



GOVERNOR'S COUNCIL ON EDUCATION

2022 Annual Report

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FROM THE CO-CHAIRS

Last year, we wrote to you with a reminder of where Kansas was four years ago. In what was a grey and gloomy day in 2019, Governor Kelly's administration began on the steps of the Kansas State Capitol. The Governor delivered her first inaugural address flanked by banners, reminding those gathered that at the center of what makes Kansas unique is our unwavering commitment to education, equality, and opportunity for all. At the time, Kansas was emerging from a dark period, with bright eyes focused on what possibilities lay ahead for the next four years. Over those years, Governor Kelly has gotten our state back on track—funding our schools, protecting the lives of our youngest Kansans, and restoring trust in government.

Just weeks ago, the second term of Governor Kelly's tenure began in the same place. This time, the day was bright and warm—symbolic of how things have changed over the last four years. Once again, banners unfurled from the south portico of the Capitol reading: innovation, unity, and prosperity. We're proud to know that the Council's work has also been guided by those principles—a commitment that will continue over the next four years.

In her second inaugural address, Governor Kelly shared her north star for her second term: making Kansas the best place in America to raise a family. A goal this Council shares and has worked diligently to bring to life over the last four years. When Governor Kelly created the Governor's Council on Education, she challenged the Council to focus on quality education from birth through adulthood; ensure opportunity for all Kansans, in every region; to be mindful of equality and equity in the diverse experiences of Kansans; and to embrace new, innovation, and bold strategies that have the potential to deliver for Kansas students.

It continues to be a great honor for us to work alongside our dynamic and engaged members of the Governor's Council on Education. The Council is comprised of education and business leaders from all regions of our state. Since the Council's formation, members have been committed to continuous improvement and the exploration of best practices by utilizing a future-focused, future-ready mindset. Once again, this group has spent this year identifying and studying issues of great importance to our state and communities. The Council has funneled this work into new recommendations with a focus on equity, a return on investment, and the needs of business and industry at the top of mind.

After four-years of work, the Council spent the year engaging in a series of listen and learn sessions to gain insight into current successes and existing challenges to develop,

recruit, and retain talent. Members heard from business, education, and community leaders—each stressing the need for authentic collaboration and responsiveness to the current and future needs to grow the economy in all regions. The Council utilized the information learned to formulate recommendations focused on key issues and investments needed to advance opportunity and economic prosperity for all Kansans.

We want to again thank our members of the Council for their unwavering commitment to this work and to reaching the goals that the Governor tasked us with. We are grateful for the opportunity to learn from and with these extraordinary Kansans. We remain confident that Council’s work will strengthen our state and ensure that Kansas is prepared to move into the future stronger than ever before.

Dr. Cynthia Lane
Co-Chair

Dr. Fred Dierksen
Co-Chair



Banners reading "Innovation, Unity, Prosperity" hang on the South portico of the Kansas State Capitol on January 9th, 2023. These banners flanked Governor Laura Kelly as she was sworn in for her second term.

EXECUTIVE SUMMARY

In 2019, Governor Laura Kelly created the Governor’s Council on Education with the charge of “recommending a comprehensive set of policies designed to align education and training systems, ensure equity and opportunity for all, and promote innovation in an entrepreneurial economy in all regions of Kansas.” Since its creation, the Council has invested significant time and effort to identify, examine, and address pressing issues facing Kansas students, families, and businesses. Pursuant to Executive Order 19-03, the Council has prepared this annual report to be provided to the Governor and the people of Kansas.

This report will outline the activities of the Council throughout 2022 and formally present recommendations that focus on ways Kansas can improve our education systems and promote workforce development. This report begins by providing an overview of the Council’s operation and process for reviewing recommendations. The report then reviews and provides updates on recommendations that the Council advanced in its 2021 Annual Report and outlines the Council’s year of conducting “listening and learning” sessions across the state. Finally, this report advances four recommendations to the Governor and education and business stakeholders. These recommendations were crafted based upon the feedback and learnings of the Council over the previous year of stakeholder engagement. Special focus was placed on the intersection between education and workforce development and determining how education can advance the state’s workforce priorities. Appendices are included to provide further background information.

In this report, the Council presents the following recommendations:

- Improve the Alignment of Early Childhood Care and Education Systems Across State Agencies
- Increase Opportunities for High School Students to Earn Certifications and Credentials that Crosscut All Industries
- Leverage Existing Resources and Structures to Facilitate More Effective Post-Secondary Transitions for Kansas Students
- Charge the Technical Education Authority to Enhance Their Coordination of Technical Education Pathways Between K-12 and Post-Secondary Education

ABOUT THE COUNCIL

The following list represents the Council's current membership as appointed by Governor Laura Kelly or pursuant to Executive Order 19-03. The Council is comprised of members from across Kansas that bring a broad array of expertise from the fields of education, business, industry, and government.

CO-CHAIRS

Dr. Cynthia Lane | Kansas City | Regent, Kansas Board of Regents

Dr. Fred Dierksen | Dodge City | Superintendent, USD 443

MEMBERS

Bill Biermann | Goodland | Superintendent, USD 352

G.A. Buie | Topeka | Executive Director, United School Administrators of Kansas

Irene Caudillo | Kansas City | President and CEO, El Centro Inc.

Alan Cobb | Topeka | President and CEO, Kansas Chamber

Dr. Craig Correll | Coffeyville | Superintendent, USD 445

Barry Downing | Wichita | President and CEO, Northrock Inc.

