



Universal Prekindergarten Teacher Pipeline Resource Compendium

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Purpose

California's 2021–22 State Budget committed major funding investments to expand both transitional kindergarten (TK) and the California State Preschool Program (CSPP). This marks a new chapter in universal prekindergarten (UPK) implementation using a mixed-delivery system, consisting of CSPP, TK, and other preschool programs in California.

UPK implementation is a part of the California Department of Education's (CDE) Preschool through Third Grade (P–3) Alignment initiative. This initiative is focused on supporting strategies for both horizontal and vertical alignment and coherence across grades and systems, as well as improving the coordination of policies and practices for UPK across transitions to TK and kindergarten and through third grade and beyond.

This year's budget also included several workforce development, recruitment, and retention investments to support a robust UPK workforce with a focus on increasing the number of teachers qualified to teach TK in order to meet the demand of a growing TK student population and raising the competencies of the current CSPP, TK, and kindergarten workforce.

The CDE and the California Commission on Teacher Credentialing (CTC) recognize the power of a diverse education workforce that reflects the community, including the language and cultural characteristics of the communities they serve. This year's investments provide an unprecedented opportunity to build and maintain a diverse pipeline of qualified and effective P–3 educators including teachers, teacher aides, and special education teachers. These investments can support communities to maintain the stability and diversity of their early education workforce and address equity by recruiting and retaining educators that reflect the cultural and linguistic backgrounds of their diverse California communities and providing opportunities for these educators, especially multilingual educators and educators of color, to advance in their careers.

Below are summaries of the key investments and policy changes included in the 2021–22 State Budget that supports the professional development and recruitment of the CSPP, TK, and kindergarten workforce. These investments can be leveraged to serve the goal of building a highly qualified, culturally, and linguistically diverse early education workforce. Several of these investments highlight the opportunities to utilize funds for activities specifically designed to support diversifying the workforce—for example, the Teacher Residency Grant Program and the California Classified School Employee Teacher Credentialing Program.

Grant Programs

California Prekindergarten Planning and Implementation Grant

Additional Information: <https://www.cde.ca.gov/fg/fr/eb/yr21ltr0811.asp>

Available Funds: \$300 million available until June 30, 2024

Application Deadline, If Applicable (not the same as fund availability):

There are two parts to the grant:

1. The California Prekindergarten Planning and Implementation Grant – Allocation, also known as the California UPK Planning & Implementation Grant, is for expanding access to prekindergarten (pre-K) programs at local educational agencies (LEAs). Allocation is scheduled to be released in winter 2022.
2. The California Prekindergarten Planning and Implementation Grant – Competitive, also known as The Early Educator Development Grant, is for increasing the number of highly qualified teachers and provide training and professional development. The release of funds application is scheduled for winter 2022.

Administering Agency: California Department of Education (CDE)

Eligible Applicants: Local educational agencies (LEAs)

Description:

- These funds support LEA planning and implementation costs associated with expanding pre-K options such as universally available transitional kindergarten, CSPP, and Head Start for eligible students, and other local and community-based partnerships.
- The California Prekindergarten Planning and Implementation Grant – Allocation, also known as the California UPK P&I Grant:
 - This grant requires the State Superintendent of Public Instruction (SSPI) to allocate \$200 million to LEAs and county offices of education (COEs) as base grants, enrollment grants, and supplemental grants for specified purposes, including workforce development, based on 2021–22 kindergarten enrollment numbers. LEAs must develop plans by June 30, 2022, for board consideration.
 - Funds can be used for costs associated with CSPP, TK, or kindergarten programs to establish or strengthen partnerships with other pre-K providers, including Head Start, and for recruitment and hiring, training, professional development, materials, and supplies.
- The California Prekindergarten Planning and Implementation Grant – Competitive, also known as The Early Educator Development Grant
 - The grant was established for LEAs to increase the number of highly qualified teachers and provide training and professional development.
 - The request for applications (RFA) is currently being developed by the CDE and is set for release in winter 2022.
 - Funds can be used to increase the number of highly qualified teachers available to serve CSPP and TK pupils, and to provide CSPP, TK, and kindergarten teachers with training in providing instruction in inclusive classrooms, culturally responsive instruction, supporting dual language learners, enhancing social-emotional learning, implementing trauma-informed practices and restorative practices, and mitigating implicit biases to eliminate exclusionary discipline.

