

Missouri NEA Missouri State Board of Education Report

*Notes from January 9, 2019 meeting of the Missouri State Board of Education
Missouri Department of Elementary and Secondary Education*

Board hears grim report on teacher workforce

Dr. Paul Katnik, DESE assistant commissioner for educator quality, reported on the teacher workforce. As he progressed through the report the room became very quiet, the atmosphere heavy with unspoken concern as he moved through the slides showing low retention and high shortages caused by low salaries and unsatisfactory working conditions.

National Data

- The national student enrollment is expected to increase by three million students by 2027, while the number of students entering teacher preparation programs are declining.
- 76.6% of America's teachers are female of which 80% are white, 9% Hispanic, 7% Black and 2% Asian. These numbers have remained unchanged for many years. The average age of the teacher workforce is 42 years old.
- Around the country, 180 teachers ran for state office and 43 were elected.
- 73% of teachers are opposed to teachers having guns at school.
- 94% of teachers spend an average of \$479 for classroom expenses; 70% spend at least \$1,000.

Results from the PDK poll of public attitudes:

- 66% believe teacher pay in their community is too low.
- 73% would support teachers in their community striking for higher pay.
- Only 46% of parents would encourage their child to become a teacher. This is the first time the percentage has been below 50% since the question was first asked in 1969.

Missouri Data

- Average beginning teacher salary of \$31,842 ranks 49th in the U.S., the lowest of neighboring states
- The average teacher salary of \$48,293 ranks 39th in the U.S.. A teacher makes just 68 cents out of every dollar compared to someone with the same education in a non-teaching job.
- In the last six years, the number of teachers certified through ABCTE has more than doubled; those certified through Teach for America was cut in half; and the number of provisional certifications was also cut in half.
- Over the last ten years teacher salaries increased 15%, but with inflation this is a decrease of 3%.

Board hears report on Missouri School Improvement Program

MSIP 5 is overdue for revisions. It produces an Annual Performance Report based on outcome-based measures. DESE has learned that just measuring outcomes does little to help schools improve, since none of the measures look at the key practices that create better outcomes. Two years ago DESE held extensive meetings with educators to develop standards around five pillars:

- Leadership
- Collaborative climate and culture
- Effective teaching and learning
- Data-based decision making

- Alignment of standards, curriculum and assessment

Dr. Chris Neale, DESE assistant commissioner for quality schools, hopes to bring forward new MSIP standards for public comment in the next few months. New MSIP standards must be approved two years before those standards are used for accreditation. Once the new standards are approved, the work to develop and pilot measurements begins.

DESE plans to keep using the super subgroup measure as part of MSIP, though it cannot be used to determine the lowest performing schools under the Every Student Succeeds Act. Use of the super subgroup keeps schools accountable even when they have smaller numbers of students who fall into some categories.

Student behavior is important to the business community, so DESE is considering whether to incorporate it into MSIP, and if so, how. We already know that simply reporting discipline incidents does not improve behaviors. Too many administrators just refuse to deal with discipline and make teachers alone responsible. If anyone has ideas about policies around student behavior that could be used in MSIP, please share them with Ann.Jarrett@mnea.org.

DESE expects MSIP 6 to use a multi-year cycle for accreditation so leading indicators that are more difficult to measure can be included. An annual report may be similar to the measures currently reported under MSIP 5.

The Board approved:

- The assignment of Centralia vocational students to the Columbia Area Career Center beginning with the 2019-2020 school year.
- Rule changes to Rule 5 CSR 20-100.200, establishing criteria for A+ designation of public and nonpublic high schools. The change includes charter and private schools in the A+ School designation process. Missouri state statute requires this change. No comments were received.
- Rule changes to the Metropolitan School District Retired Teachers Program. The change modifies the definition of a retired teacher to match a change in state statute. This program allows St. Louis public schools to request a waiver to hire teachers retired from the St. Louis Public Schools when a qualified teacher is not available.
- Rule changes to the Policies and Standards for Summer School Programs. These changes clarify language to the rule with no substantive changes. No comments were received.

Legislative Update

Governor Parsons' education legislative priorities are workforce development, early childhood education and career and technical education. State revenue collections are down 45% as of December 2018. It is believed that the state tax withholding tables were incorrect, and businesses have not taken enough state tax out of employee checks during the year. It is hoped that when tax returns are filled April revenue will increase due to the collection of taxes due to the state at that time.

The next meeting of the State Board of Education will be February 19, 2019. Missouri NEA will be there! If you have any questions, contact Brent Fullington or Ann Jarrett at 800-392-0236. Details of state board agenda items can be found at <http://dese.mo.gov/state-board-education/agendas-minutes>.

Respectfully submitted,
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