Let’s Lead our Own Profession!

Dr. Randy Watson, Kansas Commissioner of Education

Kansas leads the world in the success of each student.
Our Vision for Kansas ...

Kansas leads the world in the success of each student
Kansas leads the world in the success of each student.
The vision of a champion is bent over, drenched in sweat, at the point of exhaustion, when nobody else is looking.

Mia Hamm
Do you agree?

The best thing about being a teacher is that it matters...really matters.

The hardest thing about being a teacher is that it matters every day, especially to the students who need us the most.
Changes in Kansas Workforce

**Changes in Kansas Workforce**

**Industry employment in 1940**
- Agriculture and mining: 31.7%
- Wholesale and retail trade: 9.3%
- Manufacturing: 9.3%
- Construction: 4.4%
- Educational services: 1.9%

**Industry employment in 1980**
- Wholesale and retail trade: 19.6%
- Manufacturing: 9.5%
- Educational services: 9.2%
- Agriculture and mining: 7.2%

**Industry employment in 2016**
- Administrative, lei...: 13.1%
- Wholesale and retail trade: 12.8%
- Educational services: 10.8%
- Construction: 2.7%
Changes in Kansas Workforce

Employment change from 1940–2016

- Administrative, leisure, food, and other services
- Agriculture and mining
- Construction
- Educational services
- Financial activities, real estate, professional, and business services
- Health services
- Manufacturing

Employment change from 1940–2016

- Administrative, leisure, food, and other services
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- Manufacturing
Kansans said…

Self efficacy
Self regulation
Perseverance
Integrity
Initiative
Empathy
Critical thinking
Problem solving

Flexibility
Confidence
Resilience
Kindness
Innovative
Reliable
Happiness
Learning schema
Respect
Ethics
Drive
Vision
Bribery
Decision making
Leadership
Passion
Creative thinking
Curiosity
Assertiveness
Focus
Money management
Self motivation

Self efficacy
Self preservation
Persistence
Service
Integrity
Conflict management
Communication skills
Social awareness
Leadership
Content knowledge
Responsibility
Asertiveness
Resiliency
Organisation
Self confidence
Exploration
Self assurance

Apology
Conclusion
Self care
Cognitive
Social skills
Caring
Intrinsic motivation
Self respect
Desire to learn

Kansas State Department of Education | www.ksde.org | #KansansCan

Kansas leads the world in the success of each student.
### Highest Need Competencies

**Identified by Over 7,300 Kansas Students**

<table>
<thead>
<tr>
<th>Overall Rank by Highest Need</th>
<th>Males</th>
<th>Females</th>
<th>6th Grade</th>
<th>9th Grade</th>
<th>12th Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustained Attention</td>
<td>Males</td>
<td>Females</td>
<td>6th Grade</td>
<td>9th Grade</td>
<td>12th Grade</td>
</tr>
<tr>
<td>Self-Regulation</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Initiative</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Assertiveness</td>
<td></td>
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<td></td>
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<tr>
<td>Conflict Management</td>
<td></td>
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<tr>
<td>Self-Efficacy</td>
<td></td>
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<tr>
<td>Goal Setting</td>
<td></td>
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</tr>
<tr>
<td>Conflict Management</td>
<td></td>
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</tr>
<tr>
<td>Communication</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Networking</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Self-Efficacy</td>
<td></td>
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<tr>
<td>Goal Setting</td>
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</tr>
</tbody>
</table>

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#KansansCan
<table>
<thead>
<tr>
<th>Vacancy Assignment Top 5 – Fall 2019</th>
<th>#1</th>
<th>#2</th>
<th>#3</th>
<th>#4</th>
<th>#5</th>
<th>#6</th>
<th>#7</th>
<th>#8</th>
<th>#9</th>
<th>#10</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Education</td>
<td>27</td>
<td>12</td>
<td>12</td>
<td>13</td>
<td>61</td>
<td>5</td>
<td>10</td>
<td>30</td>
<td>8</td>
<td>8</td>
<td>186</td>
</tr>
<tr>
<td>Elementary</td>
<td>3</td>
<td>2</td>
<td>2</td>
<td>8</td>
<td>55</td>
<td>4</td>
<td>12</td>
<td>19</td>
<td>4</td>
<td>6</td>
<td>115</td>
</tr>
<tr>
<td>English Language Arts</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>31</td>
<td>5</td>
<td>4</td>
<td>1</td>
<td>3</td>
<td>3</td>
<td>53</td>
</tr>
<tr>
<td>Science</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>32</td>
<td>7</td>
<td>0</td>
<td>9</td>
<td>2</td>
<td>4</td>
<td>58</td>
</tr>
<tr>
<td>Math</td>
<td>11</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>18</td>
<td>4</td>
<td>4</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>47</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>45</strong></td>
<td><strong>15</strong></td>
<td><strong>16</strong></td>
<td><strong>26</strong></td>
<td><strong>197</strong></td>
<td><strong>25</strong></td>
<td><strong>30</strong></td>
<td><strong>61</strong></td>
<td><strong>21</strong></td>
<td><strong>23</strong></td>
<td><strong>459</strong></td>
</tr>
</tbody>
</table>
What does the LPR and licensure data from 2018-2019 tell us?

