

Kirwan – Challenges and Considerations

Affirmation Statement

- The Senate Republican Caucus wants to acknowledge and applaud the work of the Kirwan Commission
- Dedicated and talented individuals have invested heavily in the last three years for a momentous product
- We are equally committed to education as a priority
- The following observations are not intended as a criticism but observations and a commitment to work collaboratively toward the best possible solutions in creating a world-class educational system

JANUARY 2020

neaToday

1 in 6 Students Thinks About Suicide

FIND OUT WHAT YOU CAN DO TO HELP.

SEE PAGE 34



Kirwan Areas of Focus– Current vs. Proposed

Current

- Teacher Focused
 - Higher Pay
 - Less Teaching Time
 - Enhanced Education
- Pre-K Expansion
 - Pre-K 3 for all

Proposed

- Student/Family Focused
 - Improve Classroom Environment
 - Focused Wraparound Services
- Accountability
 - Data Driven
 - Governors' Plan

Challenges for K3-12 Education

- Students coming from trauma or dysfunction create challenges that are often beyond the scope of an educational setting.
- Trauma and dysfunction are growing among all groups regardless of their economic standings
- Coordination and delivery of “wraparound” services are critical and need to be delivered predominately in schools

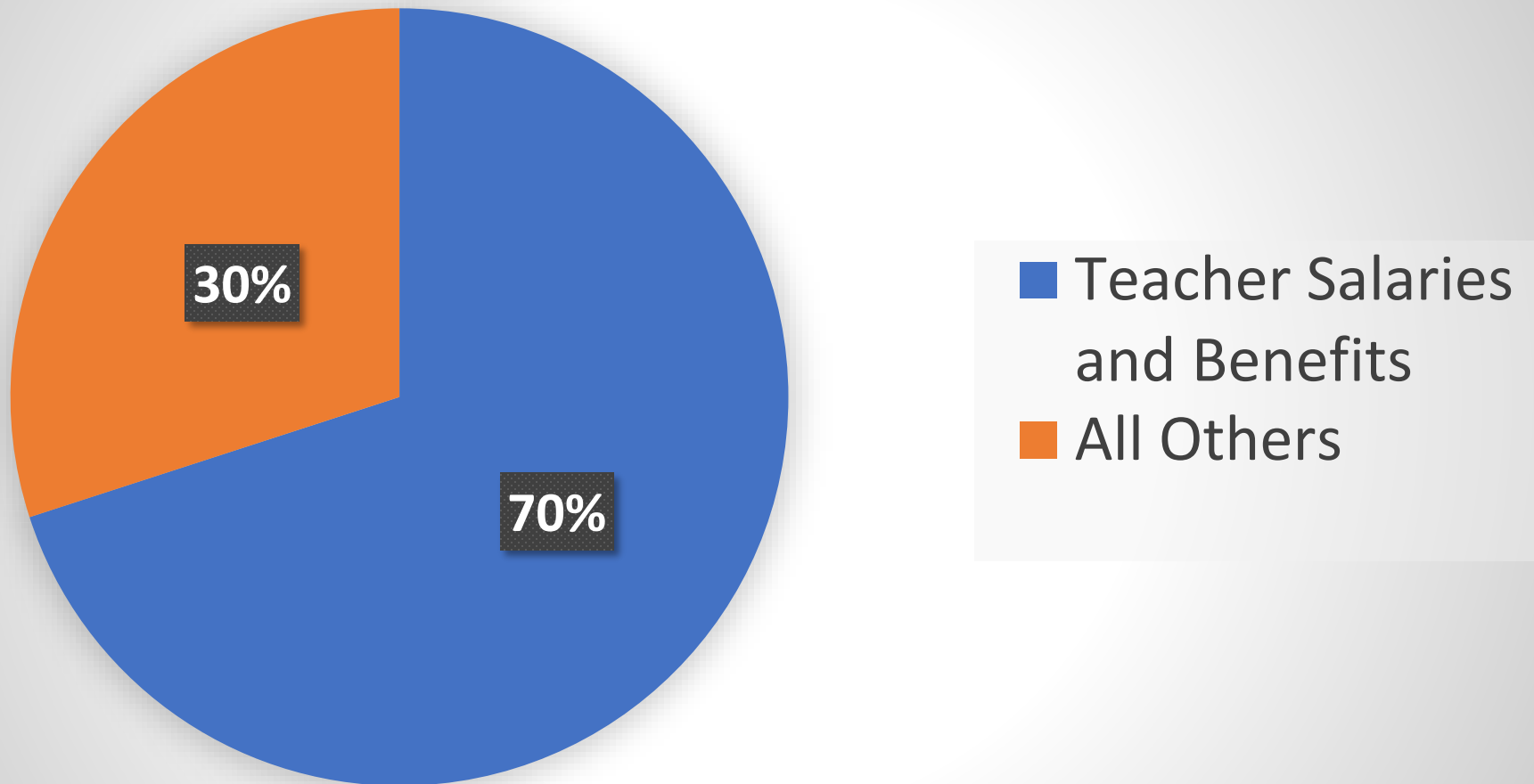
Classroom Environment

