

Missouri NEA Missouri State Board of Education Report
Notes from January 12, 2021 meeting of the Missouri State Board of Education
Missouri Department of Elementary and Secondary Education

MAP tests will be administered but will not be used for state and federal accountability.

Despite pleas from educators, DESE staff and members of the state board “believe testing is critical to identify how the pandemic has impacted students and determine what needs to be done to help them recover. It is critical to collect student performance data on a standard measure of achievement.” They believe the results will provide data that can be used to determine where to direct additional funding and other areas of support.

Students will take the spring 2021 MAP and end-of-course tests, but the results will not be used in state or federal accountability systems. DESE removed restrictions on district testing windows and extended the statewide spring test window. In response to concerns expressed by MNEA and educators about taking up time needed for instruction, DESE staff reduced test length by 25% through the removal of field test items. Guidance for end-of-course testing for students graduating in the first semester has been developed.

MAP tests through 2025 will focus on priority standards and align to MSIP 6. Missouri will explore potential innovations such as local interim assessments, adaptive test engines, competency-based assessments, and through-course assessments.

DESE’s ongoing COVID-19 response

Health: DESE continues to work closely with DHSS to coordinate statewide vaccinations for all education staff, both certified and classified, as part of Tier 1-B. School nurses began receiving vaccinations last month as part of Tier 1-A. Board president, Charlie Shields, recommended to the Commissioner and health officials that as the state immunization plans move to Tier 1-B, hospitals are ready to help provide immunizations to school districts and urged decision makers to prioritize education staff to the top of Tier 1-B. Since the board meeting, Missouri announced education staff are the third tier of 1-B. There are no plans to make the vaccination mandatory. Find updated information at www.MOStopsCOVID.com.

Learning:

- The Missouri Priority Learning Standards continue to be refined and made available to teachers [here](#). Emphasis is on standards that are most essential for student learning and can be maximized during limited instructional time.
- Most Missouri school districts have shifted back to the models (in-person, blended, distance) that were in place when school opened in September.
- Career and technical instruction and competitions have shifted to virtual formats. CTE field experiences are very limited due to community availability during COVID.
- Substitutes: 1,380 new subs have been issued certificates under the emergency rule. The average age of the certified subs under the emergency rule is 37 (average age of all subs is 33).
- Data on sub performance is available for only 19% of the new subs - “they are doing well”.

Funding:

- Approximately 2/3 of the \$192 million ESSER relief funds from the 2020 CARES Act have been distributed. Districts continue to submit reimbursement requests.
- The new 2021 Emergency Relief Act funds (\$871 million) will be available through 2022. DESE is awaiting guidance on how those funds are to be distributed. Board President Shields inquired if those funds could be used to address Missouri’s teacher recruitment and compensation crisis. DESE staff will perform additional research but indicated that the funds would likely be under local school district control to distribute. Note: NEA reports 90% of these funds must be distributed to school districts using existing ESSA Title fund distribution formulas.
- ERA funds include \$67.5 million emergency assistance to Missouri non-public schools. DESE is charged with developing guidelines to administer these funds to non-public schools.

Board hears update on Missouri School Improvement Program 6

MSIP 6 aims for a more balanced approach to district performance reporting that will include consideration for local context, early learning, college/career readiness, support for social and emotional learning, collaborative

climate, and culture and equity for all students included throughout a district's programming. In February 2020, the State Board approved the Standards and Indicators ([found here](#)) for MSIP 6. Rubrics and work plans are being developed with piloting scheduled for the fall of 2021, and school accreditation based on MSIP 6 standards beginning in fall 2022.

Board discusses Workforce Report on Educator Recruitment, and Retention

Dr. Paul Katnik shared updated research and survey data on teacher satisfaction, morale, and career planning from a variety of sources, including Missouri NEA's recent member survey. He shared the following data regarding teacher compensation:

- Missouri teachers earn, on average, 26.5% less than other college-educated workers.
- The number of students enrolled in teacher preparation programs is down 40% since 2010.
- An average of 11.4% of Missouri teacher positions remain unfilled and an average of 8% of national teacher positions remain unfilled.
- 50% of Missouri teachers have less than ten years of experience.
- Less than 2/3 of new teachers will complete 3 years of teaching, less than half will complete 5 years.
- Critical shortage areas now include elementary and early childhood education in addition to historically short areas of special education, math and secondary sciences.

Missouri ranks last among 8 surrounding states for beginning teacher salary. Since 2018, all the neighboring states have taken some action on improving teacher salaries. Missouri took state-wide action regarding teacher compensation in 2005; 1,600 Missouri teachers earn less than \$32,000, and 81 teachers earn under \$26,000.

DESE intends to re-start the Teacher Workforce Recruitment and Retention plan that was interrupted by COVID-19. Discussion among board members included the need to advocate at the legislative and gubernatorial levels to include funding options from the state's budget beyond current allocations. To establish a \$32,000 minimum salary would require \$3.2 million annually. To make Missouri educator salaries competitive with surrounding states would require \$350 million annually.

Board recommended several rule changes:

- Updates for the Transition Administrator and the Career Continuous Administrator Certificates to include the Missouri Leadership Development System **Micro-Credential** requirements.
- Rescinded the student attendance reporting accommodations that were adopted in response to the pandemic. The rule will expire July 2021. Should the circumstances warrant an extension of the rules regarding student attendance, another special rule would be adopted for next school year.
- Adopted a rule to extend the audit filing deadline for districts from December 31 to January 31.

In other business, the board:

- Appointed Lexington NEA president Rachelle Banhart to the Missouri Advisory Council of Certification for Educators. Banhart is the Early Childhood Profession and Teaching Profession Instructor at the Lex La-Ray Technical Center in Lexington, MO.
- Approved moving Clarkton C-4 and Middle Grove C-1 school districts from provisionally accredited to accredited. The districts now have a certified superintendent.
- Received an update from the superintendent and school board president of St. Louis Public Schools on progress the district is making after returning to local control in July 2019.
- Heard report from DESE staff on legislative activity. Multiple bills are focused on education savings accounts, so-called school "choice", and charter school funding.

The next meeting of the Missouri State Board of Education will be February 9, 2021. If you have any questions or suggestions, please contact Rebeka McIntosh or Ann Jarrett. 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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