



Highline Public Schools Board Action Report

Supports the Strategic Plan

DATE: October 13, 2020

FROM: Dr. Susan Enfield, Superintendent

LEAD STAFF: Sara Baker, Director, Human Resources

For Introduction: 10/21/2020 For Action: 10/21/2020

I. TITLE Paraeducator Certificate Program Reimbursement Acceptance

II. WHY BOARD ACTION IS NECESSARY Grants that meet or exceed \$250,000 need School Board approval. This reimbursement, issued through iGrants (package 918), in the amount of \$278,926 needs approval of the School Board.

III. BACKGROUND INFORMATION

In 2017 the Washington legislature approved HB 1115 creating a state-wide Paraeducator Certificate Program (PCP). This program once implemented would include standardized minimum employment requirements, and ongoing certification requirements for all instructional paraeducators. The first year of implementation for the certification requirements was 2019-2020, which included completion of 14 hours of training aligned with the state standards of practice.

In support of district-level implementation, the legislation also included a reimbursement model, based on the total number of paraeducators that the district was able to train by June 30, 2020. Highline's completion rate was 94-96% based on total identified staff, or total unique staff; totalling 544 paraeducators successfully completing at least 14 hours of training under the PCP.

In service to our Strategic Plan goals, we believe the Paraeducator Certificate Program provides an opportunity to ensure every student has educators who are highly trained in current best practice, equity and the current technology tools to best support our students through distance learning.

To that aim, we have committed these funds as a reinvestment in our paraeducator workforce. These intended expenditures include compensation for participation in the Equity Symposium, investment in our professional growth solution to broaden content to paraeducators, and staffing infrastructure for continued support of the program.

This action is necessary now because it will allow the District to offset the associated implementation costs of this program for 2019-2020 and 2020-2021 and reconcile these budgets. This Board action is routine because contracts and grants of this size are regularly approved by the Board.

IV. RECOMMENDED MOTION

I move that the Highline School Board accept the reimbursement (grant) from the Office of Superintendent of Public Instruction, in the amount of \$278,926.

V. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be (amount and source including fund Example - \$522,000 from general fund Title 1 revenue).

Revenue in the amount of \$278,926.

The revenue source for this motion is state funding via the Office of Superintendent of Public Instruction.

Expenditure: One-time Annual

VI. APPLICABLE POLICY(S)

This action is in compliance with the following: Policy 5002 Recruitment, Selection & Retention of Staff; Policy 5520 Staff Development; Policy 6230 Grants

VII. ALTERNATIVES

Without approval to accept these funds, the Basic Education budget will be impacted to meet the costs of this program for 19/20 an 20/21.

VIII. COMMUNITY ENGAGEMENT

Community Engagement Required: Yes No

If yes, list community engagement conducted for this issue

IX. POLICY MONITORING PLAN

This new or revised policy will be monitored by the School Board:

Quarterly Semi-Annually Annually Not Applicable

The metrics that will be used to monitor this policy include: _____

X. ATTACHMENTS

House Bill 1115

CERTIFICATION OF ENROLLMENT
ENGROSSED SUBSTITUTE HOUSE BILL 1115

65th Legislature
2017 Regular Session

Passed by the House April 17, 2017
Yeas 94 Nays 1

Speaker of the House of Representatives

Passed by the Senate April 12, 2017
Yeas 49 Nays 0

President of the Senate

Approved

Governor of the State of Washington

CERTIFICATE

I, Bernard Dean, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **ENGROSSED SUBSTITUTE HOUSE BILL 1115** as passed by House of Representatives and the Senate on the dates hereon set forth.

Chief Clerk

FILED

**Secretary of State
State of Washington**

ENGROSSED SUBSTITUTE HOUSE BILL 1115

AS AMENDED BY THE SENATE

Passed Legislature - 2017 Regular Session

State of Washington **65th Legislature** **2017 Regular Session**

By House Education (originally sponsored by Representatives Bergquist, Muri, Ortiz-Self, Harris, Stanford, Stambaugh, Gregerson, and Kilduff)

READ FIRST TIME 02/13/17.

