

**Missouri NEA MACCE Report**  
*Notes from the February 2, 2021 meeting of the  
Missouri Advisory Council of Certification for Educators  
Missouri Department of Elementary and Secondary Education*

Vice chair and Pattonville NEA member Allison O'Very chaired the meeting, as the chair was not in attendance.

### **Substitute Certification Recommendations**

MACCE approved the recommendations made by the substitute certification subcommittee. They recommend three paths to substitute certification, with a minimum age of 18 for each.

- 60 college credit hours, the current standard.
- Online training with an assessment at the end of the training. The committee wants to review the content of the twenty-hour course used for the emergency certification that ends Feb. 28, 2021.
- Successful completion of three credit hours, and earning at least a C, in a Missouri educator preparation course. Since the 2017 revision of the introductory education course and standardization across Missouri programs few years ago, this course is more comprehensive than the online course and includes field experience.

The committee reported that the majority of people who completed the online substitute training and applied for a substitute certificate were education support professional staff (secretaries, bus drivers, custodians) already employed by a school district. School districts asked them to get the certification so they could monitor classes when needed. Governor Parson has used CARES Act funds to cover all costs of obtaining the substitute certification under the emergency rule, including the online course fee and the background check fee.

The committee explored substitute requirements for other states, and found requirements varied from bachelor's degree to a high school diploma and basic skills assessment.

Missouri NEA member, Amy Taylor, suggested two substitute certification tiers, one for short-term subs and a higher standard for long-term substitutes. Discussion by others did not support this, stating it would be too difficult for districts to monitor.

### **Missouri Educator Gateway Assessments Updates**

68% of MEGA testing centers are open but with lowered capacity, so the MEGA is also offered as an online testing option. New tests are planned for elementary education, biology, chemistry, physics, earth science and all administrator tests. These new tests require face-to-face meetings in June or July to set passing standard scores to be ready for a fall rollout. Stay tuned.

### **Teacher Workforce Data**

Assistant Commissioner for Educator Quality Dr. Paul Katnik presented current Missouri teacher workforce data.

- Economic Policy Institute found teachers earn 19.2 % less than other college trained workers. In Missouri, teachers earn 26% less.
- Educator salaries are falling behind peers while college cost goes up.
- 75% of teachers report working more hours this year.
- Enrollment in Missouri educator preparation programs is down 40% over the last 10 years, 25% over the last five years.
- Nearly 1/3 of Missouri teachers have 5 or less years of experience, half have 10 years or less.

- Certificate data - blue initial certificates, green adding cert area, red temporary or provisional.
- Over half of new hires are brand new teachers, only around 6% come from out of state.
- Need for new Missouri teachers is 11.4% each year, national is 8%, other countries is 4%.
- Less than half of new hires teach beyond 5 years.
- 671 full time equivalents, or .95% of special education teachers are unqualified.

Katnik shared information from a 2020 EdWeek article. Morale is down 20% for teachers. Teachers reported their work is exhausting, challenging, and unpredictable. A Gallup survey found teachers' fear about COVID-19 is higher than other workers. The article stated educators' use of medical leave is way up. Only 29% of teachers said their district provided adequate training needed for this school year. Educators reported: students are less engaged; issues with virtual learning; and societal issues such as black lives matter, election fraud, and vaccines, all added to stress.

**Other business:**

- MACCE heard an update from the reading specialist subcommittee and approved recommending their changes to the state board. DESE will get it formatted for a proposed rule change, likely won't be ready for public comment until summer.
- Assistant Commissioner for Educator Quality Dr. Paul Katnik asked the Missouri State Board of Education to get people together and work on raising teacher salary.
- As of December 2020, DESE received over 250 Teacher of the Year nominations, more than any previous single year. Katnik sees this as evidence of increased appreciation for teachers. Nominations are accepted until April 15, 2021 at <https://dese.mo.gov/educator-quality/educator-development/teacher-year-program>.
- The new K-12 school counselor certificate begins August 1, 2021. This has no effect on current holders of school counselor certifications.
- DESE and education preparation programs have no say in prioritizing COVID-19 vaccinations. They encourage student teachers to contact their K-12 district placement site about getting vaccinated.
- Comments on allowing administrators to advance past initial administrator certification by completing specific micro-credentials opens Feb. 16 and closes March 18.
- Any currently certificated educator can currently add a library media specialist certification by passing an assessment. However, many of these new librarians lack knowledge of the practical aspects of the role. In March, DESE will ask the state board of education for permission to publish for comment adding completion of three library science courses to passing the assessment.

If you have any questions, please contact Rebeka McIntosh or Ann Jarrett at 800-392-0236. Details of MACCE agenda items can be found [here](#).

Respectfully submitted,  
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