

Meeting Takeaways and Recommendations

Teacher Advisory Subcommittee

1. GENERAL INFORMATION

Date:	January 25, 2022	Time:	3:30 pm CST – 4:30 pm CST
Location:	Microsoft TEAMS		
Chair:	Chair: Morgan Rankin Vice Chair: Hannah Hopper		
Members in Attendance:	<ul style="list-style-type: none">• Morgan Rankin• Daniel Warner / Brianne Matheney• Danielle VanCleave• Elizabeth Evans / Kami Lunsford• Erin Blalock• Hannah Hopper• Lauryn England• Samantha Stevens• Sheron Smith• Sen. Dawn White• Rep. Tim Hicks <p><i>*Member names in bold indicate those present for this meeting.</i></p>		

2. DIRECTIONS

Topic

Please consider policy questions outlined in this document. Subcommittees may provide more policy ideas or considerations as well.

Subcommittee Policy Reflections and Feedback

Policy Idea	Subcommittee Feedback
Policy: Definition of Economically Disadvantaged	Current: Direct Certification
Policy: Definition of Concentration of Poverty	Current: Attending a Title I School
Policy: Definition of Sparsity	Current: Students per square mile (federal is 10, but the range is 10-25 students)
Policy: Teacher Salaries	<p>Question: What, if any, requirements should the formula require on investing new education dollars into existing educator salaries moving forward?</p> <ul style="list-style-type: none"> • 20% increase to base pay – absolute min of 50K and fiscally incentivizing teachers – ex: retention bonuses • Allocated money needs to come to teachers – avoid stipends/discretionary spending (transparency in spending). • Incentivizing teachers to teach in struggling schools/low-performing
Policy: Teacher Salaries	<p>Question: Are there any other policies for teacher salaries that should be included?</p> <ul style="list-style-type: none"> • Limiting districts from implementing merit-based salary schedules
Policy: Tutoring	<p>Question: This is required for students who score at “Below” on the 3rd grade TCAP beginning SY23-24. Should there be funding included in the formula for this legally required support?</p> <ul style="list-style-type: none"> • Legally required = agreement it should be included • Include appropriate funding for staffing (preferably certified teachers). • Appropriate funding to provide additional opportunities to weave in community. • Strategies to incentivize and leverage community resources/supports that are already in place. • Include funding for meals and transportation. • Appropriate funding for quality resources/materials.

Tennessee Funding Review Engagement

<p>Policy: CTE</p>	<p>Question: Please review the CTE content and provide feedback on how TN may choose to address CTE considerations.</p> <ul style="list-style-type: none"> •
<p>Policy: K-2 Weight</p>	<p>Question from the Steering Committee: How might you consider a K-2 weight or additional investment in the earlier grades?</p> <ul style="list-style-type: none"> • Additional funding for interventionists at the K-2 level – preferably certified personnel. • Funding for educational assistants to provide classroom support and associated training • High quality resources and materials to mitigate teachers' purchasing on their own (books, decodables, math manipulatives, etc.). • Funding to build parent self-efficacy and family engagement (beyond Title funds).
<p>Policy: Outcomes</p>	<p>Question from the Steering Committee: They would like to see outcomes options for middle school. What outcomes does your subcommittee recommend?</p> <ul style="list-style-type: none"> • Additional funding for providing all students with transitional planning with a counselor/support staff/career coach. • Concept: incentivize growth/increase in... (i.e., family involvement • School-based class-size ratios
<p>Policy: Outcomes</p>	<p>Question from the Steering Committee: They would like to see other outcomes options for elementary school. What outcomes does your subcommittee recommend?</p> <ul style="list-style-type: none"> • Additional funding for providing all students with transitional planning with a counselor/support staff/career coach. • Flexibility to choose from a list of outcomes for elem literacy (i.e., STAR Reading, Easy CBM) • Concept: incentivize growth/increase in... (i.e., family involvement • Mindful to select from what we already have / avoid negative impact on instruction time. • School-based class-size ratios
<p>Policy: Accountability</p>	<p>Question from the Steering Committee: What accountability measures should be included in any new formula proposal, or what ideas do you have?</p>

Tennessee Funding Review Engagement

	<ul style="list-style-type: none"> • Teacher Accountability: funding to ensure shift from a compliance to growth mindset - teacher support structures (i.e., academic coaches, professional learning). Possibly explore new systems of educator evaluation that avoids 'one size fits all.' • Concept – emphasize growth as well as equity across the state
Policy: Reporting	<p>Question: What information should be included in public reporting for school and for district level financials?</p> <ul style="list-style-type: none"> • Transparency about how funding is used, particularly regarding school choice – funding going to publicly educated students. • Transparency on reporting for differing requirements due to school structure (public vs private/charter vs religious-based, etc.) • Not focused on partisan system – lasting and impactful for TN students for years to come.
Policy: Funding Year	<p>Question: Should funding reflect the current year or the prior year (as it does now)? For fast-growing districts, it may be beneficial to receive the funds in real time to meet the costs of that year and for declining enrollment districts, it may be harder to adjust budgets in real time. Given that challenge, are there mitigation ideas?</p>
Policy: ADM Shifts	<p>Question: Student enrollment may fluctuate down in a given year (up or down). Should there be any consideration for hold harmless or fixed costs, or should the funding be specific and reflective of the actual enrollment?</p>
Policy: Maintenance of Effort	<p>Question: How should we consider Maintenance of Effort at the local level? (It provides consistent funding but may deter local investment because of the requirement to continue).</p>
Policy: Professional Development and Training	<p>Question: Are there any professional development opportunities or additional supports that should be provided?</p> <ul style="list-style-type: none"> • Possibility of providing funding to support ancillary costs related to registration, travel, etc. for quality (wider range beyond state level) professional development opportunities. Content-specific PD. Virtual collaboration

Tennessee Funding Review Engagement

	<p>opportunities. Professional membership fees. \$1000.00 per teacher. This will aid in teacher retention.</p> <ul style="list-style-type: none"> • Include funding for trauma-informed schools training and additional resources for a quality implementation. • Ensure funding supports equipping teachers to provide high-quality professional development in literacy (sustain efforts that started this school year). • Include funding for AP summer institutes. • Develop a feedback loop regarding PD opportunities to inform and shape future opportunities.
Counseling / Career Coaching	<p>Counseling / Career Coaching</p> <ul style="list-style-type: none"> • Additional funding for career coaches (or school counselors' training for career coaching) to support students' planning for secondary path. • Additional funding to support transitions between elem-to-middle and middle-to-high. • Career exploration programming. • School choice counseling.
Class-size Ratios -	<p>Required School-based Class-size Ratios:</p> <ul style="list-style-type: none"> • K-3: <ul style="list-style-type: none"> ○ average student/teacher ratio: 1:15 (school level) ○ student/teacher max: 1:20 (school level) • 5-8: <ul style="list-style-type: none"> ○ average student/teacher ratio: 1:20 (school level) ○ student/teacher max: 1:25 (school level) • 9-12: <ul style="list-style-type: none"> ○ average student/teacher ratio: 1:25 (school level) ○ student/teacher max: 1:30 (school level)
Policy	Content
Policy	Content
Policy	Content