



Meeting the Moment

How State Leaders are Using Innovation for Impact

Kansas Registered Teacher Apprenticeship

Using Program Evaluation
Planning to Support Continuous
Improvement and Scaling

Agenda

Item 1 – Context

Item 2 – Design

Item 3 – Implementation

Item 4 – Evaluation

Item 5 – Next Steps and Lessons Learned

Context

Meeting the Moment

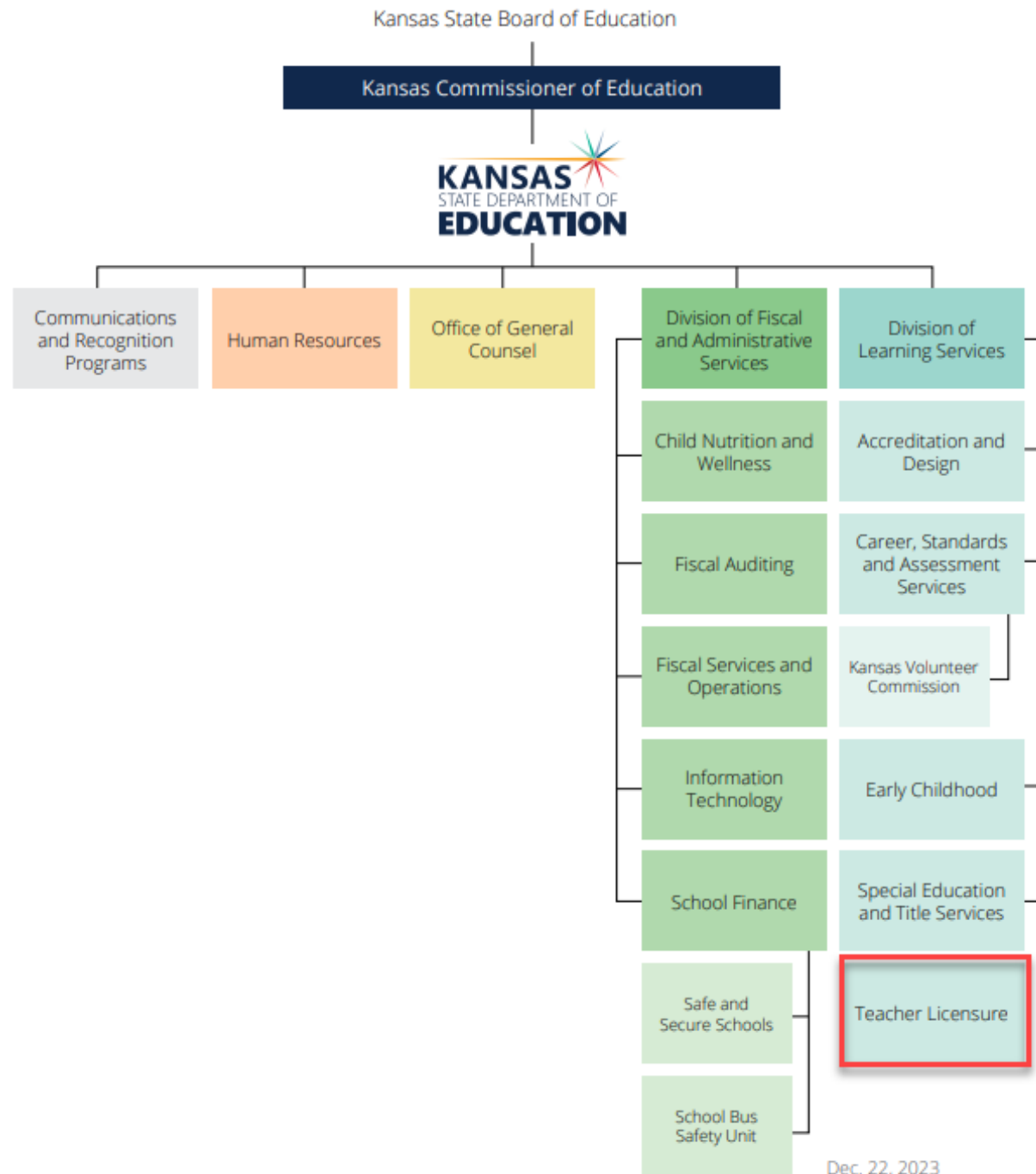
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State Agency Structures