Dr. Blake Flanders | Topeka | President and CEO, Kansas Board of Regents

Dr. Nicole Foster | Pittsburg | Teacher, USD 250

Dr. Jim Genandt | Manhattan | President, Manhattan Area Technical College and Kansas Association of Technical Colleges

Stephanie Harder | Wichita | Director of Communications and Public Affairs, Textron Aviation

Cathy Harding | Kansas City | President and CEO, Wyandotte Health Foundation

Frank Henderson | Topeka | Board Member, National School Board Association

Brian Hogsett | Overland Park | Technology Chair, Kansas Parent Teacher Association

Adrian Howie | Hugoton | Superintendent, USD 210

Tom Jones | Montezuma | Manager and Owner, Hy-Plains Feedyard LLC

Dr. Brian Jordan | Topeka | Executive Director, Kansas Association of School Boards

Dr. Steve Karlin | Garden City | Superintendent (retired), USD 457

Bob Kreutzer | Garden City | Chief Financial Officer, Tatro Plumbing (retired)

Keith Lawing | Wichita | President and CEO, Kansas Association of Workforce Boards

Matt Lindsey | Topeka | President, Kansas Independent College Association

Donna McDaniel | Kansas City | Educator in Residence, Ewing Marion Kauffman Foundation

Jim McNiece | Wichita | Board Member, Kansas State Board of Education

Heather Morgan | Topeka | Executive Director, Kansas Association of Community College Trustees

Ed O'Malley | Wichita | President and CEO, Kansas Leadership Center

Aaron Otto | Roeland Park | Executive Director, Johnson County Airport Commission

Jim Porter | Fredonia | Vice-Chair, Kansas State Board of Education

Joe Reardon | Kansas City | President and CEO, Greater Kansas City Chamber of Commerce

Cheryl Reinhardt | Leavenworth | Corporate Counsel, Zephyr Products Inc.

Melissa Rooker | Topeka | Executive Director, Kansas Children's Cabinet and Trust Fund

Allen Schmidt | Hays | Small Business Representative

Sherri Schwanz | Topeka | President, Kansas National Education Association

Dr. Mary Sinclair | Fairway | Advocacy Team, Kansas Parent Teacher Association

Coleen Tabor | Wichita | Executive Vice President for Human Resources, Emprise Bank

Johnny Taylor | Manhattan | Center Director, Flint Hills Job Corps

Lauren Tice Miller | Topeka | Director of Government Relations and Elections, Kansas National Education Association

Dr. Alicia Thompson | Wichita | Superintendent, USD 259

Susan Wally | Kansas City | President and CEO, PREP-KC

Dr. Randy Watson | Topeka | Commissioner of Education, Kansas State Department of Education

Dan Whisler | Lenexa | Educator in Residence, Trane Technologies

John Wilson | Topeka | Executive Director, Kansas Action for Children

Wint Winter | Lawrence | Regent, Kansas Board of Regents

Patrick Woods | Topeka | Manager of Regulatory Affairs, ITC Great Plains

Maria Worthington | Overland Park | Teacher, USD 229

Secretary Jeffery Zmuda | Topeka | Kansas Department of Corrections



Council Members at Fort Hays State University in September 2022.

BACKGROUND

EXECUTIVE ORDER AND OPERATION

On January 24th, 2019, Governor Laura Kelly signed Executive Order 19-03 establishing the Governor’s Council on Education, a bipartisan group of experts tasked with recommending “a comprehensive set of policies designed to align education and training systems, ensure equity and opportunity, and promote innovation in an entrepreneurial economy in all regions of Kansas.” Governor Kelly has appointed Council members that represent education, business, industry, and advocacy. The group has worked since 2019 to develop plans that improve educational outcomes and opportunities from early childhood through postsecondary education, enhance workforce development, and stimulate economic growth in Kansas.

Each year, the Council has presented recommendations to Governor Kelly and the public in hopes of shaping the conversation around educational and workforce needs across the state. The Council generally meets once a quarter to identify pressing issues and begin crafting recommendations that work to address these needs. The Council is led by two co-chairs who set the agenda and lead the Council in its endeavors. In previous years, the Council has developed a series of subcommittees to address elements of the Council’s charge as outlined in Executive Order 19-03. Following successful enactment of previous recommendations, the Council did not utilize the subcommittee structure in 2022, instead using this year as an opportunity to engage with educators and workforce professionals on the ground across Kansas. These opportunities allowed the Council to identify emerging issues and recenter their work for the coming years.

As in previous years, the Council advanced a series of recommendations, which are included in this annual report. Unlike previous years, these recommendations are less focused on specific statutory, funding, or policy changes. The Council intentionally worked to recommend new areas and issues for Kansas to study further and begin working towards solutions for. Each recommendation was approved by the membership of the Council and were thoroughly evaluated through the annual recommendation process.

