

The Professional Educator Standards Board: Key Updates

Alexandra Manuel, Acting Executive Director

PESB Approach

- The Professional Educator Standards Board (PESB) is working to diversify the educator workforce, develop culturally responsive educators, and ensure equity and access to educator preparation.
- PESB continues to advance educator workforce development and pursue policy and innovation that are responsive to educator shortage, continuing education and increasing the diversity of the workforce.
- Our agency is currently operationalizing several initiatives to move the needle in these areas. These efforts include grants, work groups, pilot projects, and system-level policy initiatives.

Participate with Us! Upcoming Board Meetings

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Upcoming Board Meetings

The screenshot shows the PESB website with the following content:

STATE OF WASHINGTON PROFESSIONAL EDUCATOR STANDARDS BOARD

PESB Meetings

Next Board Meeting: January 11-12, 2017

Location
ESD 113
6005 Tyee Dr SW
Tumwater, Washington 98512

- [Agenda \(PDF\)](#)
- [Board Materials \(Folder\)](#)
- [Contact us](#) to add a public comment

Register to listen to the Board Meeting:

- [January 11, 2018](#)
- [January 12, 2018](#)

Electronic meetings: [information on how to participate in a PESB meeting by webinar](#)

See [previous meetings and materials](#)

Upcoming PESB Meetings

- January 11-12, 2018**
ESD 113, Tumwater
- March 15-16, 2018**
Radisson Hotel, SeaTac
- May 17-18, 2018**
The Hampton Inn, Richland
- July 24, 2018**
Radisson Hotel, SeaTac

Map: Capital Region ESD 113, 6005 Tyee Dr SW, Tumwater, WA 98512. 4.9 stars, 1 review. View larger map.

Navigation: Home, Educator Pathways, Workforce Development, Preparation Programs, Data & Reports, Innovation to Policy, Paraeducator Board, **About PESB**

About PESB: Mission, Vision, and Strategic Plan; PESB Members; **PESB Meetings** (Previous PESB Meetings and Materials; Electronic Meetings; Upcoming Tab Items); PESB Rule Making; PESB News; Contact PESB

Footer: KINGSTON NATIONAL EDUCATOR STANDARDS BOARD

New Website

The screenshot shows the homepage of the State of Washington Professional Educator Standards Board (PESB) website. The browser address bar displays <https://www.pesb.wa.gov/>. The website header includes the PESB logo, a search bar, and an "A-Z Topic Index" link. A dark navigation bar contains links to Home, Educator Pathways, Workforce Development, Preparation Programs, Data & Reports, Innovation to Policy, Paraeducator Board, and About PESB. The main content area features a large teal banner with a description of the PESB's mission. Below this are several topic cards: "Educator Pathways", "Workforce Development", "Preparation Programs", "Innovation to Policy", "Paraeducator Board", and "Data & Reports". Each card includes a brief description and a list of links. To the right, there are sections for "Important Information" (listing newsletters and reports), "Upcoming Meetings" (for the Paraeducator Board and PESB), and "Recent News". The Windows taskbar at the bottom shows the time as 3:32 PM on 1/4/2018.

STATE OF WASHINGTON
PROFESSIONAL EDUCATOR
STANDARDS BOARD

Home Educator Pathways Workforce Development Preparation Programs Data & Reports Innovation to Policy Paraeducator Board About PESB

The Professional Educator Standards Board (PESB) is charged with ensuring Washington's educator workforce is composed of highly effective professional educators. PESB oversees educator preparation programs and the continuing education and licensure of new and experienced educators. PESB policies also address workforce shortages and diversity by advancing policies and innovations in educator recruitment, preparation, and career development.

Educator Pathways
Information for current and future educators exploring careers in education.
Becoming a Washington Teacher
Resources for Current Educators
Educator Pathways News

Workforce Development
Workforce development solutions to address shortage, assignment, and educator diversity needs.
Growing Future Educators
Developing Current Educators
Assignment

Preparation Programs
Program standards and endorsement competencies for current and prospective programs.
Approved Programs
Assessments
Program Standards

Innovation to Policy
Informing policy innovations through grants, pilots, work groups, and legislative initiatives.
Grants & Pilots
Work Groups
2018 Legislative Priorities

