



Effectiveness And Efficiency Of Kentucky School Districts, 2023 and

Student Achievement: Lessons From Relatively Higher- And Lower Performing Kentucky Schools, 2024

Presentation to the
Efficient & Effective School District Governance Task Force
Office of Education Accountability
November 14, 2024

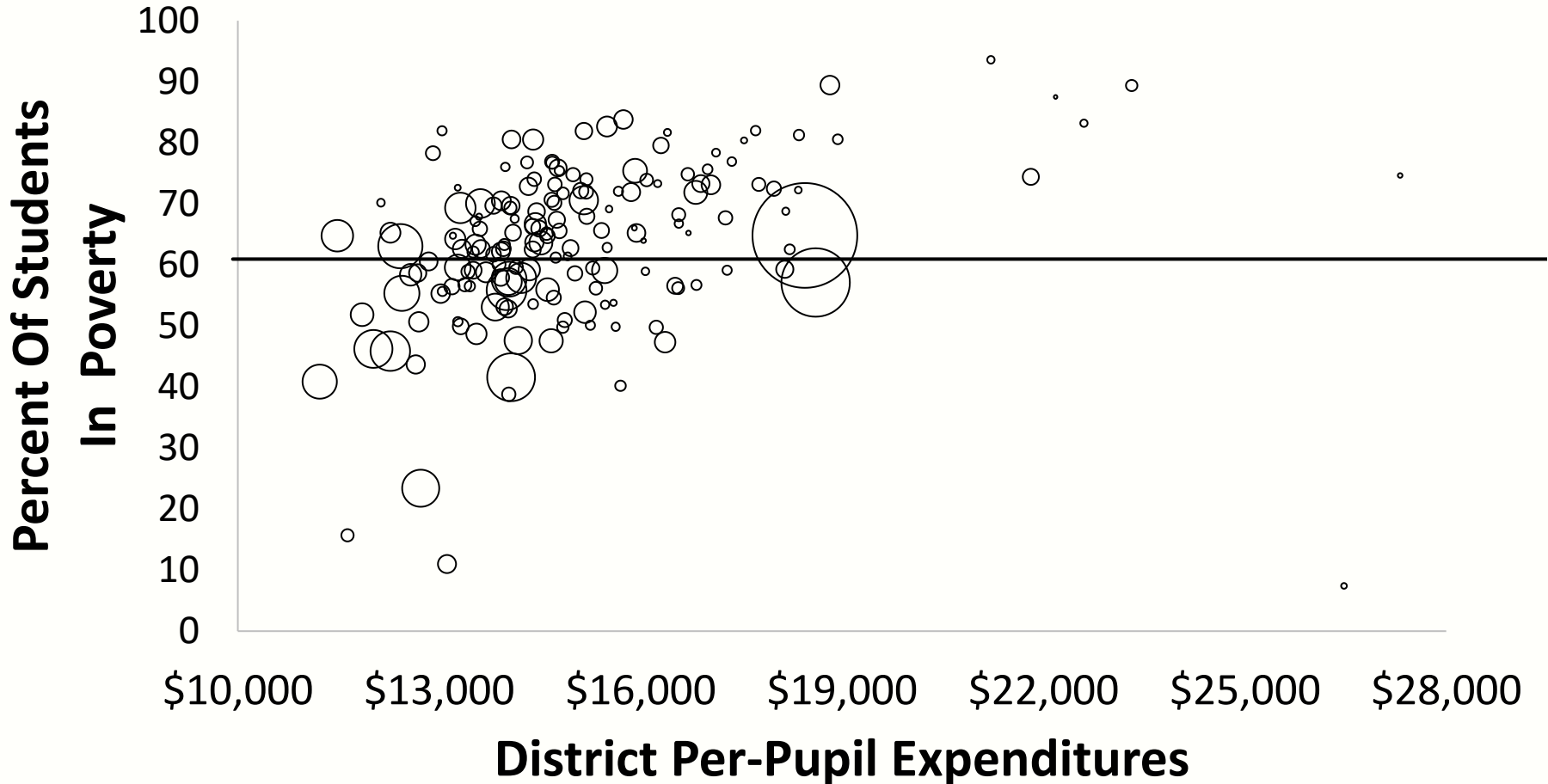
Data Shown In This Presentation

- Effectiveness And Efficiency Of Kentucky School Districts
- Student Achievement: Lessons Learned From Relatively Higher- And Lower-Performing Kentucky Schools
 - Included site visits to 14 schools
 - Site visits included interviews, observations, documents
 - OEA does not name site visit schools
- District Data Profiles, 2023
- Kentucky Department Of Education (KDE) website

