

Alternative Routes Funding

2017-19 Biennium Budget Decision Package

Agency: 350 Professional Educator Standards Board
Decision Package Code/Title: PC/Alternative Routes Funding
Budget Period: FY 2017-19
Budget Level: PL

Agency Recommendation Summary Text:

PESB intends to advance alternative route to teaching strategies with policy changes designed to continue to advance innovative practices that have been a hallmark of the program. By strengthening requirements for alternative route and district partnerships, PESB has improved recruitment practice, advanced diversity and retention, engaged districts in new developments in teaching, with district need driving recruitment and preparation.

Since 2010, the PESB has urged education leaders and policymakers to take a comprehensive and long-term approach to educator workforce development as the means for dealing with the chronic problem of maintaining an adequate, appropriately credentialed workforce. In these times of significant teacher shortage, alternate routes offer a solution for accelerated development of the teacher workforce to address high need shortage areas.

PESB Agency Requests to Increase and Expand Alternative Routes to Teaching – District hiring of teachers of emergency and other temporary credentials has risen 300%. Alternative routes provide on-the-job training and financial support for these individuals as well as experienced para educators seeking to become teachers. Applicants for Alternative Route Block Grants provided by the legislature in 2016 exceed available funds by 53%.

Fiscal Summary: Decision package total dollar and FTE cost/savings by year, by fund, for 4 years. Additional fiscal details are required below.

Operating Expenditures	FY 2018	FY 2019	FY 2020	FY 2021
Fund 001-01	\$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 Object Detail below.	.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. C				

Alternative Routes Funding

Operating Expenditures	FY 2018	FY 2019	FY 2020	FY 2021
Obj. E	\$4,973	\$4,973	\$4,973	\$4,973
Obj. G	\$4,973	\$4,973	\$4,973	\$4,973
Obj. J	\$3,750			
Obj. N	\$5,477,998	\$5,481,998	\$5,481,998	\$5,481,998

Package Description

Created in 2002, the alternative route 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 for the candidate teacher.

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, PESB has uncovered the challenges districts face in projecting their workforce needs. The large policy scope of workforce development is addressed in another legislative proposal by PESB; alternative route strategies addressed here compliment and provide advanced learning to this effort. Much like teaching hospitals, 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 the district community.

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.

The [Alternative Routes Concept Paper](#) can be found here:

<https://docs.google.com/document/d/1kVxaVweNwFwjiS9bOmrRR0I53CXcfS4QfGNnHIMM67o/edit?usp=sharing>

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, while the PESB was able to award 9 partnership grants in the initial round, we would undoubtedly provide a wider network of services with a larger appropriation. Our projections suggest that, with adequate funding, the Alternative Route Block Grant Program could support a total of 20 partnerships. These partnerships would positively contribute to ending the teacher shortage across the state

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

Alternative Routes Funding

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.

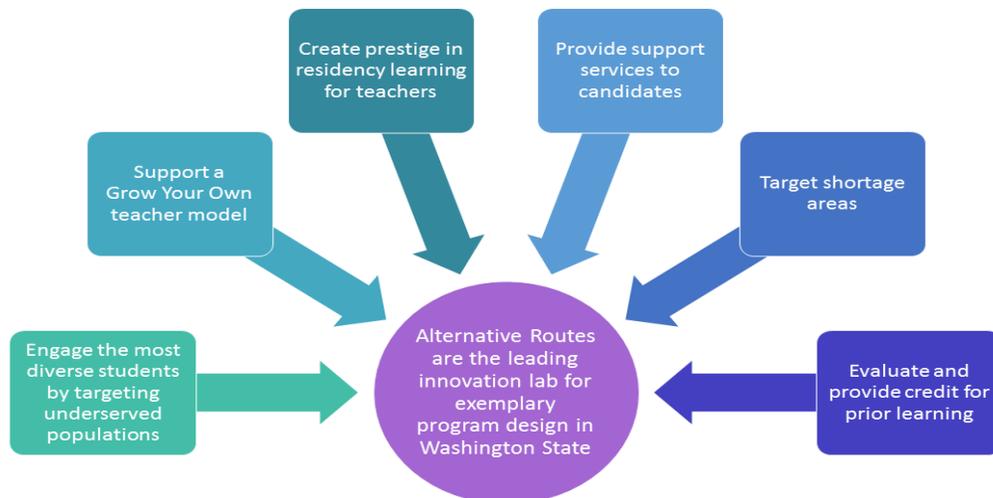
Decision Package expenditure, FTE and revenue assumptions, calculations and details: PESB calculates each scholarship as expending between \$13,000-15,000 per candidate. The difference is in the negotiated amounts to districts and preparation programs to support the candidate. Candidate support consists 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 total amount requested in this decision package per fiscal year is \$5,580,000. This is 360 expected new teacher candidates at \$13,000 per scholarship, plus \$600,000 per fiscal year for existing teachers.

Decision Package Justification and Impacts

PESB intends to advance 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 work group 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>



Alternative Routes Funding

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?

Alternative route programs will be more accountable to the partnering districts. Candidates would be more responsive to the demands for specific endorsements. Districts will expand their repertoire of recruitment strategies, improve forecasting, and overall workforce development practices. In advancing alternative routes with global outcomes in RCW, this would allow PESB more flexibility to nimbly prioritize shortage areas and address workforce development needs in the profession through WAC serving college providers, districts, and candidates more effectively. This requested change from RCW to rule can be referenced in HB1770/ SB5496 from 2015 and 2016 sessions.

Performance Measure detail: PESB expects alternative route programs to support 360 new teacher candidates per year with a strategy that offers promise of not only adding teachers, but better retention of those teachers. Retooling scholarships also support improved retention rates, while expanding the teacher’s value to their district.

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?	Yes	Identify: School district support for new teachers
Other local gov’t impacts?	Yes	Identify: School districts
Tribal gov’t impacts?	No	Identify:

Alternative Routes Funding

Impact(s) To:		Identify / Explanation
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?	No	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 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. 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.

Alternative Routes Funding

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:

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		0.75	0.75	0.75	\$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.)