Paraeducator Board
Developing employment

Data & Reports
Data and reports on educator

Important Information
January 2018 Newsletter
Recruiting Washington Teachers
2016-17 Report
FAQ on the new credentialing policy
"Grow Your Own" Teachers report

Upcoming Meetings
Paraeducator Board:
January 10-11, 2018
PESB:
January 11-12, 2018
Location: Tumwater, WA

Recent News
Diversifying the Educator Workforce:
Recruiting Washington Teachers

Newsletters


- PESB News of Note
- Pathways

Twitter

@Diversewateach

@PESB

Having trouble viewing this email? [View it as a Web page.](#)



STATE OF WASHINGTON
PROFESSIONAL EDUCATOR
STANDARDS BOARD

PESB Educator Pathways and Workforce Development December Newsletter

Happy Holidays!

We are pleased to share our monthly newsletter from the Educator Pathways and Workforce Development Team at the Professional Educator Standards Board. The Pathways and Workforce Development team focuses on educator workforce development, with specific attention to diversifying the workforce to better reflect the student population, addressing teacher shortage, and supporting navigation of pathways into the education profession.

Before you dive into our newsletter, I wanted to take a moment to share some exciting news - last week we celebrated the launch of our [new website](#)! We've focused on creating greater ease of navigation and making the website more organized, searchable, and user friendly. Please take some time to explore the website and familiarize yourself with it, and as always please share your feedback with us.

Wishing you the best for this holiday season and New Year!

Best,

Alexandra Manuel
Interim Executive Director

CELEBRATING THE LAUNCH OF OUR NEW WEBSITE

We are so pleased to announce the release of our new website at <https://www.pesb.wa.gov/>. This website has been designed to be more user-friendly, easy to navigate, and organized. With all various stakeholders in mind - preparation programs, school districts, current and future educators, board members, and our partner agencies - we've structured our home page to help direct you to find the information you need. We look forward to continuing to refine the site and are very excited to share our updated version with you.

GROWING HIGH SCHOOL STUDENTS INTO WASHINGTON EDUCATORS

The Recruiting Washington Teachers (RWT) Program is designed to grow our own diverse future educators who more closely reflect the student population. Curious about the impacts of this program? The PESB produces annual reports on this program using data collected from our RWT learning laboratory sites.

The New Paraeducator Board

- **Mission, Vision, and Strategic Goals:** The Paraeducator Board is focused on the work set forth by HB 1115 and upholding the intent of the Board.
- **Intent:** Paraeducators provide the majority of instruction in programs designed by the legislature to reduce the opportunity gap. By setting common statewide standards, requiring training in the standards, and offering career development for paraeducators, as well as training for teachers and principals who work with paraeducators, students in these programs have a better chance of succeeding.
- **Authority:** The Paraeducator Board's authority includes setting standards, professional development and the career ladder.
- **Technical Fix Bills HB 2698 and SB 6388**

The Timeline Overview

	2017	2018					
	November	January	March	May	July	September	November
Paraeducator Standards of Practice							
Certificate Requirements							
Pilot Implementation							
Teacher & Admin Professional Development							
Preparing for the 2019 Legislation							
Rules Adoption							

- Six broad areas to work on over the next year
 - Paraeducator Standards of Practice (Nov '17)
 - Certificate Requirements (Jan - Mar '18)
 - Pilot Implementation (Nov '17 - July '18)
 - Teacher & Admin Professional Development (Nov '17 - Jan '18)
 - Preparing for the 2019 Legislation (Jul - Nov '18)
 - Rules Adoption (Mar - Nov '18)

Certificate Requirements

	2017	2018					
	November	January	March	May	July	September	November
Paraeducator Standards of Practice							
Certificate Requirements							
Pilot Implementation							
Teacher & Admin Professional Development							
Preparing for the 2019 Legislation							
Rules Adoption							

- January - March 2018
- Five requirements to approve (Secs. 8-10)
 - General Paraeducator Certificate
 - Four day fundamental course
 - Ten days of professional development
 - Subject Matter Certificates
 - 20 hours (each) professional development in subject matter
 - Advanced Paraeducator Certificate
 - 75 hours of professional development

The Formation of
Subcommittees to
Review
Requirements

Paraeducator Certificates

General Paraeducator Certificate

- Four day fundamental course
- Ten days of professional development

Subject Matter Certificates

- 20 hours (each) professional development in subject matter

Advanced Paraeducator Certificate

- 75 hours of professional development

Current Work Groups

PESB facilitates work groups by gathering stakeholders from across the field together to discuss the most pressing issues in the sphere of educator preparation, retention, and diversity. Final outcomes of the work groups include developing policy recommendations, reports, as well as suggestions for program redesigns.

