How Kansas ranks

Every year, KASB compiles education data from each state for a report that compares Kansas student outcomes with the other states. See pages 10-14 for 2019 results.

Teacher Pay

KASB leadership believes it’s time for Kansas to catch up with better salaries for our most valuable resource. See pages 4 and 5 for their views on this topic.
Hodges, Foster, Watson and Dennis among speakers at KASB Annual Conference

Tim Hodges, a K-12 consultant and director of research from the Gallup analytics firm, will be the keynote speaker at KASB’s 2019 Annual Conference in Wichita.

Hodges’ address on Sat. Dec. 6 will focus on the state of our schools, public opinion and best practices for addressing the challenges facing education.

Preparing students for a successful future requires us to understand the opinions of key stakeholders, including students, educators, administrators, parents, employers and the broader community. Gallup has uncovered key areas of agreement as well as gaps in perceptions among these stakeholder groups. Leading with this information in mind will help our students be engaged in school today and hopeful about their role in a changing workplace for the future.

Saturday will also include more than 40 breakout sessions, the Vendor Trade Show and a General Session with Kansas Education Commissioner Dr. Randy Watson and Assistant Commissioner Dale Dennis.

On Sun. Dec. 7, Chad Foster will provide the inspirational keynote address.

Foster will share the critical insights that have enabled him to think differently after losing his eyesight in his late teens. As a finance leader for a multibillion-dollar company, Foster combines business success with real-world experiences to motivate audiences using humor and inspiration. His extraordinary story of overcoming adversity and achieving a high level of success is sure to leave you energized and eager to apply his tools to overcome your own obstacles.

Saturday will also include more than 40 breakout sessions, the Vendor Trade Show and a General Session with Kansas Education Commissioner Dr. Randy Watson and Assistant Commissioner Dale Dennis.

KASB 2019 Annual Conference Call for Presentations

KASB is seeking engaging, creative and thoughtful submissions from KASB MEMBERS for the 2019 Annual Conference. The 60-minute presentations will be given on Saturday, December 7. Slots fill up early, so submit your proposal as soon as possible!

More information and an online application are available at kasb.org/cfp2019

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Celebrating Public Schools

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Stopping school shooting tragedies before they happen will be the focus of several KASB workshops this summer, as well as leadership training and regional meetings.

7 Looking for good leaders
Do you have what it takes to serve as KASB president-elect designee? Applications are being accepted.

8 Historic court ruling
June 14 turned into an historic day for Kansas public schools. The Kansas Supreme Court declared the state has substantially complied with the Kansas Constitution in school funding.

9 BOLD class graduates
Graduations aren’t over yet. The second KASB BOLD class graduated in Derby. Plans are under way to select the next class to help school leaders.

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A bullying task force has started its work and it is crucial that parents, students and others provide input about this problem that affects so many people.

16 KASB makes building improvements
The KASB building is buzzing with workers renovating the facility. KASB wants the building to be efficient and comfortable as possible.

18 Annual KASB recognition
KASB staff were honored at the annual recognition dinner and the KASB presidency was passed to Shannon Kimball from C. Patrick Woods.

20 KASB Board of Directors
KASB Board of Directors approved the budget, worked on the strategic plan and heard numerous reports during its quarterly meeting.

GUIDELINES FOR AUTHORS
KASB welcomes any articles on education. The article should be as brief as possible and written in a direct manner. Author name, title, address, phone and email should be included. Articles must be submitted electronically and will be edited to conform to KASB style. KASB reserves the right to refuse publication of any article. Email Scott Rothschild at srothschild@kasb.org for more information or to submit an article.

COLUMNS

4 President’s Perspective
With more certainty in school funding, new KASB President Shannon Kimball is inspired about the future and hopes schools can help teacher salaries recover.

5 I’m From Kansas
Kansas schools have gone through some hard times in recent years, but times have changed. Education leaders must step up and help increase teacher salaries and provide the programs needed for student success.

10 Kansas Ranks 9th
Every year, KASB’s Chief Data Officer Ted Carter compiles education data from each and every state that is used for a report that compares Kansas student outcomes with the other states. This year’s results, consistent with previous years, shows Kansas does more with less.
Greetings! It is my honor and privilege to serve as your Association president this year. I have been fortunate to learn from past president Patrick Woods’ leadership throughout this last year, as well as former past president Dayna Miller and incoming president-elect Lori Blake. I thank each of them for their dedicated service to KASB, and I know together our leadership team will work hard to ensure KASB successfully meets the needs of our members and continues to be the leading voice of public education in Kansas.

I am serving my eighth year on my local board of education, and as all of our members are so well aware, these years have seen almost continual upheaval over public school funding. With the actions in the past Legislative Session and the recent decision by the Kansas Supreme Court, we may all have the opportunity to vote—for many of us, for the first time ever in our board service—on a constitutionally funded budget for this upcoming school year. If that happens, the resolution of the school finance litigation will nevertheless leave our districts with major challenges.

Our members are well aware of these challenges, and one in particular stands out right now. When asked this past school year to identify the greatest barriers to increasing educational outcomes, you and other education leaders told us, very clearly: A shortage of qualified teachers.

Reasons given for this problem are varied and include a steep decline in students entering college programs for teaching (one study documented a 23 percent decline between 2007 and 2016)—a decline fueled by the belief that teaching has become an undesirable profession owing to a perceived lack of professional autonomy, years of cuts to school funding, and lack of public and political support.

Addressing teacher compensation now will make teaching a more attractive and better compensated job in Kansas and will help our districts to attract and retain better qualified, higher skilled individuals to improve learning and student success.

These factors are influential, but not easily remedied without systemic changes in how our communities and our political leaders talk about public schools and how as a community we respect and support the teaching profession.

However, one factor can be readily measured: the relative decline in teacher pay, which is tied to our long-running funding problems, but which also is an issue school districts have an opportunity to tackle this year.

