THE CHALLENGE
We are facing a teacher shortage crisis in our region and state—especially in high demand areas such as Special Education, English Language Learning, and pending approval in January 2019, Elementary Education.

THE SOLUTION
With the encouragement and support of our 30 member districts, ESD 112 applied to the Professional Educator Standards Board (PESB) to become an alternate route to certification provider. The Board approved our application, making ESD 112 the first entity that is not a college or university to offer teacher certifications in the state of Washington.

THE CANDIDATES
The 2018-2019 cohort drew 135 interested individuals from large and small school districts who completed a candidate interest form to obtain certification or added endorsement through ESD-U. Of those, 45 were paraeducators working in schools throughout the ESD 112 region.

THE ADVANTAGES
ESD 112 has drawn on its longstanding reputation as a trusted partner with local school districts to design a teacher certification program that is connected and responsive to our district’s needs.

» It is nearly half the cost for initial residency certification candidates to attend ESD-U than a college or university.

» ESD-U is designed and taught by practicing teachers and administrators who are knowledgeable and experienced classroom instructors.

» ESD-U also focuses on retaining initial residency certification teachers by providing extended support and mentoring throughout the first three years of their career.

» ESD-U helps districts “grow their own” so our teacher corps better reflects our region’s demographics, values, and interests.

» We provide opportunities for classified staff who are already connected and currently working in our schools.

» ESD-U focuses on the areas of greatest need—Special Education, English Language Learners, and Elementary Education in year 2.

» Our program could be replicated at other ESDs throughout our state.
MEASURING OUR SUCCESS

In 2018 through 2020 we will track data.
After two years, we will have collected enough data to demonstrate the success of the program. If successful, we believe this type of program could be replicated and our goal would then be to assist other ESD’s in our state to design their own programs.

ESD-U is a program that is operated by the ESD 112 and has been approved by PESB (Professional Educator Standards Board). ESD-U is a residency-based, flexible program that offers “retooling” endorsement options for currently certified teachers, as well as alternative routes to teacher certification.