1 AN ACT Relating to paraeducators; amending RCW 28A.150.203,
2 28A.410.062, 28A.630.400, 28A.660.040, 28A.660.042, and 28B.50.891;
3 adding a new section to chapter 28A.300 RCW; adding a new section to
4 chapter 28A.410 RCW; adding a new chapter to Title 28A RCW; repealing
5 RCW 28A.415.310; and providing expiration dates.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

7 NEW SECTION. **Sec. 1.** INTENT. Paraeducators provide the majority
8 of instruction in programs designed by the legislature to reduce the
9 opportunity gap. By setting common statewide standards, requiring
10 training in the standards, and offering career development for
11 paraeducators, as well as training for teachers and principals who
12 work with paraeducators, students in these programs have a better
13 chance of succeeding.

14 NEW SECTION. **Sec. 2.** DEFINITIONS. The definitions in this
15 section apply throughout this chapter unless the context clearly
16 requires otherwise.

17 (1) "Advanced paraeducator certificate" means a credential earned
18 by a paraeducator who may have the following duties: Assisting in
19 highly impacted classrooms, assisting in specialized instructional
20 support and instructional technology applications, mentoring and

1 coaching other paraeducators, and acting as a short-term emergency
2 substitute teacher.

3 (2) "Board" means the paraeducator board established in section 3
4 of this act.

5 (3) "English language learner programs" means the English
6 language learners program, the transitional bilingual instruction
7 program, and the federal limited English proficiency program.

8 (4) "English language learner certificate" means a credential
9 earned by a paraeducator working with students in English language
10 learner programs.

11 (5) "Paraeducator" means a classified public school or school
12 district employee who works under the supervision of a certificated
13 or licensed staff member to support and assist in providing
14 instructional and other services to students and their families.
15 Paraeducators are not considered certificated instructional staff as
16 that term and its meaning are used in this title.

17 (6) "Special education certificate" means a credential earned by
18 a paraeducator working with students in special education programs.

19 NEW SECTION. **Sec. 3.** PARAEDUCATOR BOARD CREATED. (1)(a) The
20 paraeducator board is created, consisting of nine members to be
21 appointed to four-year terms.

22 (b) Vacancies on the board must be filled by appointment or
23 reappointment as described in subsection (2) of this section to terms
24 of four years.

25 (c) No person may serve as a member of the board for more than
26 two consecutive full four-year terms.

27 (d) The governor must biennially appoint the chair of the board.
28 No board member may serve as chair for more than four consecutive
29 years.

30 (2) Appointments to the board must be made as follows, subject to
31 confirmation by the senate:

32 (a) The superintendent of public instruction shall appoint a
33 basic education paraeducator, a special education paraeducator, an
34 English language learner paraeducator, a teacher, a principal, and a
35 representative of the office of the superintendent of public
36 instruction;

37 (b) The Washington state parent teacher association shall appoint
38 a parent whose child receives instructional support from a
39 paraeducator;

1 (c) The state board for community and technical colleges shall
2 appoint a representative of the community and technical college
3 system; and

4 (d) The student achievement council shall appoint a
5 representative of a four-year institution of higher education as
6 defined in RCW 28B.10.016.

7 (3) The professional educator standards board shall administer
8 the board.

9 (4) Each member of the board must be compensated in accordance
10 with RCW 43.03.240 and must be reimbursed for travel expenses
11 incurred in carrying out the duties of the board in accordance with
12 RCW 43.03.050 and 43.03.060.

13 (5) Members of the board may create informal advisory groups as
14 needed to inform the board's work.

15 (6) The governor may remove a member of the board for neglect of
16 duty, misconduct, malfeasance or misfeasance in office, or for
17 incompetency or unprofessional conduct as defined in chapter 18.130
18 RCW. In such a case, the governor shall file with the secretary of
19 state a statement of the causes for and the order of removal from the
20 board, and the secretary of state shall send a certified copy of the
21 statement of causes and order of removal to the last known post
22 office address of the member.