Outline

- **Spending**
 - Total per-pupil spending Jefferson County Public Schools (JCPS) and all KY districts
 - Revenue sources
 - Factors that increase costs
- Barriers to achievement in lowest-impact schools
- JCPS data relevant to barriers

Per-Pupil Expenditures, District Size, And Percent Of Students In Poverty, 2023*

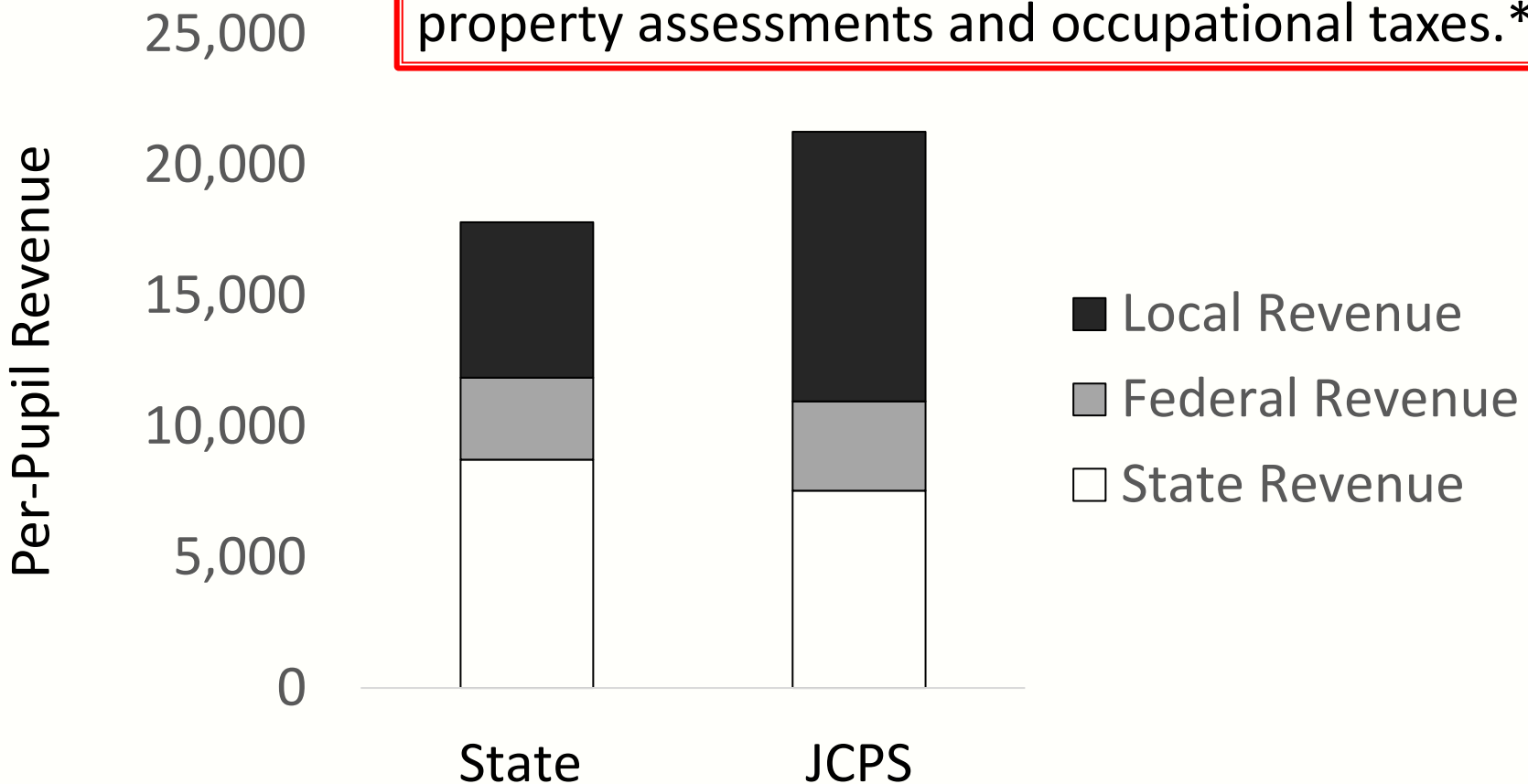


*Student eligibility for federal free or reduced-priced lunch (FRPL) is used as an indicator of family poverty. Percentages of FRPL students exceed percentages of students in families who meet the federal definition of poverty.

Source: Staff compilation of data from District Data Profiles, 2023.

Per-Pupil Revenue By Source JCPS And State, 2023

Much of JCPS' local revenue comes from higher property assessments and occupational taxes.*



* JCPS is one of only eight districts that collect occupational taxes.

Source: Staff compilation from OEA District Data Profiles, 2023.

