



Teacher Shortage Conditional Grant

Senate Higher Education &
Workforce Development Committee

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J. Lee Schultz
Associate Director of External Affairs





About the Council



Our Mission:

We advance educational opportunities and attainment in Washington. In pursuit of our mission, the **Washington Student Achievement Council**:

- Leads statewide strategic planning to improve educational coordination and transitions.
- Supports Washingtonians through the administration of financial aid, a college savings plan, and support services.
- Advocates for the economic, social, and civic benefits of postsecondary education.



Teacher shortage

Shortage of teachers

Hard-to-fill
subjects

Geographic
areas

Under-
represented
groups



Teacher Shortage Conditional Grant Program description

To encourage individuals to become teachers by providing financial aid to individuals enrolled in PESB-approved teacher preparation programs.

E2SSB 6455 (2016), Section 15

Codified in RCW 28B.102.090

Target	Teacher preparation candidates who commit to teaching in specified shortage areas
Application window	May 1 – May 26, 2017
Appropriation	\$468,000 FY17 funds committed for AY17-18
Award amount	Up to \$10,000 (need based)
Awarding priorities	Traditionally underrepresented groups, financial need, alternative route program enrollment, district commitment to hire, experience working with children/youth
Service obligation	2 years for each year of funding (shortened to 1 year if in shortage area)

