

MINUTES OF THE HOUSE EDUCATION COMMITTEE

The meeting was called to order by Chairman Clay Aurand at 9:00 A.M. on January 17, 2008 in Room 313-S of the Capitol.

All members were present except:

Benjamin Hodge- absent  
Valdenia Winn- excused

Committee staff present:

Theresa Kiernan, Office of the Revisor of Statutes  
Dianne Rosell, Office of the Revisor of Statutes  
Dale Dennis, Kansas State Department of Education  
Martha Dorsey, Kansas Legislative Research Department  
Sharon Wenger, Kansas Legislative Research Department  
Janet Henning, Committee Assistant

Dr. Alexa Posny, Commissioner, and Dale Dennis, Deputy Commissioner, Kansas State Department of Education, spoke to Committee members of the major challenges facing K-12 education in the state of Kansas. Dr. Posny spoke of a number of major challenges which include:

- Produce an adequate number of teachers to fill teacher shortages.
- Integrate academic and career-technical programs to meet the needs of postsecondary education and the business community.
- Develop longitudinal database system, in cooperation with State Board of Regents (higher education), that would provide accountability for the outcomes of both the K-12 and postsecondary educational systems.
- Implement strategies to create and motivate greater student interest in math, engineering, technology, and science to drive our economic engine.
- Meet the needs of the increasing disabled and disadvantaged population both with teachers and financial resources.

Dr. Posny told Committee members that 33 % of the teachers are over the age of 50 and 25% fewer students are choosing education as a career path.

Mr. Dennis told Committee members that based upon a survey conducted in June, 2007, there were approximately 1,144 vacancies for licensed personnel and approximately 476 of these vacancies still existed on August 1, 2007. Teaching areas most affected include special education, mathematics, and science. (Attachment 1) (Attachment 2) (On file, Kansas State Department of Education)

A question and answer session followed the presentation.

The meeting was adjourned at 10:55 a.m. The next meeting is scheduled for January 22, 2008.

# HOUSE EDUCATION COMMITTEE

January 17, 2008

Alexa Posny, Commissioner

Dale M. Dennis, Deputy Commissioner

## K-12 MAJOR CHALLENGES

- ▮ Produce an adequate number of teachers to fill teacher shortages.
- ▮ Integrate academic and career-technical programs to meet the needs of postsecondary education and the business community.

House Education Committee

Date: 1-17-08

Attachment # 1

## K-12 MAJOR CHALLENGES

- ┌ Develop longitudinal database system, in cooperation with State Board of Regents (higher education), that would provide accountability for the outcomes of both the K-12 and postsecondary educational systems.

## K-12 MAJOR CHALLENGES

- ┌ Implement strategies to create and motivate greater student interest in METS (Math, Engineering, Technology and Science) to drive our economic engine.
- ┌ Meet the needs of the increasing disabled and disadvantaged population both with teachers and financial resources.

## TEACHER SHORTAGES

Audit findings from the Legislative Division of Post Audit:

- 25% of current teaching staff are eligible to retire in the next 5 years.
- 33% of these teachers are over the age of 50.
- 25% fewer students are choosing education as a career path.
  - Number of teachers eligible to retire exceeds number produced by colleges and universities.
- Approx. 1,700 teachers are produced each year in KS; need in the future is 2,500 teachers per year.

## TEACHER SHORTAGES

Based upon survey conducted June 4, 2007:

- Approx. 1,144.4 vacancies for licensed personnel.
- Approx. 476.5 vacancies still existed on August 1, 2007.
- Teaching areas most affected include special education, mathematics, and science.
- On many occasions, school districts received only one application for a vacant teaching position.
- 6% of all teaching positions are vacant or filled with an unqualified teacher.

## TEACHER SHORTAGES

- Approx. 3,000 teachers leave Kansas schools each year.
- Many are pursuing careers in other states.
- Kansas ranks 37<sup>th</sup> in the nation in teacher salaries. Kansas will have difficulty closing the gap if salaries aren't competitive.

