Special Committee on Education
Kansas Board of Regents

Blake Flanders, Ph.D.,

President & CEO, Kansas Board of Regents

October 10, 2023

Kansas Board of Regents
Building a Future for Kansas Families, Businesses and the Economy

Science of Reading Update:
Elementary Education Requirements at Regents Universities

Elementary Teacher Preparation Information Requests –

★ The Board of Regents has responded to several information requests from legislative staff on our System's work to update our teacher preparation programs in the past seven months.

   ★ Method for training future educators on the science of reading

   ★ Educator Taskforce Report

   ★ Example of the Structured Literacy Training Tool

   ★ Teacher Education Science of Reading Curriculum Maps and Syllabi

   ★ Science of Reading and Dyslexia Initiatives

   ★ Prerequisites and requirements for education programs

   ★ Student Teaching requirements

Educator Taskforce

★ KBOR appointed taskforce to offer solutions and recommendations regarding future educator needs in Kansas, current teacher vacancies, educator retention, and related issues.

★ Taskforce Membership
  ★ Deans of Education and College of Education Faculty at Public Universities
  ★ Kansas Department of Commerce Staff
  ★ Kansas Department of Education Staff
  ★ Kansas Board of Regents Members and Staff

★ Report to Board of Regents – January 2023

Educator Taskforce Considerations

Registered apprenticeship programs

Licensure regulations

Paid applied learning

Identify talent pipeline strategies (statewide AA degrees transfer)

Incentives for master's degree attainment

Licensure process improvements

Improve competency in effective literacy practice

# Projecting Labor Market Demand vs Degree Supply

Kindergarten Teachers, Except Special Education

State	Salary
Nebraska	$59,512
Kansas	$56,630
Texas	$55,119
Missouri	$53,185
Iowa	$52,335
Colorado	$52,158
Oklahoma	$49,775
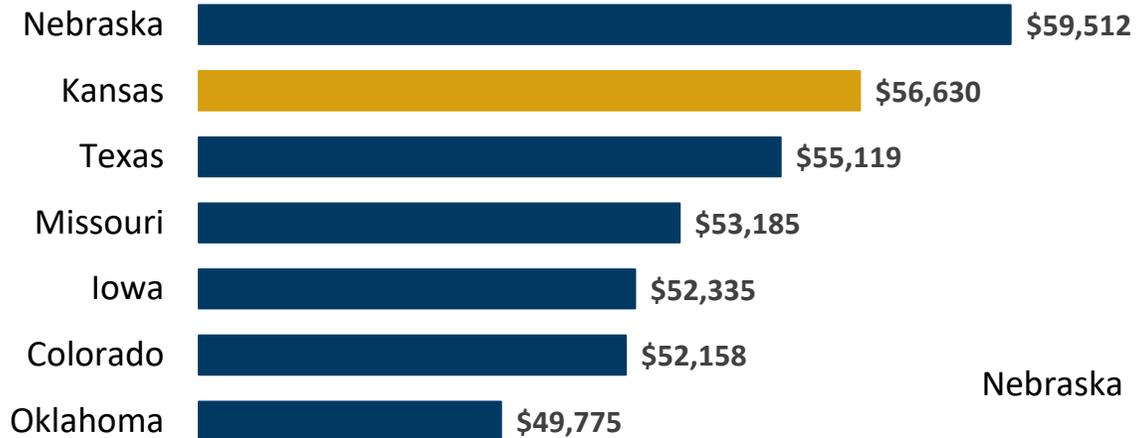
★ Kansas pays competitive salaries for elementary school teachers.

Elementary School Teachers, Except Special Education

State	Salary
Nebraska	$57,197
Iowa	$56,455
Kansas	$56,060
Texas	$55,332
Colorado	$52,362
Missouri	$51,561
Oklahoma	$50,785

