

## Summary Report:

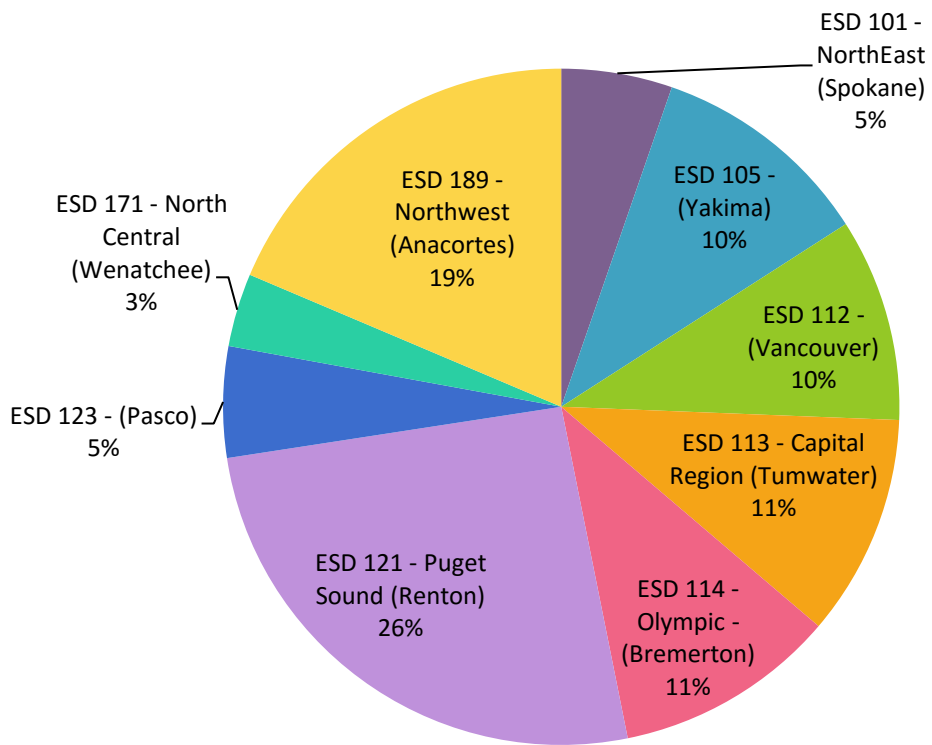
# Human Resources Director Teacher Shortage Survey – Fall 2016