THE COUNCIL’S WORK: UPDATE ON PREVIOUS RECOMMENDATIONS

In 2021, the Council advanced seven recommendations to the Governor in its annual report. The Council saw unprecedented success in achieving nearly all of these recommendations through the 2022 Legislative Session or by state agency implementation. In the 2021 Annual Report, the Council recommended:

- Improving the Kansas Child Day Care Assistance Tax Credit
- Leveraging the Capacity of the Kansas Children’s Cabinet and Trust Fund to Blend and Braid Funding Sources to Provide Immediate Assistance to the Childcare Sector
- Prioritizing and Investing in Education and Workforce Systems that Accelerate the Talent Pipeline in Computer Science and Information Technology
- Providing Funding for Technology and Equipment Upgrades to Support Correctional Higher Education
- Convening a Commission of Healthcare Sector Policymakers, Regulators, and Criminal Justice Experts to Review and Recommend Career Pathways in Specific Healthcare Sector Careers
- Solving Issues Relating to Work-Based Learning Liability
- Providing Sustainable Funding for Work-Based Learning Intermediaries and the Local Workforce Boards

In the field of early childhood education and care, the Council’s recommendation for expanding the Kansas Child Day Care Assistance Tax Credit was acted upon by the Kansas Legislature in 2022 HB 2237. The bill expanded eligibility for the tax credit to all businesses—providing an increased incentive for business and industry to invest in childcare services. The Council also recommended utilizing the structure of the Kansas Children’s Cabinet and Trust Fund to blend and braid funding for the childcare sector. Over the course of 2022, the Children’s Cabinet worked with other state agencies to administer Governor Kelly’s Child Care Appreciation Bonus program, which provided \$53 million in salary support to the early childhood workforce. The Cabinet is also engaged with administering critical federal American Rescue Plan Act funds appropriated through the state’s Strengthening People and Revitalizing Kansas (SPARK) process that will provide \$20 million to jumpstart construction of and increase capacity in early learning and childcare facilities.

As it relates to new investments in education across the learning continuum, many of the Council’s recommendations were enacted over the last year. During the 2022 Legislative Session, \$2 million in new spending was passed by the Legislature and approved by Governor Kelly that will fund professional development for educators who teach computer science. Governor Kelly also secured \$6.7 million in funding to provide new technology and equipment for correctional education programs in the facilities operated by the Kansas Department of Corrections. Finally, the Governor and Legislature provided additional funding for work-based learning intermediaries and local workforce boards that work to connect students to opportunities in the field.

The Governor and Legislature also solved issues pertaining to work-based learning liability by enacting 2022 SB 91. The changes made in this bill will increase

opportunities for students to receive on-the-job training and experience—setting them up for successful transitions into the workforce.



Members of the Council with Governor Laura Kelly at the January meeting.

THE COUNCIL'S YEAR

The Council met five times over the course of 2022. In January, the Council met with Governor Kelly to present the 2021 Annual Report and discuss the Governor's education policy priorities for the 2022 Legislative Session. Over the course of the legislative session, nearly all of the Council's recommendations were acted on in some manner by both the Governor and the Legislature. In June, the Council again met to receive an update on these recommendations and legislative actions regarding K-12 education and higher education funding and policy. During this meeting, the Council also developed their plan for the remainder of the year.

In contrast to other years, the Council focused much of its work on reconnecting with Kansans who are in the field of education and workforce development to hear directly from these leaders. The Council developed two “Listen and Learn” Sessions in September and November to hone the focus of the Council’s work on emerging issues that it has not studied thus far. In September, the Council met at Fort Hays State University to hear how higher education is preparing students to enter a dynamic and growing Kansas workforce. At Fort Hays State, the Council met with professors and students in the areas of cybersecurity, criminal justice, and applied technology. They also heard from local business representatives and student success support staff on what skills businesses are looking for students to poses upon the completion of their postsecondary programs. Following the session at Fort Hays State, the Council identified the following issues as worthy of further study:

- Better aligning instruction with the needs of business and industry, with particular attention to developing both hard and soft skills
- Increasing the college-going rate of Kansans through the improvement of career pathways and the expansion of opportunities to obtain a credential
- Expanding concurrent enrollment opportunities for both CTE and general education coursework
- Improving the demonstration and validation of “employable life skills”

In November, the Council met at Manhattan Area Technical College for a series of discussions on economic development projects coming to Kansas and the education and training needs that these businesses are experiencing as they begin to build their workforces in the state. The Council heard presentations on the expansion of opportunities in bio-manufacturing, information technology, and technical trades across Kansas and how important work-based learning is to preparing students to quickly enter the workforce upon completion of their academic studies. Following the discussions, Council members identified the following as critical issues that need to be addressed for Kansas to build upon the success of its economic expansion and ensure it has a highly skilled workforce:

- Increasing access to high quality childcare and early learning opportunities
- Incentivizing an increase in student development of “employability skills”
- Strategically investing in technology curriculum pathways throughout the education continuum
- Reviewing funding for technical education programs
- Eliminating silos within the education system and aligning its structures with the needs of business
- Increasing opportunities for students to receive “real world learning” that prepares them for lifelong professional success

In December, the Council met for a final time to synthesize the lessons learned from the previous meetings at Fort Hays State University and Manhattan Area Technical College. The Council also collaborated to develop four recommendations based upon their learnings. These recommendations are outlined in this report and provide a variety of actions that will keep our education and workforce systems moving forward in tandem. In the Council's discussion, many issues were raised that became the basis of the recommendations outlined in this report. While not all issues are referenced in the recommendations, the Council felt it important to highlight additional strategic investments and "game changing actions" that could move Kansas's education and workforce systems forwards. Those investments and actions included:

- Fully funding special education to free up school districts' operating funds to be used towards other critical services—like career and technical education and early childhood programs
- Increasing the number of high school completers that also receive a credential or graduate with transferable college credits
- Funding new concurrent enrollment programs to ensure more students have access to early college experiences in both general and career education courses
- Invest in the education workforce and provide additional support to the teaching profession by increasing the value we place on teachers, paraprofessionals, and administrators

At the conclusion of the December meeting, the Council moved to approve four recommendations that make-up the basis of this report.

