Teaching in Kansas Commission Action Plan

Implementation	Goal Area	Goal #	Deliverables	Cost
Fall, 2008	Working Conditions	Goal 1	Pilot the EMSS e-mentoring program	\$7,000
	Regulations/Requirements/Data	Goal 1	Support the collaboration of TEAL and Kansas Board of Regents (KBOR) to convene three meetings that include all Kansas post- secondary institutions.	\$5,000
	Regulations/Requirements/Data	Goal 1	KBOR collects articulation/integration agreements and becomes a central repository for the information.	In-Kind
	Image and Promotion	Goal 2	Celebrate success of Kansas Public Education.	\$25,000
January, 2009	Regulations/Requirements/Data	Goal 4	Adopt the regulations for a teacher leader license.	\$5,000
	Teacher Preparation	Goal 1	Study the development of tax incentives for business/industry that offer scholarships for teacher preparation.	In-Kind
	Teacher Preparation	Goal 1	Post current scholarship information on the TEAL website.	In-Kind
	Teacher Preparation	Goal 2	Publish suggested forms of payment to assist student teachers.	In-Kind
Spring, 2009	Teacher Preparation	Goal 4	Adopt the National Education Technology Standards developed by the International Society for Technology in Education.	In-Kind
	Teacher Preparation	Goal 6	Review, revise and rewrite teacher preparation program standards to include federal and state laws/statutes.	\$20,000
	Teacher Preparation	Goal 6	Review, revise and rewrite the Professional Education Standards to reflect federal and state laws/statutes.	\$20,000
	Teacher Preparation	Goal 7	Promote mid-career programs by marketing to the field.	Cost covered in I&P #'s 1 & 2.

	Teacher Preparation	Goal 7	Promote Troops to Teachers and Spouses to Teachers.	Cost covered in I&P #'s 1 & 2.
Spring, 2009	Regulations/Requirements/Data	Goal 2	Local school districts work side-by-side with legislators to set district budgets.	TBD
	Image and Promotion	Goal 1	Create a state-wide marketing campaign to promote teaching as a profession.	\$23,400*
	Image and Promotion	Goal 2	Adopt the use of video short commercials and short ten-minute feature video for internet and public broadcast.	In-Kind
	Image and Promotion	Goal 3	Create a state-wide marketing campaign to promote "Grow Your Own" teacher programs.	Cost covered in I&P # 1.
	Teacher Preparation	Goal 2	Encourage legislature to allocate \$500 for each student teacher trained in Kansas to the training institutions.	\$500,000
Summer, 2009	Teacher Preparation	Goal 3	Develop and adopt Professional Development School standards and essential elements that will be reflected in teacher education programs.	\$20,000
	Teacher Preparation	Goal 3	Include the Professional Development School standards as a component of the KSDE program review process.	In-Kind
	Teacher Preparation	Goal 6	Induction/mentoring programs include federal and state laws/statutes.	\$20,000
	Working Conditions	Goal 3	Encourage incentivized business partnerships by establishing a state foundation.	In-Kind
	Working Conditions	Goal 5	Allocate funding to assist schools in building a cyber infrastructure to ensure student access to 21 st Century technology.	TBD
Fall, 2009	Teacher Preparation	Goal 5	Review, review and rewrite teacher preparation program standards to reflect the acquisition of assessment knowledge as it relates to assessment literacy in the federal, state and local context.	\$20,000
	Working Conditions	Goal 1	Pilot the New teacher Center model.	\$80,000

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Recommended by TKC; deliverable is first stage Recommended by TKC; deliverable is second stage Recommended by TKC; deliverable is third stage *Voluntary contributions from USDs

