
SENATE COMMITTEE ON EDUCATION

Senator Carol Liu, Chair
2015 - 2016 Regular

Bill No: SB 915
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Fiscal: Yes

Subject: Teacher recruitment: California Center on Teaching Careers

SUMMARY

This bill re-establishes the California Center on Teaching Careers (Cal Teach) for the purpose of recruiting qualified individuals into the teaching profession. Specifically, this bill requires the Superintendent of Public Instruction (SPI), subject to an appropriation, to contract with a local educational agency to establish the program, as specified.

BACKGROUND

The 2013-14 Budget Act implemented the Local Control Funding Formula and permanently consolidated the vast majority of categorical programs, including the Professional Development Block Grant which supported professional development activities such as teacher recruitment and retention incentives, along with revenue limit apportionments, into a single source of funding. The statutory and programmatic requirements for almost all of these categorical programs were also eliminated, leaving any related activities left to local districts' discretion.

ANALYSIS

This bill:

- 1) Establishes Cal Teach for the purpose of recruiting qualified and capable individuals into the teaching profession.
- 2) Requires the SPI, subject to an appropriation, to contract with a local educational agency to establish Cal Teach with the concurrence of representatives of the Commission on Teacher Credentialing, the University of California, the California State University, and independent institutions of higher education, as specified.
- 3) Defines concurrence as an agreement on priorities, goals and general objectives, as specified, and the order in which the duties specified in this chapter are undertaken.
- 4) Specifies legislative intent language that activities of Cal Teach be implemented with the active involvement of local education agencies whenever appropriate.
- 5) Provides that the duties of the California Center on Teaching Careers (Cal Teach) include, but not be limited to:

- a) Developing and distributing statewide public service announcements and publications relating to teacher recruitment.
 - b) Developing, modifying, and distributing effective recruitment publications.
 - c) Providing information to prospective teachers regarding requirements for obtaining a teaching credential.
 - d) Providing specific information to prospective teachers regarding admission to and enrollment into conventional and alternative teacher preparation programs.
 - e) Providing specific information to prospective teachers regarding financial aid and loan assistance programs.
 - f) Creating or expanding a referral database for qualified teachers seeking employment in the public schools.
 - g) Developing and conducting outreach activities to both prospective teacher candidates in high school and college and to existing teachers to fill existing teacher shortage areas.
- 6) Provides that Cal Teach, in conducting its duties, may coordinate and work collaboratively with the Education Job Opportunities Information Network, existing teacher recruitment centers, school districts, county offices of education, and other teachers clubs and organizations.
 - 7) Requires Cal Teach to periodically reassess its recruitment activities aimed at individuals from different populations or target audiences for effectiveness and efficiencies in light of the state's teacher workforce, changing market conditions, changes to state and federal law, and any other evolving circumstances.
 - 8) Requires Cal Teach to periodically review all products and communication tools for accuracy, quality, ease of use, and effectiveness.
 - 9) Requires the Commission on Teacher Credentialing, in consultation with the Legislative Analyst, to conduct an evaluation of Cal Teach on or before January 1, 2020.

STAFF COMMENTS

- 1) ***Need for the bill.*** The Learning Policy Institute recently released a report, "Addressing California's Emerging Teacher Shortage: An Analysis of Sources and Solutions." In this report, the LPI included the following summary: "After many years of teacher layoffs in California, school districts around the state are hiring again. With the influx of new K-12 funding, districts are looking to lower student-teacher ratios and reinstate classes and programs that were reduced or eliminated during the Great Recession. However, mounting evidence indicates

that teacher supply has not kept pace with the increased demand.” The report included the following findings:

- a) Enrollment in educator preparation programs has dropped by more than 70 percent over the last decade.
- b) In 2014-15, provisional and short-term permits nearly tripled from the number issued two years earlier, growing from about 850 to more than 2,400.
- c) The number of teachers hired on substandard permits and credentials nearly doubled in the last two years, to more than 7,700 comprising a third of all the new credentials issued in 2014-15.
- d) Estimated teacher hires for the 2015-16 school year increased by 25 percent from the previous year while enrollment in the University of California and the California State University teacher education programs increased by only about 3.8 percent.