23 NEW SECTION. **Sec. 4.** POWERS AND DUTIES OF PARAEducATOR BOARD.

24 (1) The paraeducator board has the following powers and duties:

25 (a) Based on the recommendations of the paraeducator work group
26 established in chapter 136, Laws of 2014, adopt: (i) Minimum
27 employment requirements for paraeducators, as described in section 5
28 of this act; and (ii) paraeducator standards of practice, as
29 described in section 6 of this act;

30 (b) Establish requirements and policies for a general
31 paraeducator certificate, as described in section 8 of this act;

32 (c) Based on the recommendations of the paraeducator work group
33 established in chapter 136, Laws of 2014, establish requirements and
34 policies for subject matter certificates in English language learner
35 and special education, as described in section 9 of this act;

36 (d) Based on the recommendations of the paraeducator work group
37 established in chapter 136, Laws of 2014, establish requirements and
38 policies for an advanced paraeducator certificate, as described in
39 section 10 of this act;

1 (e) By September 1, 2018, approve, and develop if necessary,
2 courses required to meet the provisions of this chapter, where the
3 courses are offered in a variety of means that will limit cost and
4 improve access;

5 (f) Make policy recommendations, as necessary, for a paraeducator
6 career ladder that will increase opportunities for paraeducator
7 advancement through advanced education, professional learning, and
8 increased instructional responsibility;

9 (g) Collaborate with the office of the superintendent of public
10 instruction to adapt the electronic educator certification process to
11 include paraeducator certificates; and

12 (h) Adopt rules under chapter 34.05 RCW that are necessary for
13 the effective and efficient implementation of this chapter.

14 (2) The superintendent of public instruction shall act as the
15 administrator of any such rules and have the power to issue any
16 paraeducator certificates and revoke the same in accordance with
17 board rules.

18 NEW SECTION. **Sec. 5.** PARAEDUCATOR MINIMUM EMPLOYMENT
19 REQUIREMENTS. Effective September 1, 2018, the minimum employment
20 requirements for paraeducators are as provided in this section. The
21 paraeducator must:

22 (1) Be at least eighteen years of age and hold a high school
23 diploma or its equivalent; and

24 (2)(a) Have received a passing grade on the education testing
25 service paraeducator assessment; or

26 (b) Hold an associate of arts degree; or

27 (c) Have earned seventy-two quarter credits or forty-eight
28 semester credits at an institution of higher education; or

29 (d) Have completed a registered apprenticeship program.

30 NEW SECTION. **Sec. 6.** PARAEDUCATOR STANDARDS OF PRACTICE. The
31 board shall adopt state standards of practice for paraeducators that
32 are based on the recommendations of the paraeducator work group
33 established in chapter 136, Laws of 2014. These standards must
34 include:

35 (1) Supporting instructional opportunities;

36 (2) Demonstrating professionalism and ethical practices;

37 (3) Supporting a positive and safe learning environment;

1 (4) Communicating effectively and participating in the team
2 process; and

3 (5) Demonstrating cultural competency aligned with standards
4 developed by the professional educator standards board under RCW
5 28A.410.270.

6 NEW SECTION. **Sec. 7.** FUNDAMENTAL COURSE OF STUDY. (1) Subject
7 to the availability of amounts appropriated for this specific
8 purpose, beginning September 1, 2019, school districts must provide a
9 four-day fundamental course of study on the state standards of
10 practice, as defined by the board, to paraeducators who have not
11 completed the course, either in the district or in another district
12 within the state. School districts must use best efforts to provide
13 the fundamental course of study before the paraeducator begins to
14 work with students and their families, and at a minimum by the
15 deadlines provided in subsection (2) of this section.

16 (2) School districts must provide the fundamental course of study
17 required in subsection (1) of this section as follows:

18 (a) For paraeducators hired on or before September 1st, by
19 September 30th of that year, regardless of the size of the district;
20 and

21 (b) For paraeducators hired after September 1st:

22 (i) For districts with ten thousand or more students, within four
23 months of the date of hire; and

24 (ii) For districts with fewer than ten thousand students, no
25 later than September 1st of the following year.