Final Data Extract - December 14, 2016

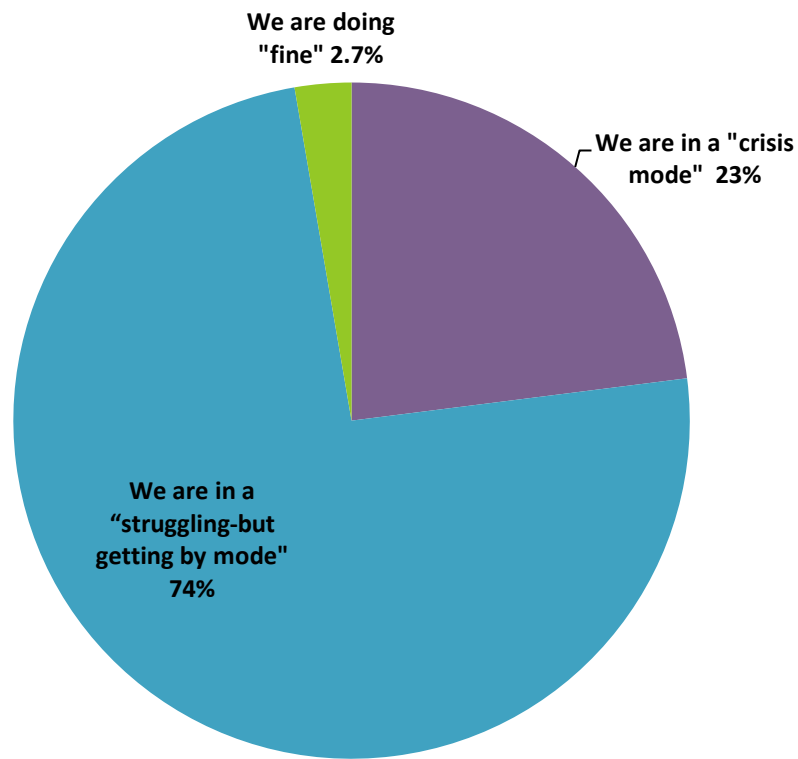
113 Responses

**Source:** Office of Superintendent of Public Instruction and Washington School Personnel Association

## ESD of Respondents:

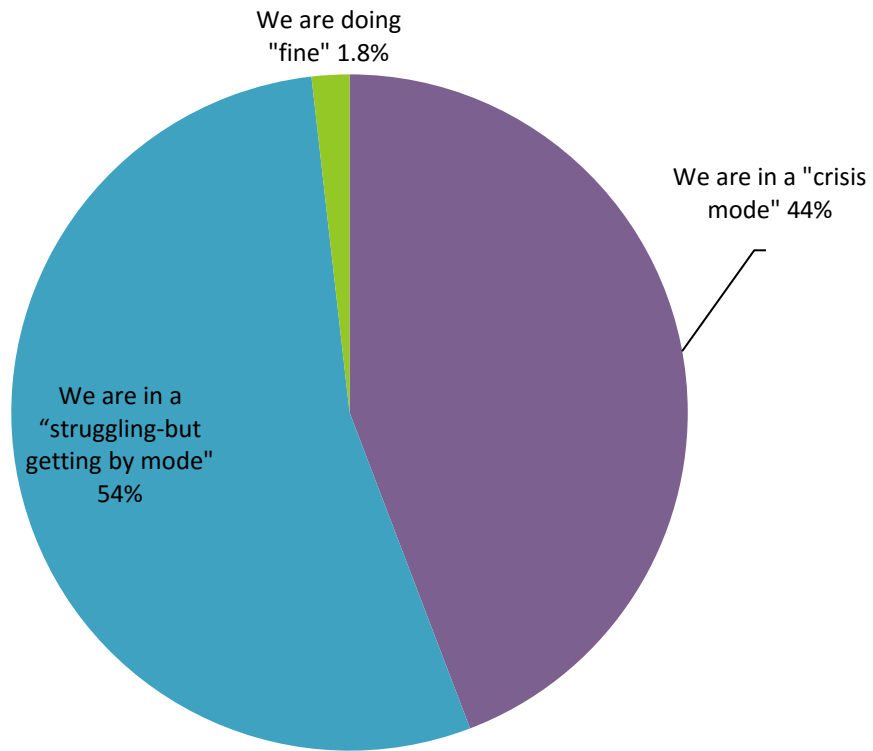


Indicate your district’s current ability to hire qualified **certificated candidates** for your teaching openings?



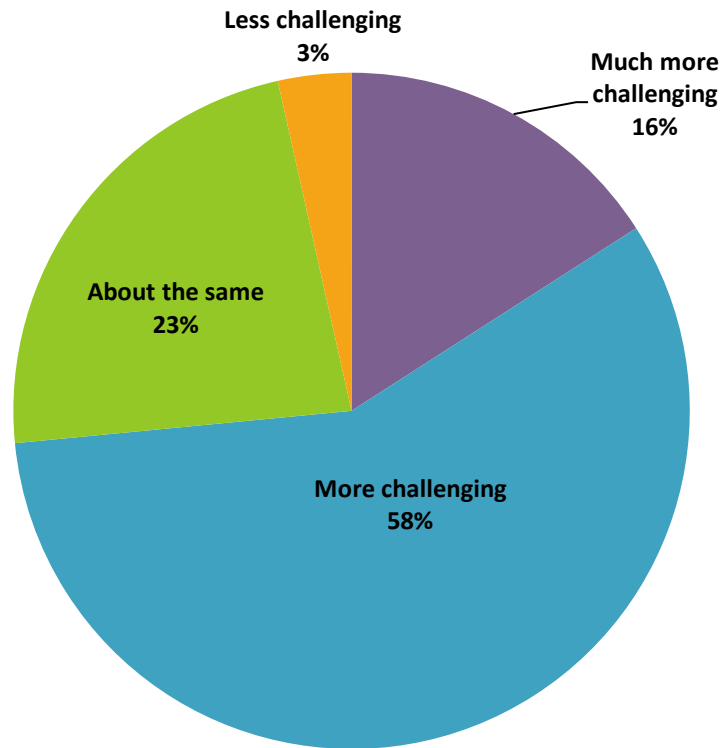
Value	Percent	Count
We are in "crisis mode." We cannot find qualified teachers.	23.0%	26
We are in a "struggling-but getting by mode"	74.3%	84
We are doing "fine." We are not having a problem	2.7%	3
	Total	113

How would you describe district's ability to find **substitutes**?