Teaching has long paid less than other professions requiring a college degree, but that gap has widened substantially in Kansas over the past decade. Today, Kansas teachers now trail comparably educated employees in other fields by nearly 20 percent. When measured against our peer states and those states whose successes our state should look to emulate, Kansas is falling further behind.

Why has competitive teacher pay been such a challenge for Kansas school districts? In short, the precipitous decline in K-12 state funding following the Great Recession. While other states have since recommitted funding to K-12, Kansas has lagged behind with a slower-to-recover economy and deeper revenue losses because of income tax cuts. From 2008 to 2017, total per pupil funding in Kansas increased just 10.5 percent (ranking 36th in the nation), while the national average increased 17.8 percent, and the top performing states increased 28.3 percent. In other words, Kansas is well below the national average in both teacher salary and per pupil funding growth, while the top states in educational outcomes exceed the U.S. average in both categories.

Kansas school districts now have the opportunity to disrupt this pattern. The Kansas Legislature began to raise funding in 2018 and has adopted a plan to further increase state aid over the next four years. The goal of this plan is...
Now is not the time to get over-cautious

As education leaders, we have recently become more aware of how trauma affects children, their learning, and well-being. This is one of the great new knowledge sets of my lifetime in education. We should also consider that trauma affects school leaders as well.

At the risk of sounding hyperbolic, educators have lived through some trauma in the past 10-12 years. Who can forget the trauma of the years following 2008 when state aid payments were questionable, and school leaders were faced with laying off staff and cutting programs they knew were good for kids?

One reaction to living through hard times is to become hyper-cautious. We saw budget reserves grow because districts were worried about making payroll and being able to pay vendors. It is a natural reaction and made sense at the time. No one wants to serve on the board that couldn't make payroll.

But times have changed. We have a new finance plan that at the very least will provide 3-4 percent increases over the next four years. Better times call for different strategies. The Legislature's Alvarez & Marsal study recommended reserves of no more than 15 percent unless some specific plan is in place for some specific reason.

Leaders have to step up and help the public understand that strong educators deserve strong salaries.

The plaintiffs made a strong case that 25 percent of Kansas students need additional assistance to be successful. In the short-term, improved services are needed. In the long-term, improved salaries for teachers will attract and retain great educators. For the past decade we have lived with a shortage of educators in Kansas. Study after study shows teachers are underpaid in comparison with other professionals. Leaders have to step up and help the public understand that strong educators deserve strong salaries.

We also know strong programs are necessary to improve student success. Do you have adequate preschool services for your students? Are you meeting the needs of the modern workforce? Have you addressed “paperboy skills” as explained in Mark Tallman’s blog? (kasb.org/blog-source/tallman-education-report/)

It is wise to have adequate reserves. Board members have a fiduciary responsibility to have a budget that allows for possible contingencies. Board members have a duty to approve a budget that is responsible and provides funding for quality educators and programs to assure success for all students. Thanks to the Kansas Legislature, Governor, and courts, we can move ahead with responsible, but not hyper-conservative budgeting and spending practices.

Kimball

to restore general school funding to 2009 levels, after adjusting for inflation. As a result, school districts will, on average, have additional dollars to begin raising teacher pay to be more competitive with other professions and other states.

Addressing teacher compensation now will make teaching a more attractive and better compensated job in Kansas and will help our districts to attract and retain better qualified, higher skilled individuals to improve learning and student success.

I hope this moment is the true beginning of a recovery period for our schools. The funding increases anticipated this year and over the next four years cannot fully undo the damage of a decade of lost opportunities, but the increases will provide districts the chance for change in the right direction when it comes to teacher pay. I encourage board members to take advantage of that opportunity now as we strive to do the best work we can for our schools and our communities. I know I am starting out my year of service to our association feeling inspired and hopeful for our future.
Student safety, leadership training among upcoming KASB workshops

By Scott Rothschild, srothschild@kasb.org

In the aftermath of school shootings, parents and educators are searching for ways to stop the tragedies.

Perhaps not surprisingly, new data reveal districts nationwide are spending billions of dollars hardening their buildings with increased security measures and the latest surveillance technology.

KASB’s Randy Weseman, a former school superintendent, however, offers research and timely data that suggest the best way to address violence in schools is to implement evidence-based models of threat assessment to mitigate and ultimately prevent school violence.

That involves opening up lines of communication and trust between schools and law enforcement, within buildings between staff, students and parents, and enlisting the aid of everyone in the community, he said.

Weseman will conduct three sessions on making schools safer. They are scheduled for 5:30 p.m. July 17 at The Cedars in McPherson, July 18 in Colby at the City Limits Conference Center and August 7 in Olathe at the USD Education Center Board Room.

“While it is important to have lockdown drills and technical solutions like video surveillance, those are put in place to react to situations that might develop,” said Weseman, who serves as KASB’s assistant executive director for operations and leadership services. “We will discuss models that are cost-effective and work to prevent incidences of violence in school populations,” he said.

Weseman noted recent data from several studies of school violence incidents show that in nearly 87 percent of instances, someone, if not many in the school population, had information on what the perpetrator’s intentions were but that information didn’t make it to those who could take action to prevent the incident.

“We will discuss models that are cost-effective and work to prevent incidences of violence in school populations.”

- Randy Weseman
KASB Asst Executive Director Operations & Leadership

“The best sources (of information) are the people in the schools; the kids, teachers and parents,” Weseman said.

Schools should consider implementing an evidence-based threat assessments model to complement their current safety efforts, he said.

On Oct. 28, KASB will host a school security meeting with team trainers who work with Dr. Dewey Cornell, a forensic clinical psychologist and education professor at the University of Virginia, who is the principal author of the Virginia Student Threat Assessment Guidelines, which is an evidence-based model of school threat assessment that is being used by an increasing number of schools across the nation. More details on that meeting to come.

Board leadership training

In addition to school safety, KASB is conducting numerous other

(continued next page)
workshops and events through July.

On July 22 in Garden City and Goddard and July 23 in Greenbush and Hays, KASB will conduct training for school board presidents and board leadership teams.

