



EQUITY INDICATORS DASHBOARD

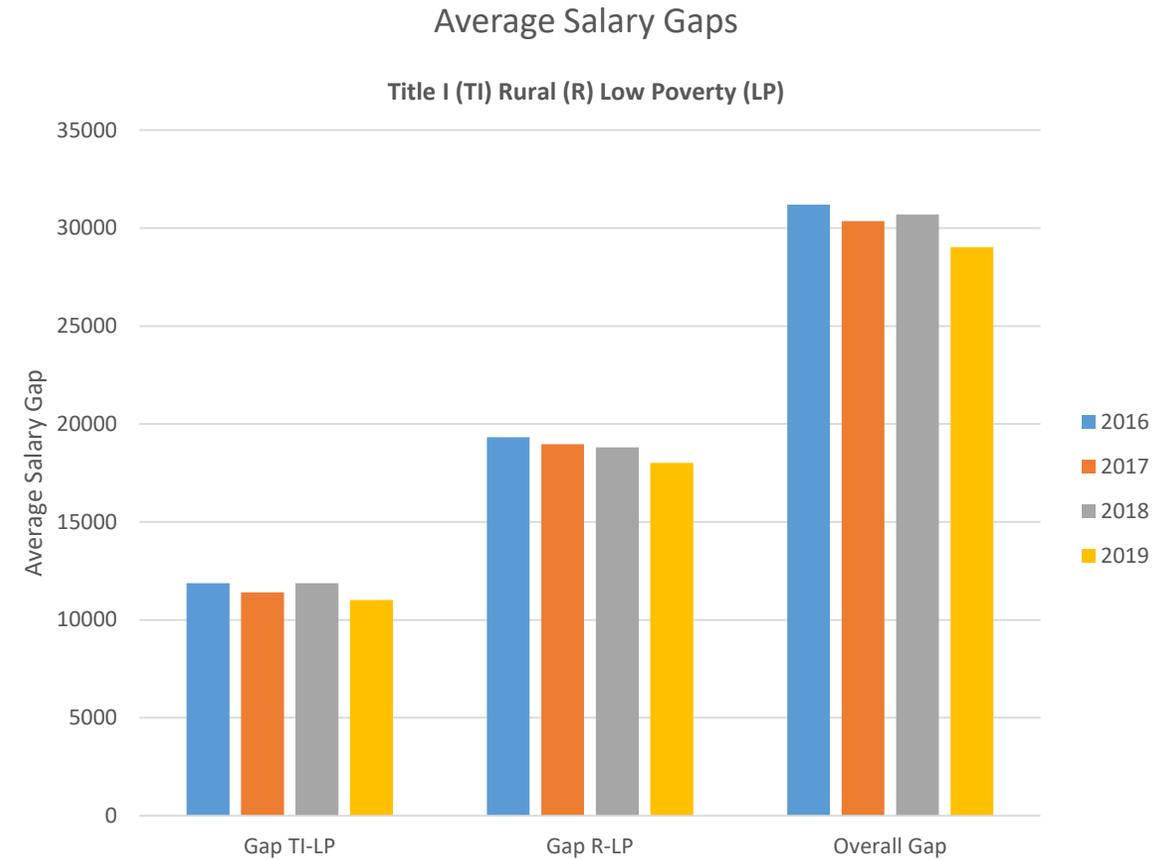
2016-2019

January 2020

Missouri Department
of Elementary and Secondary Education



Average Salaries

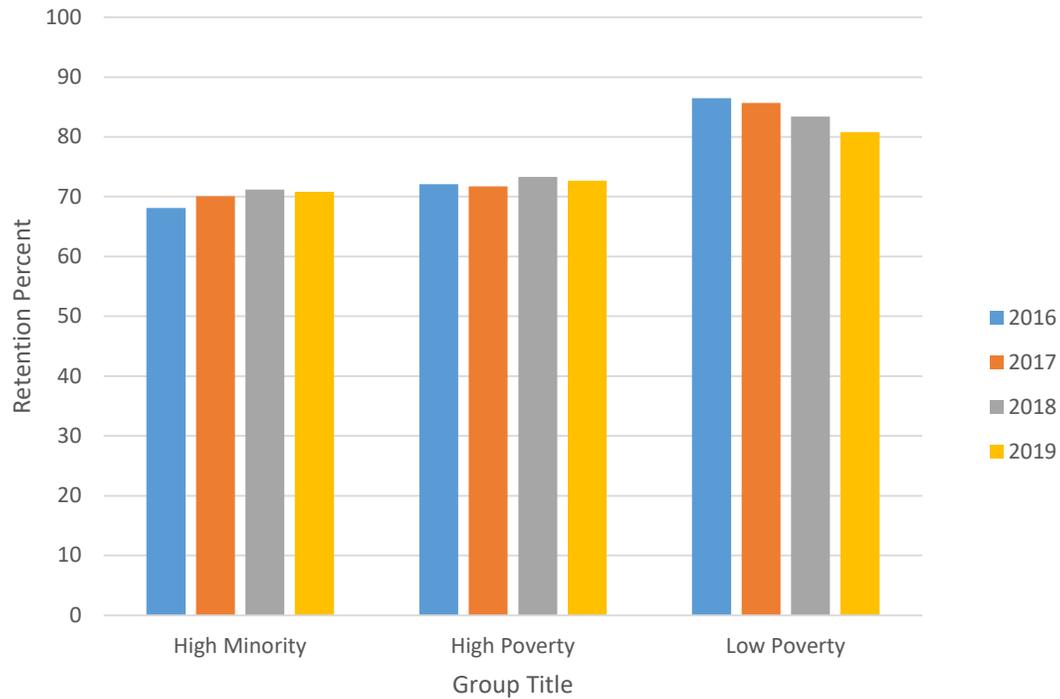




One Year Retention Rate