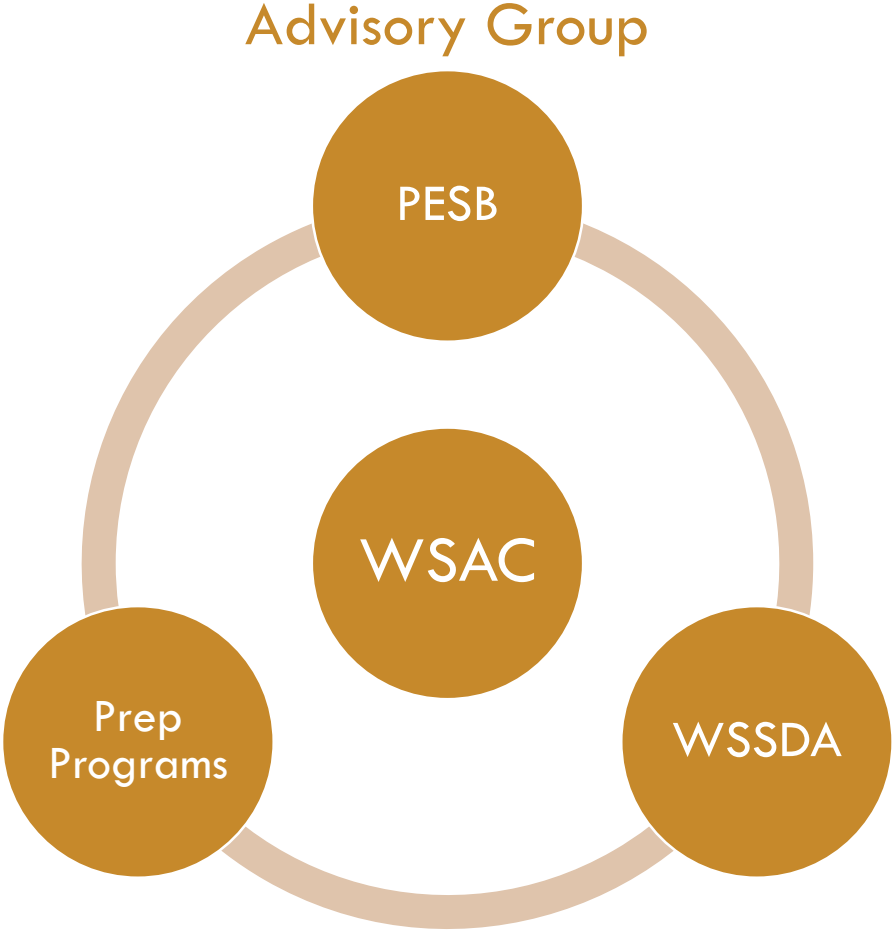
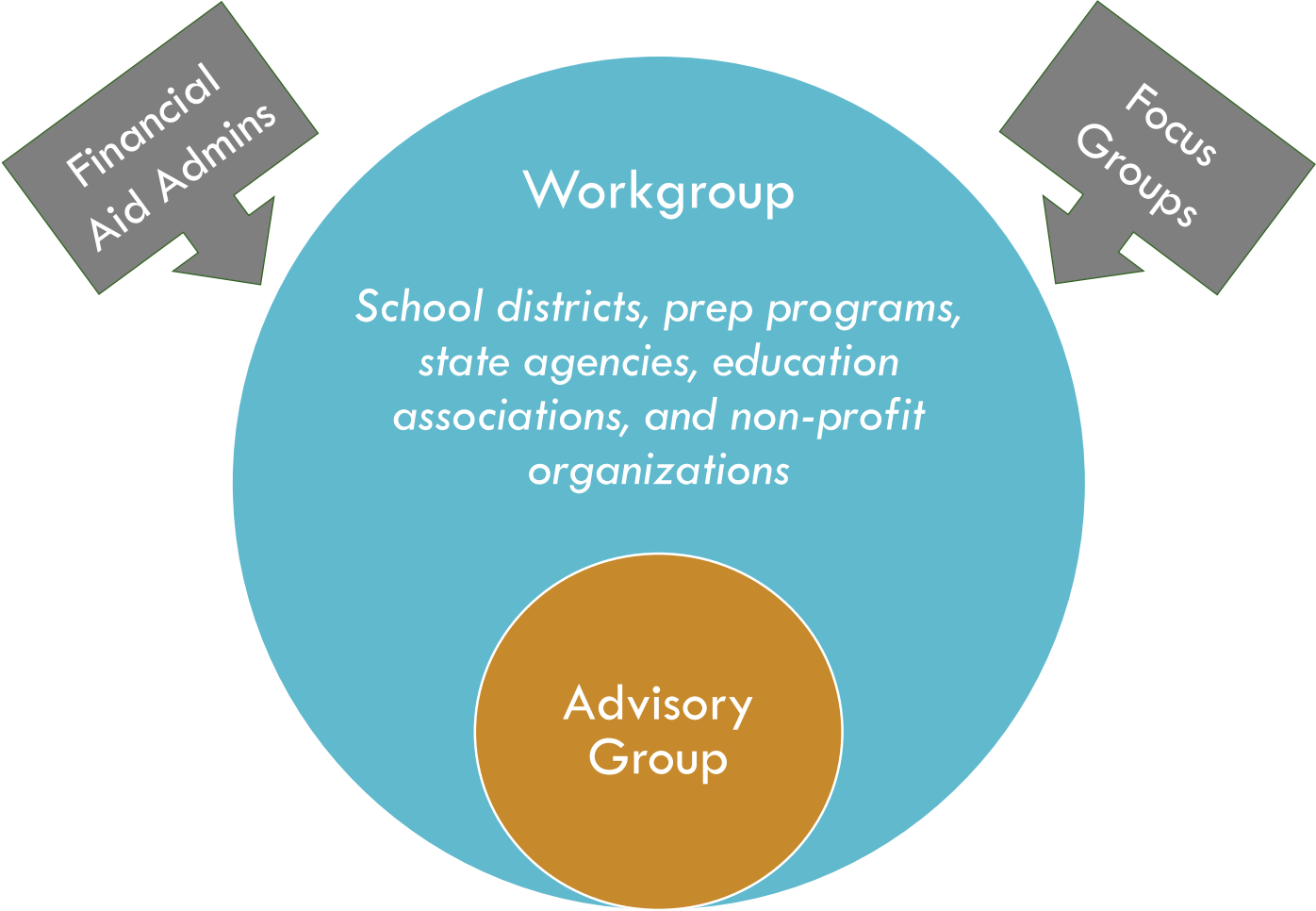