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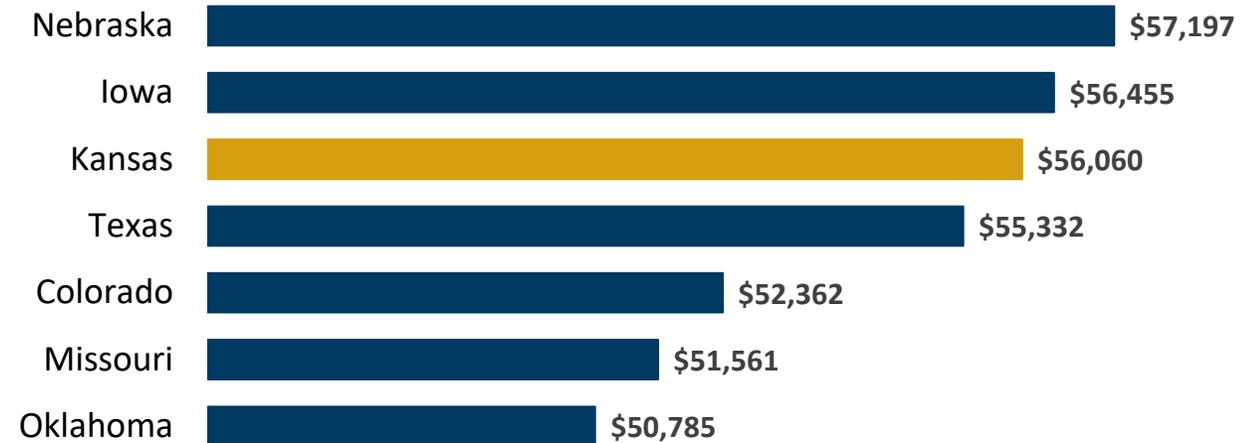
Projecting Labor Market Demand vs Degree Supply

Middle School Teachers, Except Special and Career/Technical Education

State	Salary
Kansas	$59,630
Iowa	$58,967
Nebraska	$58,658
Texas	$55,341
Missouri	$53,918
Colorado	$52,663
Oklahoma	$51,764

★ Kansas middle school teachers receive the highest salaries.

★ Kansas high school teachers are in the middle compared to surrounding states.

Secondary School Teachers, Except Special and Career/Technical Education

State	Salary
Nebraska	$59,860
Iowa	$58,916
Texas	$56,646
Kansas	$56,320
Colorado	$55,512
Oklahoma	$55,349
Missouri	$48,113

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Structured Literacy Training

★ Modules developed by public universities for Kansas P-12 educators

Phonological/ Phonemic Awareness	Phonics	Syllable Instruction	Morphology
Syntax	Language/ Vocabulary/ Semantics	Comprehension	Assessments & Interventions
Writing	English Language Learners	Special Education	Dyslexia

Structured Literacy Training Results

★ Delivered Summer 2023

| **800** teachers completed modules | **1,600+** hours of training logged | **120+** districts, education cooperative centers, parochial schools |

Teacher Education Initiatives - Completed

★ 2022-2023 Board goal to development statewide transfer associate degree in pre-education.

★ Program to Program Articulation

  ★ 2 + 2 elementary education transfer degree program from community college to university without loss of credit

Teacher Education Initiatives – Next Steps

Review science of reading curriculum maps and syllabi

Create student literacy assessment

Common literacy outcomes - two courses across public universities

Structured literacy micro-credential

Higher Education Faculty Compensation

Faculty Compensation – State Universities

★ Compensation rates for faculty at the state universities are set according to rank (Assistant/Associate/Full Professor), the rate upon initial hire, the college/discipline, responsibilities, internal equity and market rates among local, regional and competing institutions.

★ Two of the six state universities have faculty pay and benefit agreements subject to negotiation under PEERA* with established bargaining units.

★ Other rates of pay are set on an individual basis.

★ Expenses for the faculty, who are state employees, are covered by the university's operating budget, according to the revenues available to each academic department (State General Fund, tuition, restricted fees, grants, gifts, etc.).

*Public Employer-Employee Relations Act, KSA 75-4321, et seq.

Faculty Compensation – Public 2-Year Colleges

- ★ Many of the technical and community colleges observe salary schedules that have been in place since their affiliation with the K-12 System.

- ★ An example of a schedule is on the next slide.

- ★ Many of the colleges also have faculty pay and benefit agreements subject to negotiation under PEERA with established bargaining units.

