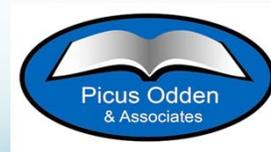


Recalibrating North Dakota's Per Pupil Foundation Figure: Final Recommendations

Presented to the North Dakota Legislature's
Interim Committee on Education Funding
June 2, 2014

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Recalibration Analysis

Two major objectives:

- Recalibrating the Per Pupil Figure – is it adequate?
- Assessing whether adjustments are needed in the weights used in the funding formula



6/2/14

1

North Dakota Adequacy

- A base of financial support (the foundation expenditure per pupil level) that is adequate to allow school districts to provide a quality education, regardless of where the student lives or how much taxable valuation is available to the local school district.



2

Recalibrating the Per Pupil Number

- Picus Odden and Associates used the Evidence-Based (EB) Model to produce the 2008 number and use an updated version of the EB Model to review the \$8,810 number
- The EB model includes a strategy for improvement, so it not only indicates what resources can be purchased but argues, if so used, student achievement should increase



3

Key Elements of School Improvement

- Recruiting and supporting effective teachers and principals
- High quality curriculum and related instructional practice
- Classroom resources – books, professional development
- Additional helps for struggling students
- Teachers working in collaborative teams



4

Eleven Strategies to Boost Performance

1. Conduct needs assessment
2. Set higher goals
3. Adopt a new curriculum and identify effective instructional practices
4. Commit to data-based decision making
5. Invest in on-going professional development



5

Eleven Strategies to Boost Performance

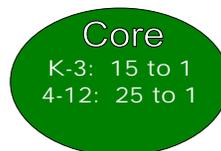
6. Focus class time more efficiently
7. Provide multiple and timely interventions for struggling students
8. Create professional learning communities
9. Empower leaders to support better instruction
10. Take advantage of external expertise
11. Recruit and retain top talent



6

The Evidence Based Model:

A Research Driven Approach to Linking Resources to Student Performance



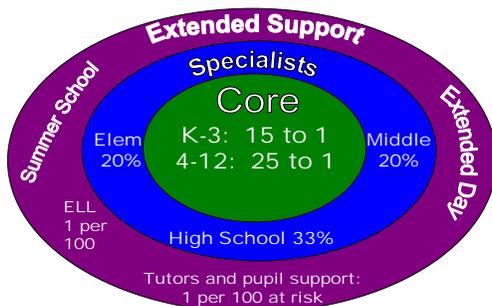
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The Evidence Based Model:
A Research Driven Approach to Linking Resources to Student Performance



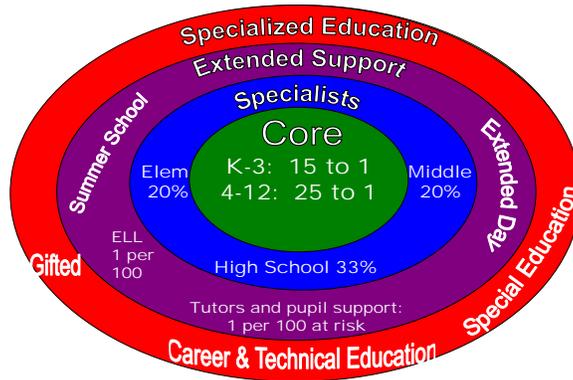
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The Evidence Based Model:
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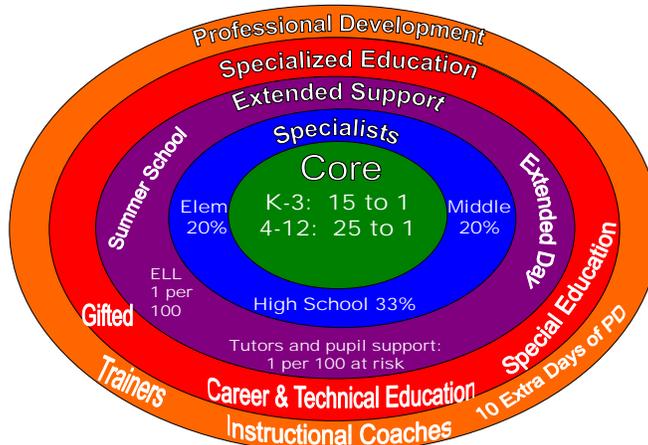
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**The Evidence Based Model:
A Research Driven Approach to Linking Resources to Student Performance**



