

EXHIBIT E


EDUCATOR SURVEYS/ADEQUACY

November 3, 2025

2026 EDUCATIONAL ADEQUACY STUDY

1



ROLE OF SURVEYS

One Source of Evidence in Our Evidence-Based Adequacy Study

2

Adequacy Statute

Ark. Code Annotated §10-3-2102 et seq

(8) Review and monitor the amount of funding provided by the State of Arkansas for an education system based on need and the amount necessary to provide an adequate education system, not on the amount of funding available, and make recommendations for funding for each biennium.

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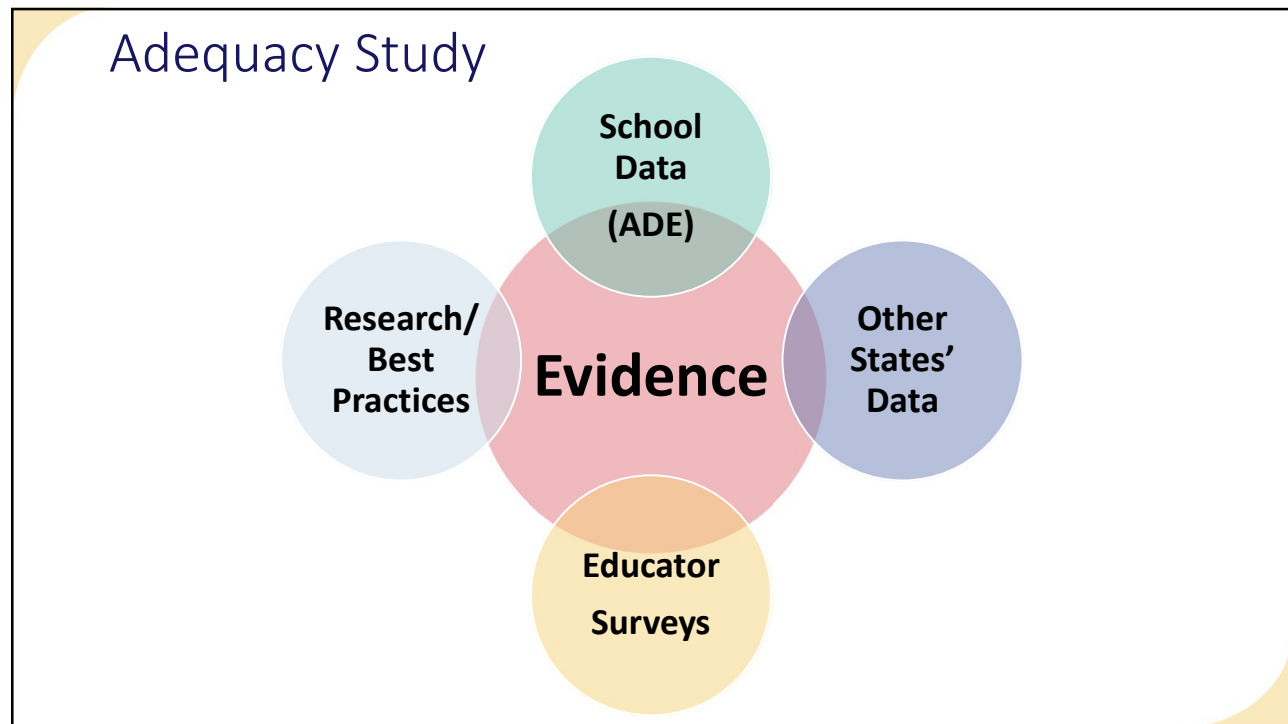
Adequacy Statute

Ark. Code Annotated §10-3-2102 et seq

(j) The study for (a)(8) ... shall be accomplished by:

1) Using **evidence-based research** as the basis for recalibrating as necessary the state's system of funding public education

4



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Survey Construction

Thorough review of questions

- Best practices for survey construction
- Consider questions that need rewording (comments from previous surveys)

Likert scale responses in same order

How difficult has it been in the 2024-2025 school year to recruit school bus drivers for your academic transportation routes?

- ☐ Not difficult
- ☐ Somewhat difficult
- ☐ Extremely difficult

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Survey Construction

Multiple choice responses in alphabetical order

- How do each of the following items impact your decision to teach at your current school?