- ★ *The instructional cost model used for calculating colleges' state aid includes an element for the expense to pay instructors.*

Faculty Compensation – Public 2-Year Colleges

2022-2023 Hiring Schedule						
	38,800					
	1	2	3	4	5	6
	MASTERS/ Other	MASTERS+15/ Credential 1	MASTERS+30/ Credential 2	MASTERS+45/ Credential 3	MASTERS+60/ Credential 4	DOCTORATE/ Credential 5
Level	$ Amount	$ Amount	$ Amount	$ Amount	$ Amount	$ Amount
1	38,800	39,600	40,400	41,200	42,000	42,800
2	39,819	40,619	41,419	42,219	43,019	43,819
3	40,266	41,066	41,866	42,666	43,466	44,266
4	41,203	42,003	42,803	43,603	44,403	45,203
5	42,161	42,961	43,761	44,561	45,361	46,161
6	43,109	43,909	44,709	45,509	46,309	47,109
7	43,998	44,798	45,598	46,398	47,198	47,998
8	44,988	45,788	46,588	47,388	48,188	48,988
9	46,055	46,855	47,655	48,455	49,255	50,055
10	46,918	47,718	48,518	49,318	50,118	50,918
11	47,710	48,510	49,310	50,110	50,910	51,710
12	48,247	49,047	49,847	50,647	51,447	52,247
13	48,699	49,499	50,299	51,099	51,899	52,699
14	49,064	49,864	50,664	51,464	52,264	53,064
15	50,168	50,968	51,768	52,568	53,368	54,168
16	51,673	52,473	53,273	54,073	54,873	55,673
17	53,204	54,004	54,804	55,604	56,404	57,204
18	54,600	55,400	56,200	57,000	57,800	58,600
19	55,993	56,793	57,593	58,393	59,193	59,993
20	57,421	58,221	59,021	59,821	60,621	61,421
21	58,058	58,858	59,658	60,458	61,258	62,058
22	58,929	59,729	60,529	61,329	62,129	62,929
23	59,813	60,613	61,413	62,213	63,013	63,813
24	60,710	61,510	62,310	63,110	63,910	64,710

Concurrent Enrollment of High School Students

Concurrent Enrollment Partnerships

★ A Concurrent Enrollment (CEP) consists of an agreement between an eligible postsecondary institution and a school district for the purpose of offering college-level learning to students who are eligible to enroll in college courses at a high school. The courses are taught by approved high school faculty during the normal school day.

★ A CEP student refers to a person in grades 10, 11 or 12, or who is gifted and is in grade 9; has been admitted to an eligible postsecondary education institution as a degree-seeking or non-degree seeking student; and is enrolled in college courses at a high school at which approved high school faculty teach college credit courses during the normal school day.

Concurrent Enrollment Partnerships

Kansas Board of Regents

High School Enrollment by Headcount

All Courses for Concurrent Enrollment Partnership Students

Academic Years 2018 - 2023

Systemwide Summary

	Year						1 Year Chg	5 Year Chg
	2018	**2019**	**2020**	**2021**	**2022**	**2023**		
Sector								
State Universities	783	896	1,154	1,259	1,202	1,616	34.4%	106.4%
Municipal University	949	978	942	965	915	922	0.8%	-2.8%
Community Colleges	12,653	11,968	12,322	11,715	11,516	11,607	0.8%	-8.3%
Technical Colleges	4,256	4,871	4,984	4,664	4,918	5,439	10.6%	27.8%
Total	18,641	18,713	19,402	18,603	18,551	19,584	5.6%	5.1%

Source: KHEDS Academic Year Collection

Concurrent Enrollment Partnerships

State Aid generated for a high school student in CEP:

Unified School District:
Base Aid for Student Excellence $5,088
And Potential Weightings

Postsecondary Instructional Cost Model (Community and Technical Colleges):
For a non-technical 3-hour course, the current rate in the instructional cost model is $666 per student. If the student is from the community college's taxing district, the college receives $222; for a student outside the taxing district or who is attending a technical college, the college receives $444 in state aid.
The college could also receive a tuition payment, as determined by the CEP agreement.

Public Universities:
Not applicable – public universities do not receive state aid per the instructional cost model.

Excel in CTE "2012 SB 155"

★ The Legislature enacted the Excel in CTE Initiative to enhance career technical education by providing state-financed college tuition for high school students in postsecondary technical education courses.

★ Participation has increased four-fold since its inception.

★ State aid for FY 2024 totaled $42.5 million.

★ The Board of Regents and the Postsecondary Technical Education Authority request that the Legislature fully fund tuition costs for the courses, which will require an additional $2.6 million.