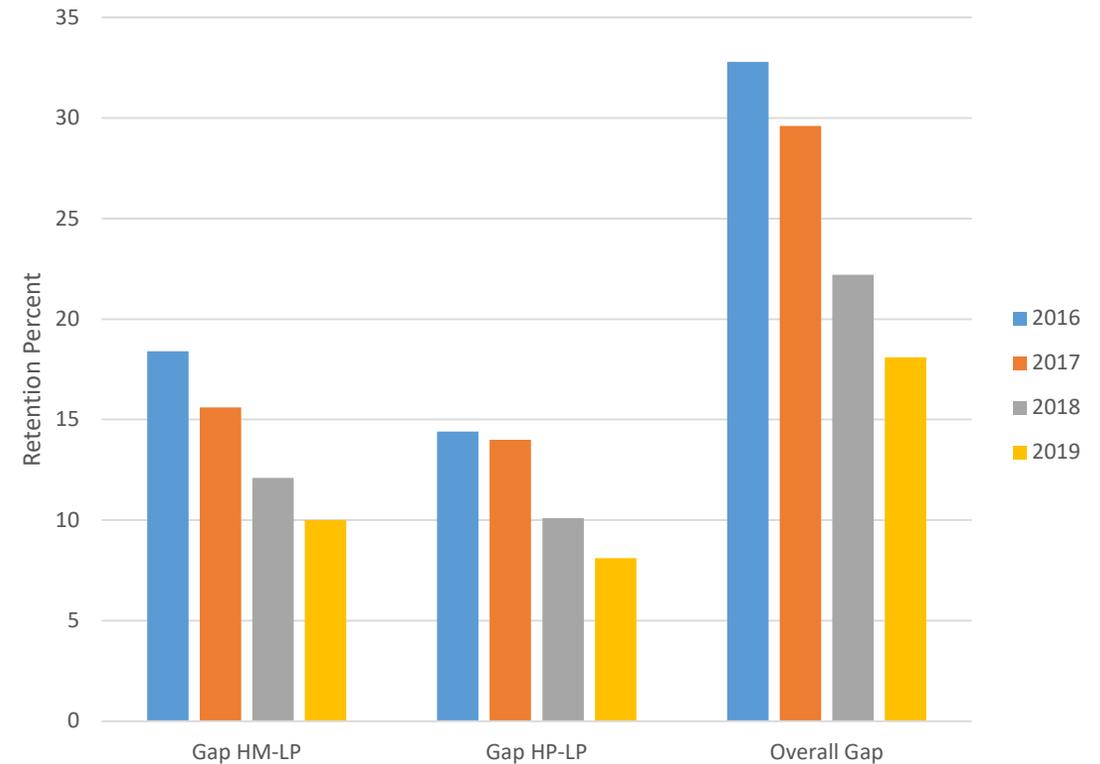
same school from one year to the next

One Year Retention Rate



One Year Retention Rate Gaps

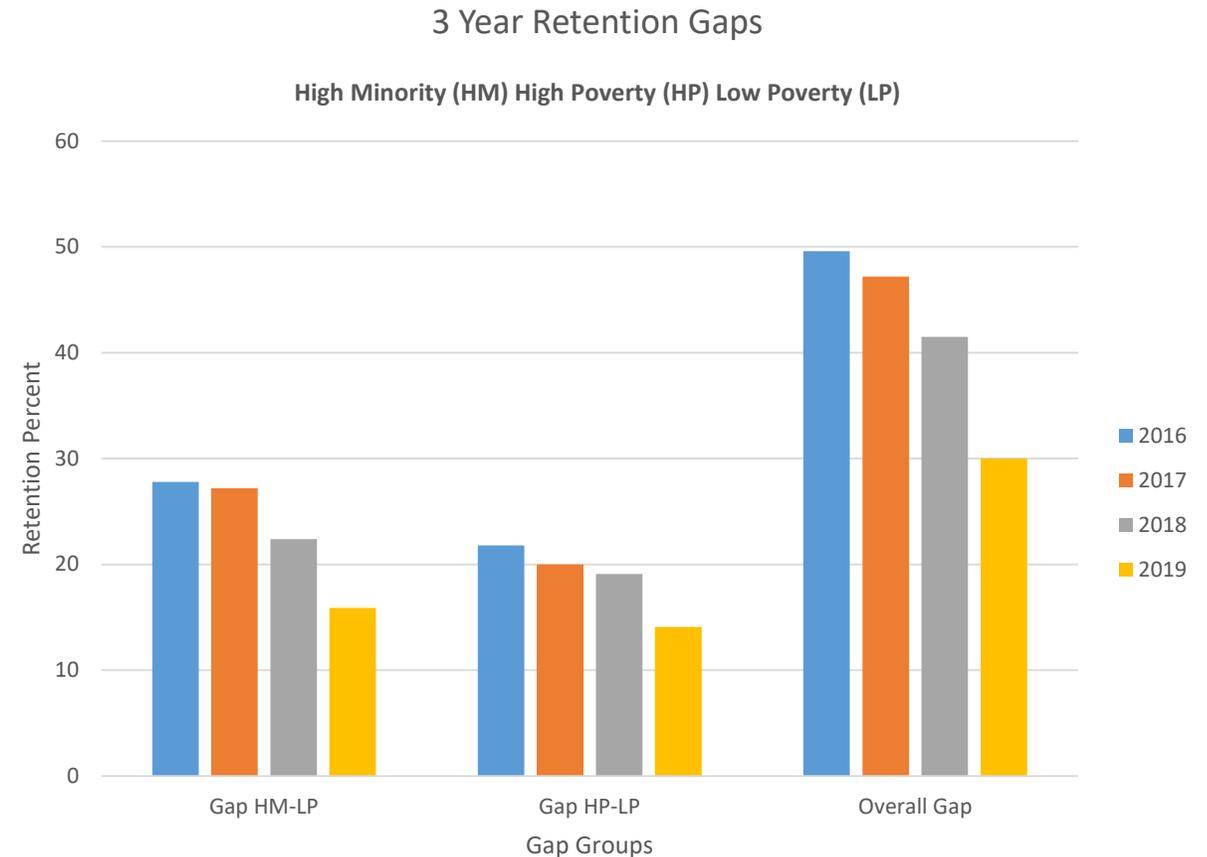
High Minority (HM) High Poverty (HP) Low Poverty (LP)