## TEACHER SHORTAGES

- The State Board of Education is currently reviewing licensure changes to create less bureaucracy in obtaining a license while maintaining the quality of teachers.
- The State Board of Education is also in support of increased funding for the Kansas Teacher Service Scholarship Program (loan cancellation) administered by the Kansas board of Regents.



“The most significant factor in student achievement is the teacher...”

## Societal Trends



- ┌ In 5 years, there will be 76 million people between the ages of 46-65 nearing retirement
  - “Baby boomers”
- ┌ In 5 years, there will be 45 million people between the ages of 25-45
  - “Baby bust”

Source: Employment Policy Foundation

## Teacher Workforce KS

Teacher Supply and Demand	Year	University program completers
	1976	3,501
	2006	1,712

## In Kansas:

Teacher salary	
KS ranks 37th	\$41,467
To rank 25th	\$44,439
To rank average	\$49,026

Table 1. Average Salaries (\$) of Public School Teachers, 2005-06

Rank	State	2005-06
1	California	58,825
2	Connecticut	59,304
3	District Of Columbia	58,000
4	Illinois	58,686
5	New Jersey	56,156
6	New York	57,354
7	Massachusetts	56,369
8	Michigan	54,739
9	Rhode Island	54,730
10	Maryland	54,333
11	Delaware	54,204
12	Pennsylvania	54,027
13	Alaska	53,333
14	Ohio	50,314
15	Oregon	50,044
16	Hawaii	48,292
17	United States	48,026
18	Minnesota	48,489
19	Georgia	48,300
20	Indiana	47,255
21	Vermont	46,922
22	Wisconsin	46,300
23	Washington	46,328
24	New Hampshire	45,263
25	Arizona	44,972
26	Colorado	44,439
27	Nevada	44,428
28	North Carolina	43,922
29	Virginia	43,823
30	Florida	43,302
31	Wyoming	43,255
32	South Carolina	43,011
33	Arkansas	42,769
34	Kentucky	42,527
35	Tennessee	41,744
36	Texas	41,637
37	Kansas	41,467
38	Idaho	41,150
39	Iowa	41,083
40	Maine	40,737
41	Mississippi	40,576
42	Illinois	40,482
43	Nebraska	40,382
44	Alabama	40,347
45	Louisiana	40,029
46	Utah	40,007
47	Montana	39,832
48	Oklahoma	38,772
49	West Virginia	38,284
50	North Dakota	37,764
51	South Dakota	34,709

NEA Research, Estimates Database (2007).  
 From Rankings & Estimates 2006-2007, Rankings, Table C-11.  
<http://www.nea.org/ed/state/07/rankings/highlights.html>  
 \* NEA estimate

35	Texas	41,744
36	New Mexico	41,637
37	<b>Kansas</b>	<b>41,467</b>
38	Idaho	41,150
39	Iowa	41,083

## MATH AND SCIENCE TEACHER SHORTAGE

2008 Math Graduates	115
2008 Science Graduates	63
New Teachers w/additional endorsement	50
<b>TOTAL</b>	<b>228</b>

## ESTIMATED MATH AND SCIENCE TEACHER VACANCIES—2008-09

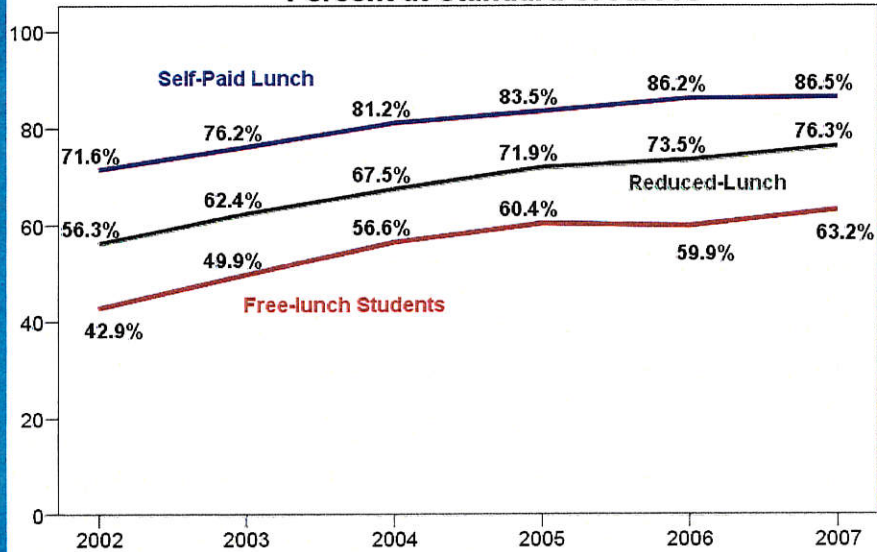
Math Teachers	375.25
Science Teachers	307.45

