Key Question: Are minority students or students in poverty taught at a greater rate by inexperienced, out-of-field, or unqualified teachers than their peers?*

Definitions:
- Inexperienced: valid teaching license and has taught for less than 3 years
- Out-of-Field: licensed but does not hold subject or grade level endorsement
- Unqualified: never licensed or an expired license

Kansas Answers to Key Question

<table>
<thead>
<tr>
<th></th>
<th>Out-of-Field</th>
<th>Inexperienced</th>
<th>Unqualified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority Students</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Students in Poverty</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Students with Disabilities*</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

*Data validates a concern Kansas has regarding the lack of licensed and endorsed special education teachers.
Strategy 1: Ongoing Professional Learning

- Technical Assistance Support Network (TASN)
- Kansas Multi-Tiered System of Supports (Kansas MTSS)
- Kansas Learning Network (KLN) and KansaStar
- Impact Institute

Strategy 2: Ongoing Development, Training and Access to a System for Education Enterprise in Kansas (SEEK)

- Ongoing Development of SEEK
- Ongoing Training around SEEK

Strategy 3: Teacher Preparation

- Required Teacher Mentoring
- Teacher Preparation for Teachers of Students with Disabilities

Strategy 4: A System of Teacher Evaluation

- Kansas Teacher Evaluation System

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