NGA Policy Academy State Planning Committee Meeting
November 23, 2009

Present:

- Sally Cauble, Kansas State Board of Education
- Diane DeBacker, KSDE
- Peg Dunlap, Director of Instructional Advocacy, KNEA
- Jarius Jones, Kansas City Kansas Public Schools (via LiveMeeting/conference call)
- Jim Lentz, Augusta USD 402 (via LiveMeeting/conference call)
- Sam Rabiola, Lawrence USD 497 (via LiveMeeting/conference call)
- Andy Tompkins, Pittsburg State University (via LiveMeeting/conference call)
- Blake West, KNEA (for Peg Dunlap, via LiveMeeting/conference call)

Guests:

- Donna Ginther, University of Kansas
- Karen Godfrey, KNEA

Teacher Compensation Survey

Diane shared results from the survey of school districts regarding teacher compensation in their district. There was not a lot of new information; no surprises. One hundred and ninety-six (196) districts responded out of 293. We're interpreting that when there is "no answer," that means "No."

1. Teaching in shortage areas of: (check all that apply)

a. Special Education	13.04%
b. Mathematics	10.51%
c. Science	10.51%
d. English as a Second Language	7.25%
e. Hard to fill subject areas other than those listed	7.61%
f. Other (please specify)	5.80%
Not answered	45.29%

2. Compensation based on student performance (check all that apply):

a. Grade level	0.50%
b. Department	0.50%
c. School	1.00%
d. District	2.00%
e. Other (please specify)	4.50%
Not answered	91.50%

3. Hard to staff schools (such as Title I) please specify:
   - No
   - Speech Path
   - OT
   - PT
   - does not apply to our district
   - N/A
   - SLP
   - Finding and keeping these type of teachers and paraprofessionals.
   - Special Ed. Related services. Psych,

- none
- Title I Bonuses
- No (3)
- Title I school teachers
- We only have one Title I teacher who's been here for years
- the same

OT PT Social Worker SLP

- all of ours are because of student mobility rates of nearly 40 to 50%
- Title I
- and High Poverty...really

4. Geographic location in the state:

a. Yes	9.18%
b. No	56.63%
Not answered	34.185

5. Specialized teacher leader role (check all that apply):

a. Department chair	16.73%
b. Grade level chair	4.27%
c. Peer coach	2.14$
d. Instructional coach	8.90%
e. Mentor	34.16%
f. Other (please specify)	9.25%
Not answered	24.56%

6. Assignments related to extra duties with students (check all that apply):

a. Performing Arts	20.84%
b. Before or after school tutoring/enrichment	21.01%
c. Summer school	23.87%
d. College test preparation (ACT/SAT)	3.19%
e. Class/club sponsor	26.05%
f. Other (please specify)	2.69%
Not answered	2.35%

7. Membership on committees:

a. Curriculum	34.93%
b. Professional development	33.56%
c. Other	8.90%
Not answered	22.60%

8. Acquired capacity to produce (e.g., completing prescribed professional development that results in teacher's use of technology to manage student records/assessments/grades/reporting, etc):

a. Yes	16.33%
b. No	64.29%
Not answered	19.39%

9. Community Service:

a. Yes 2.04%
b. No 77.04%
Not answered 20.92%

10. National Board Certification
a. Yes 29.08%
b. No 53.57%
Not answered 17.35%

11. Longevity pay (above and beyond the traditional salary schedule):
a. Yes 27.04%
b. No 57.65%
Not answered 15.31%

12. Extended contract/additional days:
a. Yes 86.22%
b. No 8.16%
Not answered 5.61%

13. Additional certifications (please specify):

- None (3)
- Help teachers get additional endorsements if the district needs them on teachers certificate.
- If required by district in specific areas
- Fully Cert special ed
- Speech path
- School Psych
- Driver Education
- we pay a $500 stipend to those with ESL certification
- ESOL (3)
- ESL Certification - $800 Stipend
- Behavior Analyst; ASHA (speech path)
- We pay for staff to earn their ESOL certification
- Our district will assist with tuition and provide professional leave when it is appropriate.
- Teachers receive pay increases based on attainment of additional incremental educational merit.
- Additional one time stipend for an ESL endorsement and a MS degree.
- We pay a one time payment of $600 when an ESOL endorsement is added to their licensure

14. Other (please specify):

- Supplemental contracts for coaching and sponsorships only
- Third Personal day after 10 years of service
- None Apply (2)
- We had a Master Teacher's Program that paid a special group of teachers a supplemental for extra services that they performed – staff development, becoming training in special
- Tuition reimbursement program for first masters degree
- Teachers receive limited reimbursement for graduate college credits earned in areas stipulated by the Administration as areas necessary to enhance and promote the mission of the Agency.
- We partially reimburse for teachers hours up to 9 per year
- Board reserves the right to place new hires

instructional techniques – based on the amount of time they were willing to commit to providing these services

anywhere on the salary scheduled as deemed necessary to hire the best candidate.