The day-long meetings are for board presidents, vice presidents, clerks and superintendents, said Brian Jordan, KASB’s deputy executive director of leadership services.

“We are helping board presidents work through the challenges that come up when boards disagree or struggle with focus,” Jordan said. The training will also include discussions on legal issues, bringing new board members on board and how to provide a quality board agenda.

Also on July 23 in Topeka, KASB will have training on McREL’s evaluation system — both for how principals are evaluated and how principals evaluate teachers.

Regional roundtables

Beginning July 30, KASB is starting a new structure to regional meetings, known as regional round tables, where board members will have the opportunity to network and discuss issues with fellow board members.

The meetings, which will run up to three hours, will feature important discussions on various topics through the year.

A list of these and other meetings scheduled for July and August is included on the back page of this issue of the School Board Review. Additional information and registration details can be found at kasb.org/training.
Gannon: Historic day for Kansas schools

By Scott Rothschild srothschild@kasb.org

For the first time in a decade, the Kansas school system is constitutionally funded.

The Kansas Supreme Court on June 14 upheld Senate Bill 16, which added an inflation factor to an earlier phased-in K-12 increase. The court also decided to retain jurisdiction in the case to make sure the phased-in increase takes place over the next four years.

The opinion represented the seventh by the court in the long running Gannon lawsuit, which was filed in 2010 after cuts made to public schools in 2009.

In 2018, the Legislature approved a five-year funding increase adding $522 million to schools. During the 2019 session, in response to the court, the state added an inflation adjustment of approximately $90 million that is due to be applied each of the next four years.

The inflation adjustment was developed by the Kansas State Department of Education, proposed by the State Board of Education and Gov. Laura Kelly and eventually approved by bi-partisan majorities in the House and Senate. It was also supported by KASB and many education groups.

Attorneys for the plaintiff school districts said the $90 million fell $270 million short of what was needed. But the court said the state’s fix “substantially complied” with the court’s previous ruling.

Many state officials praised the decision while some criticized the court for retaining jurisdiction in the case.

Gov. Kelly said the outcome “was a victory for Kansas and our kids. Educating our kids is not just one of the best ways to address challenges facing our state, it’s also our moral and constitutional obligation.”

Senate President Susan Wagle, R-Wichita, said she was pleased with the decision but disappointed that the court “has refused to close the case.” She said the Legislature will make sure the additional funding is working. “We must improve our graduation rates and ensure that our students are prepared for college, technical school, or the workforce when they graduate,” she said.

In retaining jurisdiction, the court noted plaintiffs’ arguments that the Gannon case was filed after the state cut promised increases during the earlier Montoy litigation, an attempt during the last session was made by some Republicans to reclaim education funds and the state’s “long-term failure to adequately fund education.”

Education officials generally applauded the court’s decision. Kansas Education Commissioner Randy Watson tweeted, “Today the Supreme Court validated that schools will have the money necessary to meet the SBOE outcomes for KS schools. Thank you to @GovLauraKelly and KS Legislators for working together to provide the necessary resources for KS education!”

KASB’s Donna Whiteman, assistant executive director for legal services, called the ruling a “win-win” by providing the hope of stable funding for students and the possibility of the end of the lawsuit. But Whiteman added education advocates must remain vigilant because the funding increases OK’d under the Gannon decision must be approved each year by the Legislature.

Many officials, including Kelly, said they hoped schools would use the funding increase to increase teacher pay in order to attract and retain the best qualified staff.

KASB Statement on Kansas Supreme Court’s June 14 Gannon decision

Today is an historic day in Kansas public school education history. Today’s decision by the Kansas Supreme Court to uphold SB 16 will provide funding certainty for our public schools while also helping ensure the state’s multi-year commitment becomes reality.

KASB applauds Gov. Laura Kelly, legislators, the State Board of Education and education advocates who have supported Kansas schools throughout this litigation and school districts that fought tirelessly for the level of K-12 commitment required by the Kansas Constitution.

Kansas schools already are redesigning their operations to focus on early education, social-emotional growth, careers and civic engagement and Kansas academic standard are among the most rigorous in the nation.

The additional funding will provide new resources for quality staff, equity in achievement, health and safety, and improving readiness for postsecondary education and career skills.

KASB pledges the support of local school boards to drive student success and make Kansas a leader in public education.
Graduation day for BOLD class

by Carol Pitts, cpitts@kask.org

The KASB BOLD Class of 2018-2019 graduated June 14 following a year-long program that included sessions on building and facilities master planning; technology planning; finance strategies and planning; procurement processes; school security; risk management; and human resource management.

This is the second year for KASB BOLD (Business Operations Leadership Development). Participants are selected through an application process, with aspiring superintendents or new superintendents (within first couple of years) given first consideration.

The 2018-2019 class included 17 members who participated in sessions lead by KASB staff and guest speakers, including outstanding school leaders and subject matter experts from across the state. KASB partners P1 Group, Inc., K12ict, Opaa! and Patron Insight, Inc. also provided presentations and support.

Randy Weseman, KASB’s assistant executive director for leadership services and the association’s operations director, said this year’s class also benefited from knowledge shared by the host districts.

“We visited Goddard, Basehor-Linwood, Topeka and Derby school districts this year. The staff in each district provided great information on a wide range of topics,” he said. “This gave the class a chance to study real world examples of the challenges of district leadership.”

The application process for the 2019-2020 BOLD class will open in July. Watch KASB News Briefs and check kask.org/BOLD for additional information.

