

Missouri NEA MACCE Report

*Notes from the February 3, 2020 meeting of the
Missouri Advisory Council of Certification for Educators
Missouri Department of Elementary and Secondary Education*

Background check upgrades for substitutes on the way

Missouri law requires employees, substitutes, student teachers, and volunteers who may be left alone with students to pass a background check. Missouri requires both FBI and Missouri State Highway Patrol background checks, at a current total cost of \$41.75. Over the last 18 months, 98% of applicants received a clear background check. Student teachers apply for a substitute certificate for the district where they will student teach.

DESE staff requested a system upgrade to allow applicants for a substitute certificate to select up to five school districts to receive results from a single background check. The Missouri Highway Patrol agreed to make this happen, and they expect this option to be available in fall 2020. This change will allow substitutes to work in more than one district without paying a separate background check fee for each district. In addition to the initial background check report, each of these districts would also automatically receive a RapBack report if the individual is arrested, even if the arrest occurs in another state. All but two school districts in Missouri have opted to receive RapBack reports. New background checks are only required if an educator moves employment to another district.

Certification issues

Over the last 18 months, the Missouri State Board of Education revoked the teaching certificate of 33 educators and suspended the certificate of three educators. Because of the teacher shortage, more districts are enforcing local policies that require a teacher to pay a large fine to be released from a signed contract. In some cases, the school district asks the state board of education to revoke the certificate of teachers who break a contract, even if the school year has not yet started. If you are considering breaking a teaching contract, contact your MNEA UniServ Director.

A MACCE subcommittee is examining requirements for the special reading certificate.

Educator Preparation News

- Annual Performance Reports for Education Preparation Programs are now public.
- Revised Missouri Standards for Preparation of Educators will be presented to the Missouri State Board of Education at their March meeting.
- An ACT score of 20 or higher can replace the Missouri Gateway Educator Assessments, otherwise required for all students entering an educator preparation program in Missouri.
- The Missouri Educator Evaluation System (MEES) Teacher Candidate Formative Assessment Tool is required for all student teachers. The educator preparation program

administers and scores this performance assessment. Standardized training with a video library and scoring examples are provided to university supervisors and cooperating teachers.

Commissioner Vandeven addresses MACCE

At the request of MACCE chair and MNEA member Jacqueline McGill, Commissioner Margie Vandeven addressed the group and fielded questions. Vandeven listed three roles for MACCE:

1. Push back against those who want zero requirements to become an educator.
2. Give advice to DESE staff and the commissioner.
3. Speak up for certification requirements.

Vandeven is especially interested in how we professionalize teaching. That is, how do we help society to view teachers as professionals and treat them as such. Enrollment in teacher preparation programs has dropped 31% over the last three years. Only 61% of new teachers stay more than three years. Missouri teacher salaries are 30% less than other professionals with similar education and work.

Teacher Recruitment and Retention

Dr. Paul Katnik, assistant commissioner for educator quality, said, “It is time to stop tinkering around the edges and address the issue.”

Missouri must work to increase teacher pay. Other recommendations include:

1. Train principals in the Missouri Leadership Development program how to improve school climate and better support teachers.
2. Add a master teacher certification.
3. Evaluate the time, attention and preparation towards testing of students.
4. Develop guidance for teacher plan time and collaboration time.
5. Evaluate teacher certification requirements to identify barriers not supported by evidence.

View Katnik’s Teacher Recruitment and Retention report at the link below. Missouri NEA will offer opportunities for MNEA members to provide input relating to 2, 3, 4, and 5 above. “Successful businesses engage in succession planning. Teachers need to engage in succession planning as well. Our replacements are sitting in classrooms today,” says Katnik.

The next MACCE meeting will be on April 6, 2020. If you have any questions, please contact Rebeka McIntosh or Ann Jarrett at 800-392-0236. Details of MACCE agenda items can be found at: <https://dese.mo.gov/educator-quality/certification/macce-news-and-updates>

Respectfully submitted,

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