Value	Percent	Count
We are in "crisis mode." We cannot find substitutes	44.2%	50
We are in a "struggling-but getting by mode"	54.0%	61
We are doing "fine." We are not having a problem	1.8%	2
	Total	113

If you were in your current position last year, how would you **compare the challenge** of finding qualified **certificated teachers and substitutes this fall to last fall?**



Value	Percent	Count
Much more challenging	15.9%	18
More challenging	57.5%	65
About the same	23.0%	26
Less challenging	3.5%	4
	Total	113

When discussing employment in your district with **out-of-state teachers**, how problematic are each of the following:

	<b>Very Problematic</b>		<b>Problematic</b>		Somewhat Problematic		Not Problematic		Not Sure	
The lack of <b>clear information</b> pertaining to what is required for certification in Washington	<b>24.8%</b>	28	<b>35.4%</b>	40	28.3%	32	8.8%	10	4.4%	5
The <b>time it takes to process</b> their certification paperwork at OSPI	<b>29.8%</b>	31	<b>27.9%</b>	29	26.9%	28	11.5%	12	3.8%	4
The requirements to obtain an <b>"Residency Certificate"</b>	<b>27.9%</b>	29	<b>29.8%</b>	31	24%	25	9.6%	10	8.7%	9
For experienced teachers who have an out-of-state 'second tier' certificate, the requirement to obtain a Washington second-tier certificate through the <b>ProTeach process</b>	<b>32.7%</b>	34	<b>32.7%</b>	34	19.2%	20	2.9%	3	12.5%	13
The requirements for obtaining <b>endorsements</b>	<b>25%</b>	26	<b>39.4%</b>	41	19.2%	20	7.7%	8	8.7%	9

Do you have any **thoughts or recommendations** you would like to share with us regarding the hiring of teachers and finding substitutes?

Count	Response
1	Applicants coming from out of state who we have hired have to test in their subject matter area in the first year even though they have demonstrated they are competent in their subject matter area in the state they previously taught in.
1	As I shared in the previous questions, we need market our area/salary/ housing/ reciprocal certification advantages. We also need to understand the work habits of the age group we are recruiting. People drop out of teaching because the cost of keeping their certification is too costly. Procort and National Boards are expensive without any proof it makes teacher better.
1	Attended 2 out of state recruiting fairs. More recruiters than candidates! Doesn't currently seem like a good strategy.
1	Create a "scholarship" or funding source for underwriting student teachers. Forgiveness after x-number of years of teaching.
1	Create a certification process for dummy's (step by step.) Even experienced teachers struggle with the certification process. It's a very confusing process.
1	Do not forget how to retain current teachers so the problem doesn't get worse. The State gives National Board bonuses and then more for high poverty. What about special education students? Special education teachers should be treated differently (\$) for the work they do. Current model sends a message that we value poverty needs over disabilities-bad message.
1	Early and Often
1	Ensure that the teacher prep programs at all of the colleges/universities are made aware of the desperate need for teachers. The class of a son of a friend was told last fall (2015) at CWU that if any were thinking about going into elementary teaching not to bother because the profession was saturated with teachers.

1	Figuring out a Fast Track to a Teacher Certification for many of our Paraeducators.
1	For out of state applicants there needs to be a more seamless process for them to get certificated in WA.
1	Fully fund McLeary
1	Get rid of pro teach for all teachers- let TPEP do the job of evaluating teachers!
1	Help make certification process less fluid and more clear
1	Help make the profession enjoyable again and teacher will recruit their own into the profession. Right now teachers are not recruiting people to be teachers because they are beat up in media, society, and the "value" is not apparent anymore.
1	How do we encourage our own high school students to enter the field of education?
1	I am encouraged to see the forward looking analysis by OSPI to assess future needs but discouraged in equal measure by the unwillingness of the legislature to address the financial realities of recruiting high quality teachers to serve our children. Not only do we need to address poor salaries but also the cost of benefits for all school employees. It is very difficult letting a new, young teacher know that if they have children out of pocket benefits will cost up to a third of their take home salary and they will most likely qualify for free/reduced lunch. There is something very wrong with that picture.
1	I encourage the state to seek avenues that broaden the pipeline of educators from Middle School to High School to College/University back to the classroom. Scholarship programs for educators. Simplification of acquiring a certificate and simplifying recertification.
1	I have been working with staff to obtain their certification but right now I feel like certification has changed and the rules are so different for everyone that I cannot stay on top of it. I need training from OSPI so I can help the out-of-state and in-state teacher candidates streamline the process and help them to understand the requirements. I have not talked to one person who has said the process is easy. Help me help them which in turn will help OSPI.



1	I'd be happy to support the state in recruitment efforts. All of our students need to be supported.
1	Increase base salary
1	Increase base salary. Statewide salary equity
1	Increase the pipeline. State Colleges and Universities need to do more marketing and recruitment. Also, reduce the requirements for out of state applicants. Attract new teachers with bonus or incentive pay to work in a low income or high SES school district. Yakima Valley should be a target for higher pay in high needs area of low income students and high ELL populations regional pay based on low income district, not for King or Snohomish counties.
1	It is virtually impossible for us to find quality teachers after the start of the year. It is also absolutely impossible to find enough qualified special education teachers and school psychologists. We are in need of both right now.
1	It might be helpful to put together a recruiting task force with representatives from different districts in the state to discuss strategies we could employ to certify more teachers and bring in teachers from other states.
1	It would be very helpful to have a state-wide salary schedule that was truly a state-wide salary schedule so we were all on the same hiring level.
1	It's been incredibly helpful to not have the constraints of NCLB HQ guidelines when hiring this school year. OSPI Certification staffing and processing has been better than in years past. Certification webinars have been helpful in keeping districts informed of changes/updates. Endorsement tool on PESB is not showing all information for all endorsements (Elem Ed), rules seem to change quicker than guidance can be updated.
1	Last year we hired 10 teachers on limited certs; this year it was nearly 50. We have to get more students in the pipeline to become educators. To do that they need to see value in the profession. WA has made it a job of testing and paperwork which dissuades people from entering the occupation of teacher.