Career & Technical Education

The purpose of the [Career & Technical Education Work Group](#) is to assess the current system of Career & Technical Education preparation and licensing and develop recommendations to clarify requirements, improve access, and maintain high standards for preparation and licensure.

Educator Career Continuum

The purpose of the [Educator Career Continuum Work Group](#) will be to provide recommendations to the Board on the future of the career-long continuum for educators, with a particular focus on how to ensure educators have access to high-quality, relevant continuing education for maintaining their certification. Issues to be considered include incentives, support, and the continued development of educators in our state.

Testing Barriers

The purpose of the [Testing Barriers Work Group](#) is to thoroughly investigate the barriers that testing creates for candidates, particularly bilingual and candidates of color, and develop recommendations for consideration by the PESB and the legislature.

Work Groups Continued

National Board Issues

The large number of National Board renewal candidates in the last few years, and the amount of time that has passed since the creation of an equivalency chart between National Board Certification and Washington state endorsements has brought two National Board issues to attention at this time:

- Clock Hours for National Board Renewal
- National Board Endorsement Equivalencies

The [National Board Issues Work Group](#) will develop recommendations to the board regarding these issues.

Limited Certificates:

Limited certificates provide an entry point to the profession and provide flexibility in meeting educator workforce needs. The [Limited Certificate Work Group](#) will review policy in WAC related to the limited certificates, with a goal of maintaining flexibility while adding cohesiveness to the system. The Limited Certificate Work Group will also be exploring a potential new certificate for pre-service educators. Recommendations from the work group will be provided to the PESB.

Grants

<https://www.pesb.wa.gov/innovation-policy/grants-pilots/>

ESD Superintendents' Groups | Grants & Pilots

You are here: Home / Innovation to Policy / Grants & Pilots

Grants & Pilots

Through innovative grants and pilot programs PESB is responding to employer workforce demands and expanding the diversity of our state's educators.

Alternative Route to Teaching Block Grant

The [Alternative Route to Teaching Block Grant \(ARBG\)](#) provides funding for preparation programs, districts, and candidate scholarships to support alternative route programs engaging "grow your own" teacher strategies to address district need. See below for information on the current round of the Alternative Route Block Grant (ARBG), such as the grant timeline, informational videos, and application materials. Additionally, links to archived materials from past rounds of the grant can be found here.

Bilingual Educators Initiative

The Recruiting Washington Teachers - [Bilingual Educators Initiative](#) (RWT - BEI) Pilot Project is aimed at recruiting, preparing, and mentoring bilingual high school students, in order to prepare them to become future bilingual teachers and counselors in the state of Washington. This page contains information on the grant.

Collaborative Schools for Innovation and Success

This page contains documents such as progress reports and award announcements from the [Collaborative Schools for Innovation and Success \(CSIS\)](#) pilot program. These pilot projects enable colleges of education to collaborate with school districts to establish collaborative schools for innovation and success, serving particularly at-risk and low-achieving students.

"Grow Your Own" Pilot Program

This page contains information, as well as links to resources and reports, on the ["Grow Your Own" Pilot Program](#), a privately funded grant initiative ending June 31, 2019. The purpose of this pilot program is to build an educator workforce that is representative of the district student population they serve and develop individuals to teach in the district's identified high need subject areas.

Pilot to Policy Grant

The [Pilot to Policy Grant: Advancing Systemic Equity](#) is a new, two year grant of up to \$10,000/year. The purpose of the grant is to increase equity in educator preparation programs across the state and informing broader PESB policy connected to cultural responsiveness and equity. This page contains information on the grant, including meeting dates, a timeline, and an FAQ.

Teaching Equity Grant

The Teaching Equity Network is a network of cross-sector collaborators promoting equity in the preparation of future educators, equity in pathways into teaching, and ongoing training around equity and culturally responsive practices for educators. This page contains information on the [Teaching Equity Network Fund grant](#).

