

Grow Your Own Teacher Strategy

2017-19 Biennium Budget Decision Package

Agency: 350 Professional Educator Standards Board

Decision Package Code/Title: PE/Grow Your Own Teacher Strategy

Budget Period: 2018 Supplemental

Budget Level: PL

Agency Recommendation Summary Text:

Investing \$5.5 million a year in a Grow Your Own (GYO) grant program will support school districts in developing staff from within their local communities to address hard to fill positions. Supports include staffing resources at both the district and postsecondary levels, ensuring a durable transition to certification for successful candidates. By identifying individuals interested in education early, making durable connections between high school and postsecondary coursework and institutions, and tracking the progress of students in a GYO program, Washington will address the current and persistent educator shortages and lack of diversity in the educator workforce.

Fiscal Summary:

Operating Expenditures	FY 2018	FY 2019	FY 2020	FY 2021
Fund 001-01 (Program 010)	\$5,500,000	\$5,500,000	\$5,500,000	\$5,500,000
Total Cost	\$5,500,000	\$5,500,000	\$5,500,000	\$5,500,000
Staffing	FY 2018	FY 2019	FY 2020	FY 2021
FTEs	1.0	1.0	1.0	1.0
Object of Expenditure	FY 2018	FY 2019	FY 2020	FY 2021
Obj. A	\$79,806	\$79,806	\$79,806	\$79,806
Obj. B	\$37,934	\$37,934	\$37,934	\$37,934
Obj. C	\$0	\$0	\$0	\$0
Obj. E	\$6,630	\$6,630	\$6,630	\$6,630
Obj. G	\$6,630	\$6,630	\$6,630	\$6,630
Obj. J	\$5,000	\$0	\$0	\$0
Obj. N	\$5,364,000	\$5,369,000	\$5,369,000	\$5,369,000

Package Description

PESB has actively sought innovative ways to engage P-12 students and potential candidates of color in the teaching profession and provide resources to bolster their opportunity for success.

PESB seeks legislative funding to support new and existing GYO programs. This funding will address two critical issues in educator workforce development:

1. GYO programs will encourage and support candidates of color in their individual pursuit of a career in education, beginning at the secondary level and continuing through postsecondary.

Grow Your Own Teacher Strategy

2. Create more durable pathways to a career in education that span secondary and postsecondary education and training. This comprehensive, systemic approach, with oversight at the state and regional level, will support successful GYO programs.

The Initiative would support teams of districts, preparation programs, and community based organizations, combining required professional development with flexible local grant funding to deliver a robust GYO program that meets locally defined district and community need.

Expansion of Grown Your Own programs will:

- Increase the number of students graduating college with teaching experience and a clear pathway to joining the educator workforce
- Create and implement systems of support for high school future teacher academies in our state.
- Create and implement systems of support for emergency subs and para educators to become teachers in our state.

Funds will be used to develop awareness and infrastructure for school districts through building capacity for a localized talent strategy to “Grow Their Own” educators. By employing GYO strategies, districts can be more strategic in developing a diverse pool of teacher candidates to select from that more closely reflect the communities they serve.

The benefits of a GYO strategy:

- Growth of teachers trained to meet district needs in shortage areas
- More educators from the community
- Pathway for next generation of future educators
- Increase diversity in the educator workforce
- Increase in retention of teachers

The initiative would consider the following: Need and capacity for a GYO Program – use funds to build local expertise and invest in a long-term strategy for supporting GYO programs. This initiative would allow for differential support aligned with the Washington State Professional Educator Standards for Teachers and national standards for GYO Teacher Academies.

Base Budget: If the proposal is an expansion or alteration of a current program or service, provide information on the resources now devoted to the program or service. N/A

Decision Package expenditure, FTE and revenue assumptions, calculations and details: It is assumed, that if funded at the requested level, this decision package will fund one FTE to be placed within the PESB to support program oversight, technical assistance, and grant monitoring. The remaining requested funding will be made available to applying consortia at a cost of \$100,000 per site. Each site will host an average cohort of either 23 student’s at the high school level, or up to 30 practicing Paraeducators.

Reason for request:

Washington State is experiencing a teacher shortage and a lack of diversity in its educator workforce. In 2015-16, only 10% of the state’s teachers were people of color, compared with 44% of the public school children (WA State Report Card).

