

MEETING SUMMARY
JOINT MEETING
OF THE
HOUSE AND SENATE INTERIM COMMITTEES ON EDUCATION

ADEQUACY

Tuesday, April 12, 2016

1:30 P.M.

Room 171, State Capitol

Little Rock, Arkansas

Representative Bruce Cozart, the Chair of the House Interim Committee on Education, called the meeting to order at 1:30 p.m.

MEMBERS OF THE SENATE INTERIM COMMITTEE ON EDUCATION IN ATTENDANCE: Senator Jane English, Chair; Senator Uvalde Lindsey, Vice Chair; Senator Eddie Cheatham; Senator Alan Clark; Senator Jim Hendren; Senator Blake Johnson; and Senator Eddie Joe Williams.

MEMBERS OF THE HOUSE INTERIM COMMITTEE ON EDUCATION IN ATTENDANCE: Representative Bruce Cozart, Chair; Representative Sheilla Lampkin, Vice Chair; Representative Charles L. Armstrong; Representative Scott Baltz; Representative Charlotte Vining Douglas; Representative Jeremy Gillam; Representative Bill Gossage; Representative Michael John Gray; Representative Justin Harris; Representative Mark Lowery; Representative Mark McElroy; Representative Reginald Murdock; Representative James Ratliff; and Representative John W. Walker.

OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE: Senator Ronald Caldwell; Senator Linda Chesterfield; Senator Jonathan Dismang; Senator Joyce Elliott; Senator Missy Irvin; Senator Bruce Maloch; Senator Jon Woods; Representative Bob Ballinger; Representative David L. Branscum; Representative Charlie Collins; Representative Jana Della Rosa; Representative Jim Dotson; Representative Les Eaves; Representative Kenneth B. Ferguson; Representative Charlene Fite; Representative Justin Gonzales; Representative Ken Henderson; Representative Mary P. "Prissy" Hickerson; Representative David Hillman; Representative Douglas House; Representative Joe Jett; Representative Micah Neal; Representative Betty Overbey; Representative Laurie Rushing; Representative Sue Scott; Representative James Sorvillo; Representative John Vines; and Representative Marshall Wright.

Minutes:

Without objection, the minutes of March 14, 2016 and March 15, 2016, were approved as written.

Exhibits:

Exhibit C1 – 03/14/16 Minutes

Exhibit C2 – 03/15/16 Minutes

Discussion of Issues Related to Teacher Salaries

Presenter:

Mr. Richard Wilson, Assistant Director, Research Services, Bureau of Legislative Research (BLR), was recognized. Mr. Wilson stated he would discuss Part B of the Teacher Salary Report and address questions 4, 5, and 6. He said remaining questions (1, 2, and 3) would be addressed in Part A at a later date, following receipt of additional data. Utilizing maps and charts, Mr. Wilson discussed Teacher Salary Disparity within Arkansas, including 2014-15 Minimum Salary Rank by School District and 2014-15 Average Salary Rank by School District. Mr. Wilson provided data comparing teacher salaries in Arkansas with salaries in other professions having similar educational requirements; and discussed instructional areas which have the largest number of

teachers teaching out of area in Arkansas. Mr. Wilson noted that a table in the Appendix, *Additional Comments on Compensation*, was created from replies to question #6 on the teacher survey which gave teachers the opportunity to openly comment on concerns regarding teacher compensation. The survey was distributed as part of the Adequacy Study's 73 site visits.

Contributor to the Discussion:

Ms. Nell Smith, Administrator, Policy Analysis and Research Section, Bureau of Legislative Research

Issues Included in the Discussion:

- survey of teachers partially fulfills requirements of Act 57 of the Second Extraordinary Session of 2003,
- difference between *average* pay and *mean* pay on page 10 of the Report,
- effect of the gender bias inherent in some professions on data comparing teacher salaries with salaries of other professions in the chart on page 10 of the Report,
- creation of a map showing teachers teaching out of area,
- *Teacher Supply and Demand in Arkansas*, August, 2006, BLR Research Report
- comparing test scores within quartiles, and
- connection between teacher salary and student achievement.

Handouts:

Adequacy Study Statutory Responsibilities
Teacher Salary Report, Part B

Discussion of Issues Related to Teacher Recruitment and Retention

Presenter:

Dr. Ginny Blankenship, Legislative Analyst, Policy Analysis and Research Section, Bureau of Legislative Research, was recognized. Dr. Blankenship stated this is the first time that the BLR has done a report on teacher recruitment and retention in almost ten (10) years. While not required as part of the Arkansas Supreme Court's mandate to do an Adequacy Study, Dr. Blankenship thought the issue was important to revisit. She stated the Report includes analysis of data from the Arkansas Department of Education (ADE) and Arkansas Department of Higher Education (ADHE). Utilizing charts and graphs, Dr. Blankenship discussed the supply, distribution, and attrition of public school teachers in all Arkansas public schools districts and public charter schools. She also discussed a BLR analysis of district-level teacher retention, a BLR survey of superintendent, principal, and teacher perceptions, and policies and programs to address teacher recruitment and retention. In the latter, Dr. Blankenship touched on salary and other financial incentives, loan forgiveness or scholarship programs, discontinued programs, and alternative pathways to the classroom. She commented on an informational handout, *Appendix: Teacher Survey Responses*, prepared for distribution to members.

Contributors to the Discussion:

Ms. Nell Smith, Administrator, Policy Analysis and Research Section, Bureau of Legislative Research
Mr. Richard Wilson, Assistant Director, Research Services, Bureau of Legislative Research

Issues Included in the Discussion:

- elaboration on the "Let me teach!" response by teachers to the survey question on page 16,
- meaning of "student population" listed on chart on page 10,
- giving an exit survey to teachers who are dropping out of teaching and teaching programs,
- waivers in place for teachers not getting professional development (PD) hours,
- survey of teachers who were no longer teaching, but were not retired, in *Teacher Supply and Demand in Arkansas*, August 2006,
- percentage of African Americans who are teaching in public schools at this time,
- turnover of teachers teaching out of field vs. those teaching in field,

- current activities of programs in Arkansas similar to Future Teachers of America, the Alternative Teacher Certification Project (ATCP) at Grambling State University, and the Call Me MISTER Program,
- “growing our own” teacher preparation programs,
- legislative consideration of giving a tax credit to retain teachers,
- recommendations of Legislative Task Force on the Best Practices for Special Education Task Force pertinent to the critical shortage of special education teachers,
- over-identification of African American males in special education,
- effective utilization of co-ops for PD, and
- effective utilization of Arkansas Educational Television Network (AETN) for PD.

Handouts:

Teacher Recruitment & Retention

Teacher Recruitment & Retention, Appendix: Teacher Survey Responses

Next Scheduled Meetings:

Friday, May 6, 2016, at 9:00 a.m. in Room 171, State Capitol, Little Rock

Monday, June 20, 2016, at 1:30 p.m. in Room 171, State Capitol, Little Rock

Tuesday, June 21, 2016, at 9:00 a.m. in Room 171, State Capitol, Little Rock

Adjournment:

The meeting adjourned at 3:07 p.m.