



Washington Office of Superintendent of
PUBLIC INSTRUCTION

REPORT TO THE LEGISLATURE

Posting Certificated Educator Positions on WorksourceWA

2019

Authorizing Legislation: [RCW 28A.300.608](#)

Cindy Rockholt

**Assistant Superintendent of Educator Growth and
Development**

Prepared by:

- **Sue Anderson**, Director of Educator Effectiveness
sue.anderson@k12.wa.us | 360-725-6116
- **Taylor Kidder-Morrill**, Contracts and Grants Specialist for Educator Effectiveness
taylor.kidder-morrill@k12.wa.us | 360-725-6422

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EXECUTIVE SUMMARY

Revised Code of Washington (RCW) 28A.300.608 directs the Washington Office of Superintendent of Public Instruction (OSPI) to work with the Washington Employment Security Department (ESD) to include teaching jobs in their web-based pool of job applications. This allows access by school districts for hiring teachers and other certificated positions. The legislation required the ESD to first support small districts. Larger districts could join in as resources allowed.

The RCW also required OSPI to report how useful the system is, especially for small school districts. OSPI must make a recommendation to continue, change, or end this program.

OSPI has not found this system as it stands to be helpful to school districts in hiring certificated staff because it is not specific to educators. However, such educator-specific systems do exist in Washington, and could serve as models or foundations for a statewide educator position clearinghouse. OSPI recommends that these options be explored further.

INTRODUCTION

Prior to the 2016 Legislative session, many school districts indicated they were facing serious teacher shortages. In response, the Legislature passed Senate Bill (SB) 6455 to tackle this issue on several fronts. One key strategy was for OSPI to ensure districts, especially those with fewer than three hundred certificated staff, had access to a web-based depository of applicants and job postings. Per RCW 28A.300.608 (1)(b) and (2), this report describes the impact of the depository and makes recommendations for the future:

- 1) Subject to the availability of amounts appropriated for this specific purpose, the office of the superintendent of public instruction, in consultation with school districts, educational service districts, and other state agencies, shall develop and implement a comprehensive, statewide initiative to increase the number of qualified individuals who apply for teaching positions in Washington. In developing and implementing the initiative, the office of the superintendent of public instruction, in partnership with the employment security department, shall:
 - b) ...Incorporate certificated positions into the employment security department's existing web-based depository for job applications that allows for access by school districts in the state for purposes of hiring teachers and other certificated positions. The services and tools developed under this subsection must be made available initially to small school districts, and to larger districts as resources are available. When defining small districts for the purpose of this subsection, the office of the superintendent of public instruction must consider whether a district has fewer than three hundred certificated staff ...
- 2) By December 1, 2019, the office of the superintendent of public instruction shall assess the efficiency and effectiveness of the centralized web-based depository for job applications required under subsection (1)(b) of this section and shall submit a report to the appropriate committees of the legislature, in accordance with RCW 43.01.036, that recommends whether the requirement for the application depository be continued, modified, or terminated. In performing the assessment required in this subsection (2), the office must solicit and consider feedback from small school districts.