Participation in Excel in CTE												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Participating Headcount	3,870	6,101	8,440	10,275	10,023	10,600	11,690	13,675	13,934	12,529	13,712	15,264
College Credit Hours Generated	28,161	44,087	62,195	76,756	79,488	85,150	92,093	105,084	109,226	98,681	105,510	115,517
Credentials Earned	548	711	1,419	1,682	1,224	1,459	1,420	1,806	1,631	1,736	1,656	

Source: KBOR KHEDS AY Collection; KSDE Credential Production.

Excel in CTE "2012 SB 155"

★ State funding for Excel in CTE is paid to the colleges once a year, as a reimbursement for enrollments in the prior academic year, in a manner similar to tiered and non-tiered state aid.

> *...And provided further,* That during the fiscal year ending June 30, 2024, not later than 60 days following the class start date, expenditures shall be made by the above agency from such account for tuition reimbursement: *And provided further,* That upon determining the amount of reimbursement for each eligible college, such amount shall be increased by 5% to assist in covering any rising personnel costs.

Excel in CTE "2012 SB 155"

★ The timing of state aid for Excel in CTE is done in accordance with a legislative proviso, now in its third year.

★ August 9, 2023 — Earliest Class Start Date Fall 2023 Semester

★ September 8, 2023 — Deadline for College Presidents to Certify Academic Year 2023 Enrollment Data

★ September 9-14, 2023 — Board of Regents Staff Computes Tuition Costs for Affected Programs

★ September 19, 2023 — Postsecondary Technical Education Authority Approves Distributions

★ September 21, 2023 — Board of Regents Approves Distributions

★ October 8, 2023 — Deadline for Payments to Colleges According to Legislative Proviso

Technical Education Authority Membership

- ★ Keith Humphrey (Chair)
- ★ Ray Frederick, Jr. (Vice Chair)
- ★ Tiffany Anderson
- ★ Mark Hess
- ★ Cindy Hoover
- ★ Debra Mikulka

- ★ David Reist
- ★ Curtis Sneden
- ★ Todd Zimmer
- ★ Mike Beene
- ★ Amber Shultz
- ★ Natalie Clark

Technical Education – Computer Science

- All IT-related programs are considered *technical* programs.

CIP	Program	Tier (Instructor) Rate/ Credit Hour
11.0201	Computer Programming	$158
11.0801	Web Page, Digital/Multimedia and Information Resources Design	$211
11.0901	Computer Systems Networking and Telecommunications	$195
11.0902	Cloud Computing	$211
11.1001	Network and System Administration/Administrator	$158
11.1002	System, Networking, and LAN/WAN Management/Manager	$158
11.1003	Computer and Information Systems Security/Auditing/Information Assurance	$158
11.1004	Web/Multimedia Management and Webmaster	$158
11.1006	Computer Support Specialist (Aligned program)	$158

Technical Program Approval

★ State statute (K.S.A. 71-1802) defines a technical program as any program of study comprised of a sequence of tiered technical and non-tiered courses, which program is identified by the state board as a technical program for funding purposes. Technical programs must:

1. Be designed to prepare individuals for gainful employment in current or emerging technical occupations requiring other than a baccalaureate or advanced degree;

2. Lead to technical proficiency, industry-recognized credential, a certificate or an associate degree; and

3. Be delivered by an eligible institution

Technical Program Approval

★ The TEA/Board further defined each section of state law:

1. To identify whether a program/occupation requires a baccalaureate or advanced degree we will use:

   a) US DOL data; or

   b) Lightcast (formerly Emsi) job posting data will be used to determine the typical education level required.

2. To identify the technical skill proficiency and occupational-specific industry recognized credential, the TEA uses the process that was approved in 2015.

3. All 26 two-year institutions in the state are eligible institutions per state statute.

Diploma Plus

Diploma Plus Program – Why?

★ Improve college going rate and opportunities for underserved populations

★ Ensure greater access and affordability to all Kansas high school students

★ Meet projected labor market demand

Projecting Labor Market Demand vs Degree Supply

★ The Board commissioned a study to consider the supply and demand of gradates from Kansas public institutions of higher education.

★ Dr. Donna Ginther, Director of KU's Institute for Policy & Social Research presented the findings in September:

   ★ Kansas needs to produce **34,000** additional degrees than what is currently projected to be generated in order to meet labor market demands in the next decade.

   ★ Kansas has relatively low net migration.