Grow Your Own Teacher Strategy

Building a Grow Your Own pathway for students of color to explore a career in education will result in increased diversity within Washington's educator workforce. Ensuring that this pathway bridges secondary and postsecondary coursework will promote a durable transition for interested students, both current and future, providing the infrastructure, guidance, mentoring, and support they need to be successful in their pursuit of a career in education.

Addressing the Lack of Teacher Diversity

Washington lacks diversity in its educator workforce. 44% of the state's children in public schools are students of color, but only 10% of certified teachers reflect the growing demographics of students of color. Washington has a vast resource of potential teachers, both in fields outside of education and from people already working in the school system, primarily as paraeducators or other classified staff. The GYO teacher initiative works to support communities to "grow their own teachers" through sparking an interest in education and the teaching profession while students are still in high school and supporting that interest as they transition to postsecondary.

Washington has a vast resource of potential teachers, both among career changers from fields outside of education, and among people already working in the school system, primarily as paraeducators or other classified staff. In addition, GYO programs, like Recruiting Washington Teachers, can cultivate future teachers by supporting high school students interested in exploring a career in education. Importantly, these GYO initiatives address the dual goals of alleviating the teacher shortage crisis while improving workforce diversity to better reflect the P-12 student population.

Decision Package Justification and Impacts

This decision package reflects a number of recommendations that arose from three legislatively mandated workgroups addressing educator workforce development;

1. Bilingual Teacher Pathway workgroup
2. Recruiting Washington Teacher Redesign workgroup
3. Paraeducator development workgroup

These workgroups were comprised of stakeholders across the state and the following recommendations were made:

Bilingual Teacher Pathway Workgroup

Workgroup Purpose: The Professional Educator Standards Board (PESB) convened and facilitated the Bilingual Teacher Pathway workgroup. The workgroup is primarily Human Resource (HR) and English Language Learner (ELL) Directors from the Road Map districts (Auburn, Federal Way, Highline, Kent, Renton, Seattle, and Tukwila). The charge for the workgroup was to determine best practices and strategies for recruiting, developing, and eventually transitioning bilingual paraprofessionals and others into certificated teaching roles. The workgroup was charged to identify and develop common strategies among districts to strengthen "GYO" with local policies that support growth of bilingual educators.

Recruiting Washington Teachers (RWT) Redesign workgroup

Workgroup Purpose: The RWT program is a pilot program that focused on diverse young people and strengthening the pathway from high school to teaching. The goal of the program is to support diverse young people in graduating high school and pursuing a pathway to join the educator workforce as leaders for their community. The workgroup used stakeholder input combined with lessons learned from the eight (8) years of RWT and other research to redesign the high school RWT program. The workgroup identified scalable components including the new curriculum for Careers in Education (PESB developed based on the RWT program) to expand the impact of RWT beyond the grant-funded sites to make a statewide impact on growing the next generation of future teachers.

Grow Your Own Teacher Strategy

Para Educator Development workgroup

The 2014 legislative charge articulated in SSB 6129 requires the Professional Educator Standards Board to convene a workgroup with designated representative membership. One of the work group's key recommendations is a proposal for an articulated pathway for development and teacher preparation.

Workgroup Recommendations:

Workgroup Products

- GYO Bilingual pathway [Recommendations: Policies, Funding, and Programmatic](#)
- [RWT Redesign workgroup Recommendations](#)
- Teacher pathway Resources ["Grow Your Own" Site](#)
- [Grow Your Own Educator Pilot ppt](#)

We have incorporated these priorities in our [Grow Your Own Concept Paper](#) outlining the opportunities for legislation. <https://docs.google.com/document/d/1yQpxOKmJXaD231ZQljMdMbzlgANKx946tKlk-6W7utA/edit?usp=sharing>

Lastly, the Paraeducator workgroup from 2014 also makes recommendations supporting the need for GYO programs and infrastructure.

What specific performance outcomes does the agency expect?