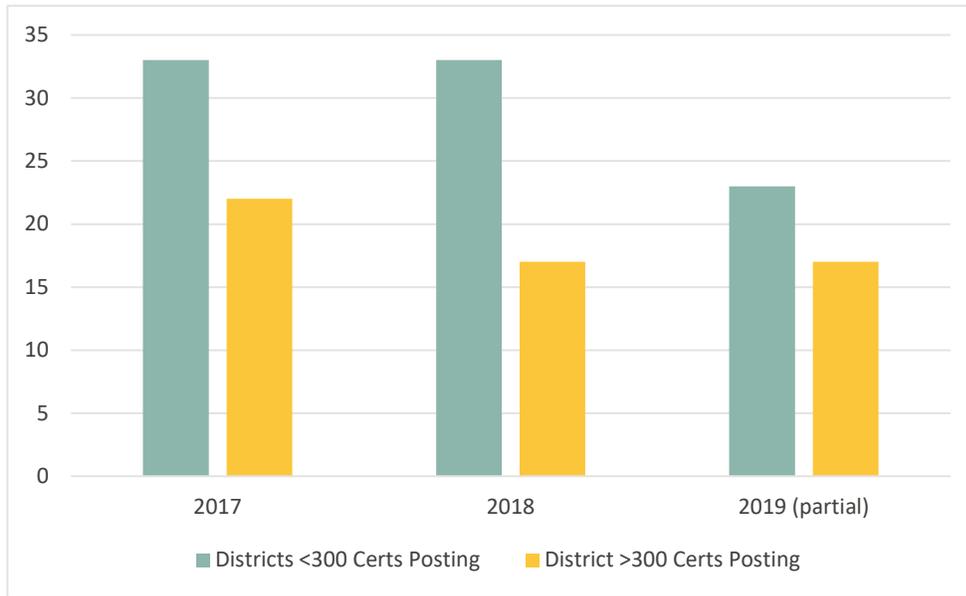
BACKGROUND

The depository chosen to house job postings and applications was the Washington Employment Security Department's (ESD) [WorksourceWA platform](#). This platform was already fully developed and required only minor adjustments to handle school district job postings and applicants. There was no cost to districts or to applicants. ESD and OSPI advertised the site to school districts using their websites, a notice on the new [TeachWA website](#), communications to districts, and presentations at Washington School Personnel Association (WSPA) conferences. A representative of ESD participated in the OSPI/Professional Educator Standards Board (PESB) Educator Workforce Development Work Group.

DISTRICT USE OF THE WORKSOURCEWA SITE

District usage statistics are available for 2017, 2018, and part of 2019. Fewer than 20% of districts used the WorksourceWA site to post positions. That percentage decreased in each successive year, although smaller districts (fewer than 300 certificated staff) were more likely to continue their use:

Table 1: Number of Districts Posting Jobs in WorksourceWA



Source: Survey of Small District Use of WorksourceWA, 2019

In the fall of 2019, OSPI sent a survey on WorksourceWA to the smaller districts that ESD had reported were using the repository. The survey was completed by nine user districts (39%). Survey results indicated the following:

- While each of the advertising methods (OSPI, WSPA, and TeachWA website) generated at least one WorksourceWA user, word of mouth and internal office communications were also cited as sources of information about the resource.
- The primary use of the site was to advertise classified positions. Only one district indicated using it further for teacher and principal positions. One district advertised paraeducator positions in addition to classified openings.
- Four of nine respondents (44%) indicated that they were somewhat satisfied with the site. The remainder were somewhat or very dissatisfied.
- Six of nine respondents (66%) decided they would not use the site again.
- When asked about where else they posted or planned to post positions, the answers varied: District websites, colleges/universities, and job fairs were most frequently cited, along with a variety of commercial human resource recruitment vendors.

The survey results in their entirety appear in Appendix A.

OTHER STATE/REGIONAL RECRUITMENT PLATFORMS

The WorksourceWA site provides equitable access to candidates and districts, but because it does not focus exclusively on educators, it did not appear to catch on among either group, at least regarding certificated staff positions. In contrast, two examples of educator-specific sites that have become go-to resources for both candidates and recruiters are the Association of Washington School Principals' (AWSP) [administrator Career Center](#) (formerly the Job Jar) and Educational Service District (ESD) 113's [EdJobs NW platform](#). (Note: "ESD 113," including the number, refers to Educational Service District 113; WorksourceWA is administered by the Employment Security Department, also commonly referred to as "ESD" with no number).

For several years, AWSP has posted administrator (district and school) openings on its website. Candidates for these positions know about the site and consult it when they are seeking a position. School districts see this as a key place to post their openings. *[2022 Update: Candidates must still contact the district and complete their application process, but recently AWSP added a feature that allows candidates to register with the site, so districts can reach out to eligible candidates.]* AWSP accepts postings from other states as well as administrator positions in Washington.

EdJobs NW is a personnel cooperative developed and managed by ESD 113. The cooperative serves districts in ESD 113 (southwest Washington). *[2022 Update: It has recently accepted members from districts in other regions of the state.]* Member districts pay an annual fee based on their size; membership allows them to post open positions and to view candidates who have completed the cooperative's common application.