Educator Effectiveness Block Grant

Additional Information: <https://www.cde.ca.gov/pd/ee/eef2021.asp>

Available Funds: \$1.5 billion available until June 30, 2026

Application Deadline, If Applicable (not the same as fund availability):

None; allocation. However, eligible entities that receive an apportionment must develop and adopt a plan on the expenditures of funds. The plan must be presented in a public meeting before its adoption in a subsequent meeting on, or before, December 30, 2021.

Administering Agency: California Department of Education (CDE)

Eligible Entities: School districts, county offices of education (COEs), charter schools, and state special schools

Description:

- This program requires the SSPI to apportion funds to school districts, COEs, charter schools, and state special schools to provide professional learning for teachers, administrators, paraprofessionals who work with students, and classified staff that interact with students.
- Funds can be used for professional learning related to 10 allowable uses including, but not limited to:
 - Coaching and mentoring,
 - Instruction and education to support implementing effective language acquisition programs for English learners,
 - New professional learning networks for educators,
 - Instruction, education, and strategies for certificated and classified educators in early childhood education or childhood development, and
 - Practices to create a positive school climate including restorative justice, training around implicit bias, and providing positive behavioral supports.

Teacher Residency Grant Program

Additional Information: <https://www.ctc.ca.gov/educator-prep/grant-funded-programs/teacher-residency-grant-program>

Available Funds: \$350 million available until June 30, 2026

Application Deadline, If Applicable (not the same as fund availability):

Three grants are available:

1. The Teacher Residency Capacity Grant is for building capacity or designing a program. Proposals are due February 14, 2022.
2. The Teacher Residency Expansion Grant, to support residents, has no deadline yet. It will be released in the first quarter of 2022.
3. The Teacher Residency Grant, to support residents, has no deadline yet. It will be released in the first quarter of 2022.

Administering Agency: California Commission on Teacher Credentialing (CTC)

Eligible Applicants: Local educational agencies (LEAs)

Description:

- The CTC can award one-time grants to develop new or expand, strengthen, or improve access to existing teacher residency programs that support:
 - Designated shortage fields including TK, kindergarten, and bilingual education; and
 - Local efforts to recruit, develop support systems for, provide outreach and communication strategies to, and retain a diverse teacher workforce that reflects an LEA community's diversity.
- Grant recipients shall work with one or more commission-approved teacher preparation programs. A grant applicant may consist of one or any combination of the following:
 - A school district
 - A COE
 - A charter school
 - A regional occupational center or program operated by a joint-powers authority or a COE
- Grants can be up to \$25,000 per teacher candidate in the residency program of the jurisdiction of the grant recipient, matched by the grant recipient at a rate of 80 percent of the grant amount received per participant. Match of grant funding can be in the form of one or both of the following:
 - Eighty cents for every one dollar of grant funding received per participant, to be used in a manner consistent with allowable grant activities
 - An in-kind match of program director personnel costs, mentor teacher personnel costs, or other personnel costs related to the Teacher Residency Grant Program, provided by the grant recipient
- Funds can be used for any of the following:
 - Teacher preparation costs
 - Stipends for mentor teachers including, but not limited to, housing stipends
 - Residency program staff costs
 - Mentoring and beginning teacher induction costs following initial preparation
- A grant recipient may not use more than 5 percent of a grant award for program administration costs.
- Teacher residents are also eligible for other forms of federal, state, and LEA financial assistance to support the cost of their preparation.
- Teacher residents must serve in a school within the jurisdiction of the school district that sponsored them for at least four school years after completing an initial year of preparation and obtaining a preliminary teaching credential.
- Teacher residents must be paired with a mentor teacher 50 percent of the school week, allowing the resident teacher to blend their residency with other jobs, such as part-time teaching or paraeducator work.
- The funding can be used for capacity, expansion, and residency.

