

*"This final step is arguably the biggest and most difficult. But it's necessary. We know what needs to get done and we know this is the year to do it."*

*Gov. Jay Inslee*

December 2016

## GOV. INSLEE'S EDUCATION PLAN — PUTTING WASHINGTON'S STUDENTS FIRST

*Gov. Inslee's 2017–19 budget puts forward a bold vision for Washington's future. The centerpiece of that budget is his plan for fully funding K-12 education, which includes the final steps of addressing teacher compensation and ending the decades-long overreliance on local levies for basic education. His proposal would improve state teacher pay to competitive levels statewide. And it would provide more resources to give students and teachers the support they need to succeed in the classroom while protecting essential human services that many at-risk students depend on outside the classroom.*

Education is the most important underpinning of Washington's economy, the key to improving our quality of life and assuring every student has an opportunity to be successful. Yet for decades, the state has not lived up to its constitutional duty to fully fund kindergarten-through-12th grade basic education. Local school districts have been left to fill the funding gaps, and that has created significant basic education funding disparities between low- and high-income areas of the state.

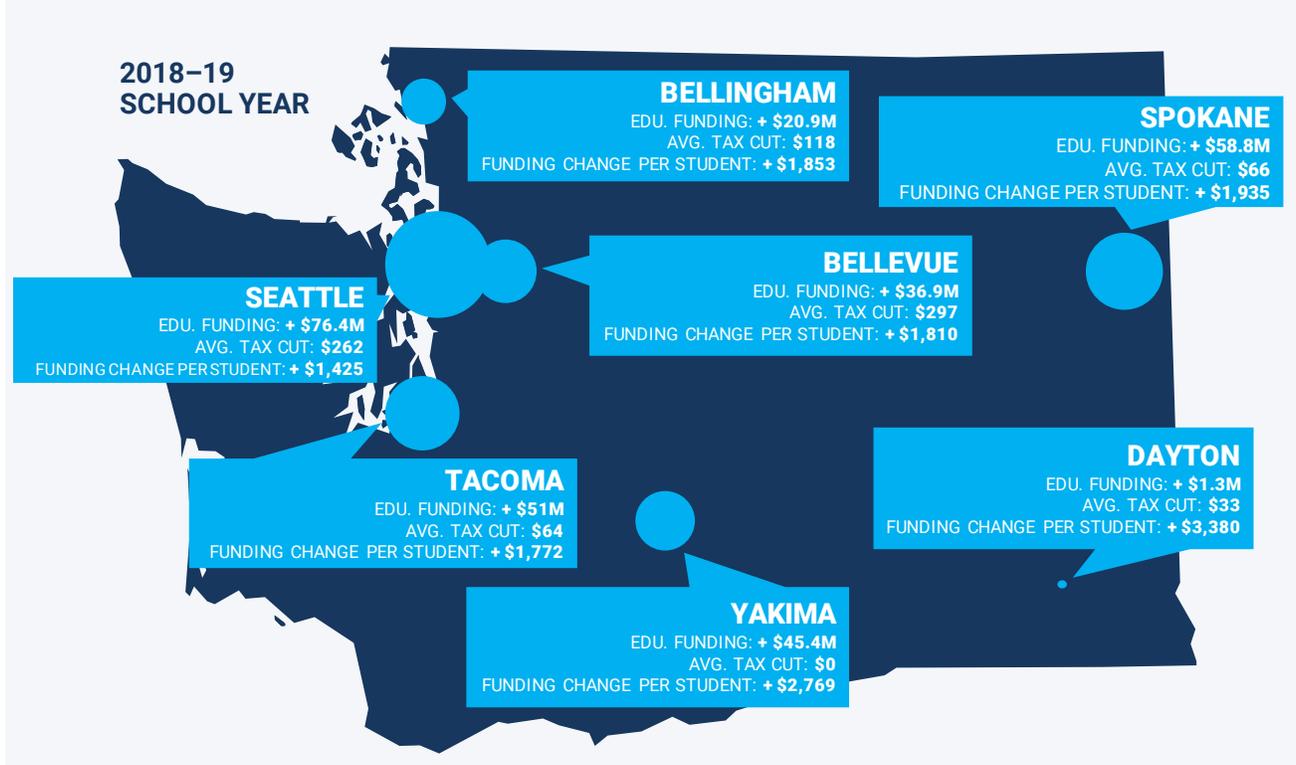
Since taking office in 2013, one of Gov. Inslee's highest priorities has been reinvesting in K-12 education to fulfill previous legislative commitments to students and families. Over the past four years, the state has increased its investment in K-12 education by more than \$4.6 billion — including \$2.1 billion to meet the state's constitutional basic education obligations. Washington has also invested heavily to reduce early elementary class sizes and has fully funded all-day kindergarten, student transportation, and materials, supplies and school operations, or MSOC.