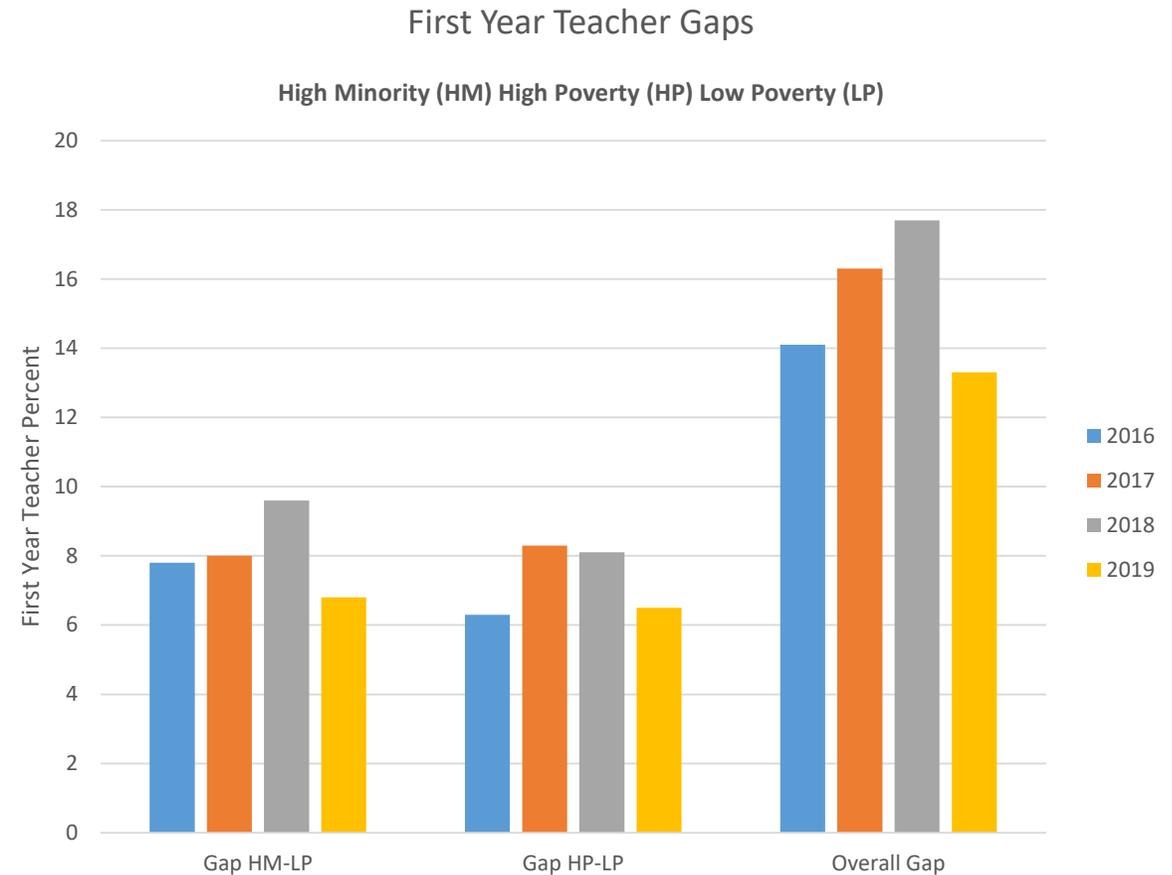
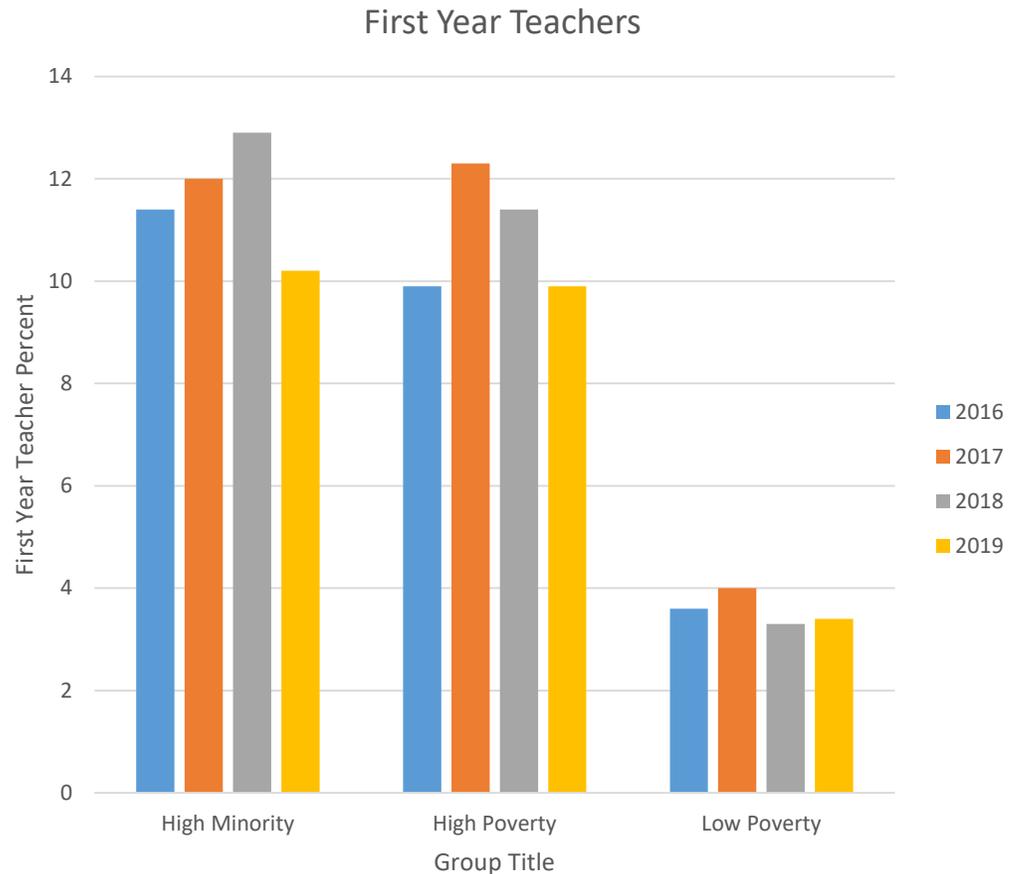
Three Year Retention Rate

