



STEM Alliance

UPDATES FROM THE PROFESSIONAL EDUCATOR STANDARDS BOARD

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UPDATES

- Shortage Report
- Current STEM related credentials
- Potential specialty endorsements
- STEM certificate renewal requirement
- Other announcements



PESB APPROACH

OUR MISSION

To strengthen the educator workforce through professional standards, policy, and innovation.

OUR VISION

An equity-minded educator workforce that facilitates learning and growth for each and every student.

OUR VALUES

Our agency values serve as a compass to guide our work.

- Educator voice
- Diversity, equity, and inclusion
- Educator excellence for student success
- Community engagement
- Learning and innovation

OUR STRATEGIC PRIORITIES

Our values are further explored and supported with six broad strategic priorities. These priorities provide focused approaches to achieving our goals and influence the agency's culture, norms, and behaviors.

- Center the perspectives and experiences of practicing educators.
- Advance equity in the preparation and practices of educators.
- Foster and strengthen shared decision making through inclusive partnerships.
- Use data and research to make informed decisions.
- Prioritize initiatives that advance racial justice in education.
- Engage and educate the public about policy efforts to innovate, improve, and respond to Washington's education system.

Increase flexibility in educator preparation

Expand equity minded professional learning

Invest in a diverse educator workforce

2021 PESB Educator Shortage Report

ADDRESSING WASHINGTON'S EDUCATOR SHORTAGE

A review of promising practices and systemwide approaches
May 2021



Participants of Seattle's Academy of Rising Educators



Top shortage areas in the state

1. Elementary Education
2. Special Education
3. CTE: Technology Education
4. Health/Fitness
5. School nurse
6. Mathematics
7. English Language Arts
8. School SLP
9. CTE: Business & Marketing
10. School counselor
11. Science
12. Social studies
13. Spanish
14. School psychologist
15. Music
16. Visual arts
17. CTE: family & consumer sciences
18. History
19. CTE– agricultural education
20. Reading
21. ELL and bilingual education
22. Computer Science

2020-21 Washington State student and teacher demographics



Our students are...

51% white

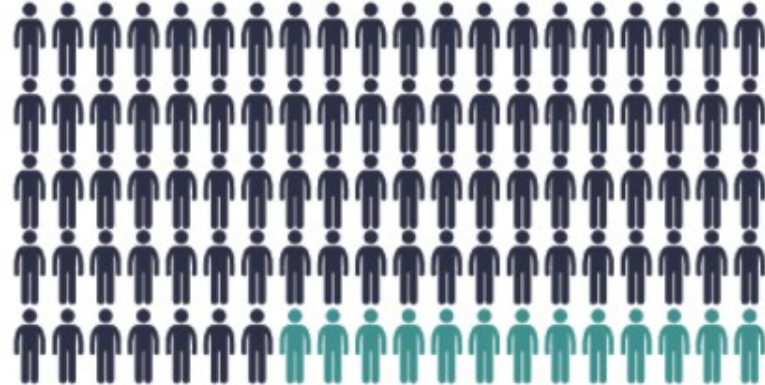
49% people of color



Our teachers are...

87% white

13% people of color



Future Educator Workforce

23%

Teacher program completers who are people of color

13%

Teachers who are people of color



Strategies to address shortage and retention in STEM education



- Teach WA
- Professional learning grants
- Specialty endorsements
- Certificate renewal
- Others in the future

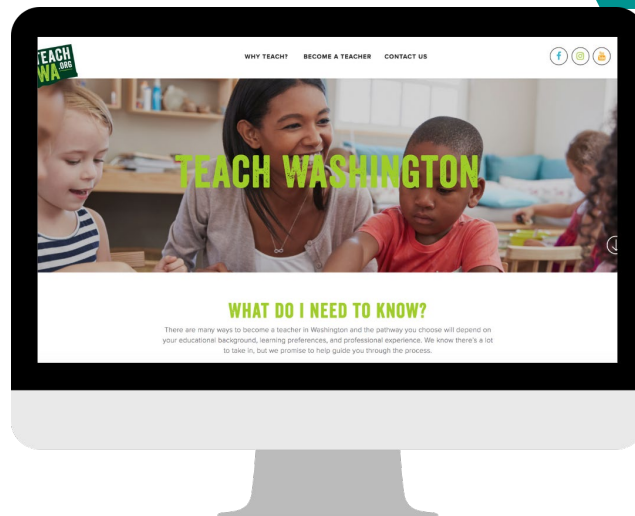
TEACHWA.ORG

TeachWA is an informative recruitment tool designed for future educators as they navigate their journey into the profession.

