



# Independence Institute 2017 School Board Candidates Briefing

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# Topics

## ▶ Choice and Charters

- ▶ Open enrollment
- ▶ Public charter schools
- ▶ Innovation schools and other types of public schools

## ▶ Educator Effectiveness, Assessment, and Accountability

- ▶ Teacher tenure and SB 191
- ▶ Assessments
- ▶ School and district accountability

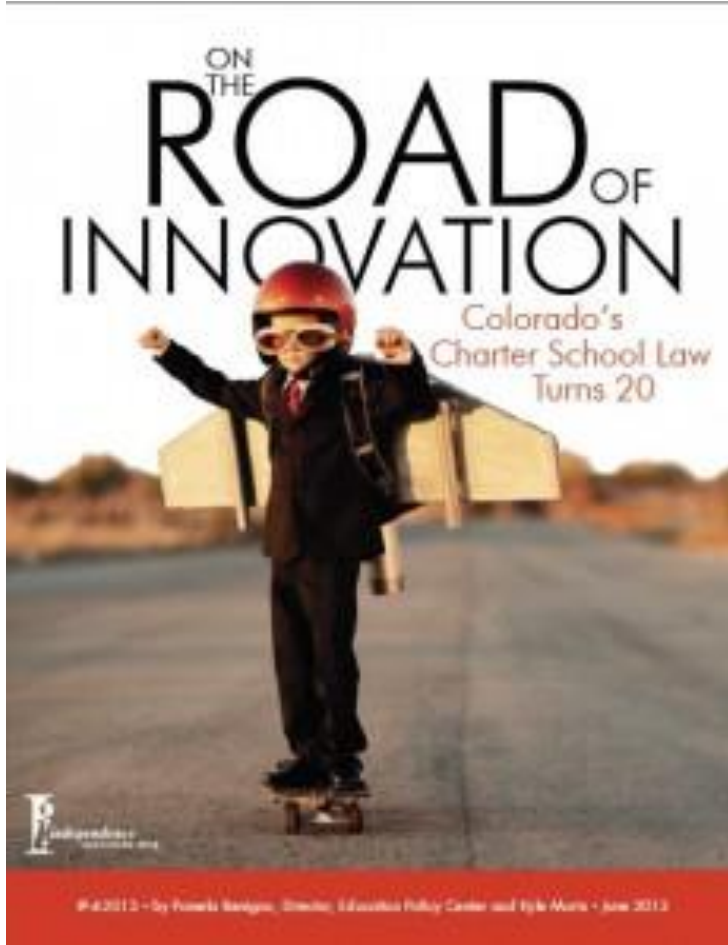
## ▶ School Finance and Compensation

- ▶ School funding in Colorado
- ▶ School finance formula
- ▶ Financial transparency
- ▶ Compensation reform
- ▶ District-level finance innovation — Student-based budgeting

## ▶ Collective Bargaining Reform

# Education in Colorado

## *The Wild, Wild West*



- ▶ Local school boards exercise constitutional control of instruction
- ▶ No state-mandated collective bargaining or union membership
- ▶ Intradistrict and interdistrict open enrollment
- ▶ Strong charter school law (adopted in 1993)

# Choice and Charters

# Open Enrollment

- ▶ **Intradistrict**: Students may enroll in public schools other than their assigned neighborhood schools within their public school district's boundaries.
- ▶ **Interdistrict**: Students may enroll in public schools outside of their public school district's boundaries.
- ▶ Subject to only a few restrictions (available space, accommodations, etc.)



# Charter Public Schools

Charter schools are public schools that are given additional flexibility to innovate through waivers exempting them from certain state requirements.

