

# Teacher Vacancy and Supply

**Update to the State Board:**

Initiatives,

Selected Vacancy and  
Licensed Personnel Report Data

October 2019



# Reminders:

- Teacher Vacancy and Supply Committee (TVSC) formed.
  - First priorities around licensure issues.
- New mentoring guidelines adopted:
  - Two-year support/mentoring for novice teachers.
  - Effective July 1, 2017.
- Elementary and special education high-incidence pilots approved.
  - 2018-2019 start.

# High-Incidence Special Education Pilot (Limited Apprenticeship License)

- Degree.
- District identifies.
- Year of experience as a special education paraprofessional.
- Enrolls in approved high-incidence program.
- Completes first semester: Six to nine credits.
- Limited Apprenticeship license issued.
- Mentor program required.
- Two years to complete program.

# Elementary Pilot

## (Limited Apprentice License)

- Degree.
- District identifies.
- Enrolls in approved elementary program.
- Completes first semester: Field experience while enrolled in coursework.
- Limited Apprentice license issued.
- Mentor program required.
- Two years to complete program.

# Pilot Numbers

Limited Apprentice	Issued to date 2019- 2020	In processing stage	Still In first semester	Current potential new 2019-2020	Currently valid Total (2 year)	Completed program during 2018-2019
High Incidence Special Education Pilot	82	16	10	108	181	6
Elementary Education Pilot	10	2	21	33	33	10
TAP (WSU)	82	2		84	142	20

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# Vacancies



# Things to Consider

- Improved data collection system.
- Improved communication and selected training.
- Future reporting:
  - Show vacancies as a percentage of total of positions statewide.
  - More targeted analysis of data.
  - Inclusion of KESA Private School data.

# What does the vacancy collection show?

Data includes:

- Fall 2018 collection.
- Spring 2019 collection.
  - Were fall vacancies filled?
  - New vacancies?
- Fall 2019 collection
  - Vacancies at start of current school year.



# Vacancy - Any position:

## 1. Not filled

OR

## 2. Filled but person doesn't hold an appropriate license.

- Substitute or emergency substitute licensed.
  - Vacancy unless a substitute is temporarily filling in for a contracted teacher. Examples include maternity leave, extended sick leave or other approved absence.
- Other situations not licensed appropriately.
  - Not correct endorsement for assignment (licensed, unqualified).
  - Expired license; never licensed.

## 3. NOT considered a vacancy.

- Positions filled by teachers on waivers, provisional licenses, restricted licenses, TAP or limited apprentice license.

Assignment vacancy Top 5	Fall 2018	Spring 2019		Assignment vacancy Top 5	Fall 2019
		Filled	Not Filled		
Special Education	158	23	155	Special Education	186
Elementary	113	32	86	Elementary	115
English Language Arts	46	11	37	Science	58
Science	40	7	34	English Language Arts	53
Mathematics	35	6	28	Mathematics	47
Total – ALL reported Vacancies	642	142	550	Total – ALL reported Vacancies	815

Vacancy Reason (All vacancies)	Fall 2017	Fall 2018	Fall 2019
No applicant	122	160	190
Not fully qualified based on endorsement area	236	283	416
Preferred nonqualified over fully qualified	30	46	17
Budget	3	8	4
Qualified applicant refused offer	24	18	11
Personnel	63	60	99
Not fully qualified based on professional attributes	35	37	34

Vacancy Assignment Top 5 – Fall 2019	Board District										Total
	#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	
Special Education	27	12	12	13	61	5	10	30	8	8	<b>186</b>
Elementary	3	2	2	8	55	4	12	19	4	6	<b>115</b>
English Language Arts	2	1	1	2	31	5	4	1	3	3	<b>53</b>
Science	2	0	0	2	32	7	0	9	2	4	<b>58</b>
Math	11	0	1	1	18	4	4	2	4	2	<b>47</b>
<b>TOTAL</b>	<b>45</b>	<b>15</b>	<b>16</b>	<b>26</b>	<b>197</b>	<b>25</b>	<b>30</b>	<b>61</b>	<b>21</b>	<b>23</b>	<b>459</b>

# LPR Data



# What does the LPR and licensure data from 2018-2019 tell us?

## Entrance and exit data -

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

# Demographics

## Experience:

- Largest group of educators = One to four years of experience
- Mean years of experience = 13 (14)

## Age:

- Average age of teachers = 42.9 (43.6)
- Average age of educators = 44.3 (44.4)

## Salary:

- Average salary for first-year teacher = \$39,217 (\$39,744)
- Average salary for teachers = \$56,530 (\$55,725)

Note: () indicates previous year's data

# Other data related to vacancy and supply

## 1. Waivers

- Steady increase over time.
- Majority for special education.
- Increase in waivers for extension on number of days under emergency substitute license.

