



## EDUCATION

**THE ISSUE: AB 586 K-12 Teacher Professional Development (Holden, D-Pasadena)** would allow new teachers either an individual tax deduction for professional development expenses to fulfill the requirements for a California Clear Multiple, Single Subjects Credential or Special Education (Education Specialist Instruction) Credential. **(Support)**

*“All persons of whatever race, sex, condition, or age, by virtue of their dignity as human beings, have an inalienable right to a quality education.”*

*—U.S. Bishops, Political Responsibility: Proclaiming the Gospel of Life, Protecting the Least Among Us, and Pursuing the Common Good.*

### HISTORY & BACKGROUND

California’s growing demand for more school teachers is outpacing the supply of qualified and fully prepared educators. As a result the number of underprepared teachers working in California’s school classrooms has more than doubled in just three years, a key indicator that the teacher shortage continues to worsen.

Teacher Induction and mentoring programs are a major strategy to improve teacher retention among new teachers, accelerate their professional growth, provide a positive return on investment, and improve learning for those school children entrusted to their care. Recognizing the value of Induction, California policy requires new teachers who have completed a teacher preparation program to participate in such a program in order to convert the preliminary credential they are first issued to a “clear” or permanent credential. However, while California requires teachers to enroll in Induction programs, it doesn’t require districts or schools to actually provide it – or pay for it.

This out-of-pocket cost to teachers for their Induction can be on average \$2,000 annually for those LEA based programs that charge fees, and up to \$5,000 annually in fees at a college or university. This is a significant hardship for new educators who often are teaching in the most challenging schools with high concentrations of students living in poverty, paid at the lowest end of salary scales, and are the most at-risk of leaving their profession within the first 5 years.

AB 586 would provide teachers with preliminary credentials a \$2,500 deduction on their personal state income taxes for fees incurred toward the completion of an Induction program approved by the Commission on Teacher Credentialing at a school district, county office of education, or college or university.

### CHURCH TEACHING

“Government has a responsibility to provide adequate resources for the attainment of quality education for all children, and these policy decisions are best made at the level closest to the actual teaching and learning situation.”

*—U.S. Bishops, Principles for Educational Reform in the United States (1995)*

### TALKING POINTS

- ▶ Ensuring exceptionally qualified and effective teachers is the single most crucial strategy for providing students with an equitable and excellent education. Yet, learning in California’s classrooms is imperiled by a widening shortage of professionally prepared teachers.
- ▶ We seek to provide fiscally responsible tax relief/incentives that support and encourage more professionally trained, credentialed teachers. AB 586 will help develop an exemplary, statewide teaching force that serves all of California’s students.
- ▶ Such a vitally necessary tax policy would be of substantial benefit to over 10,000 to 20,000 California teachers and hundreds in thousands of students annually, with a very modest fiscal effect on state resources of \$2 to \$5 million.