	Negatively	Slightly Negatively	Slightly Positively	Positively	N/A
Benefits	☐	☐	☐	☐	☐
Community's quality of life	☐	☐	☐	☐	☐
Proximity to family	☐	☐	☐	☐	☐
Salary	☐	☐	☐	☐	☐
School leadership	☐	☐	☐	☐	☐
School's rating or reputation	☐	☐	☐	☐	☐
Spouse's occupation	☐	☐	☐	☐	☐
Student population	☐	☐	☐	☐	☐
Workload	☐	☐	☐	☐	☐

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Survey Construction

Open-ended Questions

- At end of each section
- At end of survey

SCHOOL FACILITIES: Please provide any additional comments or clarification.

Please feel free to provide any additional comments or clarification not otherwise addressed.

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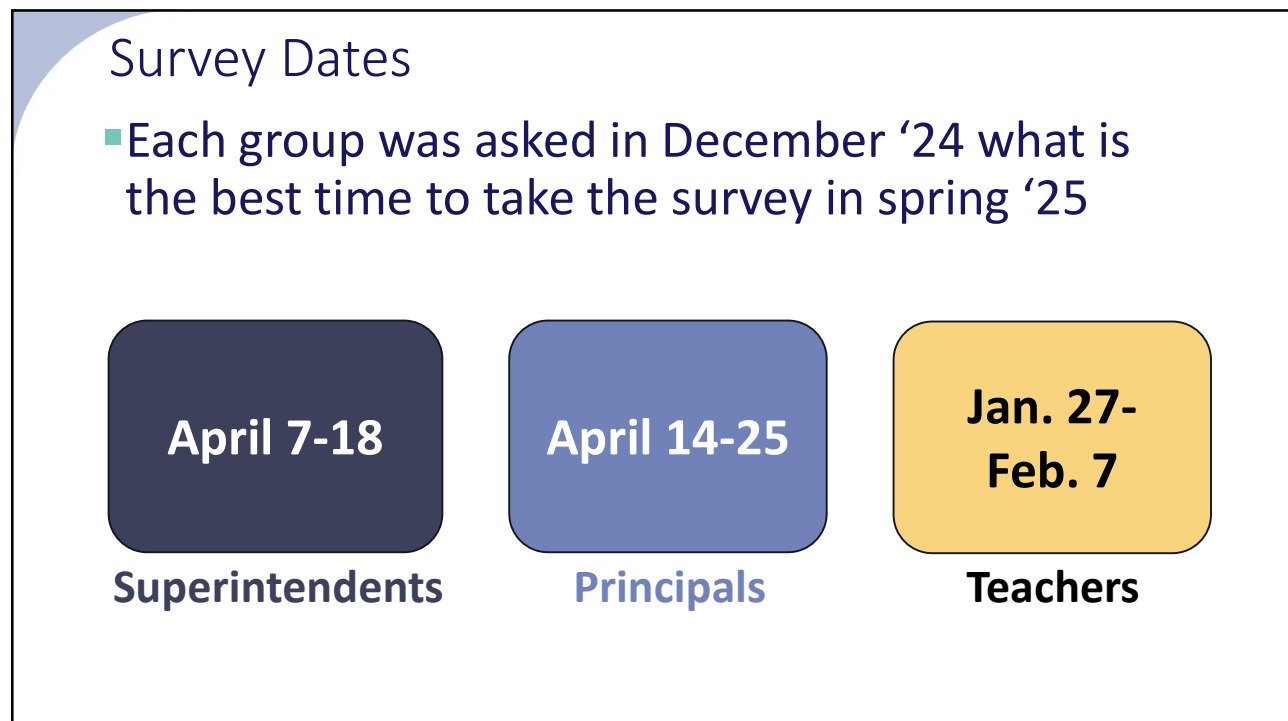
Survey Construction

<u>Sample</u>	<u>Response Rate</u>	<u>Margin of Error</u>
• Clean • Known Population	• When do they want to take the survey? • Multiple reminders	• 95% confidence level • Known population corrector

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Teachers Survey

Dates

- Sent: January 27
- Deadline: February 7
- Last response: February 24

**Population & Sample
Size: 32,702**

**# of email reminders: 4
to teachers and
administrators**

**Sent flier to teachers
and administrators**

**Completed surveys:
4830 (15%, or 39% of
viewed surveys)**

**254 districts
represented**

Margin of error: $\pm < 1\%$

Legislators Want to Hear from You!

