

2016-2017 Licensed Personnel Report Summary

The Licensed Personnel Report (LPR) summarizes the personnel information collected from all state accredited schools in Kansas for the 2016-2017 school year.

Section 1: State Demographics

A. Total Licensed Personnel and Gender Disaggregation:

	Number	Percent
Total Licensed Personnel Individual Count	42,688	100.00%
Gender		
Female	32,108	75.22%
Male	10,580	24.78%

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. Individual is counted once per district. 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: Individual count by district</i>	Number	Percent
Educator from another Kansas USD	1,971	4.62%
New Teacher from Kansas College	1,546	3.62%
New Teacher from Out-of-State College	214	0.50%
Experienced teacher returning from another area of employment	337	0.79%
Experienced teacher from outside Kansas	614	1.44%
Experienced teacher coming from a Private School	118	0.28%
Returning employee	37,813	88.58%

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C. **Kansas Exit Trend Data – Teacher only:** History of teacher assignment data (see table H, first column)

Exit Reason by <i>Individual</i>	2013-2014	2014-2015	2015-2016	2016-2017
Deceased	17	30	21	26
Left Profession	296	317	368	461
Military	5	2	6	8
Out of State	234	290	303	339
Reduction in Force	44	36	44	21
Retirement	1,033	1,109	1,029	1,010
Termination	339	364	197	557

D. **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	By Assignment (If an individual has multiple assignments, they are counted for each assignment in this section of the table, because it allows collection of vacancy data at the assignment level.)				Totals by <u>Assignment</u>
	Teachers	Special Educators	Principals	Superintendents	
Academic Study	21	3	0	0	24
Accepted Administrative Position	269	10	62	25	366
Deceased	62	7	2	1	72
Health	50	3	0	2	55
Moved to another Kansas USD	3,122	640	50	24	3,836
Leave of Absence	97	11	3	0	111
Left Profession	1,115	72	17	13	1,217
Military	14	1	1	1	17
Moved from Area	1,247	161	23	20	1,451
Out of State	809	79	16	11	915
Private School	96	0	3	2	101
Reduction in Force	36	4	4	0	44
Retirement	2,198	225	78	55	2,556
Termination	1,013	109	20	20	1,162

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E. 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	1,071	2.51%
Non-Hispanic or Latino	41,617	97.49%

Race & Ethnicity	2016-2017	
	Number	Percent
<i>Hispanic or Latino</i>	1,071	2.51%
American Indian or Alaska Native	108	10.08%
Asian	10	0.93%
Native Hawaiian or Other Pacific Islander	11	1.03%
Black or African American	16	1.49%
White	975	91.04%

Race & Ethnicity	2016-2017	
	Number	Percent
<i>Non-Hispanic or Latino</i>	41,617	97.59%
American Indian or Alaska Native	448	1.08%
Asian	293	0.70%
Native Hawaiian or Other Pacific Islander	74	0.18%
Black or African American	825	1.98%
White	40,363	96.99%

F. Licensed Personnel – Age Grouping:

Age Group (Individual count)	Number	Percent
20-24	1,131	2.65%
25-29	5,131	12.02%
30-34	5,499	12.88%
35-39	5,694	13.34%
40-44	5,412	12.68%
45-49	5,583	13.08%
50-54	5,166	12.10%
55-59	4,678	10.96%
60-64	3,016	7.07%
65 and over	1,259	2.95%
Not Reported	120	0.28%

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G. Licensed Personnel – Age Grouping by Educator Type:

Count by <u>Assignments</u>	Teachers		Special Educators		Principals		Superintendents	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
20-24	2,736	2.84%	208	2.12%	0	0.00%	0	0.00%
25-29	12,864	13.34%	826	8.40%	1	0.08%	0	0.00%
30-34	12,892	13.37%	1,051	10.69%	37	3.04%	2	0.72%
35-39	12,755	13.23%	1,296	13.18%	157	12.90%	12	4.33%
40-44	12,076	12.52%	1,246	12.67%	216	17.75%	26	9.39%
45-49	12,116	12.57%	1,378	14.02%	259	21.28%	44	15.88%
50-54	11,417	11.84%	1,143	11.63%	235	19.31%	63	22.74%
55-59	10,450	10.84%	1,317	13.40%	183	15.04%	64	23.10%
60-64	6,423	6.66%	941	9.57%	95	7.81%	39	14.08%
65 and over	2,694	2.79%	426	4.33%	34	2.79%	27	9.75%
Total	96,423	100.00%	9,832	100.00%	1,217	100.00%	277	100.00%

