

# PROPOSED RECOMMENDATIONS

The Committee recommends the following:

1. Increase the age until which a student may qualify for the disability category of developmentally delayed for purposes of providing special education services.
2. A statewide survey of public schools should be conducted by the Legislative Services Agency to provide the General Assembly information regarding the amount of time students are required by grade to participate in statewide or school corporation wide testing.
3. The State Board of Education should require ISTEP test results to be submitted to the State Board during the month of June so that schools have adequate time to evaluate the ISTEP test results in a manner which would allow parents and educators to better utilize the test results.
4. The introduction of legislation which encourages or provides incentives for the establishment of viable mentorship or induction programs to support new teachers.
5. The introduction of legislation which would provide support for individual teacher contracts or increase salary flexibility in teacher shortage areas.
6. The introduction of legislation to provide incentives for STEM grant programs to focus resources directly on the most critical teacher shortage areas and to provide incentives for alternative certification programs.
7. The State Board of Education, in consultation with the Department of Education, should establish a communication plan so that parents and educators are aware that ISTEP essay questions are annually released to the public. The Committee further recommends that the best ISTEP essay responses be shared to highlight the accomplishments of Indiana students.
8. Further study should be conducted related to the feasibility of releasing all ISTEP test questions to enhance transparency regarding student expectations pertaining to the test.
9. The establishment of a comprehensive annual summary of school corporation teacher needs by subject area and geographic location so that appropriate policy decisions can be made to increase teacher supply in teacher shortage areas.
10. The introduction of legislation which provides incentives and flexibility to transition to teaching programs.

11. The introduction of legislation what would require a significant amount of new money appropriated to schools to be directed to educator salaries, specifically to educators with one to ten years of experience.
12. The General Assembly consider the feasibility of expanding Indiana teacher loan forgiveness programs or providing additional incentives for teachers teaching in a content shortage area or locality shortage area.
13. The General Assembly and the State Board of Education should consider the feasibility of policies which remove barriers pertaining to teacher licensure to encourage more reciprocity with other states.
14. The General Assembly should review teacher benefits to determine if increasing teacher salaries and the transition to a defined contribution retirement plan would improve teacher retention.
15. The General Assembly should consider the feasibility of recommendations made by the Dual Credit Advisory Commission.
16. The General Assembly should consider the feasibility of recommendations made by the Indiana Department of Education Teacher Shortage Commission.
17. The general assembly introduce and adopt legislation to prevent schools or teachers from being penalized during the 2015-2016 school year, based on the ISTEP program test administered in the spring of 2015.
18. The general assembly introduce and adopt legislation to prevent the ISTEP program test results received by schools during the 2015-2016 school year from being used to penalize a:
  - (1) teacher as part of a teacher evaluation or in the calculation of a teacher's salary or for determining the teacher's eligibility for a performance grant; and
  - (2) school in the calculation of a school's category or designation of school performance.
19. Teacher professional development should be provided additional funding and incentivized, including for the pursuit of masters degrees.