

<b>MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:</b>		<b>February 2017</b>		
CONSIDERATION OF AN ORDER OF RULEMAKING TO ADOPT RULE 5 CSR 20-400.385, BEGINNING TEACHER ASSISTANCE PROGRAM (BTAP)				
<b>STATUTORY AUTHORITY:</b>				
Section 161.092, RSMo Supp. 2014, and Sections 168.021 and 168.400 RSMo Supp. 2015		<input type="checkbox"/> Consent Item	<input checked="" type="checkbox"/> Action Item	<input type="checkbox"/> Report Item
<p>DEPARTMENT GOAL NO. 3:</p> <p>Missouri will prepare, develop, and support effective educators.</p> <p>SUMMARY:</p> <p>Rule 5 CSR 20-400.385 establishes the minimum requirements for topics to be addressed in a new teacher's beginning teacher assistance program (BTAP).</p> <p>The proposed rule represents a collaborative effort with representation from teacher and administrator organizations, school districts and regional service centers. There was also representation from various content areas including career and technical education, school counseling, and fine arts. The proposed rule was formally recommended by the Missouri Advisory Council of Certification for Educators (MACCE) on April 11, 2016.</p> <p>The Department received seven comments to the proposed rule. The majority of the comments voiced concerns regarding the designated career timeline for the BTAP.</p> <p>PRESENTER:</p> <p>Paul Katnik, Assistant Commissioner, Office of Educator Quality, will participate in the presentation and discussion of this item.</p> <p>RECOMMENDATION:</p> <p>The Department recommends that the State Board of Education authorize publication in the <i>Missouri Register</i> of an order of rulemaking to adopt Rule 5 CSR 20-400.385, Beginning Teacher Assistance Program, and that the State Board finds this adoption necessary to carry out the purposes of Section 161.092, RSMo Supp. 2014, and Sections 168.021 and 168.400 RSMo Supp. 2015.</p>				

**Title 5 – DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION**  
**Division 20 – Division of Learning Services**  
**Chapter 400 – Office of Educator Quality**

**ORDER OF RULEMAKING**

By the authority vested in the State Board of Education (board) under sections 161.092, RSMo Supp. 2014, and Sections 168.021 and 168.400 RSMo Supp. 2015, the board hereby adopts a rule as follows:

**5 CSR 20-400.385 Beginning Teacher Assistance Program is adopted.**

A notice of proposed rulemaking containing the text of the proposed amendment was published in the *Missouri Register* on December 1, 2016 (41 MoReg 1802—1803). Sections reflecting changes are reprinted here. This proposed rule becomes effective thirty (30) days after publication in the *Code of State Regulations*.

**SUMMARY OF COMMENTS:** The board received seven (7) comments on this proposed amendment. Five (5) of the comments were focused on the timeline for the Beginning Teacher Assistance Program (BTAP). The board received two (2) comments from Southeast Missouri State University focused on their role.

**COMMENT #1:** Carlos Vargas, President of Southeast Missouri State University and Diana-Rogers-Adkinson, President, Missouri Association of Colleges of Teacher Education (MACTE) propose that the language “sponsored by a Missouri teacher education program” be deleted from the rule or that the rule be withdrawn or suspended at this time.

**RESPONSE AND EXPLANATION OF CHANGE:** The board reviewed the comments and agrees that since legislation (Excellence in Education Act 1985, Sections 168.400.4(1) & 5 RSMo) states that Missouri teacher education programs would assist in BTAP, the language in section (1) will be changed to reflect the legislation. The new revised language will indicate “with assistance from a teacher education program.”

**COMMENT #2:** Ann Jarrett, Missouri National Education Association (MNEA), Paula York, American Federation of Teachers (AFT), Kathy Steinhoff, MNEA, Holly Bennett, MNEA, and Doug Mirts, Missouri Association of Secondary School Principals (MoASSP) proposed that language be added to section (1) to reflect that a “BTAP is designed for teachers in either their first or second year of teaching.”

**RESPONSE AND EXPLANATION OF CHANGE:** The board reviewed the comments and agrees changing section (1) would lead to greater clarification for districts and also aligns with the Mentoring Program Standards.

**COMMENT #3:** Ann Jarrett, MNEA, Paula York, AFT, Kathy Steinhoff, MNEA, Holly Bennett, MNEA, and Doug Mirts, MoASSP commented that it is important for beginning

teachers to complete the BTAP in their initial year of teaching, but that realistically this may not occur due to a multitude of reasons. They proposed that language be changed in section (2) to ensure that teachers new to the profession, those coming from other states, and those that are uninformed, would not be penalized if they were unable to complete the BTAP in the initial contract year.

**RESPONSE AND EXPLANATION OF CHANGE:** The board reviewed the comments and agrees that the language should be changed to ensure that teachers are not hindered in obtaining their Career Continuous Certificate due to completing the BTAP in year two (2), three (3), or four (4). Language was removed in section (2) which indicated that it should be completed during the first year.