2018-2019 KASB BOLD GRADUATES

1. Kellen Adams, superintendent, Chanute USD 413
2. Susan Beesen, superintendent, Centre USD 397
3. Richard Bell, assistant superintendent of personnel and operations, Maize USD 266
4. Ben Boothe, director of secondary education, Gardner Edgerton USD 231
5. Justin Burche, superintendent, Osawatomie USD 367
6. Juanita Erickson, superintendent, Neodesha USD 461
7. Vince Evans, assistant superintendent of student support services, Wichita USD 259
8. Jim Goracke, superintendent, Sterling USD 376
9. Michael Janzen, assistant superintendent, Circle USD 375
10. Troy Langdon, superintendent, Osborne USD 392
11. Jake Potter, director of public relations, Leavenworth USD 453
12. Deanna Scherer, principal, Effingham USD 377
13. Shelly Swayne, superintendent, Russell County USD 407
14. Bryce Wachs, superintendent, Fort Larned USD 495
15. Matt Ward, superintendent, Augusta USD 402
16. Cathi Wilson, superintendent/principal, Oxford USD 358
17. Donna Zerr, principal, Augusta USD 402

See related story Page 21
For many years, KASB has provided information on Kansas’ rankings compared to other states on a variety of student outcome measures. We call this analysis “Comparing Kansas.” This year Kansas ranks 9th in the nation in terms of student outcomes. This is the same ranking Kansas earned in last year’s analysis.

Each type of outcome (Postsecondary, Graduation, and Assessments) accounts for one-third of the overall ranking, then each type is further divided by the number of measures.

**Comparison groups**

Comparing Kansas also takes a variety of demographic characteristics and determines which states are most like Kansas. The following are the comparison groups used in the analysis:

- **Aspiration States:** States that outperform Kansas when the ranks of all 15 indicators are weighted and averaged. These states have the best overall student outcomes in the nation. If Kansas aspires to improve its performance, these states provide examples of better overall results. The states identified as aspiration states in 2019 are the same as for 2018: Connecticut, Illinois, Iowa, Massachusetts, Nebraska, New Hampshire, New Jersey, North Dakota, and Vermont.

- **Peer States:** States most like Kansas. The 50 states vary widely in terms of students served, adult population characteristics and other factors influencing student performance and cost. This report identifies the following groups of peer states.
  - **Adjacent States:** States directly adjacent to Kansas: Colorado, Missouri, Nebraska, and Oklahoma.
  - **Student Peers:** States with the most similar students in terms of poverty, English Language proficiency, special education, ethnicity. This year, Pennsylvania and Rhode Island were added to the list, and Connecticut and Minnesota were removed. Kansas’ student peer states are Alaska, Arkansas, Illinois, Massachusetts, Missouri, Nebraska, Oregon, Pennsylvania, Rhode Island, Washington, and Wisconsin.
  - **Adult Peers:** States with most similar adult characteristics (income, education and poverty levels). This year, Maine was added to the list, and Georgia, Iowa, and Wisconsin were removed. Kansas’ adult peer states are Delaware, Illinois, Maine, Michigan, Nebraska, Oregon, Pennsylvania, Rhode Island, South Dakota, Utah, and Washington.
  - **Population Distribution Peers:** States with the most similar concentration of population in urban and rural areas. This year, South Dakota and Wisconsin were added, and South Carolina and Washington were removed. Kansas’ distribution peers are Alaska, Idaho, Iowa, Kentucky, Minnesota, Missouri, Nebraska, New Mexico, North Dakota, Oklahoma, Oregon, South Dakota, Wisconsin, and Wyoming.
  - **Overall Peers:** States most similar across all factors. This year, Alaska, North Dakota, Ohio, Oklahoma, and Rhode Island were added. Kansas’ overall peers are Alaska, Idaho, Iowa, Michigan, Minnesota, Missouri, Nebraska, New Mexico, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Washington, and Wisconsin.

From 2018 to 2019, there were several changes to the peer states, most notably an increase in the number of overall peers. However, there were no changes in which states were identified as Aspiration States, meaning
Kansas still ranks 9th in the nation based on the most current data.

The table above shows the Student Outcome Measures used in the analysis. The full report at KASB.org provides these for each state as well as the averages the comparison groups described at left.

### Highlights of report

Other than indicating Kansas maintained its relative standing compared to other states, this year’s analysis found the following:

- As in previous years, all Aspiration states have higher total revenue per pupil than Kansas, meaning they all spend more on average per student than Kansas.
- Sixteen of the states with lower rankings than Kansas also had higher total revenue per pupil than Kansas, meaning Kansas outperforms a notable percent of states that spend more per pupil than Kansas.
- Kansas saw an increase in the attainment levels of 18- to 24-year-olds and in the adjusted cohort graduation rates compared to last year. In addition, Kansas’ graduation rates for Limited English Proficiency Students and Students with Disabilities was higher than the average for Aspiration states, suggesting the states that outperformed Kansas overall had lower percentages of students in these categories.

- Kansas’ rank on the percentage of students meeting all four ACT benchmarks, when adjusted for the percentage of students participating, increased from 22nd to 19th.
- The SAT was recalibrated prior to the release of the 2018 results, and they now provide the percentage of students meeting both SAT benchmarks, which is a better metric to use than the Mean Scores used previously for this analysis. Using the new data and adjusting for the percentage of students participating, Kansas ranks 8th, compared to the 6th place ranking for the adjusted mean scores from 2017.

Continued on next page
### Student Population

<table>
<thead>
<tr>
<th></th>
<th>2017 Children in Poverty (100%)</th>
<th>2016 eligible for free/reduced-price lunch</th>
<th>2018 (3-21) Served Under IDEA</th>
<th>2016 in English language learners programs</th>
<th>2016 White Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Percent</td>
<td>Rank</td>
<td>Percent</td>
<td>Rank</td>
<td>Percent</td>
</tr>
<tr>
<td>Kansas</td>
<td>15.0</td>
<td>29</td>
<td>49.9</td>
<td>21</td>
<td>14.9</td>
</tr>
<tr>
<td>All States</td>
<td>17.4</td>
<td>24.0</td>
<td>48.1</td>
<td>25.5</td>
<td>14.4</td>
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<tr>
<td>Aspiration</td>
<td>12.8</td>
<td>39.1</td>
<td>37.1</td>
<td>42.9</td>
<td>15.7</td>
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<td>Adjacent</td>
<td>16.5</td>
<td>26.0</td>
<td>49.5</td>
<td>23.0</td>
<td>14.3</td>
</tr>
<tr>
<td>Overall Peers</td>
<td>16.5</td>
<td>26.5</td>
<td>46.1</td>
<td>28.1</td>
<td>14.7</td>
</tr>
<tr>
<td>Student Peers</td>
<td>16.3</td>
<td>26.1</td>
<td>48.0</td>
<td>25.2</td>
<td>15.3</td>
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<tr>
<td>Adult Peers</td>
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<td>Distribution Peers</td>
<td>16.3</td>
<td>27.6</td>
<td>46.2</td>
<td>28.2</td>
<td>14.6</td>
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</tbody>
</table>