As part of the same proviso that funded the WorksourceWA project, a recruitment website and materials were developed: [the TeachWA site](#). This site includes information on becoming a teacher, scenic photographs from around the state, and testimonials from several new educators. It provides a map of the state and a link to each ESD region. The regional sites share the sights of their regions, include a testimonial from a regional teacher, and have a list of districts in that region with links to each of their websites. To see available positions, a candidate must click on each individual district. *[2022 Update: This site is now being maintained by PESB. Candidates may still access each Educational Service District's information, but in only two cases does this lead them to actual open positions without clicking on each individual district.]*

CONCLUSION & NEXT STEPS

Recruiting educators is both a cooperative and a competitive venture. The state has an interest in ensuring an adequate supply of well-prepared, effective educators, and has taken steps to further that goal. When the supply is plentiful, districts benefit equally from it. When the supply becomes reduced, however, districts compete for these educators. Larger districts, which typically pay more and have larger budgets for recruitment, have an advantage.

Perhaps because it lists jobs in general, and not just educator positions, the WorksourceWA site was not successful in serving as a statewide clearinghouse for educator positions and candidate applications. OSPI does not recommend continuing to market this site to districts and candidates as the go-to source for certificated educator positions. (It may continue to be a viable place for locating classified positions and candidates).

A statewide system modeled after—or an expansion of—EdJobs NW would provide equitable opportunities for Washington school districts to post their positions, and for candidates, both from Washington and from other states, to apply for them. Using a common application, as many college admissions offices do, could considerably simplify this process for candidates. The TeachWA website provides a natural link to such a system, already complete with specific information on each ESD region.

[2022 Update: Potential exists for any such clearinghouse to be part of a larger educator qualification and district vacancy database. The Teacher Residency decision package being proposed for the 2023 legislative session would address this potential. A key consideration would be personnel and maintenance funding should such a clearinghouse be developed.]

APPENDIX A: SURVEY OF SMALL DISTRICT USE OF WORKSOURCEWA

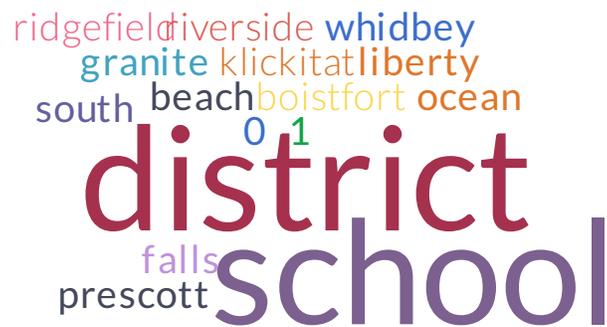
Report for WorkSource WA 2019

Response Counts



Totals: 9

1. District:



ResponseID	Response
2	Ridgefield
3	Prescott School District 402-37
4	Riverside
5	Boistfort
6	Liberty
7	Ocean Beach School District
8	South Whidbey School District
9	Granite Falls School District
10	Klickitat

