



HB 3 Implementation Update

HOUSE COMMITTEE ON PUBLIC EDUCATION

OCTOBER 28, 2019

86th Legislative Session – House Bill 3





Funding Increases On Average - \$635 per ADA



Supports Teachers and Rewards Teacher Excellence

- Teacher Incentive funding
- Increased Minimum Salary Schedule
- Teacher Mentor Allotment program
- Do Not Hire registry



Increases Funding and Equity

- Compensatory Education increased to 0.225 - 0.275 based on density of neighborhood poverty
- Current year values equalizing Tier One
- Equal treatment of ASF funding



Focuses on Learning and Improving Student Outcomes

- Full day Pre-K, K-3 reading support
- Dual Language
- Increased SPED mainstream funding
- Dyslexia funding
- CCMR Outcomes Bonus
- CTE, P-TECH, New Tech
- Extended elementary school year
- Blended Learning



Reduces and Reforms Property Taxes and Recapture

- Tax rates drop an average of 8 cents in year one
- Tax rates continue to decline as property values grow more than 2.5%
- Additional board local discretion
- Recapture cut from \$3.6B to \$2.0B in year one

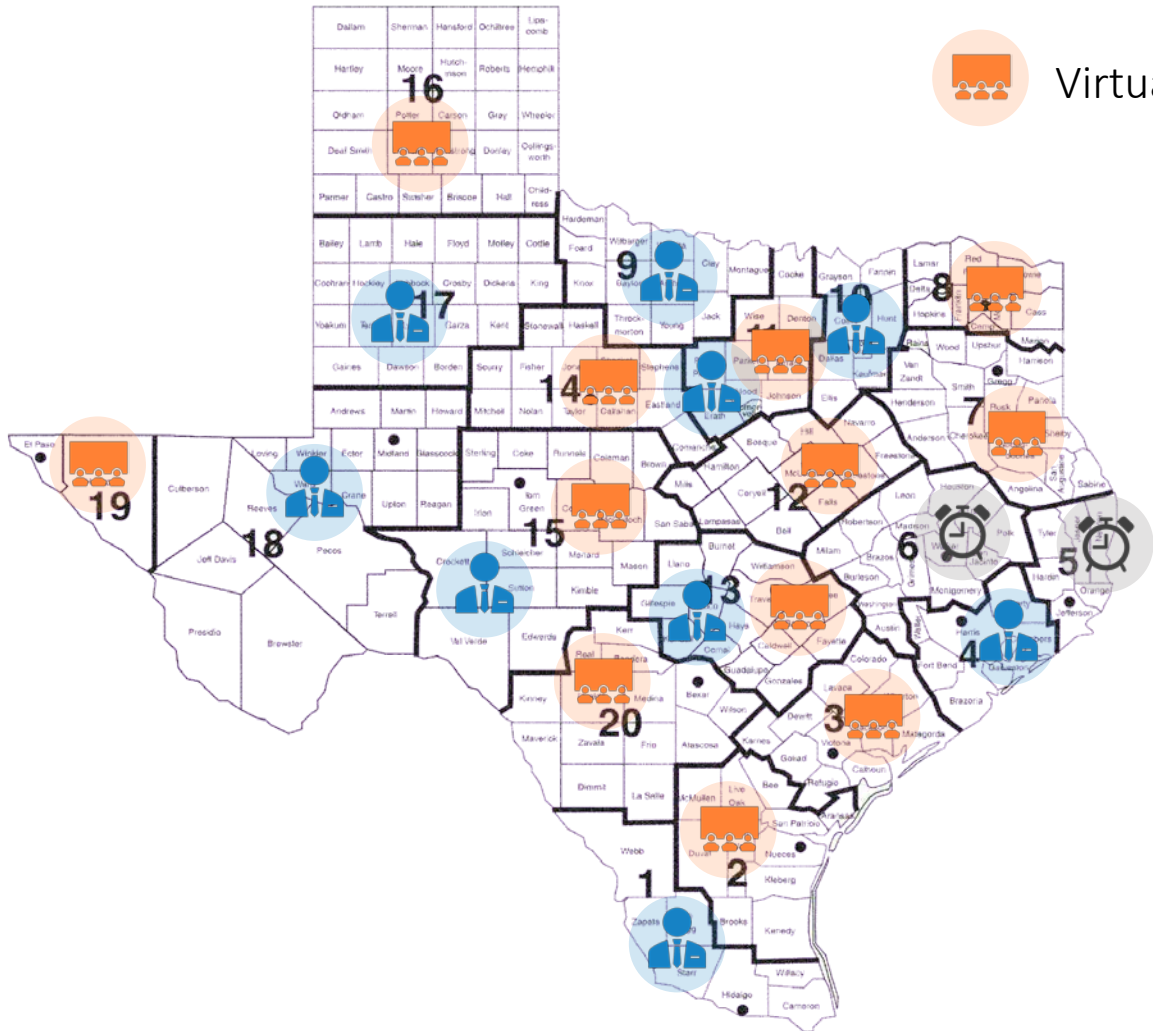
Historic Time in Texas Public Education

With the passage of House Bill 3, support to improve student outcomes has never been greater.



tea.texas.gov/HB3

ESC Visits Across the State



Virtual Visit



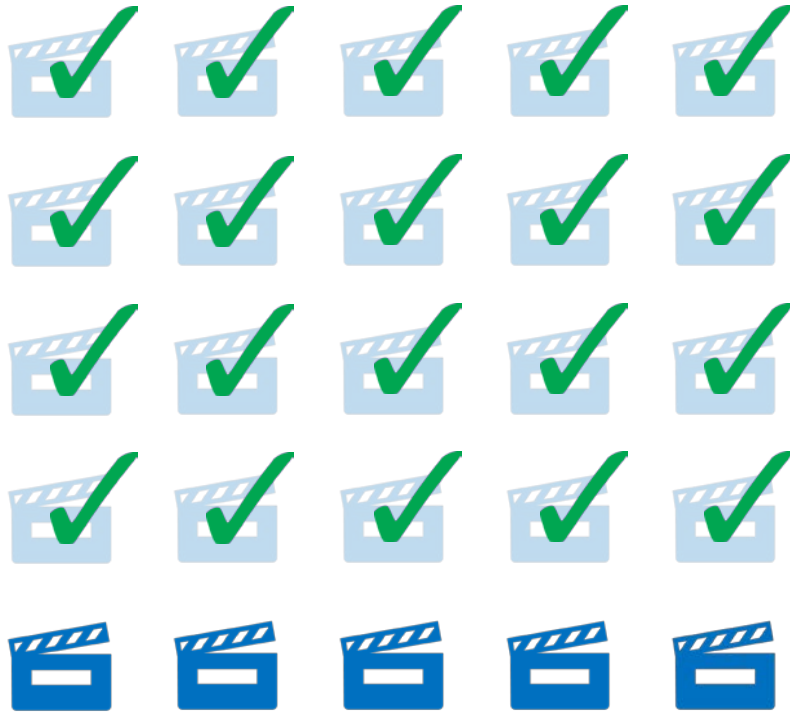
In-Person Visit



Scheduled Visit

Over **9 in-person** visits and **13 virtual visits** with Superintendents and administrators.