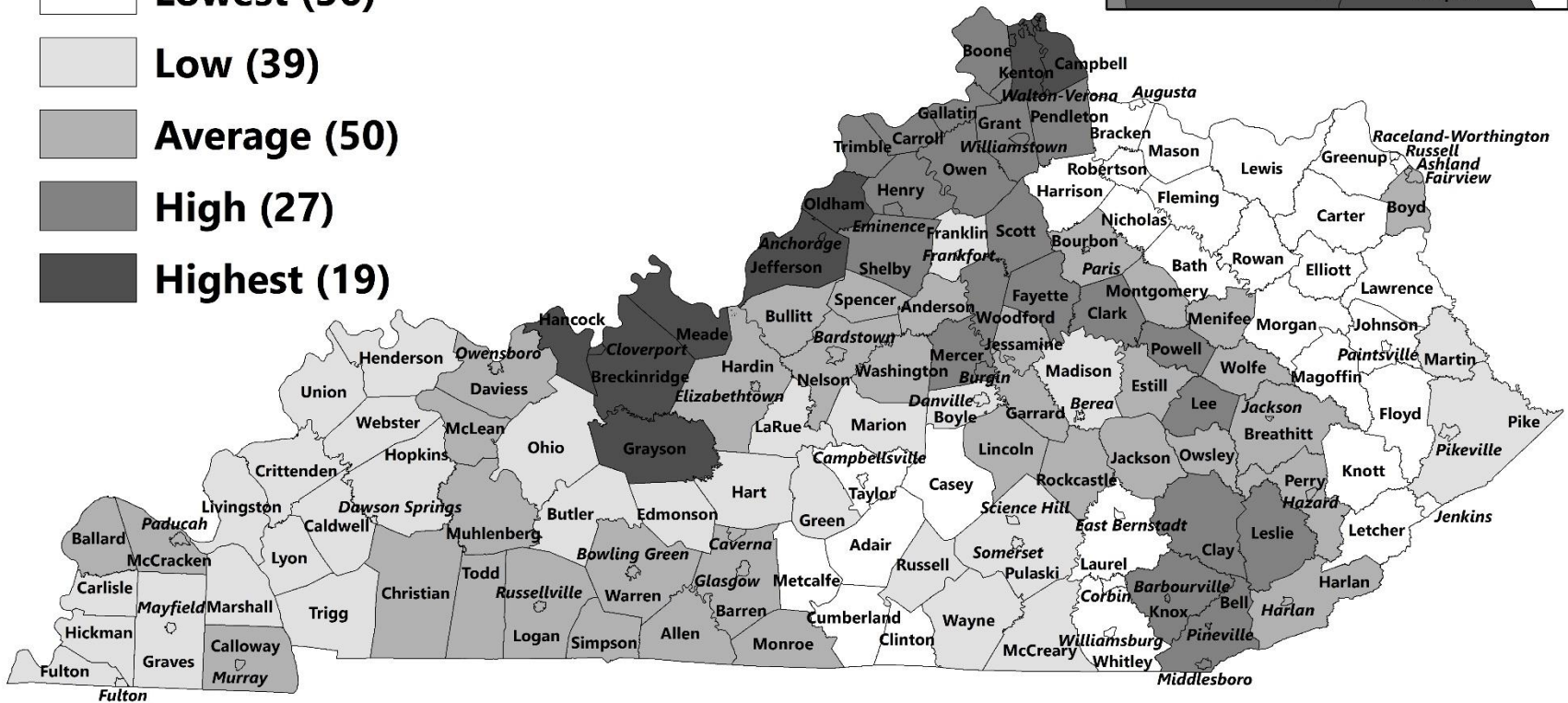
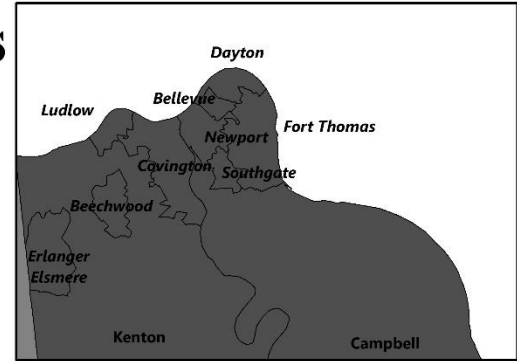
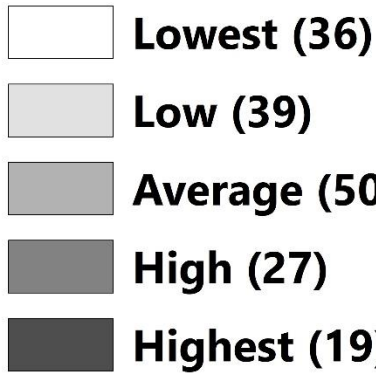
Factors That Affect Spending And Are Outside Of Administrators' Control

