

Blue Ribbon Task Force On Teacher Vacancies and Supply

Final Report

Blue Ribbon Task Force On Teacher Vacancies and Supply

**“Teacher Vacancies and Supply”
instead of “Teacher Shortages”**

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Introduction

- **Commissioner's Charge**
- **Composition of the Task Force**
- **Four meetings**
- **Disaggregating the data by region**
- **Task Force's Four Goals**
- **Appreciation to KSDE Staff**

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Teacher Vacancies

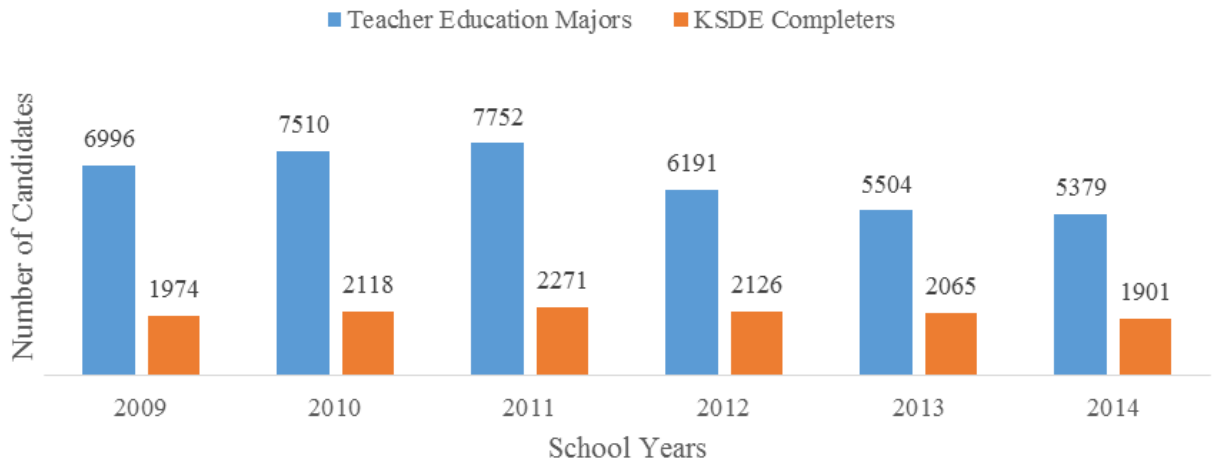
- **The Quality of the Data**
- **2015-2016 Teacher Vacancy Data**
 - **220 of 286 school districts reported no vacancies**
 - **The 277 vacancies clustered in the Southwest region, Kansas City, Kansas in the Northeast region, and Wichita in the South Central region (Figure 1)**
 - **Movers: Northeast and Northwest benefitted in 2015-2016**
 - **Leavers (Table 2)**

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Reason	Number of Staff
Academic Study	26
Deceased	29
Health	28
Leave of Absence	34
Left Profession	332
Military	2
Moved from Area Employment Unknown	193
Out of State	263
Reason Not Provided	500
Reduction in Force	14
Retirement	1123
Termination	245
Grand Total	2789

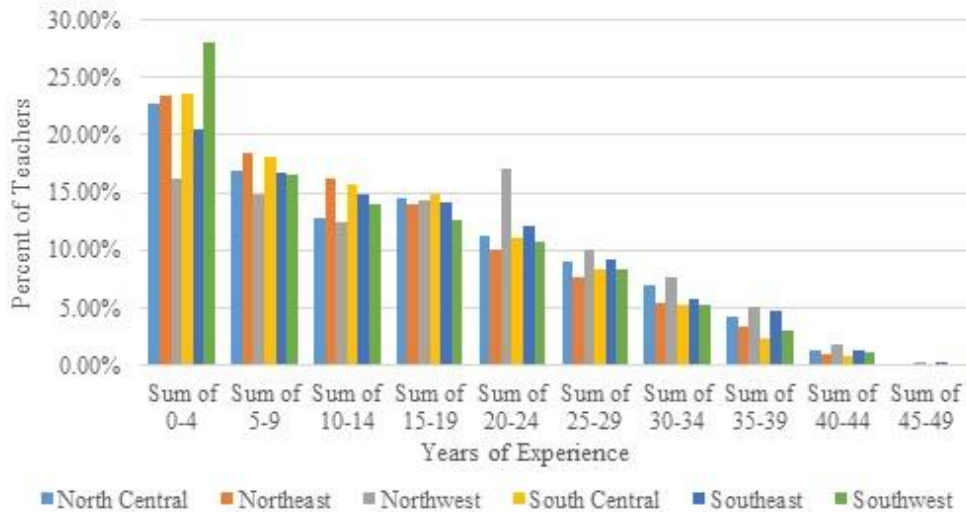
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Teacher Supply (Figure 5)



