

**Invited Testimony  
of  
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Superintendent of Schools  
Spring Branch Independent School District**

**State of Texas  
House of Representatives  
Committee on Public Education  
April 21, 2008**

## Summary of Testimony

- **District Summary**
  - 32,000 students on 46 campuses, representing the diversity of the State of Texas.
  - 53% of our students are served by the Federal Free and Reduced Lunch Program.
  - One of the growing Chapter 41 school districts with a significant LEP population.
  
- **Research**
  - Based on a report issued by the Education Commission of the States in September of 2005. The report is entitled, *Eight Questions on Teacher Recruitment and Retention: What Does the Research Say?*
  - The report is based on the review of 91 studies on teacher recruitment and retention by a team of well-known researchers.
  
- **Findings**
  - Teacher attrition is greatest among beginning teachers.
  - The attrition rate declines drastically after a teacher has served for four or five years.
  - The research indicates that younger woman leave teaching at greater rates and that pregnancy and childbearing are key reasons.
  - There is strong evidence that middle school and high school teachers leave at greater rates than elementary teachers.
  - There is some evidence that mathematics and science teachers leave at greater rates than other subject areas.
  - The research indicates that there is moderate evidence that teacher turnover is greater in schools with higher proportions of low-income, minority, and academically low-performing students.
  - The attrition rates are higher in smaller schools and private schools.
  - The research indicates that working conditions of teachers should be an important consideration.
  
- **SBISD Practices**
  - Focus on school climate and success.
  - Strong teacher induction program.
  - Quality staff development and training programs.
  - Competitive compensation.
  - Differentiated pay utilizing stipends in hard to staff subject areas.
  - An emphasis on good hiring practices.
  - Performance-based pay addressed in our Five Year Educational Plan.
  - Expansion of our employee childcare program.