



Report to the Legislature:
Professional Development Expenditures

Line-item 7061-0008
December 2007



This document was prepared by the
Massachusetts Department of Education
Jeffrey Nellhaus
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December 2007

Dear Members of the General Court:

The Department of Education respectfully submits this "Report on Professional Development Expenditures" pursuant to Chapter 139 of the Acts of 2006, line-item 7061-0008.

"... provided further that each school district shall report annually to the department of education on its professional development expenditures, in a manner and form prescribed by the commissioner and consistent with the accountability requirements of the federal No Child Left Behind Act; and provided further, that the department of education shall report annually to the house and senate committees on ways and means on school districts' professional development spending."

All public school districts report professional development expenditures as part of the required End of Year Pupil and Financial Report in four areas: professional development leadership, teacher/instructional staff professional days, substitute salaries for teachers/instructional staff, and professional development stipends, providers, and expenses. For FY06, professional development spending, at \$183 million has fallen from a peak of \$212 million in FY03. Between FY02 and FY06, professional development expenditures decreased by 11.3 % while public K-12 expenditures rose from \$9.4 billion to \$11.2 billion, a 19 % increase. District per pupil expenditures range from less than \$10 per pupil to more than \$500 per pupil.

I am concerned about this trend and the wide variation in professional development expenditures. Professional development expenditures targeted especially to supporting new educators in high need school districts is critical to closing the achievement gap, preventing the achievement gap, and getting all students to proficiency and beyond. Further, the continued attrition of 50% of new teachers in urban districts during their first three years of employment is ultimately more costly to taxpayers than providing a stronger program of professional development and related supports.

If you have questions please feel free to contact me or for further information on the expenditures please contact Roger Hatch at rhatch@doe.mass.edu or 781-338-6527.

Respectfully,

Jeffrey Nellhaus
Acting Commissioner

Massachusetts Department of Education
Report on Professional Development Expenditures
December 2007

Introduction

The Department of Education respectfully submits this “Report on Professional Development Expenditures” pursuant to Chapter 139 of the Acts of 2006, line-item 7061-0008, which states:

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All school districts in the Commonwealth are required to file an End of Year Pupil and Financial Report (EOYPFR) with the Department of Education that details spending activity for the most recently completed fiscal year. The EOYPFR data base is the source for the following analysis.

Description of Functional Areas and Source of Funds

There are four separate subcategories in the Department of Education’s chart of accounts related to professional development. The functional areas are:

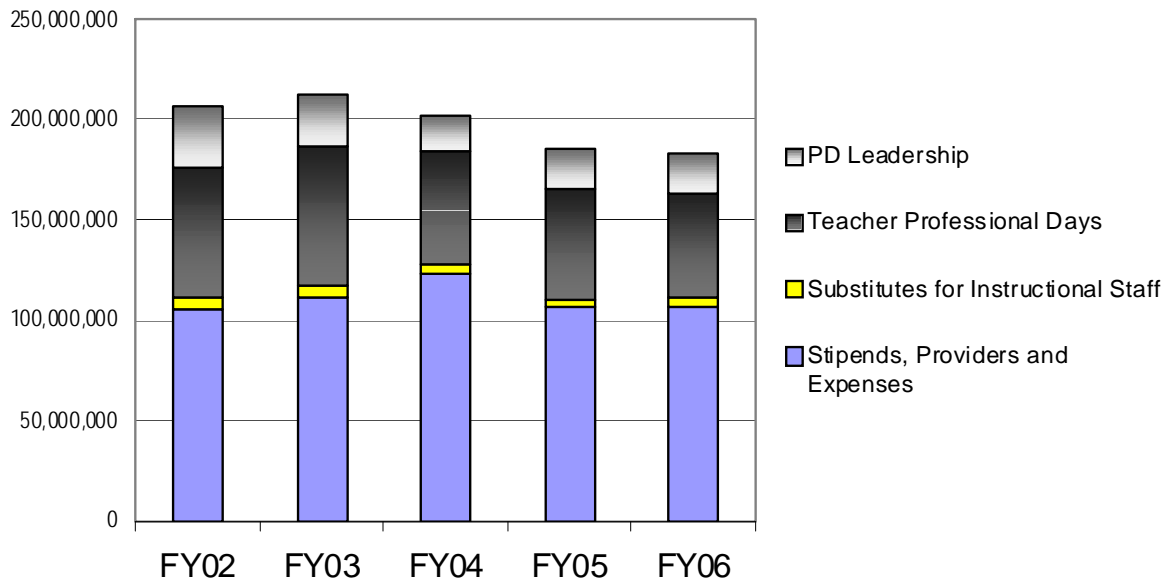
- **Professional development leadership (2351)** includes the full-time or prorated salaries of directors who spend at least 50 percent of their time engaged in leadership activities.
- **Teacher/instructional staff professional days (2353)** includes the salaries of teachers and instructional staff who participate in in-service days beyond the contractual number of days of instruction (greater than 180), where at least 50 percent of the day is devoted to professional development. This code also includes stipends for professional staff providing professional development services beyond the regular length of the school day.
- **Substitute salaries for teachers/instructional staff at professional development (2355).**
- **Professional development stipends, providers, and expenses (2357)** includes salaries for teacher trainers, full-time or prorated shares of salaries of instructional supervisors, teachers and other professional staff who spend 50 percent or more of their time providing professional development. Includes professional staff providing training and support to new teachers, teachers being trained to

implement new curriculum or instructional practices, and/or teachers targeted for training and support to remedy performance weaknesses. Includes master and mentor teachers, curriculum implementation coaches, and others whose job function is to provide in-district professional development (minimum of five full-time equivalency).

