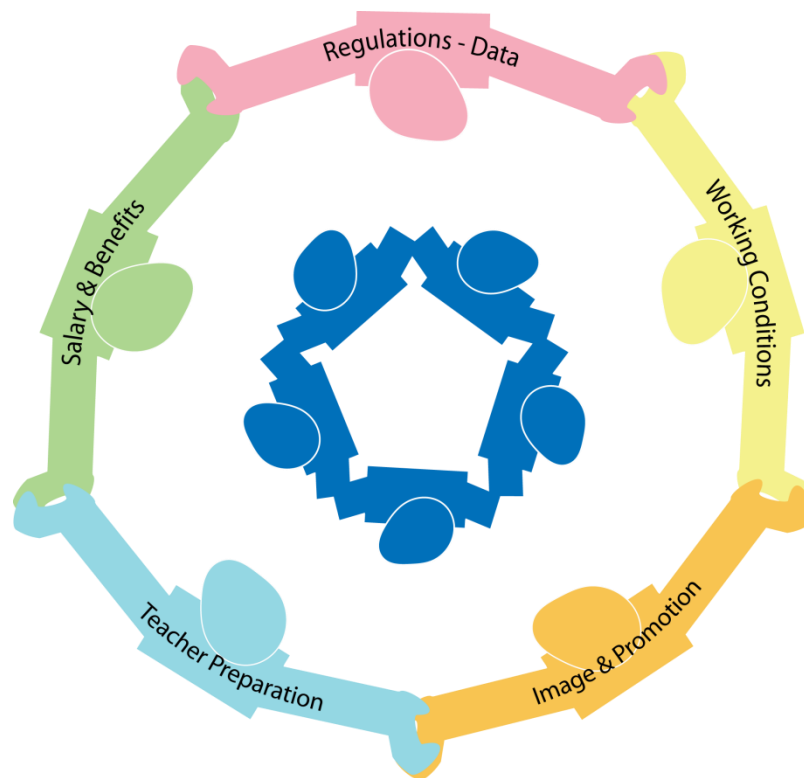


Kansas Teaching Commission

Executive Summary



January 14, 2009

Teaching In Kansas Commission Leadership

Pamela Coleman,

Co-chair

Tes Mehring,

Co-chair

Brad King,

Co-chair

Teaching In Kansas Oversight Committee

Josh Anderson,

2007 Kansas Teacher of the Year

Alan Cunningham,

Superintendents

Duane Dorshorst,

Building Administrators

Susan Helbert,

Kansas State Department of Education

Tom Petz,

Central Office Staff

Jeri Powers

2008 Kansas Teacher of the Year

Margo Quiriconi,

Kauffman Foundation

Susan Scherling,

Superintendents

Subcommittee Participants

Teacher Preparation – Chairpersons: Tes Mehring, Margo Quiriconi

IHE – Allen Jantz, past Pres. KAPCOTE	Tom Foster, KSDE	P – Matt Meek, USD 368
IHE – Mary Ann Benner, Ottawa Univ.	Scott Smith, KSDE	T – Heather Bruce, USD 259
IHE – Debra Mercer, FHSU	SD – Clarence Horn, USD 259	T – Kerry Doll, USD 385
Gary Alexander, KBOR	AS – Judy Weltner, USD 368	T – Michelle Wells, USD 457

Working Conditions – Chairpersons: Pamela Coleman, Susan Scherling, Brad King

Marti Crow, KS House of Representatives	S – Bart Goering, USD 230	T – Cindy Garwick, PSB
Peg Dunlap, KNEA	S – Marvin Estes, USD 465	T – Ingrid Seitz, USD 383
S – Jim Lentz, USD 402	P – Tim Brady, USD 231	T – Michelle Penner, USD 259
S – Tom Vernon, USD 428	T – Carolyn Good, PSB	T – Jarius Jones, USD 500

Salary and Benefits – Chairpersons: Alan Cunningham, Duane Dorshorst

Blake West, KNEA	P – Gary Sechrist, USD 405	T – Susan Arnold, USD 260
Howard Shuler, KSDE	HR – A.J. D'Angelo, USD 305	T – Annette Saucedo, USD 229
S – Deb Perbeck, USD 503	T – Dave Clark, USD 259	
S – Greg Mann, USD 211	T – Sandra Ames, USD 233	