(1) All new teachers are required to participate in a beginning teacher assistance program (BTAP) planned with assistance from a Missouri teacher education program and provided by an education association, regional service center, school district, or charter school. The BTAP is designed for teachers in either their first or second year of teaching. The minimum requirements for the program shall include, but not be limited to, an overview of the topics listed below:

(A) Classroom Environment –

1. Classroom management techniques;
2. Time, space, transitions and activities management; and
3. Awareness of diverse classroom, school and community cultures;

(B) Student Engagement and Motivation –

1. Effective instruction;
2. Clear learning goals and/or objectives;
3. Student voice and choice; and
4. Teaching and learning activities with high student engagement;

(C) Professional Communication –

1. Effective communication with students, mentors, colleagues and parents;
2. Verbal and nonverbal communication techniques; and
3. Effective use of technology and social media for communication; and

(D) Education-Related Law –

1. Certification requirements;
2. Professional rights and responsibilities; and
3. Self-assessment and professional learning.

(2) An effective program is aligned with professional development/growth plans focused on teaching standards and indicators as priorities for the first two (2) years of teaching, and provides on-going support during the year of BTAP.

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**PROPOSED RULE**

**5 CSR 20-400.385 Beginning Teacher Assistance Program**

*PURPOSE: Section 168.400, RSMo Supp. 2015 and section 168.021.1, establish the completion of a beginning teacher assistance program (BTAP) as a requirement of certification. This proposed rule establishes minimum requirements for an effective BTAP. A well-designed and implemented BTAP with ongoing support can improve practice, helping new educators have the skills and knowledge to positively impact student achievement.*

(1) All new teachers are required to participate in a beginning teacher assistance program (BTAP) sponsored by a Missouri teacher education program and provided by an education association, regional service center, school district, or charter school. The minimum requirements for the program shall include, but not be limited to, an overview of the topics listed below:

(A) Classroom Environment –

1. Classroom management techniques;
2. Time, space, transitions and activities management; and
3. Awareness of diverse classroom, school and community cultures;

(B) Student Engagement and Motivation –

1. Effective instruction;
2. Clear learning goals and/or objectives;
3. Student voice and choice; and
4. Teaching and learning activities with high student engagement;

(C) Professional Communication –

1. Effective communication with students, mentors, colleagues and parents;
2. Verbal and nonverbal communication techniques; and
3. Effective use of technology and social media for communication; and

(D) Education-Related Law –

1. Certification requirements;
2. Professional rights and responsibilities; and
3. Self-assessment and professional learning.

(2) An effective program includes a plan of professional development for the first two (2) years of teaching, and provides ongoing support during the initial contract year.

*AUTHORITY: Section 161.092, RSMO Supp. 2014, and Sections 168.021 and 168.400 RSMo Supp. 2015.*

*PUBLIC COST: This proposed rule will cost local school districts and charter schools a maximum of five hundred thousand dollars (\$500,000) per year over the life of the rule. The cost of implementation could be substantially reduced for school districts and charter schools reallocating the resources of existing BTAPs.*

*PRIVATE COST: This proposed rule will not cost private entities more than five hundred dollars (\$500) in the aggregate.*

*NOTICE TO SUBMIT COMMENTS: Anyone may file a statement in support of or in opposition to this proposed rule with the Department of Elementary and Secondary Education, Attention: Paul Katnik, Assistant Commissioner, Office of Educator Quality, PO Box 480, Jefferson City, MO 65102-0480, or by email to [educatorquality@dese.mo.gov](mailto:educatorquality@dese.mo.gov). To be considered, comments must be received within thirty (30) days after publication of this notice in the **Missouri Register**. No public hearing is scheduled.*

**FISCAL NOTE  
PUBLIC COST**

- I. Department Title:** Title 5 – Department of Elementary and Secondary Education  
**Division Title:** Division 20 – Division of Learning Services  
**Chapter Title:** Chapter 400 – Office of Educator Quality

<b>Rule Number and Title:</b>	5 CSR 20-400.385 Beginning Teacher Assistance Program
<b>Type of Rulemaking:</b>	Proposed Rule

**II. SUMMARY OF FISCAL IMPACT**

<b>Affected Agency or Political Subdivision</b>	<b>Estimated Cost of Compliance in the Aggregate</b>
School Districts/Charter Schools	Estimated maximum cost of \$500,000 per year over the life of the rule.

**III. WORKSHEET**

The estimated cost is based on 2,000 new teachers per year x \$250 per teacher = \$500,000

**IV. ASSUMPTIONS**

The public cost of this rule is based on the assumption that the school district and charter school uses an outside vendor for implementation of the beginning teacher assistance program (BTAP). Currently, BTAPs provided through an outside vendor cost \$250 per participant. Assuming 2,000 new teachers enter Missouri school districts and charter schools each year, the total cost of BTAPs would be \$500,000 per year over the life of the rule. The cost of implementation would vary based on the number of new teachers in a school district and charter school. It could be substantially reduced or eliminated for school districts and charter schools reallocating the resources of existing BTAPs. In addition, beginning teacher assistance could be included as a part of the school district's and charter school's program of professional development.