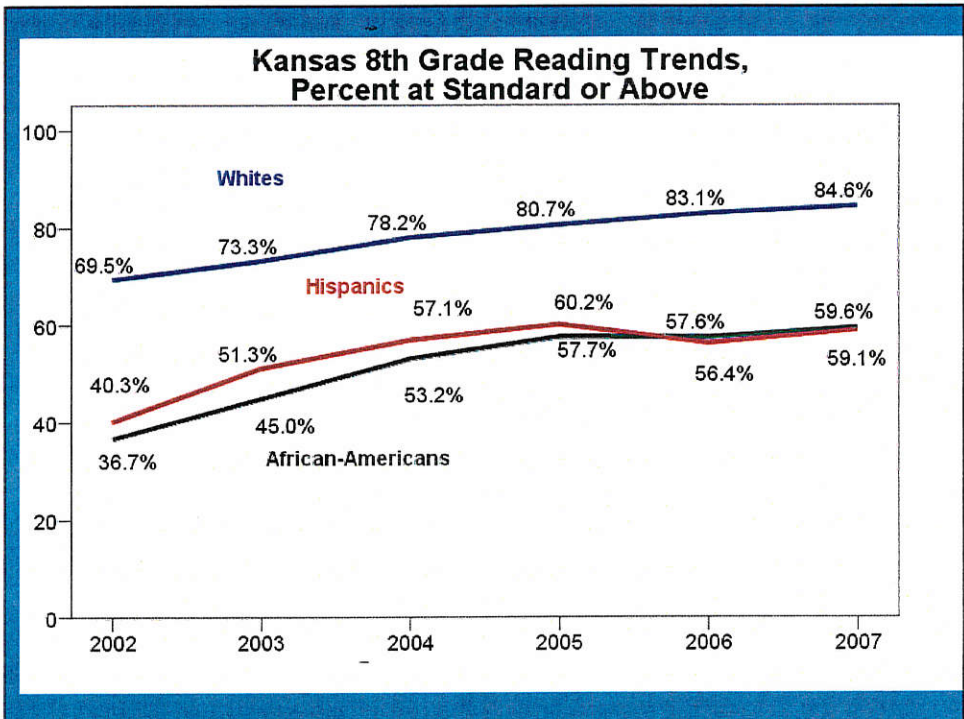
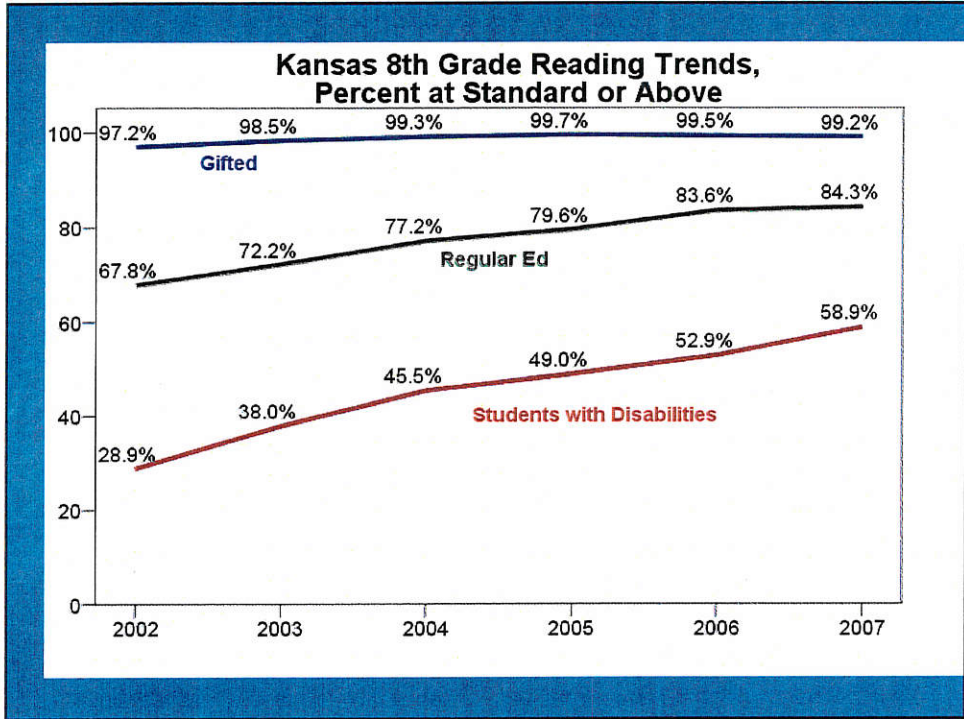