- A Student who is mentally and physically ready to learn creates the fertile soil for improved Education Outcomes
- We believe that the focus should be on Students and Families from age 0-5 to address the challenges that children coming from dysfunction present in today's classroom.
- ***We can create super teachers but unless we address these issues we will struggle to improve academic outcomes***

Classroom Environment

It is the responsibility of the State, LEA, and Individual School Administration to ensure that every classroom is safe and free of chronic disruption. HOW that is done - peace circles, restorative discipline, tough love, etc. - should be up to them. But it is their obligation to find a way to do so.

2030 Allocation Focuses Mostly on Teacher Salaries and Benefits



Per Pupil Foundation

Description	2020	2030
Current Base	\$ 7,244	\$ 8,966
Additions		
Increased Salary	\$ 617	\$ 764
Cost of Collaborative Time	\$ 1,151	\$ 1,425
Principal Career Ladder	\$ 8	\$ 10
Behavioral Health Increase	\$ 4	\$ 5
College & Career Ready*	\$ 73	\$ 90
Career Counseling **	\$ 58	\$ 72
Maintenance and Operations Increase	\$ 97	\$ 120
Supplies and Materials for New Teachers	\$ 6	\$ 7
Cost Savings		\$ -
Professional Development	\$ (44)	\$ (54)
Central Office	\$ (63)	\$ (78)
New Base FY2020 Dollars	\$ 9,150	\$ 11,325
Inflation Rate to FY30	23.77%	
Current Base Inflated to FY30 Dollars	\$ 8,966	
New Base Inflated to FY30 Dollars	\$ 11,325	