Priorities

- Recruiting individuals into the profession
- Increasing the diversity of the teacher workforce
- Providing support to students with financial need
- Addressing geographic and subject area shortages
- Strengthening connection between preparation and district hiring
- Increasing retention of teachers
- Promoting alternative routes



Collaborative approach to program development





Demand far exceeded funds available

Only 7 percent of qualified applicants were awarded

	<i>n</i>	%
Total number of completed applications	885	100%
Applicants that met minimum qualifications	826	93%
Awardees	56	7% of qualified



Effective at targeting underrepresented candidates

	All applicants (N = 828-883)*	Awardees (N = 53-56)*
Students of color	25%	98%
Multilingual	20%	95%
First generation college student	39%	89%
Males	21%	32%
Median family income	\$30,513	\$17,437

**Sample size varies because some applicants chose to skip optional questions on the application*



Helping address shortage area needs

97% of all applicants and 100% of awardees were pursuing an endorsement in a statewide shortage area

Bilingual Education*

Biology

Chemistry

Early Childhood Education

Early Childhood Special Ed.

Earth and Space Science

Elementary Education*

English Language Learner*

Mathematics

Middle Level Mathematics

Middle Level Science

Physics

Science

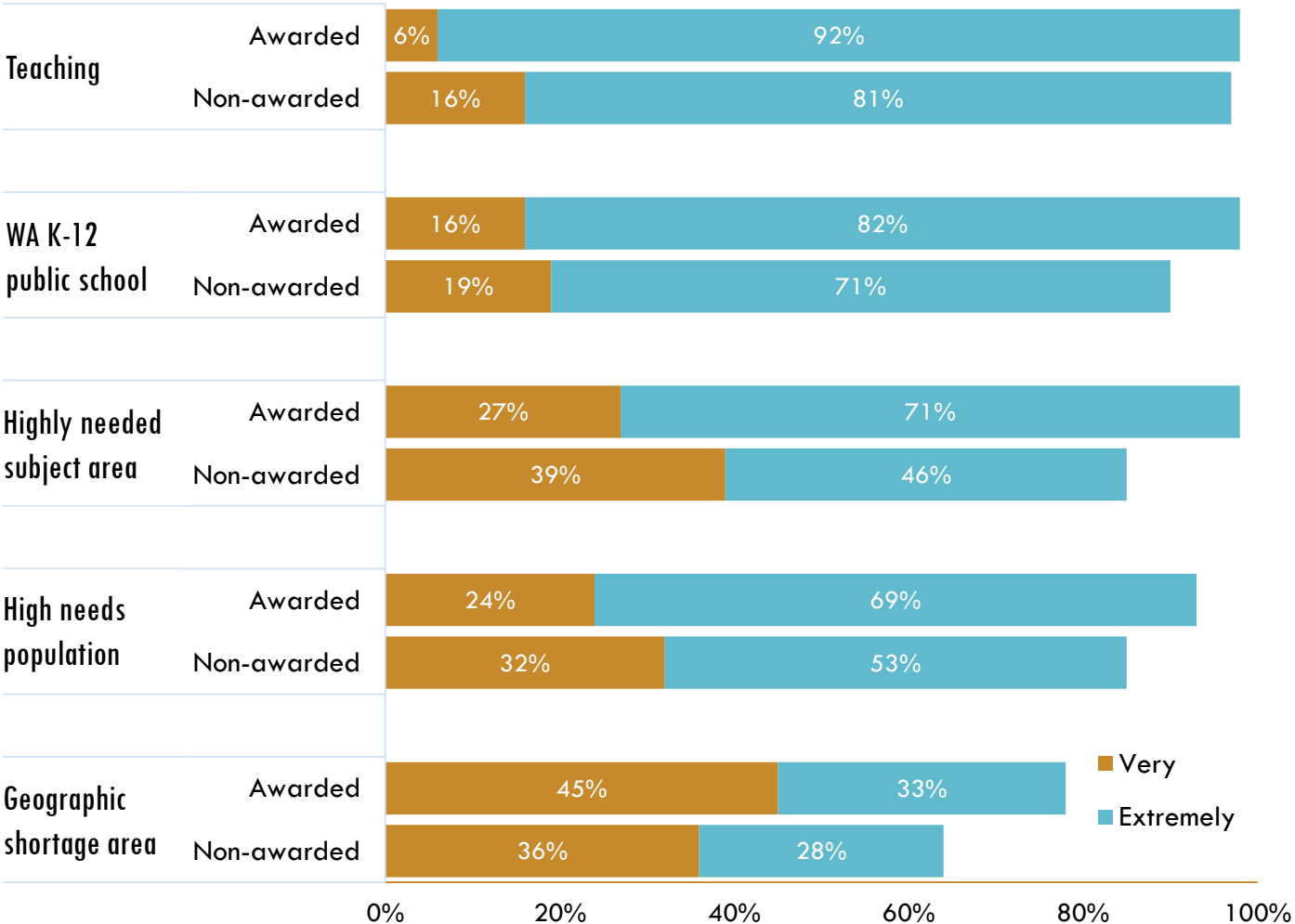
Special Education

***Most popular among awardees**



Higher commitment to serving in areas of need

Awardees reported higher commitment levels and attributed receiving TSCG to strengthening their commitment



Source: Survey data.
 Awardees (N=49) and non-awarded applicants (N=430-434).
 Response options were “Extremely,” “Very,” “Slightly,” and “Not at all.” The figure shows the percentage that selected the top two categories.



Positive impacts on awardees

- Helped them progress toward their career goals
- Enabled them to better concentrate on their studies
- Enabled them to take on less debt
- Inspired them to achieve