Entrance and exit data -

<table>
<thead>
<tr>
<th></th>
<th>SY 2017-2018</th>
<th>SY 2018-2019</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stability</td>
<td>88%</td>
<td>87.5%</td>
<td>Percent of educators remained in same district.</td>
</tr>
<tr>
<td>Movement</td>
<td>5%</td>
<td>4.4%</td>
<td>Percent of educators who changed districts.</td>
</tr>
<tr>
<td>New grads</td>
<td>4.27%</td>
<td>4.39%</td>
<td>Percent of new graduates entering the field from in-state and out-of-state programs.</td>
</tr>
<tr>
<td>From other field</td>
<td>.85%</td>
<td>1.21%</td>
<td>Teachers entering the field from business, industry or government.</td>
</tr>
<tr>
<td>Importing</td>
<td>233</td>
<td>263</td>
<td>Reported exited to out of state.</td>
</tr>
<tr>
<td></td>
<td>568</td>
<td>559</td>
<td>Reported entering from out of state.</td>
</tr>
</tbody>
</table>
Demographics

Experience:
• Largest group of educators = One to four years of experience
• Mean years of experience = 14

Age:
• Average age of teachers = 42.9
• Average age of educators = 44.3

Salary:
• Average salary for first-year teacher = $39,744
• Average salary for teachers = $56,530
Retention – Third year of teaching

Ten-year retention rate for teachers in their third year of teaching.

Two year Mentoring Begins

- 2009: 81.5%
- 2011: 88.59%
- 2013: 90.47%
- 2015: 93.53%
- 2017: 93.15%
- 2019: 90.73%

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What creates demand?
THE THINGS YOU ARE PASSIONATE ABOUT ARE NOT RANDOM, THEY ARE YOUR CALLING.

-- FABIENNE FREDRICKSON
Randy Watson @KsCommissioner · Nov 19
The moment I learn we are going to have a great, future teacher in Kansas. So much fun Heather!!

Heather Newkirk @heather_newkirk · Nov 19
Convo with Neodesha senior Ashley & @KsCommissioner today.
“What are your future plans?”
“I plan to go to Kans...”
“No, not where you’re going to school and what you’re going to major in. What are you going to do with your life?”
“I want to be a teacher.”
❤️ #smalltownbigpromise
There should be a HOLIDAY dedicated to all the BRAVE TEACHERS who show up to work on MONDAYS.
"I sure hope we don't have a snow day tomorrow," said no teacher ever.
Snow Day, Teachers be like....
The @kshighwaypatrol will NOT be closing due to extreme temperatures.

Troopers will be diligently checking for stranded motorists as temperatures could reach record lows and make traveling extremely dangerous.

Dial *47 for @KHPDispatch

#KSwx
What creates demand?

https://twitter.com/TrooperBenKHP/status/1087842392517038080
Children's Mercy @ChildrensMercy · Feb 1
Zei was the first Children’s Mercy patient to walk while on ECMO life support. This week she walked out of the front doors of the hospital after more than 450 days, just in time to be home for her birthday. Read more about her powerful journey back home: news.childrensmercy.org/kansas-city-st...
"Your Monday morning thoughts set the tone for your whole week. See yourself getting stronger, and living a fulfilling, happier and healthier life."

~ Germany Kent

TEACHERS:
ON THE LAST DAY OF SCHOOL

TEACHERS BE LIKE...
https://twitter.com/TrooperBenKHP/status/1087818518719021058
Trooper Ben Retweeted

Trooper Ben @TrooperBenKHP · Jan 22
Thank you to so many that have contacted me following my video of the “significant crash” that took the life of a young lady....

While I’m fine, the family of this young lady I’m sure isn’t.

Please focus on her.
Focus on her family.
Focus on her community.

#TogetherUsAll
On cold days, be sure to check on others.

In return, you'll gain warmth from the inside.

Starting in your heart.

#ItsSoCold
Trooper Ben @TrooperBenKHP · Jan 28
Good news!
My son placed 4th in a seriously difficult wrestling tournament in Salina. 😊

Bad news...
I no longer have a voice from all my yelling as a coach.

Remember wrestlers make great State Troopers!

Apply today 🎓
The countdown is on! Season 3 of Inside Pediatrics begins Sunday at 6 p.m. with episodes 1 and 2. The finale follows Wednesday at 7. My job has given me the opportunity to watch the episodes several times leading up to Sunday, and I get emotional EVERY SINGLE TIME. I'm not kidding! I hope you all are able to watch -- the stories of these brave kids and their families will have you both crying and cheering, and touch you beyond belief. I'm so proud to work at this hospital!
standing in front of a classroom, trying to say something I can no longer remember because my students interrupted me too many times.
You are someone’s reason for coming to school tomorrow. Be who they think you are.

#teachergoals
What creates demand?
“If you don’t heal what hurt you, you’ll bleed on people who didn’t cut you.”

—Unknown—
Sometimes, it only takes a single teacher to turn a child's life around. Some children will come to school today because of that teacher. Be that teacher, every day.
What creates demand?
The kind of teacher you will become is directly related to the kind of teachers you associate with. Teaching is a profession where misery does more than just love company—it recruits, seduces, and romances it. Avoid people who are unhappy and disgruntled about the possibilities for transforming education. They are the enemy of the spirit of the teacher.
What creates demand?
What creates demand?
What creates demand?

IT’S THE WEEKEND

I DONT KNOW YOU, YOU DO NOT EXIST.

more awesome pictures at: THEMETAPICTURE.COM
What creates demand?
happiness is a day off from school
WHAT'S TRENDING TODAY

LIKE FATHER, LIKE SON
STEPH CURRY'S PRANK ON DAD DOESN'T GO AS PLANNED
The world is changed by your example not by your opinion.

-PAUL COELHO
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