Innovation to Policy

- Grants & Pilots
 - Alternative Route to Teaching Block Grants
 - Bilingual Educator's Initiative
 - Collaborative Schools for Innovation and Success
 - "Grow Your Own" Pilot Program
 - Pilot to Policy Grant
 - Teaching Equity Grant
- Work Groups
- Equity Initiatives
- 2018 Legislative Priorities
- Innovation Archive

WASHINGTON STATE DEPARTMENT OF EDUCATION
ALTERNATIVE ROUTE TO TEACHING
BLOCK GRANTS BOARD

3:12 PM
1/4/2018

Upcoming Grants

- **Bilingual Educator Initiative:** The RWT – BEI Pilot Project is aimed at recruiting, preparing, and mentoring bilingual high school students, in order to prepare them to become future bilingual teachers and counselors in the state of Washington.
- **Paraeducator Pilot Initiative-** Grants to try out the new policies developed by the Paraeducator Board to support the new certificates and required professional development for paraeducators.
- **Microcredentials-** piloting inservice microcredential including elementary computer science, social emotional learning, and a Recruiting Washington Teachers microcredential

Legislative Agenda

Quality and diversity in the educator workforce matters! Washington has a unique opportunity to make an increased investment in the quality and diversity of its educator workforce and serve as a national leader in creating and promoting multiple opportunities for becoming an educator. Through careful investment in educator recruitment and mentoring at both the secondary and postsecondary level, we can collectively address shortages while at the same time increase teacher diversity in the profession.

Alternative Routes

Washington state must make increased investments in Alternative Routes to educator certification to meet demand and address shortages. Alternative Routes provide greater opportunities for future teachers of color to become certified through a targeted design focused on school based, job-embedded learning. 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. [Read more](#)

Grow Your Own Educator

Washington students and educators will benefit from cultivating and growing future educators from within existing communities, particularly bilingual communities and communities of color. A GYO grant program would support community based efforts in recruiting, developing, placing, and retaining highly qualified & diverse teachers. Supports include staffing resources at both the district and post secondary level, ensuring a durable transition for successful candidates in pursuing a certificate. GYO programs move our state forward in terms of educational equity, and improve academic outcomes for all students.

Washington State Loan Forgiveness

Future educators, particularly those from historically disadvantaged communities, need greater financial support as they pursue a career as an educator. Tuition has greatly outpaced inflation and income growth in Washington. Many future educators are unsure about their ability to pay for college. Current Federal programs provide loan forgiveness for teachers teaching in high poverty schools.

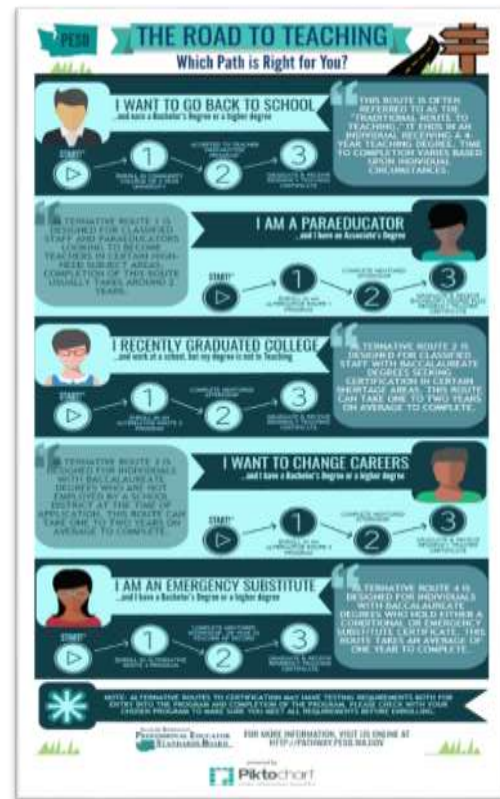
Exploring Policy Issues through Work Groups

Update from the PESB

This slide deck available at:

<https://goo.gl/qKNCbF>

Washington has the following routes to certification:

