



Equity clock hour requirements for teachers and administrators in Washington State.

Starting July 1, 2023, all teachers and administrators in Washington State will be required to earn equity-based school practices clock hours for certificate renewal. The requirements are different for teachers and administrators. Please note that Educational Staff Associates do not need equity hours.

Who needs to meet this renewal requirement? *

Whether or not an educator must meet the equity renewal requirement is dependent upon the certificate(s) they hold, not on their job assignment.

Educators with residency, professional, initial, and continuing certificates in the following certificate roles must meet this requirement:

- Teachers: including teacher and CTE teacher certificates
- Administrator: principal, program administrator, CTE director, superintendent

Requirement for Teachers:

Teachers must earn a total of 15 equity-based clock hours to renew a teaching certificate after July 1, 2023. Many professional development courses offer some equity hours. If there are any questions, you can ask the course contact, presenter, or organizer. If your district uses pdEnroller to record clock hours, the equity hours will report on the “Emphasis” column of the pdEnroller transcript, and that information will also upload to the OSPI EDS database.

Please follow this link to review the CCDEI standards to learn more: [PESB CCDEI Standards](#)

Requirements for Administrators:

For certification renewal, administrators must earn 10 hours of equity-based professional development (CCDEI standards). They must also earn 10 hours of educational leadership (aligned to the PESOL standards) clock hours along with 5 hours of government-to-government hours with federally recognized tribes.

Please follow this link to review the NPBEA standards: [NPBEA Standards](#)

The government relations clock hours will only be offered by a select group of providers. As of now, that list includes the [Governor’s Office on Indian Affairs](#), [Tribal Leaders Congress on Education](#) and [OSPI Office of Native Education](#). A specific activity-based clock hour form will be provided by the issuing agency upon completion of the training. A maximum of 5 hours every five years may be earned to meet this requirement.

Can an individual course, PGP, or other professional learning experience meet more than one of the certificate renewal requirements? *

If a single PGP, clock hour course, or credit course meets more than one of the certificate renewal requirements, the educator may divide the hours among the requirements when recording the hours in OSPI eCertification.

In considering how many clock hours to designate towards one certificate renewal requirement, and how many towards another, educators should consider the content and focus of the professional learning experience and can consult with the professional learning provider. Educators are required to maintain records of their professional learning.

Educators must complete the minimum required number of clock hours or credits in each separate certificate renewal requirement area: equity, educational leadership, government-to-government relations, and STEM.

Educators can also meet the STEM, equity-based school practices, and educational leadership requirements with a professional growth plan (PGP) aligned to the relevant standards. Developing a PGP does not require employment or residency in Washington State. PGPs may only be reviewed by educators certified in Washington. [Find out more on PGPs](#) (document). Administrators cannot earn government-to-government hours with a PGP.

What if I have both a teacher and an administrator certificate? *

If you have a teacher certificate and a valid administrator certificate with an expiration date, and you are renewing a teacher certificate:

- You only need to meet the administrator certificate renewal requirement of 10 clock hours for equity, not the teacher requirement of 15 clock hours.
- You need to meet all other requirements of the certificate(s) you are applying to renew.

If you have a teacher certificate and a valid administrator certificate without an expiration date, or an expired administrator certificate, and you are renewing a teacher certificate:

- You need to meet the teacher certificate renewal requirement of 15 clock hours for equity, not the administrator requirement of 10 clock hours.
- You need to meet all other requirements of the certificate(s) you are applying to renew.

Eligible organizations*

The Legislature has designated the following organizations as eligible to offer professional learning in equity-based school practices and educational leadership professional development:

- Association of Washington School Principals (AWSP)
- Office of the Superintendent of Public Instruction (OSPI)
- PESB-approved teacher or administrator preparation program providers
- Washington Education Association (WEA)
- Washington State Educational Service Districts (ESDs)
- Washington State School districts, tribal compacts, approved charter schools, Washington school for the Deaf and Washington School for the Blind

Note: Teachers must still earn 15 hours of STEM PD in addition to the equity requirement if they have a qualifying endorsement.

Warning: Failure to earn the required STEM and equity clock hours prior to certificate expiration will result in an expired certificate.

Links for additional information on equity certification requirements:

PESB: [PESB Equity Certification Requirements](#)

OSPI Certification: [OSPI Equity Certification Requirements](#)

*Information taken directly from the PESB website.