But we are not finished yet.



## Every school district will receive more state funding.

At least 75% of households and businesses will see a **property tax cut**.



Gov. Inslee has a plan to resolve this issue once and for all. His 2017–19 budget includes more than \$2.7 billion to provide competitive educator and school staff salaries across the state and, for the first time, fully fund the basic education portion of compensation. This should bring the state into compliance with the state Supreme Court’s 2012 McCleary ruling.

But the governor believes the state must do more than just comply with the court’s order.

The governor’s budget — proposing one of the largest K-12 education investments in state history — includes another \$1.1 billion to finish the job of reducing early elementary class sizes and to replicate proven strategies to support struggling students and schools, enhance mentoring programs for teachers and principals, and add more staff to support student social and emotional learning.

The benefits of the governor’s budget would be felt in every school district across the state. Under his plan, every school district would receive more state funding, a property tax cut, or both:

- » Every school district would receive more money from the state.
- » The infusion of state funding would enable school districts to reduce local property taxes by at least \$250 million statewide per year.
- » Local school taxes would be reduced in 119 of the state’s 295 school districts — and more than three-fourths of households and businesses would get a property tax cut.

The governor’s budget reflects our state’s values and makes education our highest priority. A decade ago, spending on public schools was less than 39 percent of total state spending. Sizable education investments during the past four years have pushed that figure above 47 percent. And, under

Gov. Inslee’s budget, K-12 education spending would top 50 percent of total state spending — the highest it’s been since the early 1980s.

In 2012, the state Supreme Court sided with lower courts in the McCleary v. State of Washington lawsuit, finding the state wasn’t meeting its paramount duty to amply fund K-12 basic education. The court stressed that state funding for basic education must be both uniform and dependable.

Even as the court case was unfolding, the state Legislature passed laws in 2009 (House Bill 2261, revising the definition of basic education) and 2010 (HB 2776, adopting a simpler and more practical formula for basic education) to establish a plan and a timeline for fully funding basic education by 2018 without reliance on local taxes. The Supreme Court’s 2012 ruling cited the Legislature’s plan as one that would satisfy the court.

House Bill 2261 created the Compensation Technical Working Group. Its 2012 report offered nine recommendations, including a schedule of comparable wages for all school employees, based on market analyses conducted by the state Employment Security Department.

After the 2015 legislative session, Gov. Inslee convened a bipartisan, bicameral group of legislators to consider how to ensure competitive salaries for educators and school staff. The Legislature considered the working group’s deliberations, and in 2016, passed Senate Bill 6195, which called for an independent study of market rate salaries for school employees. The independent consultant’s findings were released in November 2016 and confirmed the Employment Security Department’s 2016 update.

Gov. Inslee’s 2017–19 budget proposes competitive salaries for educators, administrators and classified staff, based on those analyses. With that investment, by the end of the current biennium commitments made in House bills 2261 and 2776 will be fully implemented.