* equivalent of \$500 for every 11th and 12th grader

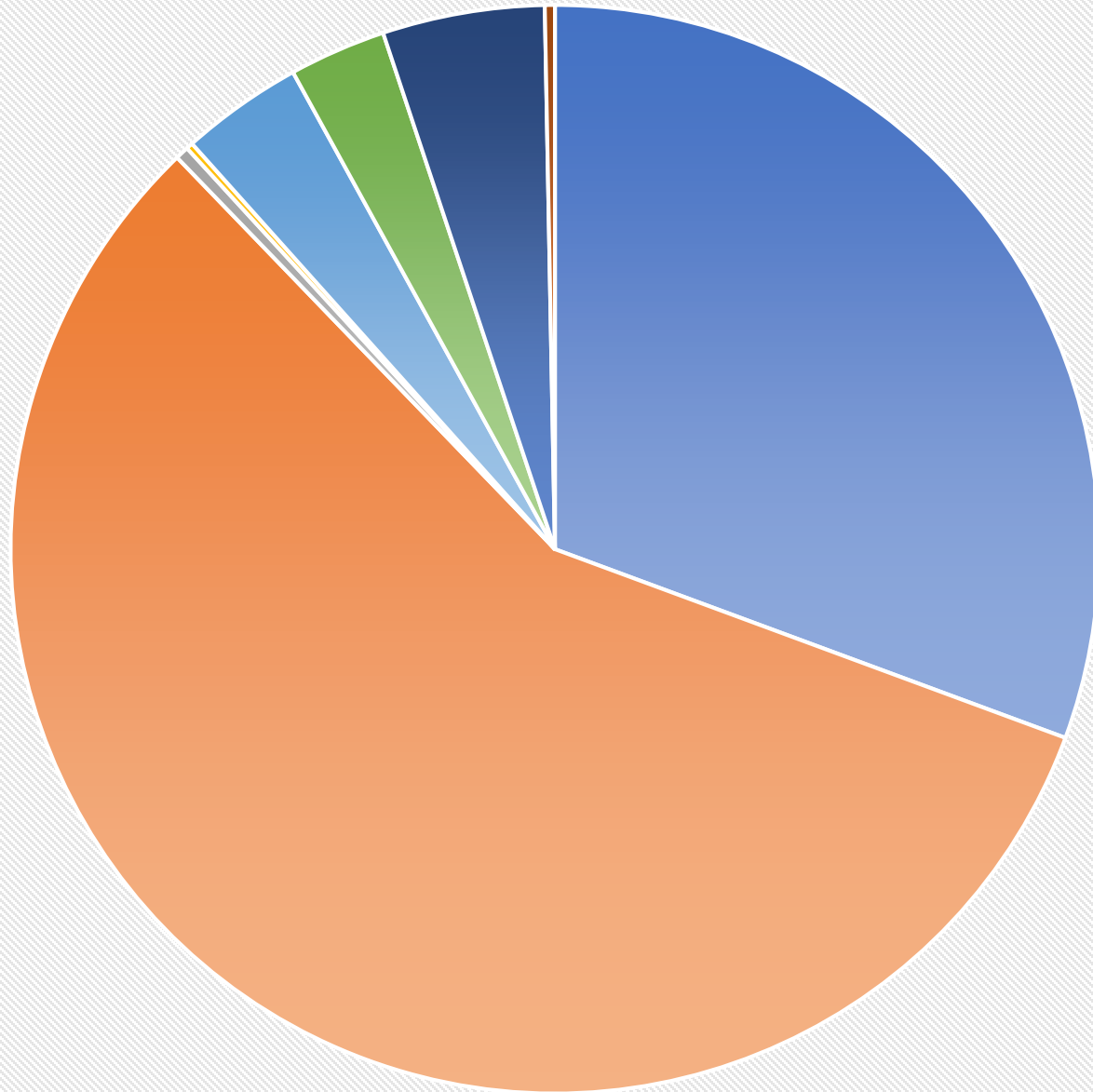
** equivalent of 1 Career Counselor in every MS/HS based on median school sizes