- Articulate pathway options into the profession
- Dispel misperceptions
- Cultivate an interest in teaching

THE IMPERATIVE: EDUCATOR SHORTAGE

A diverse teacher workforce is necessary for **all students**



PESB sets policy for STEM related credentials

Variety of credential available through programs and test-only pathways

Endorsements

- Science and middle level science endorsements
- Designated science endorsements: Chemistry, Biology, Physics, Earth & Space Science
- Math and middle level math endorsements
- Computer science endorsement

Specialty endorsements

- Environmental sustainability, and elementary math specialist
- Upcoming: elementary and secondary computer science

CTE specialty areas

- STEM
- Engineering
- Computer technology



Upcoming year: review of national standards for science endorsement competencies



PESB review of [2020 science teacher preparation standards](#) from the National Science Teachers Association (NSTA) and Association of Science Teacher Education (ASTE)

- These would be used as **endorsement competencies** for science, middle level science, and the four designated science endorsements
- These national standards are based on the NGSS
- Opportunity for stakeholder input at review sessions

SPECIALTY ENDORSEMENTS



Learning that appears on the certificate provides **visible and valued evidence** to the educator and the district.

- Historically excluded educators may have extensive expertise that does not appear on the certificate.



Specialty endorsements are an opportunity for **innovation and community input**. Organizations other than teacher preparation programs may be approved to offer specialty endorsements.



Specialty endorsements provide a way to address gaps and promote opportunities, bolstering opportunities for students and **strengthening educational experiences that serve all students**.

Computer science specialty endorsements



- Legislature has asked PESB to develop two computer science specialty endorsements:
 - Elementary computer science
 - Secondary computer science
- **Phase 1:** Development of essential learnings (standards) for the specialty endorsement: Stakeholder workgroup meeting June through September 2021
- **Phase 2:** Grant program for organizations: August 2021 - June 2022. Application deadline anticipated early November.

STEM Certificate renewal requirement



To renew their certificates, teachers with STEM-related endorsements must complete:

- 15 clock hours, or
- The equivalent in credits, or
- One goal from a [professional growth plan](#) (PGP)

demonstrating the integration of two STEM components: science, technology, engineering, math.

Teachers with the relevant endorsements and certificates expiring June 30, 2021, who do not meet the requirement, will have their certificates expire.

Who needs to meet the STEM requirement?



Whether or not a teacher needs to meet this requirement depends on the endorsements on their certificate, not on their job assignment. The following endorsements must meet this requirement:

- Agriculture Education
- Business and Marketing Education
- Computer Science
- CTE (All Areas)
- Designated Sciences: Biology, Chemistry, Earth & Space Science; Physics
- Early Childhood Education
- Elementary Education
- Family and Consumer Sciences Education
- Mathematics; Middle Level Mathematics
- Science; Middle Level Science

*NBCTs meet this requirement
by maintaining a valid
National Board certificate.*



CULTURAL COMPETENCY
DIVERSITY EQUITY
INCLUSION STANDARDS

Reexamining the cultural competency standards- ESSB 5044



Cultural Competency Standards

What are the Cultural Competency Standards?

The Cultural Competency Standards were created by the Washington State [Professional Educator Standards Board \(PESB\)](#) in response to direction from the [Education Opportunity Gap Oversight and Accountability Committee \(EOGOAC\)](#). These standards ensure that Washington State educators develop and hone their cultural competence at each progressing level of the educator continuum (pre-service, induction, professional, and career).

Cultural competency includes knowledge of student histories and context, understanding of cultural norms and values, ability to access community and family resources, as well as skills in adapting instruction to students' experiences and individual cultural contexts.

The standards demonstrate the state's commitment to cultural responsiveness and to ensuring all educators are prepared to recognize diversity as an asset and build upon students' diverse strengths.

Who can use these standards?

- The standards are primarily geared towards teachers, but are useful for all educators
- Educator Preparation Programs (EPPs) are required by the PESB to uphold these standards in their program at the pre-service level
- School districts, Educational Service Districts (ESDs), school building leaders, and educators may use these standards as a tool for professional development, training, and self-assessment/reflection
- The standards are used in collaboration with OSPI and other state agencies to ensure alignment in cultural competency aspects of programs and initiatives

Why do we need Cultural Competency Standards?

The students and families served by our school system are becoming increasingly racially and linguistically diverse, bringing incredible assets and richness to our schools. Nearly 50% of public school students are students of color, and it is projected that by 2025, 1 in 4 students will be English Language Learners (ELLs). Given that our current teacher demographics (89% white) do not match the student demographics, it is of the utmost importance that all educators are prepared to be culturally responsive, serve all our state's students, and recognize and honor diversity as an incredible asset. It is the responsibility of the state to uphold these standards, and of educator preparation programs to ensure that candidates recommended for certification have basic cultural competency skills in line with the pre-service competencies outlined in these standards.

DEVELOP NEW CULTURAL COMPETENCY, DIVERSITY & EQUITY STANDARDS



Phase 1

Review and update cultural competency standards with a common language for prioritizing racial equity

Phase 2

Develop recommendations framework with a community action approach

Phase 3

Apply essential learnings to educator preparation program, professional learning and role -based standards

Collaboration & Alignment

STEM Alliance

Advocate for the STEM educator workforce

Support innovative solutions

Share input on Science Teacher Preparation Standards

Identify policy gaps and opportunities

Join the Computer Science Specialty Endorsement Work Group

Partner to develop the next generation of STEM educators

QUESTIONS

