

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

ADEQUACY

Thursday, July 12, 2018
1:30 P.M.
Rogers Professional Learning Center, 2100 West Perry Road
Rogers, 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: *Senators:* Jane English, Chair; Joyce Elliott, Vice Chair; Linda Chesterfield; and Bart Hester.

MEMBERS OF THE HOUSE INTERIM COMMITTEE ON EDUCATION IN ATTENDANCE: *Representatives:* Bruce Cozart, Chair; Charlotte V. Douglas, Vice Chair; Sonia Eubanks Barker; Gary Deffenbaugh; Jana Della Rosa; Jon S. Eubanks; Grant Hodges; Nelda Speaks; James Sturch; and Dan Sullivan.

OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE: *Senator:* Lance Eads; *Representatives:* Bob Ballinger; Jim Dotson; Trevor Drown; Greg Leding; Austin McCollum; Clint Penzo; Rebecca Petty; Mathew W. Pitsch; Johnny Rye; and James J. Sorvillo.

Welcome to the Rogers School District

Mr. Charles Lee, Assistant Superintendent for General Administration, Rogers Public Schools, was recognized, and welcomed members and guests to the meeting at the Rogers Professional Learning Center.

Discussion of Issues Related to Teacher Recruitment, Teacher Evaluation, and Teacher Retention

Presenter:

Dr. Jeremy S. Owoh, Assistant Commissioner, Educator Effectiveness & Licensure, Arkansas Department of Education, was recognized. Dr. Owoh presented highlights from the Arkansas Department of Education (ADE) Recruitment and Retention 2018 Report (*Handout #3*). He discussed teacher supply data, and said, as of 2017-18, there are 60,317 people in Arkansas with an active teaching license of any type. He said 33,228 individuals were employed as certified teachers in Arkansas's schools (this figure does not include 28,460 classified and 8,711 administrator staff). He discussed areas designated as having critical licensure and endorsement shortages; and said teachers who choose to teach in these critical shortage areas may qualify for grants or student loan forgiveness programs administered by the Arkansas Department of Higher Education (ADHE). He stated that the ADE will also start an initiative on September 1, 2018, to reimburse educators who have endorsements in critical shortage areas. Dr. Owoh's presentation encompassed Additional Licensure Plans; Teacher Preparation Programs; Teacher Distribution; and Workforce Stability Index (WSI); and provided a detailed description of programs and initiatives in the section of the report titled, Use of Funds and Resources to Improve Equitable Access to Teachers in Title I, Part A Schools.

Contributors to the Discussion:

Ms. Anna Beaulieu, Teacher, Fayetteville High School

Ms. Becky Gibson, Public School Program Advisor, Educator Support and Development, Arkansas Department of Education

Ms. Sandra Hurst, Director, Educator Support and Development, Arkansas Department of Education

Ms. Melissa Jacks, Program Coordinator, Office of Educator Licensure, Arkansas Department of Education

Mr. Frank Servedio, Special Projects Administrator, Educator Effectiveness & Licensure, Arkansas Department of Education

Issues Included in the Discussion:

- measuring the success of a program designed to recruit and retain teachers,
- communicating whether or not a program is successful,
- attrition/retention rates in teaching compared to other professions and to the national average,
- ratio of new teachers to teachers leaving the profession,
- number of licensed teachers in each area of licensure,
- number of licensed teachers that are not actively teaching,
- encouraging teachers to collaborate with other teachers who are successful and effective,
- ability of a student in one school to participate in an Arkansas Teacher Cadets program in another school,
- clarification of teacher distribution chart on page 4 of report,
- definition of, and process to remove, an “ineffective teacher,”
- number of teachers in Arkansas who are rated ineffective,
- personalized, individualized support for teachers in need through TESS,
- the direction in which the education profession is going,
- school districts getting underprepared teachers,
- issues that inform mentoring programs which help teachers,
- normalcy of the ratio of administrators to classified staff, and
- systems and supports in place to address the classification of an ineffective teacher.