same school for three consecutive years





First Year Teachers

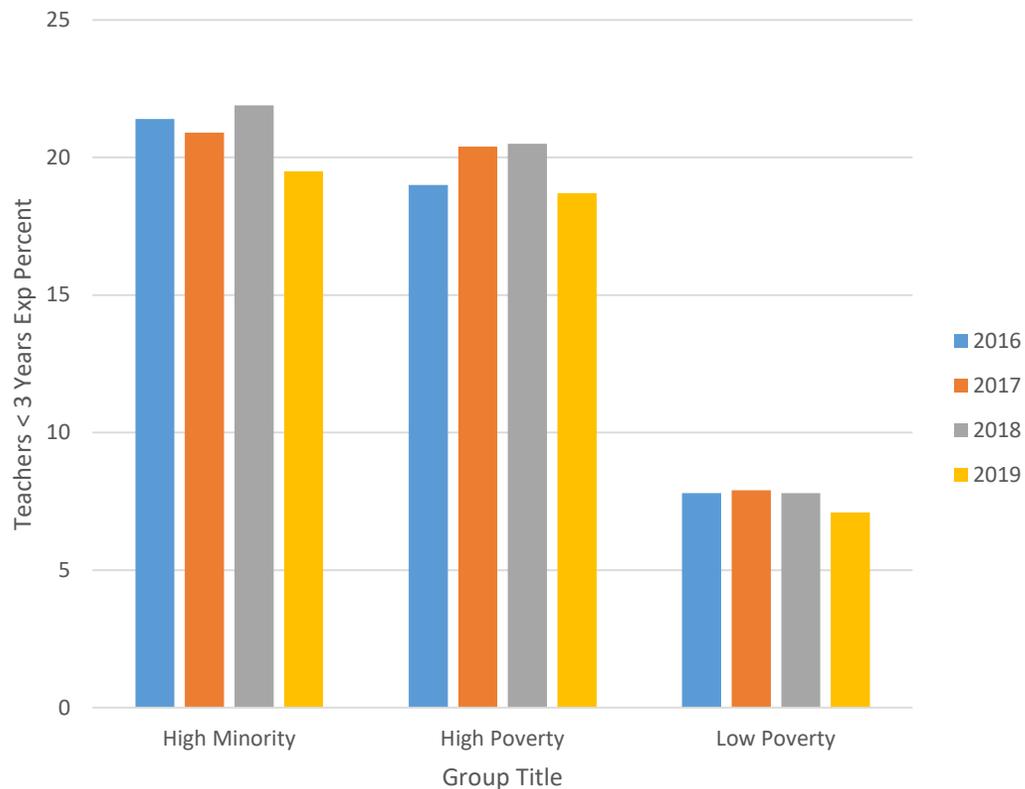




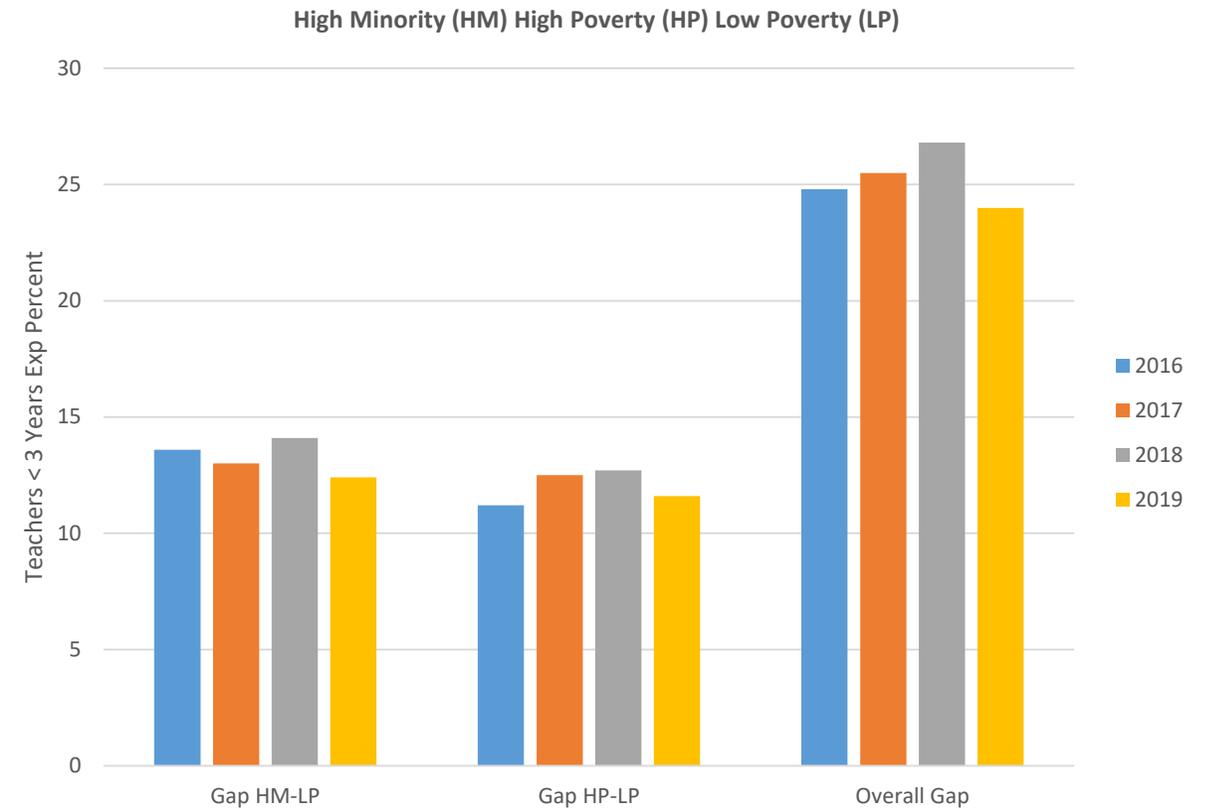
Less than 3 Years Experience

three years in any school

Teachers Less than 3 Years Experience



