

Alternative Routes Funding

2018 Supplemental Budget Decision Package

Agency: 350 Professional Educator Standards Board

Decision Package Code/Title: PD/Alternative Routes Funding

Budget Period: FY 2018-19

Budget Level: PL

Agency Recommendation Summary Text:

Washington State must make increased investments in Alternative Routes to educator certification to meet demand and address shortages in critical subject areas and educator diversity. Currently, there are over 25 Alternative Route providers, a near 300% increase since the beginning of the program. By investing an additional \$11 million in Alternative Routes to teacher certification, as outlined in Gov. Inslee's proposed 17-19 operating budget, the legislature has the opportunity to affirm its intent to create a diverse and highly qualified educator workforce while also ensuring adequate resources and supports for both Alternative Route candidates and the programs that serve them.

Fiscal Summary:

| Operating Expenditures | FY 2018 | FY 2019 | FY 2020 | FY 2021 |
|---------------------------|--------------------|--------------------|--------------------|--------------------|
| Fund 001-01 (Program 010) | \$5,580,000 | \$5,580,000 | \$5,580,000 | \$5,580,000 |
| Total Cost | \$5,580,000 | \$5,580,000 | \$5,580,000 | \$5,580,000 |
| Staffing | FY 2018 | FY 2019 | FY 2020 | FY 2021 |
| FTEs | .75 | .75 | .75 | .75 |
| Object of Expenditure | FY 2018 | FY 2019 | FY 2020 | FY 2021 |
| Obj. A | \$59,855 | \$59,855 | \$59,855 | \$59,855 |
| Obj. B | \$28,451 | \$28,201 | \$28,201 | \$28,201 |
| Obj. E | \$4,973 | \$4,973 | \$4,973 | \$4,973 |
| Obj. G | \$4,973 | \$4,973 | \$4,973 | \$4,973 |
| Obj. J | \$3,750 | 0 | 0 | 0 |
| Obj. N | \$5,477,998 | \$5,481,998 | \$5,481,998 | \$5,481,998 |

Package Description

Created in 2002, the Alternative Routes program has greatly influenced the design of preparation programs system-wide. The residency intern and teacher of record models moves teacher preparation from being campus-based to field-based and imbeds valuable job experience directly into the academic study of education, blending hands on experience with rigorous academic study.

One reason alternative routes were initially proposed was to address the issue of shortages, in particular skill or endorsement areas. Through examining the issue of shortage, Professional Educator Standards Board (PESB) has uncovered the challenges districts face in projecting their workforce needs. The future of Alternative Routes lies in our ability to form tighter partnerships between districts and preparation programs, model effective recruitment practices, and improve the diversity and retention of teachers who are committed to a specific district or community.

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PESB is recommending an appropriation to fund an additional 10 block grant partnerships between districts and preparation providers to recruit and support candidates in meeting district workforce needs. In addition, this would grow our retooling program for current educators to add endorsements in shortage areas. The funding would also support startup funds for the development of programs at community colleges and for PESB to hire an FTE to provide outreach and technical assistance to programs.

In the 2015-17 biennium, the Alternative Route Block Grant generated tremendous interest. However, applications far exceeded the funds available for awards. Funds requested were 53% beyond the appropriated funds. As a result, the PESB was able to award only 9 partnership grants in the initial round. Additional resources will provide a wider network of services and support a total of 20 partnerships.

PESB Agency Requests to Increase and Expand Alternative Routes to Teaching: District hiring of teachers of emergency and other temporary credentials has risen sharply. Alternative routes provide on-the-job training and financial support for those looking to enter the educator workforce as well as those experienced para educators seeking to become certificated staff. Applicants for Alternative Route Block Grants provided by the legislature in 2016 exceed available funds by 53%.

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. PESB has operated Alternative Routes programs for a number of years. Prior to the FY 2015-17 biennium, the economic conditions of the state suspended the appropriation for the Alternate Routes program. Because of repayments for scholarships from individuals who did not meet the conditional requirements for service years in teaching, funds were available for limited scholarships. In the most recent 2015-17 biennium, the legislature appropriated 2.372 million dollars for alternative route programs and retooling allowing for 9 partnership grants supporting approximately 50 school districts and ESDs.

Decision Package expenditure, FTE and revenue assumptions, calculations and details: PESB calculates each scholarship as expending between \$13,000-15,000 per candidate. The difference is in the negotiated amounts to districts and preparation programs to support the candidate. Candidate support consists of supervision, mentoring, and monitoring their residency experience in the classroom. The candidate receives \$8,000 of that amount for the cost of attending the program for one year as established in statute (RCW 28A.660). Additionally, an amount of \$3,000 is available to existing teachers seeking to add endorsements to their certificate. These amounts total \$600,000 each year. The \$5,580,000 requested in this decision package per fiscal year will support 360 new teacher candidates at \$13,000 per scholarship, plus \$600,000 per fiscal year for existing teachers.