As the table above shows:

- Kansas has a lower percentage of students in poverty than all comparison groups except the Aspiration states.
- Kansas has a higher percentage of students eligible for free or reduced-price lunch than all comparison groups.
- Kansas has a higher percentage of students served under IDEA than Adjacent states, Overall Peers, and Distribution Peers, but lower than Aspiration states, Student Peers, and Adult Peers.
- Kansas has a higher percentage of students in English Language Learners than all comparison groups.

### Adult Population

<table>
<thead>
<tr>
<th></th>
<th>2017 Median Household Income</th>
<th>HS completion or higher</th>
<th>2017 25-year-olds and older</th>
<th>2017 Income Below Poverty Level in the Past 12 Months</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Dollars</td>
<td>Rank</td>
<td>Percent</td>
<td>Rank</td>
</tr>
<tr>
<td>Kansas</td>
<td>$57,872</td>
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<td>All States</td>
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<td>89.5</td>
<td>25.3</td>
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<td>Aspiration</td>
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<td>Distribution Peers</td>
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<td>27.1</td>
<td>90.7</td>
<td>18.2</td>
</tr>
</tbody>
</table>

As the table above shows:

- Kansas’ median household income was lower than the average for all comparison groups.
- Kansas had a higher percentage of adults 25 and above with at least a high school diploma than all comparison groups but the Aspiration states. The same is true for the percentage with at least a Bachelor’s and with a Graduate Degree or higher.
As the table above shows:

- Kansas is larger geographically than the average for Aspiration states and the Adjacent and Adult Peer states, but smaller than the average for Overall, Student, and Distribution Peers.
- Kansas’ population is smaller than the average for all comparison groups.
- Kansas has a lower concentration of people living in urbanized areas (50,000 or more) than all but the Distribution Peers, a higher percentage living in urban clusters (2,500 to 50,000) than all comparison groups, and a higher percentage in urban areas (at least 2,500) than all but the Aspiration States and Overall and Distribution Peers.

Taken together, this data suggests Kansans are more spread out than many of our comparison states, and we tend to have more folks living in fairly close communities separated geographically from other communities, rather than in large areas where many communities are adjacent or overlap.

As the table above shows:

- Kansas has fewer students per staff member and per teacher than all comparison groups but the Aspiration states.
- Kansas has more students per administrator than all comparison groups.
- Kansas has fewer students per school than all comparison groups except the Distribution Peers.
- Kansas has fewer students per district than all comparison groups except the Aspiration states.

Taken together, these indicators suggest Kansas has smaller schools and districts than most comparison groups, more educators per student than all its peers, and fewer administrators per student than all comparison groups. Further, the states that outperformed Kansas had on average fewer students per staff member and teacher, fewer students per administrator, slightly more students per school, and fewer students per district.

### Student-Educator Ratios

<table>
<thead>
<tr>
<th></th>
<th>2017 Student Ratios</th>
<th>2010 % Total Population</th>
<th>2010 Population Per Square Mile</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>2017</td>
<td>2010</td>
<td>2010</td>
</tr>
<tr>
<td></td>
<td>Ratio</td>
<td>Rank</td>
<td>Ratio</td>
</tr>
<tr>
<td>Kansas</td>
<td>7.2</td>
<td>27</td>
<td>14.5</td>
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<tr>
<td>All States</td>
<td>7.7</td>
<td>22.5</td>
<td>15.7</td>
</tr>
<tr>
<td>Aspiration</td>
<td>6.2</td>
<td>36.1</td>
<td>13.0</td>
</tr>
<tr>
<td>Adjacent</td>
<td>7.4</td>
<td>23.7</td>
<td>15.5</td>
</tr>
<tr>
<td>Overall Peers</td>
<td>7.8</td>
<td>21.4</td>
<td>16.0</td>
</tr>
<tr>
<td>Student Peers</td>
<td>7.8</td>
<td>21.8</td>
<td>15.4</td>
</tr>
<tr>
<td>Adult Peers</td>
<td>7.7</td>
<td>22.0</td>
<td>16.5</td>
</tr>
<tr>
<td>Distribution Peers</td>
<td>7.6</td>
<td>23.0</td>
<td>15.5</td>
</tr>
</tbody>
</table>

As the table above shows:

- Kansas has fewer students per staff member and per teacher than all comparison groups but the Aspiration states.
- Kansas has more students per administrator than all comparison groups.
- Kansas has fewer students per school than all comparison groups except the Distribution Peers.
- Kansas has fewer students per district than all comparison groups except the Aspiration states.

Taken together, these indicators suggest Kansas has smaller schools and districts than most comparison groups, more educators per student than all its peers, and fewer administrators per student than all comparison groups. Further, the states that outperformed Kansas had on average fewer students per staff member and teacher, fewer students per administrator, slightly more students per school, and fewer students per district.

**Continued on next page**
As the table above shows:

- In unadjusted dollars, Kansas has lower total revenue per pupil, current spending per pupil, and spending on instruction than all but the Adjacent states.

- In adjusted dollars, Kansas has lower total revenue per pupil and current spending per pupil than all but the Adjacent states and lower spending on instruction than all but the Adjacent states and Distribution Peers.

- The average amount of funding per pupil from 2008 to 2017 was lower for Kansas than all but the Adjacent states.

### Teacher Salaries

As the table above shows:

- Kansas’ average teacher salary in 2018 is lower than all comparison groups.

