

Alternate Route Block Grant Information Session

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WACTE

Agenda

- Alternate Routes to Teacher Certification
- Alternate Routes Block Grant (ARBG)
- Timeline
- Partnerships
- Changes in the application process
- Further resources
- Brainstorming best practices

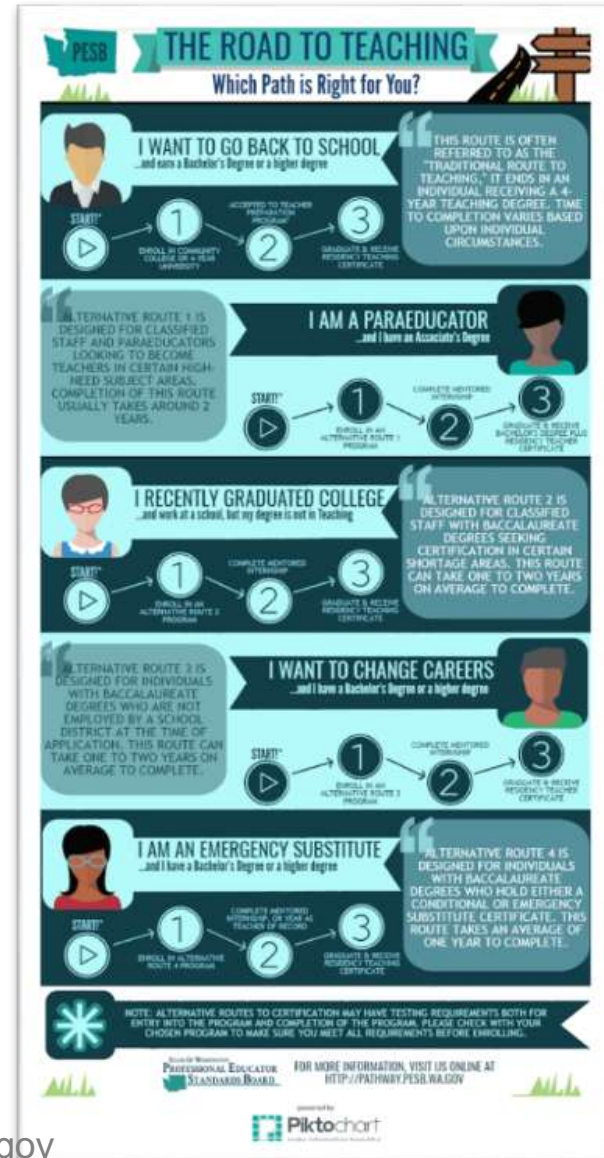
What's an Alternative Route?

- Partnerships between school districts and preparation programs
- Full-time, classroom-based mentored internships; some as teacher of record
- Career-changers and experience para-educators
- Loan forgiveness for teaching service
- More diverse (25% nonwhite compared to 8%)

Specific Program Characteristics:

- Residency based, full year mentored internship;
- Guided by Individualized Teacher Development Plan for each candidate;
- The majority of candidates exit the program with multiple endorsements and/or endorsed in content specific areas such as Math and Sciences;
- All day, everyday placement in classrooms with trained mentor teachers;
- Provides more clinical experience than traditional programs;
- Cost effective: required to be package priced below traditional programs.

Washington has the following routes to teaching:





THE ROAD TO TEACHING

Which Path is Right for You?



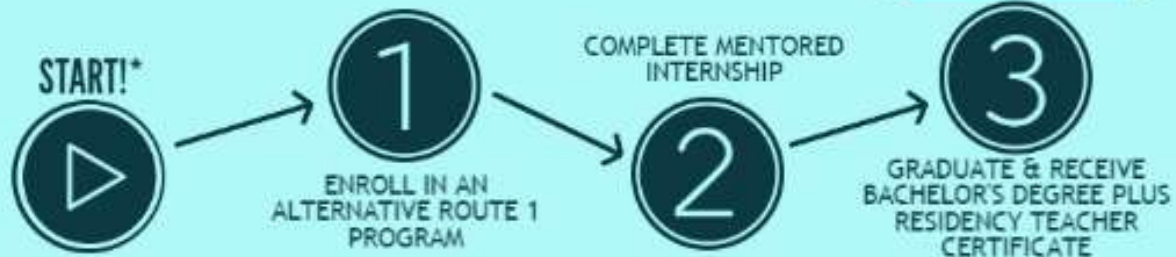
I WANT TO GO BACK TO SCHOOL
...and earn a Bachelor's Degree or a higher degree