Efficiency Challenges:

- Small district size
- Geographic dispersion
- Higher-cost labor markets
- High-need student populations

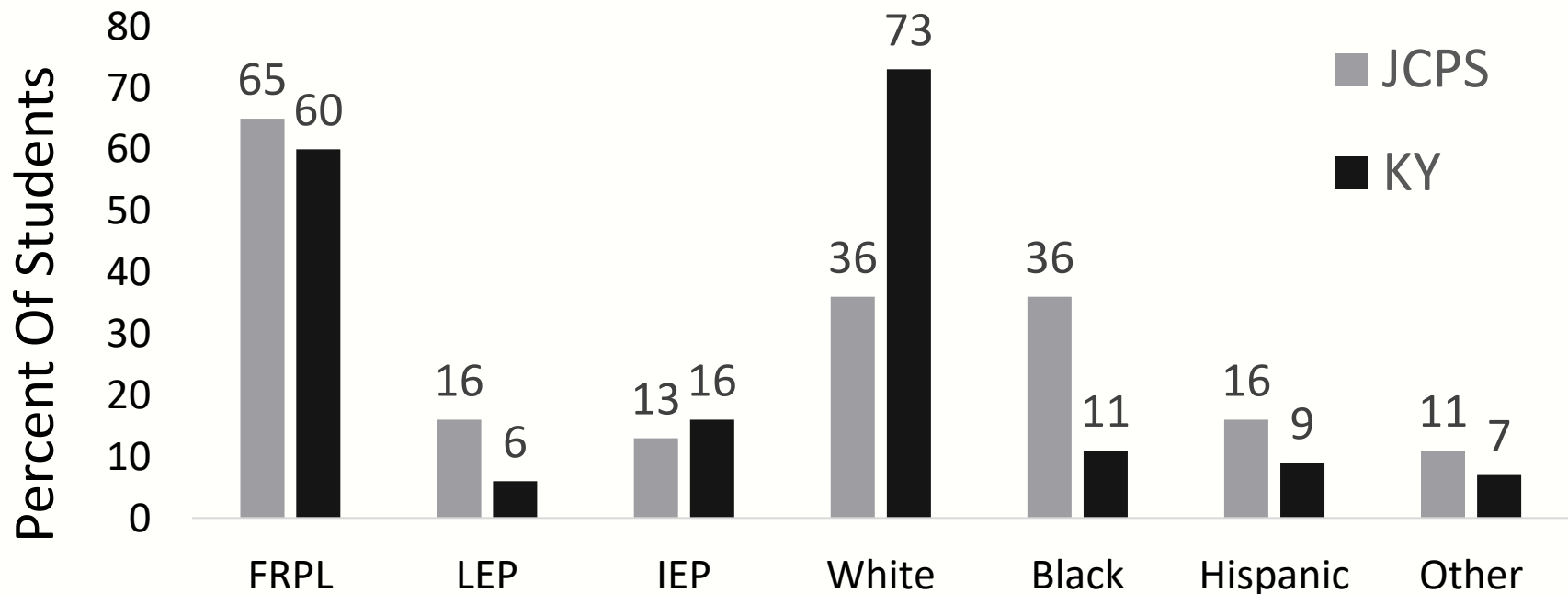
Comparable Wage Index For Teachers Category By District, 2022

