

Independence Institute 2019 School Board Candidates Briefing

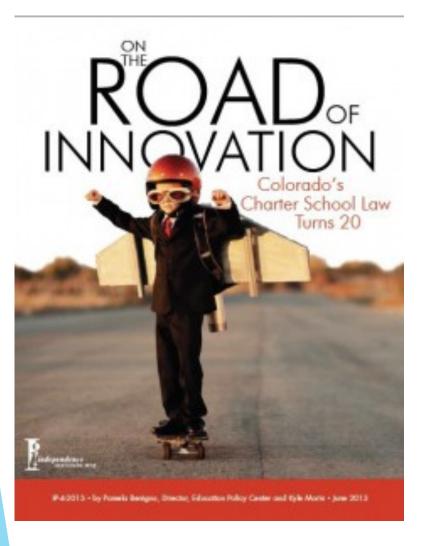
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Topics

- Educational Options
 - Open enrollment
 - Public charter schools
 - Innovation schools and other types of public schools
 - Career and Technical Education
- Educator Effectiveness, Assessment, and Accountability
 - Teacher tenure and SB 191
 - Assessments and accountability
- School Finance and Compensation
 - School funding
 - Financial transparency
 - Student-based budgeting
 - Compensation reform
- Collective Bargaining Reform
 - **How to Impact Your District**

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)

Educational Options

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 <u>public schools</u> 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

- 120,000 students at 250 charter schools (2018-19)
 13% of all public school enrollment
- ▶ 51% of charter students were minorities (2017-2018) (Traditional public school students 45%)
- 43.7% were eligible for FRL (2017-18)(47% at traditional public schools)
- 8 of the top 10 schools in SAT results were charters (2019)



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.
 - ▶ 102 innovation schools serving 47,500 students in 16 districts (2018-2019)
- Option and magnet schools
- Online schools

Career and Technical Education (CTE)

- Not *necessarily* synonymous with traditional vocational training at the high school level
- Some CTE career concentrations require some or even considerable post-secondary training
 - Focus is both on specific career preparation and on rigorous training in core academic content
- CTE is generally grouped into 16 "career clusters"

Career and Technical Education Careers

- Agriculture, Food, and Natural Resources
- Architecture and Construction
- Arts, A/V and Communications
- Business, Management, and Administration
- Education and Training
- Finance
- Government and Public Administration
- Health Science
- Hospitality and Tourism
- Human Services
- Information Technology
- Law, Public Safety, Corrections, and Security
- Manufacturing
- Marketing, Sales, and Service
- Science, Technology, Engineering, and Mathematics
- Transportation, Distribution, and Logistics

Career and Technical Education: Colorado

- In Colorado, instructors are required to have nonteaching experience in their field of instruction
- Colorado is not yet one of the states with CTE state standards
- ► HB 18-1266 provides some financial incentives for CTE programs at school district level:
 - A district or charter school is to receive \$1,000 for each high school student who successfully completes an identified industry-certificate, internship, or computer science AP course.
 - Participating districts and charters are required to "advertise" industry certificates, internships, etc. to their students.















Public Schools Private Schools Other Schools Parent Info Facebook

ESPAÑOL



FIND A **SCHOOL**



CHARTER AND OPTION SCHOOLS

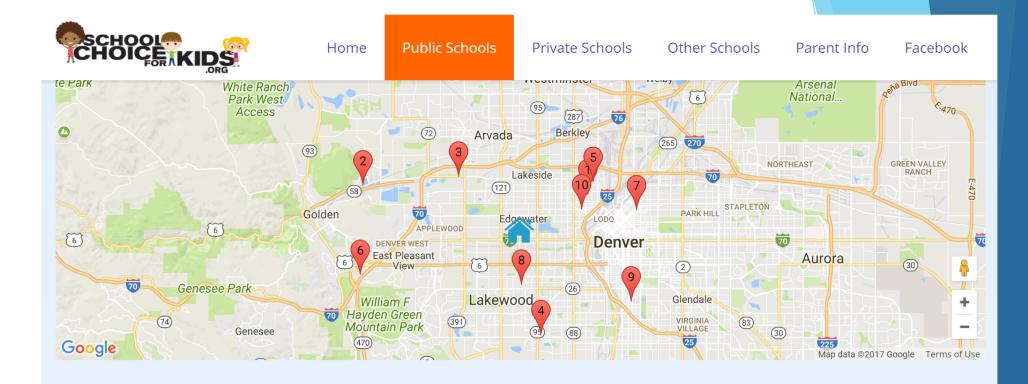






CHOOSING THE RIGHT SCHOOL FOR YOUR CHILD





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

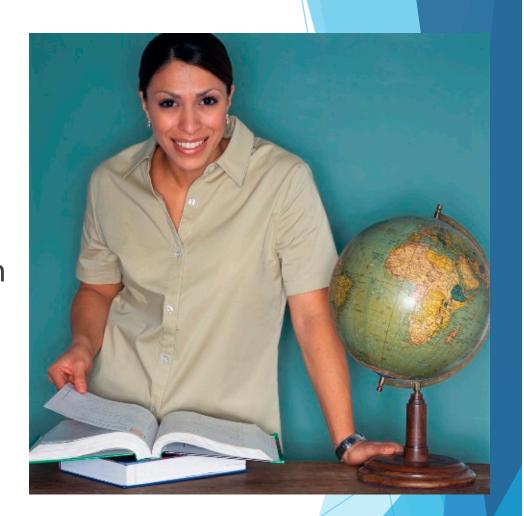
Educator Effectiveness and Student Assessment

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
 - 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 outcomes
- Placement: "Mutual consent" of both teacher and principal



