



Washington's teacher preparation programs have a strong history of supporting p-12 education statewide. Together, these nationally recognized programs produce about 2,500 teachers per year and prepare approximately 85 percent of beginning teachers hired in Washington.

Our colleges and schools of education are ready to grow our strong partnerships to educate the next generation of teachers to help alleviate the teacher shortage crisis currently facing Washington.

The most effective response will require a comprehensive effort that consists of a combination of funding and policy and extends beyond postsecondary education to include recruitment, resource support, school partnerships, and public engagement.

We believe a plan should address the following:

- Adequate financing of capacity at the classroom level, in field placements, and in mentoring, to adequately prepare and launch teaching candidates.
- Incentives to recruit high-quality candidates to teacher preparation programs, and bring recent graduates not now teaching back into classrooms, such as tuition reimbursement and conditional loans, scholarships, tuition reductions, loan forgiveness, stipends and paid internships.
- Support for the retention of teachers such as supporting best practices for induction into the profession, early mentoring and support and ongoing high-quality professional development opportunities crucial to continued success.
- Support a high quality, multi-partner public campaign to recognize the value and role of teaching as a profession.
- Retooling programs to credential existing teachers appropriately for new subjects or roles.
- Bolstering alternative route programs to educate and credential para-educators and career changers as classroom teachers such as residency models and community college programs.

The education of our state's children represents a partnership between p-12 and our public and private colleges and universities. We look forward to continued efforts to enhance that partnership so that all students can reach their true potential.