But making good on a promise made nearly a decade ago isn’t good enough. Gov. Inslee’s budget goes beyond paying educators and administrators competitive wages, making additional investments to give students the education they need to be successful and to deliver services to help close the opportunity gap.

	2016–17	2017–18	2018–19
	CURRENT SALARY	PROPOSED SALARY	
	Funded based on 180-day school year	Funded based on 10 months plus hours of training and collaboration	
Teachers and educational staff associates		30 hours	80 hours
Beginning experience	\$35,700	\$44,976	\$54,587
Average experience	\$54,865	\$59,709	\$72,466
16 or more years of experience	\$67,288	\$69,938	\$84,883
	Funded based on 11 months	Funded based on full calendar year	
Administration	\$62,847	\$78,395	\$114,612
	Funded based on full calendar year		
Classified	\$33,898	\$39,457	\$52,908

The governor's education plan is based on the following goals:

**Recruit, retain and continually train great educators – \$2.96 billion total**

*Research and common sense tell us the most important school-based factor in academic achievement is teacher quality. Better starting salaries for teachers will attract a smart, creative, diverse workforce. Too many starting teachers leave the profession within a few years, and mentoring is a proven strategy to support them and keep them in the profession. Time for training and collaboration will equip teachers with tools to narrow the opportunity gap, increase cultural competency and address students' social and emotional needs. The governor's budget also ensures competitive wages for all school employees.*

**Competitive wages and benefits for teachers and school staff – \$2.74 billion Education Legacy Trust Account; \$7.8 million Opportunity Pathways Account**

Teachers are currently compensated based on a system that rewards years of experience and degrees earned. But research shows that degrees are less an indicator of skill than other kinds of professional development. The governor's budget

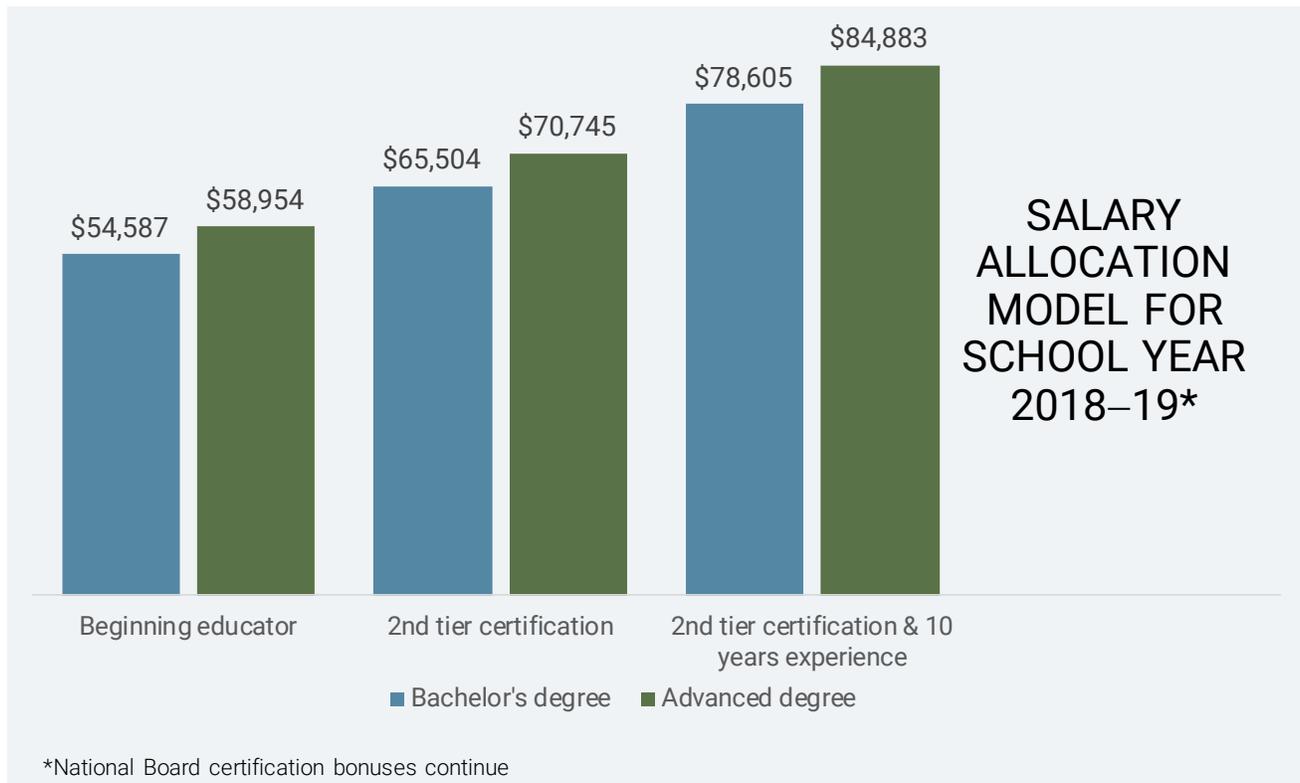
creates a new salary allocation model, or SAM, that better aligns educator pay with professional development milestones.