JANUARY 27TH - FEBRUARY 7TH

**15-Minute
Online
Survey!**

TEACHER ONLINE SURVEY 2026
LEGISLATIVE STUDY OF EDUCATIONAL
ADEQUACY

**Members of the Education
Committees will use this
study to help determine
education funding and
policies in Arkansas Public
Schools**

COMPLETELY CONFIDENTIAL

**Let Your
Voice Be
Heard!**

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Teachers Question Topics

Background and Teacher Preparation

Teaching Environment and Working Conditions

General Employment Information

Career/Retirement

Evaluation and Support

School Safety

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Principals Survey

Dates

- Sent: April 14
- Deadline: April 25
- Last survey received: June 22

Population & Sample Size: 1,035

email reminders: 16

Completed surveys: 496 (47.9% response rate)

228 districts represented

Margin of error: $\pm < 1\%$

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Principals Question Topics

Background and Principal Preparation

Principal Perceptions and Working Conditions

Recruitment and Retention

School-based Mental Health

School Safety

School Facilities

Career and Technical Education

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Superintendents Survey

Dates

- Sent: April 7
- Deadline: April 18
- Last response: June 16

Population & Sample Size: 258

email reminders: 8

phone reminders: 5

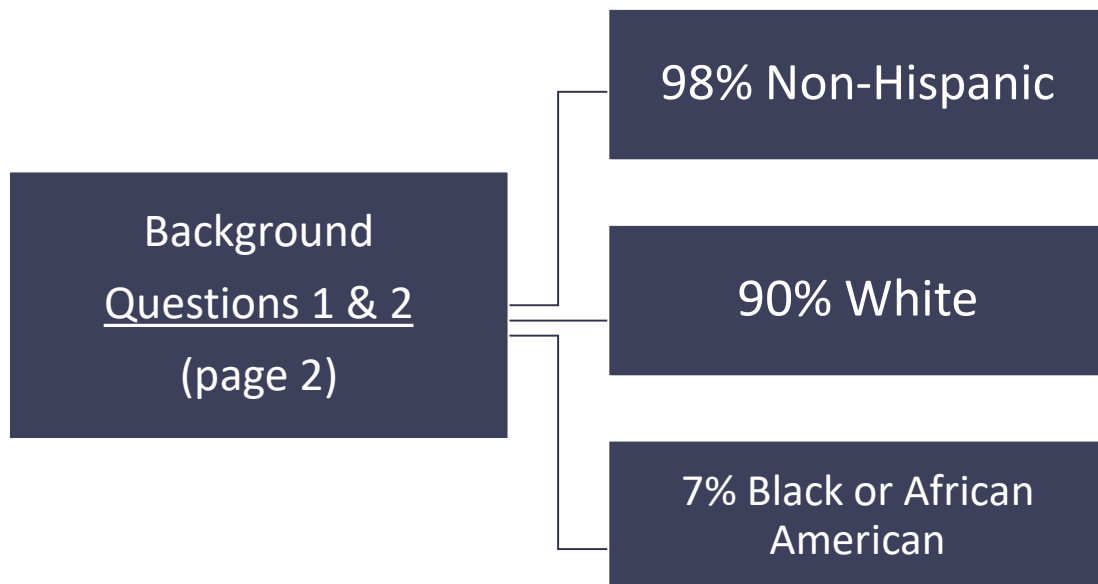
Calls from Committee Chairs

Completed surveys: 256

Margin of error: ($\pm$ <1%)

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Superintendents Question Topics & Trends



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Superintendents Question Topics & Trends

Adequacy Funding Questions 3 & 4 (pages 2 & 3)

Majority at least moderately use the matrix to guide spending and staffing

SPED teachers, O&M, transportation were top 3 matrix items extensively in need of more funding

Librarian/Media Specialist was the top matrix item not in need of funding

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Superintendents Question Topics & Trends

Adequacy Funding Questions 5 & 6 (page 4)

Most cited resources not in the matrix:

- Safety/Safety Resource Officers
- Social/Mental Health Workers
- Dyslexia Services