## Research *(Hart & Risley, 1995)*

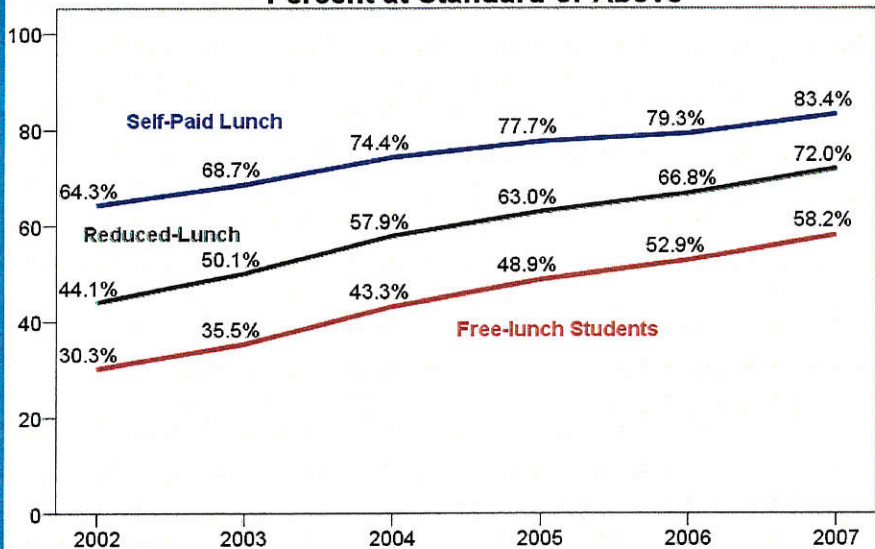
	Words Heard per hour	Affirmatives per hour	Prohibitions per hour
Professional family child	2153	32	5
Working class child	1251	12	7
Child living in poverty	616	5	11