2. Name:

ResponseID

Response

2

3

4

5

6

7

8

9

10

3. Title:

ResponseID

Response

2

3

4

5

6

7

8

9

10

4. Email address:

ResponseID

Response

2

3

4

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6

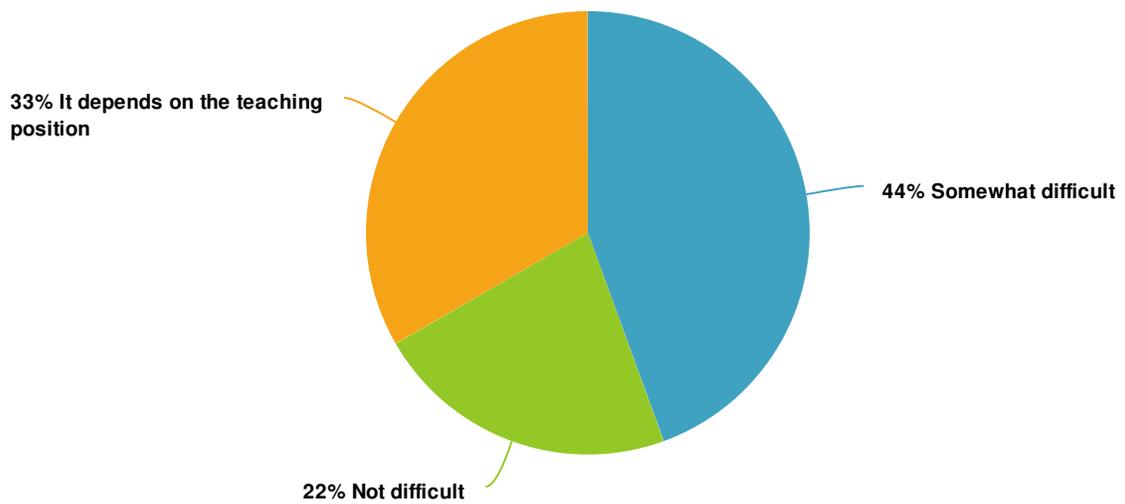
7

8

9

10

5. How difficult is it to fill teaching positions in your district?



Value		Percent	Responses
Somewhat difficult		44.4%	4
Not difficult		22.2%	2
It depends on the teaching position		33.3%	3

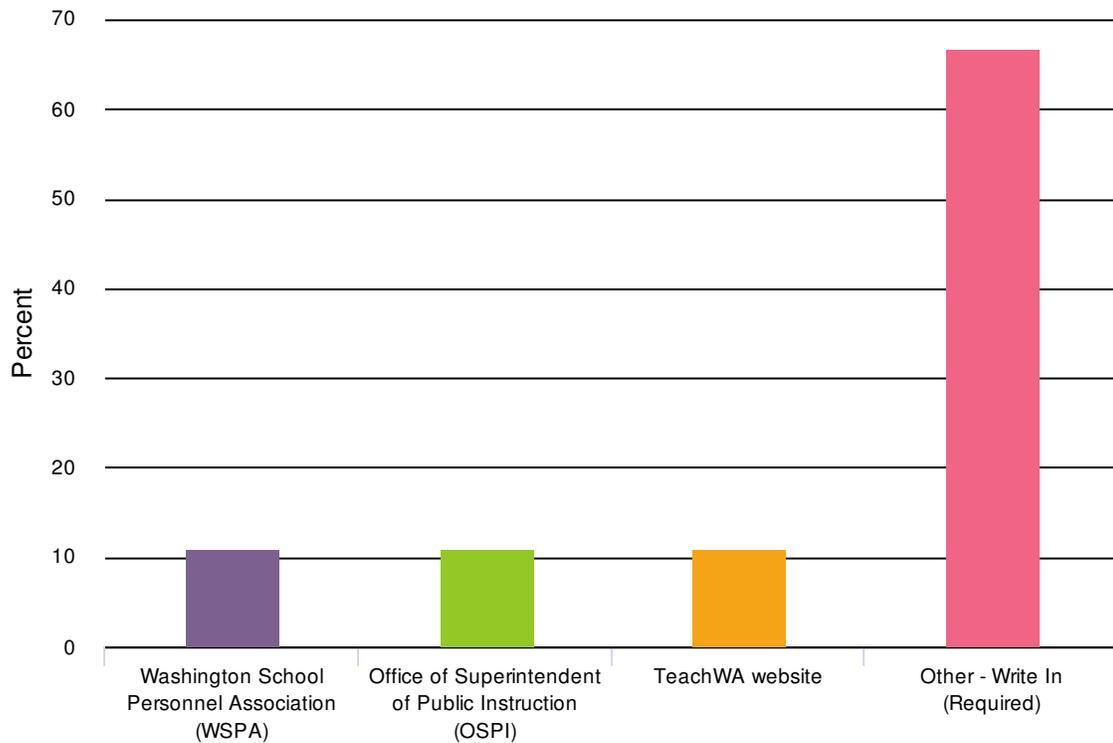
Totals: 9

Other - Write In (Required)