- The increase in average salary from 2008 to 2018 is lower for Kansas than for all comparison groups.

Taken together, this suggests Kansas is paying teachers less and increasing teacher pay over time to a lesser degree than the comparison states.

### Conclusion

There are many conclusions that could be taken from the data KASB has gathered and analyzed. But one message that is consistent with this data over time is that Kansas tends to do more with less. The state-level numbers consistently show high achievement and low funding levels, and further suggest achievement levels are improving at a faster rate than some states while funding levels are increasing at a slower rate.
Input important for bullying task force

By Leah Fliter, lfliter@kasb.org

As a statewide task force works on ways to prevent bullying, local input is crucial to the effort, education advocates say.

“I’m encouraging local boards to engage parents and students so their voices are heard,” said KASB President-Elect Lori Blake.

Blake, along with KASB Assistant Executive Director for Legal Services Donna Whiteman, represents KASB on the Blue Ribbon Task Force on Bullying.

The task force held its first meeting in late May in Clearwater and this month in Garden City. The next meeting will be Aug. 5 in Salina.

The objectives of the task force are to:

- Research and identify current bullying definition, trends, incidents, and prevention measures occurring across the state;
- Coordinate with stakeholders to address relevant issues effectively, to best meet the needs of students;
- Review work in the areas of social emotional learning as set forth by the State Board of Education goals, identifying possible avenues that could reduce and prevent bullying and cyber bullying;
- Review current statutes, regulations and policy to determine need for change;
- Present recommendations to the State Board of Education to address bullying, cyber bullying, prevention and training measures.

At the May meeting, Blake, a member of the Southeast of Saline USD 306 school board, said, “It’s interesting to hear the statewide perspective about the need to define ‘bullying.’ It’s critical that KASB have representation on the Task Force because the primary tone I’ve heard thus far is not from a policy standpoint. Remembering the role local boards have in implementing policy to impact students while reviewing definitions and practices to make positive change will be critical for the coming months.”

Sharon Kniss of the Kansas Institute for Peace and Conflict Resolution (KIPCOR) briefed the task force on the institute’s Restorative Schools Initiative. Kniss said restorative practice is a “holistic, common sense” way of looking at the spiritual, physical, mental and emotional factors that contribute to school behavior issues. It focuses on building teacher/staff-student relationships and a strong school culture that will allow for appropriate and effective responses to issues such as bullying.

“We’re looking at addressing the underlying issues and disrupting the cycles of bullying by showing the impact of bad behavior and giving victims of bullying a voice and safety,” Kniss said. “Transforming school culture is preventative in itself.”

Belle Plaine USD 357 Superintendent James Sutton said the problem of bullying is “real and requires a response by all.” Sutton is concerned, however, that misunderstandings and exaggerations of bad behavior, amplified by social media, lead to confusion about actual bullying behavior. “Accuracy is key,” Sutton said.

Liz Hamer of the Kansas chapter of GLSEN (Gay, Lesbian and Straight Education Network) offered the organization’s work as a resource for the Task Force. “Our research-based interventions work well with the KIPCOR interventions and lead to safer schools,” Hamer said. She said information from 2015 and 2017 shows that LGBT+ students are at the biggest risk for suicidality. “We need more data on this group,” Hamer said. GLSEN also offers school districts a free, local school climate survey.
KASB building undergoing renovations

By Scott Rothschild, srothschild@kasb.org

Like many Kansas school buildings, KASB headquarters in Topeka had aged into needing major renovations.

So, starting at the end of May, workers invaded the building to turn back 32 years of deferred maintenance.

“It’s a complete retrofit,” said Randy Weseman, KASB’s assistant executive director for operations and leadership services.

In addition to home base for KASB staff, the nearly 39,000-square foot facility houses several other tenants and is frequently used by school officials and organizations from across the state for meetings and events.

“Our building is extensively used by our member districts and we want to make sure that at our trainings and meetings we have a comfortable and efficient facility,” Weseman said.

P1 Group, one of KASB’s preferred partners, is the general contractor and several other companies are handling different parts of the project.

The most urgent change is getting a new boiler, Weseman said. Of the old boiler, he said, “It’s been nickel and diming us for years.”

The improvements also include replacing the HVAC system, putting on a new roof, upgrading restrooms, adding all LED lighting, and improving security systems. The building will be much more energy efficient after the changes, Weseman said.

Weseman, a former school superintendent, said KASB planned the improvements much like a school district would. “We kept our board informed and have been planning this for a number of years,” he said.
By Carol Pitts, cpitts@kasb.org

Patrick Woods, KASB President and board member from Topeka USD 501, gave the welcome to the 25th annual employee recognition event held June 7 in Topeka.

“The KASB Board of Directors is delighted to sponsor this evening to say thank you to our staff. Your dedication and service to our mission truly makes us proud,” he said in his opening remarks.

Staff honorees

Staff Completing 30 Years of Service
- Liz Maisberger-Clark, Risk Management Group operations manager

Staff Completing 10 Years of Service
- Mary Pierce, Risk Management Group claims adjuster
- Angie Stallbaumer, senior attorney

Staff Completing Five Years of Service
- Ted Carter, chief data officer
- Randy Weseman, assistant executive director, leadership services, director of operations

Staff Completing One Year of Service
- Ashley Rohleder, staff attorney
- Jeremy Woydziak, Risk Management Group agency services manager

New Employees
- Sam Blasi joined KASB in September 2018 as staff attorney
- Amy Helt joined KASB in October 2018 as Risk Management Group account manager.

The event was coordinated by the KASB Social Committee. Members include Sharon Abeyta, Risk Management Group senior claim adjuster; Rob Gilligan, governmental relations specialist; Andrea Hartzell, communications specialist; Melissa Holder, executive assistant; and Pam Schwartz, receptionist.
Board gavel passes to Shannon Kimball

By Carol Pitts, cpitts@kasb.org

KASB Board of Directors President C. Patrick Woods passed the gavel to incoming Board President Shannon Kimball following the board’s June 8 meeting.