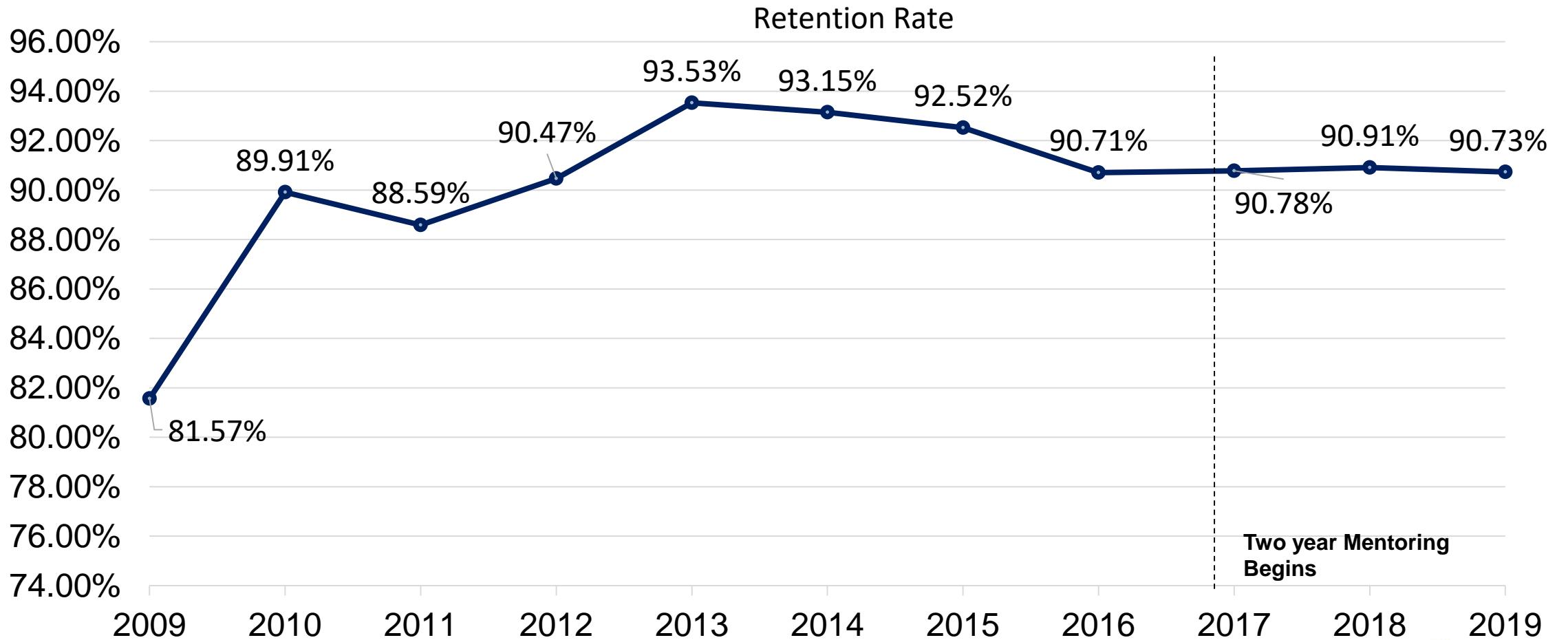
## 2. Restricted Licenses - continued growth

2014	2015	2016	2017	2018	2019
162	213	240	266	333	394



# Retention – Third year of teaching

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



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# Licensure

- Total number of licenses being issued is stable (20,000).
- Licenses for Kansas new grads and to out-of-state applicants for the past six years — teaching licenses only (no school specialist or leadership):

	2014	2015	2016	2017	2018	2019
KS graduate	1,856	1,732	1,808	1,862	1,746	1,665
Out of state	1,251	1,153	1,031	1,038	1,010	906

- CTE specialized shows growth: 70 currently valid, up from 49 last year.

# Continuing work around vacancy and supply:

- Third annual Recruitment/Retention Summit.
  - Nov. 25 in Manhattan.
- Evaluation of pilots completed and recommendations to Board.
- SPED continuing conversation.
- Science survey/recommendations.
- Remaining recommendations from Blue Ribbon Task Force.

# Teacher Vacancy and Supply

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