26 (3) School districts may collaborate with other school districts
27 or educational service districts to meet the requirements of this
28 section.

29 NEW SECTION. **Sec. 8.** GENERAL PARAEDUCATOR CERTIFICATE. (1)(a)
30 Paraeducators may become eligible for a general paraeducator
31 certificate by completing the four-day fundamental course of study,
32 as required under section 7 of this act, and an additional ten days
33 of general courses, as defined by the board, on the state
34 paraeducator standards of practice, described in section 6 of this
35 act.

36 (b) Paraeducators are not required to meet the general
37 paraeducator certificate requirements under this subsection (1)

1 unless amounts are appropriated for the specific purposes of
2 subsection (2) of this section and section 7 of this act.

3 (2) Subject to the availability of amounts appropriated for this
4 specific purpose, beginning September 1, 2019, school districts must:

5 (a) Provide paraeducators with general courses on the state
6 paraeducator standards of practice; and

7 (b) Ensure all paraeducators employed by the district meet the
8 general certification requirements of this section within three years
9 of completing the four-day fundamental course of study.

10 (3) The general paraeducator certificate does not expire.

11 NEW SECTION. **Sec. 9.** PARAEDUCATOR SUBJECT MATTER CERTIFICATES.

12 (1) The board shall adopt requirements and policies for paraeducator
13 subject matter certificates in special education and in English
14 language learner that are based on the recommendations of the
15 paraeducator work group established in chapter 136, Laws of 2014.

16 (2) The rules adopted by the board must include the following
17 requirements:

18 (a) A subject matter certificate is not a prerequisite for a
19 paraeducator working in any program;

20 (b) Paraeducators may become eligible for a subject matter
21 certificate by completing twenty hours of professional development in
22 the subject area of the certificate; and

23 (c) Subject matter certificates expire after five years.

24 NEW SECTION. **Sec. 10.** ADVANCED PARAEDUCATOR CERTIFICATE. (1)

25 The board shall adopt requirements and policies for an advanced
26 paraeducator certificate that are based on the recommendations of the
27 paraeducator work group established in chapter 136, Laws of 2014.

28 (2) The rules adopted by the board must include the following
29 requirements:

30 (a) An advanced paraeducator certificate is not a prerequisite
31 for a paraeducator working in any program;

32 (b) Paraeducators may become eligible for an advanced
33 paraeducator certificate by completing seventy-five hours of
34 professional development in topics related to the duties of an
35 advanced paraeducator; and

36 (c) Advanced paraeducator certificates expire after five years.

1 NEW SECTION. **Sec. 11.** PILOTS. (1) By September 1, 2018, and
2 subject to the availability of amounts appropriated for this specific
3 purpose, the board shall distribute grants to a diverse set of school
4 districts that volunteer to pilot the state paraeducator standards of
5 practice, the paraeducator certificates, and the courses described in
6 this chapter.

7 (2) By September 1, 2019, the volunteer districts must report to
8 the board with the outcomes of the pilot and any recommendations for
9 implementing the paraeducator standards of practice, paraeducator
10 certificates, and courses statewide. The outcomes reported must
11 include:

12 (a) An analysis of the costs to the district to implement the
13 state standards of practice by making available the required four-day
14 fundamental course of study;

15 (b) The number of paraeducators who completed the course of study
16 in the state standards of practice;

17 (c) The number of paraeducators who earned an advanced
18 paraeducator certificate, or a special education or English language
19 learner certificate;

20 (d) Any cost to the district and the paraeducator to earn a
21 certificate; and

22 (e) The impact on the size and assignment of the paraeducator
23 workforce as a result of the pilot.

24 (3) By November 1, 2019, and in compliance with RCW 43.01.036,
25 the board shall submit a report to the appropriate committees of the
26 legislature that summarizes the outcomes of the pilots and recommends
27 any statutory changes necessary to improve the statewide standards of
28 practice, paraeducator certificate requirements, and courses of study
29 necessary to meet these standards and requirements, among other
30 things.

31 (4) This section expires July 1, 2020.