	Working Conditions	Goal 4	Provide KSDE-supported regional professional	TBD
			development addressing:	
Fall, 2009			Assessment literacy	
			Differentiated Instruction	
			Professional Learning communities	
	Regulations/Requirements/Data	Goal 4	Review teacher preparation program standards	Cost covered
			to reflect 21 st Century Skills.	in T. Prep. # 4.
	Teacher Preparation	Goal 4	Align the National Education Technology Standards to the Professional Education Standards.	\$20,000
Winter, 2009	Working Conditions	Goal 1	Pilot the Pathwise induction/mentoring program.	\$81,000
	Image and Promotion	Goal 1	www.changelivesteach.com becomes operational.	In-Kind
	Image and Promotion	Goal 3	Market the ten-minute feature portion	Cost covered
			highlighting "Grow Your Own" teacher programs.	in I&P #3.
	Working Conditions	Goal 7	Create a new award to celebrate the successes	\$10,000
Spring, 2010			of schools that exemplify 21 st Century unifying themes.	
	Teacher Preparation	Goal 5	Multiple methodology courses should be	\$20,000
			integrated throughout teacher preparation and	
			clinical experiences that reflect rigor, relevance	
			and results through the use of MTSS	
Fall, 2010			(differentiated instruction), multi-sensory	
			stimulation as applied in an authentic, real-	
			world context.	
	Working Conditions	Goal 1	Support a mentoring review process for USD's not participating in a formalized mentoring program.	TBD
	Working Conditions	Goal 6	Review, revise and rewrite program standards	\$20,000
			for building and district leadership programs.	
	Working Conditions	Goal 1	Initiate an induction/mentoring review	\$15,000
			program that recognizes exemplary programs.	

Winter, 2010	Working Conditions	Goal 2	Embed working condition characteristics into teacher preparation indicators and Professional Education Standards.	In-Kind
	Working Conditions	Goal 3	Establish an advisory board to award foundation grants to districts.	\$10,000
	Regulations/Requirements/Data	Goal 3	Support semi-annual data reports produced by TEAL.	\$10,000
Winter, 2011	Working Conditions	Goal 6	Institutions of Higher Education will develop, with KSDE, leadership licensure programs that strengthen and support teachers.	\$20,000
TBD	Working Conditions	Goal 6	Convene a representative group of Kansas professional administration organizations to study and develop four model induction programs.	TBD
TBD	Salary and Benefits	Goal 2	Fund teacher's salary to move from 38 th in the nation.	\$247,434,000
TBD	Salary and Benefits	Goal 2	Encourage Legislature to provide adequate and stable funding for both salaries and benefits.	N/A
TBD	Salary and Benefits	Goal 2	Encourage school districts to create scaffold salary structures to award teachers for accomplishments.	In-Kind
TBD	Salary and Benefits	Goal 3	The Kansas Legislature fully funds the Kansas Public Employees Retirement System.	??
TBD (Kansas Legislature)	Salary and Benefits	Goal 3	Convene a joint actuarial study committee with representatives from KPERS, USA, KASB and KNEA to consolidate recommendations from the various constituent groups across the state and develop a plan of implementation.	\$10,000
TBD (Kansas Legislature)	Salary and Benefits	Goal 3	Increase current contributions to KPERS by 0.25% per year from 4.0% until a 6.0% level is reached to provide increased benefits and cost of living increased for current participants.	\$50,000,000 to \$80,000,000
TBD (Kansas Legislature)	Salary and Benefits	Goal 3	Eliminate the earnings limitation of \$20,000	\$25,000,000 to

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			and replace with a benefit formula for those who work past 85 points.	\$35,000,000
TBD (Kansas Legislature)	Salary and Benefits	Goal 3	Eliminate the current KPERS surcharge and require every KPERS eligible position to contribute to KPERS, regardless of retirement status.	School districts pay 16% of salary
TBD (Kansas Legislature)	Salary and Benefits	Goal 3	Increase the KPERS formula multiplier from 1.75% to 2.00%, to more closely match the mean % of other states.	\$45,000,000 to \$50,000,000
TBD (Kansas Legislature)	Regulations/Requirements/Data	Goal 2	Legislature set funding levels one year in advance.	TBD
TBD (Kansas Legislature)	Regulations/Requirements/Data	Goal 2	Fund the early retirement incentives to districts.	TBD
	Salary and Benefits	Goal 2	Encourage school districts to create scaffold salary structures to awards teachers for accomplishments.	In-Kind
	Salary and Benefits	Goal 1	Encourage all districts participation in a health insurance program.	None
Ongoing	Salary and Benefits	Goal 1	Increase funding for Teacher Service Scholarships.	\$1,000,000
	Salary and Benefits	Goal 1	Create a 403(b) that will transfer between Kansas school districts.	N/A
	Working Conditions	Goal 6	Support the Kansas Educational Leadership Commission (KELC) recommendations to require a two-year induction program for all new school leaders in Kansas.	Ongoing
	Regulations/Requirements/Data	Goal 1	Encourage the promotion of online programs and the development of additional online programs that result in licensure.	N/A
	Regulations/Requirements/Data	Goal 4	Engage in conversations with stakeholders concerning additional changes to the licensure regulations.	In-Kind