Charter schools:

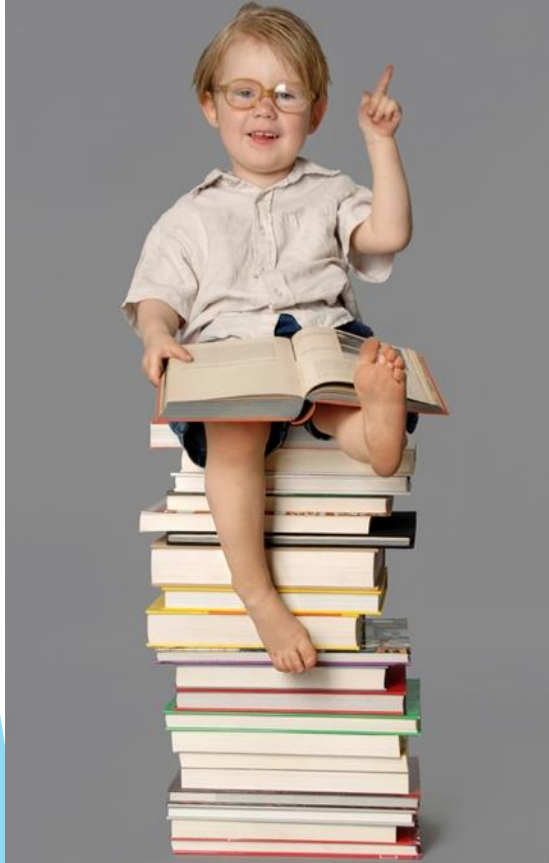
- ▶ Cannot charge tuition
- ▶ School governance
- ▶ Cannot have special entrance requirements
- ▶ Are bound by federal and state public school laws
- ▶ Must administer state academic tests and conform to state academic standards
- ▶ May not discriminate
- ▶ Must accept students with disabilities and/or special needs if possible
- ▶ May not teach religion

# Charter Schools Facts

- ▶ 115,000 students at 238 charter schools (2016-2017)
- ▶ 12.7% of all public school enrollment
- ▶ 46.9% of charter students were minorities (2015-2016)
  - ▶ Traditional public school students 45.7%
- ▶ 7 of top 10 on SAT are charter schools



# Other Types of Public Schools



- ▶ **Innovation schools**

- ▶ The Innovation Schools Act (2008) allows schools or groups of schools to apply for waivers from certain statutory requirements through their local school board and the Colorado State Board of Education.
- ▶ 86 innovation schools serving 42,000 students in 13 districts (2016-2017)