Count

Totals 0

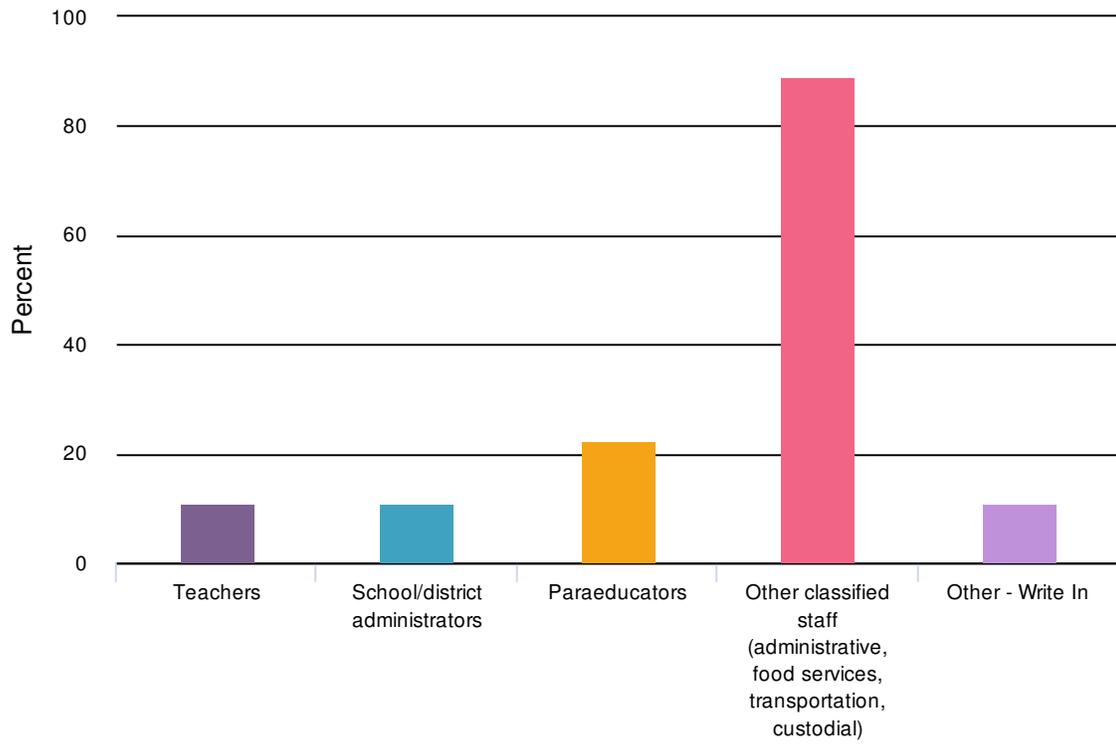
6. How did you learn about posting positions on WorkSourceWA (statewide or local)? Please mark all that apply.



Value		Percent	Responses
Washington School Personnel Association (WSPA)		11.1%	1
Office of Superintendent of Public Instruction (OSPI)		11.1%	1
TeachWA website		11.1%	1
Other - Write In (Required)		66.7%	6

Other - Write In (Required)	Count
?	1
Colleagues	1
I did not know this was available.	1
Knew about it already	1
Relative works at WorkSourceWA and told me about listing there	1
local office communication	1
Totals	6

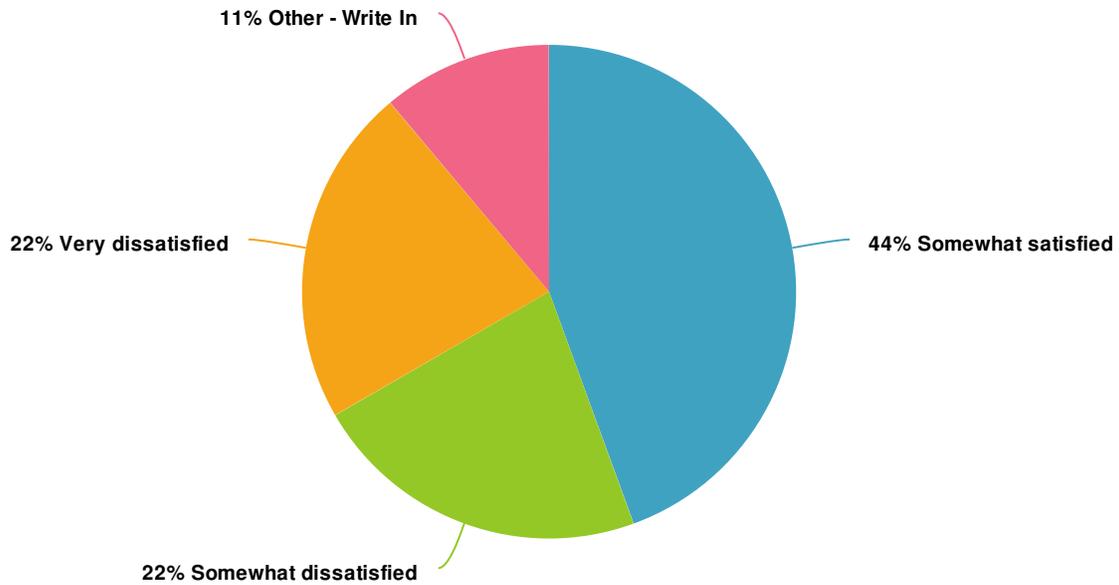
7. What kinds of positions do you post or have you posted on WorkSourceWA (statewide or local)? Please mark all that apply.