Teachers Less than 3 Years Experience Gaps

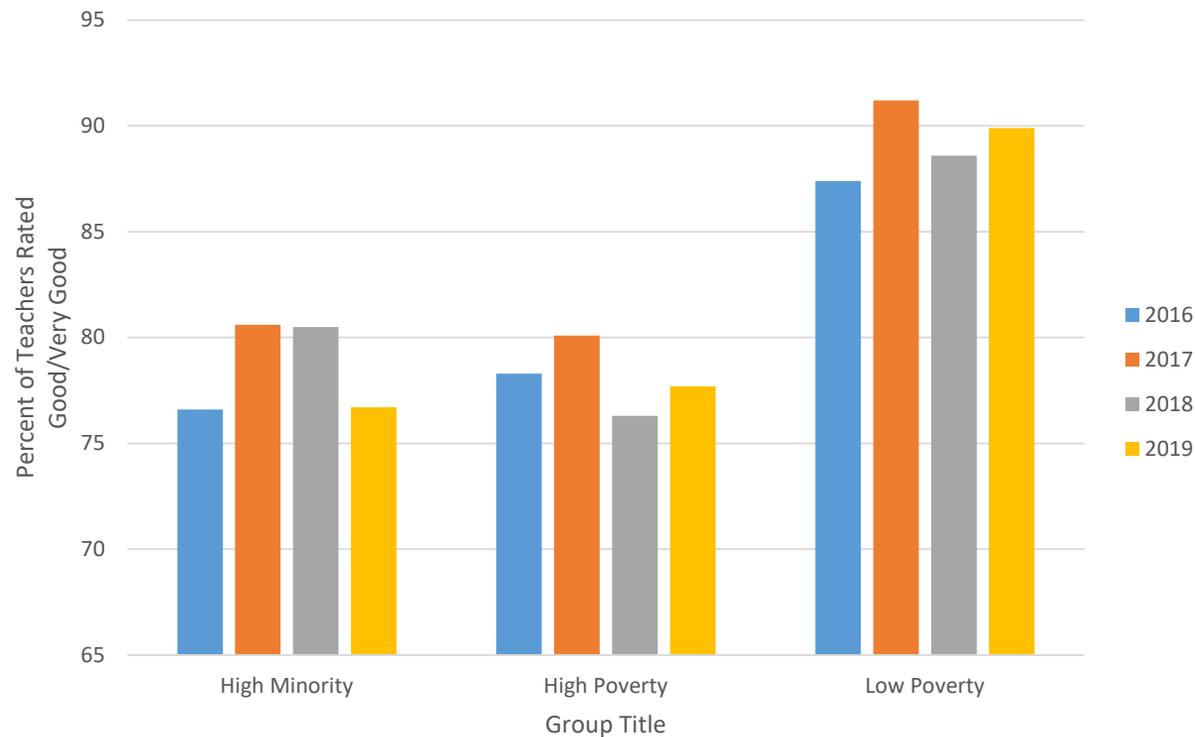




Preparation of First Year Teachers

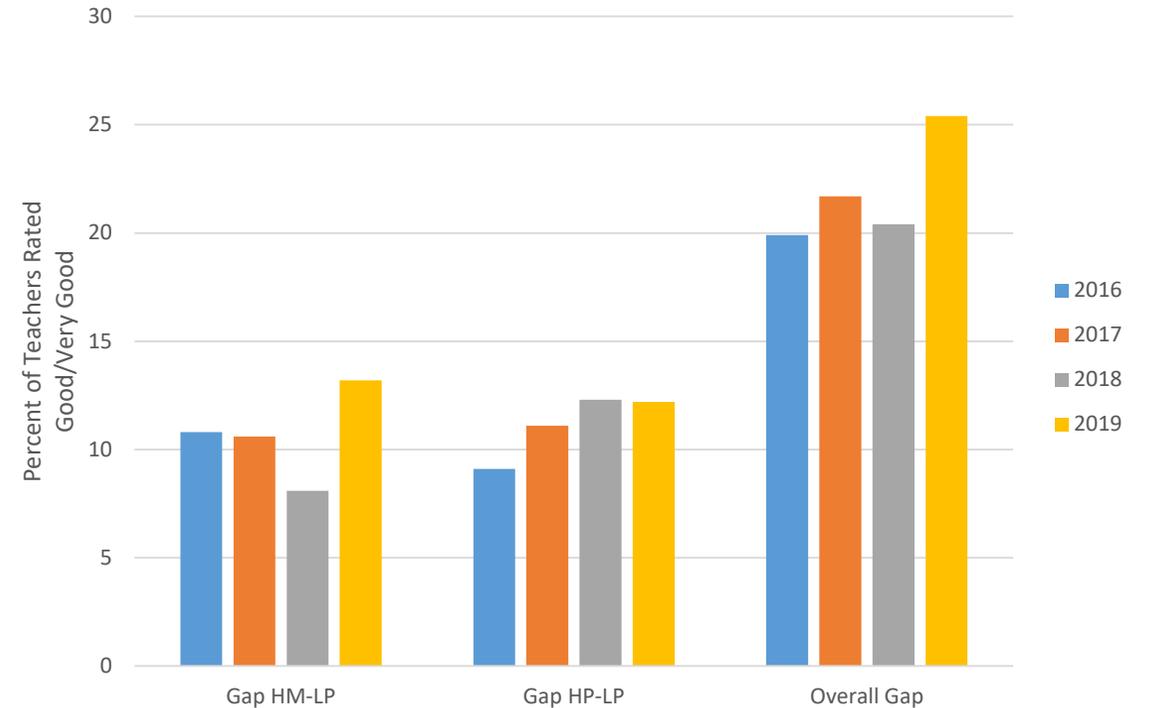
rated the quality of their preparation as good or very good