RECOMMENDATIONS

Improve the Alignment of Early Childhood Care and Education Systems Across State Agencies

Over the course of Governor Kelly’s first term, Kansas has attracted more than \$15 billion in new private-sector, economic investment in the state—creating or retaining more than 53,000 jobs in all corners of the state. This record investment also includes a historic \$4 billion commitment from Panasonic to build a new battery factory in northeast Kansas. While this economic development proves that Kansas is now open for business, we must turn our efforts to ensuring Kansas can prepare students for futures in these industries, attract and retain highly skilled workers, and provide wrap-around services that support worker and family needs.

The Council heard from Kansans across the state that one of the greatest issues facing working families is the accessibility and quality of childcare and early learning services. Expanding the availability of these services not only provides a strong foundation for the future success of our youngest Kansans—but it pays dividends for working families and businesses. When high quality childcare and early learning services are accessible to families, more Kansans will be able to enter the workforce—growing our economy and providing business with the workforce needed to continue our record economic expansion in the process.

Across Kansas, communities lack sufficient quality childcare and early education opportunities to meet demand. The current service delivery system is bogged down by institutional silos that create barriers to aligning funding across the state agencies tasked with overseeing our early learning system. These challenges make it more difficult for Kansas to move at the speed of business and support our economic growth.

To address this issue, the Governor’s Council on Education recommends the state **create effective and efficient systems alignment to expand early childhood care and education services that meet the economic and business needs in Kansas.** Working to align these systems and breakdown silos will not be easy work. Kansas utilizes a coordinated system of governance for early childhood programming. In effect, this governance model places oversight of some services in one executive department and the oversight of others in another. To make real progress, executive agencies must constantly coordinate and collaborate on virtually every early childhood program. In addition, no executive agency is primarily focused on the issue of early childhood—instead these programs are largely housed within the Kansas Department for Children and Families and the Kansas Department of Health and Environment. With agencies as

vast as these, it can often be challenging for the state government to move together as one and maximize its resources.

To achieve this alignment, the Governor's Office must work with relevant state agencies, stakeholders, providers, families, and business to properly study this issue and take any necessary action. The Council suggests that the Governor's Office convene a working group to conduct an analysis of our system that identifies where gaps occur and focuses on how processes can be streamlined. This group should conduct extensive stakeholder engagement to better understand the needs of communities, families, and businesses and the challenges they are experiencing with our current system. The group should then translate the results of their analysis and stakeholder feedback into recommendations for potential actions.

If Kansas were to make progress in aligning these systems, the Council believes state government can more effectively address the needs of business and streamline processes that expand the availability of services. This action will also be a game changer for the early childhood workforce by creating new career opportunities and maximizing financial support that can expand career options. When all these systems move together, working families will also navigate the system with greater ease.



Governor Kelly signing the expansion of the Child Day Care Assistance Tax Credit with council members at Advent Health-Olathe in July 2022.

Increase Opportunities for High School Students to Earn Certifications and Credentials that Crosscut All Industries

To create a highly prepared workforce, more must be done to ensure that students receive the training and opportunity needed to jumpstart their future career endeavors. There exists a critical need from Kansas business and industry for students to be career aware and engaged early in their academic experience so they can quickly develop a robust set of marketable career skills. These skills can then be quickly harnessed once they transition into the workforce. Recognizing this fact early and preparing students to explore industry sectors of interest allows us to develop the most skilled, most prepared workforce in the country.

The Council recommends increasing opportunities for high school students to earn certifications and credentials in data analytics that can be applied to all industries. The Council has identified the NC3 Data Analytics certification as the certification that can be most easily implemented by schools and higher education institutions across the state. The NC3 certifications are appropriate for all high school students and can be offered by schools and colleges that are registered with the National Coalition of Certification Centers as Certification Centers or Leadership Schools. Dozens of Kansas institutions for learning—from junior and high schools to community and technical colleges—are already certified training centers.

To thoroughly provide these certifications to students across Kansas, there must be a concerted effort to properly train teachers so they can lead the curriculum instruction for the certifications. Over the preceding year, pilot programs were implemented where 21 teachers from across the state participated in a “Train-the-Trainer” opportunities that provided them with the professional development services needed to go back to their respective schools and provide instruction to students. The initial pilot saw great success, but increase expansion is needed to scale the number of teachers receiving the training. The Council recommends scaling this training pilot program by training an additional 120 teachers per year for the next four years. If accomplished, this would add 500 new certified teachers across the state—greatly expanding the accessibility of the NC3 certification program to students. The Council believes that the Smoky Hills Education Service Center, along with the Kansas Association of Educational Service Agencies, could collaborate to coordinate trainings and serve as the fiscal agent. It is anticipated that training 500 teachers over four years would cost between \$700,000 and \$750,000.

The intent of this recommendation is not to duplicate work already being done for students in this field. Many students already participate in certificate programs through

Excel in CTE, which is offered by Kansas community and technical colleges. The Council hopes increasing exposure to these types of entry-level credentials will lead more students to seeking Excel in CTE coursework for academic credit and additional credentials that are highly sought in the workplace. Expanding knowledge of these types of credential programs should be coupled with efforts to better map pathways for students in these fields. If we were successful at accomplishing both tasks, we'll make progress in ensuring that students are moving into post-secondary with the necessary background to dive deeper into technical education curriculum.