Kansas State Department of Education	<ul style="list-style-type: none">• Teacher Licensure (TL)• Collaborated and created RTAP application• State intermediary
Kansas State Board of Education	<ul style="list-style-type: none">• Approved TL's RTAP application May 2023• Must approve any changes to program to include utilization of funds
Department of Commerce**	<ul style="list-style-type: none">• Office of Apprenticeships• Manages overall program• Manages most of the funding
Kansas Apprenticeship Council	<ul style="list-style-type: none">• Approved TL's application May 2023

**Agency with apprenticeship authority.

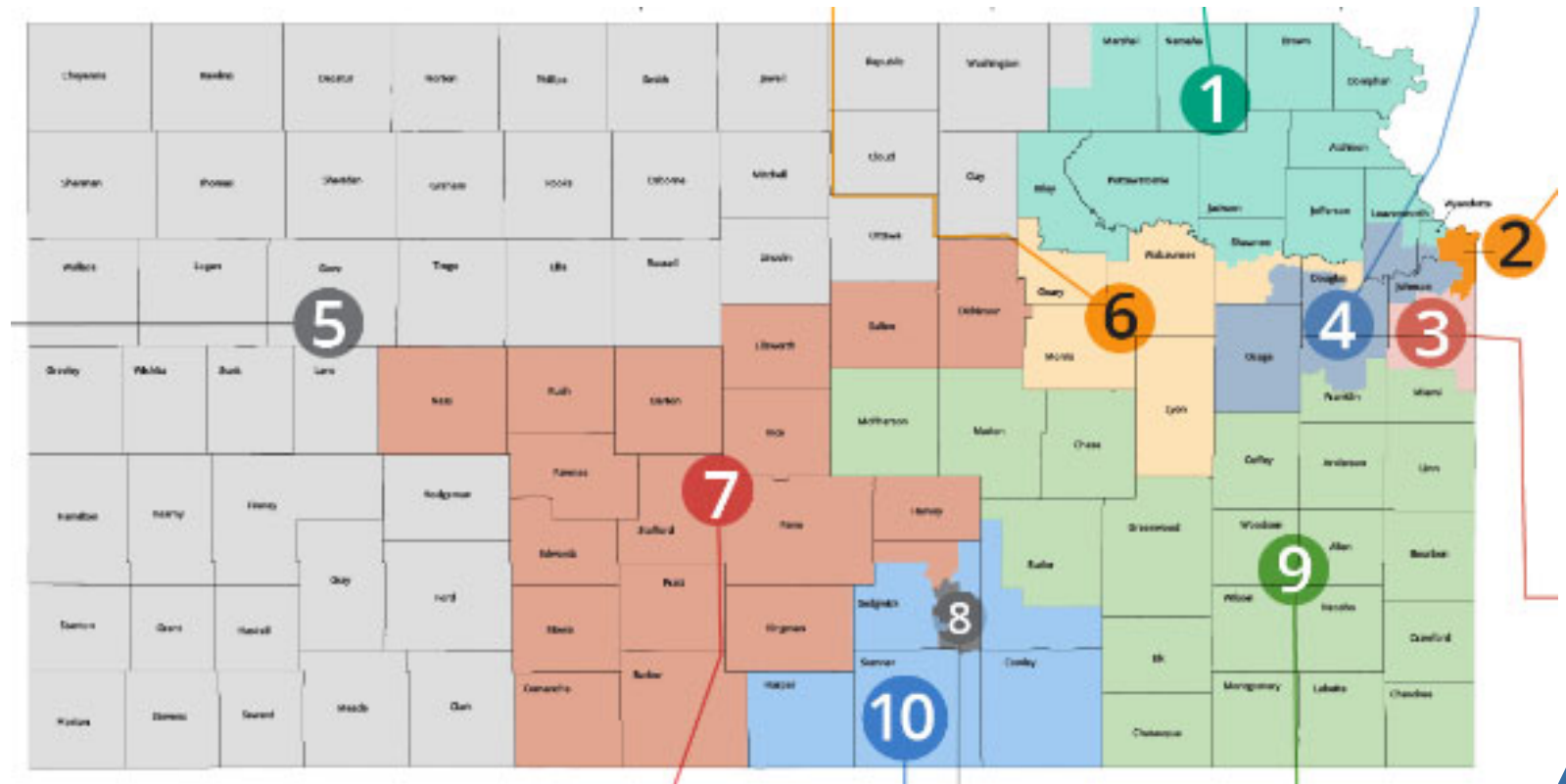


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State Board

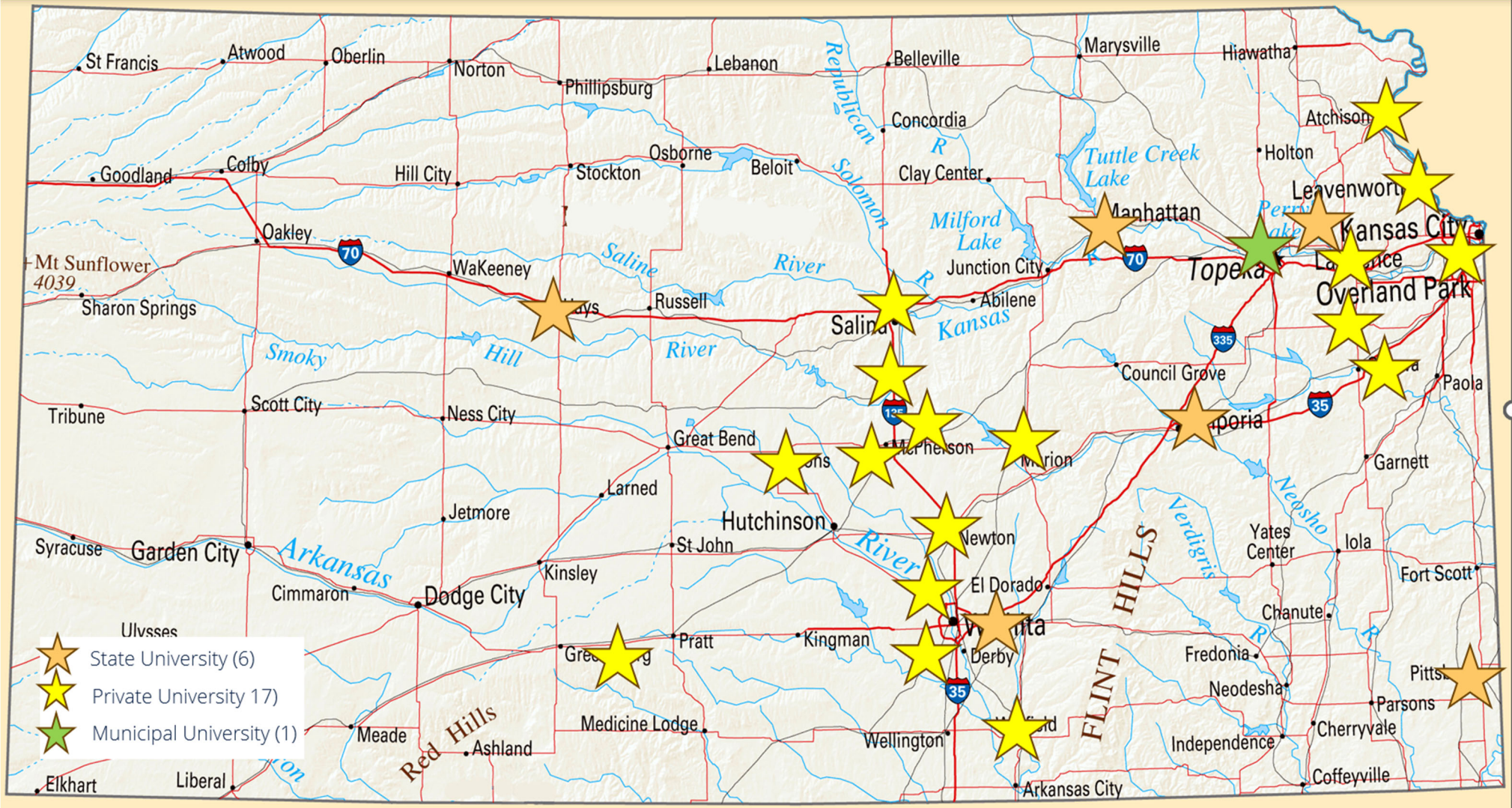
- » 10 State Board Districts
- » 286 Public School Districts
- » 17 State Accredited Private Schools



