

# A ROADMAP FOR EDUCATION REFORM



SENATE DEMOCRATS  
WASHINGTON STATE



**[SenateDemocrats.wa.gov/issues/education](https://SenateDemocrats.wa.gov/issues/education)**

# We know there are problems.



Salaries for educators aren't competitive or consistent.

Certification system doesn't work for teachers.

We need *shared* responsibility and accountability.

Schools are in financial crisis.

# A Vision for the Future



An action plan for redesigning and enhancing compensation, certification and accountability. They are all connected.

**Compensation:**  
Workgroup to conduct labor market analysis & develop enhanced salary system

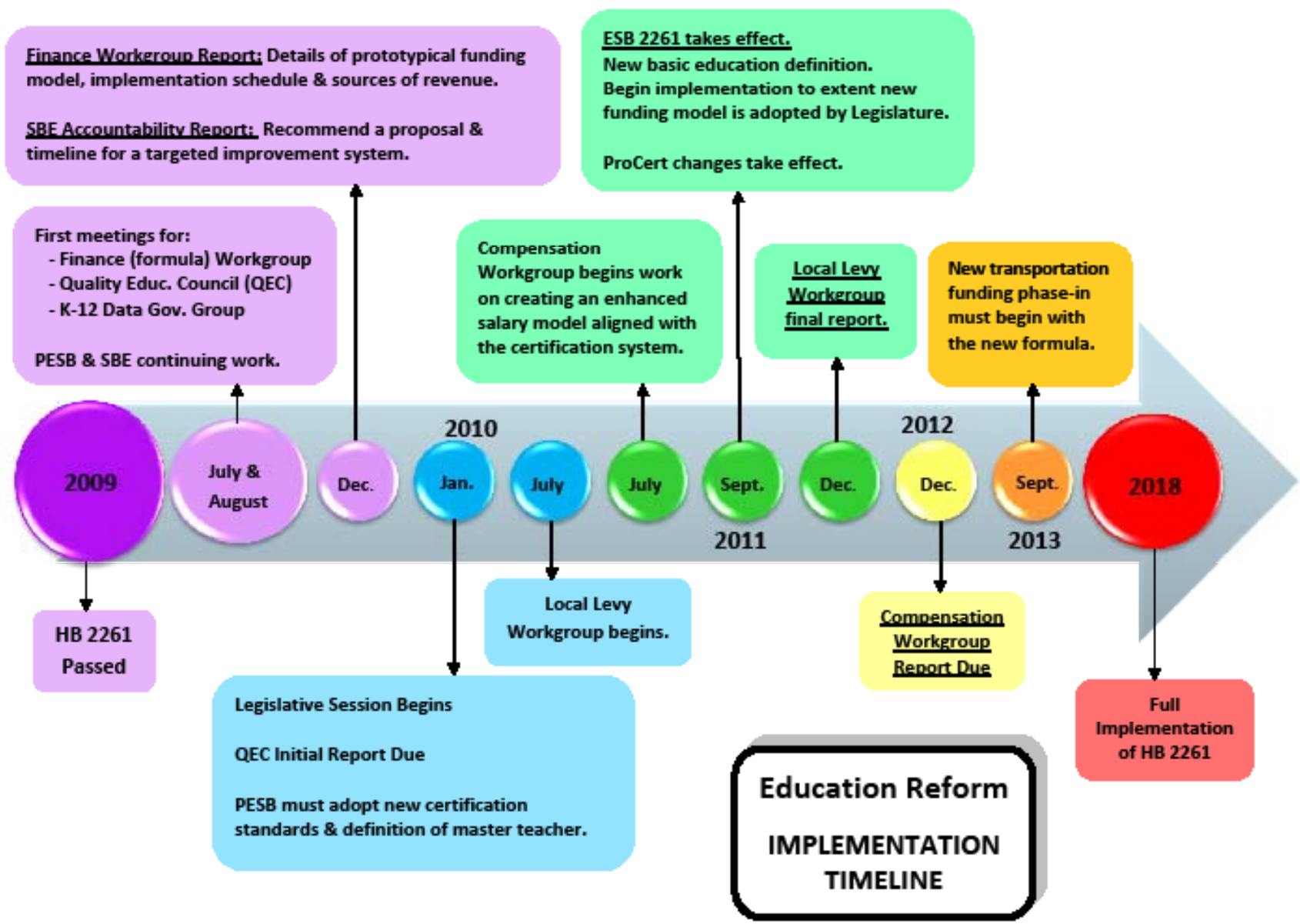
**Certification:**  
Guidance to Prof. Educator Standards Board with target dates for new system

**Accountability:**  
Framework that is based on a concept of shared accountability. Schools, districts, state.

**Local funding (levy equalization)**  
Starts in 2010

**K-12 Data Governance Group**  
Next meeting  
Aug. 20

**Achievement Gap Committee.** Meetings not yet scheduled.



Finance Workgroup Report: Details of prototypical funding model, implementation schedule & sources of revenue.

SBE Accountability Report: Recommend a proposal & timeline for a targeted improvement system.