TEA has produced **20 videos** to date on HB 3 implementation guidance for the field.



TEA has released 20 of its planned **25** HB 3 in 30 videos, garnering over



70,000

unique video views



430,000

minutes watched

HB 3: TAA Correspondence Letters

- TEA has put out **22 To the Administrator Addressed** letters on House Bill 3.
- These letters provide useful guidance to districts and direct them where to find information on TEA’s website.

Date	Title	Division
10/10/2019	House Bill 3 (HB 3) Implementation: Blended Learning Grant Program	Special Populations
10/03/2019	House Bill 3 (HB 3) Implementation: Teacher Incentive Allotment	Educator Systems and Support
10/03/2019	House Bill 3 (HB 3) Implementation: Teacher Appraisal survey	Educator Systems and Support
09/26/2019	House Bill 3 (HB 3) Implementation: Update on Changes to the Bilingual Education Allotment	Special Populations
09/19/2019	House Bill 3 (HB 3) Implementation: Early Childhood and CCMR Board Adopted Plans and Goals	Governance
09/12/2019	House Bill 3 (HB 3) Implementation: Reading Practices	School Programs
09/05/2019	House Bill 3 (HB 3) Implementation of the Special Education and Dyslexia Allotment and Senate Bill 2075 Monitoring	Special Populations
08/29/2019	House Bill 3 (HB 3) Implementation: Gifted/Talented Education Certification and Funding	Special Populations
08/29/2019	House Bill 3 (HB 3) Implementation: Charter School Funding	School Finance
08/22/2019	House Bill 3 (HB 3) Implementation: College, Career, or Military Readiness CTE, Incentives for High School Models, and High School Equivalency	College, Career, and Military Preparation
08/22/2019	House Bill (HB 3) Implementation: Small and Mid-sized District Allotment	State Funding
08/15/2019	Changes to Reporting Requirements and Creation of the Registry of Persons Ineligible to Work in Public Schools	Educator & System Support
08/15/2019	Updates to Program Intent Codes	Financial Compliance
08/08/2019	House Bill 3 (HB 3) Implementation: College, Career, or Military Readiness Sections	College, Career, and Military Preparation

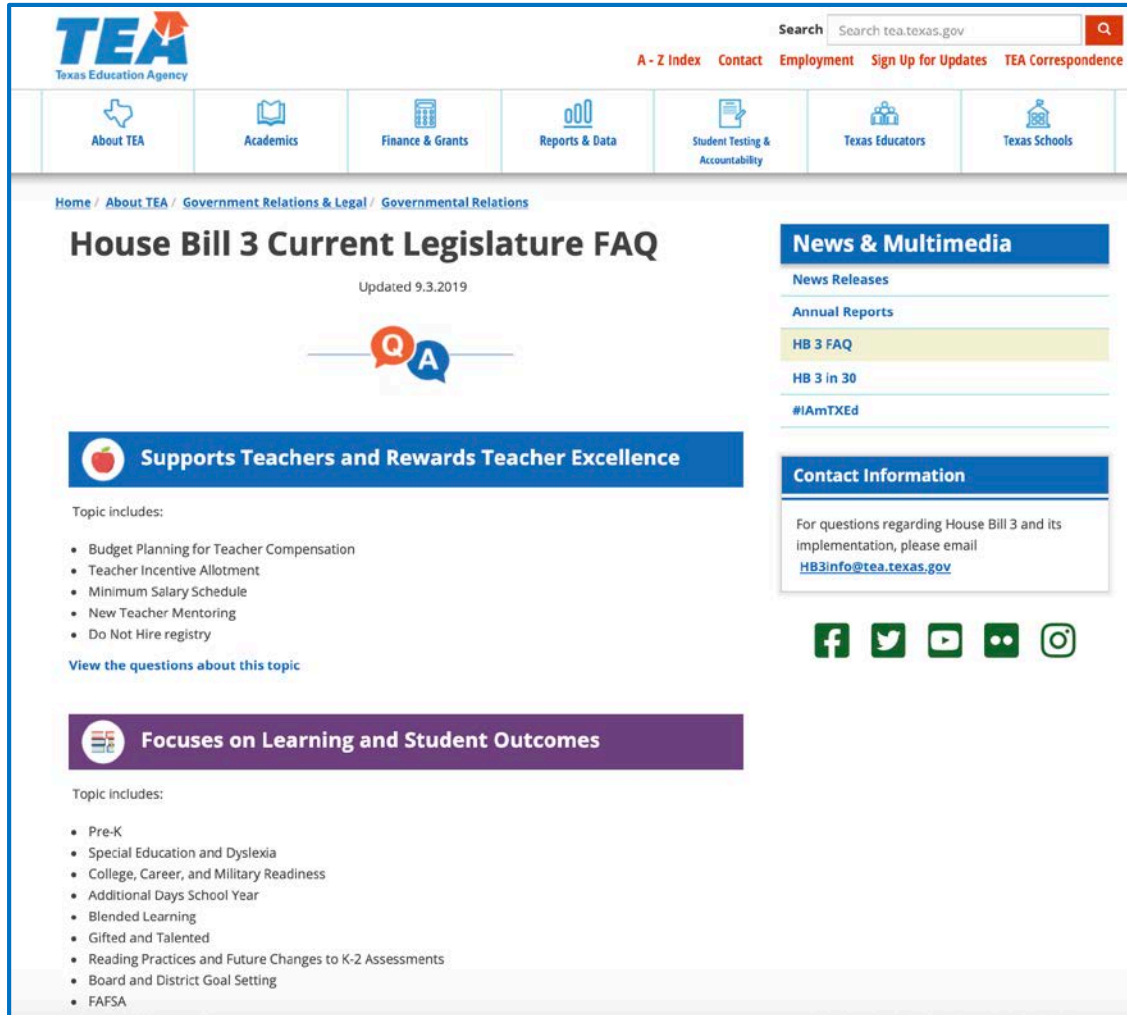
HB 3: TEA Rules Timeline

The full schedule can be found on our HB 3 page:

<https://tea.texas.gov/sites/default/files/HB%203%20rulemaking%20schedule.pdf>

Texas Education Agency HB 3 Rulemaking Schedule		
Rule Topic	Rulemaking Body Responsible	Timeline for Filing Rule Proposal
Relating to issuance and renewal of master teacher certificate	State Board for Educator Certification	June 2019-August 2019
Repeal of HS allotment rules (Ch 61, Sub II)	Commissioner	June 2019-August 2019
Ineligible-to-work in Texas public schools reporting requirements	State Board for Educator Certification	September 2019-November 2019
Registry of persons ineligible to work in Texas public schools	Commissioner	September 2019-November 2019
Fast growth allotment	Commissioner	September 2019-November 2019

HB 3: Frequently Asked Questions



TEA has answered **over 200** frequently asked questions



Sample Questions Answered by TEA:

How do I calculate the teacher pay raise? Specifically, what dollar value needs to be set aside for the raises?

What does the passage of HB 3 mean for my current Master Teacher Certification?

What happens if I don't compress my taxes in compliance with House Bill 3?

Learn more at tea.texas.gov/HB3



House Bill 3:

- **Reading Standards K-3 Advisory Committee**
 - Committee members named Oct. 17th
 - Meeting November 13th and 14th
- **Special Education Allotment Advisory Committee**
 - Committee members named beginning of November
- **Compensatory Education Allotment Advisory Committee**
 - Committee members named beginning of November
- **Financial Aid Advisory Committee**
 - Applications are being accepted until spring 2020

House Bill 3906:

- **Assessment Educator Advisory Committee**
 - Committee members named beginning of December

- PTECH and New Tech Funding
- Formula Transition Grant and Teacher Compensation
- Formula Funding for Special Education for Open-Enrollment Charters
- Regional Education Service Center Staff Supplement

Additional Concerns That Have Been Raised

- Taxes
- CTE – Small/Midsized Allotment
- Fast Growth Allotment

HB 3906 Update

House Bill 3906 Overview



Requires creation of optional interim assessments



Requires technical and educator advisory committees



Allows assessments to be administered in multiple parts over multiple days



Creates integrated formative assessment pilot program



Moves toward electronic administration of all assessments by 2022-23



Eliminates standalone 4 and 7 writing in 2021-22



Permits use of calculator applications

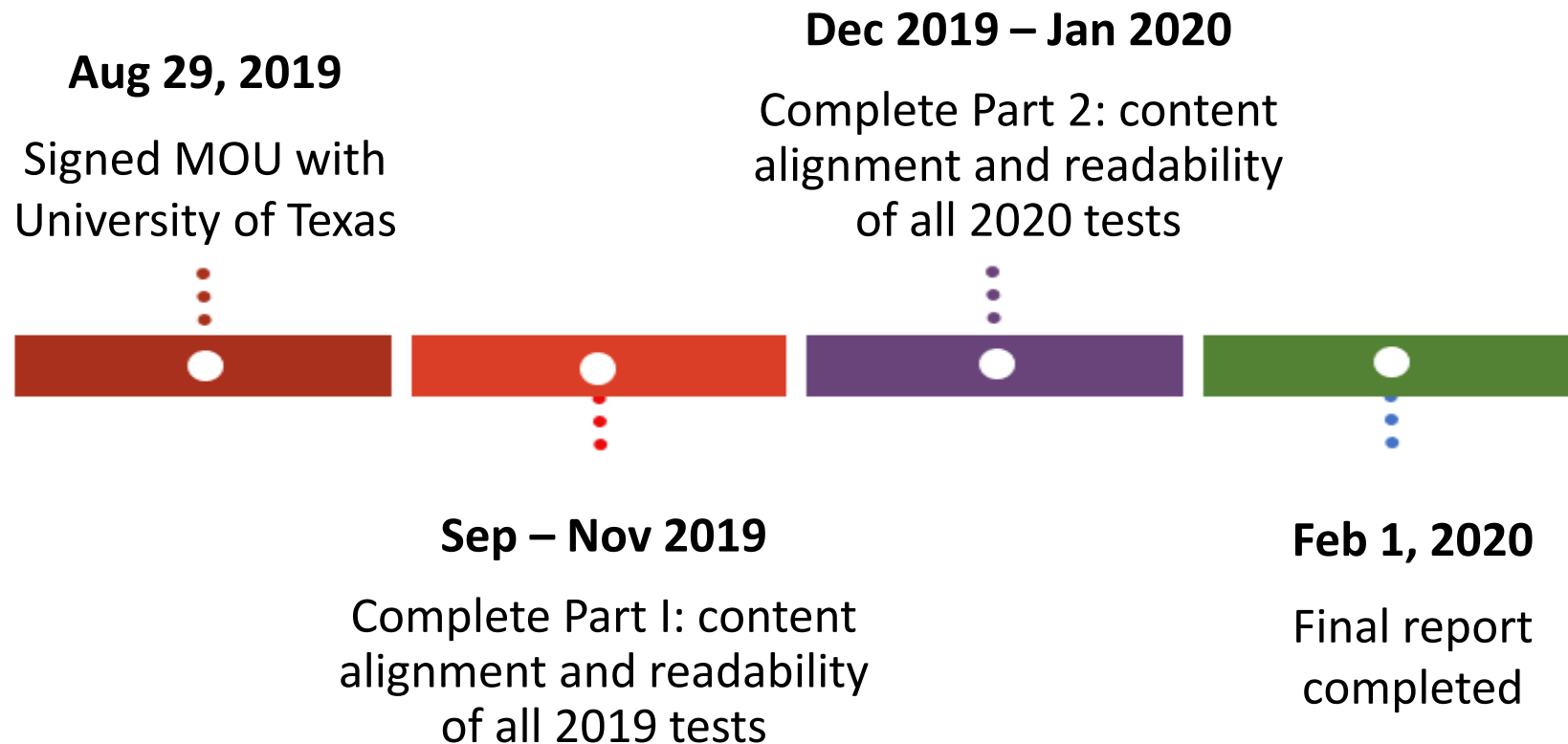


Caps multiple choice questions at 75% of test in 2022-23

House Bill 3: STAAR Study Overview

- Requires an MOU with a public institution of higher education to **study grades 3-8 STAAR** used in 2018-2019 and to be used in 2019-2020
- The study examines whether the assessment:
 - Is **written at an appropriate reading level** for students in that grade level
 - Only **includes content aligned with TEKS** for that or earlier grades
 - Only **includes passages written at the reading level or below** for the grade level for the assessment
- The University of Texas at Austin is conducting the study
- Results will be delivered in two parts due to time needed to develop the new tests for 2019-20
 - **Part 1** – The final report on 2018-19 STAAR tests will be delivered by December 1, 2019
 - **Part 2** – The final report on 2019-20 STAAR tests will be delivered by February 1, 2020