32 NEW SECTION. **Sec. 12.** STUDY ON EFFECTIVENESS OF PARAEDUCATORS.

33 (1) Subject to the availability of amounts appropriated for this
34 specific purpose, the Washington state institute for public policy
35 shall conduct a study on the effectiveness of paraeducators in
36 improving student outcomes in Washington state. The study must
37 examine variation in the use of paraeducators across public schools
38 and school districts and analyze whether and the extent that any
39 differences in students' academic progress can be attributed to the

1 use of paraeducators. The office of the superintendent of public
2 instruction and the education data center shall provide the data
3 necessary to conduct the analysis. The study must also include a
4 review of the national research literature on the effectiveness of
5 paraeducators in improving student outcomes.

6 (2) By December 15, 2017, and in compliance with RCW 43.01.036,
7 the institute must submit a final report to the appropriate
8 committees of the legislature.

9 (3) This section expires July 1, 2020.

10 NEW SECTION. **Sec. 13.** A new section is added to chapter 28A.300
11 RCW to read as follows:

12 TEACHER AND ADMINISTRATOR PROFESSIONAL LEARNING. (1) The
13 superintendent of public instruction, in consultation with the
14 paraeducator board created in section 3 of this act and the
15 professional educator standards board, shall design a training
16 program for teachers and administrators as it relates to their role
17 working with paraeducators. Teacher training must include how to
18 direct a paraeducator working with students in the paraeducators'
19 classroom. Administrator training must include how to supervise and
20 evaluate paraeducators.

21 (2) Subject to the availability of amounts appropriated for this
22 specific purpose, the training program designed under subsection (1)
23 of this section must be made available to public schools, school
24 districts, and educational service districts.

25 NEW SECTION. **Sec. 14.** A new section is added to chapter 28A.410
26 RCW to read as follows:

27 TEACHER AND ADMINISTRATOR PREPARATION. The professional educator
28 standards board, in consultation with the paraeducator board created
29 in section 3 of this act and the office of the superintendent of
30 public instruction, shall incorporate into the content required to
31 complete a professional educator standards board-approved teacher or
32 administrator preparation program the following:

33 (1) For teachers, information on how to direct a paraeducator
34 working with students in the paraeducators' classroom; and

35 (2) For administrators, information on how to supervise and
36 evaluate paraeducators.

1 **Sec. 15.** RCW 28A.150.203 and 2009 c 548 s 102 are each amended
2 to read as follows:

3 CLASSIFIED EMPLOYEE MEANS PARAEDUCATOR. The definitions in this
4 section apply throughout this chapter unless the context clearly
5 requires otherwise.

6 (1) "Basic education goal" means the student learning goals and
7 the student knowledge and skills described under RCW 28A.150.210.

8 (2) "Certificated administrative staff" means all those persons
9 who are chief executive officers, chief administrative officers,
10 confidential employees, supervisors, principals, or assistant
11 principals within the meaning of RCW 41.59.020(4).

12 (3) "Certificated employee" as used in this chapter and RCW
13 28A.195.010, 28A.405.100, 28A.405.210, 28A.405.240, 28A.405.250,
14 28A.405.300 through 28A.405.380, and chapter 41.59 RCW, means those
15 persons who hold certificates as authorized by rule of the Washington
16 professional educator standards board.

17 (4) "Certificated instructional staff" means those persons
18 employed by a school district who are nonsupervisory certificated
19 employees within the meaning of RCW 41.59.020(8), except for
20 paraeducators.

21 (5) "Class size" means an instructional grouping of students
22 where, on average, the ratio of students to teacher is the number
23 specified.

24 (6) "Classified employee" means a person who is employed as a
25 paraeducator and a person who does not hold a professional education
26 certificate or is employed in a position that does not require such a
27 certificate.

28 (7) "Classroom teacher" means a person who holds a professional
29 education certificate and is employed in a position for which such
30 certificate is required whose primary duty is the daily educational
31 instruction of students. In exceptional cases, people of unusual
32 competence but without certification may teach students so long as a
33 certificated person exercises general supervision, but the hiring of
34 such classified employees shall not occur during a labor dispute, and
35 such classified employees shall not be hired to replace certificated
36 employees during a labor dispute.