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Educator Preparation Programs



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Assignment Vacancy Top 5	Fall 2022	Spring 2023		Assignment Vacancy Top 5	Fall 2023
		Filled	Not Filled		
Special Education	385	54	377	Special Education	404
Elementary	329	60	289	Elementary	462
English Language Arts	93	13	92	English Language Arts	98
Mathematics	85	12	94	Mathematics	112
Science	95	16	89	Science	92
Total – ALL reported Vacancies	1,650	263	1,634	Total – ALL reported Vacancies	1,810

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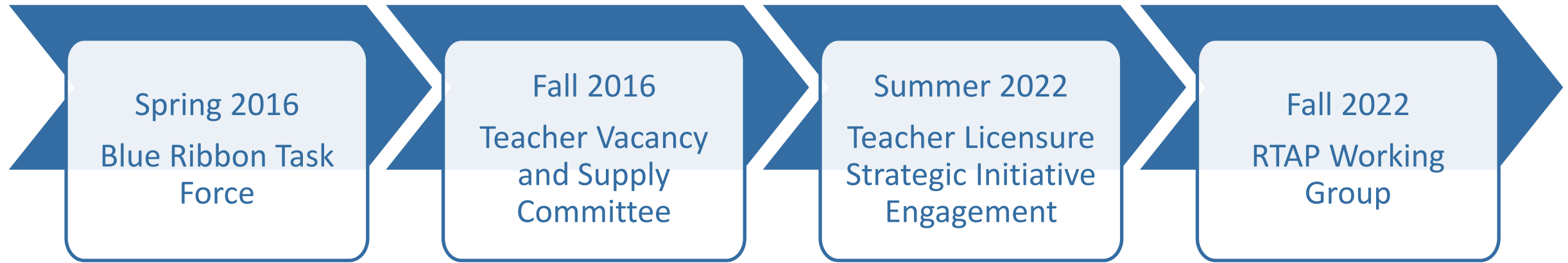
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Design