Discussion included:

- It would be helpful to see the location of the respondents – rural, urban, etc.
- Could we get information from KNEA and KASB regarding negotiated agreements?
- What percentage of teachers from those districts are members of KNEA?

Diane asked if the survey served a purpose and did we get what we wanted to get. It confirmed our suspicions. It is a place to start; no way to go but up.

Follow-up to survey:

- Review survey to see geographic representation, including size of district
- Work with KNEA regarding % of teachers who are KNEA members
- Work with KNEA and KASB regarding negotiated contracts that would relate to teacher compensation

Race to the Top Update

Diane shared that the work of this committee relates to the Race to the Top (RTTT). The final guidelines for RTTT are out. There are four reform areas:

- Adopting standards & assessments that prepare students to succeed in college & workplace & to compete in the global economy;
- Building data systems that measure student growth & success, & inform teachers & principals about how they can improve instruction;
- Recruiting, developing, rewarding & retaining effective teachers & principals, especially where they are needed most; and
- Turning around our lowest-achieving schools

RTTT Timeline:

- Phase I applications due – January 19, 2010
- Phase I awards announced – April 2010
- Phase II applications due – June 1, 2010
- Phase II awards announced – September 2010

Kansas will apply in Phase I. If the application is approved, Kansas could receive $175 million. They are expected to approve approximately 20 states in Phase I and up to 27 states in total (Phase I and II) over four years (through 2013-2014).

They have established five funding categories, based on the number of students in the state. Kansas is in Category 4: $60-$715 million. Funding will be based on the strength of our application.

Selection Criteria:

There are rubrics and points attached to each area. The biggest area is D) Great Teachers and Leaders.

A. State Success Factor (125 points)

B. Standards & Assessments (70 points)
C. Data Systems to Support Instruction (47 points)
D. Great Teachers & Leaders (138 points)
E. Turning Around the Lowest-Achieving Schools (50 points)
F. General Selection Criteria (55 points)

Kansas Plan of Action:
Working with Research and Training Associates, Inc. to assist in writing the RTTT application. They in turn have subcontracted with Parris Communications to assist with a public relations campaign. The P.R. campaign would state that if the state gets funded, this is what we're going to do. This is something that has been highly recommended.

All LEAs will be asked to sign off on a Memorandum of Understanding (MOU), agreeing to the plan. Districts have to sign off on:

- **Selection Criteria B**: **Standards and Assessments** – The plan is to take to the State Board for review in April 2010, with approval in May 2010. Confident that it will be approved. Do not know what the assessments will be like.
- **Selection Criteria C**: Data Systems to Support Instruction – How we're using data to support our instruction. Do not see any controversy in that area – smoother and more transparent.
- **Selection Criteria D**: **Great Teachers and** Leaders -- This is where the work of this committee comes into play. From this group, the beginning design of what teacher compensation to give us an edge to RTTT. Discussion included:
    - Part of the problem is that there is no money available.
    - Concept of value-added. Have multiple years of data. We are in such a tight timeframe. The work of the policy academy of how districts should be collecting the data and using the data for professional growth. Once you have the data, then have established validity and understanding it and its uses then to develop those compensations.
    - Consider building in a pilot study to see if these policies have impact.
    - Building a pilot study based on longitudinal data, etc. – not one size fits all.
    - Looking at opt in/opt out.
    - Pilot work would design implementation structure – goal to improve student learning.
    - Consistent with evaluation documents and process we use.
    - How will districts use that model?
    - Hodge-podge across the state – consistent way to evaluate
  - Professional development that goes along with it
    - Looking at teacher leader endorsement
    - Evaluation piece is key
    - Is there a readiness for a standard assessment?
    - Confidence to walk down the experimental path
    - Problem is oversight
    - One way is to say these things need to be in each instrument. Come up with instruments for districts to choose from.

- Policy Academy would be a great topic for a statewide summit. An opportunity for classroom teachers, administrators, etc. to come together to talk about what these gins would look like.

The MOU has to be signed off by:

- Superintendent
- Board President
- Local Teachers' Union Representative
- Commissioner of Education

The MOU will be sent out in early December and due back around January 4. The application has to be ready no later than January 19.

It was suggested that in order to get the information out to local boards of education, to share information at the KASB conference in December. Diane will contact KASB.

Within the MOU, we have to include a description of teachers and leaders. Can we take recommendations from the Teaching in Kansas Commission Report and use as our beginning steps? Include the participation of Sam and Jarius on both projects. Include it is part of the State Board's goals and objective, along with the teacher leader endorsement.

Next Steps:

- Diane will put the information from the TKC report into a framework and sent it to members ASAP for their review and input.

Future Meeting Dates

January 7 -- KSDE
February 18 -- KSDE
April – national meeting (date yet to be determined)
June 10 – KSDE