- ▶ **Option and magnet schools**

- ▶ **Online schools**





Home



Public Schools



Private Schools



Other Schools



Parent Info



Facebook

ESPAÑOL



FIND A  
SCHOOL



CHARTER AND  
OPTION SCHOOLS



SCHOOL  
DISTRICT MAPS



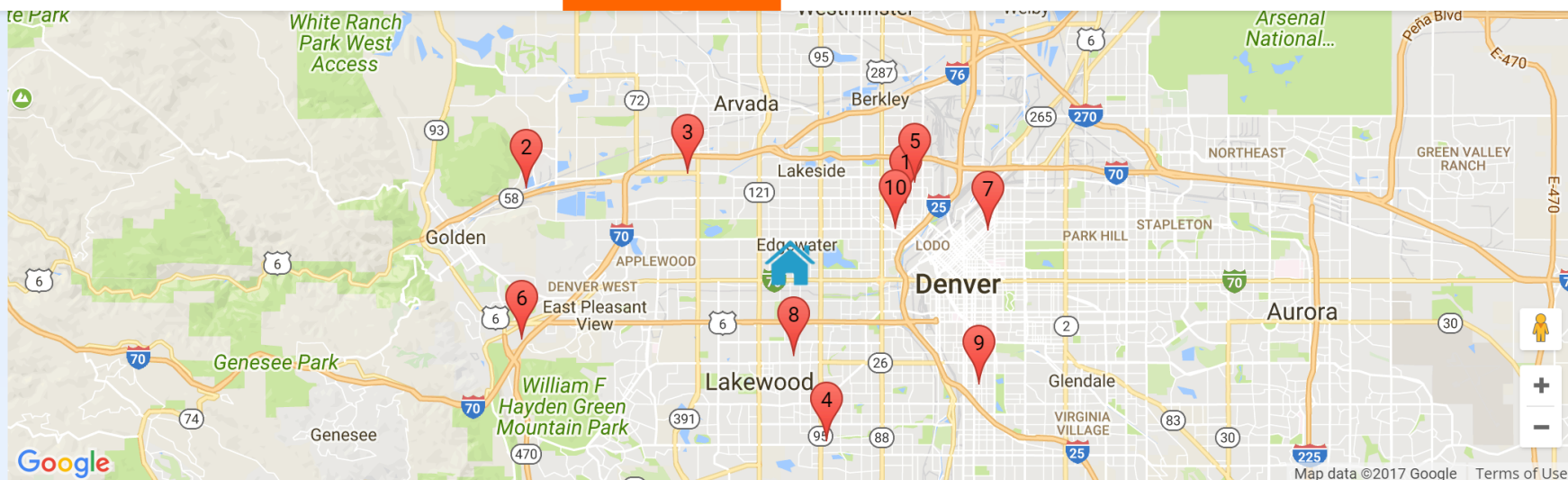
OPEN  
ENROLLMENT



CHOOSING THE RIGHT  
SCHOOL FOR YOUR CHILD



HOMESCHOOLING

[Home](#)[Public Schools](#)[Private Schools](#)[Other Schools](#)[Parent Info](#)[Facebook](#)

## 1. ACADEMIA ANA MARIE SANDOVAL

**District:** DENVER PUBLIC SCHOOLS

**Grades:** P, K, 1, 2, 3, 4, 5, 6

3655 WYANDOT STREET

DENVER CO 80211

[More information](#)

## 2. COMPASS MONTESSORI CHARTER SCHOOL -- GOLDEN

**District:** JEFFERSON COUNTY R-1

**Grades:** P, K, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

4441 SALVIA STREET

GOLDEN CO 80403

[More information](#)

# Educator Effectiveness and Student Assessment

# Teacher Tenure and Evaluation

- ▶ “Non-probationary status” = Tenure
- ▶ Previously (before SB 191)
  - ▶ Non-probationary status after 3 years of teaching
  - ▶ Last-in-first-out (LIFO) layoff policies
    - ▶ Performance not considered
  - ▶ Subjective, observation-based evaluations
    - ▶ 2% partially effective, 0 ineffective
  - ▶ Forced placement

# Senate Bill 191

- ▶ Non-probationary status after 3 years of *effective* teaching; can be lost if partially effective or ineffective for 2 years
- ▶ Effectiveness *then* seniority in layoff decisions
- ▶ Evaluations: 50% observation, 50% student growth
- ▶ Placement: “Mutual consent” of both teacher and principal



# Assessment

- ▶ In the 2017-18 school year, the following tests are required:
  - ▶ CMAS (PARCC) English Language Arts, Math in grades 3-8
  - ▶ CMAS Science in grades 5, 8, and 11
  - ▶ CMAS Social Studies in grades 4, 7, and 11 (to be done on a sampling basis with schools participating only once every three years)
  - ▶ PSAT in grades 9 and 10
  - ▶ College entrance exam (SAT) in 11th grade

# School Finance and Compensation

# School Finance Formula

Under School Finance Act of 1994 each school district receives

$$\begin{aligned} &\text{Total program funding} = \\ &\text{Number of pupils (Oct. 1)} \\ &\quad \times \\ &\text{Total Per Pupil Funding (TPPF)} \\ &\quad + \\ &\text{At-Risk Funding} \\ &\quad - \\ &\text{Budget Stabilization Factor} \end{aligned}$$



# School Finance Formula

Per Pupil Funding - varies by district

TPPF

=

Base Funding (BF)