The last four years have proven that Kansas is in an unprecedented era of economic progress and expansion. If we are to meet this moment and keep moving Kansas forward, state efforts need to focus on growing our talent pipeline and preparing Kansans for our rapidly changing economic landscape. New business investment in the fields of technology, cybersecurity, and biomanufacturing require a workforce with an understanding of data analytics and related fields of study. Investing in preparing our teachers to provide expanded instruction in these fields will pay dividends for our state. If we can prepare our future workforce early, Kansas can build upon our previous economic development success by showing that Kansas is open for business and can meet the workforce needs of prospective employers wanting to expand their footprint in Kansas.



Members of the Council discuss recommendations at the December 9th meeting.

Leverage Existing Resources and Structures to Facilitate More Effective Post-Secondary Transitions for Kansas Students

If Kansas wants to create the highest-skilled, educated, and trained workforce, the state must better leverage existing resources and structures to facilitate more effective post-secondary transitions for students. Business and industry have made it clear: they need a skilled and prepared workforce. To meet this need, Kansas must address inequitable access to certain curriculum and post-secondary pathways that leave too many students unprepared or without options after high school. Focusing on increasing the number of students who graduate with additional college credit, credentials, or certifications along with a high school degree will pay dividends for our state, our economy, and our students. To create the best return on our current investments, the education sector should reevaluate our existing resources and refocus them to leverage state-level support so students can obtain more than just a high school degree before they transition to post-secondary or the workforce.

The Council recommends developing a statewide “Diploma Plus Kansas” program that prepares students for the future by giving them the opportunity to graduate high school with a diploma and a supplemental academic achievement. Like similar programs in some school districts in Kansas, Diploma Plus Kansas would promote and incentivize the need for students to obtain a credential, certification, or advanced college credit prior to their completion of high school. This will give students an edge if they transition to post-secondary or provide them with essential skills and training prior to joining the workforce. The Council believes that if 75% of high school students were to graduate with credential, certification, or supplemental college credit, Kansas will be better positioned to meet the workforce demands of the Kansas economy and provide students will the tools to effectively transition into their post-secondary endeavors.

To achieve this goal, significant collaboration and coordination is needed across the education continuum. The Council believes that the K-12 sector will need to work with business and industry to expand the opportunity for students to receive the credentials and certifications that are in-demand and necessary to meet economic development needs. Additionally, strategic expansion of dual and concurrent enrollment education opportunities will be vital for ensuring that all students have access to coursework that introduces them to higher education experiences while in high school. The Council believes that the Kansas First Proposal—which would provide 9 credits of college credit in general education studies to under-resourced students—could be a game changer. Investing in this program would show all students that there is a pathway for them to obtain education after high school and receive wrap around supports that ease this transition. When coupled with the state’s Excel in CTE program, students will be able to

explore both career and general studies opportunities while in high school and earn college credit that can put them ahead after graduation. The Council recommends using current structures and programs to provide a roadmap for collaboration between education sectors and eventually for the Kansas State Board of Education, the Kansas Board of Regents, and the Kansas Independent Colleges to execute an agreement for the provision of dual and concurrent programs. This agreement should outline how the sectors plan to collaborate, set joint standards for eligibility, and ensure the articulation of credit.

Along with new collaboration on general education coursework, the Council recommends expanding Excel in CTE opportunities to ensure the attainment of credentials is built into the current program. If program offerings better incorporated credentialing, students would leave their high school experiences in these courses not only will essential skills and on-the-job training, but with tangible certificates that are marketable in the workforce. In addition to creating better alignment in Excel in CTE, this work should move in tandem to scaling youth or pre-apprenticeship models for in-demand, high-opportunity fields.

For these tasks to be accomplished, partnerships between K-12 and higher education must be expanded and strengthened. Of particular note, expanded partnership is critical in the general education fields, like mathematics and English language arts, if more dual and concurrent enrollment opportunities are going to be developed. The two sectors must also move together to focus on applied learning and ensure the needs of special populations are accommodated. To achieve this partnership, the Council also recommends the establishment of the “Diploma Plus Kansas” oversight panel consisting of representation from the Kansas Board of Regents, Technical Education Authority, State Board of Education, the Legislature, the Executive Branch, business and industry, professional organizations, the Kansas Independent Colleges, and the Kansas Community Colleges. This panel would lead efforts to implement the game changing actions outlined in the recommendation.

The Council believes that when alignment and collaboration is created across the education continuum, our students and state will greatly benefit. By working closer together, Kansas can move its education system forward and better prepare students to transition from high school into post-secondary success. The futures of our students and our state’s economy are dependent on our ability to eliminate barriers and expand opportunity.

Charge the Technical Education Authority to Enhance Their Coordination of Technical Education Pathways Between K-12 and Post-Secondary Education

As discussed throughout this report, Kansas must address workforce development challenges if we are to continue our success of economic growth. To promote population growth and the retention of our workforce, policies must be put in place to empower our education and training systems to do what they do best—prepare Kansans for future success. There currently exists a communication and collaboration gap related to the work of the Technical Education Authority (TEA) and their role in enhancing the coordination and understanding of technical education programs. The TEA should be encouraged to enhance their communication related to the importance of students completing seamless pathways between K-12 CTE programs and post-secondary CTE programs. Ensuring educators encourage students to complete educational pathways, earn credentials, and develop the skills that the Kansas business sector is seeking should be the TEA's primary focus.

The Council recommends the Technical Education Authority enhance its communication about CTE pathways and credentials that are in-demand by the business sector. Currently, the TEA operates within their statutory framework to ensure education providers are connecting with business and industry to ensure curriculum is meeting workforce needs and creating a dynamically skilled and educated workforce. The Community and Technical Colleges in conjunction with the Kansas Board of Regents should develop a document highlighting the best practices in how to operate and utilize industry advisory board to ensure curriculum is ever evolving to meet the needs of the business community. To that end, the best practice recommendation document should include suggestions to advise K-12 and post-secondary programs on how to most effectively function and ways they can develop constant communication loops with business entities. The TEA's marketing and communications committee should highlight best practices identified in this document and ensure businesses across the state understand how to get involved with their local advisory groups.