THIS ROUTE IS OFTEN REFERRED TO AS THE "TRADITIONAL ROUTE TO TEACHING," IT ENDS IN AN INDIVIDUAL RECEIVING A 4-YEAR TEACHING DEGREE. TIME TO COMPLETION VARIES BASED UPON INDIVIDUAL CIRCUMSTANCES.

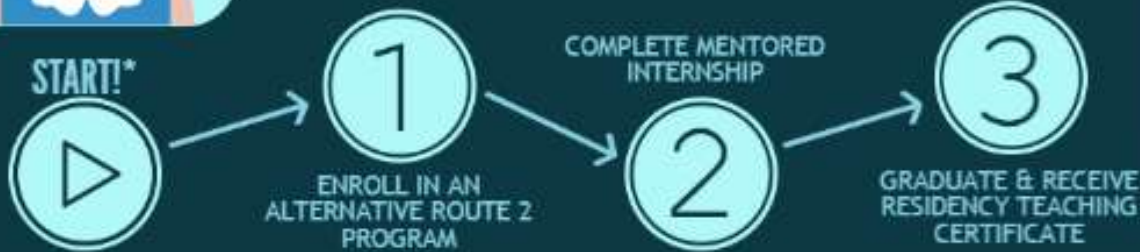
ALTERNATIVE ROUTE 1 IS DESIGNED FOR CLASSIFIED STAFF AND PARAEDUCATORS LOOKING TO BECOME TEACHERS IN CERTAIN HIGH-NEED SUBJECT AREAS. COMPLETION OF THIS ROUTE USUALLY TAKES AROUND 2 YEARS.

I AM A PARAEDUCATOR ...and I have an Associate's Degree





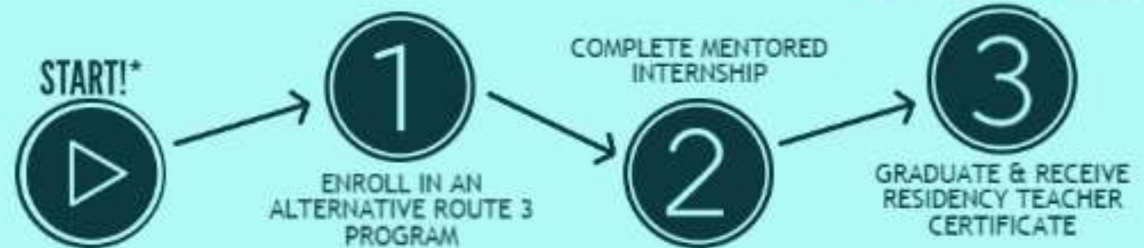
I RECENTLY GRADUATED COLLEGE
...and work at a school, but my degree is not in Teaching



ALTERNATIVE ROUTE 2 IS DESIGNED FOR CLASSIFIED STAFF WITH BACCALAUREATE DEGREES SEEKING CERTIFICATION IN CERTAIN SHORTAGE AREAS. THIS ROUTE CAN TAKE ONE TO TWO YEARS ON AVERAGE TO COMPLETE.

ALTERNATIVE ROUTE 3 IS DESIGNED FOR INDIVIDUALS WITH BACCALAUREATE DEGREES WHO ARE NOT EMPLOYED BY A SCHOOL DISTRICT AT THE TIME OF APPLICATION. THIS ROUTE CAN TAKE ONE TO TWO YEARS ON AVERAGE TO COMPLETE.

I WANT TO CHANGE CAREERS ...and I have a Bachelor's Degree or a higher degree





I AM AN EMERGENCY SUBSTITUTE ...and I have a Bachelor's Degree or a higher degree

ALTERNATIVE ROUTE 4 IS DESIGNED FOR INDIVIDUALS WITH BACCALAUREATE DEGREES WHO HOLD EITHER A CONDITIONAL OR EMERGENCY SUBSTITUTE CERTIFICATE. THIS ROUTE TAKES AN AVERAGE OF ONE YEAR TO COMPLETE.



