



Washington Office of Superintendent of **PUBLIC INSTRUCTION**

Educator Workforce Supply

1. **Purpose:**

To address the need for recruiting and retaining educators of color, this state portion of this funding is provided to ensure that mentors of new educators receive professional learning in mentoring skills specific to working with educators of color. This funding supports local communities in retaining educators from their own communities that are representative of the students they serve.

2. **Description of services provided:**

OSPI collaborated with Washington Education Association (WEA) and current Mentor Academy faculty to host Nakia Academy, a mentoring and leadership academy by people of color and open to educators of color. The academy in 2021 brought together 105 educators (teachers and ESAs) in three cohort groups over a four-month period focused on thinking, learning, interacting, and skill-building. The purpose of NAKIA Academy, named for a fictional unsung hero and a humanitarian whose philosophy includes lifting others up, is a community that is in continuous growth and support. It currently engages authentically with more than 180 people of color alumni to lead, organize, and create equitable spaces in education.

3. **Criteria for receiving services and/or grants:**

In order to accomplish the goals of this program, OSPI contracted with WEA to:

- Recruit and select up to one hundred five (105) BIPOC participants to participate in BEST's specialized Mentor Academy 101 cohort collaboration
- Prioritize registration for singletons from districts, applicants from districts not represented in the Spring 2021 Cohort, and applicants wait-listed in Spring 2021
- Compensate up to one hundred five (105) BIPOC participants at thirty-five dollars (\$35) per hour for up to sixteen (16) hours for their participation in BEST's specialized Mentor Academy 101 cohort collaboration
- Engage in on-going collaboration with BEST Program Staff around communication with participants and training dates
- Partner with BEST Program Staff to track participation of the BIPOC participants.

Beneficiaries in 2021-22 School Year:

| | |
|-----------------------------|-----|
| Number of School Districts: | 42 |
| Number of Schools: | N/A |
| Number of Students: | N/A |
| Number of Educators: | 105 |
| Other: | N/A |

Number of OSPI staff associated with this funding (FTEs): 0.0

Number of contractors/other staff associated with this funding: 1

| | | |
|----------------------|------------------------|-----------------|
| FY22 Funding: | State Appropriation: | \$60,000 |
| | Federal Appropriation: | \$0 |
| | Other Fund Sources: | \$0 |
| | TOTAL (FY22) | \$60,000 |

4. Are federal or other funds contingent on state funding?

No

5. State funding history:

| Fiscal Year | Amount Funded | Actual Expenditures |
|--------------------|----------------------|----------------------------|
| 2022 | \$60,000 | \$60,000 |
| 2021 | \$60,000 | \$43,769 |
| 2020 | \$60,000 | \$32,006 |

6. Number of beneficiaries (e.g., school districts, schools, students, educators, other) history:

| Fiscal Year | Number of Schools |
|--------------------|-----------------------------------|
| 2022 | 42 school district, 105 educators |

7. Programmatic changes since inception (if any):

In the 2020-21 school year, the focus of this portion of funding was on mentors of preservice teacher candidates (student teachers). OSPI piloted a Preservice Mentor Academy open to mentors of preservice teachers, and then continued to offer the training throughout the year. In the 2021-22 school year, OSPI focused this portion of funding on supporting educators of color to be trained as mentors. The Preservice Mentor Academy training continued, supported by BEST's general fund.

8. Evaluations of program/major findings:

Facilitator testimonies:

"There is nothing like being in a room with your "people"! Those two hours every time we met filled my soul. Gave me a place to breathe. It was such an honor to help grow future mentors of color especially in those places in the state where there are few who look like me."

"My experience as a NAKIA facilitator was both healing and empowering to connect and develop relationships and instructional coaching capacity that met the cultural and academic needs of our BIPOC cohort. I am looking forward to growing and expanding this opportunity with other staff this year!"

Participant Feedback:

"I often attend leadership academies where I'm the only brown face in the room. Now we get to truly have a seat at the table to make change and to show other educators of color that we do truly belong and that we have voices and serve a purpose."

"I thoroughly enjoyed the conversations in breakouts today. I don't know how to describe in words the power that comes from learning side by side with my BIPOC colleagues. I am almost as giddy as a preschooler when I think about the much needed/overdue shift and shake-up that Nakia has the power to make in our state and profession as educators. Our children need more BIPOC educators and we need to keep each other in our profession, too!"

9. Major challenges faced by the program:

Each cohort of Nakia Academy has had a significant waitlist of educators of color, wishing to participate. Though the BEST Program has facilitator capacity to host the cohorts, there is not adequate funding for participant stipends currently.

10. Future opportunities:

This program has been developed with a high degree of collaboration between OSPI and WEA. A decision was made early on to insist upon having educators of color exclusively involved in the preparation, planning, and executing of Nakia academy to honor the space as safe and fulfilling for educators of color. BEST is poised to continue this collaboration with hopes of expanding access to more educators in the future.

11. Statutory and/or budget language:

ESSB 5693, Sec. 501(4)(k) - \$60,000 of the general fund—state appropriation for fiscal year 2022, \$60,000 of the general fund—state appropriation for fiscal year 2023, and \$680,000 of the general fund—federal appropriation are provided solely for the implementation of chapter 295, Laws of 2019 (educator workforce supply). Of the amounts provided in this subsection, \$680,000 of the general fund—federal appropriation is provided solely for title II SEA state-level activities to implement section 103, chapter 295, Laws of 2019 relating to the regional recruiters program.

12. Other relevant information:

13. Schools/districts receiving assistance:

See [OSPI's grantee list](#).

14. Program Contact Information:

Name: Kati Casto
Title: Program Lead Supervisor, BEST
Phone: 360-725-6430
Email: Kati.Casto@k12.wa.us