

## PERFORMANCE NOTE: AGENCY FORM

# H.B. 203

**SHORT TITLE:** Teacher Salary Supplement Amendments

Joint Rule 4-2-404 requires a Performance Review Note anytime the legislature significantly increases

funding for:  New agency  New services or benefits  Serving a new or larger population

**DUE TO THE FISCAL ANALYSIS** Monday, March 18, 2013

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### HOW WILL THE PUBLIC BENEFIT?

**1** What is the purpose and the duties of the new program, agency, services, or population served? JR4-2-404(4)(c)(i)

To recruit individuals with degrees in physical science, mathematics, computer science, and special ed to be teachers by providing a significant financial incentive. A second purpose is to simplify the payments process by moving the entire responsibility to USOE.

**2** What services are provided by the funding increase? JR4-2-404(4)(c)(ii)

The TSSP is expanded to include computer science and special education teachers as eligible for the program and increases the dollar award for all eligible teachers gradually to \$10,000 per teacher over the next six years. It also moves responsibility for distribution of funds to the Board of Education.

**3** What are the expected outcomes of the new or expanded program and how will the public benefit? JR4-2-404(4)(c)(iii)

The ratio of teachers in these specific subjects that are qualified to receive the funding should increase.

**4** How will the bill be implemented and what resources are available to achieve the expected outcomes? JR4-2-404(4)(c)(iv)

This bill will be implemented through USOE licensing. Additional personnel will be needed due to the doubling of eligible teachers as this would expand the program beyond the capacity of current staff.

**5** How will the proposed agency activities cause the expected outcomes and public benefit in 3?

Increased eligibility and compensation may have an influence on recruitment efforts in high needs areas.

## 2. PERFORMANCE MEASURES:

What measures will managers and policymakers use to know if the new or expanded program is providing the expected outcomes and public benefits? Provide one, two, and three year goals or targets, actual results and measures if available to serve as a baseline, and outcomes.

**Goal (public benefit):** Increase in the ratio of teachers in these subjects that are qualified for the program

**Measure Title:**

**Description:**

If the program is successful in attracting new or retaining teachers with degrees in these subjects then the ratio of eligible teachers should increase.

| Fiscal Year:                |   | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 |
|-----------------------------|---|---------|---------|---------|---------|---------|
| <b>Target or Benchmark:</b> |   |         |         |         |         |         |
| <b>Baseline:</b>            | Mathematics: 1,017 of 1,844 55.0%       | 58%     | 61%     | 64%     | 67%     | 70%     |
|                             | Science: 222 of 808 27.5%               | 31%     | 35%     | 39%     | 43%     | 47%     |
|                             | Computer Science: 10 of 86 11.6%        | 15%     | 19%     | 23%     | 27%     | 31%     |
|                             | Special Education: 1,362 of 2,604 52.3% | 55%     | 58%     | 61%     | 64%     | 67%     |

**How will program managers collect this performance information and ensure its reliability?**

Information will be collected through CACTUS.

**Goal (public benefit):** Streamline payments process

**Measure Title:**

**Description:**

Administration of the program will be simplified by centralizing the TSSP at the USOE.

| Fiscal Year:                |  | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|-----------------------------|--|---------|---------|---------|---------|---------|
| <b>Target or Benchmark:</b> |  |         |         |         |         |         |
| <b>Baseline:</b>            |  |         |         |         |         |         |

**How will program managers collect this performance information and ensure its reliability?**

Feedback from LEAs regarding the process of transferring funds.

**Goal (public benefit):**

**Measure Title:**

**Description:**

| Fiscal Year:                |  | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|-----------------------------|--|---------|---------|---------|---------|---------|
| <b>Target or Benchmark:</b> |  |         |         |         |         |         |
| <b>Baseline:</b>            |  |         |         |         |         |         |

**How will program managers collect this performance information and ensure its reliability?**