CWIFT Category



Percent Of Students By Demographic Group JCPS And State, 2023

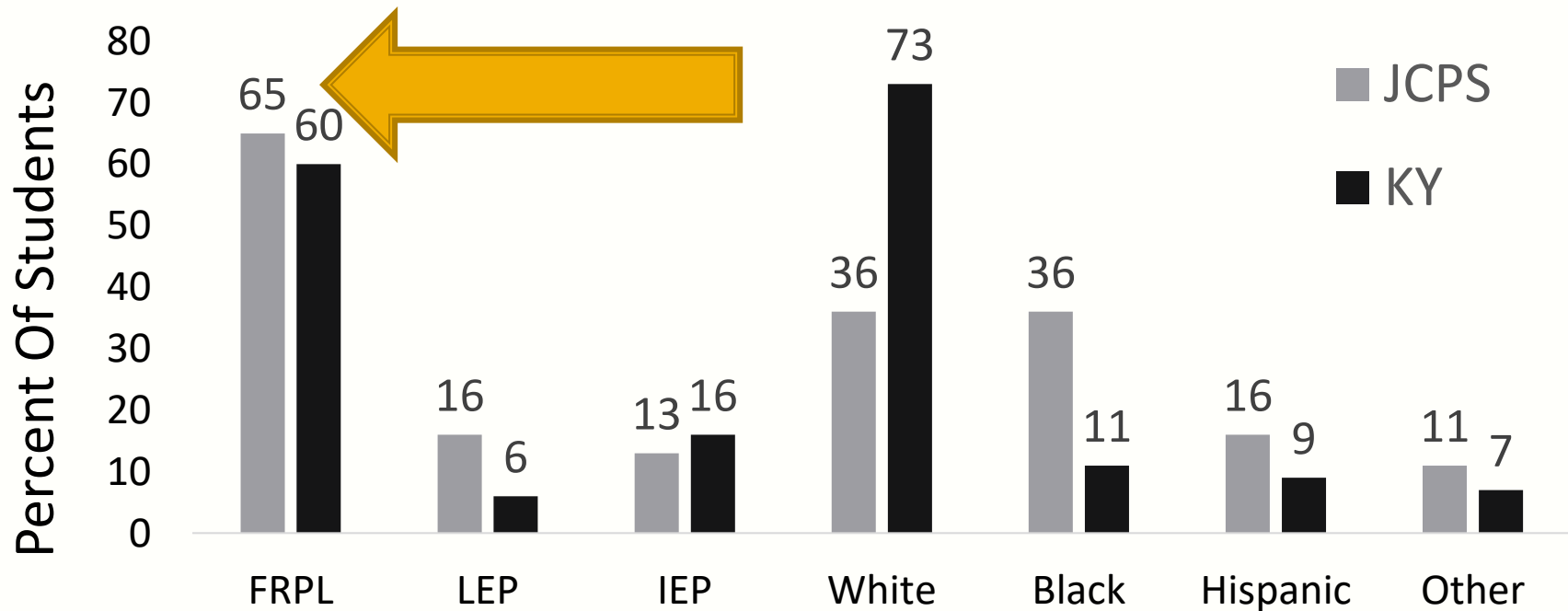
Note: In the last decade, increases in percentages of FRPL, LEP, and Hispanic students in JCPS have outpaced the state.



Notes: FRPL= federal free or reduced-priced lunch; LEP = Limited English Proficiency; IEP = Individualized Education Program (special education)
Source: Staff compilation from OEA District Data Profiles, 2023.

Percent Of Students By Demographic Group JCPS And State, 2023

Note: Percentages vary greatly among JCPS schools.
Percentages much greater in most schools.



Notes: FRPL= federal free or reduced-priced lunch; LEP = Limited English Proficiency; IEP = Individualized Education Program (special education)
Source: Staff compilation from OEA District Data Profiles, 2023.

Outline

- Spending
- **Barriers to achievement in lowest-impact schools**
 - Methodology
 - Teacher turnover
 - Teacher working conditions
 - Especially climate, culture, and student behavior
- JCPS data relevant to barriers

Methods To Determine Impact

- Highest-impact schools far exceeded predicted score
- Lowest-impact schools fell far below predicted score
- The report does not identify impact categories of specific schools or districts
 - In some cases, the methodology may introduce bias in favor or against particular schools or districts

Methods To Determine Impact

- School impact determined by comparing schools' actual score with a statistically predicted score based on demographic characteristics of students in the school:
 - Eligible for federal free or reduced-priced lunch (FRPL), Limited English Proficiency (LEP), or special education
 - Race or ethnicity
 - Homeless; moved during school year
 - Community education level
 - Attendance in higher-poverty school

