filed 7/3/90, effective 8/3/90. Statutory Authority: RCW 28A.67.240.

392-196-052 Experienced teacher participation. [Statutory Authority: RCW 28A.67.240. WSR 88-18-038 (Order 88-20), § 392-196-052, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-052, filed 11/5/87.] Repealed by WSR 90-14-093 (Order 16), filed 7/3/90, effective 8/3/90. Statutory Authority: RCW 28A.67.240.

392-196-065 1985-86 pilot project—Building selection process. [Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-065, filed 10/15/85.] Repealed by WSR 86-20-069 (Order 86-15), filed 9/30/86. Statutory Authority: RCW 28A.58.842.

- 392-196-066 Beginning teacher stipend—Minimum amount. [Statutory Authority: RCW 28A.67.240. WSR 90-14-093 (Order 16), § 392-196-066, filed 7/3/90, effective 8/3/90; WSR 89-22-004 (Order 17), § 392-196-066, filed 10/20/89, effective 11/20/89.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.
- 392-196-070 Experienced teacher participation. [Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-070, filed 10/20/89, effective 11/20/89; WSR 88-18-038 (Order 88-20), § 392-196-070, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-070, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-070, filed 10/15/85.] Repealed by WSR 90-14-093 (Order 16), filed 7/3/90, effective 8/3/90. Statutory Authority: RCW 28A.67.240.
- 392-196-072 Superintendent of public instruction consultation. [Statutory Authority: RCW 28A.67.240. WSR 88-18-038 (Order 88-20), § 392-196-072, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-072, filed 11/5/87.] Repealed by WSR 90-14-093 (Order 16), filed 7/3/90, effective 8/3/90. Statutory Authority: RCW 28A.67.240.
- 392-196-075 Experienced teacher—Selection criteria. [Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-075, filed 10/20/89, effective 11/20/89; WSR 88-18-038 (Order 88-20), § 392-196-075, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-075, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-075, filed 10/15/85.] Repealed by WSR 90-14-093 (Order 16), filed 7/3/90, effective 8/3/90. Statutory Authority: RCW 28A.67.240.
- 392-196-080 School district application to ESD for participation in the teacher assistance program. [Statutory Authority: RCW 28A.415.250 and 23A.415.010 [28A.415.010]. WSR 93-07-037 (Order 93-04), § 392-196-080, filed 3/10/93, effective 4/10/93. Statutory Authority: RCW 28A.405.450 [28A.415.250] and 28A.415.010. WSR 92-05-068 (Order 92-02), § 392-196-080, filed 2/18/92, effective 3/20/92. Statutory Authority: 1990 c 33. WSR 90-16-002 (Order 18), § 392-196-080, filed 7/19/90, effective 8/19/90. Statutory Authority: RCW 28A.67.240. WSR 90-14-093 (Order 16), § 392-196-080, filed 7/3/90, effective 8/3/90. Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-080, filed 10/20/89, effective 11/20/89; WSR 88-18-038 (Order 88-20), § 392-196-080, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-080, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-080, filed 10/15/85.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.
- 392-196-085 Selection process. [Statutory Authority: RCW 28A.405.450 [28A.415.250] and 28A.415.010. WSR 92-05-068 (Order 92-02), § 392-196-085, filed 2/18/92, effective 3/20/92. Statutory Authority: RCW 28A.405.450. WSR 90-22-042 (Order 37), § 392-196-085, filed 11/2/90, effective 12/3/90. Statutory Authority: RCW 28A.67.240. WSR 90-14-093 (Order 16), § 392-196-085, filed 7/3/90, effective 8/3/90; WSR 89-22-004 (Order 17), § 392-196-085, filed 10/20/89, effective 11/20/89. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-085, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-085, filed 10/15/85.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.
- 392-196-090 Superintendent of public instruction consultation. [Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-090, filed 10/20/89, effective 11/20/89. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-090, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-090, filed 10/15/85.] Repealed by WSR 92-05-068 (Order 92-02), filed 2/18/92, effective 3/20/92. Statutory Authority: RCW 28A.405.450 [28A.415.250] and 28A.415.010.
- 392-196-095 Annual amount for distribution to participating school districts. [Statutory Authority: RCW 28A.415.250 and 23A.415.010 [28A.415.010]. WSR 93-07-037 (Order 93-04), § 392-196-095, filed 3/10/93, effective 4/10/93. Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-095, filed 10/20/89, effective 11/20/89.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.
- 392-196-105 Carryover prohibition. [Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-105, filed 10/20/89, effective 11/20/89.] Repealed by WSR 94-16-019, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.415.250 and 28A.415.010.

