

2012 – 2013 Licensed Personnel Report Summary

The Licensed Personnel Report (LPR) summarizes the personnel information collected from all state accredited schools in Kansas for the 2012-2013 school year.

Section 1: State Demographics

A. Total Licensed Personnel and Gender Disaggregation:

	Number	Percent
Total Licensed Personnel	43,973	100.00%
Gender		
Female	33,040	75.14%
Male	10,933	24.86%

B. Educator Entrance Code:

Districts report the entrance status of each licensed personnel about whether they are a returning employee, new teacher, etc. in the demographics section of the Licensed Personnel Report. If a staff member is reported in a licensed position with multiple Unified School District's (USD's), an individual would be represented more than one time in the entrance code data.

<i>Entrance Code:</i>	Number	Percent
Educator from another Kansas USD	1,606	3.65%
New Teacher from Kansas College	1,570	3.57%
New Teacher from Out-of-State College	287	0.65%
Experienced teacher returning from another area of employment	171	0.39%
Experienced teacher from outside Kansas	439	1.00%
Experienced teacher coming from a Private School	116	0.26%
Returning employee	38,965	88.61%
Other	936	2.13%

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C. Ethnicity:

All districts report the race and ethnicity which most clearly reflects the individual's recognition of their community or with which the individual most identifies. If a staff member is reported in a licensed position with multiple USD's, an individual would be represented more than one time in the race and ethnicity data.

Race & Ethnicity	Number	Percent
Hispanic or Latino	976	2.22%
Non-Hispanic or Latino	42,997	97.78%

Race & Ethnicity	2012-2013	
	Number	Percent
<i>Hispanic or Latino</i>	976	2.22%
American Indian or Alaska Native	129	13.22%
Asian	8	0.82%
Native Hawaiian or Other Pacific Islander	14	1.43%
Black or African American	52	5.33%
White	832	85.25%

Race & Ethnicity	2012-2013	
	Number	Percent
<i>Non-Hispanic or Latino</i>	42,997	97.78%
American Indian or Alaska Native	472	1.10%
Asian	256	0.60%
Native Hawaiian or Other Pacific Islander	43	0.10%
Black or African American	772	1.80%
White	41,778	97.16%

D. Licensed Personnel – Age Grouping:

Age Group	Number	Percent
20-24	1,193	2.71%
25-29	5,120	11.64%
30-34	5,667	12.89%
35-39	5,285	12.02%
40-44	5,598	12.73%
45-49	5,204	11.83%
50-54	5,694	12.95%
55-59	5,345	12.16%
60-64	3,679	8.37%
65 and over	1,114	2.53%
Not Reported	74	0.17%

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E. Licensed Personnel – Age Grouping by Educator Type:

Assignments:	Teachers		Special Educators		Principals		Superintendents	
Age Group	Number	Percent	Number	Percent	Number	Percent	Number	Percent
20-24	2,633	2.96%	216	1.70%	0	0.00%	0	0.00%
25-29	11,664	13.13%	1208	9.49%	2	0.16%	0	0.00%
30-34	12,173	13.70%	1,462	11.49%	58	4.55%	1	0.34%
35-39	10,962	12.34%	1,443	11.34%	155	12.17%	13	4.47%
40-44	11,198	12.60%	1,545	12.14%	223	17.50%	22	7.56%
45-49	10,480	11.79%	1,593	12.52%	237	18.60%	50	17.18%
50-54	10,917	12.29%	1,764	13.86%	236	18.52%	66	22.68%
55-59	10,254	11.54%	1,877	14.75%	215	16.88%	69	23.71%
60-64	6,616	7.45%	1,235	9.71%	118	9.26%	44	15.12%
65 and over	1,957	2.20%	381	2.99%	30	2.35%	26	8.93%
Total	88,854	100.00%	12,724	100.00%	1,274	100.00%	291	100.00%

F. Licensed Personnel – Total Years of Experience:

Total Years of Experience	Number	Percent
0	2,613	5.94%
1-4	6,413	14.58%
5-9	8,223	18.70%
10-14	7,092	16.13%
15-19	5,916	13.45%
20-24	4,919	11.19%
25-29	3,781	8.60%
30-34	2,897	6.59%
35-39	1,572	3.57%
40-44	464	1.06%
45-49	70	0.16%
50 or over	13	0.03%

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G. Licensed Personnel – Total Years of Experience by Educator Type:

Assignments:	Teachers		Special Educators		Principals		Superintendents	
Total Years Accredited Experience In Kansas	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0	5,212	5.87%	790	6.21%	4	0.31%	1	0.34%
1-4	13,998	15.75%	2,013	15.82%	15	1.18%	3	1.03%
5-9	17,392	19.57%	2,347	18.45%	73	5.73%	4	1.37%
10-14	14,253	16.04%	2,143	16.84%	202	15.86%	21	7.22%
15-19	11,741	13.21%	1,897	14.91%	273	21.43%	24	8.25%
20-24	9,360	10.53%	1,363	10.71%	251	19.70%	49	16.84%
25-29	7,334	8.25%	1,057	8.31%	166	13.03%	62	21.31%
30-34	5,398	6.08%	730	5.74%	170	13.34%	62	21.31%
35-39	2,920	3.29%	308	2.42%	87	6.83%	45	15.46%
40-44	1,096	1.23%	66	0.52%	31	2.43%	15	5.15%
45-49	136	0.15%	8	0.06%	2	0.16%	5	1.72%
50 or over	14	0.02%	2	0.02%	0	0.00%	0	0.00%
Total	88,854	100.00%	12,724	100.00%	1,274	100.00%	291	100.00%

H. Exit Reason by Educator Type:

If a staff member is deleted by a USD from the Licensed Personnel Report, an exit reason must be selected.

Exit Reason	Teachers	Special Educators	Principals	Superintendents
Academic Study	16	2	2	0
Accepted Administrative Position	108	2	10	2
Deceased	42	8	0	0
Health	59	2	4	0
Moved to another Kansas USD	2,102	267	70	11
Leave of Absence	112	13	1	1
Left Profession	669	42	17	3
Military	12	1	0	0
Moved from Area	636	112	17	6
Out of State	413	41	9	3
Private School	56	3	0	0
Reduction in Force	83	4	6	0
Retirement	2,084	245	80	24
Termination	580	85	13	11
Unknown	1,144	253	36	7

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I. Kansas Exit Trend Data – Teacher only:

Exit Reason	2009-2010	2010-2011	2011-2012	2012-2013
Deceased	29	39	28	42
Left Profession	356	416	491	669
Military	48	8	11	12
Out of State	291	331	399	413
Reduction in Force	260	350	118	83
Retirement	1,028	1,508	1,260	2,084
Termination	375	677	577	580

Section 2: New teacher retention

A. Data compiled from 2006-2013 from entrance codes “New Teacher from Kansas College” and “New Teacher from Out-of-State College.”

The data compiled for New Teacher Retention represents the educators that were given an entrance code of “New Teacher from Kansas College” or “New Teacher from Out-of-State College.” The data represents a cohort of new teachers. We are able to track that group of teachers by their teacher identification number throughout their career. If a teacher is reported in the LPR whether they are with the same school district or a different one, they would be represented as a retained teacher the following year.

School Year	Number Issued	2008-2009		2009-2010		2010-2011		2011-2012		2012-2013	
		Employed Yes	Retention Rate	Employed Yes	Retention Rate	Employed Yes	Retention Rate	Employed Yes	Retention Rate	Employed Yes	Retention Rate
2008-2009	1,700	1,700	100.00%	1,679	98.76%	1,509	88.59%	1,354	79.65%	1,255	73.82%
2009-2010	1,196			1,196	100.00%	1,175	98.24%	1,082	90.47%	1,013	84.70%
2010-2011	1,422					1,422	100.00%	1,410	99.16%	1,330	93.53%
2011-2012	1,621							1,621	100.00%	1,623	100.12%
2012-2013	1,858									1,858	100.00%

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Section 3: Salary

A. Average salary and age disaggregated by Educator Type:

Educator Type	2012-2013			
	Average Salary	Average Age by Educator Type		
		Mean	Median	Standard Deviation
Elementary/Pre-School Teacher	\$48,301	41.96	41	11.86
Middle School Teacher	\$50,520	43.37	43	11.74
Secondary Teacher	\$51,655	44.17	44	12.01
SPED/ESOL Teacher	\$51,229	45.32	46	11.88
Career and Technical Education	\$51,924	44.78	46	11.73
School Specialist	\$57,709	48.58	50	11.08
School Support	\$54,184	46.65	47	11.01
Leadership/Administration	\$84,734	48.53	49	9.01

B. Average salary by years of experience:

Experience Group	2009-2010	2010-2011	2011-2012	2012-2013
0	\$34,907	\$35,093	\$35,453	\$35,835
1-4	\$38,028	\$38,103	\$37,667	\$38,438
5-9	\$41,554	\$41,423	\$41,318	\$42,404
10-14	\$45,641	\$45,804	\$45,802	\$46,807
15-19	\$49,326	\$49,277	\$49,521	\$50,430
20-24	\$52,421	\$52,472	\$52,383	\$53,211
25-29	\$54,359	\$54,680	\$54,708	\$55,423
30-34	\$55,247	\$55,157	\$55,570	\$56,475
35-39	\$55,805	\$55,369	\$54,833	\$55,313
40-44	\$57,452	\$55,199	\$54,223	\$54,680
45-49	\$49,965	\$49,643	\$52,500	\$53,289
50 or over	\$55,873	\$48,147	\$35,114	\$29,878

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Section 4: Assignment Data

Some individuals teach in more than one building and/or more than one assignment; an individual may be duplicated either within or across qualification categories.