Note: Numbers may not sum due to rounding

Per Pupil Foundation Additions

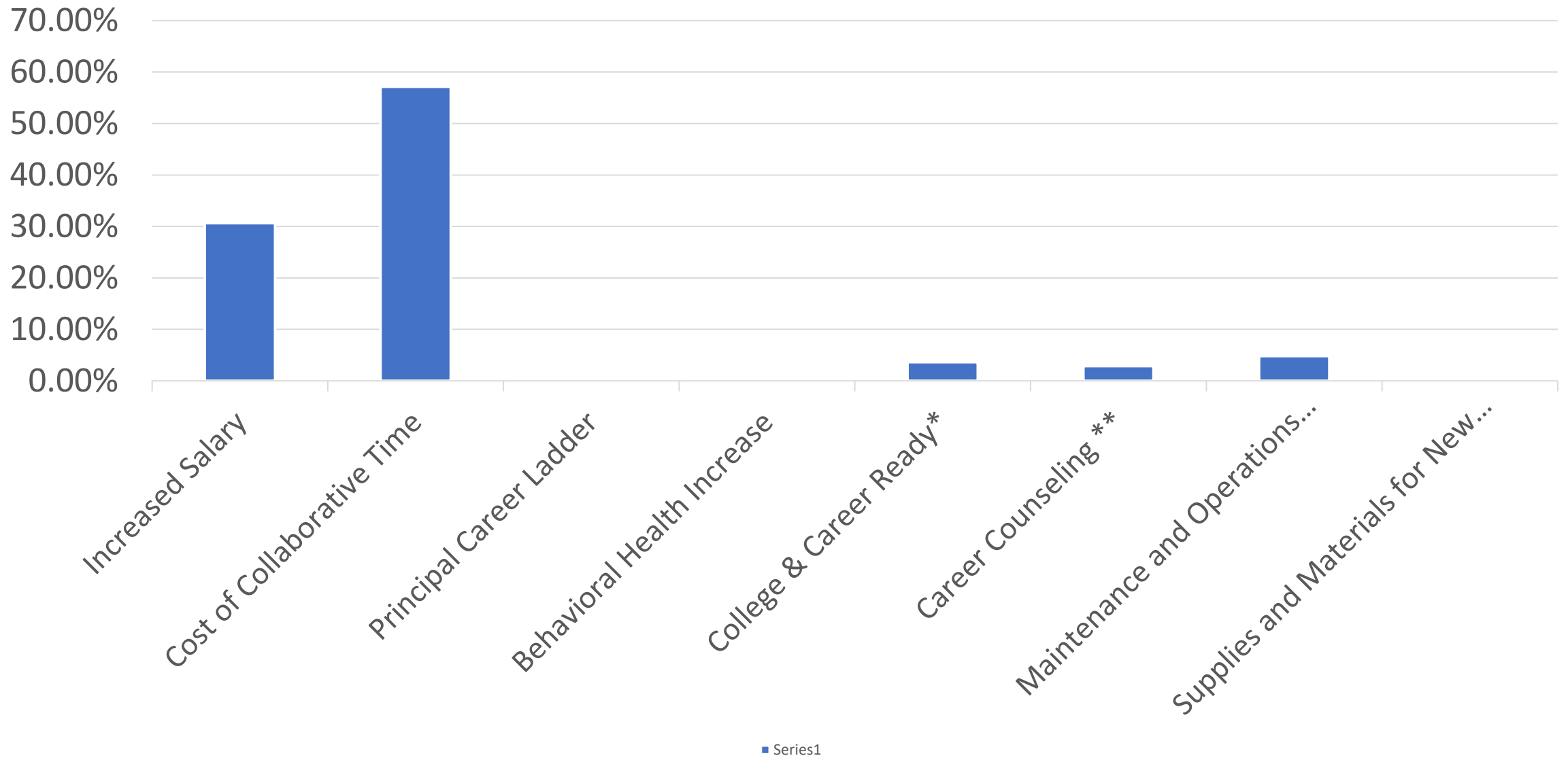
Increased Salary	30.64%
Cost of Collaborative Time	57.15%
Principal Career Ladder	0.40%
Behavioral Health Increase	0.20%
College & Career Ready*	3.62%
Career Counseling **	2.88%
Maintenance and Operations Increase	4.82%
Supplies and Materials for New Teachers	0.30%