Preparation of First Year Teachers



Preparation of First Year Teachers Gaps

High Minority (HM) High Poverty (HP) Low Poverty (LP)



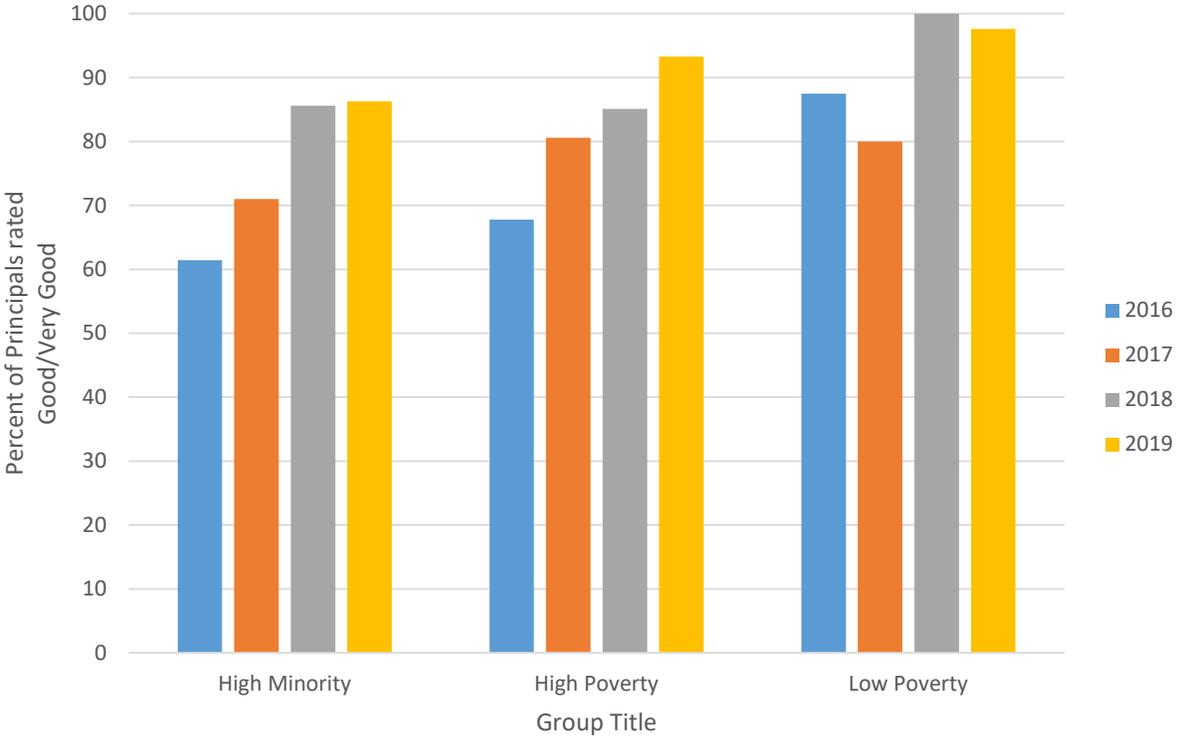
*First Year Teacher Supervisor Surveys, DESE 2019
Participation Rate 76.1%*



Preparation of First Year Principals

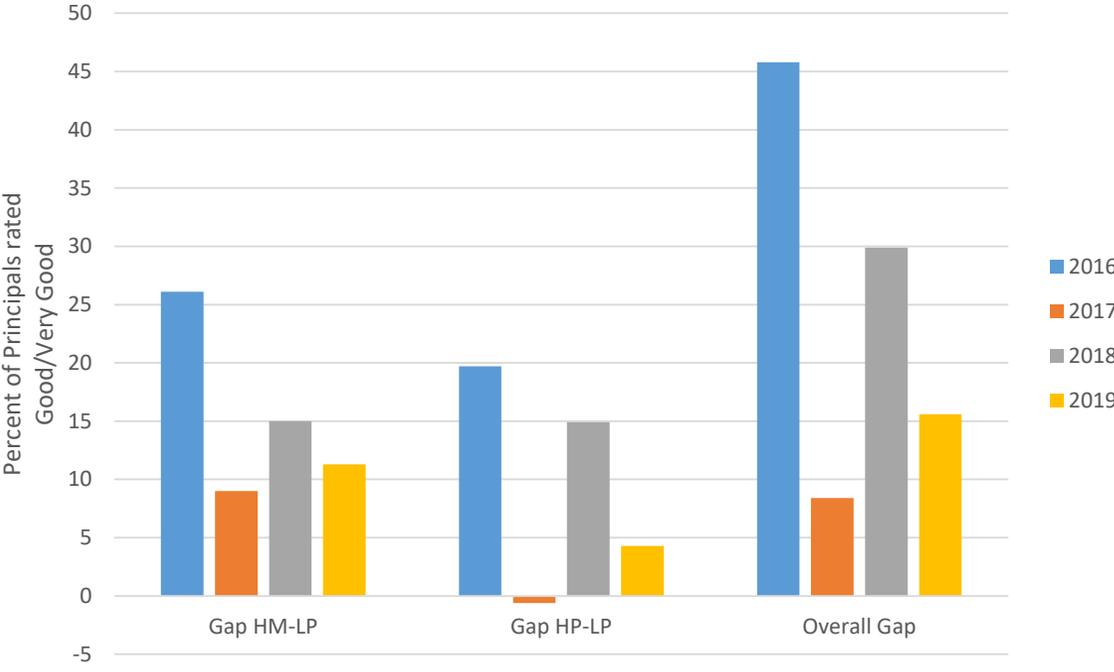
rated the quality of their preparation as good or very good

