

Missouri NEA State Board Report

*Notes from January 9, 2020 meeting of the Missouri State Board of Education
Missouri Department of Elementary and Secondary Education
Jefferson City, MO*

Board hears report on improving educator recruitment and retention

Paul Katnik, assistant commissioner for educator quality reported on the twenty-six recommendations developed by the Missouri Teacher Table to recruit and retain an effective teacher in every classroom. These recommendations will be used to build the Teacher Workforce Outreach Plan.

Current situation:

- Candidates completing teacher prep programs are down 22% since 2015.
- Survey of Missouri parents found:
 - 93% assign the public schools in their community a letter grade of A or B.
 - 54% would want their child to become a public-school teacher.
 - 93% support an increase in pay for teachers in their community.
 - 87% believe the public schools in their community are underfunded.
- Survey of Missouri students found:
 - 70% would not consider teaching as a future career.
 - Disrespect of teachers, poor student behavior, drugs/vaping, and bullying are the biggest problems in their school.

Recommendations:

- Recruitment
 - Develop/implement a public relations plan using Regional Teachers of the Year in videos and public service announcements.
 - Expand local Grow Your Own programs: Educators Rising, grants, incentives.
 - Provide incentives and reduce barriers. Examples include extending the A+ program, loan forgiveness, and certification revisions.
- Retention
 - Expand leadership and professional learning opportunities: high quality PD, master teacher certification, mentoring/induction for new teachers.
 - Create innovative school and district accountability measures: revised accreditation and testing systems, evaluation of time/attention/preparation around student testing.
 - Improve culture and climate in schools: provide statewide survey, add key positions dedicated to mental health, allow candidates for mental health professions to get clinical hours working with K-12 students, and develop guidelines for individual and collaborative planning time.
- Teacher Salary Proposal to improve recruitment and retention
 - Adequacy target: Increase salary of all teachers by \$4,000, increase the minimum teacher salary requirement to \$32,000, and adjust all teachers to earn at least the new minimum.
 - Innovation and Equity Fund to provide incentives to work in hard-to-staff subjects or districts.

The next steps in the Teacher Workforce Outreach Plan include setting target dates, benchmarking outcomes, and assigning tasks to individuals and groups to complete over the next two years. It should be noted that the state board of education has no authority to fund teacher salaries in school districts.

Fifty-eight Missouri districts have a four-day school week

Since 2009, Missouri school districts have been permitted to implement a four-day school week (minimum 142 instructional days/1,044 attendance hours). The four-day school week was initially thought to be a means to reduce spending, however, in more recent years many districts are using it to attract and retain quality teachers when they are unable to offer competitive salaries. DESE projects that as many as 70

districts may hold a four-day school week for 2020-21. The board requested data on the impact on student performance and economic savings.

Missouri's Every Student Succeeds plan revised

The Every Student Succeeds Act was signed into law in December 2015 and Missouri's ESSA plan was approved in January 2018. Because of changes to state law and feedback from a variety of stakeholders, DESE staff proposed several changes to the plan:

- Improving Basic Programs – Modifications were made to the identification of Comprehensive, Level I and II Targeted Schools, and clear exit criteria were added. These schools continue to receive support from improvement grants, the Missouri Leadership Development System, regional school improvement teams, and improvement specialists. Modifications reduced the number of Targeted Schools.
- Student Support and Academic Enrichment – School safety, social-emotional programming, and workforce readiness were added to state focus activities.
- 21st Century grants – Added rubrics to grant objectives for after-school programs.
- McKinney-Vento Act – Modified due process procedures for homeless families.

Missouri's long-term ESSA goal remains in place: 70% of students will be proficient and advanced in English language arts and math by 2030.

Preschool grant renewed for \$33.5 million through 2023

In 2019 Missouri received a federal \$6.5 million Preschool Development Grant to strengthen state systems that support high-quality preschool opportunities for children and families. The grant was renewed for three years, at \$11.1 million dollars per year. The grant will be spent to create regional access to coordinated early childhood services and training opportunities for Early Childhood professionals.

In other business, the board:

- Appointed MNEA member Shelly Parks, Francis Howell High School, to the Missouri Advisory Board for Educator Preparation (MABEP).
- Adopted a rule that allows a school slogan and logo on the side of school buses.
- Approved posting for comment a proposed rule that defines the term "teacher's assistant" found in a state statute about completing clinical experience to become certified while serving as a teacher's assistant.
- Renewed the charter of the following charter schools: Gateway Science Academy, The Biome, Premier Charter School, and University Academy Charter School.
- Received a report on bills that have been filed in the Missouri Legislature that will impact education. Topics include: school choice, charter school expansion, education savings accounts, school safety, workforce development, technology, teacher compensation, and vaping in schools.

Missouri NEA needs your voice as we work to prevent destructive legislation and promote legislation and policy that help provide a great public school for every child. Please watch your email (be sure we have your current home email address) for Action Alerts and surveys, and take a few minutes to respond. Your voice makes a difference.

The next meeting of the Missouri State Board of Education will be on February 11, 2020. If you have any questions or suggestions, please contact Rebeka McIntosh 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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