Value	Percent	Responses
Teachers	11.1%	1
School/district administrators	11.1%	1
Paraeducators	22.2%	2
Other classified staff (administrative, food services, transportation, custodial)	88.9%	8
Other - Write In	11.1%	1

Other - Write In	Count
n/a	1
Totals	1

8. How satisfied are you with the results of posting on the WorkSourceWA website?



Value	Percent	Responses
Somewhat satisfied	44.4%	4
Somewhat dissatisfied	22.2%	2
Very dissatisfied	22.2%	2
Other - Write In	11.1%	1

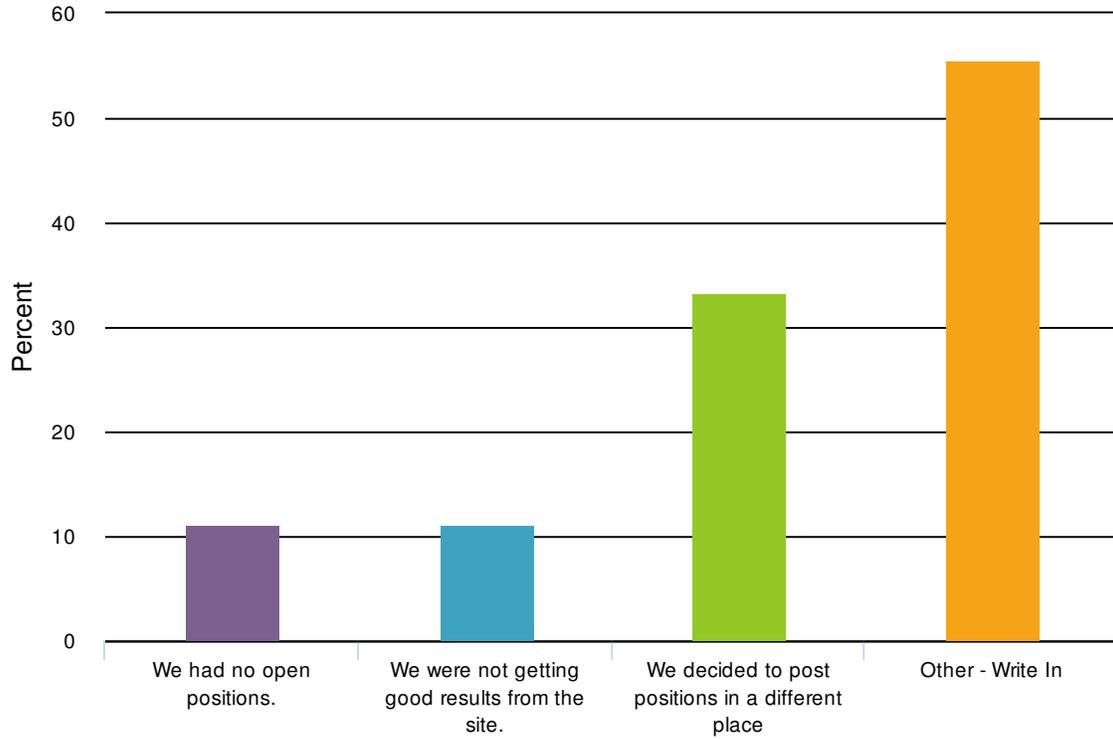
Totals: 9

Other - Write In	Count
n/a	1
Totals	1

9. [OLD VERSION] If you are not using the WorkSourceWA site to advertise positions this year, what is the reason?

No data: No responses found for this question.