1	More ability to emergency endorse with district's commitment to plan
1	More user friendly EDD
1	Needs to be easier to hire out of state teachers
1	Para educator pathways with strong funding Help with basic skills tests - it is a barrier
1	Pipeline work needs to be of primary emphasis
1	Provide funding for new teacher induction programs both at the ESD level and local districts. Fully fund basic education that includes all services provided to students within the school system Encourage legislators to actually meet with district leaders and practitioners before creating unfunded mandate Eliminate legislation that does not focus on academic or social development of P-12 students
1	Retention is also a barrier. While both Pro-Teach and TPEP are beneficial standing alone, combined they are unnecessary and a cause for teachers leaving the profession.
1	Simplify certification Beef up state college teacher capacity Tie in state teacher programs to in state jobs Smooth the Cert path for out of state candidates
1	State wide help in recruiting Don't make out-of-state teachers who are experienced do ProTeach
1	Streamline the process for people to get certification.
1	The process needs to be simplified and streamlined. It is too complicated and cumbersome to proceed through the certification process for new and continuing teachers.
1	The state needs to streamline the certification process across the board and provide a simplified sole source of reliable information on options and requirements for certification.
1	To be honest. I was thankful HQ went away. It really helped smaller district like myself with recruitment.

1	Triple the size of OSPI Certification staff . Return some of the certification process back to local ESD's and make sure that they understand the importance of having fingerprinting resources open and ready during the summer- especially August (ESD 105 closed their fingerprinting department for several days in mid August).
1	We are experiencing a housing crisis on Orcas Island which contributes greatly to the difficulty in recruiting and retaining teachers.
1	We are hiring full time district substitutes
1	We are just starting to use the Emergency Substitute Teacher option and have found some quality candidates. We are encouraged; however, also worried that our overall sub pool will dwindle down in the spring when requests for subs increase.
1	We have an extremely hard time competing for candidates in our area when surrounding districts have the ability to offer substantially more TRI days, much more PD money, etc. The legislature needs to help districts in the area of salary equalization more than anything.
1	We have not had success recruiting out of state. We've recently had great success developing alternate pathways to certifications for paraeducators, emergency certs, etc. We will continue to place our focus locally to "grow our own."
1	We have used the option of emergency substitute certificates in order to obtain enough substitutes. This was employed in 2015-2016 and continues in 2016-2017.
1	We need more options for sped, slp, and school psych. Conditional certs for other teachers have reasonable regulations but these areas do not. The financial burden of going through an agency is enormous for small districts.
1	We need to be able to pay our teachers and substitutes a living wage. Pay is a significant factor.
1	We need to build stronger partnerships with the colleges in this state so that we could help inform decisions that they make regarding teacher training programs. I would be happy to participate.

1	We need to equalize pay and fix certification to get strong individuals in classrooms
1	We need to increase the options for professional certification so it is streamlined and less expensive. Also expanding new teacher mentoring program funds so that we can create lower work loads in the first years to allow for more observations and collaboration time with strong instructional teachers.
1	We need to make it easier for an out-of-state applicant with experience to gain certification. Often, these folks sit in the "pool" and wait and do not move forward because they do not have a current WA certificate. We need to also have some more supports to train Emergency Cert. Subs. We are doing a nice job of "vetting" them for hire, but could use some help with training (financial support or materials from TEPs). Also need much more support in developing alt route certification for our Para Educators. This is not an established "system" and requires much time and effort for the school district and the University to develop a plan. We could benefit from a more developed framework on how to do this.
1	We would like to see colleges/universities providing more preparation time and support to students enrolled in accelerated teacher programs. We had two candidates withdraw from their assignment due to lack of preparedness and support from the universities.
1	When I started teaching about 15 years ago, it seemed easier (not easy) to add an endorsement. We have a lot of folks who could be fine teachers but lack the ability and money to attend a university to add an endorsement.
1	Would love to see in state programs offering more programs in the areas of Special Education, SLP, Psychology, OT, PT. These are very hard to fill and not enough space in grad programs to meet the interests of students (I'm told).
1	streamline the certification process; too many types of certificates. state fund substitute salaries at a higher rate