To enhance the coordination of all workforce funding in the state, the Council suggests the Governor conduct a review of all federal resources allocated to Kansas for CTE and skills training. This review would allow for better alignment between programs and the maximization of federal supports like Perkins, WIOA, TANF, SNAP, and corporation of national community service and other workforce focused funding streams. This review could be coupled with an expanded review of other grant-based opportunities that may be not currently utilized. The Council believes that the Governor and other stakeholders should collaborate on this process and make recommendations for the leveraging of

these funds. Additionally, this review should consider new funding opportunities for customized training in areas where students can quickly complete high-quality programs and seamlessly enter the workforce. Stakeholders who need to be involved include the Department of Commerce, Department of Children and Families, Department of Corrections, Kansas State Department of Education, Kansas Board of Regents, Kansas Community and Technical Colleges, the Office of Recovery, the Kansas Workforce Board, and Local Workforce Regional Directors.

Additionally, the Council believes that there are other game changing actions that the state could take to assist the TEA in executing its duties. For instance, the Department of Commerce could collaborate with the Department of Labor as they publish their annual jobs outlook. This collaboration would take the data that the Department of Labor has and overlay the business intelligence the Department of Commerce is gathering from business expansion and recruitment projects. This would allow more informed decisions and targeted actions to be taken by the educational community. The Council also believes communication must be enhanced across education sectors to ensure K-12 and post-secondary faculty understand the importance of curriculum alignment and meeting business needs so students can move efficiently through technical education programs. Along with this informational support, more can also be done to support teachers in the technical education field, like creating externships and professional learning opportunities in critical need career fields. These opportunities would allow for grassroots connections between educators and businesses that teachers can harness inside the classroom. The Kansas Board of Regents should better promote their existing opportunities for community and technical college faculty to participate in this learning and the Kansas Department of Education should promote the appropriate use of Perkins funding to support K-12 teachers seeking this professional development.

We must do more to prepare our students for their future careers and ease the transition from education to the workforce. Leveraging this existing structure is an efficient and common-sense solution to addressing a glaring gap in our system. By focusing on better curriculum alignment and marketing the work of the TEA, Kansas students will experience more effective career and technical education. Brining stakeholders together to study workforce development related funding will help Kansas better leverage those resources, expand the accessibility of technical education opportunities, and more efficiently connect students to opportunities in the workforce.

CONCLUSION

This report outlines a series of recommendations and action steps that Kansas can take in the coming year to advance educational opportunities for Kansans from all corners of the state. The Council continues to advance recommendations that it believes are attainable, common-sense solutions that will create a return on investment for the Kansas economy while preparing Kansans for a rapidly changing workforce.

In most cases, these recommendations will require considerable agency-level collaboration that realigns systems to better coordinate programming and funding opportunities. The Council believes that the time is now to begin studying these issues if we want to create meaningful change over the next four years. These recommendations have been thoroughly vetted by the Council and their enactment is key to keeping Kansas moving forward.

Along every step of the way, the Council has been committed to increasing prosperity and improving the well-being of all Kansans. We know that providing a quality education to every Kansas kid is vital to the success of our state. By creating an integrated approach to career preparedness and aligning education with the needs of business, Kansas will be better positioned to create more vibrant communities, cultivate opportunities for all, and promote an innovative economy. If we want to increase prosperity and the well-being of all Kansans, we must focus on creating seamless transitions between early learning, K-12, and postsecondary education that leads to high-growth, innovative opportunities for business and industry.

The Council placed special attention on the issues of workforce development throughout its work this year and this report. It is clear that this is one of the most pressing challenges facing our state. Kansans from all corners of the state must unite to tackle this issue and the Council stands ready to continue providing solutions that advance both our education and business systems.

As noted previously, what makes Kansas unique is our unwavering commitment to education, opportunity, and equity. With an eye to the future and expanding on our commitment to innovation, unity, and prosperity, the Council is eager to continue working to uphold our commitment to those values and advancing our education system. We believe the future is bright and Kansas can solve complex challenges when we work together as one.

APPENDICES

APPENDIX A: THANK YOU

The presentation of this annual report has been an effort accomplished by many people brought together for the purpose of serving public education in Kansas. We have worked diligently to incorporate Governor Kelly’s tenants of education, equality, opportunity, innovation, unity, and prosperity for all. We’d first like to thank the members of the Governor’s Council on Education for their commitment and attention to the issues facing Kansas. This report is a testament to the hard work and dedication of our members. It should also be mentioned that all Council members serve on a voluntary basis—motivated to do this work by a dedication to service and strengthening our state. We cannot understate how grateful we are for their continued commitment and service.

This year, the Council spent a considerable amount of time in the field learning from our education and business leaders. We’d like to thank President Tisa Mason and her team at Fort Hays State University for their hospitality and insights that the Council received during our September visit. Additionally, we’d like to thank President Jim Genandt and his team at Manhattan Area Technical College for their assistance and support of our November meeting in Manhattan. We also are appreciative of the time and partnership of all the presenters the Council met with and heard from throughout the year. These experts provided invaluable insight that the Council has used throughout its work.

