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SELECT COMMITTEE ON PUBLIC EDUCATION

Governor Mark White appointees:

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Dr. Emmett J. Conrad
Charles William Duncan, Jr.
Susan M. Hopkins

Lieutenant Governor Bill Hobby appointees:

Comptroller Bob Bullock
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Dr. Levi V. Perry
Senator Carl A. Parker

Speaker of the House Gib Lewis appointees:

Dr. Jon H. Fleming
State Representative Bill Haley
State Representative Frank Madla
State Representative Stan Schlueter
Edward Clinton Small

State Board of Education appointees:

Joe Kelly Butler
E. R. Gregg
Will Davis

SELECT COMMITTEE ON PUBLIC EDUCATION

In 1838, President Lamar of the Republic of Texas said,

"It is admitted by all that a cultivated mind is the guardian genius of democracy and while guided and controlled by virtue the noblest attribute of man. It is the only dictator that free men acknowledge and the only security that free men desire. The influence of education in the moral world is like light in the physical; rendering luminous what before was obscure."

In 1983, we face the need for a new light on public education. We can no longer afford to rely on the kerosene lamp in an age of laser illumination. In the early days, we set aside the school lands to finance an educational system capable of sustaining a democratic people. In the last twenty years of the twentieth century our state is moving from an industrial, oil and gas based economy to the information age. Once again education is an investment. Without the renewed investment, our state and our people will never reach their full potential.

The task you face is complex -- what is the form and substance of our investment? Where do we get the resources? These kinds of questions are uniquely suited for a small group of highly qualified and motivated Texans. Your work has already been preceded by years of study and months of debate. We need your help in putting together the final plan.

You were selected because of your diversity and your similarity. You have diverse backgrounds, experiences, goals and expertise. You have a common commitment to the future of Texas. The consensus you reach will be powerful.

Now, we take our place in that line of individuals who have spoken out for quality, for equity, and for recognition of the importance of those who teach our most valuable resource, our children. This Select Committee stands as a hope for the future. The promise of quality, the promise of equity, the promise of recognition must rise above politics and become the beacon which leads education in Texas forward into the 21st century.

Subjects

The issues for this Committee's consideration have been listed and discussed repeatedly. While we are not attempting to sharply define the objectives of the Committee, we do want to focus your efforts on several major issues.

1. Teacher Excellence, Competency and Compensation

Quality teachers must be attracted and retained in the profession and should receive adequate compensation and be accountable for the crucial role they play. The Committee is hereby charged to:

- review the development of the state's salary schedule and assess its effectiveness for today's needs
- make recommendations for constructive changes and viable alternatives and additions to the current schedule structure including methods for incentive compensation to meet specific district needs and to compensate quality performance
- review and make recommendations regarding the feasibility of a comprehensive fringe benefits package for our educational personnel.

Actions taken by the Legislature in recent years are greatly reshaping our educational structure. Major changes have been and are currently being implemented in the areas of teacher competency testing, program and institutional standards in teacher education programs, teaching certificate levels and requirements, contractual status, and public school curriculum reform. The Select Committee is hereby charged to:

- review and coordinate with the State Board of Education, the Commission on Standards for the Teaching Profession and others in their efforts to fulfill these mandates and propose recommendations as necessary.

2. Distribution of Financial Resources

The children of Texas should have equal access to quality education, regardless of economic background, race, or the taxable wealth of the school district. The financing of public schools should be restructured to equalize and maximize this opportunity. In this respect, the Committee is hereby charged to:

- review the current funding formulas and expenditure levels and propose revisions to meet changing needs and economic conditions of our school districts
- review and make recommendations regarding the components within the Foundation School Program and their relationship to the true cost of educating our students
- review the state/local sharing principle and propose changes as required
- maintain the critical balance of state funding levels among the elements of the Foundation School Program to avoid any state-created increase in taxes on the local level.

3. The Revenue Package and Its Effects

Funding for public education accounts for almost half of our state's budget. By necessity, therefore, the methods of financing our public schools will warrant major emphasis by the Committee. The Committee is hereby instructed to:

- determine the adequacy of current methods of funding and if necessary propose and develop alternative methods for future funding to guarantee equal educational spending and opportunities
- study and propose new and/or alternative revenue sources, tax reform and relief as necessary to provide a quality education program
- ensure that any new tax, tax increase or funding adjustment proposed by the Committee shall be made only after careful analysis regarding the effect of such changes on local property taxes.