Successful schools build in staff training and time for collaboration. The new SAM provides certificated staff salaries for 10 months, plus an additional 30 hours in the 2017–18 school year and 80 hours in the 2018–19 school year for professional learning and collaboration.

Teachers at the School for the Blind and the Washington State Center for Childhood Deafness and Hearing Loss will also receive these increases.

**Health benefits**

The state-funded health benefit rate for state-funded certificated instructional staff and administrative staff is increased from \$780.00 to \$835.96 per month in the 2017–18 school year and to \$848.91 per month in the 2018–19 school year. The rate for state-funded classified staff is increased from \$898.56 to \$963.03 per month in the 2017–18 school year and to \$977.94 per month in the 2018–19 school year. (\$138.7 million General Fund-State; \$407,000 Opportunity Pathways Account)



### **Teacher mentoring and career advancement**

Beginning teachers are more successful in the classroom and more likely to stay in the profession when they're supported during their first few years on the job by experienced colleagues. Mentoring is vital work and deserves additional pay. The governor's budget expands the Beginning Educator Support Team program in the Office of Superintendent of Public Instruction, putting it on track to provide mentors for all new teachers, beginning in the 2020–21 school year. Investments in BEST include a salary of nearly \$93,000 for full-time mentors, prorated for those mentoring part time. (\$50.0 million GF-S)

### **Alternate routes for teacher preparation**

A diverse, multilingual workforce with school-based experience leads to better academic and social outcomes, especially for children from cultural and linguistic minority populations. Alternate routes are partnerships between school districts and universities that give paraeducators, and those looking to change careers, a way to earn their teaching credential while gaining valuable experience in the classroom. Alternate routes appeal to people who want to stay in their communities, making it a particularly effective strategy for recruiting and retaining teachers who represent the students they serve. The governor's budget expands this program by 360 candidates,

with priority given to the preparation of bilingual educators. (\$11.0 million Education Legacy Trust Account)

### **Principal support and mentoring**

Just as new teachers are more effective and more likely to stay in the profession if they receive mentoring and guidance during their first few years in the classroom, principals are better, more stable leaders when they are supported during their early years on the job. The governor's budget supports school leaders with internships for principals in training, workshops for principals during their first year and a new principal mentoring program in BEST. (\$7.5 million GF-S)

### **Paraeducator training**

Paraeducators provide integral instructional support that directly contributes to closing the opportunity gap. Effective professional development and time to collaborate with teachers better prepare paraeducators to help students succeed. The governor's budget enhances paraeducator salaries to include 20 hours in the 2017–18 school year and 40 hours in the 2018–19 school year for professional learning, directed by school districts. (\$4.7 million Education Legacy Trust Account; \$12,000 Opportunity Pathways Account)

## **STRENGTHENING ACCOUNTABILITY MEASURES TO DRIVE SUCCESS**

Gov. Inslee's budget includes historic investments in our schools and our educators to provide the best possible chance for every child in Washington to graduate from high school ready for a career or college.

