

Missouri NEA MACCE Report
*Notes from the February 7, 2022 meeting of the
Missouri Advisory Council of Certification for Educators
Missouri Department of Elementary and Secondary Education*

Alison O’Very, MNEA member from Pattonville, is MACCE chairperson for 2021-22. Other MNEA representatives on MACCE are Jenna Adkins (Raytown NEA), Kyla Ward (Park Hill NEA), Jacqueline McGill (Hazelwood NEA), Rachele Banhart (Lexington), Amy Taylor (Lee’s Summit).

Educator Preparation Updates

Dr. Daryl Fridley, DESE Coordinator of Educator Preparation, reported preliminary results from new educator certification tests. Dr. Fridley and DESE staff are closely monitoring the results of the new exams (required by the legislature) to verify that highly qualified candidates are receiving certification, while ensuring that the tests are not unnecessarily excluding qualified candidates. Dr. Fridley expressed grave concern over the decrease in the number of candidates taking the tests in shortage areas (STEM and science) and in categories that have previously not seen shortages. Elementary Education candidates taking the certification exam are down sharply.

Substitute Certification

Dr. Paul Katnik, Assistant Commissioner, Office of Educator Quality, clarified the language of the recently approved substitute teacher certification requirements (high school diploma and 20 clock hours of department approved substitute teacher training). Dr. Katnik facilitated a discussion with MACCE members about existing teacher prep coursework that would meet the requirements of the newly approved language. The new language does not require that the 20 hours of training to be online and some current teacher candidate courses would meet that requirement, allowing teacher candidates to receive substitute certification. MACCE members supported this interpretation of the rule and DESE staff will continue to investigate this as an additional option.

Teacher Recruitment and Retention Grants

Dr. Katnik reported that 100% of Community Colleges and Educator Prep programs submitted Teacher Recruitment and Retention Grants. A total of 469 school districts (85%) submitted Grow Your Own grants. A total of 507 districts (91%) applied for Retention Grants. An outside vendor will evaluate the grant applications and share the strategies and tactics that districts and programs are using to recruit and retain educators.

Teacher Workforce Report

Dr. Katnik updated the Committee on the most recent data about the current and future teacher workforce trends. Enrollment in teacher preparation programs is down over 25% over the past ten years. The hiring rate by districts remains around 11% (the national hiring rate is 8%). In Missouri, 58% of all newly hired teachers are first-year teachers and over 25% of Missouri teachers have less than 5 years of experience.

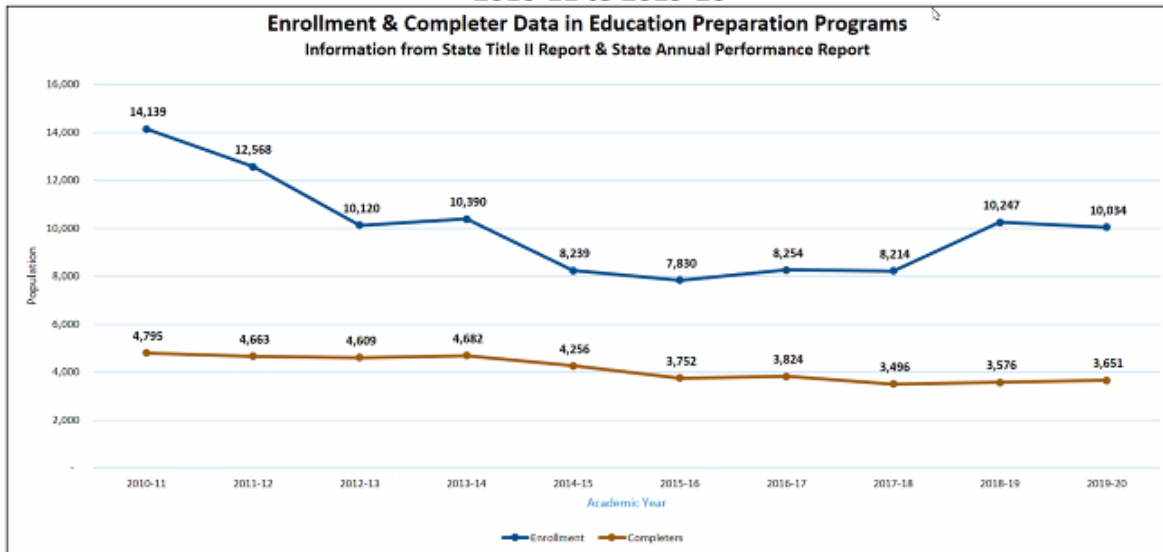
The next MACCE meeting will be held on April 4, 2022. If you have any questions, please contact Rebeka McIntosh at 800-392-0236. Details of MACCE agenda items may be found at: <https://dese.mo.gov/educator-quality/certification/macce-news-and-updates>