A. Licensure qualification by assignments:

Subject Category	Full Licensure		Licensed Unqualified		Provisionally Licensed	
	Number	Percent	Number	Percent	Number	Percent
Art	4,157	93.08%	142	3.18%	0	0.00%
Elementary	26,142	96.94%	300	1.11%	1	0.00%
English Language Arts	9,064	83.22%	958	8.80%	2	0.02%
ESL/Bilingual	547	93.50%	14	2.39%	0	0.00%
History / Government	6,152	84.45%	619	8.50%	3	0.04%
Mathematics	8,617	85.48%	731	7.25%	0	0.00%
Music	2,549	94.62%	39	1.45%	0	0.00%
Science	5,654	84.63%	690	10.33%	2	0.03%
Speech/Theatre	1,121	83.78%	176	13.15%	0	0.00%
World Languages	2,416	82.32%	311	10.60%	0	0.00%

Explanation of terms:

- Fully Licensed – the staff member has full licensure in the area of assignment
- Licensed Unqualified – the staff member is licensed as a teacher in Kansas, but does not hold an endorsement for the area of assignment
- Provisionally Licensed – the staff member is licensed as a teacher in Kansas, and holds a provisional endorsement license for the area of assignment

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Section 5: No Child Left Behind (NCLB) Highly Qualified Teacher data

Tables below compare the percentage of classes taught by NCLB “Highly Qualified” teachers in high and low poverty schools. Elementary and secondary buildings were sorted by total free and reduced lunch enrollment to determine the socioeconomic status of the building.

A. Highly Qualified Classes by Elementary Building Socioeconomic Status:

Assignment Categories	Elementary								
	All Elementary Buildings			High Poverty Buildings			Low Poverty Buildings		
	Number of Classes	HQ Classes	% HQ	Number of Classes	HQ Classes	% HQ	Number of Classes	HQ Classes	% HQ
Elementary	11,317	11,090	97.99%	3,597	3,554	98.80%	2,610	2,552	97.77%
English Language Arts	8,678	8,492	97.85%	2,196	2,172	98.90%	2,011	1,978	98.35%
Fine Arts	5,627	5,380	95.61%	1,879	1,805	96.06%	1,018	1,000	98.23%
History & Government	3,429	3,370	98.27%	876	867	98.97%	868	854	98.38%
Mathematics	4,865	4,731	97.24%	1,355	1,342	99.04%	1,173	1,151	98.12%
Science	3,509	3,428	97.69%	948	919	96.94%	814	798	98.03%
World Languages	302	167	55.29%	270	135	50.00%	7	7	100.00%

B. Highly Qualified Classes by Secondary Building Socioeconomic Status:

Assignment Categories	Secondary								
	All Secondary Buildings			High Poverty Buildings			Low Poverty Buildings		
	Number of Classes	HQ Classes	% HQ	Number of Classes	HQ Classes	% HQ	Number of Classes	HQ Classes	% HQ
Elementary	225	161	71.225%	6	6	100.00%	108	97	89.81%
English Language Arts	23,288	20,712	88.93%	6,470	5,969	92.25%	6,270	5,469	87.22%
Fine Arts	13,137	12,378	94.22%	4,472	4,287	95.86%	2,922	2,662	91.10%
History & Government	15,790	14,332	90.76%	4,766	4,312	90.47%	3,975	3,512	88.35%
Mathematics	20,067	18,167	90.53%	5,704	5,385	94.40%	5,721	5,003	87.44%
Science	15,384	13,912	90.43%	4,721	4,407	93.34%	3,343	3,410	88.73%
World Languages	5,370	5,042	93.89%	2,247	2,143	95.37%	1,012	913	90.12%

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C. Highly Qualified Classes by Special Education (SPED) or English to Speakers of Other Languages (ESOL):

English to Speakers of Other Languages (ESOL):

Core Content Classes	Number of Classes	HQ Classes	% HQ
ESOL – Elementary	42	8	193.05%
ESOL – English Language Arts	196	162	82.65%
ESOL – History & Government	81	40	49.38%
ESOL – Mathematics	100	69	69.00%
ESOL – Science	45	27	60.00%
ESOL – World Languages	14	1	7.14%
Total:	478	307	64.23%