- Capacity: The CTC may allocate up to \$25 million for LEAs working to establish partnerships and build capacity to run or expand a residency program. These grants shall not exceed \$250,000 per recipient.
- Expansion: The CTC may allocate funding for LEAs working to expand existing residency programs.
- Residency: The CTC may allocate funding for LEAs ready to implement a new residency program.

California Classified School Employee Teacher Credentialing Program

Additional Information: <https://www.ctc.ca.gov/educator-prep/grant-funded-programs/Classified-Sch-Empl-Teacher-Cred-Prog>

Available Funds: \$125 million available until June 30, 2026

Application Deadline, If Applicable (not the same as fund availability):

No deadline yet. Application will be released in the first quarter of 2022.

Administering Agency: California Commission on Teacher Credentialing (CTC)

Eligible Entities: Local educational agencies (LEAs)

Description:

- Recruits classified school employees who already hold an associate degree to participate in a program designed to encourage and support them to complete their bachelor's degree or enroll in teacher preparation programs to earn a California teaching credential and become qualified to provide instructional service as teachers in public schools.
- The grant program is intended to meet the demand for bilingual teachers, teachers in shortage areas such as TK, kindergarten, and grades one through twelve inclusive. It also supports LEAs to create a new, or expand an existing, program that recruits and supports expanded learning and preschool program staff, as well as to address kindergarten and early childhood education teacher shortages.
- The maximum grant to an LEA will be \$24,000 over five years per participant teacher candidate.
- Grants will be awarded for at least 5,208 new participant teacher candidates, and priority will be given to LEAs that meet any of the following parameters:
 - Have not previously received funding for this program
 - Have a higher share than other applicants of unduplicated pupils
 - Have a plan to create a new, or expand an existing, program that recruits and supports expanded learning and preschool program staff to address kindergarten and TK teacher shortages

Golden State Teacher Grant Program

Additional Information: <https://www.csac.ca.gov/golden-state-teacher-grant-program>

Available Funds: \$500 million available until June 30, 2026

Application Deadline, If Applicable (not the same as fund availability):

Applicants are currently being screened and accepted until funding runs out.

Administering Agency: California Student Aid Commission (CSAC)

Eligible Applicants: Individual students

Description:

- CSAC will provide \$100 million per fiscal year between 2021 and 2026 in one-time grant funds of up to \$20,000 to each student enrolled on, or after, January 1, 2020, in a professional preparation program leading to a preliminary teaching credential, approved by the CTC, as long as the student commits to working in a high-need field at a priority school for four years after the student receives the teaching credential.
- Grant recipients must:
 - Be enrolled in, or have successfully completed, a teacher preparation program approved by the CTC.
 - Maintain good academic standing.
 - Upon completion of the teacher preparation program, satisfy the state basic skills proficiency test requirement.
 - Complete the required teaching service following completion of the recipient's teacher preparation program.
 - Teach in a high-need field at a priority school.
 - Complete obligations within five years.
- This funding expands the Golden State Teacher Grant Program to include TK as a high-need field.
- "Priority school" is defined as a school with 55 percent or more of its pupils being unduplicated pupils.

National Board for Professional Teaching Standards Certification Incentive Program

Additional Information: <https://www.cde.ca.gov/pd/ps/nbptsprogram.asp>

Available Funds: \$250 million available until June 30, 2026

Application Deadline, If Applicable (not the same as fund availability): The subsidy application for candidates is due January 31, 2022, and available at <https://www.cde.ca.gov/pd/ps/nbptsprogram.asp>. The incentive application will be released in January or February 2022.

Administering Agency: California Department of Education (CDE)

Eligible Applicants: School districts

Description:

- This program will award grants of up to \$25,000 to any teacher who has attained certification from the National Board for Professional Teaching Standards, as

long as the teacher agrees to teach at a high-priority school for at least five years.

- It will also award grants of \$2,500 to any teacher who initiates the process of pursuing National Board certification when teaching at a high-priority school.

Dual Language Immersion Grant Program

Additional Information: <https://www.cde.ca.gov/fg/fr/eb/yr21ltr0811.asp>

Available Funds: \$10 million

Application Deadline, If Applicable (not the same as fund availability):

A minimum of 25 applicants will be awarded. The application deadline is currently unknown.

