

Class Size and Other Fundamental Decisions

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Basic Education Funding Task Force

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Basic Education Definition/Goals

- Use existing law (HB 1209, as amended) and SBE graduation requirements
- Create a model *program of education* that a reasonable person agrees would provide all students with the opportunity to meet those goals.
- Decide what the proposed plan costs and fund it.

Funding Model

- Design 4 model schools, with formulas that define staffing and funding needs (K-3, 4-5, 6-8, 9-12)
- Carefully design adjustments for demographic, regional, and other differences
- Allocate funds to districts based on enrollment at the schools they have

Begin with the end in mind...

- Graduation Requirements = Student Schedules
 - Typical student
 - Struggling student
 - Honors student
 - CTE student
- Teaching Schedules
 - Percentage of time spent delivering instruction
- Class Size, possibly by subject

Switch to Examples

Thanks to Barbara McLain, Ben
Rarick and Michael Mann

Compensation Model - Certificated

- 3-tier model
 - Novice
 - Professional (pass modified pro-cert)
 - Master (National Board Cert)
- Add-ons for additional responsibility
 - Mentor, Dept. head, etc.
 - Coaching, Activities
- Regional, hard to staff adjustments
- Grandfather existing teachers

Compensation Model - Classified

- More definition of needed roles
 - Aides paid one salary
 - IT Analysts paid differently
- Differentiated model salaries for specific role categories
- Don't create classified grid at state level – block grant to districts
- Regional adjustments

Compensation Linked to Student Learning

- Provide a building-based bonus for all employees of the building
- Bonus based on student learning growth
- Opportunity equal across demographics
- Start with negotiated pilot programs

Compensation Assumptions

- No grandfathered salary differentials
- Rationally-based differences in salary between individuals, districts
- Gain in compensation linked to student achievement

Demographic Adjustments

Recognize that population differences between schools drive different programs in those buildings

- Poverty

- Picus/Odden propose a tutoring program
- Free/Reduced Price lunch as proxy

- English Language Learners

- What program is most effective?
- What is the expected duration per student (5 yrs?)

Categorical Programs

Programs for some groups of students, usually evenly distributed across schools.

- Special Education

- Add-on model based on .9309 standard adjustment?
- Safety net?
- Limits?

- Transportation

- Gifted and Talented

Other Staffing Needs

- Administrative
- Library/Media
- Guidance Counselors
- Student Health, Specialists
- Activities, Sports
- Classified Staff
 - Aides
 - Secretarial
 - Custodial
 - Food Service
 - Technology

Allocations

- Central Office
 - Some districts internally
 - Some districts shift to ESDs

Stuff (NERCs...)

- Utilities
- Insurance
- Maintenance/Custodial
- Central purchases
- Technology
- Security
- Curriculum materials

Cost Shifts to State

- Information Technology
 - Student information systems
 - Accounting infrastructure
 - Gradebook, teacher websites, on-line classes, etc.
- Curriculum materials
 - Provide to districts at no local cost
- Professional Development
 - Mixed model with districts, ESDs, and state involvement

Phasing and Revenue Decisions

- Recognize that we will have to face this
- Can't do it until we know what the proposal is
- Decide level of specificity of proposal to legislature, e.g.
 - “Phase in over 6 years”
 - “Do this first, then this, then the other thing...”

Next Steps

- Set up meeting schedule to make preliminary decisions to produce a finished proposal in September, subject to balancing
- Continue to build modeling tool to produce estimates as decisions are made and allow experimentation by members and the public