\$6,546.20 in 2017-2018; increases annually by inflation

X

Factors

Cost of Living, Personnel, Size

# Factors

Total Per Pupil Funding (TPPF):

TPPF

=

Size [(BF x CoL x Personnel) + (BF x (1 - Personnel))]

# Factors

## At-Risk Funding

$$\text{TPPF} \times (.12) \times \# \text{ of at-risk}$$

.12 is the base, can be up to .3 based on district at-risk percentage

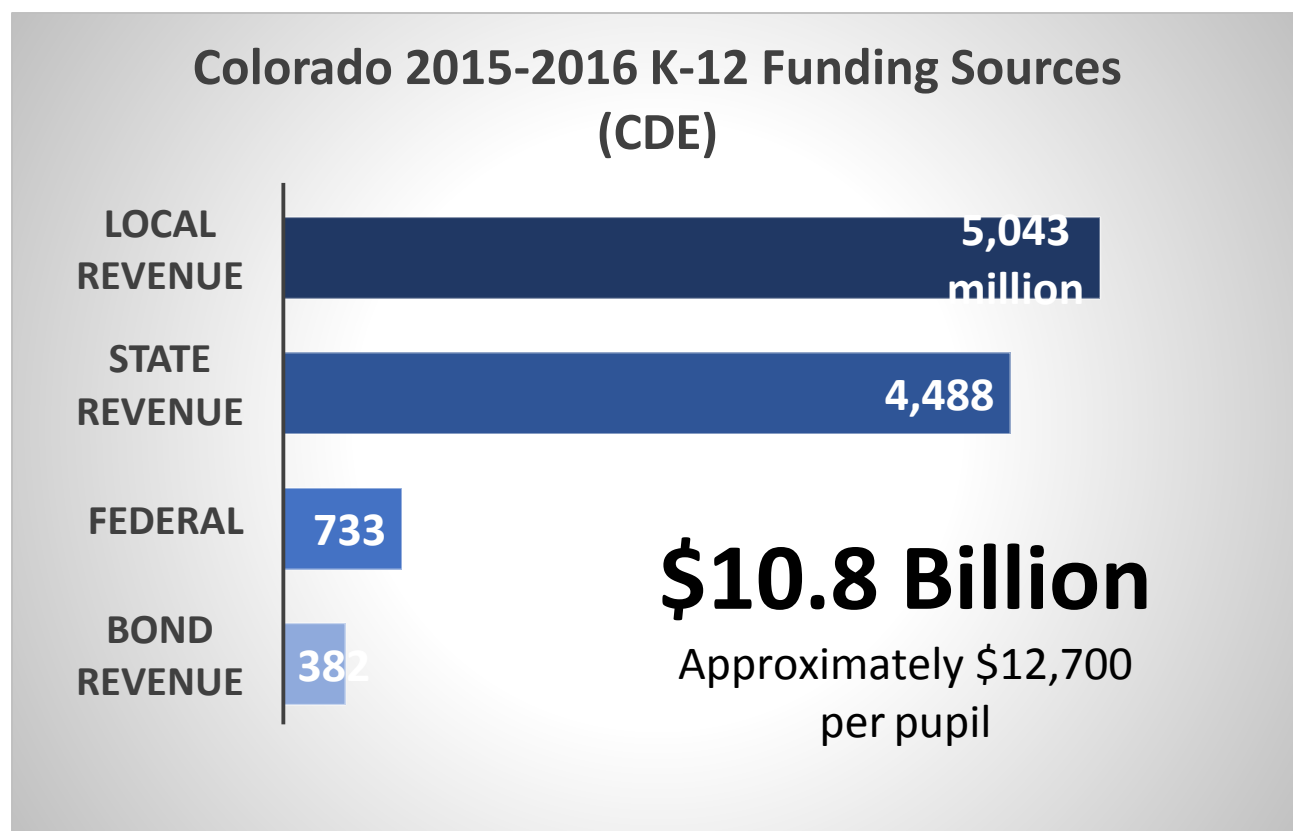
Free or Reduced Lunch Program used as a proxy for estimation

