

E2SSB 6455 - H COMM AMD
By Committee on Appropriations

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((τ))
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((τ)) 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.** If specific funding for the purposes of
20 this act, referencing this act by bill or chapter number, is not
21 provided by June 30, 2016, in the omnibus appropriations act, this
22 act is null and void.

23 NEW SECTION. **Sec. 16.** Sections 5 and 6 of this act expire July
24 1, 2021."

25 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.

A null and void clause is added. If specific funding is not provided in the omnibus appropriations act for the bill, then the bill is null and void.

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