The Council would also like to thank the Kansas Association of School Boards for providing us a consistent meeting space and for their hospitality. KASB also has provided photos of our meetings—some of which are included in this report.

The Council is also grateful for the assistance and support of staff who’ve brought their expertise, knowledge, and time to the work of the Council.

Finally, Governor Kelly deserves the biggest credit. Her unwavering commitment to public education has been a motivator for our Council and guided our work. She has given this Council a voice, lent her ear, and provided the support of her and her team—all of which has given the Council value and purpose.

APPENDIX B: EXECUTIVE ORDER 19-03

EXECUTIVE ORDER NO. 19-03

Establishing the Governor's Council on Education

WHEREAS, Kansas is committed to a shared vision of increased prosperity and improved well-being for all Kansans; and

WHEREAS, providing quality education is vital to the success and well-being of individual Kansans, and is essential to growing the economy and cultivating a highly trained and skilled workforce; and

WHEREAS, an integrated approach to career preparation, beginning with early learning and continuing through post-secondary education, would benefit individuals, companies, industries, and the State as a whole; and

WHEREAS, aligning education with state agencies and business needs will help create vibrant communities, cultivate opportunities for Kansans, and promote an innovative, entrepreneurial economy; and

WHEREAS, ensuring access to quality early learning, and encouraging seamless transitions from K-12 to technical schools, community colleges, and universities and on to business and industry is vital to realizing our shared vision of increased prosperity and improved well-being for all Kansans; and

WHEREAS, economic growth depends on cooperation and coordination between the education community and high-growth, innovative businesses and industries; and

WHEREAS, upholding values of transparency, inclusion, and accountability between educators, businesses, industry, and our broader Kansas community will help create effective working relationships that will aid in the achievement of our shared vision.

NOW, THEREFORE, pursuant to the authority vested in me as Governor of the State of Kansas, I hereby establish the Governor's Council on Education ("Council"):

1. The Governor shall appoint the following to serve as members of the Council:
 - a. One representative from each of the following agencies or organizations:
 - i. Governor's Office
 - ii. Kansas Department of Education
 - iii. Kansas Board of Regents
 - iv. Kansas Children's Cabinet
 - v. Kansas Department for Children and Families
 - vi. Kansas Department of Labor

- vii. Kansas Department of Commerce
 - viii. Kansas Association of School Boards
 - ix. United School Administrators of Kansas
 - x. Kansas Association of Community Colleges
 - xi. Kansas Independent Colleges Association
 - xii. Kansas Association of Technical Colleges
 - xiii. Kansas Association of Workforce Boards
 - xiv. Kansas Parent Teacher Association
 - xv. Kansas National Education Association
- b. Between five and ten members of the business community.
 - c. Public school superintendents representing the various regions of Kansas.
 - d. Members of non-profit organizations who have expertise in areas that could assist in advancing the goals, strategies, and operations of the Council.
 - e. Additional individuals the Governor determines have relevant experience or qualifications.
2. The Governor shall select a chair and vice-chair, or co-chairs, from the Council's membership.
 3. Members shall receive no compensation or reimbursements for expenses and shall serve voluntarily. Officers or employees of state agencies who are appointed to the Council as part of their duties shall be authorized to participate on the Council and may claim subsistence, allowance, mileage or associated expenses from their respective agency budgets as permitted by law.
 4. The Council shall be subject to the Kansas Open Records Act and the Kansas Open Meetings Act.
 5. Plans, reports, or recommendations of any nature adopted by the Council shall be considered advice to the Governor, and shall not be construed as official policies, positions, or interpretations of laws, rules, or regulations by any department or agency of state government, nor shall any such department or agency be bound in any manner to consider such advice when conducting their advisory and regulatory affairs.
 6. The Council shall:
 - a. Develop strategies and tactics to pursue an integrated approach to career exploration and workforce development that aligns with and complements the "Kansans Can" initiative of the Kansas State Department of Education and focuses on the human capital needs of business and industry across the state;

- b. Expand public-private partnerships focused on universal access to quality early learning, and strengthen collaboration between agencies and organizations focused on preparing young Kansans to succeed in school and beyond;
 - c. Expand public-private partnerships focused on access and work-based learning experiences and career pathways tied to high-demand, high-wage, and critical-needs careers in Kansas;
 - d. Identify goals, initiatives, strategy metrics, and systems metrics, and report progress on each to the Governor annually; and
 - e. Inform and advise the Governor on educational initiatives and policies to improve the overall success of education and workforce development in Kansas.
7. The Council shall be staffed by the Education Commission of the States, along with the Kansas Department of Education and Kansas Board of Regents.
8. The Council shall meet quarterly or as often as the Chair or co-Chairs of the Council determine is necessary.
9. The Council shall submit regular reports to the Governor with an annual report submitted in December of each year.
10. Executive Order 18-10 is hereby rescinded.

This document shall be filed with the Secretary of State as Executive Order No. 19-03. It shall become effective immediately and remain in force until rescinded.

APPENDIX C: CO-CHAIR BIOGRAPHIES

CO-CHAIRS

Dr. Fred Dierksen



Dr. Fred Dierksen's tenure as superintendent of Dodge City Public Schools began in July 2017.

Dr. Dierksen obtained his post-secondary education from Sterling College, Fort Hays State University, and received his Doctorate of Educational Administration from Wichita State University. His first teaching position was in Jetmore, Kansas, where he was quickly promoted to Principal, later to Principal of Sterling Grade School, where he transitioned to Superintendent of Sterling Public Schools. While in Sterling, Kansas, he expanded programs and grant funding to support ongoing learning for pre-K through 12th grade students.