37 (8) "Instructional program of basic education" means the minimum
38 program required to be provided by school districts and includes
39 instructional hour requirements and other components under RCW
40 28A.150.220.

1 (9) "Program of basic education" means the overall program under
2 RCW 28A.150.200 and deemed by the legislature to comply with the
3 requirements of Article IX, section 1 of the state Constitution.

4 (10) "School day" means each day of the school year on which
5 pupils enrolled in the common schools of a school district are
6 engaged in academic and career and technical instruction planned by
7 and under the direction of the school.

8 (11) "School year" includes the minimum number of school days
9 required under RCW 28A.150.220 and begins on the first day of
10 September and ends with the last day of August, except that any
11 school district may elect to commence the annual school term in the
12 month of August of any calendar year and in such case the operation
13 of a school district for such period in August shall be credited by
14 the superintendent of public instruction to the succeeding school
15 year for the purpose of the allocation and distribution of state
16 funds for the support of such school district.

17 (12) "Teacher planning period" means a period of a school day as
18 determined by the administration and board of ((the)) directors of
19 the district that may be used by teachers for instruction-related
20 activities including but not limited to preparing instructional
21 materials; reviewing student performance; recording student data;
22 consulting with other teachers, instructional assistants, mentors,
23 instructional coaches, administrators, and parents; or participating
24 in professional development.

25 **Sec. 16.** RCW 28A.410.062 and 2011 1st sp.s. c 23 s 1 are each
26 amended to read as follows:

27 PARAEDUCATOR CERTIFICATE FEES. (1) The legislature finds that the
28 current economic environment requires that the state, when
29 appropriate, charge for some of the services provided directly to the
30 users of those services. The office of the superintendent of public
31 instruction is currently supported with state funds to process
32 certification fees. In addition, the legislature finds that the
33 processing of certifications should be moved to an online system that
34 allows educators to manage their certifications and provides better
35 information to policymakers. The legislature intends to assess a
36 certification processing fee to eliminate state-funded support of the
37 cost to issue educator certificates.

38 (2) In addition to the certification fee established under RCW
39 28A.410.060 for certificated instructional staff as defined in RCW

1 28A.150.203, the superintendent of public instruction shall charge an
2 application processing fee for initial educator certificates and
3 subsequent actions, and paraeducator certificates and subsequent
4 actions. The superintendent of public instruction shall establish the
5 amount of the fee by rule under chapter 34.05 RCW. The superintendent
6 shall set the fee at a sufficient level to defray the costs of
7 administering the educator certification program under RCW
8 28A.300.040(9) and the paraeducator certificate program under the
9 chapter created in section 21 of this act. Revenue generated through
10 the processing fee shall be deposited in the educator certification
11 processing account.

12 (3) The educator certification processing account is established
13 in the custody of the state treasurer. The superintendent of public
14 instruction shall deposit in the account all moneys received from the
15 fees collected in subsection (2) of this section. Moneys in the
16 account may be spent only for the processing of educator certificates
17 and subsequent actions and paraeducator certificates and subsequent
18 actions. Disbursements from the account shall be on authorization of
19 the superintendent of public instruction or the superintendent's
20 designee. The account is subject to the allotment procedure provided
21 under chapter 43.88 RCW, but no appropriation is required for
22 disbursements.

23 **Sec. 17.** RCW 28A.630.400 and 2011 1st sp.s. c 11 s 132 are each
24 amended to read as follows:

25 PARAEDUCATOR ASSOCIATE OF ARTS. (1) The professional educator
26 standards board and the state board for community and technical
27 colleges, in consultation with the superintendent of public
28 instruction, the state apprenticeship training council, and community
29 colleges, shall adopt rules as necessary under chapter 34.05 RCW to
30 implement the paraeducator associate of arts degree.