Respectfully submitted,

Rebeka McIntosh, MNEA vice president

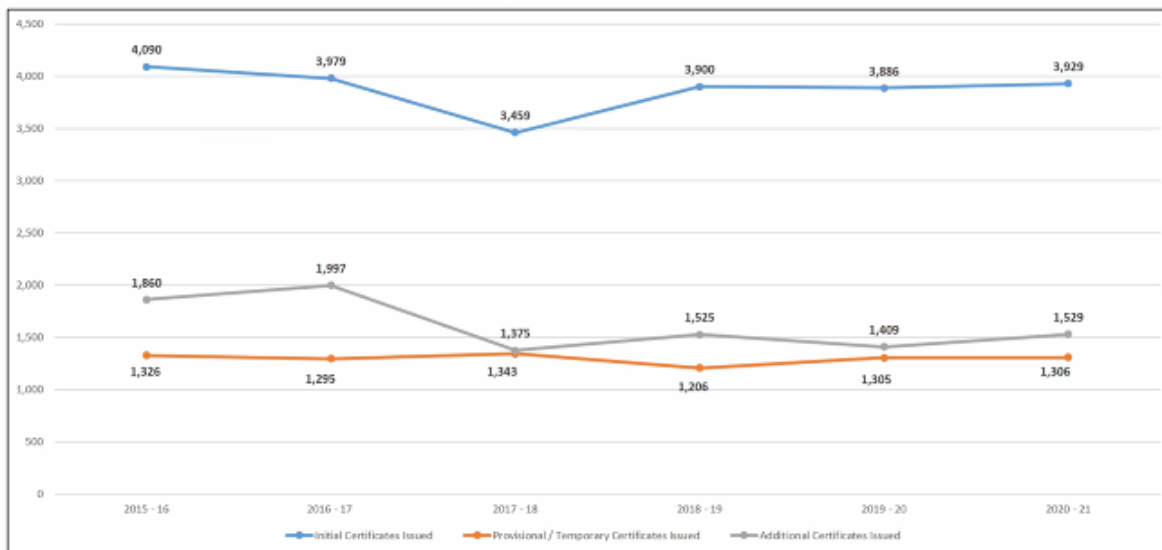
Rebeka.McIntosh@mnea.org

2010-11 to 2019-20



* Recruitment and Retention Report 2021

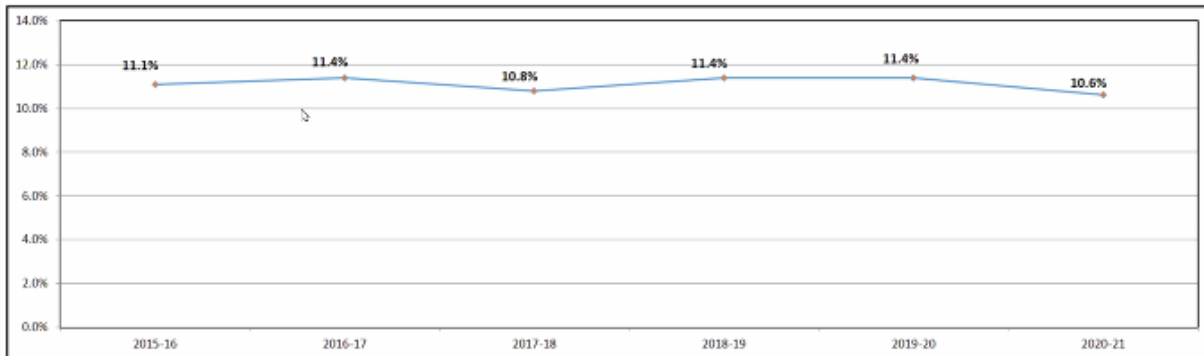
2015-16 to 2020-21



* Recruitment and Retention Report 2021

Teacher Hiring Rates

2015-16 to 2020-21

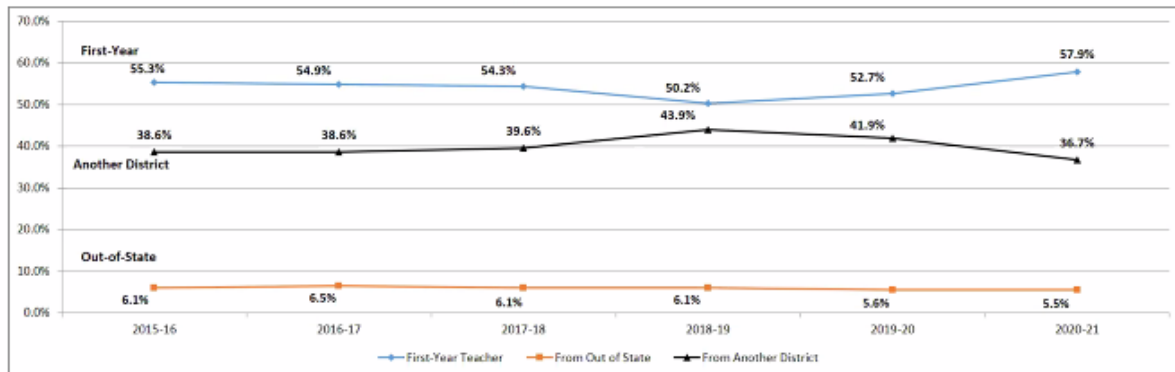


Hiring & Retention Rates 2015-16 to 2020-21						
School Year	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
Total Teachers	69,683	70,220	70,575	70,233	70,783	71,705
District New Hires	7,714	7,987	7,587	8,020	8,072	7,560
Teacher Hiring Rate	11.1%	11.4%	10.8%	11.4%	11.4%	10.6%
Overall Teacher Retention Rate	86.6%	86.3%	83.6%	86.3%	86.4%	85.6%

