

Department of Planning and Budget 2016 Fiscal Impact Statement

1. Bill Number: HB503

House of Origin	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
Second House	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. Patron: Kory

3. Committee: Education

4. Title: Superintendent of Public Instruction; tracking teacher turnover; report.

5. Summary: Requires the Superintendent of Public Instruction to track public elementary and secondary school teacher turnover by cause, geographic area, school division, and subject area, annually report his findings to the Governor and the General Assembly, and post such annual report on the Department of Education website.

6. Budget Amendment Necessary: Yes, Item 136.

7. Fiscal Impact Estimates: Indeterminate. See Item 8.

8. Fiscal Implications: In accordance with Senate Joint Resolution 218, 2015 Session, the Department of Education (DOE) studied the feasibility of implementing a program in the Commonwealth to track teacher turnover. As reported in the Department of Education's Feasibility Study on the Implementation of a Program to Track Teacher Turnover in the Commonwealth of Virginia, DOE could track teacher turnover using exit questionnaires or a computer program.

DOE indicates that a working conditions survey may help inform schools and divisions about a "predicted teacher retention rate." The cost for a valid and reliable survey would need to be determined through Virginia's procurement process, so the actual state cost to administer such a survey, collect and analyze the data, and report the results is indeterminate at this time.

One example of a working conditions survey is the New Teacher Center's (NTC) Teaching, Empowering, Leading, and Learning (TELL) survey. Information from the NTC indicates that the cost to administer a statewide TELL survey is approximately \$150,000 during the year of administration. This fee may be offset by a \$25,000 grant from the National Education Association (NEA) pending available funds. Some states contract with the NTC for a second year of assistance with the development of state policies based on the data and training of staff on how to use the data in their own work with school districts. The cost of the second year of NTC assistance varies from \$40,000 to \$150,000 depending on the needs of the state. Some states then choose to repeat the survey during the third year to measure

progress, thus repeating the \$150,000 cost for a year of survey administration. If the exit survey must be conducted annually, this would be a recurring expense of \$150,000 per year.

Alternatively, DOE could develop a model exit questionnaire that Virginia schools and school divisions may administer to their exiting teachers in multiple formats, including at a minimum, on paper and online. The actual state cost to develop and administer such a survey, collect and analyze the data, and report the results is indeterminate at this time.

To track teacher turnover using a computer program, DOE could modify its current teacher work force database. Adding several data fields to the current teacher work force database would enable DOE to calculate a state-level teacher turnover rate and to determine why instructional personnel leave. The actual cost to perform these modifications, analyze the data, and report the results is indeterminate at this time.

Local school divisions also may incur costs to administer questionnaires, collect and report data, or perform other duties required by this legislation. The actual fiscal impact to local school divisions is indeterminate at this time.

9. Specific Agency or Political Subdivisions Affected: Department of Education, local school divisions

10. Technical Amendment Necessary: No.

11. Other Comments: This bill is similar to SB 360.