

Teacher Workforce Proposals

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- ☑ **Neither Governor's nor Senate's Plan Has New State-Funded Teacher Workforce Proposals**
- ☑ **Assembly's Plan Has Several One-Time Proposals**
 - ***New Teacher Residency Program (\$25 Million)***. Creates an alternative teacher preparation program where a participant shadows an experienced mentor teacher for one year in a classroom. Upon completing their residency, the participants would be required to teach in the same school for four years. Individuals who do not complete their four-year service requirement would be required to repay any financial assistance received during their residency. Prioritizes funding for programs targeted to hard-to-staff subjects. Each school site selected would receive \$20,000 per participant and would be required to contribute a dollar-for-dollar local match.
 - ***New Teacher Grant Program (\$25 Million)***. Provides \$20,000 up front to individuals who enroll in a credentialing program and commit to work in a hard-to-staff subject area for four years. Participants who fail to complete their service agreement are required to repay the grants.
 - ***Classified Employee Grant Program (\$25 Million)***. Provides additional funding for the California Classified School Employee Teacher Credentialing Program, created last year. Instructional aides, office staff, and other classified employees are eligible to receive up to \$4,000 per year to complete their undergraduate degrees and obtain their teaching credentials.
 - ***New Bilingual Teacher Training Program (\$10 Million)***. Supports up to five consortia (consisting of various education groups) to provide training and support for existing teachers interested in working as bilingual teachers.

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Assembly Also Has Beginning Teacher Induction Proposal

- Prohibits districts from charging teachers fees for induction activities.



All Plans Include Federal Title II Transfer, but Specifics Differ

- **Governor and Assembly.** One-time transfer of \$11 million in federal Title II funds from local assistance to state-level activities. The funds would support a new competitive grant program to help schools attract and retain teachers and administrators.
- **Senate.** Adopts the Governor's proposal, but sets aside \$4 million to attract and retain science, technology, engineering, and math educators.

Issues for Consideration

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Teacher Residency and Grant Proposals Have Some Promise

- Both proposals target areas of longstanding teacher shortages, provide up-front financial support to individuals training to be teachers, and aim to recoup funds if a recipient fails to teach for four years. The residency program may produce higher quality teachers due to its intensive support.
- Both proposals are costly. At \$20,000 per participant, each program would fund only 1,250 teachers.
- The residency program would benefit teachers in only a few districts, whereas the grant program would benefit teachers ultimately working in districts throughout the state.



Benefits of Classified Employee and Bilingual Teacher Proposals Less Clear

- Because classified program participants on average have many years of schooling before becoming certificated teachers, the state likely will not see benefits of the program for many years. The program also only requires participants to teach for one year. Additionally, the program would not recoup funds if recipients do not fulfill their obligations.
- Proposition 58 (2016) removes barriers from schools providing non-English instruction, but the effect of the measure on the demand for bilingual instructors is not yet clear.



Prohibiting Fees for Teacher Induction Likely a Mandate

- The vast majority (nearly 90 percent) of districts already are offering teacher induction activities at no cost to teachers. These districts likely cover program costs using Local Control Funding Formula (LCFF) funds. If the Legislature wishes to mandate that all districts offer induction activities at no cost, we recommend specifying that LCFF funds are to offset mandate claims. Without such a provision, state costs would increase significantly, even though the behavior of only a small share of districts would be changed.



Narrow Title II Proposal to Perennial Shortage Areas

- The state can maximize the program's benefit by (1) attaching all \$11 million to perennial teacher shortage areas and (2) requiring grant recipients develop a plan for addressing the root causes of their shortages.