Per Pupil Foundation

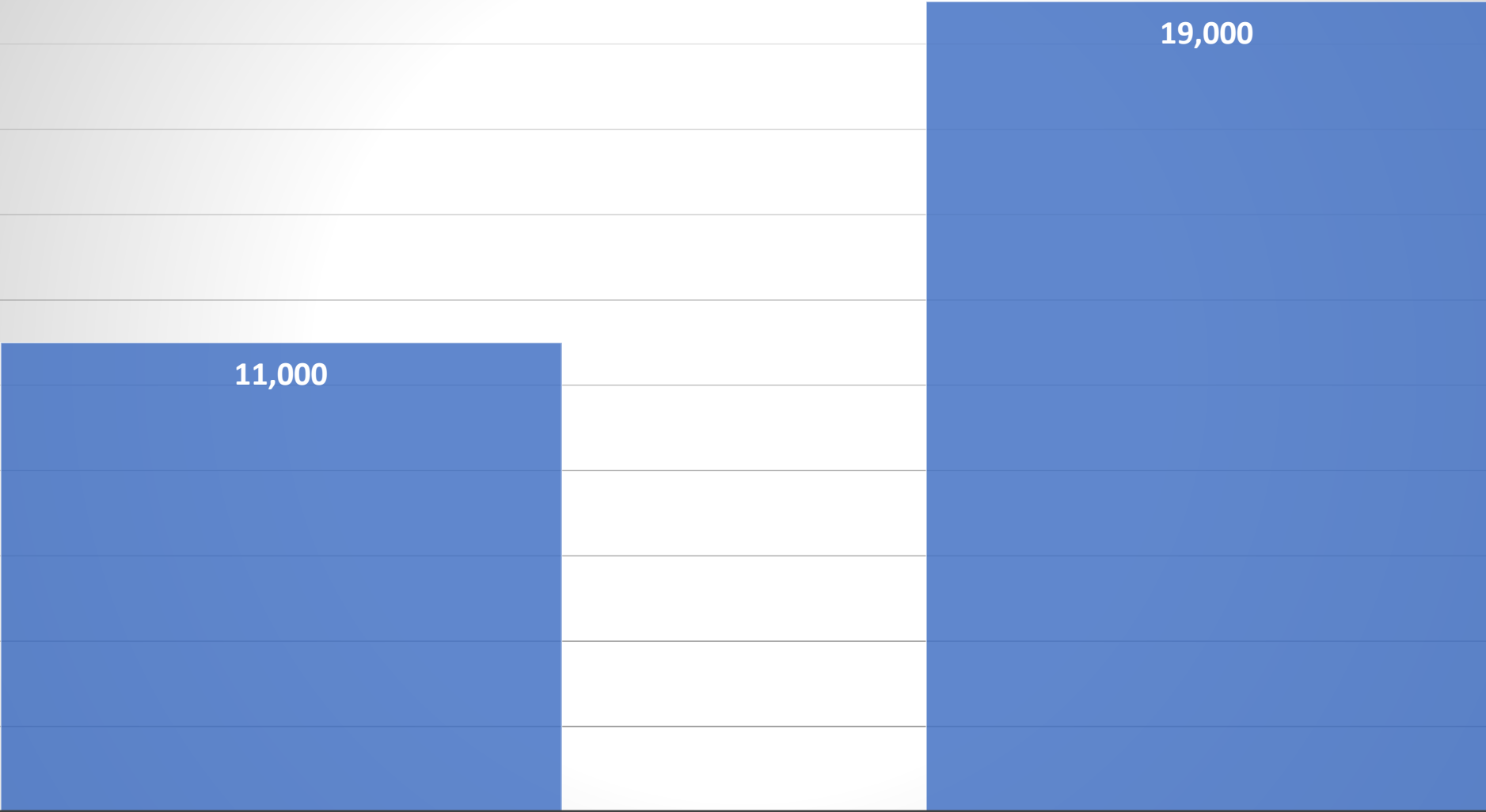


- Increased Salary
- Cost of Collaborative Time
- Principal Career Ladder
- Behavioral Health Increase
- College & Career Ready*
- Career Counseling**

Factors of Additions to Foundation Base



Pre-Kindergarten Per Pupil Cost



2020

2030

Bipartisan Support of Solutions

- SB501 – Sens. Griffith/Hershey – Addresses the Need for More Clinicians
- SB637 – Sen. King – Increases Funding for Infants and Toddlers
- SB983 – Sens. Hester/Serafini – Accountability Through Data Analytics
- Governor Hogan – Class Act – A Model for Accountability
- SB 1001 – Sens. Rosepepe/Serafini – Revenue Through Digital Downloads and Streaming Tax