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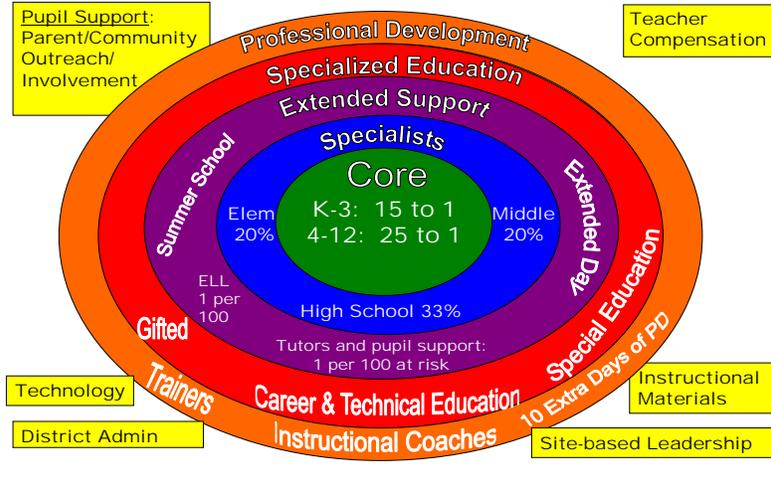
**The Evidence Based Model:
A Research Driven Approach to Linking Resources to Student Performance**



11

The Evidence Based Model:

A Research Driven Approach to Linking Resources to Student Performance



12

Class Size, Core & Elective Teachers

p.14 and p. 17

Element	North Dakota	EB
Core Class Size	No specific requirement in aid formula	<p><i>Elementary</i> core class sizes of 15 K-3, and 25 grades 4-5, with additional 20% for elective classes</p> <p><i>Middle</i> school core class sizes of 25 with 20% more for elective classes</p> <p><i>High</i> school core class sizes of 25 with 33% more for elective classes</p>



13

Instructional Coaches/ Professional Development

P. 20 and p. 62

Element	North Dakota	EB
Instructional Coaches	\$2.3 million for mentor teachers	1 instructional coach for every 200 students
Pupil Free Days	2	Total of 10 pupil free days for the teacher work year so an approximate increase of 8 days and paid at the average daily rate
Resources for Training	--	\$100 per pupil

We recommend the state set a goal of requiring a minimum of 10 student free days for professional development in the standard teacher contract by the year 2020, phasing in 1 day per year, with professional development days defined as in current law.



Special Education

P. 41

Element	North Dakota	EB
Special Education Overall	Extra weight of 0.082 for all regular students	
Special Education, Mild and Moderate		1 FTE teacher and 1.0 special education aide per 150 all students
Special Education, Severe and Profound	100 % state funded for costs over 4.0 of state average	100 % state funded
State aid deductions		Federal Title VIb

We recommend that the current state approach be retained. Under this system, some special education staffing is included in the base Per Student amount, and additional staffing is provided by the 0.082 weight. Further, the state funds 100% of special education costs per student that exceed 4.0 times the average cost per student.



Gifted and Talented

p. 49

North Dakota	EB
\$800,000 state grant allocated via grant application	\$25 per all students



16

Substitute Teachers

p.53

North Dakota	EB
No specific provision	5% of all teaching staff, different from 2008 report of \$125 per day



17

Student Support Staff

p. 54

Element	North Dakota	EB
Guidance Counselors	State law requires 1 FTE counselor for every 300 students in grades 7-12, allowing 30 percent of those positions to be filled with career advisors.	1 FTE per 450 elementary school students 1 FTE per 250 middle and high school students
Nurses		1 Nurse per 750 students



18

Supervisory or Duty Aides

p. 57

North Dakota	EB
No specific allocation	1 FTE per 225 elementary 1 FTE per 225 middle 1 FTE per 200 high school



19

Librarians

p. 59

Element	North Dakota	EB
Librarians	No specific state law.	1 librarian position for every 450 elementary and middle, and every 600 high school students



20

Principals and Assistant Principals

p. 60

Element	North Dakota	EB
Principals	No specific state law; historically low student to principal ratios.	1 per 450 elementary and middle students and 1 per 600 high school students
Assistant Principals		0.5 per 450 middle school and 1.0 per 600 high school students



21

School Clerical Staff

p. 61

North Dakota	EB
No specific state requirement	1 per 225 elementary and middle students 1 per 200 high school students



22

Computer Technologies Instructional Materials Student Activities

p. 66, 69 and 74

Element	North Dakota	EB
Computer Technologies	No specific state law.	\$250 per all students
Instructional Materials	No specific state law.	\$170 per K-8 student \$205 per high school student
Student Activities	No specific state law, but not in educational costs.	\$200 per elementary and middle, \$250 per high school students



23

Central Office

p. 75

North Dakota	EB
No specific state provision	\$644 per student to support a prototypical 3,900 student SAU central office of 9 professional, 9 clerical/secretarial and 1 computer technician positions.



