

**EDUCATION ASSESSMENT AND ACCOUNTABILITY REVIEW
SUBCOMMITTEE
Minutes
November 1, 2023**

Call to Order and Roll Call

The November meeting of the Education Assessment and Accountability Review Subcommittee was held on November 1, 2023, at 9:00 a.m. in Room 131 of the Capitol Annex. Senator Stephen West, Chair, called the meeting to order and the secretary called the roll.

Present were:

Members: Representative Scott Lewis Co-Chair; Senator Stephen West Co-Chair; Senators Matthew Deneen, Gerald A. Neal, and Mike Wilson; Representatives Kim Banta, and Tina Bojanowski.

Guests: Sabrina Cummins, Education Accountability Research Analyst, Office of Education Accountability; Allison Stevens, Education Accountability Research Analyst, Office of Education Accountability; Dr. Bart Liguori, OEA Research Division Manager, Office of Education Accountability; Marcia Seiler, Deputy Director OEA, Office of Education Accountability.

LRC Staff: Lauren Busch, Joshua Collins, Peter Wright, and Maurya Allen.

Office of Education Accountability: 2024 Study Agenda

Following discussion of the proposed research agenda topics, Representative Riley made a motion, seconded by Representative Banta, to adopt the study agenda. The motion was approved by voice vote.

Approval of Minutes: October 18, 2023

Representative Lewis made a motion to approve the minutes of the October 18, 2023, meeting. Representative Riley seconded the motion. The motion passed by voice vote.

Office of Education Accountability Report: Kentucky Public School Employee Staffing Shortages

Sabrina Cummins, Education Accountability Research Analyst, Office of Education Accountability (OEA); Allison Stevens, Education Accountability Research Analyst, OEA; and Dr. Bart Liguori, OEA Research Division Manager, OEA, were present to share the results of their study of public school employee staffing shortages. Ms. Cummins began

the presentation with a brief overview of the aim of the study as well as data sources for the report.

Major conclusions of the report included there being few, if any applicants for open positions, exacerbated by fewer teacher preparation program completers. If a district cannot hire a qualified teacher, they have an option to hire someone with a bachelors' degree and an emergency certification. Use of the emergency certification option to fill positions has significantly increased in recent years. Additionally, staff have been leaving, in such large numbers, that some districts are retaining sub-par staff or contracting for outside help, which may lower the quality of teachers in the classroom in an effort to have enough staff.

Ms. Stevens said there are some options for financial assistance for teachers, including the KHEAA Teacher Scholarship Program, the KHEAA Early Childhood Development Scholarship, and some federal programs. These are valuable ways to encourage individuals to enter teacher preparation programs. OEA found that 4.6 percent of Kentucky teacher preparation graduates from 2009 to 2015 returned to work in Kentucky schools between 2013 and 2022. The Nelson County teacher apprenticeship program and the Option 9 route to alternative certification have been developed to address teacher shortages, but data is limited on the success of these programs, as they are still very new.

Nearly all subject areas have seen decreases in the number of teacher preparation completers since 2017. Additionally, the pass rate of the PRAXIS II teacher preparation exam has also declined. Teaching certification through alternative and emergency certification pathways has increased significantly since 2020. There has also been a significant increase in the number of open teaching positions. Teacher turnover has remained relatively steady with an average of 7 percent of teachers leaving the classroom for at least one year. New teachers leave most frequently, but also tend to return at higher rates. Teachers who retire tend not to return to teaching. Teachers at low turnover schools were most likely to positively view the teaching profession, their work environment, student behaviors, and support from school administration.

Ms. Cummins presented additional information regarding shortages of classified personnel including food service personnel and instructional aids. Superintendents again reported the lack of qualified candidates, retaining sub-par staff, and contracting for positions in custodial and maintenance departments. Most superintendents reported that salaries for classified staff are significantly less than individuals would make in the private sector.

All districts will need to spend remaining ESSER funding next year, and many schools used that funding to pay staff. When that funding is exhausted, the new positions funded by those federal monies will be in jeopardy. OEA staff concluded their presentation by drawing members attention to the many recommendations listed in the report.

In response to a question from Chair West, Ms. Stevens clarified that the percentages of teachers leaving in each year cannot be added, however, on average 7 percent of teachers leave in each of the first three years. Also, the maximum percentage in each year is 15 percent, which is still quite high. In answer to additional questions, Ms. Cummins said that the study did not look at the number of teaching students leaving during their unpaid student teacher year.

Senator Deneen commented that the legislature needs to look into supporting more teacher mentorship programs as well as reevaluating transportation funding in the SEEK formula.

Responding to a question from Representative Bojanowski, Ms. Cummins said paid maternity leave was not part of the study, but it would be something OEA could look at in a future study.

In response to a question from Senator Wilson, Ms. Cummins said the grow-your-own program in Nelson County is still too new for there to be data regarding its impact on addressing teacher shortages. The first class of participants has not completed the program yet.

Responding to a question from Representative Banta, Ms. Cummins said they did not look at memoranda of agreement (MOAs) in this study. There was a study approximately 10 years ago that looked at that topic but the data would need to be updated to be useful.

Chair West made a motion to accept the report, seconded by Representative Lewis. The motion passed by voice vote.

Adjournment

Chair West said that he would like to have OEA present this information to Senate Education in January to assist with decisions being made during the legislative session. With no further business to come before the committee, the meeting adjourned at 9:48 a.m.