31 (2) As used in this section, a "paraeducator" is an individual
32 who has completed an associate of arts degree for a paraeducator. The
33 paraeducator may be hired by a school district to assist certificated
34 instructional staff in the direct instruction of children in small
35 and large groups, individualized instruction, testing of children,
36 recordkeeping, and preparation of materials. The paraeducator shall
37 work under the direction of instructional certificated staff.

38 (3)(a) The training program for a paraeducator associate of arts
39 degree shall include, but is not limited to, the general requirements

1 for receipt of an associate of arts degree and training in the areas
2 of introduction to childhood education, orientation to children with
3 disabilities, fundamentals of childhood education, creative
4 activities for children, instructional materials for children, fine
5 art experiences for children, the psychology of learning,
6 introduction to education, child health and safety, child development
7 and guidance, first aid, and a practicum in a school setting.

8 (b) Subject to the availability of amounts appropriated for this
9 specific purpose, by September 1, 2018, the training program for a
10 paraeducator associate of arts degree must incorporate the state
11 paraeducator standards of practice adopted by the paraeducator board
12 under section 6 of this act.

13 (4) Consideration shall be given to transferability of credit
14 earned in this program to teacher preparation programs at colleges
15 and universities.

16 **Sec. 18.** RCW 28A.660.040 and 2010 c 235 s 504 are each amended
17 to read as follows:

18 TEACHER ALTERNATIVE ROUTE PROGRAMS FOR PARAEDUCATORS. Alternative
19 route programs under this chapter shall operate one to four specific
20 route programs. Successful completion of the program shall make a
21 candidate eligible for residency teacher certification. The mentor of
22 the teacher candidate at the school and the supervisor of the teacher
23 candidate from the teacher preparation program must both agree that
24 the teacher candidate has successfully completed the program.

25 (1) Alternative route programs operating route one programs shall
26 enroll currently employed classified instructional employees with
27 transferable associate degrees seeking residency teacher
28 certification with (~~endorsements in special education, bilingual~~
29 ~~education, or English as a second language~~) an endorsement in
30 subject matter shortage areas, as defined by the professional
31 educator standards board. It is anticipated that candidates enrolled
32 in this route will complete both their baccalaureate degree and
33 requirements for residency certification in two years or less,
34 including a mentored internship to be completed in the final year. In
35 addition, partnership programs shall uphold entry requirements for
36 candidates that include:

37 (a) District or building validation of qualifications, including
38 one year of successful student interaction and leadership as a
39 classified instructional employee;

- 1 (b) Successful passage of the statewide basic skills exam; and
2 (c) Meeting the age, good moral character, and personal fitness
3 requirements adopted by rule for teachers.

4 (2) Alternative route programs operating route two programs shall
5 enroll currently employed classified staff with baccalaureate degrees
6 seeking residency teacher certification in subject matter shortage
7 areas and areas with shortages due to geographic location. Candidates
8 enrolled in this route must complete a mentored internship
9 complemented by flexibly scheduled training and coursework offered at
10 a local site, such as a school or educational service district, or
11 online or via videoconference over the K-20 network, in collaboration
12 with the partnership program's higher education partner. In addition,
13 partnership grant programs shall uphold entry requirements for
14 candidates that include:

15 (a) District or building validation of qualifications, including
16 one year of successful student interaction and leadership as
17 classified staff;

18 (b) A baccalaureate degree from a regionally accredited
19 institution of higher education. The individual's college or
20 university grade point average may be considered as a selection
21 factor;

22 (c) Successful completion of the subject matter assessment
23 required by RCW 28A.410.220(3);

24 (d) Meeting the age, good moral character, and personal fitness
25 requirements adopted by rule for teachers; and

26 (e) Successful passage of the statewide basic skills exam.