4. Special Programs and Problems

The Select Committee should consider the special programs and problems caused by changing populations and economic conditions. In doing so, the Committee is hereby charged to:

- bring our educational system in line with the "high technology" demands of the future including the emphasis on basic skills, analysis of future job market trends and the relationship of public schools with vocational programs
- study thoroughly and make recommendations on the issues of discipline and classroom management from both a classroom setting and the teacher training standpoint
- assess the causes of school dropouts and propose alternatives to divert this trend
- address the needs of special populations such as the children of illegal and legal aliens and migrant workers
- examine the role and scope of our regional education service centers and propose recommendations to strengthen their interplay with the state and local districts
- conduct a study to assess the wide-ranging effects of a number of recent and pending court cases affecting our public school system in Texas as we move into the next century.

Reports

The Committee is authorized and encouraged to utilize existing studies and reports relating to education in Texas as well as other states and foreign countries.

Timing

The opportunity for Texas to reap great rewards from a renewed investment in education is already upon us. Every delay is an opportunity lost. The task you face could take months and even years. You should sense from the speed employed following the legislative session that the Executive and Legislative leadership believe we must act as soon as practically possible.

One of your first tasks, therefore, will be to devise a workable, realistic time frame for your deliberations. The solutions you devise must meet our current problems as well as those you can foresee. Texas is a dynamic state both in terms of needs and resources. Your solutions must also be dynamic.

Staff

We stand ready to provide whatever staff resources you need to meet this charge. We suggest that each member contribute the staff resources they have available, as will we. We ask the continued support and advice from all the interested associations. But in the end, the final consensus will depend not on staff, but on statesmen..

Committees

We leave the internal organization of the Select Committee on Public Education up to you. Assume that form which fully explores the issues and their interrelationships but speeds your deliberations.

A number of advisory groups could be assembled to collect expert advice and citizen opinions as you work down your agenda. Create those groups you believe will facilitate your work.

Standing committees of the Senate and the House of Representatives should be an integral part of your deliberations. They are two of the most important elements of the consensus you are to build and should be included as much as possible. The Senate Education and House Public Education Committees can provide resources and expertise on the educational issues. The House Ways and Means Committee and the Senate Finance Committee must be included in your discussions on taxes. Without their support, our effort will be in vain.

Relationship of the Governor, the Lieutenant Governor, the Speaker, and the State Board of Education to the Select Committee

A great deal of effort and hope has gone into reaching this point. We are within striking distance of a goal necessary for the future of Texas.

As the state's education policymaking body, the State Board of Education will provide a dual role to the committee. First, the members of the State Board of Education will be active members of the committee, and secondly, the full Board will be implementers of the policies formulated by this body and

passed by the Legislature. The Board's importance in this endeavor cannot be overestimated.

We, the Legislative and Executive leadership of the state have agreed to put our individual differences aside to provide you the coverage and resources needed for this charge. As time permits, we will participate as members of the Select Committee.

We must stress again that the efforts of the Committee shall encompass, but not necessarily be limited to, all of the areas itemized in this charge.

The end result of this effort should always be greater quality, equality and accountability in public education in Texas. The system should not only meet the needs of Texas today but represent a far-reaching and significant investment in the future.

We eagerly await your efforts.

OVERSIGHT COMMITTEE

Perot, Chairman
White
Hobby
Bullock
Lewis
Butler

FINANCE COMMITTEE

Bullock, Chairman
Duncan, Co-Chairman
Jones
Parker
Schlueter
Bonilla
Gregg
Perry
Small

EDUCATING THE CHILD COMMITTEE

Fleming, Chairman
MacNaughton, Co-Chairwoman
Bonilla
Conrad
Gregg
Haley
Perry

TEACHING PROFESSION COMMITTEE

Haley, Chairman
Fleming, Co-Chairman
Madla
Conrad
Corrigan
Davis
Hopkins
MacNaughton
Small