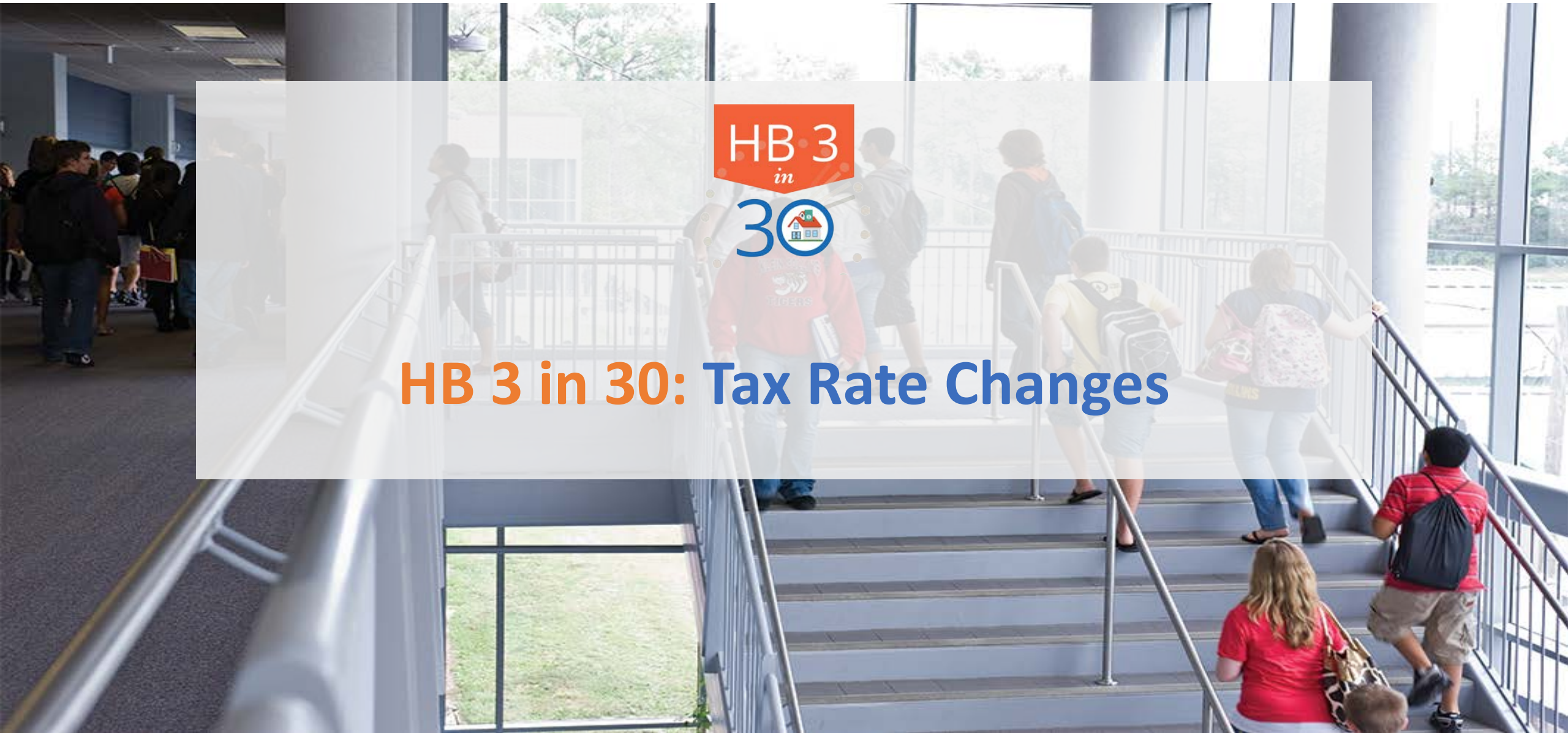
Timeline of STAAR Study Required by HB 3



Appendix



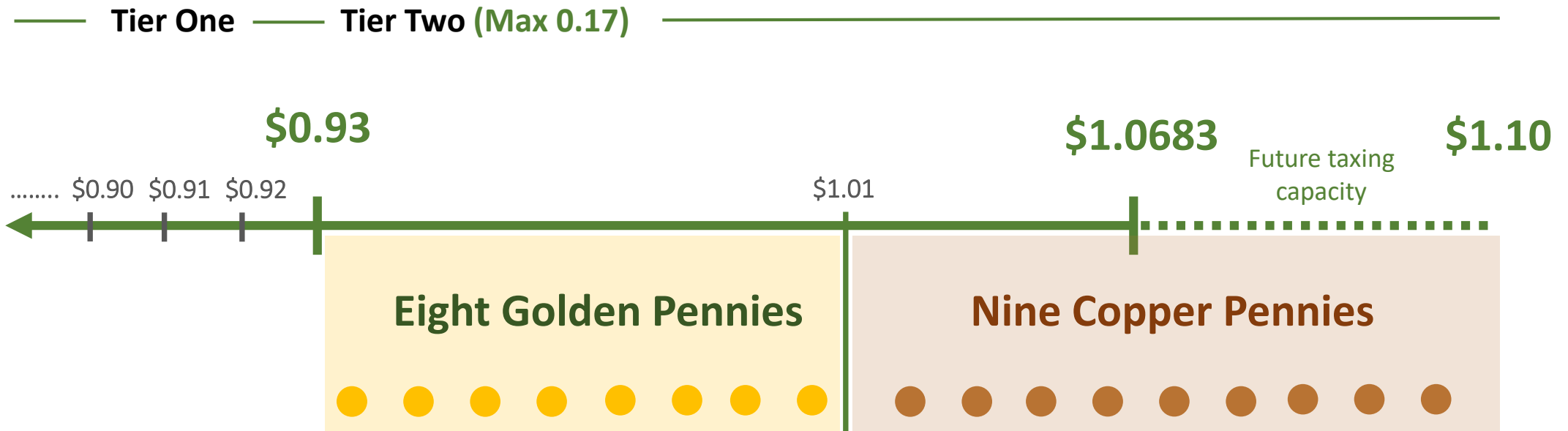
HB 3 in 30: Tax Rate Changes





HB 3 Year 1 (TY2019)

