

Appendix J

Details for Question A12, Estimates of Burden of IKAN/GloSS PD

Overview of Teacher Activities

Teachers and mathematics instructional coaches will participate in a 2-day training focused on the implementation of the IKAN and GloSS student assessments, which will be scheduled as a combination of Release Days and non-work days, depending on district and school preference. A subsample of the 44 teachers/coaches will be selected to participate in a 1.5-hour focus group. All teachers and coaches will complete a consent/demographic form (12 minutes) and one online survey (12 minutes). Any time that teachers/coaches spend on project activities during their work day or Release Days (student test administration and potentially 1 or 2 6-hour PD training sessions) is not considered to be a burden on teachers/coaches.

Table J.1 summarizes the potential variations of scheduling the 2-day training sessions and 1.5-hour focus group and estimates of burden for each. For question A12, the burden on teachers/coaches was estimated based on the maximum time teachers may be expected to spend participating in the 2-day training, participating in a 1.5-hour focus group (if the teacher/coach is selected to participate), completing a 12-minute consent/demographic form, and completing a 12-minute online survey.

Professional Development Training Sessions

The specific schedule and structure of the sessions will be worked out in consultation with the administrators at each district who have provided support for this research study. Districts will decide what will work best for the teachers and coaches, given the school and district calendars. It may be that they decide to schedule the 2-day training over two Release Days, over two non-work days, or some combination of the two.

Training sessions will be held on two consecutive days at the Forsyth County School District office. Participating teachers/coaches from Forsyth County will travel no more than 50 miles to the training site and are not expected to stay overnight. Participants from Jefferson County will travel over 100 miles to the training site, and the study team will offer to cover the cost of an overnight stay at a nearby hotel. (Note that the cost of paying teachers/coaches for the time they attend the training has been included in the cost of the study and is not presented as an additional cost or incentive for this study.)

If any of the training sessions take place during the work day and teachers/coaches are released from their teaching responsibilities, the study team will share the cost of the substitutes (if needed) with the school or district. In most districts and schools, teachers/coaches are required to attend in-services during the work day, and their substitutes are paid for by the school or district. If any of the training sessions are scheduled to replace typical district- or school-mandated PD, districts or schools will likely pay for the substitute. If this training is considered an additional PD day by the district, the study will offer to cover that cost. (Note that the cost of paying

substitutes in those cases where districts or schools do not pay for them has been included in the cost of the study and is not presented as an additional cost or incentive for this study.)

If teachers/coaches attend training sessions outside of their work day (i.e., on Saturdays or after school), then they will be paid their typical hourly rate (varies by state and district and often by seniority) for attending the sessions. The estimated monetary cost of burden is \$26.38 per hour per teacher/coach.¹

Consent/Demographic Form and Online Survey

The consent/demographic form and the online survey will each take approximately 12 minutes to complete. Thus, the estimated time burden for these project activities is 24 minutes per teacher/coach. The estimated monetary cost of burden per teacher/coach for completing the consent/demographic form is \$0. The estimated monetary cost of burden per teacher/coach for completing the online survey is \$20. This represents a typical rate paid in the state for time outside of the regular teacher contract with the district.

Focus Groups

A subsample of teachers and coaches from the sample of 44 teachers/coaches who have completed the online survey will be purposefully selected to participate in the focus groups. Two focus groups will be conducted in a central location at each district and will be audio recorded. One focus group will include teachers/coaches whose survey scores indicate they find the IKAN/GloSS assessments most useful; the second focus group will consist of teachers/coaches who found the assessments to be less useful for improving instruction. The goal will be to include a balance of Grade 1 teachers, Grade 3 teachers, and mathematics instructional coaches in each focus group. If selected to participate in a focus group, the estimated time burden is 1.5 hours per teacher/coach. Focus groups are expected to occur outside of the normal work day (i.e., on a Saturday or after school), and teachers/coaches will be paid their typical hourly rate (varies by state and district and often by seniority) for attending the group. The estimated monetary cost of burden is \$26.38 per hour per teacher/coach. (Note that the cost of paying teachers/coaches for the time they attend the focus groups has been included in the cost of the study and is not presented as an additional cost or incentive for this study.)