**Kansas 8th Grade Reading Trends,  
Percent at Standard or Above**

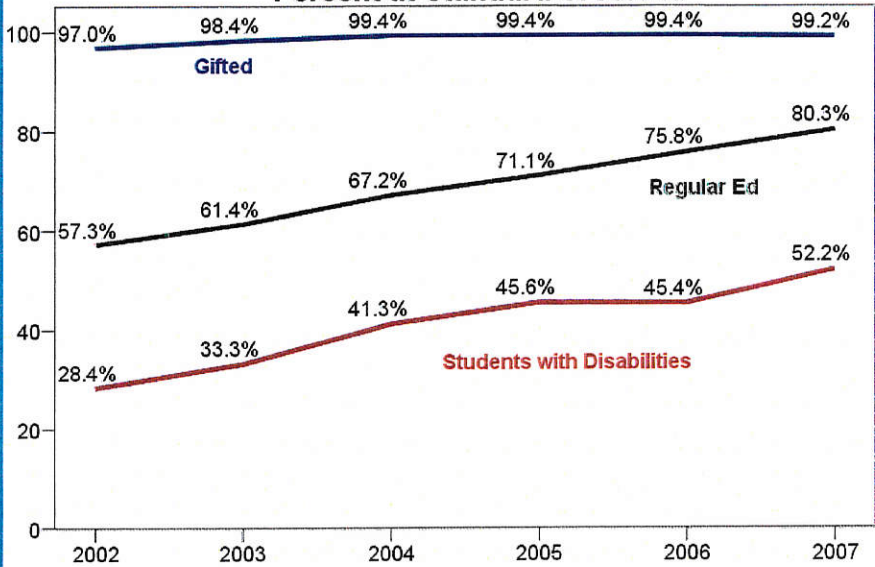


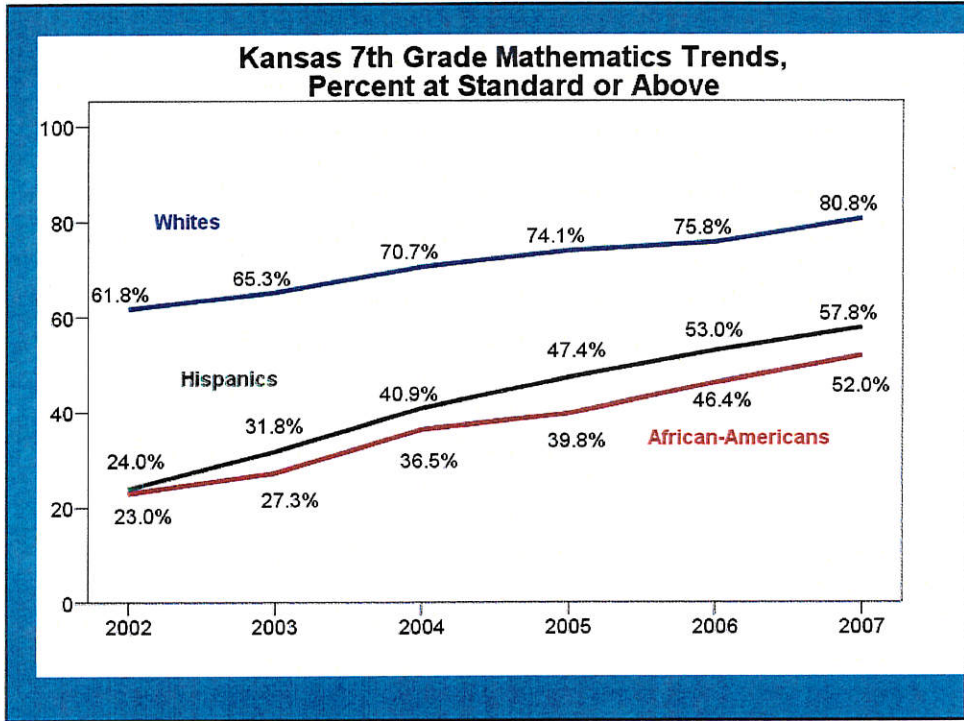


**Kansas 7th Grade Mathematics Trends,  
Percent at Standard or Above**



**Kansas 7th Grade Mathematics Trends,  
Percent at Standard or Above**



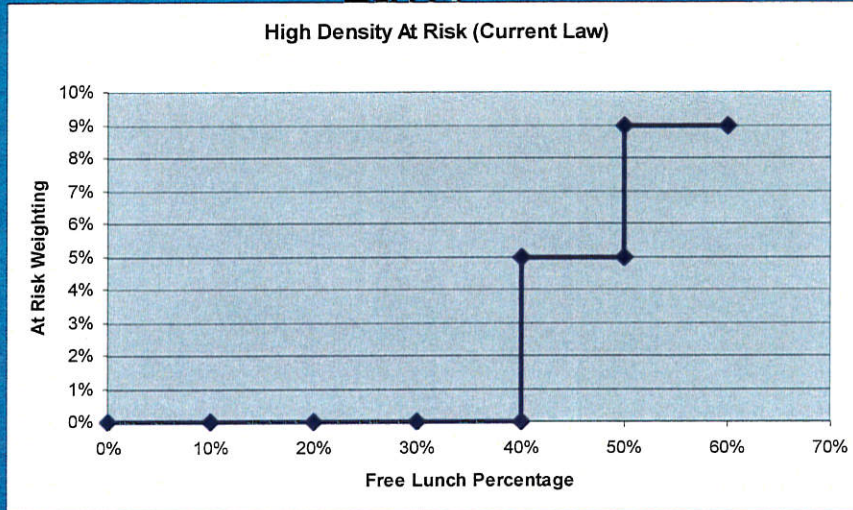


## KS Education Shines!

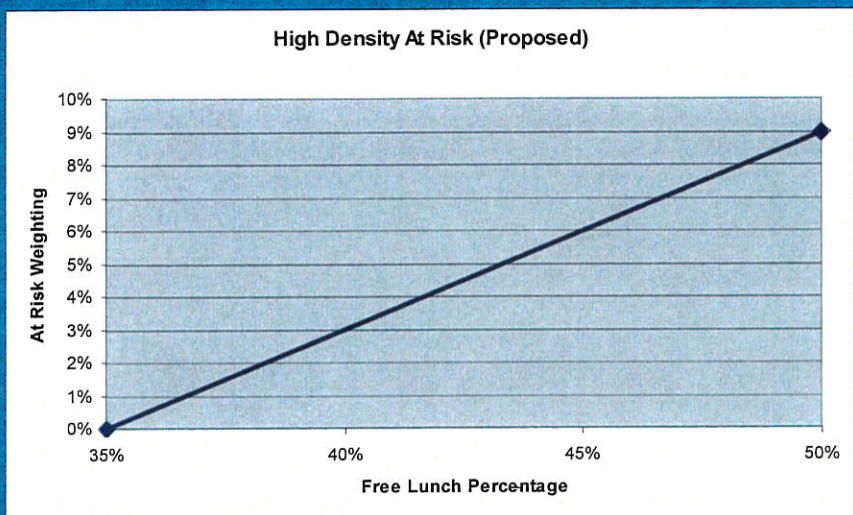
- ▮ KS students rank in the top 10% for reading and mathematics on the ACT
- ▮ In KS, 77% of graduating seniors go on to post-secondary education

Rank on NAEP	2005	2007
4 <sup>th</sup> Math	2 <sup>nd</sup>	2 <sup>nd</sup>
8 <sup>th</sup> Math	3 <sup>rd</sup>	2 <sup>nd</sup>
4 <sup>th</sup> Reading	13 <sup>th</sup>	6 <sup>th</sup>
8 <sup>th</sup> Reading	8 <sup>th</sup>	6 <sup>th</sup>

## High Density At Risk (Current Law)



## High Density At Risk (Proposed)



**Kansas State Board of Education  
Fiscal Year 2009 Legislative Recommendations**

Program	SBE Goal	Comments	FY2009 Costs	FY 2010 Costs
Base State Aid Per Pupil*	1-2-3	Increase by \$41 (\$4,433 to \$4,474).	\$ 25,800,000	
Mentor Teacher Program	2	Fund current law -- provide \$1,000 a year to on-site mentors to support new teachers during their first three years of teaching.	1,500,000	