NOTE: ALTERNATIVE ROUTES TO CERTIFICATION MAY HAVE TESTING REQUIREMENTS BOTH FOR ENTRY INTO THE PROGRAM AND COMPLETION OF THE PROGRAM. PLEASE CHECK WITH YOUR CHOSEN PROGRAM TO MAKE SURE YOU MEET ALL REQUIREMENTS BEFORE ENROLLING.

Who can offer

Who Can Offer

Community
Colleges

Districts

Colleges and
Universities

Non-profits
and other
community
agencies

Why offer

To meet demand for highly qualified teachers in shortage areas

To develop district staff to become teachers

Grow your own model has more success developing and retaining teachers for district

Move teachers off conditional certification in line with assignment policy

Districts can & should drive production

Alternate routes allow for demand to align with supply-

Alternate Routes allow for districts to partner with colleges, universities and other agencies including themselves to assist in meeting production

Alt Route Requirement Per <u>RCW 28A.660.040</u>	Route 1	Route 2	Route 3	Route 4
Passing of West-B upon entry	X	X	X	X
Passing of West-E / NES upon entry		X	X	X
Required Summer Teacher Academy			X	X
Subject matter shortage areas and areas with shortages due to geographic location		X	X	
Required endorsements in special education, bilingual education, or English as a second language	X			
Must be employed with the district at the time of application, in associated route	X	X	X	X
Has a district conditional teaching or emergency substitute certificates				X
Can serve as the teacher of record while in the Alt Route teacher program				X
Minimum of transferrable AA degree	X			
Minimum of a Bachelor's degree or higher, from a regionally accredited institution		X	X	X
Full-year mentored internships	X	X	X	X
Candidate eligible for residency teacher certification after successful completion of the program	X	X	X	X
Meets the age, good moral character, and professional fitness requirements	X	X	X	X
District or building validation of qualification, including one year of successful interaction and leadership (as a classified instructional employee; classified staff;	X	X		
External validation of qualifications, including demonstrated successful experience with students or children, such as reference letters and letters of support from previous employers			X	X
Flexible program	X	X	X	X
Applicants for alternative route programs who are eligible veterans or national guard members and who meet the entry requirements for the alternative route program for which application is made shall be given preference in admission.				X

Alternate Route Approval Form

- Must come before PESB board for Alternate Route Program approval (before applying for Block Grant)
- Board meeting timeline available online—May, July, and September meetings before application due
- Approval form on the PESB Alternative Routes webpage

Alternative Route Block Grant

Includes Funding for:

- program recruitment and support services of candidates
- scholarship of candidates
- district professional development, support and navigation

Block grant must align with the vision for alternate routes and prioritize target populations

Alternate Route Design

Approaches to Prioritize:

