

Leadership Internship Program

1. **Purpose:** The Washington State Educational Leadership Intern Program funds public school districts for the partial release time of district employees participating in an administrative (principal, superintendent and program director) intern programs with an appropriate mentor. The program is designed to provide interns with rigorous, authentic and quality training experiences. The goals of education reform, school improvement and greater student achievement are closely aligned with skilled principal leadership. The state-funded intern program is a major factor in developing highly capable leaders for Washington's schools.

This intern grant program was established as part of the education improvement legislation (HB 1209) enacted during the 1993 legislative session. This legislation approved funds for the 1994–95 school year to provide interns 45 days of release time from their classroom responsibilities to engage in authentic, performance-based activities in preparation for the principalship (RCW28A.415.270). These funds were authorized in recognition of the principal's critical role in leading schools toward the primary goal of continuous improvement of student learning. Funding of release days for interns is essential for providing principal candidates with time to acquire and apply the skills necessary to lead effectively and meet the current requirement of 45 internship days of documented internship activities (WAC181-78A-400).

1. **Number of staff associated with this program/service (indicate where applicable):**

	<u>Fiscal Year 2017</u>
Number of OSPI staff associated with this funding (FTEs):	0
Number of contractors/other staff associated with this funding:	1

OSPI contracts with the Association of Washington School Principals to direct and manage the Washington State Educational Leadership Intern Program.

FY 17 Funding: State Appropriation:	\$477,000
Federal Appropriation:	\$ 0
Other fund sources:	<u>\$ 0</u>
TOTAL (FY 17)	\$477,000

3. **Are federal or other funds contingent on state funding? If yes, explain.** No
4. **Is continued funding needed in the next biennium?** Yes
5. **What is the current status of this program's implementation?** A current contract is signed and in place for implementation of this programs funding, management and oversight. Leadership grant recipients are beginning this school year in schools as principal interns.

The number of beneficiaries

2004-2005	224 intern grants awarded for 29.5 substitute release days
2005-2006	227 interns for 30 days
2006-2007	260 interns for 25 days

2007-2008	248 interns for 26.5 days
2008-2009	190 interns for 34.5 days
2009-2010	207 interns for 22 days
2010-2011	192 interns for 23 days
2011-2012	121 interns for 32 days
2012-2013	187 interns for 22 days
2013-2014	201 interns for 20 days
2014-2015	196 interns for 20 days
2015-2016	227 interns for 20 days
2016-2017	174 interns for 20 days

Evaluations of program: Participant evaluations are completed annually and reviewed by the Intern Grant Advisory Committee. This information, combined with feedback from the Washington Council of Educational Administration Programs (WCEAP), is utilized in making adjustments and improvements to the program.

6. **When will the project be completed?** The project is ongoing due to the demand for new school leaders within Washington schools and turnover through retirements
7. **First year funded?** 1995
8. **State funding since inception:**

Fiscal Year	Amount
FY17	\$477,000
FY16	\$477,000
FY15	\$477,000
FY14	\$477,000
FY 13	\$477,000
FY 12	\$477,000
FY 11	\$530,000
FY 10	\$530,000
FY 09	\$705,000
FY 03 TO 08	\$705,000
FY 02	\$1,409,000
FY 01	\$1,409,000
FY 00	\$756,143
FY 99	\$698,743

9. **Programmatic changes since inception (if any):** None
10. **Major challenges faced by the program:** Current funding levels allow for awards of 20 days release time to selected interns each year at a funding level of \$107 per day. This allocation covers actual substitute costs in *only four* of eighty eight districts from which interns applied for the 2015-2016 school year. The average daily release cost reported by these districts in March 2015, was \$143, with actual costs reported in excess of \$200 a day. While in some cases local districts make up this difference with local funds ensuring interns receive 20 days release time, this is not always the case;

in districts with higher substitute costs interns may only receive release days until the money runs out, sometimes at 10 – 12 actual release days.

Since 2008 Washington State has seen the attrition rate increase by 4%. This program is vital to the recruitment, support and training of the future leaders of our schools. A further reduction in funding would make it extremely challenging for interns to transition into first-year principals as effective leaders. An increase is actually necessary to ensure interns receive support at the intended 20-day level, let alone the 45-day level prescribed in the original legislation. The most current data shows that 2014-15 end of school year count of principals/vice principals was the highest since before 2002.

A statewide challenge impacting both principals and teachers is the growing issue of educator attrition and shortages. With the problem of filling positions and school staffing needs, districts are needing the assistance and resources to not only recruit teachers but to bolster the pool of eligible administrators and this program is essential to the recruitment, training, and support to interested teachers and districts in need of highly qualified principals. Increased and continuing support of resources will provide avenues to face these challenges.

11. **Future opportunities:** A future opportunity is to move the entire application to an online process. We hope to have this process in place for the 2018-19 application. Program will continue with continued appropriation. From 2008 to 2011 we experienced principals eligible for retirement staying in the workforce due partly to our state and national economy. Those principals are now ready to leave the workforce and we only see this increasing over the next 5 years. The Leadership Internship Program encourages and supports new candidates to replace the increasing retirement cohort.

12. **Statutory and/or Budget language:**

Budget Proviso: Sec 1513 (5) Page 224 of 2ESHB 2376: \$477,000 of the general fund--state appropriation for fiscal year 2016 and \$477,000 of the general fund--state appropriation for fiscal year 2017 are provided solely for the leadership internship program for superintendents, principals, and program administrators.

13. **Program Contact Information:**

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