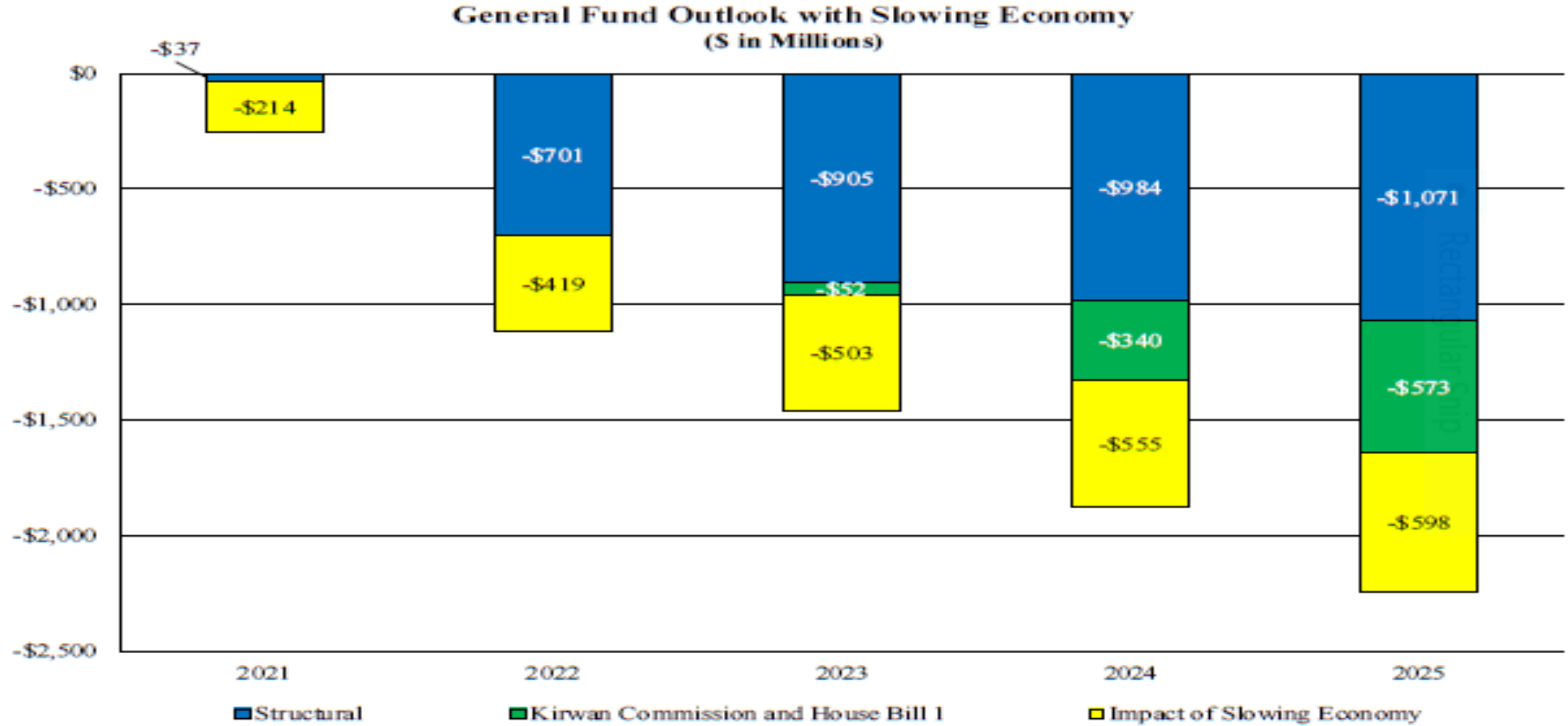
College and Career Readiness Pathways

- Career & Technical Training should start sooner than 11th grade. Aptitude, ability, and interests testing may help a student pursue an educational path that is best suited to them
- UMB Cure Scholars Should be a Model

Governance and Accountability

- The taxpayers of the State deserve to know how the funds are expended and if they are successful
- We must focus on measuring outcomes over inputs
- A Data Driven Approach with heavy analytics is best
- A 3-5 year Review Period for Reflection and Refocus is Needed
- The Governor's "Massachusetts Model" Should be Considered

Fiscal Challenges



Kirwan: Commission on Innovation and Excellence in Education

Considerations/Solutions

- Educators should educate
- Mental/Behavioral/Family Health Services should be provided in the schools by those with backgrounds to do so
- School systems must focus on educational activities and coordinate with these providers
- Consider Bipartisan and House Republican Ideas

Considerations/Solutions

- Support to address the nationwide shortage of clinicians and teachers
- A commitment to revisit budgeting and financial discipline so that future endeavors do not face such hurdles
- A Pause for Evaluation Should be in 3-5 Years

Considerations/Solutions

- Employ Data Analytics to assist with deep mining for concrete assessment and formulation of strategies and evaluation
- Remove/Reduce the reports required from MSDE, LEA, and Classroom Teachers to allow for more time for collaboration.
- Consider Testing in 3rd, 5th, 8th, and 10th Grades

Considerations/Solutions

- The State must continue and emphasize efforts to end the Opioid Crisis.
- Career Pathways Should Start in the 6th and Use UMB's Hope Program or similar models
- Charters Should Be an Option
- Funding Formulas Should be Simplified