Allowable use of grant funds would include:

- Funds for districts and preparation programs to
 - Create and implement systems of support for the pathway for high school future teacher academies in our state.
 - Create and implement systems of support for the pathway for emergency subs and para educators to become teachers in our state.
- Professional development and mentorship for the high school teacher academy teacher
 - Districts start-up funds for HS Teacher Academies
 - High school teachers to attend training in teams
 - Development of local GYO advisory boards
 - Professional development for the new Recruiting Washington Teachers curriculum for teacher academies
- Activities that would strengthen the pathway for high school students, paraeducators, highly skilled immigrants, and other underrepresented populations to become teachers
 - Release time for staff members that districts intend to develop
 - Funds to support an advancement coordinator or pathway specialist
 - Bridge courses and micro-credentials using the new Careers in Education curriculum
 - Regional articulation agreements supporting high school and prep program curriculum linkages
- Piloting strategies to increase diversity and retention of high need positions through new or improved workforce development strategies.

This policy package supports PESB Strategic Plan Goals 1, 3, 4 and 5.

- Goal 1 pertains to educator preparation pathways
- Goal 3 pertains to career-long growth
- Goal 4 refers to qualified educators
- Goal 5 addresses educator diversity. These policies contribute greatly to the overall goals of the PESB

Impact on other state programs: Washington Student Achievement Council (WSAC) is the agency that manages the conditional loan scholarships for pre-service and in-service teachers. PESB believes these improvements will have little impact on WSAC.

Grow Your Own Teacher Strategy

Performance Measure detail:

Fully describe and quantify expected impacts on state residents and specific populations served.

What are other important connections or impacts related to this proposal? Please complete the following table and provide detailed explanations or information below:

Impact(s) To:		Identify / Explanation
Regional/County impacts?	No	Identify:
Other local gov't impacts?	Yes	Identify: WA state school districts and ESD's
Tribal gov't impacts?	Yes	Identify: Impacts tribal schools with interest in GYO
Other state agency impacts?	Yes	Identify: WSAC and OSPI
Responds to specific task force, report, mandate or exec order?	No	Identify: The following PESB conducted workgroups included: a GYO Pilot Infrastructure initiative in their recommendations-; Recruiting Washington Teacher Redesign workgroup; Bilingual Teacher pathway workgroup; and the Para Educator workgroup.
Does request contain a compensation change?	No	Identify:
Does request require a change to a collective bargaining agreement?	No	Identify:
Facility/workplace needs or impacts?	No	Identify:
Capital Budget Impacts?	No	Identify:
Is change required to existing statutes, rules or contracts?	No	Identify:
Is the request related to or a result of litigation?	No	Identify lawsuit (please consult with Attorney General's Office):
Is the request related to Puget Sound recovery?	No	If yes, see budget instructions Section 14.4 for additional instructions
Identify other important connections		

Please provide a detailed discussion of connections/impacts identified above.

Increased investment in GYO strategies will better support diverse communities and those interested in increasing educator diversity. Impacted stakeholders stand to benefit from increased resources, support, and guidance in their local and unique efforts to address critical diversity needs in their local educator workforce.

Grow Your Own Teacher Strategy

What alternatives were explored by the agency and why was this option chosen?

In addition to literature reviews and best practice research, PESB conducts work groups and pilot initiatives, to identify the best strategies to offer to a wider audience.

What are the consequences of not funding this request?

Achieving a diverse teacher workforce must be a long-term policy goal with a suite of long-term strategies put in place to help minorities succeed in college and to encourage them to return to the classroom to help the next generation of students. Our failure to do so will allow persistent gaps in educator and student diversity to remain.

How has or can the agency address the issue or need in its current appropriation level?

Many of the work groups and initiatives have been funded with private funds. While they provide PESB the opportunity to identify the innovative ways to approach the issue, the funding is not ongoing to support efforts on a broader scale.


Other supporting materials:

N/A

Activity Inventory:

Activity Inventory Item	Prog	Staffing			Operating Expenditures		
		FY 2018	FY 2019	Avg	FY 2018	FY 2019	Total
A021	010	1.0	1.0	1.0	\$5,500,000	\$5,500,000	\$11,000,000
Total Activities		1.0	1.0	1.0	\$5,500,000	\$5,500,000	\$11,000,000

Information technology: Does this Decision Package include funding for any IT-related costs, including hardware, software, services (including cloud-based services), contracts or IT staff?

No 

Yes Continue to IT Addendum below and follow the directions on the bottom of the addendum to meet requirements for OCIO review.)