Professional Development Expenditures, All Funding Sources

Professional development spending has fallen from a peak of \$212 million in FY03 to \$183 million in FY06.

**Figure 1
Professional Development Spending FY02 to FY06
Massachusetts Public School Districts**



Between FY02 and FY06, public K-12 expenditures rose from \$9.4 billion to \$11.2 billion, a 19 percent increase. During the same period, professional development spending decreased by 11.3 percent. The only other category to decrease was Instructional Materials, Equipment and Technology, which saw a decline of 2.5 percent.

Figure 2
Massachusetts Public School Spending PK-12,
FY02 to FY06, By Function

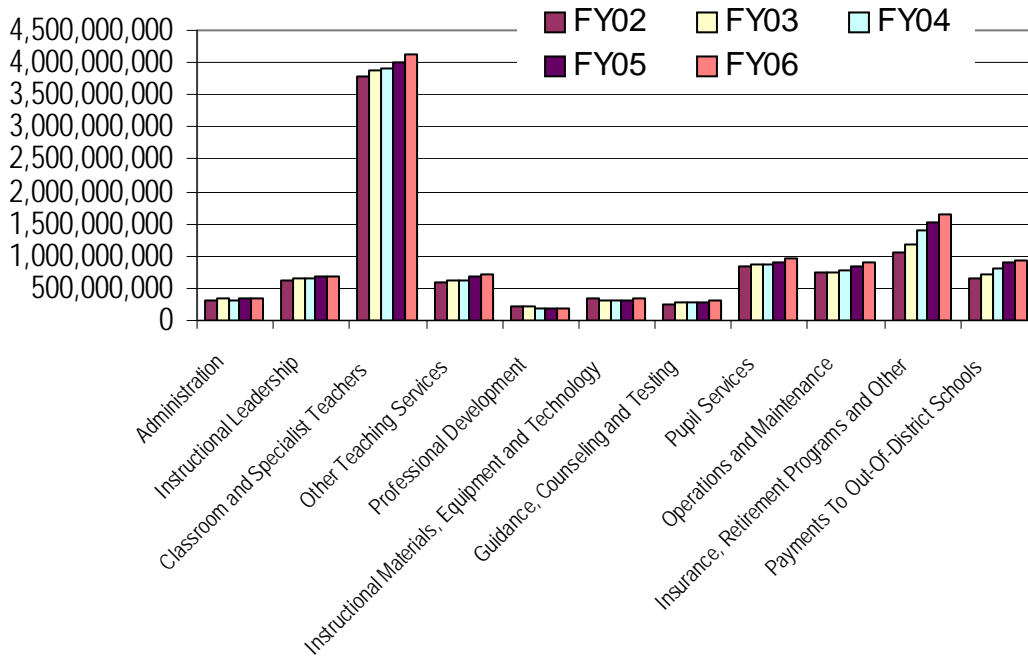
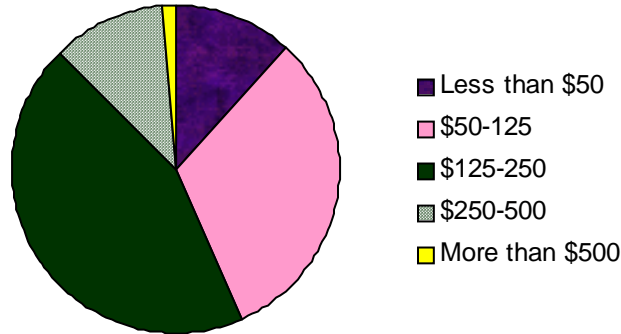


Table 1: Percentage Change in School District Spending by Functional Category, FY02 to FY06

Administration	11.3%
Instructional Leadership	11.8%
Classroom and Specialist Teachers	8.7%
Other Teaching Services	24.2%
Professional Development	-11.3%
Instructional Materials	-2.5%
Guidance, Counseling, and Testing	15.2%
Pupil Services	15.1%
Operations and Maintenance	21.6%
Insurance, Retirement Programs	58.6%
Payments to Out-of-District Schools	45.4%
<i>Total Operating Expenditures</i>	<i>18.9%</i>

There is much variation among school districts in how much is spent on professional development. In FY06 three districts spent less than \$10 per pupil, while five spent more than \$500 per pupil. The median amount was \$139 per pupil.

Figure 3
FY06 Professional Development Spending Per Pupil, Massachusetts Public School Districts



Detailed listings of each district's expenditures for professional development as well as all school functional areas can be found on the Massachusetts Department of Education's school finance website: <http://finance1.doe.mass.edu/schfin/statistics/function06.xls>

Summary

All public school districts report professional development expenditures as part of the required End of Year Pupil and Financial Report in four areas: professional development leadership, teacher/instructional staff professional days, substitute salaries for teachers/instructional staff, and professional development stipends, providers, and expenses. For FY06, professional development spending, at \$183 million has fallen from a peak of \$212 million in FY03. Between FY02 and FY06, professional development expenditures decreased by 11.3 % while public K-12 expenditures rose from \$9.4 billion to \$11.2 billion, a 19 % increase. District per pupil expenditures range from less than \$10 per pupil to more than \$500 per pupil.

The Department has concerns about this trend and the significant variation in professional development expenditures and opportunities. Professional development expenditures targeted especially to supporting new educators in high need school districts is critical to closing the achievement gap, preventing the achievement gap, and getting all students to proficiency and beyond.