24

Maintenance and Operations

p. 65

North Dakota	EB
No specific state policy.	\$757 per pupil to support custodians, maintenance and groundskeepers, and minor facilities repair. However, actual spending is \$1,167 so we use that amount until EB model can be applied to conditions of every building.



25

Benefits

7.65% FICA and Medicare

2.35% unemployment, disability, misc.

10.75, 12.74% for district portion of retirement in 2013--14 and 2014--15 respectively

\$11,780 per employee for health care (what the state pays for state employees) = 46% of classified and 24.4% average teacher salary

These add to 44% for licensed staff and 67% for classified staff; 2 percentage higher for 2014-15



26

Benefits

p. 92

North Dakota	EB
No specific state policy though state pays 100 % of health benefits for state employees and requires districts to pay 10.75 and 12.75% for teacher retirement for 2013-14 and 2014-15 respectively.	Licensed staff: 45% Classified staff: 67%



27

Salaries

- To estimate the recalibrated 2013-14 figure we used actual average salaries for 2012-13 for all positions



28

Recalibrated Base Number

- For 2013-14 increases from \$8,810 to \$9,347
- For 2014-15 increases from \$9,092 to \$9,442
- Causes of the increase
 - Errors in calculation of the 2008 benefit rate of 26% which should have been closer to 34%
 - Increase of 4-6 percentage points in pension benefits
 - Health care costs that reflect state policy for state employees
- The dollar per student amount for each element of the model can be found in Table 17 on p. 94 of the report



29

Extra Funding for Struggling Students Evidence Based Approach

Element	North Dakota	EB
Economically Disadvantaged Students	Extra weight of 0.05 for each at risk student	
Tutors or Tier II Intervention teachers		1 FTE in each school + 1 FTE per 125 at risk students
Extended Day Academic Help Programs		1 FTE per 120 at risk students
Summer School	Extra weight of 0.6 for each summer student	1 FTE per 120 at risk students
Additional Pupil Support (in addition to guidance and nurse discussed below)		1 FTE per 125 at risk students
LEP/ELL Students	Extra weight Based on ELL student: Level 1 0.3 Level 2 0.2 Level 3 0.07	1 FTE per 100 ELL students



30

Conversion of EB Recommendations into Student Weights: At Risk

- Roll EB recommendations for tutoring (Tier 2 interventions), extended day, and extra student support) into a higher at-risk weight by increasing current 0.05 weight to 0.20
- To insure all ELL students also trigger the above services, adjust the at-risk pupil count to include all ELL students so use unduplicated count of both students eligible for free and reduced price lunch and ELL students, as at-risk student count



31

Conversion of EB Recommendations into Student Weights: : ELL

- Use only one weight of 0.07 BUT ONLY if the at risk weight of 0.2 is adopted.
- If the at-risk weight of 0.20 is not adopted, then retain the current three level ELL weights
- Consider adding an ELL newcomer program with about 1 teacher and 8-12 students for ELL students from poverty and uneducated backgrounds



32

Conversion of EB Recommendations into Student Weights: Summer School

- Retain current summer school weight of 0.6



33

Conversion of EB Recommendations into Student Weights: Alternative Schools

Retain current weight of 0.15 for middle schools and 0.25 for high schools but include grade 9-12 students as well as students up to age 21 enrolled in alternative high schools



34

Student Weights: Migrant Summer School

- This weight of 1.0 could have been reduced by about half when the Per Student amount was “doubled” for this year
- Eliminate as a separate program but allow eligible migrant students to be counted for regular summer school program weight of 0.6



35

Student Weights to Eliminate: Home ED and Cross Border Attendance

- Eliminate both
- Few districts provide supervision for home education students and current weight covers very few such students
- The large increase in the Per Student figure for 2014-15 now provides sufficient funds for districts to cover cross border attendance tuition



36

Student Weights to Retain

- Data collection of 0.003
- Regional service agency of 0.002
- Early childhood special education of 0.17



37

Small District Adjustment

Retain current North Dakota system but consider increasing the weights for districts with fewer than 125 students



38

Additional Issues Identified

- State support for capital construction
- State support for transportation
- Change student count in formula to current year to address student growth
- Regional cost adjustments



39

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40