H. Licensed Personnel – Total Years of Experience:

Total Years of Experience (Count by Individual)	Number	Percent
0	3,860	9.04%
1-4	7,265	17.02%
5-9	6,696	15.69%
10-14	6,565	15.38%
15-19	5,980	14.01%
20-24	4,661	10.92%
25-29	3,526	8.26%
30-34	2,253	5.28%
35-39	1,333	3.11%
40-44	447	1.05%
45-49	83	0.19%
50 or over	19	0.04%

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

Count by <u>Assignments</u> Total Years Accredited Experience In Kansas	Teachers		Special Educators		Principals		Superintendents	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0	8,257	8.56%	802	8.16%	60	4.93%	6	2.17%
1-4	17,300	17.94%	1,803	18.34%	31	2.55%	3	1.08%
5-9	15,753	16.34%	1,675	17.04%	63	5.18%	5	1.81%
10-14	14,679	15.22%	1,502	15.28%	151	12.41%	10	3.61%
15-19	13,373	13.87%	1,483	15.08%	244	20.05%	39	14.08%
20-24	10,598	10.99%	1,031	10.49%	258	21.20%	50	18.05%
25-29	7,590	7.87%	689	7.01%	200	16.43%	52	18.77%
30-34	4,655	4.83%	460	4.68%	117	9.61%	60	21.66%
35-39	2,936	3.04%	307	3.12%	70	5.75%	28	10.11%
40-44	1,103	1.14%	68	0.69%	22	1.81%	22	7.94%
45-49	142	0.15%	10	0.10%	1	0.08%	2	0.72%
50 or over	37	0.04%	2	0.02%	0	0.00%	0	0.00%
Total	96,423	100.00%	9,832	100.00%	1,217	100.00%	277	100.00%

Section 2: New teacher retention

A. Data compiled from 2013-2017 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	Counts by individual									
		2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
		Employed Yes	Retention Rate	Employed Yes	Retention Rate	Employed Yes	Retention Rate	Employed Yes	Retention Rate	Employed Yes	Retention Rate
2012-2013	1,858	1,858	100.00%	1,863	100.27%	1,719	93.15%	1,594	85.79%	1,507	81.11%
2013-2014	1,916			1,916	100.00%	1,897	99.01%	1,738	90.71%	1,621	84.60%
2014-2015	1,899					1,899	100.00%	1,847	97.78%	1,719	90.52%
2015-2016	1,717							1,717	100.00%	1,700	99.01%
2016-2017	1,780									1,781	100.00%

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Section 3: Salary

A. Average salary and age disaggregated by Educator Type:

Educator Type	2016-2017			
	Average Salary	Average Age by Educator Type		
		Mean	Median	Standard Deviation
Elementary/Pre-School Teacher	\$50,157	41.29	40	11.65
Middle School Teacher	\$52,896	43.39	43	11.85
Secondary Teacher	\$54,316	43.96	43	11.96
SPED/ESOL Teacher	\$54,386	44.89	45	11.73
Career and Technical Education	\$54,706	44.22	44	11.74
School Specialist	\$60,424	47.34	48	11.33
School Support	\$58,262	46.68	47	10.7
Leadership/Administration	\$89,087	48.36	48	8.86

B. Average salary by years of experience:

Experience Group	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
0	\$35,835	\$36,508	\$37,373	\$37,593	\$43,173
1-4	\$38,438	\$38,798	\$39,534	\$39,904	\$40,477
5-9	\$42,404	\$42,970	\$43,736	\$43,685	\$44,210
10-14	\$46,807	\$47,275	\$47,946	\$48,084	\$48,673
15-19	\$50,430	\$50,923	\$51,967	\$52,263	\$53,089
20-24	\$53,211	\$53,304	\$54,369	\$54,544	\$55,661
25-29	\$55,423	\$55,743	\$56,618	\$56,363	\$57,836
30-34	\$56,475	\$56,343	\$56,539	\$57,424	\$58,233
35-39	\$55,313	\$55,442	\$55,813	\$55,425	\$56,642
40-44	\$54,680	\$54,596	\$54,708	\$52,660	\$53,455
45-49	\$53,289	\$51,797	\$52,686	\$50,395	\$51,359
50 or over	\$29,878	\$26,954	\$41,380	\$39,455	\$44,810

