

1 A CONCURRENT RESOLUTION establishing a task force to identify strategies
2 for retaining, recruiting, and building respect for certified public school educators in the
3 Commonwealth.

4 WHEREAS, in Kentucky, and across the nation, there are growing concerns about
5 the increasing shortage of certified education professionals; and

6 WHEREAS, between March 2021 and May 2021, the Commonwealth Education
7 Continuum collected stakeholder feedback from across the Commonwealth; and

8 WHEREAS, the stakeholder feedback indicated that the public, students, and
9 families see the increasing responsibilities and expectations of teachers and do not view
10 teaching as a viable career because the pay does not reflect the demand of the position
11 and teachers have limited opportunities for advancement; and

12 WHEREAS, the perception that teaching is not a viable career is detrimental to
13 Kentucky's ability and efforts to address the shortage of certified education professionals
14 in the Commonwealth; and

15 WHEREAS, the stakeholder feedback also indicated that the admissions criteria and
16 cost of postsecondary education preparation programs create barriers for many students;
17 and

18 WHEREAS, improving access to the field of education by reducing barriers to
19 training and certification is critical to addressing the shortage of certified education
20 professionals in the Commonwealth; and

21 WHEREAS, the feedback the Commonwealth Education Continuum received from
22 teachers indicated that teachers are not viewed as collaborative partners in policy and
23 administrative decisions because major education policies and decision-making are
24 driven by individuals outside of the classroom; and

25 WHEREAS, empowering teachers by engaging them in educational policy and
26 decision-making is critical for many reasons, not the least of which is that current
27 teachers are in the best position to drive meaningful solutions to the shortage of certified

1 education professionals by prioritizing teacher recruitment and retention; and

2 WHEREAS, the future of the Commonwealth's public education system, and thus
3 the future of the Commonwealth, are too important to exclude those in the best position
4 to drive meaningful solutions;

5 NOW, THEREFORE,

6 *Be it resolved by the House of Representatives of the General Assembly of the*
7 *Commonwealth of Kentucky, the Senate concurring therein:*

8 ➔Section 1. The Legislative Research Commission shall establish the Educator
9 Retention and Recruitment Task Force of the Legislative Research Commission to:

- 10 (1) Identify strategies to enhance recruitment and retention of certified public school
11 educators in the Commonwealth, especially in rural and inner-city areas, and to
12 build respect for public school educators in the Commonwealth;
- 13 (2) Identify strategies to reverse the growing shortage of certified public school
14 educators, especially in rural and inner-city areas;
- 15 (3) Identify strategies to increase the number of individuals choosing a career in
16 education, including the creation and expansion of scholarships;
- 17 (4) Identify strategies for the uniform collection of data from school districts to gauge
18 public school employment needs and to plan for education and training;
- 19 (5) Identify strategies to ensure the thorough distribution of certified public school
20 educators throughout the Commonwealth so that public school students in each
21 county have access to a quality public school education;
- 22 (6) Identify best practice retention models that have been successfully implemented to
23 increase the employment rates of certified public school employees; and
- 24 (7) Gather information on work completed by other groups, states, and the federal
25 government related to the shortage of certified public school educators.

26 ➔Section 2. The Educator Retention and Recruitment Task Force shall have the
27 following members, with final membership of the task force being subject to the

1 consideration and approval of the Legislative Research Commission:

- 2 (1) Three members of the House of Representatives chosen by the Speaker of the
3 House of Representatives, one of whom shall be designated as co-chair;
- 4 (2) One member of the House of Representatives chosen by the House Minority Floor
5 Leader;
- 6 (3) Three members of the Senate chosen by the President of the Senate, one of whom
7 shall be designated as co-chair;
- 8 (4) One member of the Senate chosen by the Senate Minority Floor Leader;
- 9 (5) The president or designee of the Council on Postsecondary Education;
- 10 (6) The commissioner of the Department of Education or designee; and
- 11 (7) One active, certified teacher from each of the seven Supreme Court districts,
12 selected from a list of three names per Supreme Court district submitted by the
13 Department of Education, with four members to be selected by the Speaker of the
14 House and three to be selected by the President of the Senate.

15 ➔Section 3. The task force shall meet at least three times during the 2022 Interim
16 and shall submit its findings, legislative recommendations, or a memorandum to the
17 Legislative Research Commission no later than December 1, 2022. If legislative
18 recommendations are submitted, the Legislative Research Commission may refer the
19 recommendations to the appropriate committee or committees of jurisdiction in advance
20 of the 2023 Regular Session of the Kentucky General Assembly.

21 ➔Section 4. Provisions of this Resolution to the contrary notwithstanding, the
22 Legislative Research Commission shall have the authority to alternatively assign the
23 issues identified herein to an interim joint committee or subcommittee thereof and to
24 designate a study completion date.