**WAC 392-196-005 Authority.** The authority for this chapter is RCW 28A.415.250 which authorizes the superintendent of public instruction to adopt rules to establish and operate a teacher assistance program and RCW 28A.415.010 which authorizes the educational service district to administer, coordinate, and act as fiscal agent for the teacher assistance program.

[Statutory Authority: RCW 28A.415.250 and 23A.415.010 [28A.415.010]. WSR 93-07-037 (Order 93-04), § 392-196-005, filed 3/10/93, effective 4/10/93. Statutory Authority: RCW 28A.405.450 [28A.415.250] and 28A.415.010. WSR 92-05-068 (Order 92-02), § 392-196-005, filed 2/18/92, effective 3/20/92. Statutory Authority: 1990 c 33. WSR 90-16-002 (Order 18), § 392-196-005, filed 7/19/90, effective 8/19/90. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), §

392-196-005, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 86-15-049 (Order 86-7), § 392-196-005, filed 7/18/86; WSR 85-21-052 (Order 85-12), § 392-196-005, filed 10/15/85.]

**Reviser's note:** RCW 28A.405.450 has been recodified as RCW 28A.415.250.

**WAC 392-196-010 Purpose.** The purpose of this chapter is to set forth policies and procedures for the operation of a teacher assistance program, including the conditions for the receipt of state monies for such purpose by school districts of the state.

[Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-010, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-010, filed 10/15/85.]

**WAC 392-196-011 Definition—Teacher.** As used in this chapter the term "teacher" means any school employee possessing any one of the certificates issued by the superintendent of public instruction under RCW 28A.410.010: Provided, That such employees who hold administrator credentials and are employed as administrators shall not be included for purposes of this chapter.

[Statutory Authority: 1990 c 33. WSR 90-16-002 (Order 18), § 392-196-011, filed 7/19/90, effective 8/19/90. Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-011, filed 10/20/89, effective 11/20/89. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-011, filed 11/5/87.]

**WAC 392-196-020 Definition—Teacher stipend.** As used in this chapter, the term "teacher stipend" shall mean an amount paid by a school district to a teacher for participation in a teacher assistance program.

[Statutory Authority: RCW 28A.415.250 and 28A.415.010. WSR 94-16-019, § 392-196-020, filed 7/22/94, effective 8/22/94. Statutory Authority: 1990 c 33. WSR 90-16-002 (Order 18), § 392-196-020, filed 7/19/90, effective 8/19/90. Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-020, filed 10/20/89, effective 11/20/89; WSR 88-18-038 (Order 88-20), § 392-196-020, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-020, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-020, filed 10/15/85.]

**WAC 392-196-055 Mentor teacher—Qualifications for nomination.** In order to be nominated to serve as a mentor teacher, the teacher shall meet the following minimum qualifications:

(1) The individual shall be a superior teacher based on his or her evaluations.

(2) The individual shall hold a valid continuing or standard certificate issued pursuant to chapter 180-79 WAC.

[Statutory Authority: RCW 28A.415.250 and 28A.415.010. WSR 94-16-019, § 392-196-055, filed 7/22/94, effective 8/22/94. Statutory Authority:

RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-055, filed 10/20/89, effective 11/20/89; WSR 88-18-038 (Order 88-20), § 392-196-055, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-055, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-055, filed 10/15/85.]

**WAC 392-196-060 Mentor teacher—Selection process.** Mentor teachers shall be selected by the district and may serve as mentors up to and including full time. If a bargaining unit, certified pursuant to RCW 41.59.090 exists within the district, classroom teachers representing the bargaining unit shall participate in the mentor teacher selection process.