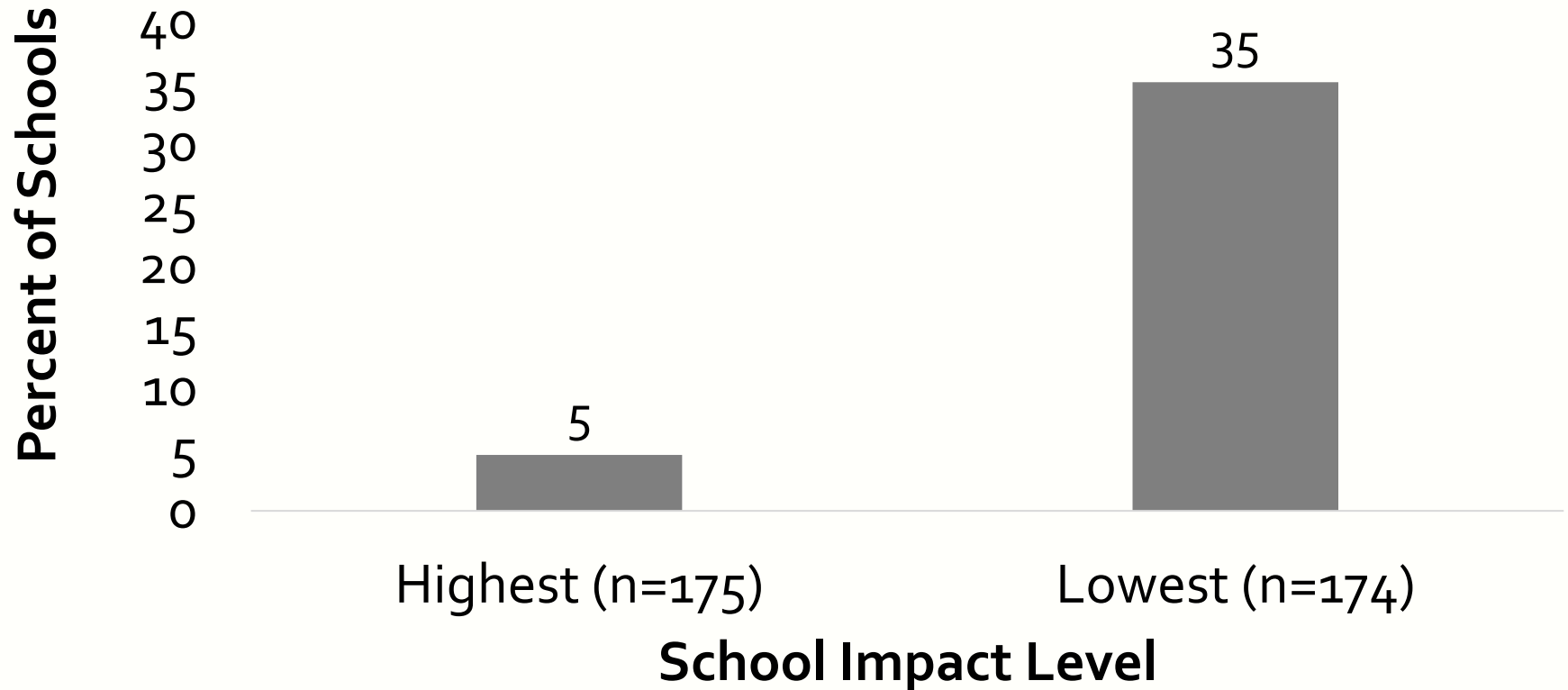
Staff Turnover, 2022- 2023

Highest- And Lowest-Impact Schools

Impact Category	Average Teacher Turnover Percent	Principal Years At School
Highest	15%	6
Lowest	21	4
All Schools	18	5

Source: Staff analysis of data from the Kentucky Department of Education

Percent Of Highest- And Lowest-Impact Schools With Highest Turnover Rates*



* Highest-turnover rates calculated by OEA as explained in 2024 report.
Source: Staff analysis of data from the Kentucky Department of Education