We know from research and results in the classroom these investments will pay off. Still, we must be accountable to the public for tracking and reporting our progress in closing the opportunity gap and increasing graduation rates for college- and career-ready students.

The Results Washington team is updating Gov. Inslee's goals for education, which he will approve in January 2017, including:

- » Reducing gaps in English language arts, math and science proficiency by half from 2015 to 2021 and increasing the percentage — by 2 percent per year — of all students who score proficient.
- » Improving the statewide high school graduation rate from 78 percent in 2016 to 86 percent by 2021 and developing a new goal to measure our progress in closing graduation rate gaps.
- » Continue decreasing the percentage of recent high school graduates enrolled in remedial courses in college every year through 2021.

**Close the opportunity gap – \$866.8 million total**  
*Washington families, educators and policymakers continue to be concerned by disparity in access to great schools and the resources needed for all children to be academically successful. We know what it will take to level the playing field for students. Gov. Inslee's budget makes investments to cut class sizes and add school professionals to help all students achieve their potential.*

### **Class size reduction**

Research shows that smaller classes in the early grades help teachers succeed with low-achieving students. The state has made steady progress on the HB 2776 goal of reducing class sizes to 17 students in kindergarten through third grade by 2018. Gov. Inslee's budget finishes the job by funding more than 3,400 new teachers for the 2017–18 school year. (\$484.6 million Education Legacy Trust Account; \$507,000 Opportunity Pathways Account)

### **Social and emotional health**

School counselors, nurses, psychologists, social workers and family engagement coordinators help students address social and emotional barriers to learning. Gov. Inslee's budget increases the number of student support staff and provides time for collaboration and training to maximize their effectiveness. The additions will be phased in for half the state's schools with the highest concentration of poverty in the 2017–18 school year, when 1.0 FTE will be added to each prototypical school. In the 2018–19 school year, this increase will be phased in to all schools in the state. (\$324.2 million Education Legacy Trust Account; \$1.0 million Opportunity Pathways Account)

### **Learning assistance**

Closing the opportunity gap requires heightened attention on students who are underperforming

and on schools that struggle to serve them well. The Learning Assistance Program offers research-based supplemental services for low-income students scoring below grade-level in English language arts and math. The governor's budget increases LAP funding to improve services for students who need extra support. (\$49.5 million Education Legacy Trust Account; \$148,000 Opportunity Pathways Account)

### **School and district improvement**

Each year, the federal government requires states to identify the 5 percent of schools most in need of support to improve students' academic outcomes. The federal Every Student Succeeds Act of 2016 provides some funding to states, but not enough to support all the schools identified. Gov. Inslee's budget provides assistance to low-performing schools and districts that do not receive federal funds. (\$3.8 million GF-S)

### **Education services for foster care youth**

The state bears a special responsibility for improving academic outcomes of children in foster care. Through a partnership with community-based organizations, foster youth receive individualized educational support and guidance, including help transitioning to college and careers after they graduate from high school. The governor's budget expands this demonstration project to serve another 120 students. (\$1.4 million GF-S)

### **Truancy reduction**

School districts are required to offer community truancy boards and other interventions to reduce student truancy and address the causes of chronic absenteeism. School attendance is essential to each student's academic performance and development of social and emotional skills. One-time funding was provided in fiscal year 2016 for training of staff members to serve on community