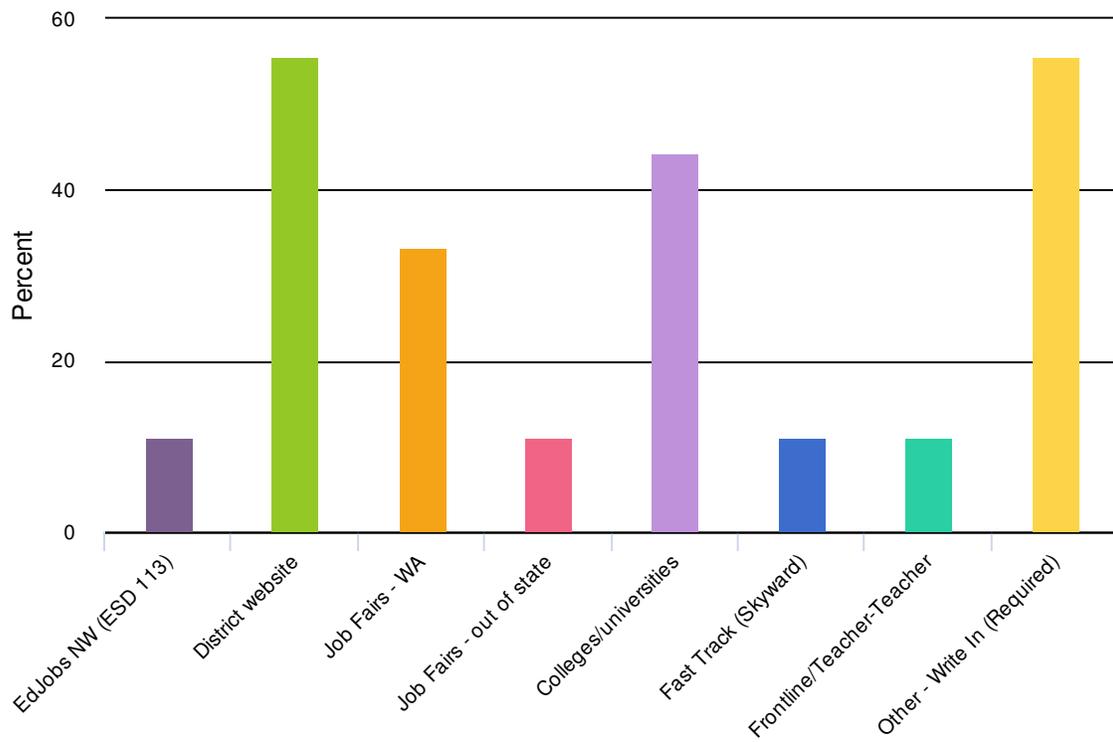
10. If you are not using the WorkSourceWA site to advertise positions this year, what is the reason? Please mark all that apply.



Value	Percent	Responses
We had no open positions.	11.1%	1
We were not getting good results from the site.	11.1%	1
We decided to post positions in a different place	33.3%	3
Other - Write In	55.6%	5

Other - Write In	Count
I think I may have used it once. Mostly the applicants don't fit our needs.	1
Not aware that Work Source could be used for educational postings	1
The site is difficult to access	1
We do use Worksource	1
we are using the site	1
Totals	5

11. In addition to or instead of WorkSourceWA, where are you posting teaching positions and/or looking for teachers? Please mark all that apply.



Value		Percent	Responses
EdJobs NW (ESD 113)		11.1%	1
District website		55.6%	5
Job Fairs - WA		33.3%	3
Job Fairs - out of state		11.1%	1
Colleges/universities		44.4%	4
Fast Track (Skyward)		11.1%	1
Frontline/Teacher-Teacher		11.1%	1
Other - Write In (Required)		55.6%	5

Other - Write In (Required)

Count

Indeed	1
Newspaper	1
Newspapers	1
SchoolSpring	1
Talent Ed Recruit & Hire	1
Totals	5

12. Is there anything else you would like us to know about WorkSourceWA or about posting teaching positions?



ResponseID Response

- 7 I have not hired anyone from WorkSource. I have posted a few classified jobs on that website, but no teaching positions.
- 9 Applying for a teaching position is very time consuming for applicants and repetitive. It would be amazing if there was one place for applicants to apply and they select the districts they are interested in working. Those districts would be able to see their applicants and ask them for interviews.

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Washington Office of Superintendent of
PUBLIC INSTRUCTION

Chris Reykdal | State Superintendent
Office of Superintendent of Public Instruction
Old Capitol Building | P.O. Box 47200
Olympia, WA 98504-7200