# Budget Stabilization Factor

- ▶ Commonly referred-to as the “Negative Factor”
- ▶ Started in FY 2010-2011
- ▶ Multiplier that reduces the other **Factors**, NOT the **Base Funding**
- ▶ Competing for limited funding, primarily due to Medicaid expansion

# Public Education Funding in Colorado

- ▶ Colorado K-12 public schools are funded through a combination of state, local, and federal tax dollars, in addition to various revenues collected through fees and private grants.



# House Bill 1375

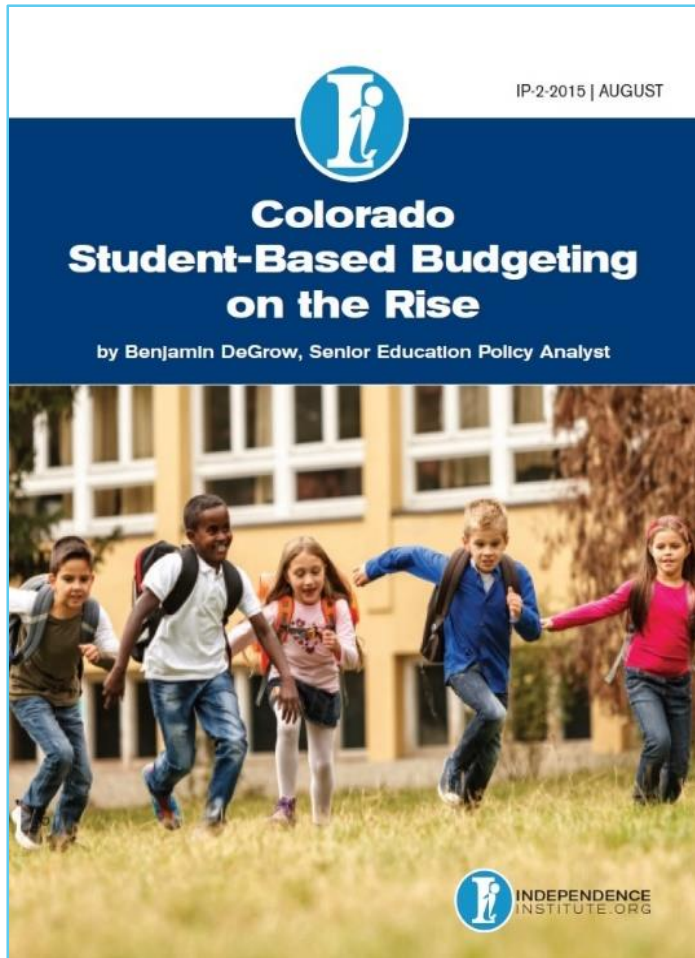
- ▶ Previously
  - ▶ Districts that receive Mill Levy Override (MLO) revenues were not required to distribute them equitably to charter schools
- ▶ Passed in 2017, takes full effect in 2019-2020 budget year
- ▶ School districts must either
  - ▶ Submit a plan for the distribution of revenues
  - ▶ Automatically distribute 95% of MLO revenues on a per pupil basis
- ▶ Must maintain current distribution levels until 2019-2020
- ▶ Districts and charter schools must publish state statute waivers and federal tax schedules

# Financial Transparency

- ▶ 2010 Public School Financial Transparency Act (HB 1036)
  - ▶ “Local education providers” must publish variety of financial data
  - ▶ Compliance was poor
- ▶ 2014 Student Success Act (HB 1292) revamped K-12 funding transparency requirements
  - ▶ In 2017 the state released a website that replaces and supersedes 1036
  - ▶ Citizens can compare expenditures across districts and schools
  - ▶ <https://coloradok12financialtransparency.com>



# Student-Based Budgeting



- ▶ Also known as student-based allocation (SBA) or “backpack funding.”
- ▶ Designates a significant share of per-pupil funding to follow each student to the school where he or she is being served. That money should reach the school in the form of actual dollars that can be spent flexibly at school leaders’ discretion
- ▶ Already implemented in a number of Colorado districts, including Poudre, Falcon 49, and Denver.