ESB 2261 takes effect.  
 New basic education definition.  
 Begin implementation to extent new funding model is adopted by Legislature.  
 ProCert changes take effect.

First meetings for:  
 - Finance (formula) Workgroup  
 - Quality Educ. Council (QEC)  
 - K-12 Data Gov. Group

PESB & SBE continuing work.

Compensation Workgroup begins work on creating an enhanced salary model aligned with the certification system.

Local Levy Workgroup final report.

New transportation funding phase-in must begin with the new formula.

2009

July & August

Dec.

2010

Jan.

July

July

2011

Sept.

Dec.

2012

Dec.

Sept.

2013

2018

HB 2261 Passed

Legislative Session Begins  
 QEC Initial Report Due  
 PESB must adopt new certification standards & definition of master teacher.

Local Levy Workgroup begins.

**Education Reform IMPLEMENTATION TIMELINE**

Compensation Workgroup Report Due

Full Implementation of HB 2261

# We are in financial crisis. Why do this now?



- Placing education first in line
- Redefining “Basic Education” now constitutionally protects it in the future
  - *Increased classroom hours*
  - *Opportunity to graduate from high school with 24 credits*
  - *All-day kindergarten*
  - *Student transportation to and from school*
  - *Programs for highly capable students*

# Teachers, parents and students need to see results.



- Increased transparency means state accountability for funding schools
- A new funding model and transportation funding formula
  - *Local districts will keep ultimate authority in how to use the money to best identify and serve each district's unique needs. A district with 10,000 students is different than one with 500.*
  - *Parents and communities will be able to see what the state is "buying" with taxpayer resources.*
- Funding Formula workgroup first meeting next week. Must make recommendations for **revenue sources**.

# We don't have fair or competitive salaries



- Workgroup starts in 2011.
- New salary system must be designed with input from teachers, administrators and classified staff.
- A common-sense salary structure joined with a new certification system.
  
- Process for workgroup:
  - *Will conduct a comparative labor market analysis to identify fair/competitive salaries.*
  - *Establish an implementation schedule.*
  - *Recommend ways to reduce tiers within the new model.*
  - *Determine how to account for regional variations (cost-of-living, etc.).*
  - *Provide for salary equalization.*

# Fixing a broken certification system



- Now:

- *Professional Educator Standards Board continuing work to adopt performance standards – including cultural competency standards and a certification system based on leadership and excellence. (already in development – ProCert)*

- By 2010:

- *PESB adopts the standards and updates the Legislature on status of implementing ProCert assessments.*

- No earlier than 2011:

- *Begin awarding Professional Certificate based on 2 years of teaching experience.*
- *An enhanced salary system: work with compensation workgroup and develop a system that defines and recognizes effective teaching. Take the next steps of combining certification and salary systems to ensure coordination and relevance.*



# Continuing improvement



- SBE is given direction to continue the development and implementation of a voluntary system of progressive levels of support and a system that identifies successful schools.
  - ✦ *Intent is that the state and school districts share accountability.*
  - ✦ *Goal is for continuous improvement.*
  - ✦ *Capacity limitations of schools must be taken into account in the accountability framework including the level of state support received.*
- SBE must also develop a proposal for challenged districts that do not improve through the voluntary system.
- A new accountability system cannot be implemented without formal legislative approval.

# We can focus on outcomes through good data



- Use data to drive more individualized instruction for students and better benchmarking for parents
  - *What kinds of data should we be collecting?*
  - *OSPI responsible for a phase-in plan for implementing new data collection system.*
- A K-12 Data Governance Group:
  - *Identify critical research questions*
  - *Track reports and data needed and understand where the current system lacks the necessary data.*
  - *Set up operating rules and data standards.*



# Stepping up for High Risk Students



- **Eliminating the achievement gap**

- *The Legislature created a permanent Achievement Gap Oversight and Accountability Committee to oversee and assure implementation of strategies for closing the gap for struggling students.*

**We must:**

- *Support and facilitate parent and community involvement*
- *Attract a diverse array of teachers and administrators that bring different skill sets and life experiences to the classroom.*
- *Bring forward new ways of funding that will support ways to close the gap.*

# Oversight and guidance



- Quality Education Council - Is at the center of the reform effort. Created to recommend ongoing implementation of basic education reform and financing.
  - *8 legislators and 1 representative from each of the education agencies and the Governor's office.*
  - *Develop recommendations and updates every 4 years.*
  - *Identifies measurable goals and priorities for the system for a 10-year period. Reducing drop-out rates and eliminating the achievement gap specifically noted as goals.*
  - *1<sup>st</sup> meeting planned for the end of this month.*

# Contact information



- **Sen. Rosemary McAuliffe**

[SenateDemocrats.wa.gov/senators/mcauliffe](http://SenateDemocrats.wa.gov/senators/mcauliffe)

360-786-7600

- **Sen. Eric Oemig**

[SenateDemocrats.wa.gov/senators/oemig](http://SenateDemocrats.wa.gov/senators/oemig)

360-786-7672

- **Sen. Lisa Brown**

[SenateDemocrats.wa.gov/senators/brown](http://SenateDemocrats.wa.gov/senators/brown)