Priority Populations

Regional work

Collaborative Recruitment and Selection

Strong partnerships

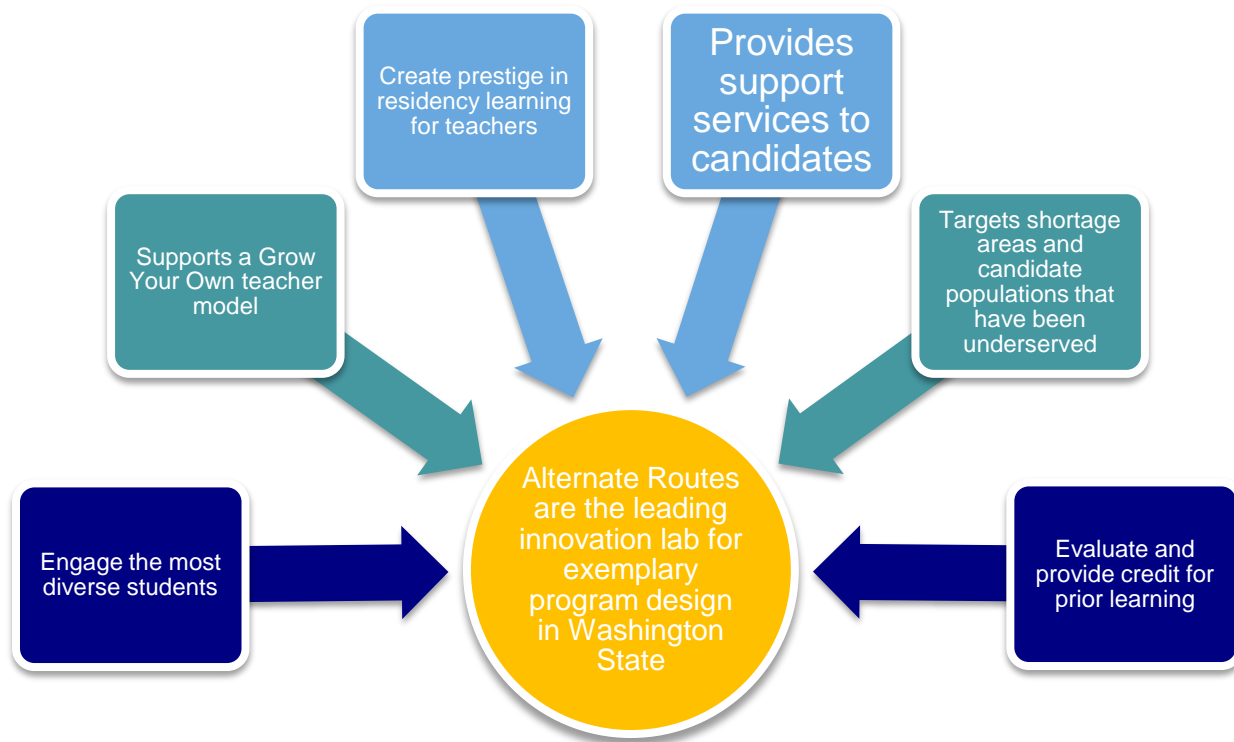
Innovative Design

Targeted Recruitment

Design: Alternate Routes for individuals engaged by the district as Resident Intern in a mentored Internship

Design: Alternative route for individuals teaching with conditional certificates

Next Generation Alt routes



What:

- Learning how to teach while teaching
- Job embedded teacher preparation

For:

- Increase diversity of the educator workforce
- Address teacher shortage

How:

- Targeted Recruitment
- Partnership to support candidate completion and retention

Cost Structure Notes:

- Utilizing other funds outside of the Block Grant as supplemental resources is encouraged
- Alt Routes can have a cohort with both students who do and do not receive block grant funds
- Cost structure is still in draft form and will be finalized as soon as budget has been approved

2017 Important Dates

- June 1: Application available
- June 22: Info session at Renton Technical
- June 27: Info session webinar
- August 1: Letter of intent due
- September 11: Technical Assistance Webinar
- October 9: Application due
- December: Awardees announced

Partnership Building



What should partnership look like?

Pair and Share

- What formal partnerships do you have to support an alternate route program?
- What areas are you considering for targeted recruitment?



Partnership Tools



Bright Spots Report



[Link to Grow Your Own Teachers report](#)



Bright IDEA

REPORT KEY

BRIGHT SPOT

A Grow Your Own strategy that has been implemented with positive results

BRIGHT IDEA

An innovative Grow Your Own idea that is being tried or piloted for results

CASE STUDY

Programs that have demonstrated best practices through Grow Your Own strategies and provide scalable ideas to recruit, retain and support a diversified educator workforce.

BRIGHT IDEA

Highline School District Board Policy

Highline School District School Board and administrators have committed to being a culturally-responsive organization. The district is holding itself accountable by an indicator which examines and sets policies on how the district recruits, retains, and promotes a diverse, highly qualified staff at every level of the school district. Highline has defined diversity through a broad definition beyond race/ethnicity, gender, disability and vets' status to also include language, socio-economic status and sexual orientation. After realizing that recruitment fairs were ineffective, they will focus on multi-year strategies and year-round recruitment as well as ways to track data at the time of application, interview and hire. Thus they have implemented several new diversity recruitment strategies which include:

- **Building diverse pipelines**—student teachers, university partnerships, community based

organizations, pathways to teaching for paraprofessionals, employee referral program, and a long-term grow your own strategy

- **Expanded marketing**- marketing materials highlighting diversity and teacher profile video, established social media presence
- **Early hiring and efficiency** – expanded early cadre hiring, process improvements such as streamline reference checks and designated interview days, redesigned selection process and teacher profile
- **Goal setting & data tracking** – set and monitoring diversity recruitment goals and milestones, regular check in and strategy review, analysis of selection practices for potential bias, new data tracking systems, and end of the year analysis

[\(learn more\)](#)

"A comprehensive set of policies is needed to address our emerging teacher shortage and to ensure every child is taught by a competent committed teacher."