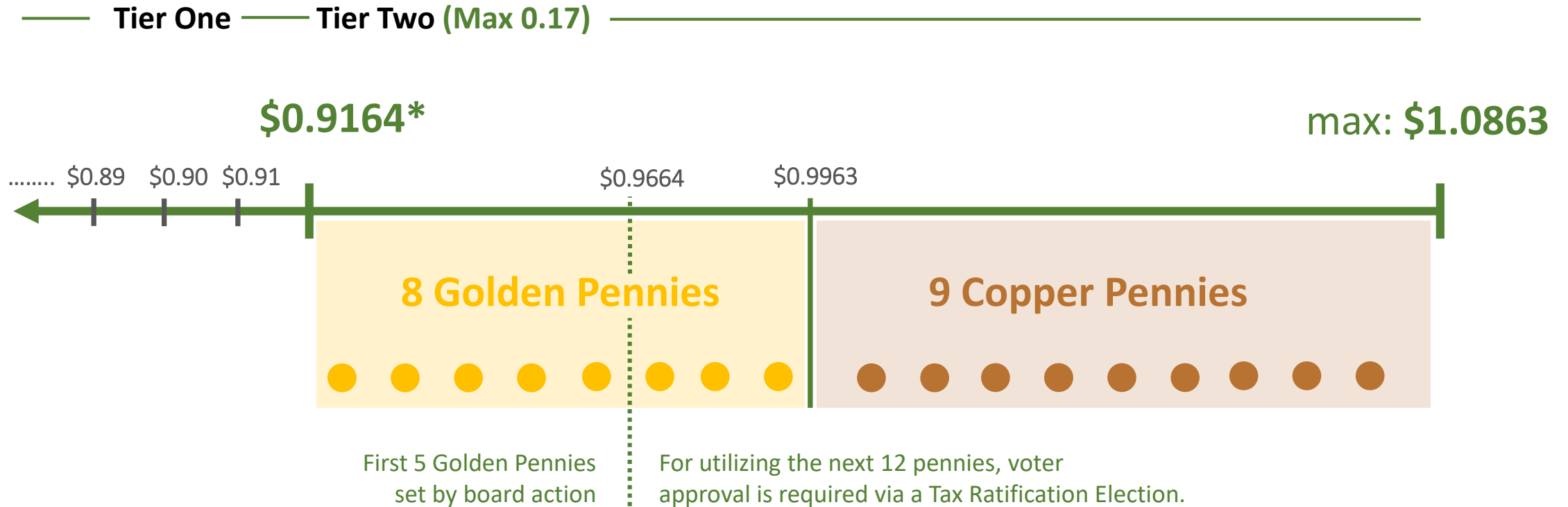
1. Tier One max rate reduced by 7%
2. First two Copper Pennies become Golden Pennies
3. Remaining Copper Pennies are cut by 35%
4. Rates in most cases cannot be raised for year 1





HB 3 Year 2 (FY2021)

1. 2.5% Compression begins on Tier One
2. TRE threshold increased by one penny



* Statewide compression number for TY 2020 (could be lower for individual districts)



**HB 3 in 30: College, Career, or Military
Readiness Outcomes Bonus and Exam
Reimbursements**

Defining College, Career, or Military Readiness

The CCMR bonus uses a more rigorous standard for CCMR than the academic accountability system:

➤ **College:**

- ✓ Texas Success Initiative (TSI) score on SAT/ACT/TSI Assessment (TSIA) and
- ✓ Earned an associate degree prior to graduation *or* enrolled in college by the fall immediately after high school graduation

➤ **Career:**

- ✓ TSI score on SAT/ACT/TSIA and
- ✓ Received an industry-based certification / Level I / Level II certificate

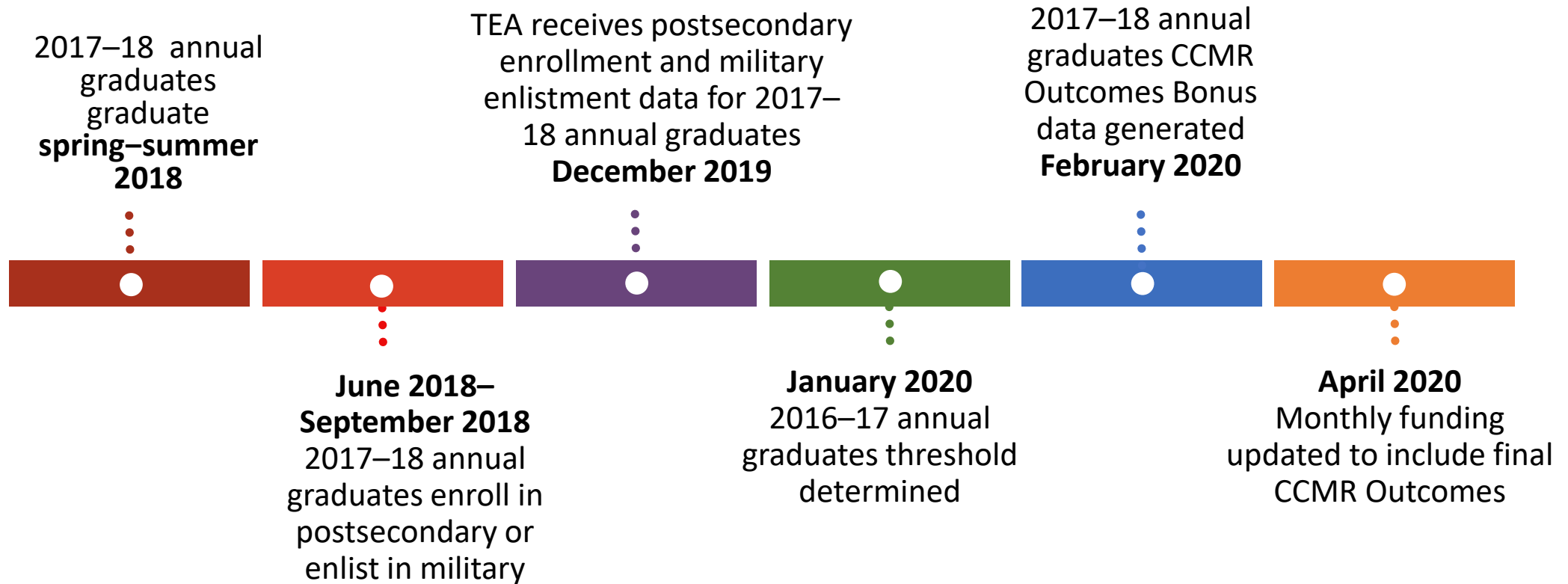
➤ **Military:**

- ✓ Armed Services Vocational Aptitude Battery (ASVAB) passing score and
- ✓ Enlisted in U.S. Armed Forces after graduation