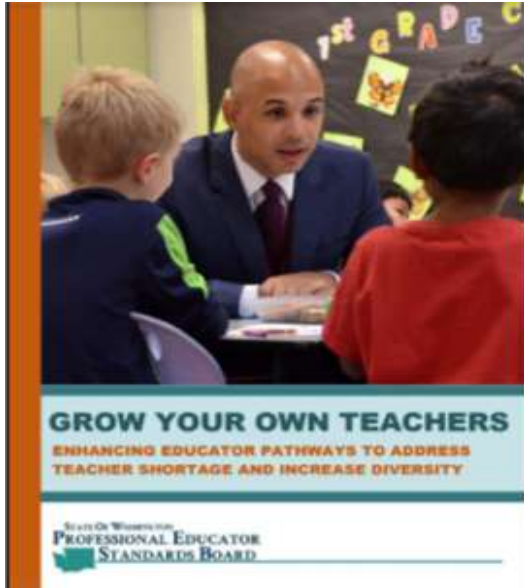


Testing Barriers Work Group

WACTE UPDATE

Background

Approved recommendation from 2016 Grow Your Own Report



Review Testing Policy and Program Barriers

At the state level, more investigation is needed into the barriers that testing creates. A work group should be developed to explore the testing policies and the inverse impact on underrepresented populations entering the teacher profession. The work group would be comprised of district employers, relevant state agencies, economic and workforce development agencies, educational institutions, and community based organizations

working with this population. The work group should identify ways to improve outreach to underrepresented populations through streamlining testing requirements, recommending test alternatives and addressing barriers with basic skills and subject matter tests. The work group should also review data on the reported barriers for bilingual candidates and special education candidates. In addition, the state should develop an action plan to remove the testing barriers and promote awareness of alternatives to support a greater diversity of teacher candidates, including high need bilingual teachers.

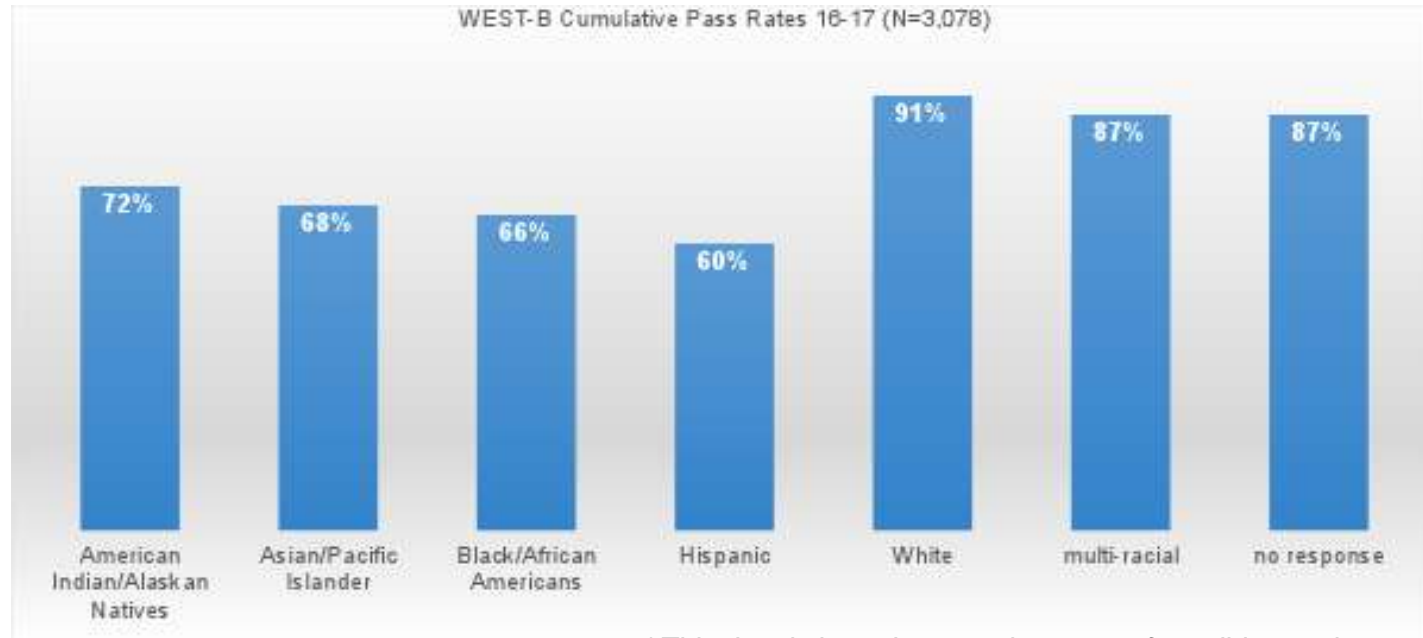
Work Group Charge

Thoroughly investigate the barriers that testing creates for candidates, particularly bilingual and candidates of color, and develop recommendations for consideration by the PESB Board and the legislature.