Representative Cozart recognized **Ms. Tracey-Ann Nelson**, Executive Director, Arkansas Education Association (AEA), who introduced a group of AEA members present at the meeting.

Presenters:

Ms. Nell Smith, Administrator, and **Ms. Elizabeth Pearce**, Legislative Analyst, Policy Analysis and Research Section, Bureau of Legislative Research, were recognized. Ms. Smith stated the report, Selected Issues Affecting Teacher Recruitment & Retention (*Handout #5*), is a supplement to the ADE report. Ms. Pearce provided results from Bureau of Legislative Research (BLR) surveys of superintendents, principals, and teachers on questions that were posed pertinent to teacher recruitment and retention. Ms. Smith discussed health insurance, a barrier to teacher recruitment and retention; as well as ways to address the issue, including bonus and compensation programs and scholarship and loan forgiveness programs.

Contributors to the Discussion:

Mr. Frank Servedio, Special Projects Administrator, Educator Effectiveness & Licensure, Arkansas Department of Education

Issues Included in the Discussion:

- incentives for teaching in high-priority districts,
- effect of state paying for all of teachers' health insurance,
- school districts taking advantage of dedicated millage to help pay for teachers' health insurance,
- percentage of teachers who have prepared to enter education actually going into education in public

- institutions, and
- recruitment of teachers in an environment that has a changing student body.

Discussion of Issues Related to the Teacher Excellence and Support System (TESS) and Leader Excellence and Development System (LEADS)

Presenter:

Ms. Adrienne Beck, Legislative Analyst, Policy Analysis and Research Section, Bureau of Legislative Research, was recognized. Ms. Beck walked Committee members through the report, Teacher and School Leader Evaluations (*Handout #4*). She discussed the teacher and administrator evaluation systems known as The Teacher Excellence and Support System (TESS) and the Leader Excellence and Development System (LEADS). She reviewed how each of the evaluation systems work, how they have changed over time, the latest teacher and administrator evaluation ratings, relevant findings from the BLR survey, and national trends in educator evaluations. She said while the review of TESS and LEADS is not part of the adequacy statute, it has been part of the adequacy process for some years.

Issues Included in the Discussion:

- revisions to TESS and timing for distribution of surveys, and
- formative evaluations in lieu of summative evaluations.

Handouts:

Handout #1 – Adequacy Study Responsibilities
Handout #2 – Arkansas State Progress Report, SREB
Handout #3 – Recruitment and Retention 2018 Report, ADE
Handout #4 – Teacher and School Leader Evaluations, BLR
Handout #5 – Selected Issues Affecting Teacher Recruitment & Retention, BLR

Attachment:

Attachment #1 – Recruitment and Retention Educator Effectiveness, ADE

Representative Cozart brought Committee members' attention to the Arkansas State Progress Report, a publication of the Southern Regional Education Board (SREB) (*Handout #2*).

At the request of Representative Cozart to members of the AEA, a discussion ensued on the question of recruitment of teachers in an environment with changing demographics and increased diversity; and the impact this has had on schools in Northwest Arkansas. He noted the question had been raised by Senator Joyce Elliott earlier in the meeting.

Contributors to the Discussion:

Ms. Anna Beaulieu, Teacher, Fayetteville High School
Ms. Cameron Simpkins, Teacher, Fayetteville High School
Dr. Megan Slocum, Associate Superintendent, Springdale School District
Ms. Corrie Tucker, Teacher, Springdale School District

Issues Included in the Discussion:

- ✓ providing a quick and appropriate response to the needs of students,
- ✓ necessity for having advocates from similar ethnic backgrounds in teaching or leadership positions,
- ✓ increasing the number of teachers from diverse cultures to connect with students,
- ✓ number of languages spoken in the Springdale School District, and
- ✓ including ethnicity of teachers in the report on recruitment and retention.

Next Scheduled Meeting:

Friday, July 13, 2018 at 9:00 a.m. in Room 1183, Rogers High School, 2300 W. Perry Road, Rogers, AR

Adjournment:

The meeting adjourned at 3:50 p.m.

Approved: 08/20/2018