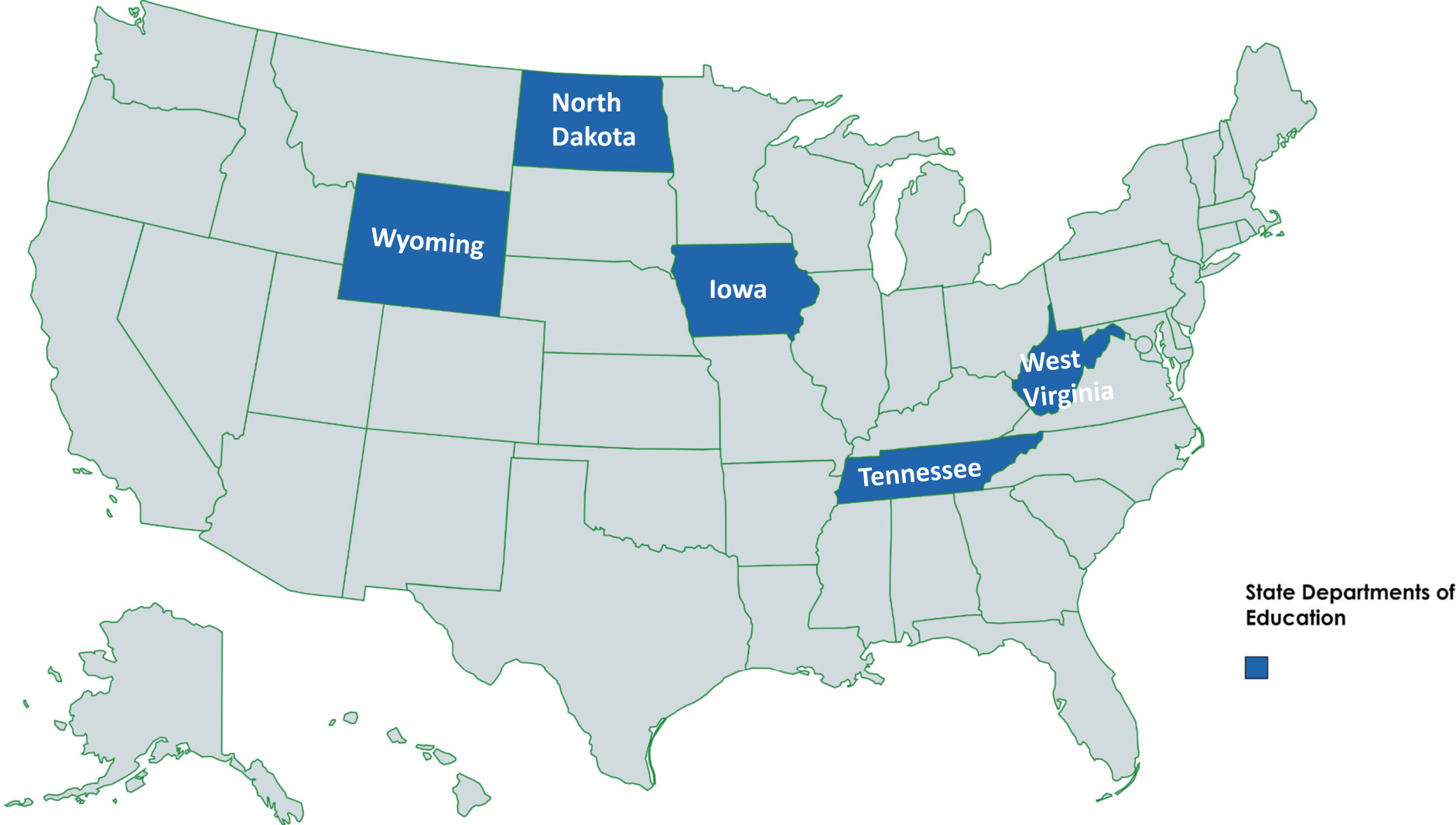
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Setting The Foundation



Program Development Thank You!