Assessment

- In the 2019-20 school year, the following tests are required:
 - CMAS English Language Arts and 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

Accountability

- District and School Performance Frameworks
- Unified Improvement Plan (UIP)
- SchoolView.org

School Finance and Compensation

School Finance Formula

Under School Finance Act of 1994 each school district receives

Total program funding =

Number of pupils (Oct. 1)

X

Total Per Pupil Funding (TPPF)

+

At-Risk Funding

Budget Stabilization Factor

School Finance Formula

Per Pupil Funding - varies by district

TPPF

Base Funding (BF)

\$6,952 in 2019-2020; 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

TPPF x (.12) x # 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

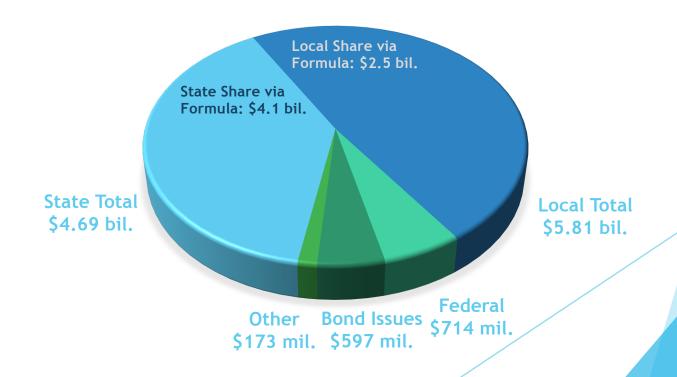
Public Education Funding in Colorado

- In 2019-20 the statewide total program is estimated at \$7.6 billion
 - ► The local share is estimated at \$3 billion
 - ▶ The state share is estimated at \$4.6 billion
 - 2019-20 statewide average PPR is estimated at \$8,476
- ► There are other sources of revenue outside the formula, for instance:
 - State categorical funding for purposes like special education, talented and gifted education, CTE programs, etc. will amount to around \$338 million
 - The federal government is expected to contribute \$619 million
 - Local mill levy overrides will generate upwards of an additional\$1 billion
 - **(\$1.29 billion** in 2018-19)

Public Education Funding in Colorado

- In 2017-18, the last year for which full data is available, roughly \$12 billion (\$13,870 per pupil) was spent on K-12 education in Colorado
 - \$6.6 billion was appropriated through the formula

2017-18 SOURCES OF K-12 REVENUE IN COLORADO



House Bill 1375

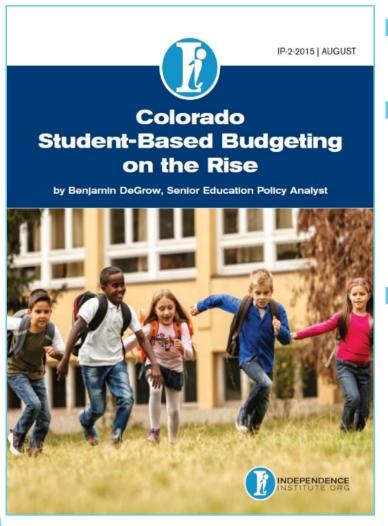
- Previously
 - Districts that receive Mill Levy Override (MLO) revenues were not required to distribute them equitably to charter schools
- Passed in 2017, takes full effect in 2019-2020 budget year
- School districts must either
 - Submit a plan for the distribution of revenues
 - Automatically distribute 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
- ➤ 2014 Student Success Act (HB 1292) revamped K-12 funding transparency requirements
 - In 2017 the state released a website that replaces and supersedes HB 1036
 - Citizens can compare expenditures across districts and schools
 - https://coloradok12financialtransparency.com



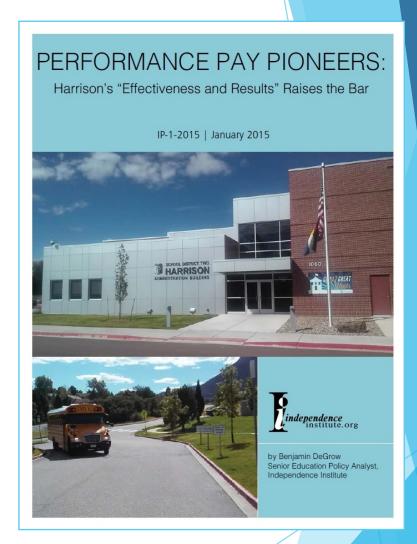
Student-Based Budgeting (SBB)



- Also known as student-based allocation (SBA)
- Money is to follow individual students and their specific needs to their respective schools and should be spent at the school leaders' discretion
- Already implemented in a number of Colorado districts, including Douglas County, Jefferson County, 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.



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

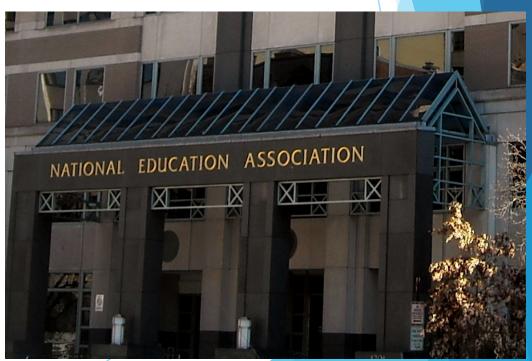
Collective Bargaining Reform

- 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



How to Impact Your Local School District

New 2019 Handbook on K-12 Issues for Colorado School Board Reformers

Education Policy Center



Contact

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- Roger Good: Roger@skigood.com

Other Resources

- http://i2i.org/education
- http://www.SchoolChoiceforKids.org
- http://www.EdlsWatching.org
- http://www.IndependentTeachers.org