   ★ Kansas salaries are lower than surrounding states.

Education Level Projected for New Jobs in Kansas

★ From 2020 to 2030, Kansas is projected to add 54,000 jobs that require a postsecondary degree.

★ 79% of these jobs will require a Bachelor's degree or higher.

Pie chart:
- Bachelor's Degree, 67%
- Certificate, 14%
- Doctoral Degree, 6%
- Master's Degree, 6%
- Associates Degree, 5%
- Some College, 2%
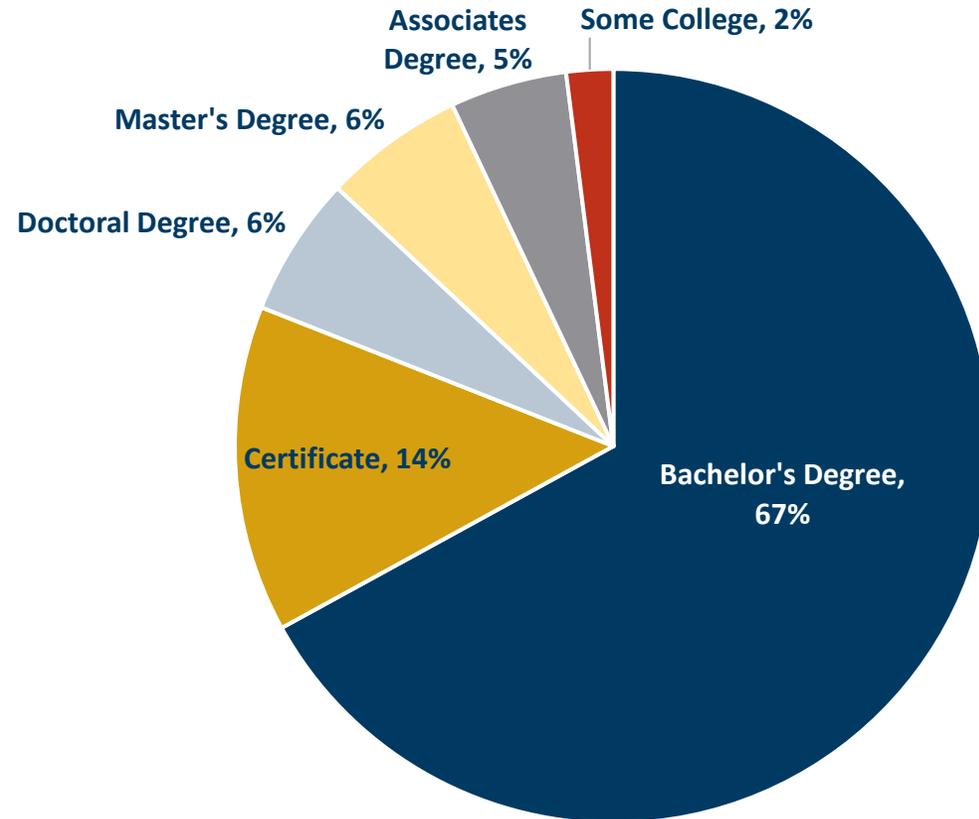
Dual-Concurrent Enrollment Demographics

Pie chart 1 (Gender):
- Male, 43%
- Female, 57%

Pie chart 2 (Race/Ethnicity):
- White, 70%
- Hispanic, 13%
- Black, 3%
- Other, 8%
- Unknown, 6%