Bonus for Graduates Above the Threshold

- The CCMR bonus is paid for each annual graduate, in each of the three categories, above the minimum threshold.
- The **thresholds will be defined by rule in the spring** when final data are available. Preliminarily, assume the thresholds are the following:
 - 20% for non-economically disadvantaged
 - 9% for economically disadvantaged
 - 0% for special education

Funding Starts in 2019–20 from 2017–18 Graduates



Key Point: Districts will receive an outcomes bonus in the 2019-2020 school year and this bonus will be generated from 2017-2018 graduates.

College Preparation Exam and Industry-Based Certification Exam Reimbursement

Funding formulas now include a **reimbursement** to districts to offer one free **college preparation exam & Industry-Based Certification exam** per student before they graduate.



Reimbursement is provided **once per high school student** for SAT/ACT/TSIA

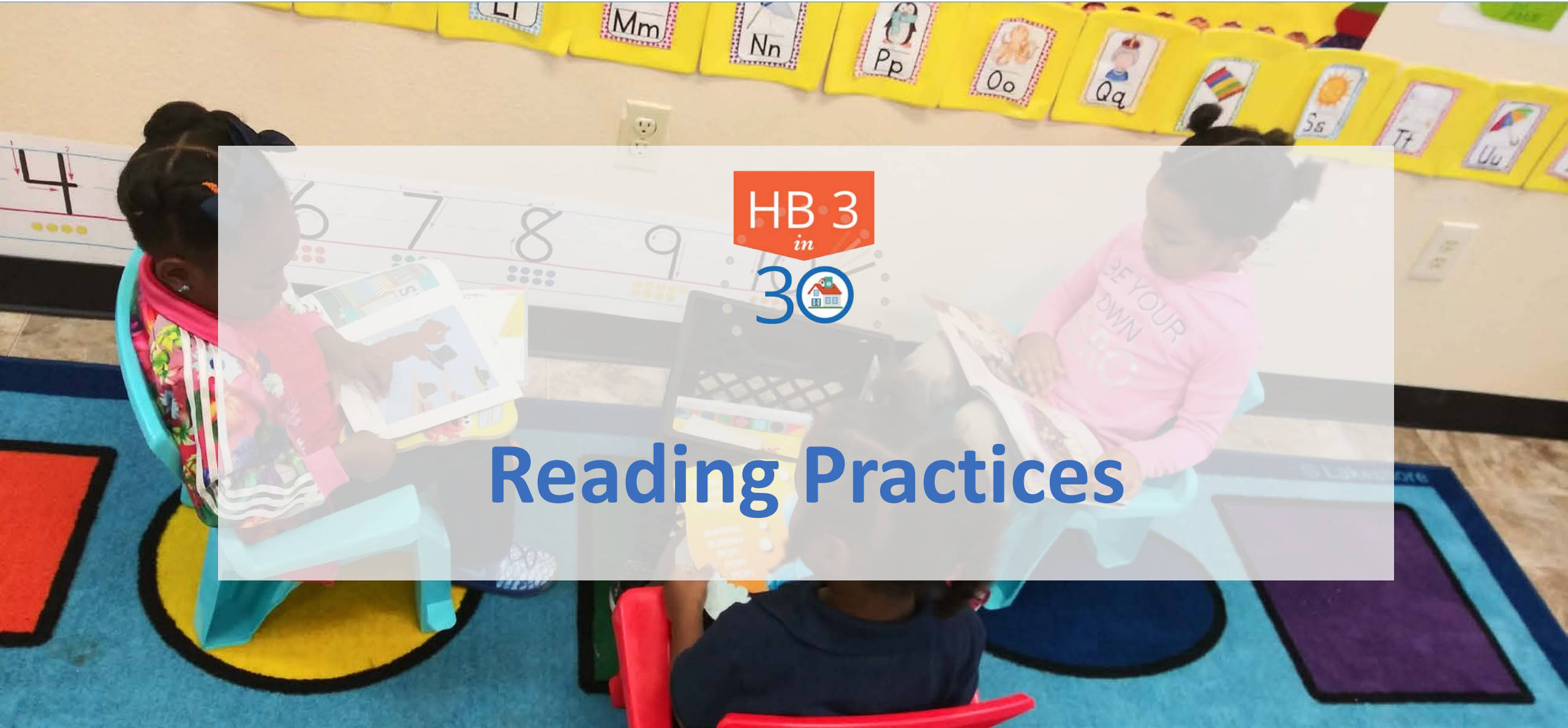


Reimbursement is provided **once per high school student** for any of the Industry-Based Certifications in A-F accountability **if the student passes the exam**