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Teacher Retention



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Conclusions

1. **99% of positions filled; vacancies cluster**
2. **Slight decline in teachers prepared; steeper decline in teacher education majors**
3. **Kansas is vulnerable to retaining early career teachers (less than five years experience)**
4. **Recruit teachers to rural communities, Wichita, and Kansas City, Kansas**

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- 5. Make teaching as a career attractive to elementary, middle, and high school students and their parents.**
- 6. Retain early-career teachers**
- 7. Change the Work After Retirement KPERS rules to encourage and enable retired personnel to teach without penalty.**

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Challenges to Teacher Supply

- 1. Low salaries**
- 2. Low esteem for teaching as a profession**
- 3. Current and ongoing instability of education-related funding**
- 4. New changes to KPERS**

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Selected Recommendations: State Board

- **Convenes a group of community members, business leaders, representatives from state education organizations, and media professionals to create a public relations campaign to tell Kansans the inspirational stories of Kansas teachers, the great things happening in the schools, and the value and benefits of a career in teaching disseminated by social media, television, radio, and print.**

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Selected Recommendations: State Board

- **Engage local leaders in rural communities to create regional consortia to develop initiatives to incentivize teaching in their communities. Enlist the aid of the local Chambers of Commerce, Main Street, and other economic development agencies.**

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Selected Recommendations: KSDE

- **Expands the Restricted License to include elementary**
- **Completes analysis of teacher salaries by years of experience and age**
- **Convenes a task force to identify reasons Kansas teachers leave the profession**

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Selected Recommendations: School Districts

- **Offer financial incentives to attract teachers, especially in high need areas and hard-to-fill teaching fields**
- **Provide stipends for teacher leaders**
- **Start future teacher student organizations**
- **Use Individual Plans of Study to identify students to pursue the teaching/training pathway**

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- **Offer financial incentives to attract student teachers such as free housing and a stipend**
- **Encourage para-educators and substitute teachers to pursue licensure and/or education degrees**
- **Fully utilize, monitor, and keep accurate the Kansas Education Employment Board so it accurately reflects the current state of teacher vacancies in the state**

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Selected Recommendations: Teacher Preparation Providers

- **Elevate the visibility to prospective candidates of Rural Opportunity Zones for loan forgiveness**
- **Elevate the visibility of the Kansas Teacher Service Scholarship**
- **Create 2+2 partnerships with community colleges to prepare teachers**

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- **Restructure student teaching model to account for past teaching experience and compensate student teachers**
- **Survey first-year teachers and their principals to assess preparedness for teaching**
- **Continue to explore strategies for enhancing the affordability of teacher preparation programs**

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Selected Recommendations: State Legislature

- **Increases funding to support salary increases and teacher mentoring at the district level**
- **Creates financial incentives like income tax relief to keep teachers in the field**
- **Provides funding to prepare more teachers for designated high-need geographic areas and hard-to-fill teaching fields**

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- **Create a Teacher Recruitment and Retention Center to help devise programs and strategies to increase teachers in the state**
- **Fund incentives for encouraging teachers to teach high need content areas and/or teach in high need geographic areas.**

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Selected Recommendations: Kansas Education Organizations

- **Present to P-12 students, parents, and other community members in their respective communities the importance and value of becoming a Kansas teacher.**

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Where do we go from here?

Create the Teacher Vacancies and Supply Committee to

- support KSDE's efforts collecting data on teacher vacancies and supply
- analyze the data to assess the effectiveness of efforts to increase the teacher supply

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Thank you, State Board members and Commissioner Watson, for creating the task force.