Most are satisfied that EL funding meets needs; least satisfied that ALE funding meets needs

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Superintendents Question Topics & Trends

Mental Health Questions 8 - 10 (page 5)

Nearly $\frac{3}{4}$ or 183 districts have mental health therapists employed by mix of district/vendor

40% or 73 districts employ therapists directly; Average # of FTEs: 2.1

85% or 155 districts have mental health therapists employed by an agency or other organization; Average # of FTEs: 4.2

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Superintendents Question Topics & Trends

Nurses Questions 11 & 12 (pages 5-6)

Nurses are a mix of direct employees and purchased services

96% or 245 districts directly employ nurses; Average # of FTEs: 4.0

10% or 26 districts use nurses provided through purchased services; Average # of FTEs: 2.2

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Superintendents Question Topics & Trends

Substitutes Question 14 (page 6)

Rates of pay vary with
qualification/length of time
subbing

Lowest, on average: \$93.50/day
for non-certified sub without
a BA working as short-term sub

Highest, on average: \$171.76/day
for certified teacher
working as long-term sub

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Superintendents Question Topics & Trends

Alternative Learning Environments Questions 16 & 17 (page 7)

About ¼ of districts pay
education service cooperative or
another district to provide ALE

Altogether, spend over \$21
million to others to provide ALE
to 1,368 students

Average per student cost:
\$15,443

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Superintendents Question Topics & Trends

Career and Tech Education
Questions 19 and 20
(page 8)

About $\frac{3}{4}$ districts utilize
state-funded Secondary
Career Centers

Most common reason NOT
to was district offering
enough CTE on campus

Second most common
reason was distance to the
career center

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Superintendents Question Topics & Trends

School Safety
Questions 22-24
(pages 9 - 11)

Online & in-person bullying most
common areas of concern

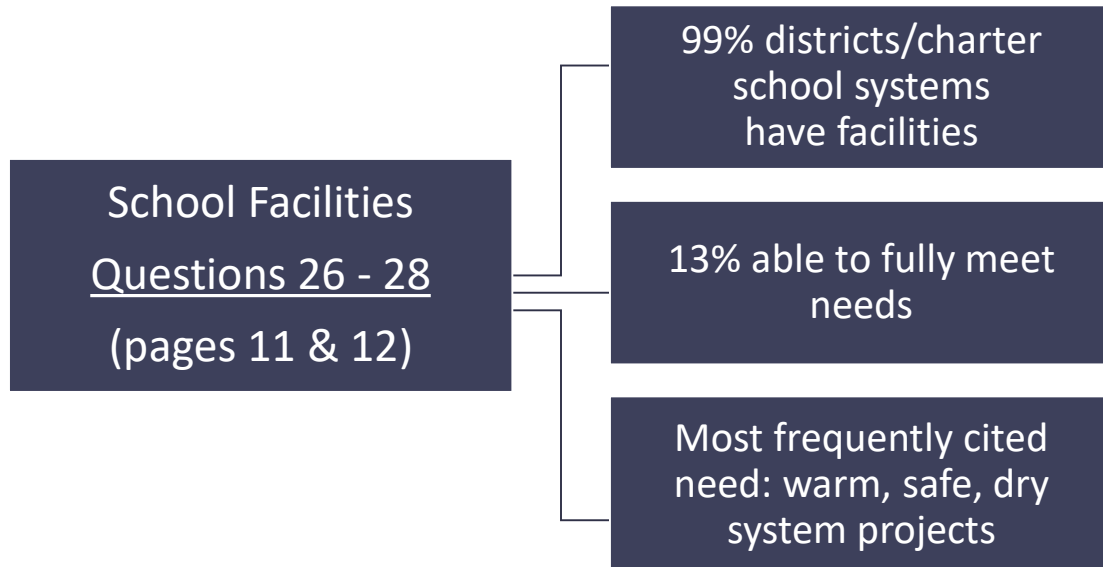
Least frequent safety
design: safe rooms

Most frequent safety
design: video surveillance

63% of districts cover the entire
cost of School Resource Officers and
34% share the cost with a law
enforcement agency