Focus Areas

- Thoroughly investigate the barriers for candidates of color and bilingual candidates, including through research & data
- Explore possible policy changes to address/mitigate barriers (distinguish between legislative decisions and PESB decisions)
- Identify process/operations changes that could address barriers (i.e. cost of tests, patterns with retakes, test prep materials, ensuring accessible information, etc.)
- Identify ways to improve outreach and communications about testing requirements
- Lift up strong practices and resources across programs for test prep support

Data - Who Passed WEST-B in 2016-17?



**This data is based on passing rates of candidates who attempted all three subsets*

This data available on our website!

Final Product - Report and Recommendations

May 2018 produce final reports with recommendations

Short and Long-Term	PESB and Legislature
Research & data collection efforts	Areas for further work

Work Group Members & Info

<https://www.pesb.wa.gov/innovation-policy/work-groups/testing-barriers/>

[Home](#) [Educator Pathways](#) [Workforce Development](#) [Preparation Programs](#) [Data & Reports](#) [Innovation to Policy](#) [Paraprofessional Board](#) [About PESB](#)

You are here: [Home](#) / [Innovation to Policy](#) / [Work Groups](#) / [Testing Barriers](#)

Testing Barriers

Purpose

The purpose of the Testing Barriers Work Group is to thoroughly investigate the barriers that testing creates for candidates, particularly bilingual and candidates of color, and develop recommendations for consideration by the PESB Board and the legislature.

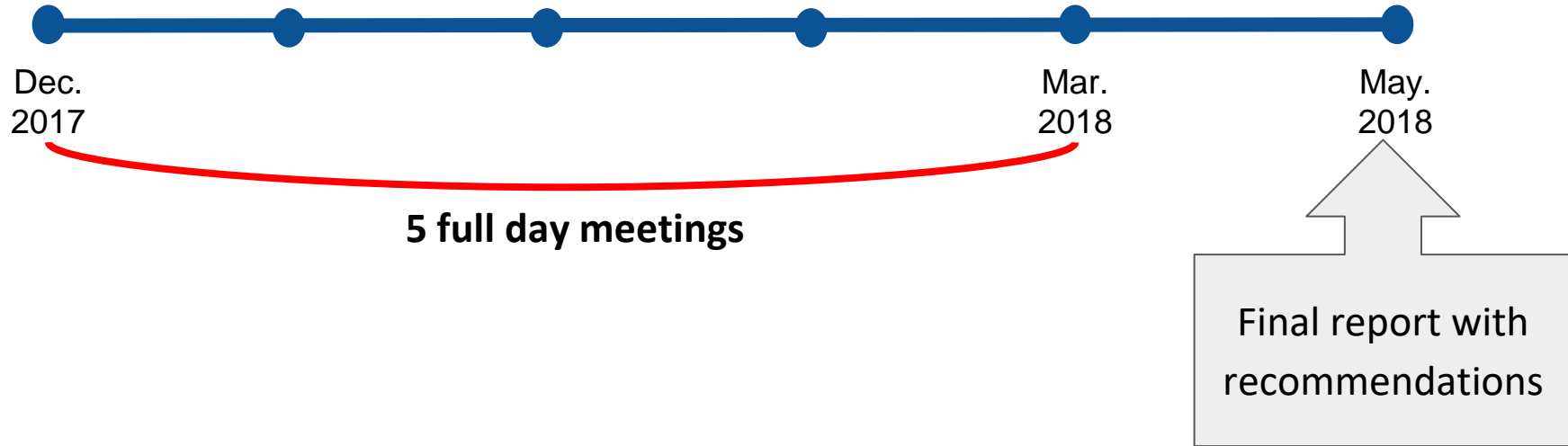
Meeting Information and Materials

Meeting	Date	Materials
1	Dec. 17, 2017	Agenda (PDF) of Overview of Testing Laws and Policy (PDF) of Presentation (PDF) of Assessment Report 2016-2017 (Document) of
2	Jan. 18, 2018	
3	Feb. 1, 2018	
4	Feb. 23, 2018	
5	Mar. 22, 2018	

Staff Contact:
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Chelsea.Wheelton@ktz.wa.us