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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:

Counts by Assignment						
Subject Category	Full Licensure		Licensed Unqualified		Provisionally Licensed	
	Number	Percent	Number	Percent	Number	Percent
Art	3,847	91.95%	142	3.39%	0	0.00%
Elementary	23,083	96.65%	261	1.09%	0	0.00%
English Language Arts	7,363	88.01%	578	6.91%	2	0.02%
ESL/Bilingual	440	86.79%	13	2.56%	0	0.00%
History / Government	5,567	88.75%	431	6.87%	3	0.05%
Mathematics	7,588	88.32%	552	6.43%	1	0.01%
Music	2,404	92.93%	88	3.40%	1	0.04%
Science	5,075	85.28%	603	10.13%	4	0.07%
Speech/Theatre	1,059	83.65%	180	14.22%	4	0.32%
World Languages	2,301	91.06%	129	5.10%	3	0.12%

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: Restricted License Teachers

A. Restricted license teachers by recommending institution:

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

Recommending Institution	2013	2014	2015	2016	2017
Baker University	11	11	14	8	2
Emporia State University	31	23	15	13	24
Fort Hays State University	89	77	123	160	237
Pittsburg State University	12	9	6	11	24
Southwestern College	7	9	1	2	6
Wichita State University	29	35	37	32	44

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 2017 data represents subjects taught by Restricted License holders, rather than assignments.

Subject	2012 <u>Courses</u>	2013 <u>Course</u>	2014 <u>Subject</u>	2015 <u>Subject</u>	2016 <u>Subject</u>	2017 <u>Subject</u>
Agriculture	3	19	12	5	6	6
Architecture and Construction				1	1	0
Art	113	59	14	39	49	53
Biology	72	57	0	0	0	0
Business and Marketing	111	128	8	19	16	19
Chemistry	44	32	0	0	0	0
Earth Space Science	7	2	0	0	0	0
English Language Arts	106	141	43	50	71	58
Family & Consumer Science	12	36	8	3	10	7
French	12	14	0	0	0	0
German		7	0	0	0	0
Health Care Sciences	9	0	0	1	4	2
History & Government	43	50	24	20	39	36
Journalism	46	29	9	9	4	11
Library		1	0	0	0	0
Mathematics	137	120	40	41	54	56
Music	76	33	4	11	10	24
Physical Education	72	75	11	16	11	26
Physics	2	4	0	0	0	0
Psychology			2	1	1	1
Speech/Theatre	17.5	8	9	21	29	15
Counselor	2	4	0	0	0	0
Science	48	68	46	56	55	87
Spanish	40	72	0	0	0	0
Technology Education		7	7	6	5	10
World Languages			29	30	30	29

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Section 6: 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:	<u>Assignments</u>
Agriculture	1,004
Art	79
Business and Marketing	950
Computer and Information Sciences	760
Engineering and Technology	1
Family & Consumer Science	774
Health Care Science	173
Human Services	108
Journalism	0
Miscellaneous	0
Physical, Health, and Safety Education	146
Public, Protective, and Government Service	0
Science	239
Speech/Theatre	0
Technology Education	940

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Section 7: 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/High Incidence	406
Deaf or Hard-of-Hearing	2
Early Childhood Unified	41
Earth and Space Science	1
English Language Arts	2
English to Speakers of Other Languages	4
Functional Special Education/Low Incidence	79
Gifted	35
Library Media	20
Mathematics	8
Reading Specialist	1
Science	2
Visually Impaired	6
Extension of the number of days	54

*Shaded cells are considered Special Education areas

Section 9: Licensure Data

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

		2014-15	2015-16	2016-17
Initial License	Kansas Grads	1632	1695	1775
	Out of State	537	432	435
	Renewals	825	651	634
	School Specialist	273	258	261
	School Leadership	642	587	624
Professional Licenses	Out of State	340	343	348
	Upgrade from initial (mentoring)	2210	1933	1976
	Renewals	7386	6554	7441
One Year Nonrenewable	Kansas Grads	100	112	91
	Out of State	102	82	63
Two Year Exchange		156	110	119
Transitional		75	94	129
Interim Alternative		21	34	37
STEM		3	6	7
CTE Specialized		7	12	14
Restricted Teaching		213	237	266
Provisional	Teaching	266	212	229
	School Specialist	27	34	35

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

* Shaded cells are Out of State