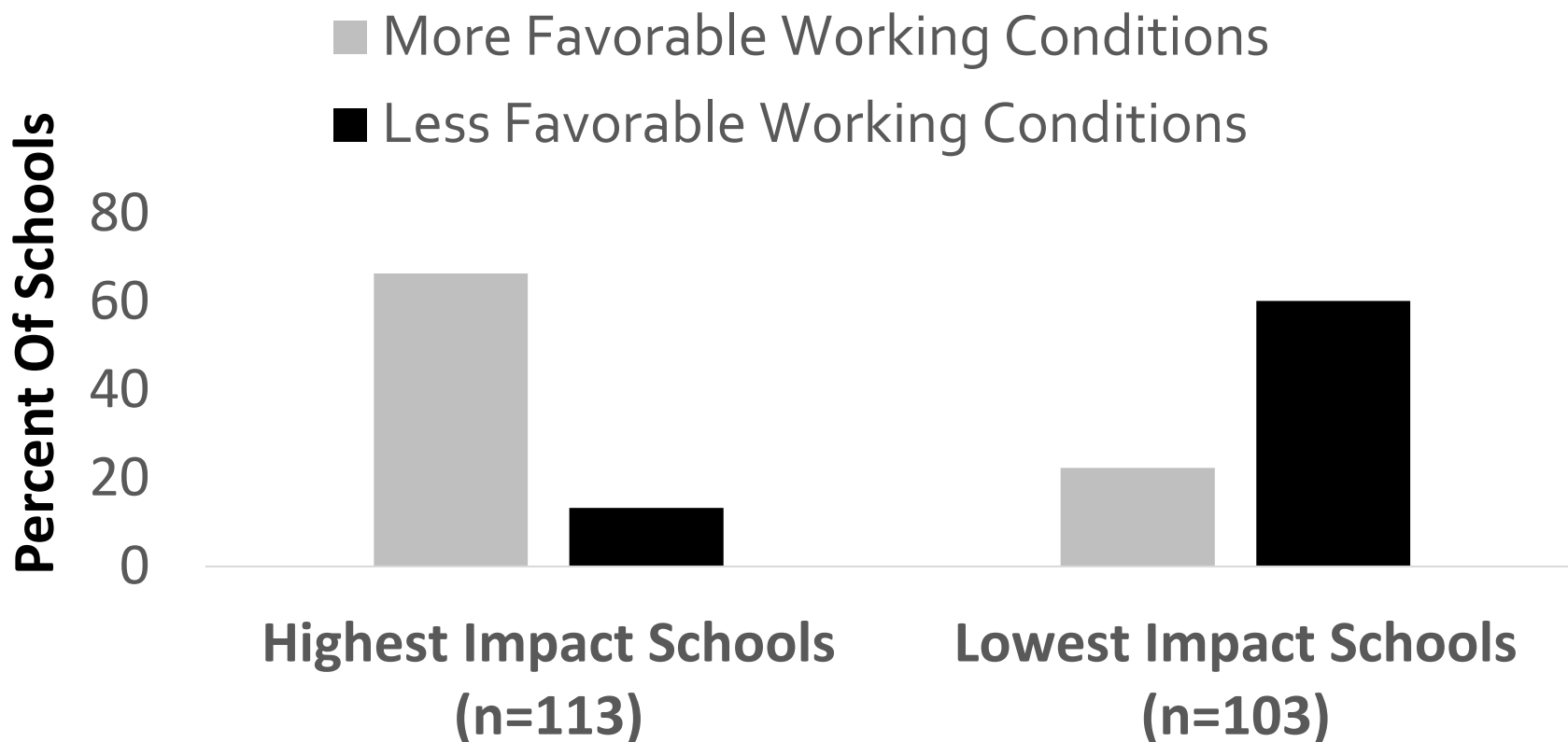
Factors Affecting Turnover

- Factors outside of schools' control
 - Teachers prefer schools with higher student performance
- Factors within schools' control
 - Teacher working conditions

Working Conditions Favorability Ratings

KDE Biennial Teacher Working Conditions Survey

By School Impact Level



Source: Staff analysis of data from the Kentucky Department of Education

Working Conditions Favorability Ratings Highest- and Lowest-Impact Schools

Topic Area	Highest	Lowest	Difference
Managing Student Behavior	77%	57%	19%
School Climate	74	55	19
Feedback and Coaching	68	51	17
Emotional Well-being	63	47	16
Resources	58	43	15
School Leadership	74	59	15
Professional Learning	67	54	13
Staff/Leadership Relationships	81	73	9
Educating All Students	71	65	7
Overall Favorability Ratings	72	58	14

Source: Staff analysis of data from the Kentucky Department of Education

Working Conditions Survey Questions With Greatest Differences Highest-And Lowest-Impact Schools*

Question	Highest	Lowest	Difference
How supportive are students in their interactions with each other?	75%	49%	26%
How often does student misconduct disrupt the learning environment at your school?	50	26	24
On most days, how enthusiastic are the students about being at school?	70	46	23

*Questions related to school resources also distinguished these schools. See p. 16 of full report.

Working Conditions Survey Questions With Greatest Differences Highest-And Lowest-Impact Schools

Question	Highest	Lowest	Difference
How often do you see students helping each other without being prompted?	81	59	21
How respectful are the relationships between teachers and students?	83	62	21
How effective are the school leaders at developing rules for students that facilitate their learning?	74	55	19

Source: Staff analysis of data from the Kentucky Department of Education

Behavior-Related Challenges Reported In Lowest-Impact Site Visit Schools

- Small percentages (4-5 percent) of students can destabilize a school or classroom
- Little or no consequences for serious disruptive behavior of some students
- Low morale, teacher absences, substitutes refusing to work in building
- Some mentioned challenges associated with limitations on classroom removal for special education students
 - also mentioned in highest-impact schools

Importance Of Leadership In Many Aspects Of School Success

- Instructional systems
 - Set expectations
 - Provide support
 - Hold teachers accountable
- Behavioral systems
 - Build positive relationships
 - Invest time in establishing expectations
 - Address persistence behavior challenges
- Teacher recruitment and retention
 - Highest-impact schools desirable work environments

Principals Influence Many Aspects Of Teacher Working Conditions

Teacher In Highest-Impact High School

“The principal is someone that we would follow into the fire. We would fight bears for her. We love her. She’s right there with us. She supports us in everything we do... All my life I’ve been looking for this place. This is the place I wouldn’t have fallen through the cracks (as a student). I’m so glad I’m here...the principal knows what each student may do and how to keep them on the right track. She knows about their lives. It’s like we are part of something here.”

