

AMENDED IN ASSEMBLY APRIL 14, 2016

CALIFORNIA LEGISLATURE—2015–16 REGULAR SESSION

ASSEMBLY BILL

No. 2122

Introduced by Assembly Member McCarty

February 17, 2016

An act to amend Sections 44391, 44392, and 44393 of, and to repeal and add Section 44390 of, the Education Code, relating to teacher credentialing.

LEGISLATIVE COUNSEL'S DIGEST

AB 2122, as amended, McCarty. California Classified School Employee Teacher Credentialing Program.

The Wildman-Keeley-Solis Exemplary Teacher Training Act of 1997 establishes the California School Paraprofessional Teacher Training Program for the purpose of recruiting paraprofessionals to participate in a program designed to encourage them to enroll in teacher training programs and to provide instructional service as teachers in the public schools. The act requires, among other things, that the Commission on Teacher Credentialing, in consultation with certain other educational entities, to select, pursuant to specified criteria, 24 or more school districts or county offices of education representing rural, urban, and suburban areas that apply to participate in the program. The act requires a school district or county office of education to require a person participating in the program to commit to fulfilling certain specified obligations relating to obtaining a teaching credential and employment as a teacher in the school district or county office of education. The act requires a school district or county office of education to require a program participant to obtain a certificate of clearance from the commission and provide verification of a specified level of academic

achievement prior to participating in the program. The act expresses the intent of the Legislature that in each fiscal year, funding for the California School Paraprofessional Teacher Training Program be allocated to the commission for grants to school districts and county offices of education, limits grants to \$3,500 per program participant per year, and makes funding for the grants contingent upon an appropriation in the annual Budget Act.

This bill would substantially revise those provisions to instead establish the California Classified School Employee Teacher Credentialing Program for the ~~purpose~~ *purposes* of recruiting classified school employees to participate in a program designed to encourage them to enroll in teacher training programs and to provide instructional service as teachers in the public schools. Subject to an appropriation for these purposes in the annual Budget Act, the bill would require the commission to issue a request for proposals to all school districts and county offices of education in the state in order to solicit applications for funding. The bill would require the criteria adopted by the commission for the selection of school districts or county offices of education to participate in the program to include, among other things, the extent to which the applicant's plan for recruitment attempts to meet the demand of teacher shortages in shortage areas in kindergarten and grades 1 to 12, inclusive. The bill would require an applicant that is selected to participate to provide information about the program to all eligible classified school employees in the school district or county office of education and to provide assistance to each classified school employee it recruits under the program regarding admission to a teacher training program. The bill would also require an applicant to require participants to satisfy specified requirements before participating in the program, including passing a background check, and to certify that it has received a commitment from each participant that he or she will accomplish certain things, including completing all of the requirements for, and obtain, a multiple subject, single subject, or education specialist teaching credential. The bill would require the commission to contract with an independent evaluator with a proven record of experience in assessing teacher training programs to conduct an evaluation to determine the success of the program and would require the evaluation to be conducted once every 5 years, with the first evaluation being completed on or before July 1, 2021. The bill would also require the commission, on or before January 1 of each year, to report to the Legislature regarding the status of the program, as specified. The bill

would state the Legislature’s intent that each fiscal year, funding for the program be allocated to the commission for grants for up to 1,000 new participants per year and would prohibit a grant to an applicant from exceeding \$4,000 per participant per year. The bill would make funding for grants to applicants contingent upon an appropriation in the annual Budget Act.

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Section 44390 of the Education Code is repealed.
2 SEC. 2. Section 44390 is added to the Education Code, to read:
3 44390. The Legislature finds and declares all of the following:
4 (a) All children deserve a highly qualified teacher.
5 (b) California faces a severe teacher shortage.
6 (c) The demand for new teachers is growing due to the inability
7 to attract new teachers into the profession, the high attrition rate
8 of new teachers, and the retirement of existing teachers.
9 (d) California has a 50-percent higher pupil-to-teacher ratio than
10 any other state in the country at 24 to 1.
11 (e) It is estimated that California will need 60,000 additional
12 teachers to maintain the current pupil-to-teacher ratio.
13 (f) California will need 135,000 additional teachers in order to
14 return to the prerecession pupil-to-teacher ratio of 16 to 1.
15 (g) Teacher shortages vary by subject and region.
16 (h) Enrollment in teacher credentialing programs dropped 76
17 percent between 2002 and 2014.
18 (i) In 2014 and 2015, 40 percent of credentials were awarded
19 to underprepared teachers.
20 (j) The diversity in the teacher workforce in California does not
21 match the diversity of the pupil population.
22 (k) Roughly 65 percent of teachers are white, 20 percent are
23 Hispanic, and 15 percent are a different race or ethnicity.
24 (l) Classified school employees currently working in public
25 schools represent a potential pool of future teachers.
26 (m) Classified school employees as a group make up the most
27 diverse segment of the professional school community.
28 (n) Providing incentives for classified school employees to
29 obtain a bachelor’s degree and become fully credentialed teachers

1 is a proven strategy to increase the number of highly qualified
2 teachers in California's schools.

3 SEC. 3. Section 44391 of the Education Code is amended to
4 read:

5 44391. This article shall be known, and may be cited, as the
6 California Classified School Employee Teacher Credentialing
7 Program.