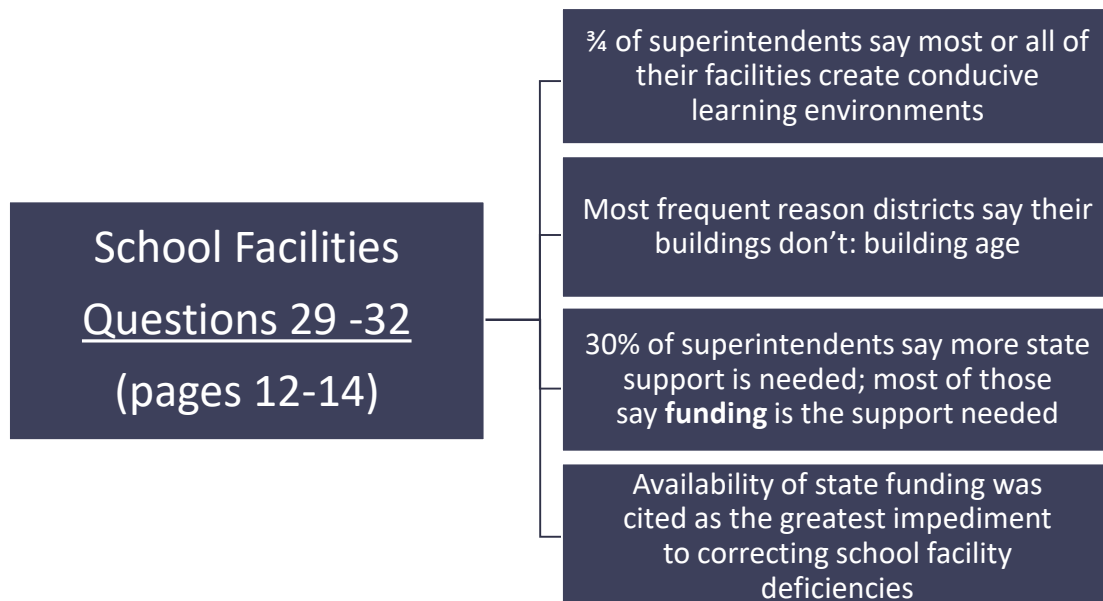
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Superintendents Question Topics & Trends



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Superintendents Question Topics & Trends



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Superintendents Question Topics & Trends

District Operations Questions 34 - 35 (page 15)

51% say **recruiting** bus drivers is extremely difficult; 14% say it's not difficult

23% say **retaining** bus drivers is extremely difficult; 26% say it's not difficult

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Superintendents Question Topics & Trends

District Operations Questions 36 and 37 (page 15)

91% or 234 districts report at least one bus driver position; Average # of positions: 15.7

65% of the 234 districts report vacant positions; Average # of vacant positions: 2.8

30

Superintendents Question Topics & Trends

District Operations Questions 38 - 41 (pages 16 & 17)

Low wages most frequently selected as biggest barrier to recruiting bus drivers

12% or 30 districts say students have missed instructional time due to bus driver staffing problems

Most of those say <10% of their students are missing instruction; usually 30 minutes or less

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Superintendents Question Topics & Trends

Technology and Digital Learning Questions 43 - 44 (page 18)

School districts' broadband found to be more reliable than communities' broadband

On average, about ½ students able to take home school-owned computers or tablets

30 districts/charter systems do **NOT** allow students to take computers or tablets home; 49 allow **ALL** students to take them home

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Superintendents Question Topics & Trends

Technology and Digital Learning
Question 45
(page 18)

15% of superintendents said
25% or less of their students
have access to computer at
home

14% of superintendents said
>75% of students have access
to computer at home

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Superintendents Question Topics & Trends

Preschool Program
Questions 47 - 49
(page 19)

Over 2/3 districts/charter school
systems operate
preschool programs

96% enroll 4-year-olds
81% enroll 3-year-olds
19% enroll younger than 3-year-olds

Over 1/2 of districts require some
students to pay tuition; 41% do not
require any tuition payment

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Superintendents Question Topics & Trends

School Choice
Question 51
(page 20)

7 districts had NO students
utilize school choice
to leave district

228 had average 37 students
utilizing school choice
to change districts

* Removed charters because they are all choice.

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How Will This Information Be Used?

Integrated into topical adequacy reports

Can prompt further analysis or research – trends
over time; further slicing and dicing

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Questions?

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