Administering Agency: California Department of Education (CDE)

Eligible Applicants: Local educational agencies (LEAs)

Description:

- The CDE will award \$10 million for 25 grants at up to \$380,000 each for three-year implementation of multilingual programs.
- The CDE will identify criteria for evaluation of applicants and awarding grants.
- Grants will support:
 - Development of instructional materials and resources,
 - Professional development for teachers and school administrators,
 - Development of curriculum, and family and pupil outreach, and
 - Teacher recruitment.

Antibias Education Grant Program

Additional Information:

https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB130

Available Funds: \$10 million available until June 30, 2022

Application Deadline, If Applicable (not the same as fund availability):

None; allocation.

Administering Agency: California Department of Education (CDE)

Eligible Applicants: Local educational agencies (LEAs)

Description: This grant is established to prevent, address, and eliminate racism and bias in all California public schools and make all public schools inclusive and supportive of all people.

Other Investments

Credential Fee Waiver

Additional Information: <https://www.ctc.ca.gov/docs/default-source/commission/coded/2021/coded-21-04.pdf>

Available Funds: \$20 million available until June 30, 2022

Application Deadline, If Applicable (not the same as fund availability):
Applications are due by June 30, 2022.

Description: The 2021–22 California State Budget includes \$20 million to provide a credential fee waiver between July 1, 2021, and June 30, 2022, for individuals entering the pre-K to twelfth grade educator workforce. The funds can be applied to an applicant's initial application for the credentials and permits listed on CTC's website at <https://www.ctc.ca.gov/docs/default-source/commission/coded/2021/coded-21-04.pdf> if the application is received by the CTC on, or after, July 1, 2021, through June 30, 2022.

Supporting Inclusive Practices

Additional Information:
https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB130

Administering Agency: California Department of Education (CDE) for allocation to the Riverside County Office of Education and the El Dorado County Office of Education

Available Funds: \$15 million available until June 30, 2026

Application Deadline, If Applicable (not the same as fund availability):
None; allocation.

Description: Supporting Inclusive Practices funding will provide tiered technical assistance and grants to LEAs focused on envisioning, building, implementing, and scaling up evidence-based practices to increase inclusion of children and pupils with disabilities in pre-K, kindergarten, and grades one through twelve, in general education

Early Math Initiative

Additional Information: <https://aimscenter.org/caemi>

Available Funds: \$45 million over three years

Application Deadline, If Applicable (not the same as fund availability):
None; allocation.

Administering Agency: Fresno County Office of Education

Description:

- The Early Math Initiative is aimed at developing a statewide strategy to unite COEs, infant and toddler programs, preschool programs, LEAs, teacher associations, higher education, state agencies, administrators, teachers, and parents to:
 - Develop knowledge and understanding of early math and science with teachers, care providers and parents.
 - Bridge the gaps in math education between early education, kindergarten through twelfth grade, and higher education programs.
 - Develop and disseminate innovative math and science activities, strategies, and resources.
 - Develop a model for teacher coaching and leadership throughout California, starting with the Central Valley.

Options to Meet the Statutory Basic Skills and Subject Matter Competence Requirements**Additional Information:**

https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB130

Description:

- The 2021–22 State Budget provides additional options for teacher candidates to meet the statutory Basic Skills Requirement, including exempting teacher candidates who earn at least a letter grade of B in qualifying coursework from having to take the basic skills proficiency test to meet this requirement. Another option added by Assembly Bill (AB) 130 is to allow an applicant who has demonstrated proficiency in the basic skills through a combination of qualifying coursework and passage of components of the state basic skills proficiency test to be exempted from having to take the full state basic skills proficiency test to meet the Basic Skills Requirement.
- AB 130 also provides new options for candidates to meet the statutory Subject Matter Competence requirement through prior qualifying coursework in the domains of the applicable subject matter content for the credential sought, completion of a major in the specific content area of the credential sought, or through a combination of applicable, prior qualifying coursework coupled with passing individual subtests of the applicable California Subject Examinations for Teachers (CSET) in the subject matter for the credential sought.