## **SCHOOL FINANCIAL SYSTEM REDESIGN**

Current school district financial systems often lack the capability to report detailed expenditures timely and accurately. Detailed expenditure information promotes accountability by enabling school districts, state agencies and the Legislature to assess the financial health of school districts and the implementation of state and local policy. The governor's budget provides funding for OSPI and school districts to align accounting and reporting systems with the prototypical school model, align expenditures with revenues and provide building-level accounting. (\$9.9 million GF-S)

truancy boards. The governor’s budget restores and increases grant funding to support community truancy boards. (\$1.3 million GF-S)

**Mentors for struggling students**

Mentoring works by connecting qualified adults with students who are struggling to overcome social or emotional challenges that put them at risk of dropping out of school. Funding will expand the Check & Connect program, an intervention strategy used with students who show warning signs of disengagement from school and who are at risk of leaving before graduation. This investment will also support students from military families as they navigate transitions and pilot a project with three corporate partners to mentor students in the workplace. (This program is funded in the budget of the Department of Social and Health Services.) (\$400,000 GF-S)

**Engage students – \$26.1 million total**

*Our schools serve students from every walk of life. They come to us with varied interests and abilities, and it’s our responsibility to make sure their time and effort at school are relevant and enriching. Additional funding for career-connected learning, computer science education and highly capable students will help deliver the continuum of college and career preparation our schools are called upon to offer. And because of their own interest in helping educate the next generation of workers, private sector employers are stepping up to match funding for many of these programs.*

**Career-connected learning**

Career-connected learning offers work-based experiences and industry-approved apprenticeships for students who want to enter the workforce or prepare for job training after high school graduation. Funding supports grants for middle and high schools to integrate academic and occupational curricula and train teachers. Schools will partner with colleges and universities, businesses and labor groups to develop industry design challenges, worksite visits, mentorships, internships and apprenticeships for students, beginning in elementary school. The governor’s budget triples the state’s current investment in this program; funds are matched by the private sector. (This program is funded in the budget of the Office of Financial Management.) (\$6.0 million Education Legacy Trust Account)

**Computer science for everyone**

The gulf between those who have ready access to computers and the internet, and those who do not — dubbed the digital divide — continues to affect students’ ability to gain essential skills needed to do well in school and to use technology productively. The governor’s budget funds grants for curriculum development, teacher training, technology purchases and digital access for historically underserved groups, including girls and students from low-income, rural and ethnic minority communities. The governor’s budget triples the state’s current investment and will be matched by the private sector. (This program is funded in the budget of the Office of Financial Management.) (\$4.0 million Education Legacy Trust Account)

**Putting Washington’s Students First**

\$ in thousands

Recruit, Retain and Continually Train Great Educators	Total
Competitive wages for teachers and school staff	\$2,412,788
Educator training	\$332,896
Health benefits	\$139,103
Teacher mentoring and career advancement	\$50,000
Alternative routes for teacher preparation	\$11,000
Principal support and mentoring	\$7,546
Paraeducator training	\$4,725
Close the Opportunity Gap	Total
Class size reduction	\$485,064
Social and emotional health	\$325,249
Mentors for struggling students	\$400
Learning assistance	\$49,598
Supporting foster youth	\$1,368
School and district improvement	\$3,832
Truancy reduction	\$1,330
Engage Students	Total
Career-connected learning	\$6,000
Computer science for everyone	\$4,000
Materials and supplies for career and technical education	\$12,253
Highly capable education	\$3,856

**Materials and supplies for career and technical education**

Recognizing the higher-than-normal costs for materials and supplies in career and technical education courses, the MSOC funding formula is modified in the governor's budget. The per-student formulas for career and technical education and skills centers are set as enhancements to the general education funding rate. Both are increased to be 20 percent higher than the general education rate in the 2017–18 school year and 30 percent higher in the 2018–19 school year. (\$12.3 million Education Legacy Trust Account)

**Highly capable education**

There are many highly capable students in our schools and not enough of them get the services they need to keep them engaged in learning. The governor's budget provides program support, combined with higher salary allocations, to allow more students to participate. (\$3.8 million Education Legacy Trust Account)