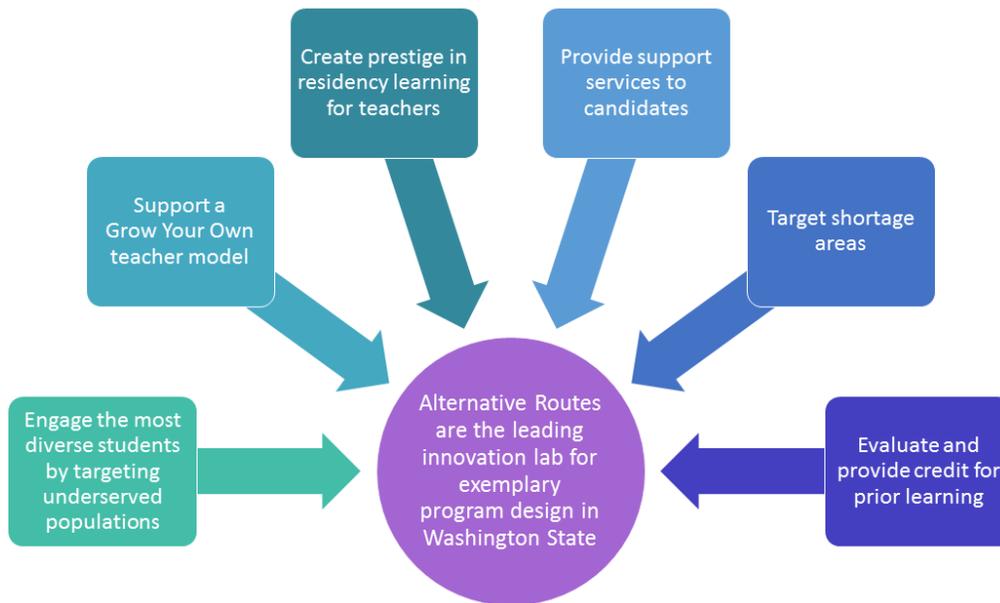
Decision Package Justification and Impacts

PESB will continue to promote and encourage innovations in order to achieve improved recruitment, more diversity in the teacher workforce, and enhanced teacher practice both in the field and on-campus. Alternative Route programs have not met the expectation that recruitment and retention strategies would improve workforce diversity. District involvement with Alternative Route programs remains similar to the methods used by traditional programs to place "student teachers"; the candidate teachers are classroom guests, and districts are typically not viewing the opportunity to engage, orient, and recruit the student teacher into their workforce.

In 2015, PESB convened a workgroup to review and redesign the Alternative Route programs for the state. The Alternative Routes Redesign work group provided the following recommendations for the direction of alternative routes.

<https://drive.google.com/a/pesb.wa.gov/file/d/0B8ftb0H1UT9SSU9VX25kRGZBYkk/view>

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We have incorporated these priorities in our Alternative Route Block Grant Application

<http://pathway.pesb.wa.gov/future-educators/alternative-routes/provider-resources/block-grants>

The Alternative Route Block Grants allow for regional differentiation to address areas of highest need as defined by grant district and preparation program partners. PESB has worked on development of data sets that permit analysis of teacher endorsement matched to course codes. With this capacity, PESB is better able to address the issue of “shortage”. While production of all teacher types has remained consistent, the problem with producing teachers with particular endorsements to meet district demand is often localized, and a state-wide production approach does not address shortage for all districts.

Finally, new federal reauthorization of the Every Student Succeeds Act (ESSA) encourages teacher academies and strong partnerships with districts and preparation programs to cultivate the next generation of future teachers. **Alternative routes clearly support this future direction and are the vehicle for producing future teachers that meet districts’ needs addressing teacher shortage.** Addressing the need for teachers in early childhood, Special Education, and STEM, as well as prioritizing a more diverse workforce and the opportunity to “grow your own” paraprofessionals and emergency substitutes into fully certified teachers can all be addressed with the alternative route vehicle.

What specific performance outcomes does the agency expect?

Creating more diverse pathways to obtaining an educational certificate will directly impact our state's ability to produce a highly qualified, diverse, and responsive educator workforce. Alternative Route programs are more accountable to partnering districts and their unique workforce needs. Upon completion, candidates will be more responsive to the demands for specific endorsements, subject areas, and diversity needs. Districts will be further empowered in their ability to forecast and manage their individual workforce needs and meet those needs through durable partnerships with area preparation programs.

Performance Measure detail:

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An increase in funding for Alternative Routes will support 360 new teacher candidates per year with a strategy that will create more pathways to an educational certificate and ensure greater retention at the local level of newly certificated teachers that have a close and committed relationship to a specific district to meet a specific need.

What are other important connections or impacts related to this proposal?

| Impact(s) To: | | Identify / Explanation |
|--|------------|---|
| Regional/County impacts? | Yes | Identify: School district support for new teachers |
| Other local gov't impacts? | Yes | Identify: School districts |
| Tribal gov't impacts? | No | Identify: |
| Other state agency impacts? | Yes | Identify: Washington Student Achievement Council administers the grant funds to teachers and charges administrative fees to the grant account. |
| Responds to specific task force, report, mandate or exec order? | Yes | Recommendations from the following work groups: Alternative Route Redesign Work Group, Para educator Work Group, Grow Your Own Work Group, Recruiting Washington Teachers Redesign Work Group, PESB Recruiting A Diverse Workforce Report |
| 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 | | State approved educator preparation programs. |

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

The Alternative Routes program provides conditional scholarships to certain eligible candidates. School districts play an important role in assuring job placement, supervision, and mentoring as the candidate earns their certificate.

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Preparation programs are financially supported to actively recruit, assist with test preparation, deeply mentor, supervise and make course corrections for the candidates in job embedded (resident intern or teacher of record) Alternate Route programs. Alternative Route programs link pre-service preparation, induction, in-service and retention activities making it a cost-effective option for recruiting and retaining teachers.

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

N/A

What are the consequences of not funding this request?

Currently, the level of support is not sufficient to facilitate statewide growth of the Alternative Route model. Without additional support, areas and populations that are traditionally underserved will be unable to implement an Alternative Route program in their area.

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

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 | 0.75 | 0.75 | 0.75 | \$5,580,000 | \$5,580,000 | \$11,160,000 |
| Total Activities | | | | | \$5,580,000 | \$5,580,000 | \$11,160,000 |

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.)