

MINUTES
SENATE EDUCATION COMMITTEE

DATE: Monday, March 04, 2019

TIME: 3:00 P.M.

PLACE: Room WW55

MEMBERS PRESENT: Chairman Mortimer, Vice Chairman Thayn, Senators Winder, Den Hartog, Crabtree, Woodward, Lent, Buckner-Webb, and Ward-Engelking

ABSENT/ EXCUSED: None

NOTE: The sign-in sheet, testimonies and other related materials will be retained with the minutes in the committee's office until the end of the session and will then be located on file with the minutes in the Legislative Services Library.

CONVENED: **Chairman Mortimer** called the Education Committee (Committee) to order at 3:09 p.m. He opened with a reading from the book, *A Heap O 'Living Along Life's Highway*, by Eager A. Guest, "Doctor's Waiting Room. "

H 153 **Greg Wilson**, Senior Policy Advisor for Education, Office of the Governor, presented **H 153**, Relating to Education; Career Ladder. He explained the proposed legislation addresses the starting pay for teachers and it is the desire to encourage teachers to stay in Idaho. He explained the challenges of recruiting and retaining teachers and reported the hiring statistics that plague Idaho school districts. **Mr. Wilson** reported the costs incurred to districts due to the loss of seasoned teachers to those border communities that have higher pay rates.

Mr. Wilson walked the Committee through the proposed legislation. He detailed the increase in teacher pay for starting teachers as well as those teachers on the residency rung of the Career Ladder. He spoke to the fiscal impact to the State and the Governor's vision for elevating the teaching profession.

TESTIMONY: **Kari Overall**, President, Idaho Education Association, spoke in support of **H 153**. She expressed the IEA's appreciation to the commitment to the teaching profession. She said Idaho has a higher than national average attrition rate for educators. It is the hope, with the passage of the proposed legislation, to aid in the solution to recruit and retain educators (Attachment 1).

Rod Gramer, President, Idaho Business for Education (IBE), spoke in support of **H 153**. He said it is in line with what the Governor's Task Force for Education recommended and is in line with the current work for the new public school funding formula.

Quinn Perry, Policy and Government Affairs Director, Idaho School Boards Association (ISBA), spoke in support of **H 153**. She reported the loss of several talented teachers to schools in neighboring states with higher salaries. She believes the salary increase will encourage the recruitment and retention rates of teachers (Attachment 2).

DISCUSSION: **Senator Den Hartog** said starting salaries are important in any profession. She asked if pay is tied to the lack of retention or are there other factors. **Mr. Wilson** replied because retention rates are so low, there is a lack in mentoring programs. He stated a salary increase for starting teachers is a priority for the Governor's Office.

MOTION: **Senator Ward-Engelking** moved to send **H 153** to the floor with a **do pass** recommendation. **Senator Lent** seconded the motion. The motion passed by **voice vote**.

PRESENTATION: Tracie Bent, Chief Planning and Policy Officer, State Board of Education (SBE), presented Next Steps and Career Information System Clarifications. She is before the Committee today to address the Next Steps Idaho (Next Steps) and Career Information System (CSI) and how they tie in with the SBE's Guided Pathways at the K-12 level for post-secondary advising in academic and career technical education.

Ms. Bent explained how students can maneuver in the CSI program. They can perform assessments based on their interest areas to review the education level required and what jobs are available. The other option with the CSI program is for the student who has already selected their career path and can build out their educational path. She stated this tool is available to every student in Idaho and provides as much information as a student would need.

In response to questions from the Committee, **Ms. Bent** explained how the SBE and the State Department of Education (SDE) have combined efforts to reach out to area districts and schools to provide training and resources to school counselors in order to get the information to students. She explained the tracking of the site visits and how there has been an increase in visits from outside of the state. **Ms. Bent** spoke about teachers inquiring how to use CSI for classroom curricula and using social media to expand CSI awareness. She did note that parental involvement is low.

PRESENTATION: Dr. Randall Brumfield, Chief Academic Officer, SBE, presented Postsecondary Student Success Strategies. He shared with the Committee what the state's institutions in the last five years have accomplished to improve student success with developing implementation strategies to help progress them towards degree completion. Those areas are as follows: 1.) Initiated timely completion campaigns; 2.) Created institutional incentives for 30-credit enrollment; 3.) Scaled hybrid remedial-credit bearing courses; 4.) Guaranteed students access to gateway English and math courses; 5.) Developed and published clear term-by-term on-time academic maps for each program of study; and 6.) Implemented an 'early alert' system.

Dr. Brumfield highlighted the areas of progression which once only showed flat or marginal improvements. Those areas of improvement are: 1.) Full-time freshman in grade point averages (GPA); 2.) Institution retention rates; 3.) Freshman math scores; 4.) Credit hour completion; 5.) Associate degree completion; and 6.) Progress to a subsequent second year. **Dr. Brumfield** said that some of those increases could be due to the increase of dual credits or better preparation in high school.

Dr. Brumfield said the State's community colleges award associate degrees at a rate that's comparable to the national rate. However, for the four year institutions, the on-time completion for a bachelor degree is 16 percent below the national average and 17 percent below the national average for completing in six years. He stated there is work in supporting adult learners and some institutions across the state are still working to put specific accommodations in place to support adult learners. He said this includes offering time compressed courses, consistent delivery of courses, and year round and specific programs that support the academic and non-academic needs of adult student populations. He asserted that adult learners are essential to fill the workforce needs.

In addressing the initiatives to be implemented **Dr. Brumfield** stated there are areas that need to be examined. He detailed the following initiatives: Math pathways; Think 30 messaging; Statewide student degree audit and analytics system; Experience based learning options; Statewide articulation credits for prior learning; Common course numbering; Course and degree requirement crosswalks for military experience; Regional libraries to deliver outreach; and Support to prospective adult learners, and an open resource textbook library (affordable textbooks) (Attachment 3). In conclusion, **Dr. Brumfield** said some progress have been achieved in the effort to pursue continuous improvements across the system. The SBE is working with all eight of the institutions to achieve academic and student services practices.

Regarding questions from the Committee, **Dr. Brumfield** reported the 30 credit completion rate for freshman and gateway math and English courses. He said there has been no tracking done to determine the remedial students' school districts. He said student successes directly correlate to degree completion.

Ms. Bent spoke to the Committee about the SBE's ongoing strategic plan, which is working to address the dramatic changes that are occurring in higher education. The SBE is focusing on how to achieve the "go on" and completion rates set.

**RECORDING
LINK:**

To hear the complete presentation regarding Next Steps and CIS Clarifications, and Postsecondary Student Success Strategies, go to: <https://legislature.idaho.gov/sessioninfo/2019/standingcommittees/SEDU/>

ADJOURNED:

There being no further business at this time, **Chairman Mortimer** adjourned the meeting at 4:24 p.m.

Senator Dean M. Mortimer
Chair

LeAnn Mohr
Secretary