Regulations/Requirements/Data – Chairpersons: Susan Helbert, Tom Petz

Ruth Teichman, Kansas State Senate	S – Dick Harlan, USD 240	T – Mark Jarboe, USD 450
IHE – Peggy Harris, Baker Univ.	S – John Heim, USD 253	T – Kathy Wagoner, USD 489
IHE – Andy Tompkins, PSU	P/S – Terrel Harrison, USD 315	T – Lonnie Thiessen, USD 262
Larry Wheelles, KSDE	T – Samuel Rabiola, PSB Chair	T – Andrew Davis, USD 259

Image and Promotion – Chairpersons: Josh Anderson, Jeri Powers

IHE – Eva Williams, Univ. of St. Mary	P – Phil Clark, USD 233	T – Angela Stockam, USD 260
Karla Denny, KSDE	P – Martha Darter, USD 457	T – Garrett Panzer, USD 215
S – John Morton, USD 373	P – Jackie Feist, USD 443	T – Sherry Kinderknecht, USD 315
S – Denise O'Dea, USD 289	T – Jamie Hibbs, USD 470	T – Denver Cleverley, USD 500

Regulations/Teacher Leader – Chairperson: Jeanne Duncan

IHE – Harold Frye, Baker Univ.	IHE – Kathy Dale, FHSU	S – Marvin Estes, USD 465
IHE – David Hofmeister, Southwestern	Greg Vafis, ETS	T – Carolyn Good, PSB
IHE – Allen Jantz, Bethel	Lynn Bechtel, KSDE	T – Kathy Wagoner, USD 489
IHE – Shirley Lefever-Davis, WSU	Larry Wheelles, KSDE	

IHE – Institution of Higher Education
 S – Superintendent
 AS – Assistant Superintendent
 SD – Superintendent's Designee
 P/S – Principal/Superintendent
 P – Principal
 T – Teacher

HR – Human Resources
 ETS – Educational Testing Service
 KAPCOTE – Kansas Assoc. of Private Colleges of Teacher Education
 KNEA – Kansas National Education Association
 KSDE – Kansas State Department of Education
 PSB – Professional Standards Board

The Teaching In Kansas Commission

The Teaching in Kansas Commission has worked over the past year to analyze and synthesize the input collected during the carousel portion of the Recruitment and Retention Summit convened in Topeka in November, 2007.

The Commission members consisted of legislators, educational organization officers, teachers, principals, central office staff, superintendents, higher education staff, and Kansas State Department of Education leadership. Throughout the year-long study, approximately two hundred sixty commission participants worked to affect change in the educational community across Kansas. The members worked tirelessly and selflessly to reach the recommendations as reported in the deliverables cited within this report.

The **mission** of the commission is, "Recognizing that teachers are the single most important factor in our students success in classrooms; the Teaching in Kansas Commission seeks to strengthen, support and grow the profession of teaching in Kansas."

In an effort to define the qualities and characteristics of an **effective teacher** the commission members believe:

- Effective teachers have high expectations for all students in Kansas and assist students as they learn, as quantified by performance measures.
- Effective teachers contribute to creating positive academic, attitudinal and social outcomes for students such as regular attendance, on-time promotion to the subsequent grade, on-time graduation, self-efficacy, and cooperative behavior as related to a responsive culture.
- Effective teachers use robust and relevant resources to plan and structure engaging, collaborative learning opportunities; monitor student progress formatively, adapting instruction as needed; and evaluate learning using multiple sources of evidence.
- Effective teachers contribute to the development of classrooms and schools that value diversity and civic-mindedness.
- Effective teachers collaborate with colleagues, administrators, parents and other education professionals to ensure student success, particularly the success of students with special needs and those at high risk for failure.

Leaders are the second most single important factor in our students' and teachers' success in schools. Leaders set the tone of the district, establish a respectful, professional learning environment as well as offer instructional support. Leaders are responsible for embedding working condition attributes such as empathy, trust, honesty, and respect that support the retention of our best, most promising teachers.

It is the desire of the commission to propose the following recommendations to the State Board of Education for adoption in an effort to assist the professional school community as together we move toward the demands of the twenty-first century.