- Decreased their (or their family's) financial burden
- Gave them confidence
- Enabled them to work less while enrolled



Initial results suggest high rate of success

- At end of 2017-18 academic year, 100% of awardees had either completed or were still enrolled and making satisfactory progress toward on-time completion

Fall 2018 awardee status	<i>n</i>	%
Completed	31	55%
Still enrolled	21	38%
Unknown status*	3	5%
Withdrew	1	2%

**Did not complete follow-up survey*



Initial results suggest high rate of success

More likely than non-awarded peers to:

- Enroll without delay^a
- Earn a residency teacher certificate^b
- Secure a contracted teaching position (vs. substitute)^c
- Be teaching in a low-income, Title I eligible school^c

Source notes:

^aAmong those who responded to the follow-up survey

^bAmong those expected to complete by now. Source: OSPI Professional Certification Data

^cAmong survey respondents who had completed their programs



In their words

“I truly appreciate the freedom this grant has granted me emotionally and financially. It gave me the freedom to truly focus on my studies so that I can be the best educator I can be for my future students.”



In their words

“I would not have been able to easily afford taking time off my job to be able to pay for school during my student teaching. This scholarship was life changing. I reached my goals thanks to this scholarship given that I am unable to receive [other assistance that] many of my peers can. I am forever grateful and happy to now be in a career where my students can see someone that came from their same roots grow into an educated professional.”



Legislative highlights

- WSAC submitted Decision Package
- Governor's budget proposal
 - \$3.6 M for 19-21 Biennium
 - Expands program to serve ~220 students annually
 - Makes program permanent
- E2SHB 1139 (Santos) on Educator Workforce
 - Includes Teacher Shortage Conditional Grant as part of a comprehensive suite of streamlined programs



Continue the conversation

J. Lee Schultz

jlees@wsac.wa.gov

360.753.7791