This marks the ceremonial end of Woods’ one-year term as president while Kimball’s term officially starts July 1. Kimball is a member of the Lawrence USD 497 school board, and Woods is a member of the Topeka USD 501 board.

“I am honored and humbled to accept the gavel from C. Patrick Woods and to have the opportunity to provide leadership at KASB this upcoming year,” Kimball said.

Kimball, an attorney, grew up in western Kansas and earned a bachelor’s degree in political science and Spanish from the University of Kansas. She received her law degree at the University of Michigan Law School and has worked with public schools, first as an attorney in private practice, and then as an education specialist at the Georgia Department of Education.

She and her husband, Jason, returned to Lawrence to raise their family of three children, all of whom attend Lawrence public schools.

She is a member of the League of Women Voters of Lawrence/Douglas County, and the Kansas, Georgia, and American bar associations. Her local service includes her children’s school PTO, work with the Lawrence Memorial Hospital Endowment Association and the Bert Nash Community Mental Health Center, and serving on the board of her neighborhood association.

Lori Blake, Southeast of Saline USD 306, moves up to the KASB President-Elect position, while Dayna Miller, Basehor-Linwood USD 458, ends her term as a member of the KASB Board of Directors executive committee. Miller served as president in 2016-17, presiding during KASB’s 100 Years of Service celebration.

KASB is a not-for-profit organization located in Topeka, Kansas and dedicated to serving members of governing boards for unified school districts, community colleges, area vocational-technical schools and cooperatives, interlocals and regional service centers.

Currently 285 school districts and 42 community college boards of trustees, area vocational-technical college boards and boards of cooperatives, interlocals and regional service centers are members of the association. KASB is governed by a Board of Directors composed of school board members from throughout Kansas. The Board meets five times each year, with day-to-day operations of the association assigned to the staff.
The KASB Board of Directors met June 8 in Topeka for its regular business meeting. The board is comprised of 15 regional vice presidents, elected by their board of education peers, and the executive committee comprised of the president, immediate past president and president-elect. Two non-voting members of the board are the president-elect designee and the NSBA Western Region Vice-President.

Dr. Brian Jordan, deputy director, reviewed staff progress on the KASB 2019-2024 Strategic Plan. Following a retreat by the association’s executive staff in March, a number of modifications are under way regarding service and support of members. One highlight will be changes to workshop master schedule. The association is adding a series of regional roundtables for board members, and organizing all trainings around six pathways:

- “Safe, Healthy Students”
- “Developing Quality Educators and Staff”
- “Effective, Efficient Organizations”
- “Equity for All Students”
- “Exceptional Boards and Leadership Teams”
- “Improving Postsecondary Success”

Jordan also reported on a recent all-staff book study, “How the Mighty Fall.”

“The study served as a time of reflection for us to make sure we are paying attention to the right indicators and heading in the right direction,” he said.

Mark Tallman, associate executive director, KASB advocacy and communications services, reviewed several topics in a report covering the end of the 2019 Legislative Session, current school funding details and a look ahead for at planned activities over the next few months.

The board approved changes to KASB association policies as presented by Angie Stallbaumer, KASB senior attorney.

Randi Weseman, assistant executive director, leadership services and director of operations, and Amanda Rollenhagen, accountant, updated the board on progress made on the 2014-2024 budget goals, including the facility master plan, services enhancements, and staff transition planning.

The board approved the 2019-20 budget and the 2019-20 Workers Compensation Administrative Contract.

A department report was presented by Dr. John Heim, executive director.

Lori Blake, president-elect designee and Southeast of Saline USD 306 board member, discussed the first two meetings of the State Board of Education’s Blue Ribbon Bully Prevention Task Force. Blake
is serving as KASB representative along with Assistant Executive Director for Legal Services Donna Whiteman.

Blake said the group is looking at the whole subject of bullying in schools, with recommendations due in December to the state board. Blake is serving on the “evidence-based practices” subcommittee for the task force.

"We are encouraging parents and communities join the conversation," she said, noting that there is time for public comment at each meeting. Comments can also be submitted in writing.

Frank Henderson, Jr., NSBA Western Region Vice-President and a member of the Seaman USD 345 board, gave an update on the National School Board Association and national advocacy initiatives, including the reauthorization of IDEA.

Henderson urged members to invite senators and representatives to schools and classrooms before Congress reconvenes this fall.

“They have little idea what is actually happening in our classrooms,” he said. “Every district is taking care of our students in special ed. They need to see how we are using those dollars now and how much more we could do with increased federal dollars.”

**Highlights from 2018-19 KASB BOLD Final Session** (See related story page 9)

By Carol Pitts, cpi tts@kasb.org

Derby USD 260 hosted the final session for this year’s BOLD (Business Operations Leadership Development) Class on June 13 and 14. The class spent the first afternoon learning from KASB Risk Management Group’s Rod Spangler and Jeremy Woydziak.

A panel discussing health insurance benefits included Kati Wolfgang, Wamego USD 320 director of human resources, Russ Miller, Andover USD 385 assistant superintendent for human resources, Matt Morford Newton USD 373 director of business services, and Larry Lyder, Lakin USD 215 superintendent of schools. A second panel joined the group to discuss district risk management profiles with a focus on property casualty insurance. The panel included Chris Conrade, Conrade Insurance Group vice-president, Bill Day, Lyons USD 405 superintendent, and Suzan Patton, Pratt USD 382 superintendent.

On Friday, Derby USD 260 staff led a discussion about the district’s 2018 successful bond campaign. Presenter were Heather Bohaty, superintendent of schools; Joe Dessenberger, finance and operations director; and Katie Carlson, communications director. The afternoon ended with group discussions and graduation.

(Above) Joe Dessenberger, Derby USD 260 finance and operations director, discusses one of the successful strategies used by the district during its 2018 bond election campaign.