Leadership Academy Activities	1,3,4	Provide professional development opportunities to 200 teachers and administrators on redesign initiatives, technology integration and leadership development.	300,000	
Professional Development	2	Fund current law--state aid up to one-half percent of a district's general fund budget or 50 percent of its actual expenditures, whichever is less.	6,250,000	
Kansas Teacher Service Scholarship	2	Fund existing program administered by State Board of Regents targeted at teachers hired for hard-to-fill positions.	2,500,000	
High-Density At-Risk	1,2,3,4	Develop linear transition on high-density at-risk to eliminate the large increases/decreases at 40 percent and 50 percent.	2,000,000	
All-Day Kindergarten	1,2	Phase in all-day kindergarten over a period of five years.	15,000,000	\$ 15,000,000
School Finance	1,2,3	Add fourth year to school finance plan by increasing the BSAPP by 4.5 percent or \$200.		** \$129,000,000
Communities in Schools	1, 4	Assist local communities in building public/private partnerships to serve children who are at-risk for academic failure.	5,000	
Kansas Association of Conservation And Environmental Education	2	Support the integration of environmental education into core curricular activities.	5,000	
Agriculture in the Classroom	2	Support the incorporation of agricultural education and business concepts into the teaching of math, language arts, social studies, and other content areas.	5,000	