Preparation of First Year Principals



Preparation of First Year Principal Gaps

High Minority (HM) High Poverty (HP) Low Poverty (LP)

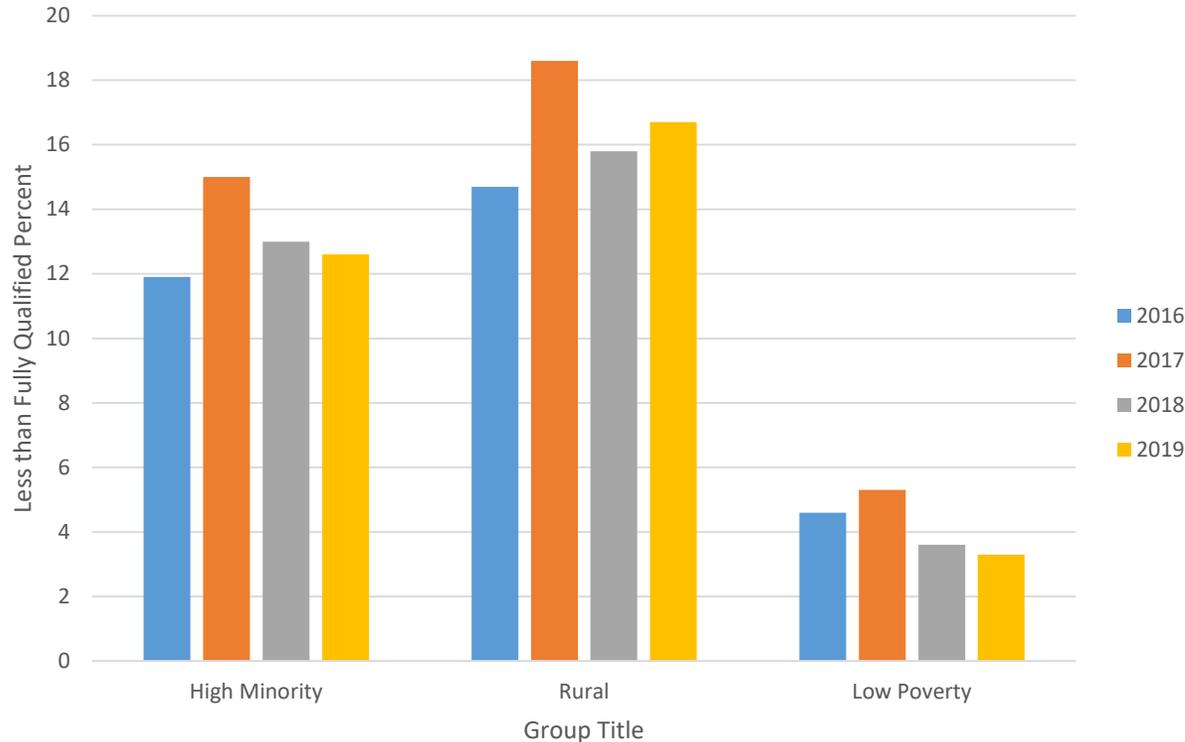




Less-than-Fully Qualified

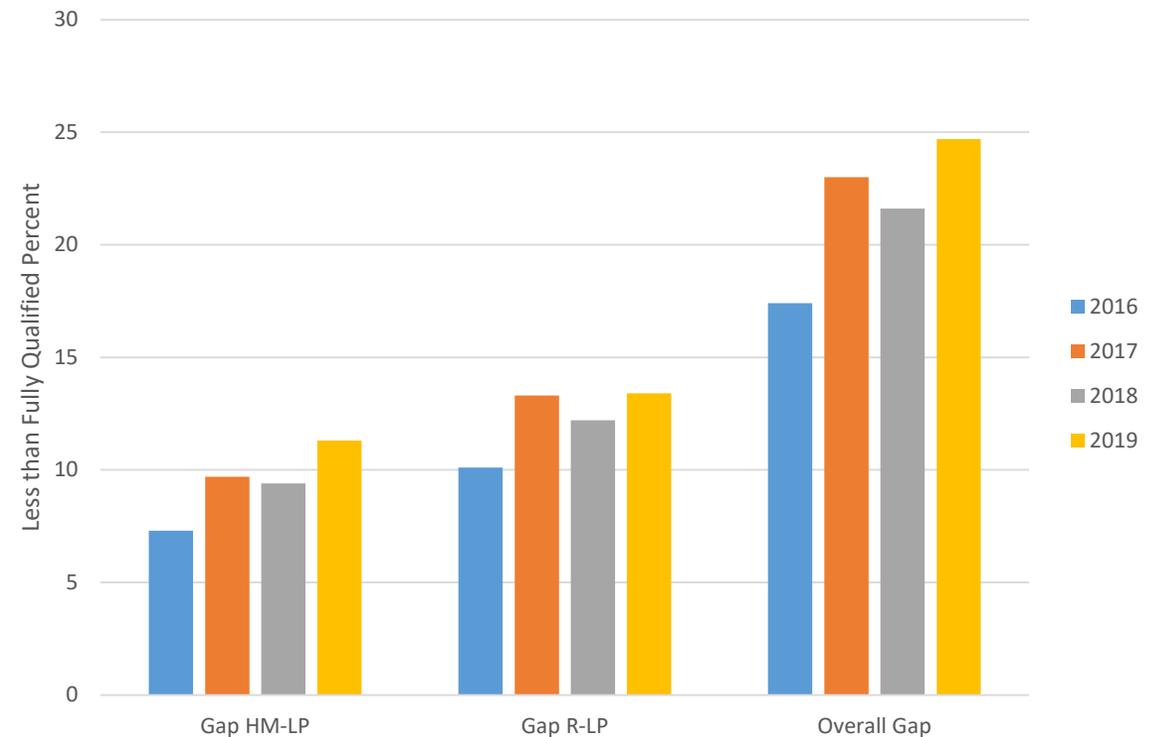
provisional certificate OR temporary certificate OR inappropriately certified