# Compensation Reform

- ▶ “Steps and Columns” schedules, the prevailing traditional system of teacher compensation, are based strictly on years of experience and graduate credit and degrees earned.
- ▶ The traditional salary schedule rose to prominent use during the 1920s to 1950s as a way to combat unfair discrimination.
- ▶ Traditional salary schedules have become entrenched through a combination of administrative convenience and union political and negotiating power.

## PERFORMANCE PAY PIONEERS:

Harrison's “Effectiveness and Results” Raises the Bar

IP-1-2015 | January 2015



by Benjamin DeGrow  
Senior Education Policy Analyst,  
Independence Institute

# Compensation Reform - Concepts

- ▶ **Strategic compensation** is a comprehensive description that entails various means of linking pay to the promotion of strategic group or individual objectives
- ▶ **Performance(-based) pay or Pay for performance** distinguishes individual salary earnings based on objective measures of student academic data and/or professional evaluations
- ▶ **Merit pay** is an alternative definition of “performance pay” that often carries a connotation of linking compensation solely or primarily to student test scores
- ▶ **Incentive pay** offers bonuses for meeting professional goals, or provides incentives to work in hard-to-serve schools or fill extra roles (e.g., mentorship)
- ▶ **Differential pay** gives extra pay to teachers based on non-traditional external qualifications or service in a harder-to-fill capacity (e.g., math, special education)
- ▶ **Market-based pay** is a form of differential pay that uses measures of supply and demand to pay teachers different amounts by specialty or job description



# Collective Bargaining Reform

# Collective Bargaining Reform

- ▶ Colorado context
  - ▶ One of nine states with discretionary bargaining
  - ▶ 38 of 178 districts = exclusive union representation
  - ▶ Other districts practice “meet and confer” or have no formal negotiation structure at all



# Local Opportunities

- ▶ Stop using seniority to place teachers and determine layoffs
- ▶ End district payroll deductions of union dues
- ▶ Rein in union release time privileges
- ▶ Encourage more decision-making authority at the school level
- ▶ Limit privileged union access to district assets
- ▶ Allow teachers to be represented by whomever they choose in the event of a grievance
- ▶ Explore bargaining alternatives



The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the left and right sides of the frame, creating a modern, dynamic feel. The central area is a plain, light grayish-white.

# How to Impact Your Local School District





# Effective Behaviors

- ▶ Show respect
- ▶ Listen
- ▶ Learn from others
- ▶ Be politically smart
- ▶ Be diligent
- ▶ Be strong



# Stepping Out

- ▶ Become knowledgeable
- ▶ Understand your community's political geography
- ▶ Know your purpose
- ▶ Be visible
- ▶ Build relationships
- ▶ Do the research
- ▶ Guard your written and oral communication
- ▶ Be Fair Minded

# Building Sustainability

- ▶ Develop your influence
- ▶ Organize
- ▶ Earn respect
- ▶ Take small steps
- ▶ Focus
- ▶ Balance life
- ▶ Defend your successes

# Education Policy Center



## Contact

- ▶ Pam Benigno: [pam@i2i.org](mailto:pam@i2i.org)
- ▶ Erik Sandstrom [erik@i2i.org](mailto:erik@i2i.org)

## Other Resources

- ▶ <http://i2i.org/education>
- ▶ <http://www.SchoolChoiceforKids.org>
- ▶ <http://www.EdIsWatching.org>
- ▶ <http://www.IndependentTeachers.org>