ORGANIZATION & MANAGEMENT COMMITTEE

Duncan, Chairman
Davis, Co-Chairman
Madla
Corrigan
MacNaughton

LEGISLATION/FEDERAL REGULATIONS
COMMITTEE

Parker, Chairman
Jones, Co-Chairman
Schlueter
Haley
Hopkins

FINANCE COMMITTEE
SCOPE OF WORK

- 1) Determine cost to operate the new system.
- 2) Project annual cost plus inflation, school population growth, etc., through the year 2000.
- 3) Analyze school debt (must be included in numbers 1 and 2 above). Forecast debt impact through year 2000.
- 4) Develop equalization plan. (Additional funds required must be included in cost forecast.)
- 5) Study local tax practices and tie in with equalization plan.
- 6) Develop a system of taxes to support the new school system through the year 2000.
- 7) Determine cost to provide health insurance and other benefits for teachers and other school employees. Develop cost forecast through 2000.
- 8) Study lease purchase of school facilities. Forecast cost impact. Make specific recommendations about feasibility.
- 9) Study current school expenditures.
 - a) How is the money being spent?
 - b) Where is the waste?
 - c) Statewide core curriculum cost?
 - d) Statewide electives cost?
 - e) Recommend specific ways to reduce costs.
- 10) Productivity improvement
 - a) Develop methods to substantially improve teacher productivity, including technology. (Jointly with Educating the Child Committee)
 - b) Make specific recommendations and show financial impact on education.

Finance Committee-Continued

- 11) Develop teacher and employee compensation plan. Forecast annual cost through year 2000. (Jointly with Teaching Profession Committee)
- 12) Should ADA continue as the basis for school funding?
 - a) Study funding based on achievement and special student population problems.
 - b) Make specific recommendations and forecast cost impact.

EDUCATING THE CHILD COMMITTEE
SCOPE OF WORK

- 1) Study core curriculum proposed by the State School Board.
 - a) Make specific recommendations for changes, if needed.
 - b) Forecast cost impact through year 2000.
- 2) Develop appropriate vocational education and distributive education programs.
 - a) Make specific recommendations.
 - b) Provide cost forecasts through year 2000.
 - c) Clearly define the role of industry.
- 3) Study special education programs.
 - a) Determine changes or improvements that should be made.
 - b) Develop specific plans to accomplish.
- 4) Study extra-curricular activities.
 - a) Develop specific plans to recover the school day for learning.
 - b) Develop specific plans to control absences.
 - c) Make specific recommendations regarding academic requirements.
 - d) Make specific recommendations regarding junior high and elementary extra-curricular programs.
- 5) Study bilingual education.
 - a) Consult with experts on this subject.
 - b) Determine the optimum way to get non-English speaking students competitive and successful as school children and later as fully educated adults.
 - c) Recommend specific plan of action.
- 6) Study the range of electives offered in junior and senior high school.
 - a) Evaluate cost versus benefits, including facilities costs.
 - b) Make specific recommendations to reduce electives.
 - c) Forecast savings through year 2000.

Educating The Child - Continued

- 7) Study advantages and disadvantages of early childhood education.
 - a) All children
 - b) Disadvantaged children
 - c) Non-English speaking children
 - d) Make specific recommendations
 - e) Forecast annual cost through year 2000.
- 8) Study special needs of minority and disadvantaged children.
 - a) Make specific recommendations
 - b) Develop annual cost through year 2000.
- 9) Study importance of improving elementary education (learning how to learn).
 - a) Determine validity.
 - b) Make specific recommendations about when children should enter school.
 - Based on age or readiness to learn?
 - c) Weigh cost versus benefits of superior elementary education.
 - Develop cost through year 2000.
 - d) Develop specific implementation plan.
- 10) Study the range, extent, validity and accuracy of student testing.
 - a) Make specific recommendations about student testing.
 - b) Develop specific plans to avoid "teaching tests".
- 11) Study types of diplomas awarded.
 - a) Evaluate current system.
 - b) Make specific recommendations
 - c) Develop plan of action to implement.
- 12) Textbook selection
 - a) Study present system.
 - b) Make specific recommendations for improvements.
 - c) Develop plan of action to implement.

Educating the Child - continued

- 13) Software/Hardware selection
 - a) Study present system.
 - b) Make specific recommendations for improvements.
 - c) Develop plan of action to implement.
- 14) Student/teacher ratios
 - a) Propose ways to improve teacher productivity and make learning less teacher-intensive; (computers, programmed instruction, etc.)
 - b) Determine importance of improving ratios.
 - c) Determine cost and feasibility to improve.
- 15) Study discipline problems.
 - a) Define and categorize problems.
 - b) Study existing laws.
 - c) Recommend specific solutions.
- 16) Study length of school day/school year.
 - a) Make specific recommendations.
 - b) Forecast cost through year 2000.
- 17) Study special problems of small schools/rural schools.
- 18) Determine minimum, optimum and maximum school size for learning.
 - Lower school
 - Middle school
 - High school
 - a) Are there economics of scale that relate to school size?
 - b) Balance learning and economics of scale to develop optimum size of lower, middle and high schools.