Teacher Preparation:

Goal 1:

- Post current scholarship information on the TEAL website (In-kind)

Goal 2:

- Publish suggested forms of payment to assist student teachers (In-kind)

Goal 3:

- Develop and adopt Professional Development School standards and essential elements that will be reflected in teacher education programs. (\$20,000)
- Include the Professional Development School standards as a component of the KSDE program review process. (In-kind)

Goal 4:

- Adopt the National Education Technology Standards developed by the International Society for Technology in Education. (In-kind)
- Align the National Education Technology Standards to the Professional Education Standards. (\$20,000)

Goal 5:

- Review, revise 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)
- Multiple methodology courses should be integrated throughout teacher preparation and clinical experiences that reflect rigor, relevance and results through the use of MTSS (differentiated instruction), multi-sensory stimulation as applied in an authentic, real-world context. (\$20,000)

Goal 6:

- Review, revise and rewrite teacher preparation program standards to include federal and state laws/statutes. (\$20,000)
- Review, revise and rewrite the Professional Education Standards to reflect federal and state laws/statutes. (\$20,000)
- Induction/mentoring programs include federal and state laws/statutes. (\$20,000)

Goal 7:

- Promote mid-career programs by marketing to the field. (See Image and Promotions)
- Promote Troops to Teachers and Spouses to Teachers. (See Image and Promotions)

Total cost: \$140,000

Working Conditions:

Goal 1:

- Support a mentoring review process for USD's not participating in a formalized mentoring program. (TBD)
- Pilot the Pathwise induction/mentoring program. (\$81,000)
- Pilot the EMSS e-mentoring program. (\$7,000)
- Pilot the New Teacher Center model. (\$80,000)
- Initiate an induction/mentoring review program that recognizes exemplary programs. (\$15,000)

Goal 2:

- Embed working condition characteristics into teacher preparation indicators and Professional Education Standards. (In-kind)

Goal 3:

- Encourage incentivized business partnerships by establishing a state foundation. (In-kind)
- Establish an advisory board to award foundation grants to districts. (\$10,000)

Goal 4:

- Provide KSDE supported regional professional development addressing: (TBD)
 - Assessment literacy
 - Differentiated Instruction
 - Professional Learning Communities

Goal 6:

- Institutions of Higher Education will develop, with KSDE, leadership licensure programs that strengthen and support teachers. (\$20,000)
- Review, revise and rewrite program standards for building and district leadership programs. (\$20,000)
- Convene a representative group of Kansas professional administration organizations to study and develop four model induction programs. (KELC)
- Support the Kansas Educational Leadership Commission recommendations to require a two-year induction program for all new school leaders in Kansas. (Ongoing)

Goal 7:

- Create a new award to celebrate the successes of schools that exemplify 21st Century unifying themes. (\$10,000)

Cost: \$243,000

***Pathwise, EMSS and the New Teacher Center model have been allocated through federal funds – \$168,000**

Total cost: \$75,000

Salary and Benefits:

Goal 2:

- Support school districts in creating scaffold salary structures to award teachers for accomplishments. (In-kind)

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)

Total Cost: \$10,000

Regulations/Requirements/Data:

Goal 1:

- Encourage the promotion of online programs and the development of additional online programs that result in licensure. (N/A)
- Support the collaboration of TEAL and KBOR to convene three meetings that include all Kansas post-secondary institutions. (\$5,000)
- KBOR collects articulation/integration agreements and becomes a central repository for the information. (In-kind)

Goal 2:

- Local school districts work side-by-side with legislators to set district budgets. (TBD)

Goal 3:

- Support semi-annual data reports produced by TEAL. (\$10,000)

Goal 4:

- Review teacher preparation program standards to reflect 21st Century skills. (See Teacher Preparation)
- Engage in conversations with stakeholders concerning additional changes to the licensure regulations. (In-kind)
- Adopt the regulations for a teacher leader license. (\$5,000)

Total Cost: \$20,000

Image/Promotion:

Goal 1:

- Create a state-wide marketing campaign to promote teaching as a profession. (\$23,400)
- www.changeliveteach.com becomes operational. (In-kind)

Goal 2:

- Celebrate success of Kansas Public Education. (\$25,000)
- Adopt the use of video short commercials and short ten-minute feature video for internet and public broadcast. (In-kind)

Goal 3:

- Create a state-wide marketing campaign to promote “Grow Your Own” teacher programs. (See Goal 1)
- Market the ten-minute feature portion highlighting “Grow Your Own” teacher programs. (See Goal 1)

Cost: \$48,400

*** Previously funded — \$25,000**

*** Voluntary contributions — \$23,400**

Total cost: \$0

Financial Summary
Teaching in Kansas Commission

Teacher Preparation:	\$140,000
Working Conditions:	\$75,000
Salary and Benefits:	\$10,000
Regulations/Requirements/Data:	\$20,000
Image and Promotion:	\$0

Grand Total: \$245,000