Outline

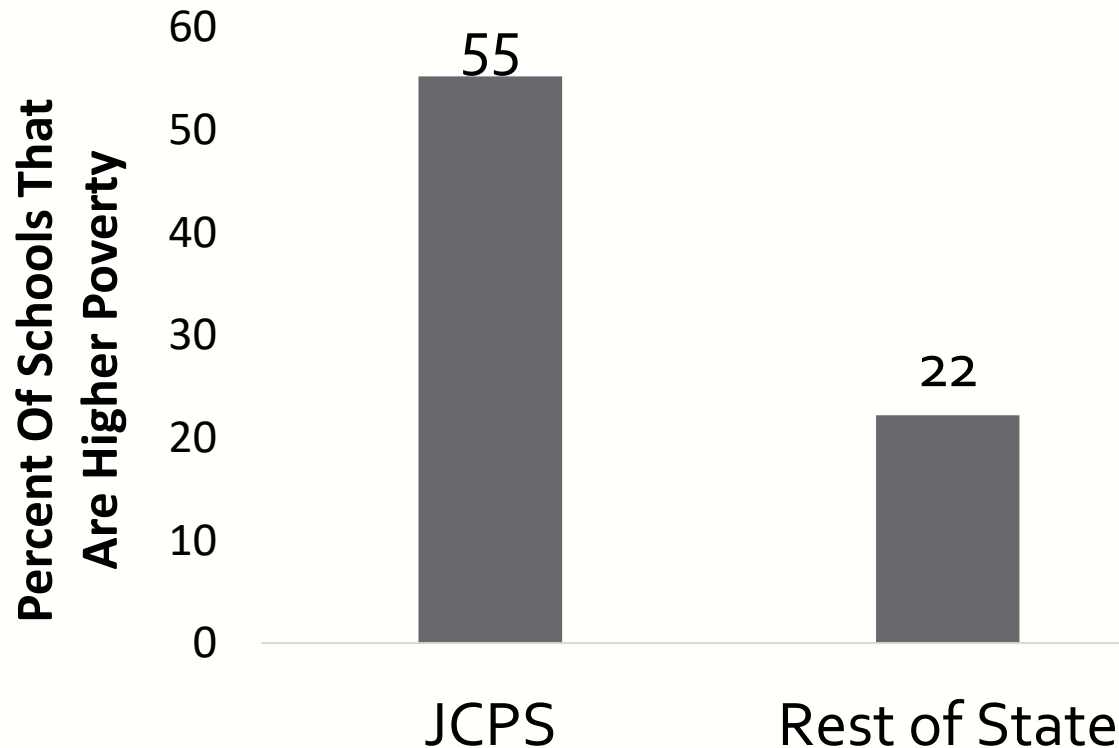
- Spending
- Barriers to achievement in lowest-impact school
- **Data relevant to barriers in JCPS**
 - Teacher turnover in highest-poverty and CSI schools is high
 - JCPS has many highest-poverty and CSI schools
 - Per federal requirements, KDE identifies schools in the lowest 5 percent as CSI
 - Teacher working conditions survey data JCPS and state

Teacher Turnover In Highest-Poverty And CSI Schools

- Teacher turnover in lowest-impact schools was 21 percent
- Teacher turnover in highest-poverty schools and in schools identified for Comprehensive Support And Improvement (CSI) are at or above that level

Percent Of Schools With 75 Percent Or More Of Students In Poverty

Research shows that the effects of poverty on student achievement are greater in schools with very high percentages of students in lower-achieving subgroups.



Compared with the state, JCPS also has higher percentages of schools with higher percentages of students who are LEP, Black, or Hispanic.

Number Of Schools Identified For Comprehensive Support And Improvement (CSI), 2022 or 2023

	Elementary	Middle	High
JCPS	22	7	5
Rest of State	11	5	1
Total	33	12	6

Source: Staff analysis of data from the Kentucky Department of Education

As shown in Appendix E of the 2024 report, many CSI schools are not in lowest-impact category.

2024 KDE Working Conditions Survey

Favorability Ratings, JCPS And State

	State	JCPS	Difference
Managing Student Behavior	66%	56%	10%
School Climate	63	55	8
Feedback And Coaching	58	51	7
Emotional Well-being	55	48	7
Resources	50	45	5
School Leadership	67	61	6
Professional Learning	60	55	5
Staff/Leadership Relationships	78	73	5
Educating All Students	69	74	-5

Source: KDE 2024 Impact Kentucky survey data available on KDE website.

Teacher Turnover , School Climate, Culture, And Student Behavior

- Relatively less focus in state school improvement efforts
- Absent attention to these barriers, benefits of instructional reforms may not be sustained
- OEA recommends greater attention to these barriers in state and local improvement efforts

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