27 (3) Alternative route programs seeking funds to operate route
28 three programs shall enroll individuals with baccalaureate degrees,
29 who are not employed in the district at the time of application. When
30 selecting candidates for certification through route three, districts
31 and approved preparation program providers shall give priority to
32 individuals who are seeking residency teacher certification in
33 subject matter shortage areas or shortages due to geographic
34 locations. Cohorts of candidates for this route shall attend an
35 intensive summer teaching academy, followed by a full year employed
36 by a district in a mentored internship, followed, if necessary, by a
37 second summer teaching academy. In addition, partnership programs
38 shall uphold entry requirements for candidates that include:

1 (a) A baccalaureate degree from a regionally accredited
2 institution of higher education. The individual's grade point average
3 may be considered as a selection factor;

4 (b) Successful completion of the subject matter assessment
5 required by RCW 28A.410.220(3);

6 (c) External validation of qualifications, including demonstrated
7 successful experience with students or children, such as reference
8 letters and letters of support from previous employers;

9 (d) Meeting the age, good moral character, and personal fitness
10 requirements adopted by rule for teachers; and

11 (e) Successful passage of statewide basic skills exam.

12 (4) Alternative route programs operating route four programs
13 shall enroll individuals with baccalaureate degrees, who are employed
14 in the district at the time of application, or who hold conditional
15 teaching certificates or emergency substitute certificates. Cohorts
16 of candidates for this route shall attend an intensive summer
17 teaching academy, followed by a full year employed by a district in a
18 mentored internship. If employed on a conditional certificate, the
19 intern may serve as the teacher of record, supported by a well-
20 trained mentor. In addition, partnership programs shall uphold entry
21 requirements for candidates that include:

22 (a) A baccalaureate degree from a regionally accredited
23 institution of higher education. The individual's grade point average
24 may be considered as a selection factor;

25 (b) Successful completion of the subject matter assessment
26 required by RCW 28A.410.220(3);

27 (c) External validation of qualifications, including demonstrated
28 successful experience with students or children, such as reference
29 letters and letters of support from previous employers;

30 (d) Meeting the age, good moral character, and personal fitness
31 requirements adopted by rule for teachers; and

32 (e) Successful passage of statewide basic skills exam.

33 (5) Applicants for alternative route programs who are eligible
34 veterans or national guard members and who meet the entry
35 requirements for the alternative route program for which application
36 is made shall be given preference in admission.

37 **Sec. 19.** RCW 28A.660.042 and 2007 c 396 s 6 are each amended to
38 read as follows:

1 PIPELINE FOR PARAEDUCATORS SCHOLARSHIP. (1) The pipeline for
2 paraeducators conditional scholarship program is created.
3 Participation is limited to paraeducators without a college degree
4 who have at least three years of classroom experience. It is
5 anticipated that candidates enrolled in this program will complete
6 their associate of arts degree at a community and technical college
7 in two years or less and become eligible for (~~a mathematics, special~~
8 ~~education, or English as a second language endorsement~~) an
9 endorsement in a subject matter shortage area, as defined by the
10 professional educator standards board, via route one in the
11 alternative routes to teacher certification program provided in this
12 chapter.

13 (2) Entry requirements for candidates include district or
14 building validation of qualifications, including three years of
15 successful student interaction and leadership as a classified
16 instructional employee.

17 **Sec. 20.** RCW 28B.50.891 and 2014 c 136 s 4 are each amended to
18 read as follows:

19 PARAEDUCATOR APPRENTICESHIP AND CERTIFICATE. Beginning with the
20 2015-16 academic year, any community or technical college that offers
21 an apprenticeship program or certificate program for paraeducators
22 must provide candidates the opportunity to earn transferable course
23 credits within the program. The programs must also incorporate the
24 standards for cultural competence, including multicultural education
25 and principles of language acquisition, developed by the professional
26 educator standards board under RCW 28A.410.270. Subject to the
27 availability of amounts appropriated for this specific purpose, by
28 September 1, 2018, the paraeducator apprenticeship and certificate
29 programs must also incorporate the state paraeducator standards of
30 practice adopted by the paraeducator board under section 6 of this
31 act.

32 NEW SECTION. **Sec. 21.** Sections 1 through 12 of this act
33 constitute a new chapter in Title 28A RCW.

34 NEW SECTION. **Sec. 22.** RCW 28A.415.310 (Paraprofessional
35 training program) and 1993 c 336 s 408 are each repealed.

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