— Linda Darling-Hammond, Learning Policy Institute



Application Process

- Must be approved as an Alternative Route by PESB Board by time of application submission
 - See PESB staff for additional questions on alternate route approval
- Application hosted through SurveyGizmo
 - Application and instruction packet available June 1, 2017
- Applying and reapplying use the same application
 - Returning partnerships asked to address any lessons learned and planned modifications

Application will be released June 1st

The screenshot shows a web browser window displaying a survey form. The browser's address bar shows the URL: <https://app.surveymoz.com/builder/test/id/3234695#preview-page>. The page title is "ARBG Application 2017". The form content includes an "Introduction" section with the following text:

Welcome to the Professional Educator Standards Board (PESB) Alternative Routes Block Grant 2017 Application.

Only one application should be submitted per block grant partnership - the approved teacher preparation program provider and partnering school district(s) should only submit one application representing the partnering Alternative Route(s) program and all partners.

Applicants are strongly encouraged to access the following links for guidance materials available on the Educator Pathways website, in order to assist with the preparation of your proposals.

- [ARBG 2017 Application Instruction Packet](#)
- [PESB Alt Routes Block Grant Site](#)

Thank you for your interest and efforts in growing the Washington educator workforce through Alternative Routes!

On the following pages please list and provide the contact details of the partnering organizations for this grant application:

1. Preparation Provider: *

Below the text is an empty text input field.

At the bottom of the form, there are three buttons: "Next", "Generate Test Responses", and "Invite Others to Test". The "Next" button is highlighted in blue. The browser's taskbar at the bottom shows the time as 9:54 AM on 4/20/2017.

Applicant Leads

The screenshot shows a web browser window displaying the ARBG Application 2017 form. The browser's address bar shows the URL: <https://app.surveymzmo.com/builder/build/id/3234695#preview-page>. The browser's navigation bar includes a 'Back to Build' button and several menu items: Page: 1, English, Default Link, URL Variables, Ignore Page Logic, Fire Actions, Record Response, View Comments, and Desktop View. The form itself is titled 'ARBG Application 2017' and is divided into two main sections:

2. Contact Information

Coordinator Name * Coordinator Title *

Coordinator Email *

Coordinator Phone * Extension

3. Other Faculty/Staff Contact Information
(add as many contacts as necessary. List name and role of each, e.g. project director, teacher, instructor, etc.)

Other Staff Name Other Staff Title

The bottom of the screenshot shows the Windows taskbar with various application icons and the system tray displaying the time as 9:54 AM on 4/20/2017.

Contact: Alexandra Manuel
Deputy Director
Alexandra.Manuel@k12.wa.us

Beth Geiger
Educator Pathways Project Specialist
Beth.Geiger@k12.wa.us

PESB Alt Route Block Grant Site:
<http://pathway.pesb.wa.gov/future-educators/alternative-routes/provider-resources/block-grants>

Teaching Equity Fund



[Teaching Equity Small Grant Fund](#)
Partnering to Develop Teaching Equity across Washington
<https://tinyurl.com/k4hjo56>

Teaching Equity Small Grants Fund

*The Professional Educator Standards Board,
Washington Education Association
and the Center for Excellence in Careers in
Education*

are partnering to expand statewide opportunities for regional equity summits to contribute to a statewide teaching equity network.

- Applications are for regional equity initiatives interested in establishing a Teaching Equity Event or Conference.
- First round of applications are due May 19th
- Grants will be for up to \$5,000 to support equity gatherings and other initiatives.

<https://tinyurl.com/k4hjo56>

Teaching Equity Fund

An emphasis on cultural competence development and training

Opportunities for youth and professional educators to collaborate

Youth focus/component of the event.

Quality professional growth opportunities

Inclusion of research and/or data on key equity

A positive focus on educator roles and pathways