Work Group Members:
Adam Aguilera Teacher
Washington Education Association
Debbie Kovacs
Everett School District
Dorina Reier
Riverview School District
Eric Hougan
Central Washington University
Ian Lovemo
Central Washington University
Jason Motamedi Greenberg
Education Northwest
Kari Terjeson
Heritage University
Kim Van Atta
Seattle Public Schools
Krisay Kim
Pierce College
La'akea Yoshida

Work Group Timeline



2 meetings completed thus far

- Members completed survey to identify all areas of concern
- Reviewed initial data and compiled more detailed questions
- Identified questions re: RCW and WAC for further discussion & clarification
- Assessment data - pass rates and test results
- Discussed equity issues and questions connected to administration of tests
- Pearson presented to work group for them to gather more information
- Discussed purpose of basic and content tests - what are they actually supposed to be doing?
- Ed NW compiled draft lit review of research, informed by Work Group members
- Work Group reviewed qualitative “case studies” of candidates who cannot pass test

What's Ahead

- More detailed data collection & review (we would like to build off WACTE efforts thus far to collect data on this)
- Further research on effectiveness of standardized testing in teacher prep
- Review strong practices by programs for test prep support & collect resources
- Map out possible recommendations for alternatives to tests
- **Develop recommendations that address ALL issues identified by work group and produce report in May**

Data and Research Needs

- The Testing Barriers Work Group is seeking demographic data on teacher education entrance and content area testing attempts and passing rates across demographic groups - through use of a survey to programs
- Recognize challenges in accurately reporting demographic data, but your help in providing this data will allow us to move beyond anecdotal reporting to a more accurate picture with data provided
- African American, Latinx, Native American, Pacific Islander, Asian, First Gen, Bilingual, Immigrant to US, Mixed, Not Reported
- Survey administered by Education Northwest (research partners)
- Programs would be de-identified (not for PESB reporting purposes)

Questions?

We look forward to continuing to work in collaboration with you on this issue.

Thank you!

Limited Certificate Work Group

Maren Johnson
Program Manager
Policy Development, Educator Credentialing, and Continuing Education
maren.johnson@k12.wa.us (360) 725-6264



Limited certificates provide:

- An entry point to the profession
- Flexibility in meeting educator workforce needs

Limited Certificate Work Group Purpose:

Review policy in WAC related to the limited certificates, with a goal of maintaining flexibility while adding cohesiveness to the system. Provide recommendations to the board.

Explore options relating to a **certificate for pre-service educators**

Explore options relating to the **potential merging of conditional and emergency certificates**

Certificate for Pre-Service Educators

Work group will examine ideas relating to:

1. Certificate Name
2. Who initiates the application?
3. Substitute Eligibility
4. Validity period
5. Which roles may require a pre-residency certificate

Potential Merging of Conditional and Emergency Certificate

- Goal: meet flexibility needs while reducing confusion and redundancy
- Emergency certs require **enrollment in a program**, conditional certs do not.
- Emergency certs require a **bachelor's degree**, conditional certs do not.

Eligibility for either emergency or conditional:

- Individuals who are not eligible for an emergency certificate are usually eligible for a conditional certificate.
- Differences in requirements do not prevent individuals from being in the classroom if a district is willing to request a certificate.
- **Not clear what purpose is served by offering both certificate types.**
- Specific provisions for roles could be

Career Continuum Work Group

Maren Johnson
Program Manager
Policy Development, Educator Credentialing, and Continuing Education
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Career Continuum Work Group Background:

The enactment of E2SHB 1341 creates the **opportunity to examine the Washington state educator career continuum.**

1341 prompted some specific immediate policy changes, including:

- Optional second tier licensure, and
- Indefinite renewal of a residency certificate,

1341 also raises dozens more questions and potential changes.

Career Continuum Work Group Plan:

<https://goo.gl/nq139k>

Overall Goal of the Educator Career Continuum Work Group:

- Provide recommendations on the future of the career continuum for educators in Washington state, with a particular focus on ensuring educators have access to **high-quality options for mid-career professional growth.**
- Determine **recommendations** that could be addressed within the field, with the PESB board, and with the Legislature.

Work group is examining:

- How issues of mid-career growth and continuing education are being treated around the nation:
 - Ohio
 - National Board Certification from NBPTS
- Issues of quality, access, and affordability