\*This is in addition to the third year of the three-year plan that has already been approved by the Kansas Legislature.

\*\* Does not include the additional amount required by the local option budget

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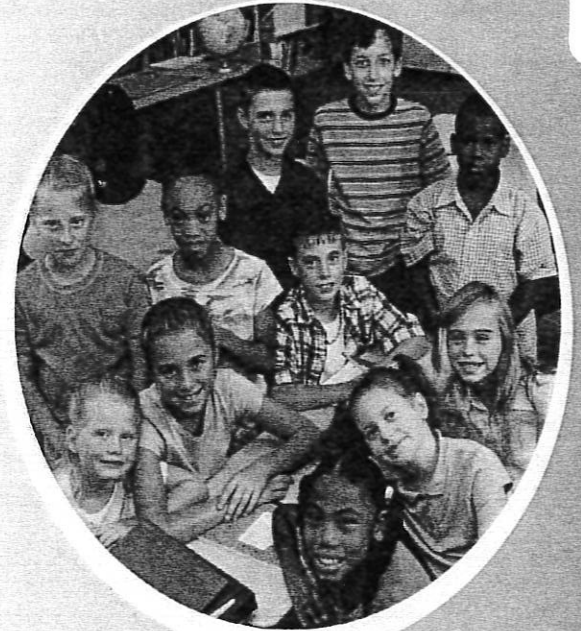
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## Kansas State Board of Education Legislative Recommendations

# 2009



*House Education  
1-17-08  
Attachment # 2*

### An Equal Employment/Educational Opportunity Agency

The Kansas State Board of Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies:  
KSBE General Counsel 120 SE 10th Ave. Topeka, KS 66612 785-296-3204.

Kansas State Board of Education  
120 SE 10th Avenue  
Topeka, Kansas 66612-1182  
(785) 296-3871  
www.ksde.org

October, 2007

## Education Priorities for a New Century

Ensure that all students meet or exceed high academic standards and are prepared for their next steps (e.g., the world of work and/or post-secondary education)

Redesign the delivery system to meet our students' changing needs

- Develop and implement policy on academic/vocational integration
- Identify, replicate, and promote best practices that can be targeted to specific populations (e.g., high schools; middle school reading; early childhood)
- Study and clarify regulations and identify challenges
- Examine the definition of a classroom in a redesigned system

Provide an effective educator in every classroom

- Develop a policy on alternative compensation
- Identify obstacles
- Assess the effectiveness of current professional development practices
- Identify, replicate, and promote best practice in teacher preparation and professional development
- Improve the support system for teachers
- Develop recruitment strategies for future teachers
- Assess and improve the alternate licensure program
- Promote loving, safe, supportive and nurturing environments

Ensure a visionary and effective leader in every school

- Identify, replicate, and promote best practices in preparation and performance
- Identify and grow visionary leaders focused on learning
- Study the impact of current leadership programs

Improve communication with all constituent groups and policy partners

- Align pre-K through 16 systems of support in collaboration with identified partners (e.g., Kansas Board of Regents, Social and Rehabilitative Services, etc.)
- Develop a structure for regularly communicating about education with the legislative leadership of both parties with a focus on areas of common interest
- Keep the public informed on key policy areas
- Resume focus group meetings in each board member district and periodic meetings with the media
- Improve communication of relevant information with school faculty

*Kansas State Board of Education  
Adopted 9/2007*

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