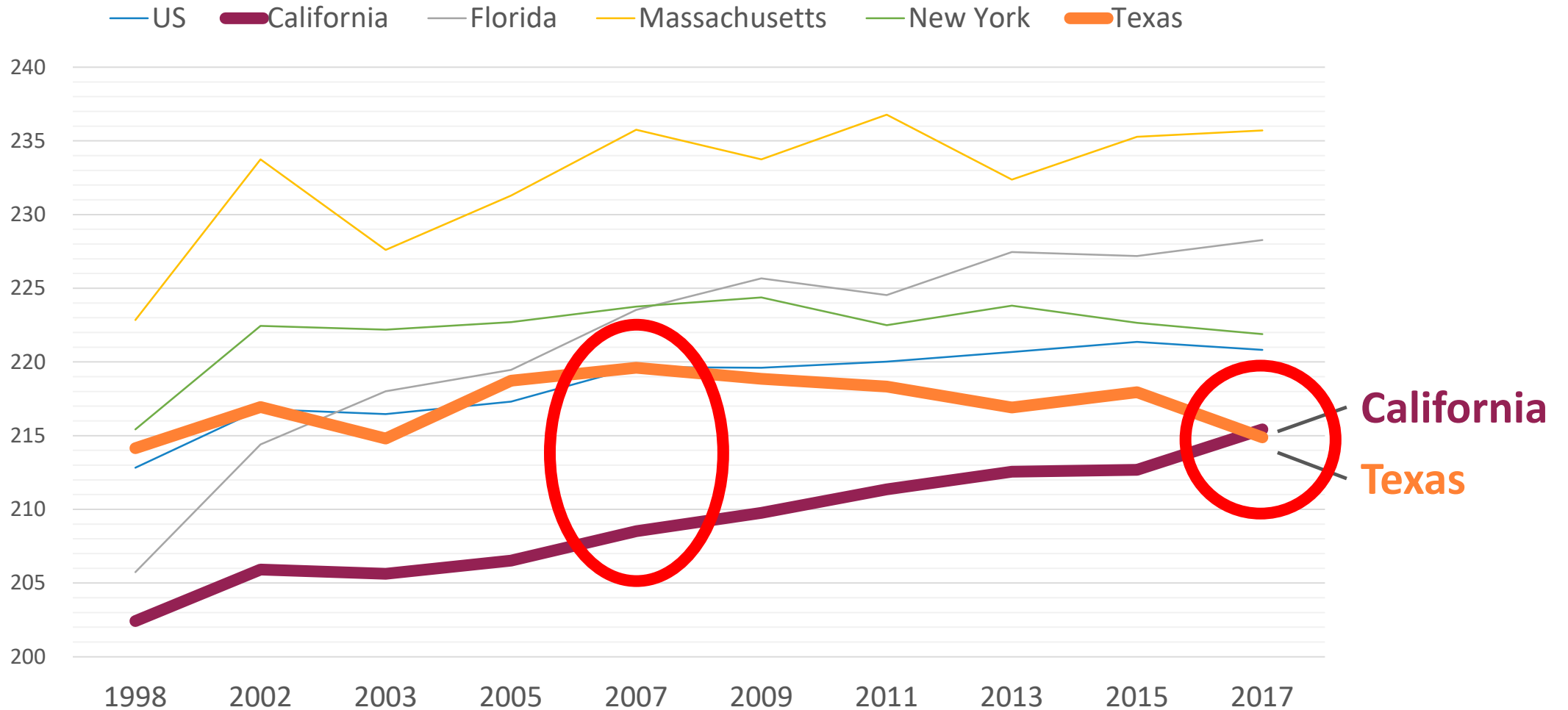
Key Point: Districts have already received funding for these exam fees “front loaded”. If students do not take these exams, this funding will be returned to the agency during settle-up.

HB 3
in
30

Reading Practices



NAEP 4TH Grade Reading Scores



Scarborough's Reading Rope (2001)

Language
Comprehension

- Background Knowledge
- Vocabulary
- Language Structures
- Verbal Reasoning
- Literacy Knowledge

Word
Recognition

- Phonological Awareness
- Decoding
- Sight Recognition

Increasingly
Strategic







Increasingly
Automatic



Skilled
Reading

Reading Academy Models

There are two, competency-based models to meet the requirement in statute: **blended or comprehensive.**

Level	Training Supports			Completion
Model based on competencies	Online modules w/ competency demonstration	10 days In-person training	Job-embedded Coaching 2x/semester	
Comprehensive Model 				Must complete competency exercises
Blended Model 		Districts may also choose additional support to ensure participants are able to master competencies.		Must demonstrate proficiency in competencies

Reading Academies: Blended Model

All Reading Academies will be competency based. Teachers will produce artifacts that demonstrate their competency mastery.

Level



Blended Model

Training Supports

Manage course enrollment of online modules with access to free training materials



Competency Assessment

Grade artifacts based on competencies online or in-person at associated Reading Academy Providers.









All teachers and principals must register, though skilled participants may test out of modules.

Reading Academy Estimated Costs

From HB 3 in 30 Video

Each model has a cost range associated with participation.

Level	Completion	Estimated Cost Range		
Blended Model 	Must demonstrate proficiency in competencies	Online modules w/ competency demonstration	\$300 - \$500	
Comprehensive Model 	Must complete competency exercises	10 days In-person training Job-embedded Coaching 2x/semester	\$3,000 - \$6,000	  

Note: Pricing in blended model includes online modules

Districts may choose which model they would like their K-3 teachers and principals to attend.

Updated Reading Academy Estimated Costs

Latest Update

The cost range is less than initially anticipated for the comprehensive model. We are still finalizing these costs with stakeholders – costs will be final by December 3.

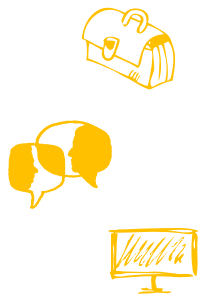
Level Estimated Cost Range: Coaching Fees (Districts Do Not Provide Coaches)

Blended Model



\$300 - \$400
per teacher

Comprehensive Model



\$2000 - \$2500
per teacher





Updated cost ranges remove any potential teacher reimbursements.

Costs associated with teacher stipends and travel require the district to make that determination and reimburse accordingly.

Updated Reading Academy Estimated Costs

Latest Update

We are exploring an additional model for districts who have qualified staff and wish to pay their own staff directly. We are currently soliciting stakeholder feedback on this model.

Level	Estimated Cost Range: Support Fees (District Provided Coaches)	
<p>Blended Model</p> 		<p>\$100 - \$200 per teacher</p>
<p>Comprehensive Model</p> 		<p>\$200 - \$400 per teacher</p>

If districts have their own instructional coaching staff, they may be able to pay those staff directly to reduce costs associated with academy participation. **This cost would cover that facilitator's training and support.**



HB 3: Additional Days School Year

Declining Achievement during Summer Breaks

As noted in the Texas Commission on Public School Finance report, student achievement levels drop during the summer months, commonly referred to as the “summer slide”.