8 SEC. 4. Section 44392 of the Education Code is amended to
9 read:

10 44392. For the purposes of this article, unless the context
11 clearly requires otherwise, the following terms shall have the
12 following meanings:

13 (a) "Applicant" means a school district or county office of
14 education applying for program funds under the California
15 Classified School Employee Teacher Credentialing Program.

16 (b) "Institutions of higher education" means the California
17 Community Colleges, the California State University, ~~and the~~
18 University of ~~California~~. *California, and private not-for-profit*
19 *institutions of higher education that offer a commission-approved*
20 *teacher preparation program.*

21 (c) "Participant" means a *classified* school ~~paraprofessional~~
22 *employee* who elects to participate in the California Classified
23 School Employee Teacher Credentialing Program.

24 (d) "Program" means the California Classified School Employee
25 Teacher Credentialing Program.

26 (e) "Classified school employee" means a noncertificated school
27 employee currently working in a public school pursuant to this
28 chapter.

29 (f) "Teacher training program" means an undergraduate or
30 graduate program of instruction conducted by a campus of an
31 institution of higher education that includes a developmentally
32 sequenced career ladder to provide instruction, coursework, and
33 clearly defined tasks for each level of the ladder, and that is
34 designed to qualify students enrolled in the program for a teaching
35 credential authorizing instruction in kindergarten and grades 1 to
36 12, inclusive.

37 SEC. 5. Section 44393 of the Education Code is amended to
38 read:

39 44393. (a) The California Classified School Employee Teacher
40 Credentialing Program is hereby established for the purpose of

1 recruiting classified school employees to participate in a program
2 designed to encourage them to enroll in teacher training programs
3 and to provide instructional service as teachers in the public
4 schools.

5 (b) Subject to an appropriation for these purposes in the annual
6 Budget Act, the commission shall issue a request for proposals to
7 all school districts and county offices of education in the state in
8 order to solicit applications for funding. The criteria adopted by
9 the commission for the selection of school districts or county
10 offices of education to participate in the program shall include all
11 of the following:

12 (1) The extent to which the applicant demonstrates the capacity
13 and willingness to accommodate the participation of classified
14 school employees in teacher training programs conducted at
15 institutions of higher education.

16 (2) The extent to which the applicant's plan for the
17 implementation of its recruitment program involves the active
18 participation of one or more local campuses of the participating
19 institutions of higher education in the development of coursework
20 and teaching programs for participating classified school
21 employees. Each selected applicant shall be required to enter into
22 a written articulation agreement with the participating campuses
23 of the institutions of higher education.

24 (3) The extent to which the applicant's plan for recruitment
25 attempts to meet the demand of teacher shortages in shortage areas
26 in kindergarten and grades 1 to 12, inclusive. Each classified school
27 employee selected to participate shall have completed at least two
28 years of undergraduate college or university coursework and shall
29 have demonstrated an interest in obtaining a multiple subject or
30 single subject teaching credential.

31 (4) The extent to which a developmentally sequenced series of
32 job descriptions leads from an entry-level classified school
33 employee position to an entry-level teaching position in that school
34 district or county office of education.

35 (5) The extent to which the applicant's plan for recruitment
36 attempts to meet its own specific teacher needs.

37 (c) An applicant that is selected to participate pursuant to
38 subdivision (b) shall provide information about the program to all
39 eligible classified school employees in the school district or county
40 office of education and assistance to each classified school

1 employee it recruits under the program regarding admission to a
2 teacher training program.

3 (d) (1) An applicant shall require participants to satisfy all of
4 the following requirements before participating in the program:

5 (A) Pass a criminal background check.

6 (B) Provide verification of one of the following:

7 (i) Has earned an associate or higher level degree.

8 (ii) Has completed at least two years of study at a postsecondary
9 educational institution.

10 (2) An applicant shall certify that it has received a commitment
11 from each participant that he or she will accomplish all of the
12 following:

13 (A) Graduate from an institution of higher education under the
14 program with a bachelor's degree.

15 (B) Complete all of the requirements for, and obtain, a multiple
16 subject, single subject, or education specialist teaching credential.

17 (C) Complete one school year of classroom instruction in the
18 school district or county office of education for each year that he
19 or she receives assistance for books, fees, and tuition while
20 attending an institution of higher education under the program.

21 (e) The commission shall contract with an independent evaluator
22 with a proven record of experience in assessing teacher training
23 programs to conduct an evaluation to determine the success of the
24 program. The evaluation shall be conducted once every five years,
25 with the first evaluation being completed on or before July 1, 2021.
26 The commission shall submit the completed evaluation to the
27 Governor and the education policy and fiscal committees of the
28 Assembly and Senate.

29 (f) On or before January 1 of each year, the commission shall
30 report to the Legislature regarding the status of the program,
31 including, but not limited to, the number of classified school
32 employees recruited, the academic progress of the classified school
33 employees recruited, the number of classified school employees
34 recruited who are subsequently employed as teachers in the public
35 schools, the degree to which the applicant meets the teacher
36 shortage needs of the school district or county office of education,
37 and the ethnic and racial composition of the participants in the
38 program. The report shall be made in conformance with Section
39 9795 of the Government Code.

1 (g) It is the intent of the Legislature that each fiscal year, funding
2 for the California Classified School Employee Teacher
3 Credentialing Program be allocated to the commission for grants
4 for up to 1,000 new participants per year. A grant to an applicant
5 shall not exceed four thousand dollars (\$4,000) per participant per
6 year. Funding for grants to applicants shall be contingent upon an
7 appropriation in the annual Budget Act.

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