As an active community member, Dr. Dierksen has served on numerous boards and advisory councils. Most recently, serving on the Governor's Council of Education and the Board of Directors for the Kansas School Superintendent' Association. He has received many honors, including the 2020 Excellence in Educational Leadership Co-Award, along with Council member Steve Karlin, from the University Council for Educational Administration.

Dr. Cynthia Lane



Dr. Cynthia Lane has more than 40 years of professional experience in the field of education. Dr. Lane is currently the CEO of Evolve Education Leadership L.L.C. Lane serves on the Governor's Council of Education, the Advantage Kansas Coordinating Council, and the Kansas Board of Regents. Dr. Lane was the superintendent of Kansas City, Kansas Public Schools from 2010 to 2018, where the district achieved its highest graduation rate, significantly increased early childhood programs, and implemented the diploma plus initiative focused on career exploration and preparation, graduating students with their diploma plus industry recognized credentials, early college, internships, and other key endorsements. She received her Ed.D. from the

University of Kansas along with her M.S. and B.S. Ed. from Pittsburg State University.

APPENDIX D: 2021 MEETING AGENDAS/MINUTES

Governor's Council on Education

Agenda

January 14, 2022

9:00 – 11:00am

State Capitol Room 346-S

- I. **Welcome, Opening Remarks, Approval of Minutes**
- II. **Annual Report**
 - a. Prepare for Presentation of Annual Report
 - b. Summary of Report to Governor Kelly
- III. **Remarks**
 - a. Presenter: Governor Laura Kelly
- IV. **Reception**
- V. **Committee Next Steps**

Governor's Council on Education

Agenda

June 10, 2022

10:00am – 2:00pm

Kansas Capitol Visitor Center

I. Welcome, Opening Remarks, Approval of Minutes

II. Old Business

a. Council Priorities and Status of Recommendations

i. Presenter: Zach Vincent, Governor's Office

b. Legislative Update- Pre-K to K-12

i. Presenter: Mark Tallman, KASB

c. Legislative Update: Higher Education

i. Presenter: Matt Casey, KBOR

III. Lunch

IV. New Business

a. Expanding Apprenticeship Opportunities

i. Presenter: Shonda Atwater, Commerce

V. Discussion

a. Implications and Next Steps

Next Council Meetings

September 9, 2022 10:00 – 2:00 Fort Hays State University (Hays)

November 11, 2022 10:00 – 2:00 Manhattan Technical College (Manhattan)

December 9, 2022 10:00 – 2:00 KASB (Topeka)

Governor's Council on Education

Agenda

September 9, 2022

10:00am – 3:00pm

Fort Hays State University—Hays, Kansas

- I. Opening Remarks from Co-Chairs, Introductions, Roll Call, and Approval of Minutes**
- II. Welcome Remarks—President Tisa Mason**
- III. Break**
- IV. Cybersecurity/Tech Incubator**
 - a. Presenter: Dr. Melissa Hunsicker-Walburn, Department of Informatics
- V. Criminal Justice/De-escalation Center**
 - a. Presenter: Dr. Tamara Lynn, Department of Criminal Justice
- VI. Robotics**
 - a. Presenter: Dr. Kim Stewart
- VII. Break**
- VIII. Working Lunch: Presentation from Joe Coles**
- IX. Docking Institute**
 - a. Presenter: Dr. Brett Zollinger
- X. Hays Chamber of Commerce**
 - a. Presenter: Sarah Wasinger, President/CEO
- XI. Center for Student Success**
 - a. Presenter: Dr. Joey Linn, Dr. Karen McCullough
- XII. Council Discussion and Closing Remarks**

Next Council Meetings

November 11, 2022- Manhattan Tech

Governor's Council on Education

Agenda

November 11, 2022

9:00am – 3:00pm

Manhattan Area Technical College

- I. Welcome, Introductions, Approval of Minutes (June and September meetings)**
- II. Overview of the Day**
- III. Kansas Wins! Scorpion Biologics is Coming to Manhattan**
 - a. Presenter: Dr. Richard Linton, Rebecca Robinson, Daryn Soldan, and Jim Genandt
- IV. Enterprise KC and Cybersecurity**
 - a. Presenter: David Franklin
- V. Higher Paths Update**
 - a. Presenter: Kristin Brighton
- VI. Future Ready Committee Update**
 - a. Presenter: Dan Whisler and Coleen Tabor
- VII. Break and Lunch: Overview of the College and Career Center Project**
 - a. Presenter: Manhattan-Ogden USD 383 and MATC
- VIII. Employers Panel**
 - a. Presenter: Representatives of Construction Trades, Engineering, HVAC, IT, Automotive Technology, Health Care, and Manufacturing and their role as advisory committee participants with technical education programs
- IX. Discussion of Key Alignment of Education and Workforce Considerations**
- X. Wrap-Up**
- XI. MATC Groundbreaking Ceremony for Phase I of the Building HIRE Education Project: the Advanced Technology Center**

Next Council Meetings

December 9th- Finalization of Recommendations

Governor's Council on Education

Agenda

December 9, 2022

9:30 – 12:00

- I. **Welcome, Introductions, Approval of Minutes, Overview of Agenda**
- II. **Group Work: Review and Improve Draft Key Considerations and Recommendations**
- III. **Break**
- IV. **Discussion and Consensus on Key Considerations to Advance to the Governor**
- V. **Wrap Up and Closing Remarks**

Next Council Meeting

Annual Report of Recommendations to Governor Kelly, January 2023, Kansas Capitol