Student Test Administration

¹ According to the Bureau of Labor Statistics (BLS) website (Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Kindergarten and Elementary School Teachers, on the Internet at <https://www.bls.gov/oes/current/oes252021.htm#st>), the mean annual wage for elementary school teachers, except special education was \$54,871 in May 2017. This equates to approximately \$26.38 per hour. According to the GaDOE (<https://www.gadoe.org/Finance-and-Business-Operations/Budget-Services/Documents/FY18-TeacherSalaryScheduleReport.pdf>), the hourly pay rate for a Level 1 certified teacher with 0–2 years of experience is \$26.89 per hour. This rate increases up to \$40.17 per hour for a Level 2 certified teacher with 24+ years of experience.

The IKAN and GloSS assessments consist of two tests given back-to-back within a 30-minute timeframe. GloSS is a 15-minute structured interview and IKAN is a 15-minute written assessment. Some students receive the IKAN as a 15-minute interview depending on their GloSS score. These assessments will be given to 60 students (30 in Grade 1 and 30 in Grade 3). Each student will be administered the set of assessments on two occasions. Assessments will be administered in February and March 2019 across the two participating districts. Each student will have 30 minutes allocated to take the two assessments on two occasions; therefore, the estimated burden of time for students is 1 hour per student. We anticipate each teacher/coach to administer 3–6 assessments; therefore, the maximum time that a teacher/coach will spend on student test administration is 3 hours. These assessments will be given during the school day and will not require time outside of the normal work day. Thus, the administration of these assessments is *not* considered to be a burden on the teachers/coaches.

Table J.1
Possible Schedule and Burden Estimate

<i>Possible Schedule</i>	<i>Burden Estimate^a</i>
<ul style="list-style-type: none"> ▪ 2 training sessions outside normal work day ▪ 0 training sessions on Release Days^b ▪ 1 focus group ▪ 1 consent/demographic form ▪ 1 survey 	12 hours of training 1.5 hours for focus group 12 minutes for consent/demographic form 12 minutes for survey Total burden per teacher/coach = 13 hrs 54 mins
<ul style="list-style-type: none"> ▪ 2 training sessions outside normal work day ▪ 0 training sessions on Release Days ▪ 0 focus group ▪ 1 consent/demographic form ▪ 1 survey 	12 hours of training 0 hours for focus group 12 minutes for consent/demographic form 12 minutes for survey Total burden per teacher/coach = 12 hrs 24 mins
<ul style="list-style-type: none"> ▪ 1 training session outside normal work day ▪ 1 training session on Release Day ▪ 1 focus group ▪ 1 consent/demographic form ▪ 1 survey 	6 hours of training 1.5 hours for focus group 12 minutes for consent/demographic form 12 minutes for survey Total burden per teacher/coach = 7 hrs 54 mins
<ul style="list-style-type: none"> ▪ 1 training session outside normal work day ▪ 1 training session on Release Day ▪ 0 focus group ▪ 1 consent/demographic form ▪ 1 survey 	6 hours of training 0 hours for focus group 12 minutes for consent/demographic form 12 minutes for survey Total burden per teacher/coach = 6 hrs 24 mins

<i>Possible Schedule</i>	<i>Burden Estimate^a</i>
<ul style="list-style-type: none"> ▪ 0 training sessions outside normal work day ▪ 2 training sessions on Release Days ▪ 1 focus group ▪ 1 consent/demographic form ▪ 1 survey 	0 hours of training 1.5 hours for focus group 12 minutes for consent/demographic form 12 minutes for survey Total burden per teacher/coach = 1 hrs 54 mins
<ul style="list-style-type: none"> ▪ 0 training sessions outside normal work day ▪ 2 training sessions on Release Days ▪ 0 focus group ▪ 1 consent/demographic form ▪ 1 survey 	0 hours of training 0 hours for focus group 12 minutes for consent/demographic form 12 minutes for survey Total burden per teacher/coach = 0 hrs 24 mins

^aThe estimate of burden on teachers was calculated by counting the number of hours teachers/coaches would use to attend the PD training sessions, attend the focus group (if selected to participate), complete the consent/demographic form, and complete the online survey.

^bRelease Days include time teachers/coaches are normally at work and all activities take place during the school day.