

KANSAS
ASSOCIATION



OF
SCHOOL
BOARDS



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Testimony before the
House Committee on Education

on

HB 2634 – Teacher Certification; Employee Evaluation; Professional Development

by

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Mr. Chairman, Members of the Committee,

Thank you for the opportunity to offer comments on **HB 2634**. The following positions were developed in response to Governor Brownback's entire Excellence in Education Act. This is the section on Teacher Certification, Employee Evaluation and Professional Development.

Positions include citation to resolutions adopted by the KASB Delegate Assembly, December 3, 2011, and standing KASB policies.

Part 3: Teacher Evaluation and Licensure

<i>Evaluation System.</i> Each district would be required to adopt either the Kansas Educator Evaluation Protocol (KEEP) now being piloted, or another evaluation system meeting the minimum guidelines of the KEEP system which must be approved by the State Board.	KASB supports development of statewide standards for teacher evaluation, specifically the KEEP system. First in Education Resolution: Effective Educators
<i>Evaluation Categories.</i> The system must include an annual designation of employees as either Highly Effective, Effective, Progressing or Ineffective, based on rules and regulations adopted by the State Board, and must be based on the following allocations of performance: 50 percent based on student achievement, 40 percent based on input received from supervisors, peers, parents and students, and 10 percent based on contributions to the profession.	KASB supports use of student academic growth over time as a primary factor in evaluation, but does not support any single assessment as the only or primary measure of that growth. First in Education Resolution: New Accreditation and Accountability

<p><i>Teacher Performance Incentive Program.</i> A program is created to provide awards of \$5,000 for teachers rated “highly effective” or teacher teams when the teacher or team demonstrates increased student achievement for at-risk students.</p>	<p>KASB supports more opportunity to reward teachers for performance, but does not support using a single factor in determining performance.</p> <p>This proposal appears to be limited to one teacher or team per district, which could be of limited use to larger districts.</p> <p><i>Solution: Clarify bill if this is not the intent.</i></p> <p>First in Education Resolution: Effective Educators; Finance Resolution: #8</p>
<p><i>Professional Development.</i> Any state funds provided for the professional development program are to be used to address deficiencies identified through the new evaluation system, and to support activities that measure teacher performance.</p>	<p>KASB supports restoring professional development funding. KASB believes more funding will be necessary to effectively improve teacher evaluation.</p> <p>First in Education Resolution: Effective Educators</p>
<p><i>Ineffective Teachers.</i> No pupil shall be instructed for two consecutive years by two consecutive teachers who are rated ineffective, unless the school board determines compliance with this section is unreasonable and notifies the pupil’s parent. Any teacher evaluated as ineffective for two consecutive years who has been provided with an opportunity for professional development may be terminated. Any employee receiving a progressing or ineffective rating shall be entitled to an in-person conference with the superintendent.</p>	<p>KASB supports change in state law to give boards more ability to remove ineffective teachers, while preserving the ability to appeal an arbitrary or unsupported dismissal.</p> <p>To be effective, this change must be tied to the teacher due process act.</p> <p>Requiring students or teachers to be shifted or parents to be notified could have unintended consequences in evaluation.</p> <p><i>First in Education Resolution: Effective Educators</i></p>
<p><i>Internet Posting of Evaluations.</i> The name and rating designation of each teacher shall be posted on an internet website designated by the board, which shall be accessible to the parents of students in the school district at no charge.</p>	<p>KASB does not support this requirement.</p>

<p><i>STEM and Career Tech Teachers.</i> No applicant for a teaching certificate at the secondary level in Kansas shall be required to complete a teacher preparation program prior to certification in the following areas: (1) science, (2) technology, (3) engineering, (4) math or (5) career technical education.</p> <p><i>Teach for America.</i> No Teach for America participant who has completed a two-year teaching program shall be required to complete a teacher preparation program.</p> <p><i>Requirements for Alternative Certification.</i> In both cases above, the State Board shall require successful completion of subject matter assessments and the applicants must have a commitment from a local board to be hired as a teacher.</p>	<p>KASB supports allowing teachers to be alternatively licensed if, in addition to content knowledge, they demonstrate effectiveness in student learning and other skills over a period of time.</p> <p><i>First in Education Resolution: Effective Educators</i></p>
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Thank you for your consideration.

2012 Public Policy Resolutions

Kansas Association of School Boards

Adopted by the Delegate Assembly, December 3, 2011

Resolution 1: First in Education, the Kansas Way

The people of Kansas through their constitution seek to continually improve education by establishing public schools led by local school boards elected from their community, under the general supervision of an elected State Board, with suitable finance provided by the Legislature. Under this system, Kansas ranks seventh in the nation on 11 key educational outcomes. KASB proposes that Kansas strive to be first in the nation in education by strengthening our Kansas system as follows:

Improving Education. Continue to improve the high-ranking achievement levels of Kansas students.

- **New Accreditation and accountability.** Expand the current narrow focus on annual reading and math tests to more meaningful assessment of student growth and 21st Century Skills.
- **Broader curriculum.** Maintain the current breadth of courses and activities and expand focus to include college preparation, career education, fine arts and development of essential life skills.
- **Individual student focus.** Strengthen support programs based on individual student needs, beginning with early childhood and continuing through preparation of all students for success beyond high school.
- **Effective educators.** Improve educator training, licensure, and retention policies using performance-based evaluation and continuing professional development while providing appropriate protections and benefits, including the state retirement system.
- **Public engagement.** Increase public understanding of educational issues and support for improvement.

Suitable Finance. Provide constitutionally suitable funding for continuing educational improvement.

- **State educational interests.** Fund as state responsibility all educational interests as defined by requirements of the Legislature, State Board of Education and Federal Government, including educational outcomes.
- **Funding Equity.** Balance increased local funding options with increased state equalization aid.
- **At-Risk Students.** Provide funding that recognizes the impact of economic disadvantage and other factors in student success, and does not punish students and schools for improving outcomes.

- **Tax Policy.** Improve understanding of the impact of narrowing the state tax base, and support a tax system that balances effective and accountable economic development with constitutionally suitable education funding.

Local Leadership. Strengthen the role of parents and communities to promote flexibility and innovation in school management and improvement through their locally elected school boards.

- **Local decision-making.** Support local choices in education policy and use of funding unless the school persistently fails to demonstrate improvement.
- **State mandates.** Review and identify state mandates for possible repeal; oppose new requirements without clear evidence of effectiveness and funding for additional costs.
- **Innovation.** Promote flexibility under supervision of local boards, rather than outside of local accountability.
- **State Supervision.** Maintain an independent State Board of Education, directly accountable to voters, with authority over the Commissioner and Department of Education for general supervision of schools.
- **Public funding and non-public education.** No public funding should be provided to private institutions without accountability under local school boards.