Educating the Child - continued

- 19) Develop specific programs to get strong parental involvement in school learning activities. Include plans for --
 - a) Schools having widespread busing.
 - b) Low income area schools.
- 20) Evaluate remedial courses at junior and senior high school level.
 - a) Probability for success
 - b) Recommend specific plan of action.

PUBLIC RELATIONS COMMITTEE
SCOPE OF WORK

- 1) Fully inform people of Texas about work of Select Committee.
- 2) Survey reaction of the people to plans proposed by Select Committee.
- 3) Conduct polls and surveys to determine views of --
 - a) Local boards
 - b) Superintendents
 - c) Principals
 - d) Teachers
 - e) Parents
 - f) Students
- 4) Make sure that the new school system has strong local support necessary to put it in place and keep it in place.

THE TEACHING PROFESSION COMMITTEE
SCOPE OF WORK

- 1) Develop specific plans to improve colleges of education
 - a) Analyze curriculum
 - b) Study quality of schools authorized to recommend certificates.
 - c) Make specific recommendations.
- 2) Develop plans to exercise tighter state control over college of education authority to recommend certificates.
- 3) Develop alternative means of certification to allow qualified college graduates to obtain certificates without attending a college of education.
- 4) Work with financial committee on teacher compensation.
 - a) Develop career ladders.
 - b) Develop competency tests to be used to qualify for pay increases.
 - c) Study methods of evaluating teachers.
 - d) Recommend specific programs.
- 5) Study teacher competency testing.
 - a) How can flow of incompetent new teachers be stopped prior to 1986?
- 6) How should competency testing be conducted?
 - a) Study plan.
 - b) Make specific recommendations.
- 7) Consider a series of certificates prior to permanent certificate.
 - a) Make specific recommendation.

ORGANIZATION AND MANAGEMENT COMMITTEE
SCOPE OF WORK

- 1) Develop an organization plan for the future Texas public school system, including the duties and responsibilities of --
State
 - a) State Board
 - b) TEA
 - c) Local boards
 - d) UIL
 - e) Regional Centers
Local
 - a) Superintendents
 - b) Principals
 - c) Teachers
- 2) Supervise the completion of the Sirota Study (two-way communication)
 - a) Evaluate
 - b) Recommend whether or not to institutionalize statewide.
- 3) Develop plans for training new school board members.
 - a) Determine where this program should be managed.
 - b) Required by law?
- 4) Develop specific plans for superintendent selection, evaluation and training.
 - a) Determine where this program should be managed.
 - b) Required by law?
- 5) Develop specific plans for principal selection, evaluation and training.
 - a) Determine where this program should be managed.
 - b) Required by law?
- 6) Study streamlining and simplifying paperflow and other bureaucracy problems.
- 7) Conduct time allocation studies to learn how teachers spend their time and how more time can be spent teaching.
 - a) Make specific recommendations for improvement.
- 8) Determine what type of centralized management information system is needed to control and monitor the performance of the Texas schools.
 - a) Make specific recommendations for improvement.

LEGISLATIVE ACTION COMMITTEE

SCOPE OF WORK

- 1) Recodify state education law, as required.
- 2) Change juvenile code, as necessary.
- 3) Consider changing compulsory school attendance law.
- 4) Consider package of laws to improve discipline and simplify legal problems around discipline.
- 5) Consider establishing a special court system to efficiently handle school legal problems.
- 6) Consider a law to allow the State Board and other school groups now required to use the Attorney General's office to defend court cases to hire lawyers of their choice.
- 7) Consider laws to eliminate the spoils system practiced by some school boards.
 - a) Assign criminal penalties to this activity.
- 8) Study federal laws, regulations and court rulings that adversely impact learning.
 - a) Develop specific plan of action to correct.

The following committees will be formed:

- 1) Oversight
- 2) Organization & Management
- 3) Finance
- 4) Educating the Child
- 5) The Teaching Profession
- 6) Legislative Action
- 7) Public Relations

- 1) The Oversight Committee will --
 - a) Assign the scope of work to each committee
 - b) Provide staff assistance
 - c) Coordinate all recommendations, legislation, school board action, and UIL action.
 - d) Review and approve initial findings of each committee.
- 2) The full Select Committee will be briefed monthly on the work of each committee.
- 3) The full Select Committee will formally vote on the recommendations of each committee after they have been reviewed and approved by the Oversight Committee.
- 4) The Public Relations Committee will be activated when the Select Committee is ready to present findings.