Special Education (SPED):

Core Content Classes	Number of Classes	HQ Classes	% HQ
SPED - Art	187	95	50.80%
SPED - Elementary	1,423	773	54.32%
SPED - English Language Arts	6,841	4,417	64.57%
SPED - History & Government	4,043	2,580	63.81%
SPED - Mathematics	4,582	2,990	65.26%
SPED - Science	2,828	1,744	61.67%
SPED - Speech/Theatre	219	193	88.13%
Total:	20,153	12,792	63.47%

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Section 6: Restricted License Teachers

A. Restricted license teachers by recommending institution:

Data is total enrollment in the restricted teaching program by institution.

Recommending Institution	2010	2011	2012	2013
Baker University	37	17	16	11
Emporia State University	22	19	12	31
Fort Hays State University	165	76	71	89
MidAmerica Nazarene University	6	0	0	0
Pittsburg State University	62	44	22	12
Southwestern College	15	11	9	7
Sterling College	1	0	0	0
Washburn University	6	0	0	0
Wichita State University	55	39	33	29

B. Restricted license teachers by assignment area:

Some individuals teach in more than one building and/or more than one assignment; an individual may be represented with multiple assignments. The 2012 data represents courses taught by Restricted License holders, rather than assignments.

Subject	2009 Assignments	2010 Assignments	2011 Assignments	2012 Courses	2013 Course
Adaptive Special Education	11		16	16	0
Agriculture		1		3	19
Art	26	43	10	113	59
Biology	40		24	72	57
Business and Marketing	33	23	9	111	128
Chemistry	18		16	44	32
Earth Space Science	4		1	7	2
English Language Arts	36	93	35	106	141
Family & Consumer Science	16	13	1	12	36
French				12	14
German					7
Health	3		6	9	0
History & Government	15	22	6	43	50
Journalism	12	11	5	46	29
Library					1
Mathematics	33	82	24	137	120
Middle Level History	9		3	0	8
Music	18	14	11	76	33
Physical Education	13		2	72	75
Physics	8		3	2	4
Speech/Theatre				17.5	8
Counselor		24	3	2	4
Science	130	145	10	48	68
Spanish	13		22	40	72
Technology Education					7

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Section 7: Career and Technical Education

A. Career and Technical Education Assignments by Subject Categories:

Some individuals teach in more than one building and/or more than one assignment; an individual may be duplicated either within or across subject categories.

Subject Categories:	Assignments
Agriculture	1,015
Art	77
Business and Marketing	1,305
Computer and Information Sciences	1,061
Family & Consumer Science	1,095
Health Care Science	133
Human Services	93
Journalism	32
Miscellaneous	18
Physical, Health, and Safety Education	155
Public, Protective, and Government Service	0
Science	51
Speech/Theatre	1
Technology Education	1,099

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Section 8: Licensure waiver data

State Board of Education Regulation 91-31-42 allows a school accredited through the Quality Performance Accreditation System to request a licensure waiver to assign an individual to teach in a subject or at a grade level not authorized by the teacher's Kansas teaching certificate/license. The intent of a licensure waiver is to allow a school district to utilize the expertise of teaching staff to meet the educational needs of students.

A. Waivers by subject area:

Subject	Waivers Issued
Adaptive Special Education	372
Deaf or Hard-of-Hearing	2
Early Childhood Unified	43
English to Speakers of Other Languages	10
Family and Consumer Science	1
Functional Special Education	24
Gifted	28
Social Studies	1
Journalism	2
Latin	1
Library Media	8
Mathematics	3
Middle Level Science	1
Speech/Theatre	1
Visually Impaired	3
Extension # days	10

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Section 9: Licensure Data

A. Type and totals of licenses issued by Teacher Education and Licensure:

Type of License	2008-2009	2009-2010	2010-2011	2010-2011	2012-2013
Total Licenses Issued	25,187	19,875	20,477	19,307	20,874
License Renewals	11,065	9,130	8,742	9,502	9,204
Initial Standard/Kansas Graduate	1,870	1,686	1,883	1,894	1,984
Initial Standard/Out of State Graduate	951	816	751	651	811
One Year Nonrenewable	348	288	276	298	275
Two Year Exchange	181	167	156	131	156
Interim Alternative	40	38	52	48	67
Transitional	116	128	121	75	65
Standard Substitute	878	796	714	751	737
Emergency Substitute	8,560	5,095	5,844	4,083	5,657

* Each column of data represents dates from July 1 – June 30 of the respective year.