(Below) KASB Bold classmates Juanita Erickson (left), Neodesha USD 461 superintendent, Cathi Wilson (center), Oxford USD 358 superintendent/principal, and Susan Beeson (right), Centre USD 397 superintendent, take advantage of a break to visit about current issues they face in their districts.
School board leadership elections in July

On April 25, 2019 Sub. for S.B. 130 became the law in Kansas. The new law changes the date school boards elect their board president and vice-president and changes the date when the board sets the annual meeting dates and locations.

The prior law required school boards to elect their president and vice president and set their annual meeting dates and times at the first board meeting in July.

The new law now requires boards of education to decide when they are going to elect their board president and vice president and set their meeting dates and times at the first meeting on or after the second Monday in January or select another date during the year at which to make these decisions.

The new law does not provide any guidance on how to handle the transition period between July 1, 2019 and January 2020. The board may want to discuss these options at their June board meeting or wait until their July board meeting to decide how the board wants to address the election of officers and establishing meeting dates during this transition period.

Board options

Following are the options boards of education may take at their July 2019 meeting:

1. The board may vote to extend the terms of their current president and vice-president until the designated January board meeting. The board has the statutory authority to make this decision if they have previously adopted the Home Rule Resolution.

2. If the board wants to continue the practice of selecting their board president and vice-president and setting their meeting dates at the July meeting, they can continue to do so using their Home Rule authority. However, the board would still have to vote at the designated January board meeting when they want to elect their president and vice-president and establish the meeting dates and time or designate another date during 2020 to hold the election of officers and set meeting dates and times.

Considerations Moving Forward

1. Boards must act to set the election of their officers and their meeting dates at their January 2020 board meeting. If the board decides to continue to make these decisions at their July organizational meeting, they would need to act to do so every year at their January board meeting.

2. The intent of Sub. for S.B. 130 was to provide school boards with the flexibility to determine if they want to elect their board leadership in January or to give the board the option to designate another date at their January board meeting.

3. The law still states that the terms of officers shall be for one year. Board motions to elect these officers should specify that they will serve in these roles for one-year or until a successor is elected by the board as determined at the designated January board meeting.

4. The board should also set their meeting dates and times for the remainder of 2019 and 2020 and reaffirm these dates and times at their designated January meeting.

5. The board may want to discuss if they want to move all of the other routine July organizational items to January or retain them at the beginning of the district’s fiscal year.

Please feel free to call the KASB legal staff at 1-800-432-2471 if you have any questions.
Sample Board Resolutions

For boards choosing to extend the term of current board officers in January:

**RESOLUTION TO EXTEND TERM OF BOARD OFFICERS**

BE IT RESOLVED THAT the Board of Education of Unified School District No. _______, _________ County, Kansas hereby extends the term of current Board President, _______, and current Board Vice President, _______, until successors for such positions are elected by the board in the first meeting of the board occurring on or after the second Monday in January of 2020.

By:

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**CERTIFICATE**

This is to certify that the above resolution was duly adopted by the Board of Education of Unified School District No. _______, _________ County, Kansas, on the _____ day of _____, 20____.

Clerk of the Board of Education

For boards choosing to extend the term of current board officers through July 2020 or another month as determined by the board in the first meeting on or after the second Monday in January:

**RESOLUTION TO EXTEND TERM OF BOARD OFFICERS**

BE IT RESOLVED THAT the Board of Education of Unified School District No. _______, _________ County, Kansas hereby extends the term of current Board President, _______, and current Board Vice President, _______, until successors for such positions are elected by the board in the next calendar year.

By:

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Clerk of the Board of Education

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**Your KASB membership brings access to proven solutions to meet your unique challenges and opportunities.**

800.432.2471 | KASB.ORG
1420 SW Arrowhead Road
Topeka, Kansas

The Kansas Association of School Boards is proud to support you in your role as a local leader.
KASB Learning Series
July & August 2019

Board President and Leadership Teams
8:30 a.m. Registration
9 a.m.-3:30 p.m. Workshop
Focus Topics - Navigating Challenges and Setting Priorities, Legal Issues, Creating Strong Board Teams, Developing Successful Board Agendas
07.22.19 Garden City, USD Board Office
07.22.19 Goddard, USD District Conference Center
07.23.19 Girard, Greenbush Service Center
07.23.19 Hays, The Venue, 2704 Vine
08.08.19 Topeka, Washburn Tech

IDEA Reauthorization/Special Education Basics
8:30 a.m. Registration
9 a.m.-3:30 p.m. Workshop
08.27.19 Topeka, KASB
08.28.19 Dodge City, Boot Hill Museum
08.29.19 Salina, Hilton Garden Inn

What Every Board Member Should Know About Safe and Secure Schools
5 p.m. Registration
5:30-8:30 p.m. Workshop
07.17.19 McPherson, The Cedars
07.18.19 Colby, City Limits Conference Center
08.07.19 Olathe, USD Education Center Board Room

McREL Evaluation Systems Training: Principal and Teachers
8:30 a.m. Registration
9 a.m.-3:30 p.m. Workshop
07.23.19 Topeka, Hyatt Place
08.06.19 Hays, The Venue, 2704 Vine

Regional Roundtables for Boards and District Leaders
5 p.m. Registration
5:30-8:30 p.m. Workshop
Focus Topics - Superintendent Evaluation, Legal Reminders, Census Discussions, Safe and Secure Schools, Legislative
07.30.19 Stafford, High School Commons
07.30.19 Hiawatha, Fisher Community Center
07.31.19 Sublette, Southwest Plains Service Center
07.31.19 Beloit, NCK Tech College
08.01.19 Colby, City Limits Conference Center
08.06.19 McPherson, The Cedars
08.06.19 Girard, Greenbush Service Center
08.07.19 Haysville, The Learning Center
08.07.19 Topeka, Washburn Tech
08.08.19 Olathe, USD Education Center Board Room

To register see kasb.org/training and watch KASB News Briefs for additional information.

KASB Season Pass gives you unlimited registrations to workshops and seminars for your board and entire staff!