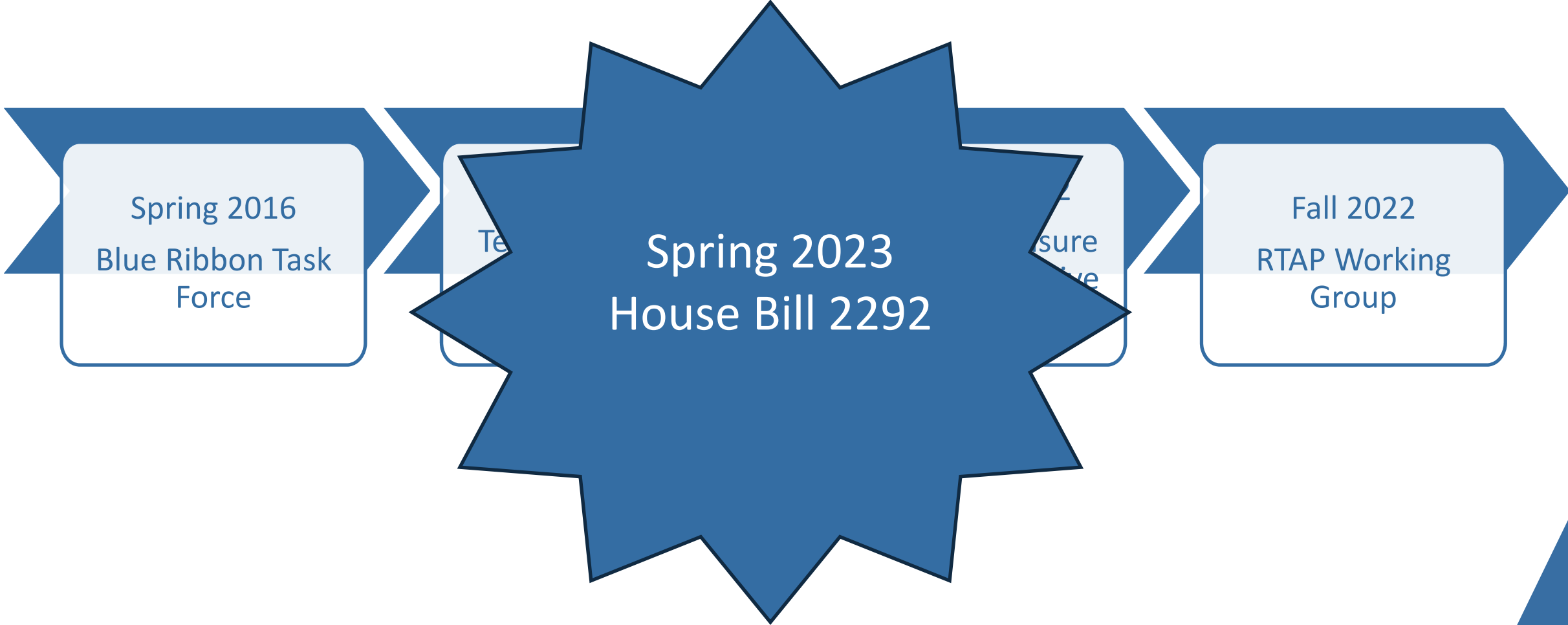


Implementation

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Pilot Implementation



Evaluation

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Program Evaluation Planning

IES Institute of Education Sciences

Regional Educational Laboratory Central
At Marzano Research

REL 2022-112
U.S. DEPARTMENT OF EDUCATION

Program Evaluation Toolkit:
Quick Start Guide

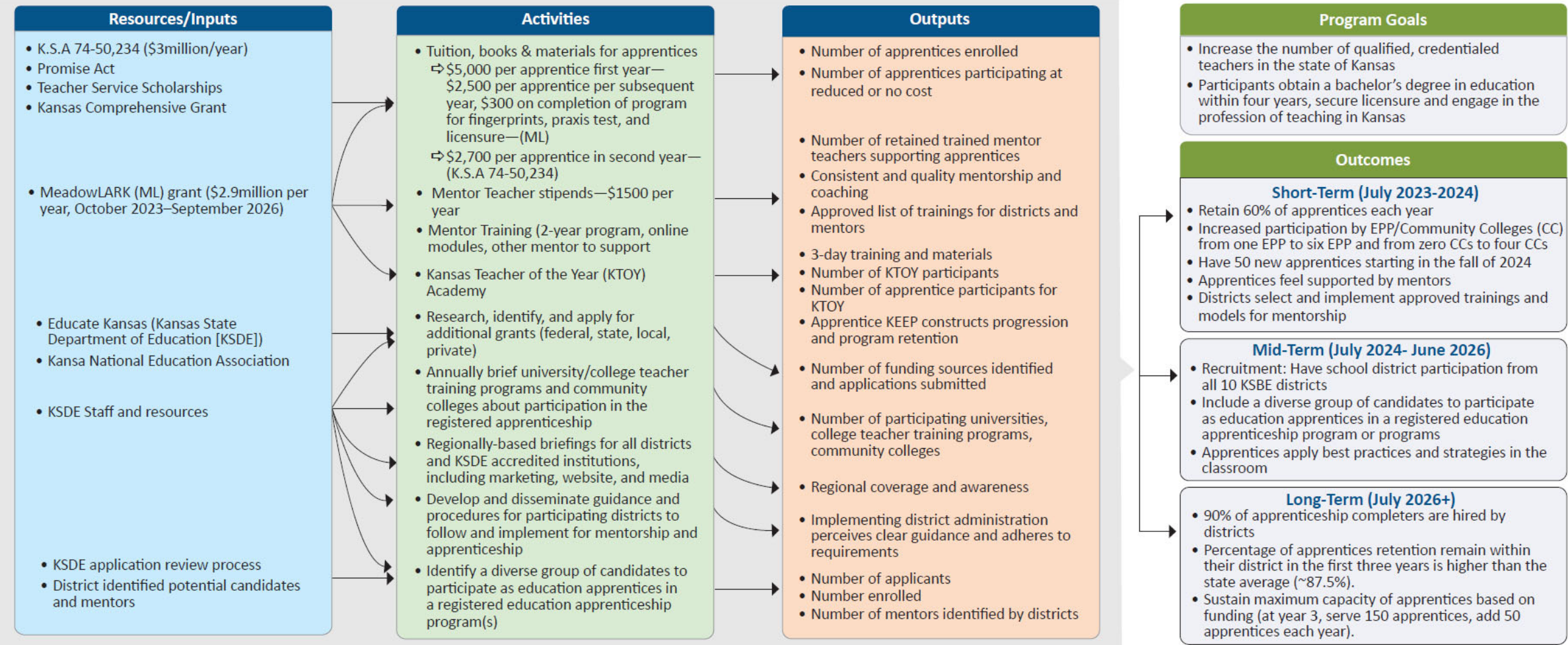
A Publication of the National Center for Education Evaluation and Regional Assistance at IES

Program Evaluation Toolkit

1 2 3 4 5 6 7 8

Registered Teacher Apprenticeship (RTA) Logic Model

There is a shortage of qualified teachers within Kansas school districts, echoing the nationwide struggle to fill teaching positions, with around 1,100 elementary to secondary teaching position vacancies, nearly 500 of which are in elementary, putting strain on Kansas' efforts to provide quality education to support student learning and performance. This crisis arises partially from Kansas teacher training program enrollment not keeping up with attrition rates. Of the teachers exiting Kansas teaching positions between 2018–v2023, 15% moved to teaching positions out-of-state, and 31% left the profession altogether. Over this time, the difference between the number of teachers added to the workforce from Kansas Educator Preparation Program (EPPs) and those exiting has steadily grown, with 1,220 more teachers exiting than entering; a net attrition of 244 teachers per year on average. Kansas has also hired an average of 550 out-of-state educators per year over the last five years. It is also due to growing attrition rates among new educators, with the average rate of attrition between each academic year in the first two years significantly increasing with each new cohort, from 3.5% (57 teachers) each year on average for the 2011–12 cohort to 5.5% (90 teachers) for the 2020–21 cohort.



Theory of Change Assumptions

- RTA will give districts the opportunity to be involved in training teachers in collaboration with EPPs. The program will strengthen ties between districts and EPPs to better support teachers. Outcomes include better prepared teachers who can adapt to specific district cultures.
- RTA is a partnership between different state agencies to work on teacher vacancy as an economic driver through reducing barriers and developing pathways.

Next Steps and Lessons Learned

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Lessons Learned



Context

Design
(Funding)

Implementation

Future

Program Scaling

Outcomes
Evaluation



Questions

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