Source: Kansas Board of Regents 2023 Academic Year Collection
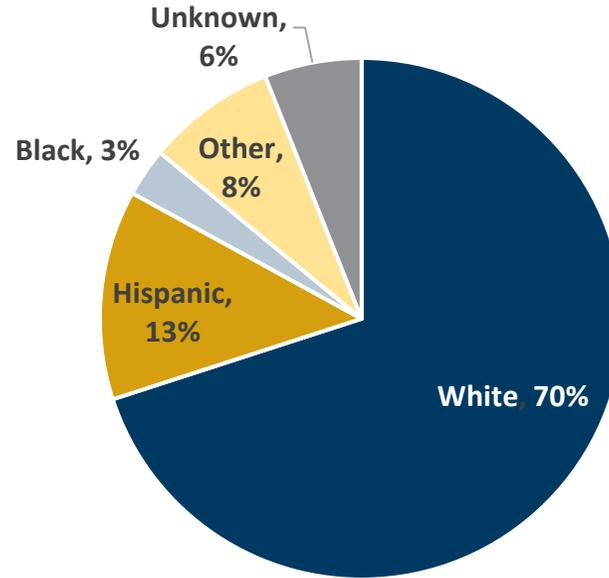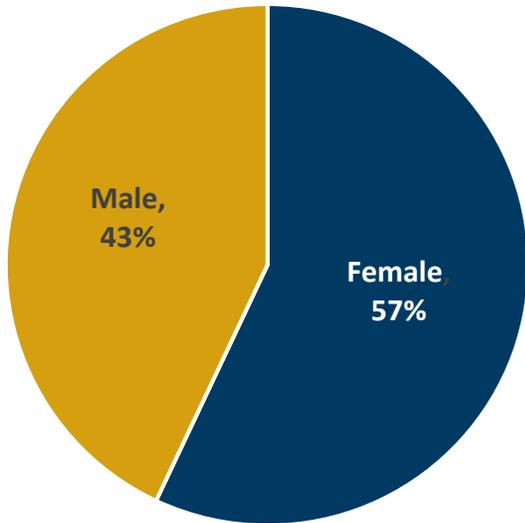
Participation not representative across student groups

72% of Kansas jobs require credential beyond high school

34% reported lower socio-economic status

Letter from Senator Baumgardner to Board of Regents calling for Early College Initiative

2018 Concurrent Enrollment Partnership Taskforce

Membership included:

★ Board of Regents Members

  ★ Zoe Newton

  ★ Helen Van Etten

★ Blake Flanders, KBOR President & CEO

★ State Board of Education Members

  ★ Deena Horst

  ★ Ann Mah

★ Randy Watson, Commissioner of Education

2018 Concurrent Enrollment Partnership Taskforce

Recommendations included:

★ A pilot program involving one course (Composition I)

★ Future courses: American History I, Intro to Psychology, Public Speaking, College Algebra

★ Board's policy on service areas continue to apply

★ Minimum program eligibility standards for high school juniors and seniors

★ Concurrent courses eligible for funding continue through existing funding stream

★ State-funded tuition per course $175 - includes tuitions, fees, and educational materials

★ Board will conduct a cost-study specific to the types of concurrent enrollment delivery options

★ Track number of faculty meeting HLC qualifications

2020 Future of Higher Education Council

Membership included:

★ Regent Cheryl Harrison-Lee, Chair

★ Senator Molly Baumgardner, Chair of the Senate Education Committee

★ Senator Ed Berger, Chair of the Senate Higher Education Subcommittee, Ways and Means

★ Senator Tom Hawk, Ranking Member of the Senate Higher Education Subcommittee, Ways and Means

★ Representative Steve Huebert, Chair of the House Education Committee

★ Representative Ken Rahjes, Chair of the House Higher Education Budget Committee

★ Representative Brandon Woodard, Ranking Member of the House Higher Education Budget Committee

★ Cynthia Lane, representative of the Governor's Office

★ Nancy Ingram, Johnson County Community College Trustee

★ Jim Lewis, Dodge City Community College Trustee

★ Terry Beck, Washburn University Regent

★ Ken Roemer, Flint Hills Technical College Trustee

★ Blake Flanders, Kansas Board of Regents President and CEO

2020 Future of Higher Education Council

Recommendations included:

★ Implement corequisite remediation and math pathways.

★ Review teacher preparation programs for delivering necessary skills.

★ **The Council recommends the Kansas Board of Regents explore, develop and scale early college programs using a comprehensive, multifaceted approach to ensure opportunity and access.**

★ Improve program-to-program articulation.

★ Advocate for legislation allowing a smoother path toward affiliations.

★ Enhance need-based student financial aid.

Dual Concurrent Enrollment Task Force Recommendations

Statewide policy to establish the **Concurrent Enrollment Diploma Plus Program**

Offer 3 systemwide transfer courses in **all** Kansas public high schools.

All public postsecondary education institutions could participate.

Additional state funds pay for delivery – **No cost to students**.

Concurrent Enrollment Next Steps

Collaborate
- Board of Regents and State Board of Education

Admission
- Common admission standards for program

Standardization
- Standardize agreements between institutions and districts

Recognition
- Encourage recognition of concurrent courses as credit towards high school graduation