* Recruitment and Retention Report 2021

District New Hires

2015-16 to 2020-21

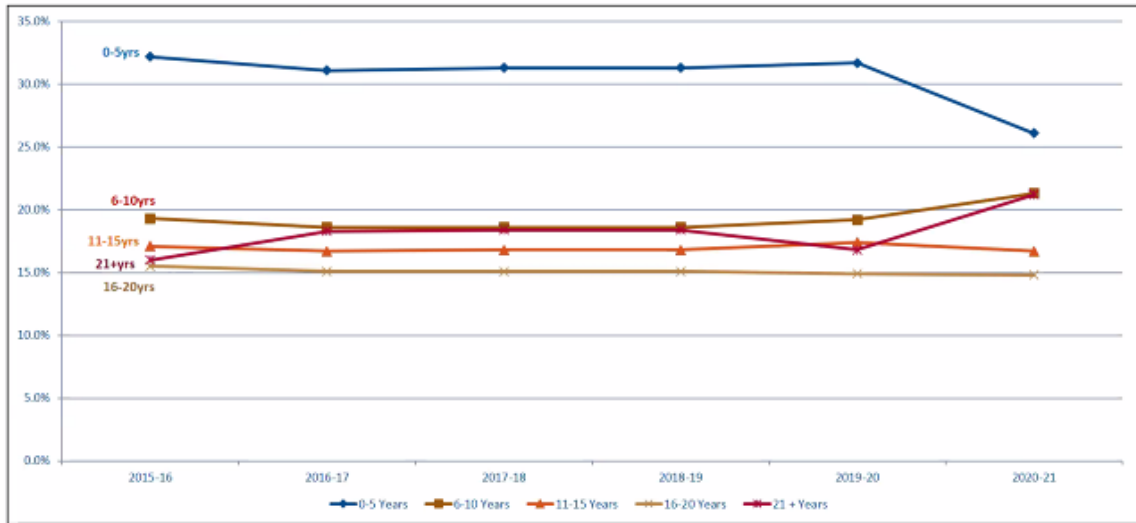


District New Hires 2015-16 to 2020-21						
School Year	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
Total New Hires	7,714	7,995	7,587	8,020	8,072	7,560
First Year Teachers	55.3%	54.9%	54.3%	50.2%	52.7%	57.9%
From Another District	38.6%	38.6%	39.6%	43.9%	41.9%	36.7%
From Out-of-State	6.1%	6.5%	6.1%	6.1%	5.6%	5.5%

* Recruitment and Retention Report 2021

Teachers' Years of Experience

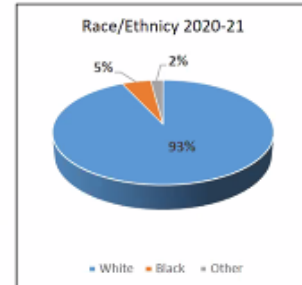
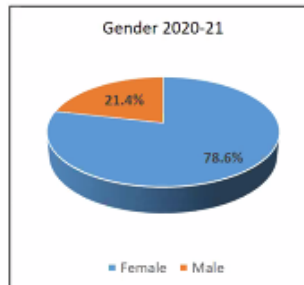
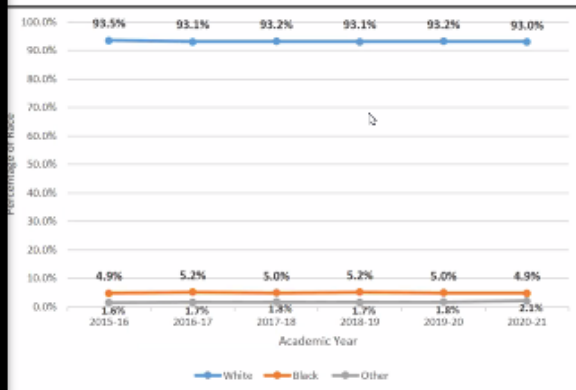
2015-16 to 2020-21



* Recruitment and Retention Report 2021

Teacher Demographics

2015-16 to 2020-21



School Year	2016	2017	2018	2019	2020
Total Teacher Candidates	7,830	8,265	8,214	10,247	10,034
Female	74.4%	76.3%	76.0%	78.5%	77.9%
Male	21.6%	20.1%	21.7%	21.3%	21.8%
White	85.1%	84.3%	86.2%	86.7%	85.6%
Black	4.4%	4.3%	4.5%	5.2%	5.7%
Other	5.7%	6.4%	7.2%	8.1%	8.7%

* Recruitment and Retention Report 2021