SB 915 is part of a legislative package along with SB 933 (Allen) and SB 62 (Pavley) to help address the looming teacher shortage. Specifically, this bill proposes to re-establish the California Center on Teaching Careers (Cal Teach) and help recruit teacher candidates from colleges, other careers, and other states and identify critical shortage areas throughout the state. It will also help prospective teacher candidates navigate the credentialing process and provide them with valuable information regarding financial aid and loan assistance programs.

- 2) ***Learning Policy Institute (LPI) recommendations.*** The LPI report offered several policy recommendations for consideration. These recommendations include the reinstatement of Cal Teach and the establishment of incentives to attract diverse, talented individuals to teach in high-need locations and fields. This can be accomplished through programs that provide funding for candidates who prepare and teach in such schools and subject areas, e.g. the Assumption Program of Loans for Education, which is the focus of SB 62 (Pavley). The report also recommends the creation of more innovative pipelines into teaching, such as high school career pathways or teacher preparation models that encourage and support young people and others to go into teaching in their own communities.
- 3) ***Original Cal Teach program.*** Cal Teach was initially created in 1997 for the purpose of recruiting qualified and capable individuals into the teaching profession. The enabling legislation, SB 824 (Green, Chapter 864, Statutes of 1997) directed Cal Teach to provide support for the public relations and media campaigns for teacher recruitments centers in the state. The program was administered by the California State University and conducted its responsibilities in a variety of methods, including a website, telephone hotline and call center,

media campaigns, outreach, and collaboration. However, due to state budget constraints, the program was last funded in 2001-2002 and subsequently repealed on January 1, 2008.

This bill would re-establish California Center on Teaching Careers (Cal Teach) with virtually the same program elements and responsibilities as when it was administered by the California State University. However, the program would be administered by a local educational agency (contracted by the Superintendent of Public Instruction) subject to funds being made available for that purpose.

- 4) **Legislative Analyst Office (LAO) assessment.** As part of its Proposition 98 Education Analysis for the 2016-17 Governor's Budget released in February 2016, the LAO includes a section on teacher workforce trends in which it examines evidence for teacher shortages in specific areas, identifies and assesses past policy responses to these shortages, and raises issues for the Legislature to consider going forward in terms of new policy responses. In the report, the LAO indicates that the statewide teacher market will help alleviate existing shortages over time and that the shortages may decrease without direct state action. However, the LAO notes there are perennial staffing difficulties in specific areas, such as special education, math, and science, for which they encourage the Legislature to address with narrowly tailored policies rather than with broad statewide policies. Specifically, they recommend the Legislature "consider outreach to re-engage former teachers or recruit out-of-state teachers. Both of these strategies are among the most cost-effective for increasing the supply of teachers within California in the short-term. If the state were to spend one-time funds on outreach, we encourage it to focus specifically on recruiting individuals who are trained to teach in perennial shortage areas. Outreach can attract viable teachers much faster and at a lower cost than many other shortage policies."
- 5) **Committee amendments.** The bill is currently limited to the concurrence of representatives from the Commission on Teacher Credentialing, the University of California, the California State University, and independent institutions of higher education. Because the California community colleges are also involved with the preparation of teachers, **staff recommends** that the bill be amended to require the local educational agency that is contracted to establish the California Center on Teaching Careers to also administer the program with the concurrence of representatives from the California Community Colleges Chancellor's Office.
- 6) **Related legislation.**

SB 62 (Pavley) makes various programmatic changes and issues additional warrants for the existing Assumption Program of Loans for Education.

SB 933 (Allen) creates a California Teacher Corps program that would provide matching grants to local school districts to create or expand teacher residency programs while funding the teacher credentialing process for recruited candidates.

SUPPORT

California Catholic Conference, Inc.
Californians Together Coalition
Common Sense Kids Action
StudentsFirst
Students Matter
Superintendent of Public Instruction

OPPOSITION

None received.

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