[Statutory Authority: RCW 28A.415.250 and 28A.415.010. WSR 94-16-019, § 392-196-060, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-060, filed 10/20/89, effective 11/20/89; WSR 88-18-038 (Order 88-20), § 392-196-060, filed 8/31/88. Statutory Authority: 1987 c 507. WSR 87-23-004 (Order 87-13), § 392-196-060, filed 11/5/87. Statutory Authority: RCW 28A.58.842. WSR 85-21-052 (Order 85-12), § 392-196-060, filed 10/15/85.]

**WAC 392-196-077 Conditions of the program.** Each teacher assistance program shall meet the following conditions:

(1) The program shall provide for:

(a) Assistance by mentor teachers who will provide a source of continuing and sustained support to beginning teachers, or experienced teachers who are having difficulties, or both, in and outside the classroom.

(b) Stipends for mentor, beginning and experienced teachers, which shall not be deemed compensation for the purposes of salary lid compliance under RCW 28A.400.200.

(c) Workshops for the training of mentor and beginning teachers.

(d) The use of substitutes to give mentor, beginning teachers, and experienced teachers opportunities to jointly observe and evaluate teaching situations and to give mentor teachers opportunities to observe and assist beginning and experienced teachers in the classroom.

(2) Mentor teachers shall not be involved in evaluations of their beginning and experienced teachers conducted pursuant to RCW 28A.405.100.

(3) Mentor teachers shall periodically inform their principals respecting the contents of training sessions and other program activities.

[Statutory Authority: RCW 28A.415.250 and 28A.415.010. WSR 94-16-019, § 392-196-077, filed 7/22/94, effective 8/22/94.]

**WAC 392-196-086 Coordination.** A school district may coordinate and administer its own program or, if requested by member school districts, each ESD may coordinate the teacher assistance program for the requesting school districts within its region, pursuant to RCW 28A.415.010 and the Washington state operating budget.

[Statutory Authority: RCW 28A.415.250. WSR 96-19-038 (Order 96-14), § 392-196-086, filed 9/11/96, effective 10/12/96. Statutory Authority: RCW 28A.415.250 and 28A.415.010. WSR 94-16-019, § 392-196-086, filed 7/22/94, effective 8/22/94.]

**WAC 392-196-089 Program accountability.** (1) The superintendent of each school district shall supply the educational service district, at times specified by the educational service district, such information as requested regarding the teacher assistance program, including program design and evaluations.

(2) Each educational service district shall submit to the superintendent of public instruction, at times specified by the superintendent of public instruction, information as requested regarding the teacher assistance program, including demographic data.

[Statutory Authority: RCW 28A.415.250 and 28A.415.010. WSR 94-16-019, § 392-196-089, filed 7/22/94, effective 8/22/94.]

**WAC 392-196-100 Distribution of state moneys for the teacher assistance program.** One of two options shall be used for the distribution of state moneys for the teacher assistance program:

(1) Based on the number of beginning teachers, the superintendent of public instruction shall allocate funds directly to those school districts administering their own programs; or

(2) Based on the number of beginning teachers, the superintendent of public instruction shall allocate funds to the educational service district for those school districts that have requested program coordination by the educational service district pursuant to WAC 392-196-086.

[Statutory Authority: RCW 28A.415.250. WSR 96-19-038 (Order 96-14), § 392-196-100, filed 9/11/96, effective 10/12/96. Statutory Authority: RCW 28A.415.250 and 28A.415.010. WSR 94-16-019, § 392-196-100, filed 7/22/94, effective 8/22/94. Statutory Authority: RCW 28A.405.450 [28A.415.250] and 28A.415.010. WSR 92-05-068 (Order 92-02), § 392-196-100, filed 2/18/92, effective 3/20/92. Statutory Authority: RCW 28A.67.240. WSR 90-14-093 (Order 16), § 392-196-100, filed 7/3/90, effective 8/3/90; WSR 89-22-004 (Order 17), § 392-196-100, filed 10/20/89, effective 11/20/89.]

**WAC 392-196-110 Maximum control factor—Proration.** State moneys distributed to districts for the teacher assistance program shall be subject to the proration provision of WAC 392-122-905 if the current appropriation to the superintendent of public instruction for the beginning teacher assistance program is adversely affected by action of the legislature after the commencement of the ensuing school year.

[Statutory Authority: RCW 28A.67.240. WSR 89-22-004 (Order 17), § 392-196-110, filed 10/20/89, effective 11/20/89.]