



Superintendent Dorn's Teacher Shortage Budget and Policy Requests

2016 Legislative Session

The Problem

School districts in Washington are having major difficulties hiring mathematics, science, special education, and other teachers, especially in rural and high poverty schools. All school districts report a significant shortage in substitute teachers.

Additionally, the implementation of full-day kindergarten and K–3 class size reduction, along with teacher retirements, increasing attrition, and student enrollment growth, will require hiring approximately 10,000 new K–3 teachers in the next 3–4 years. In-state production of new teachers with Elementary and Early Childhood endorsements total only 1,500 teachers/year.

The state's success in the investment in full-day kindergarten, K–3 class size reduction, and other "McCleary/Basic Education" components depends on making significant changes in Washington's ability to recruit and retain quality teachers.

Budget and Policy Requests

To address this critical shortage of classroom teachers, the Superintendent of Public Instruction will request that the Legislature fund the actions and approve the policy changes listed below:

1. **Beginning Teacher Pay:** Increase the state salary allocation to school districts for beginning teachers;
2. **Hiring Incentives:** Provide "signing bonuses" of \$10,000 for new out-of-state teachers and \$5,000 for in-state teachers hired in rural school districts, in high poverty schools, and in schools with identified equity gaps;
3. **Recruitment Campaign:** Create a recruitment campaign for out-of-state teachers and prospective new teachers in Washington. The effort will target individuals with certificates who are not employed as teachers, undergraduate college students who have not chosen a major, out-of-state teachers, military personnel and their spouses, and other groups of individuals who may be interested in teaching in our public schools;
4. **Statewide Application Depository:** Develop a central depository that will make it easier for teachers to apply for jobs in multiple school districts and for school districts to have access to a broader pool of applicants;
5. **Hiring Technical Assistance:** Provide recruiting and hiring assistance to smaller school districts that will be provided by Educational Service districts;
6. **Careers in Education Course:** Fund teacher training to implement the new high school "Careers in Education" course;
7. **Retired Teachers:** Allow recently retired teachers to serve as teachers and/or substitutes without restrictions;
8. **Professional Certification for Experienced Out-of-state Teachers:** Allow out-of-state teachers with at least five years of successful teaching experience to obtain a Professional Certificate if they have National Board Certification or obtained a second-level certificate in another state; and
9. **Conditional Scholarship Program:** Increase funding for the Conditional Scholarship Program for individuals in the Alternative Route and Retooling programs. Adds Elementary and Early Childhood endorsements to the list of endorsements eligible for these scholarships.