Years of learning

Student Type:

- Middle-class student
- Low-income student

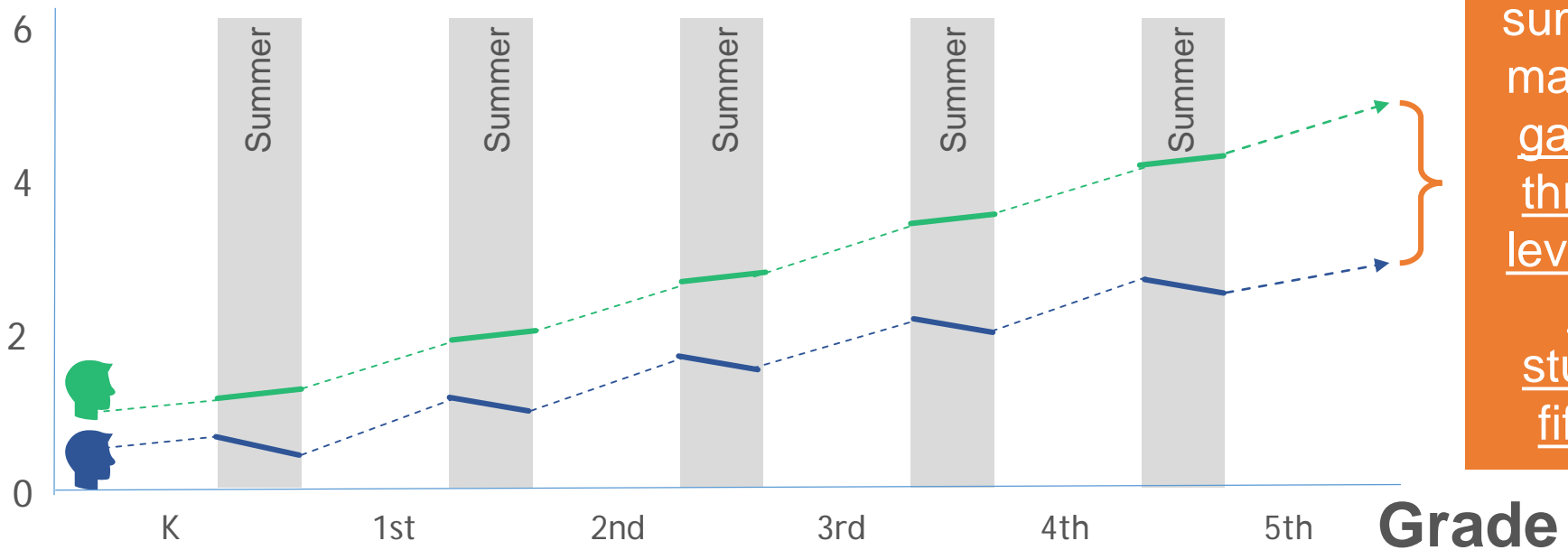
School Year Growth:

- Students progress at same rate during school year

Summer Growth:

- Advanced by one month
- Fall behind by 2-3 months

Note: No variance in amount of summer slide by grade



The impact of summer slide may create a gap of up to three grade levels for low income students by fifth grade

Sample Financial Impact Scenario

An elementary campus could utilize additional funding similar to the scenario below.



Per Student Funding
for 30 additional days
at ~\$25 per half day*

\$750

*x 15 students
(assume 5% absences)*



**Classroom Level
Funding**

\$10,680

↳ Subset of funds could
be teacher pay increases

\$5,340

*x 34 classrooms
(assumes 525 students)*



**School Level
Funding**

\$374,000

**Teacher
Salaries**

Assumes at
least 50%

\$187K

**School
Operations**

(e.g., transportation,
food, admin, etc.)

\$187K

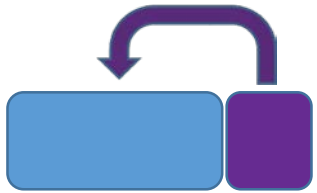
*State average ADA funding for half day

Three Paths Forward



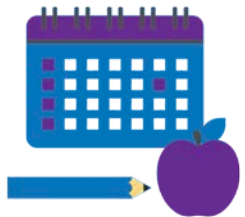
Option 1: Optional Summer Learning

- **Purpose:** Summer Enrichment
- **Think:** 180-day traditional calendar, and up to 30 days for something additional



Option 2: Intersessional Calendar

- **Purpose:** Targeted Remediation
- **Think:** 180 days spaced out over the full year, with intermittent breaks for targeted remediation with a subset of students



Option 3: Full Year Redesign

- **Purpose:** Rethinking the School Day
- **Think:** A revamped 7x6-weeks calendar, daily schedule changes to increase teacher planning time and student play



HB 3906 Update



Interim Assessments

Requires development and administration of optional interim assessments

- Must be administered electronically
- May not be used for accountability purposes
- During 2018-19, 1.7 million interim assessment tests were given by 622 local districts



Technical and Educator Advisory Committees

Requires technical and educator advisory committees

- Technical advisory committee currently exists and includes national experts on assessment design and psychometrics
- New educator advisory committee will advise the commissioner and the agency regarding the development of academically appropriate assessment instruments
- Nominations were solicited this summer with formation of the educatory advisory committee expected in the fall



Multiple Parts

- Allows assessments to be administered in multiple parts over multiple days
- Intended to create flexibility for districts in scheduling
 - 85% of students in grades 3 and 4 must be able to complete each part within 60 minutes
 - 85% of students in grades 5-8 must be able to complete each part within 75 minutes
 - Working this year with districts to design how a multi-part summative could be implemented
 - Expect to make optionally available to districts during 2020-21



Integrated Formative Assessment Pilot

Creates integrated formative assessment pilot program

- Requires TEA to develop formative assessments that inform instruction during the year and can potentially replace a single summative assessment administration
- Currently exploring multiple design options including curriculum-based and competency-based structures that are informed by educator feedback
- Expect to narrow design and begin pilot with districts who show interest during 2020-21
- Expect 3-5 total pilot years to prove concept in both design and scalability



Electronic Assessments

Moves toward electronic administration of all assessments by 2022-23

- TEA, in consultation with the SBOE, must develop a transition plan to administer all assessment instruments electronically beginning not later than the 2022-2023 school year
- Currently exploring university partnerships to conduct statewide feasibility study that identifies resources or other needs
- Expect study to begin this winter
- Feasibility study results due December 2020



Writing

Eliminates standalone 4 and 7 writing in 2021-22

- 3-8 writing still required by federal government
- Currently exploring ways to test writing informed by educator feedback
- Grades 3-8 implementation expected in 2021-22
- Some writing items will be field tested as part of reading assessments in 2019-20



Calculators

- School districts must permit a student enrolled in a course requiring graphing calculators to use a calculator application on a computing device, including a personal, laptop, or tablet computer, that provides the same functionality, unless the district makes available to the student a graphing calculator at no cost to the student
- Policy communication, training, and supporting materials have been distributed to districts for the 2019-20 testing year



Multiple Choice Cap

Caps multiple choice questions at 75% of test starting in 2022-23

- Currently exploring new item designs to field test with educator input
- Expect to begin field testing of some new items during 2020-21
- Item designs allow for either electronic or paper administration