Less than Fully Qualified



Less than Fully Qualified Gaps

High Minority (HM) Rural (R) Low Poverty (LP)

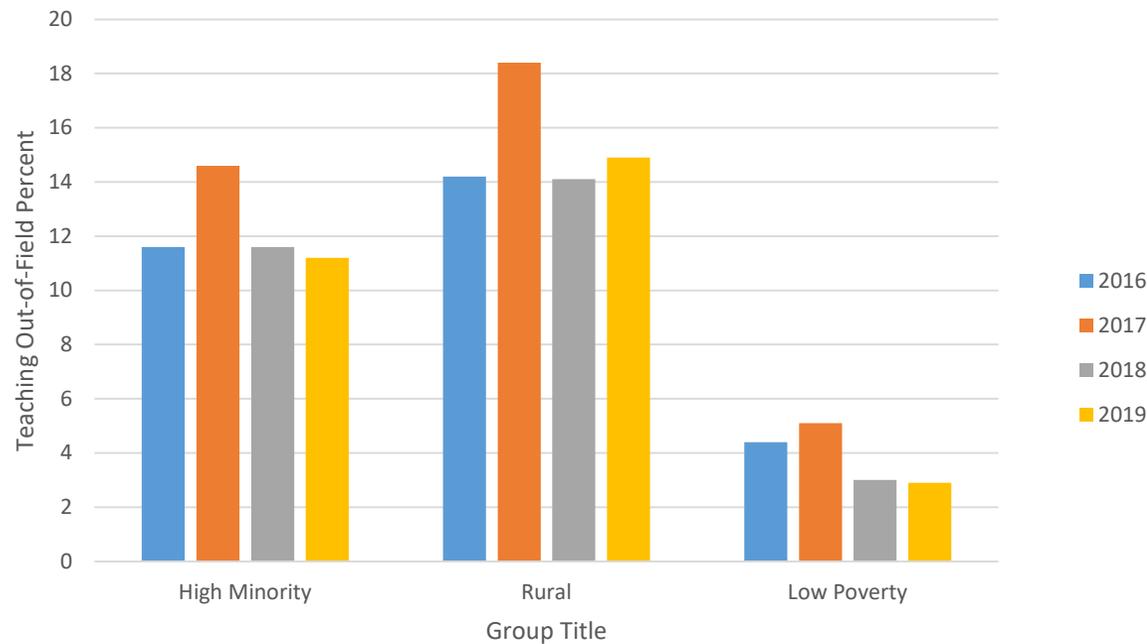




Teaching Out-of-Field

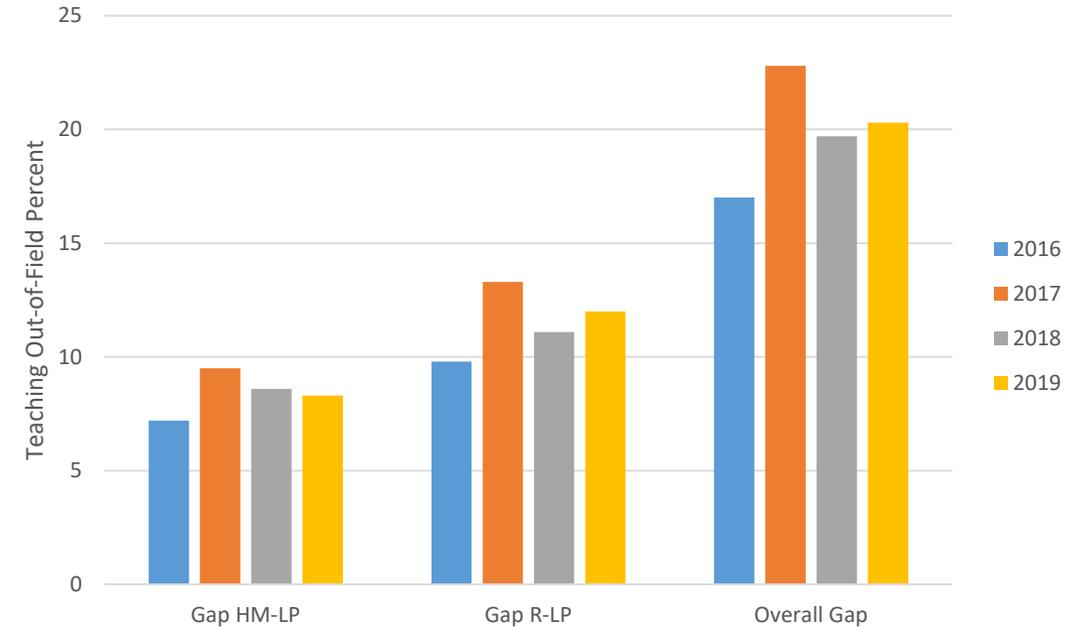
teaching at least one class in a content area for which you are not certified

Teaching Out-of-Field



Teaching Out-of-Field Gaps

High Minority (HM) Rural (R) Low Poverty (LP)

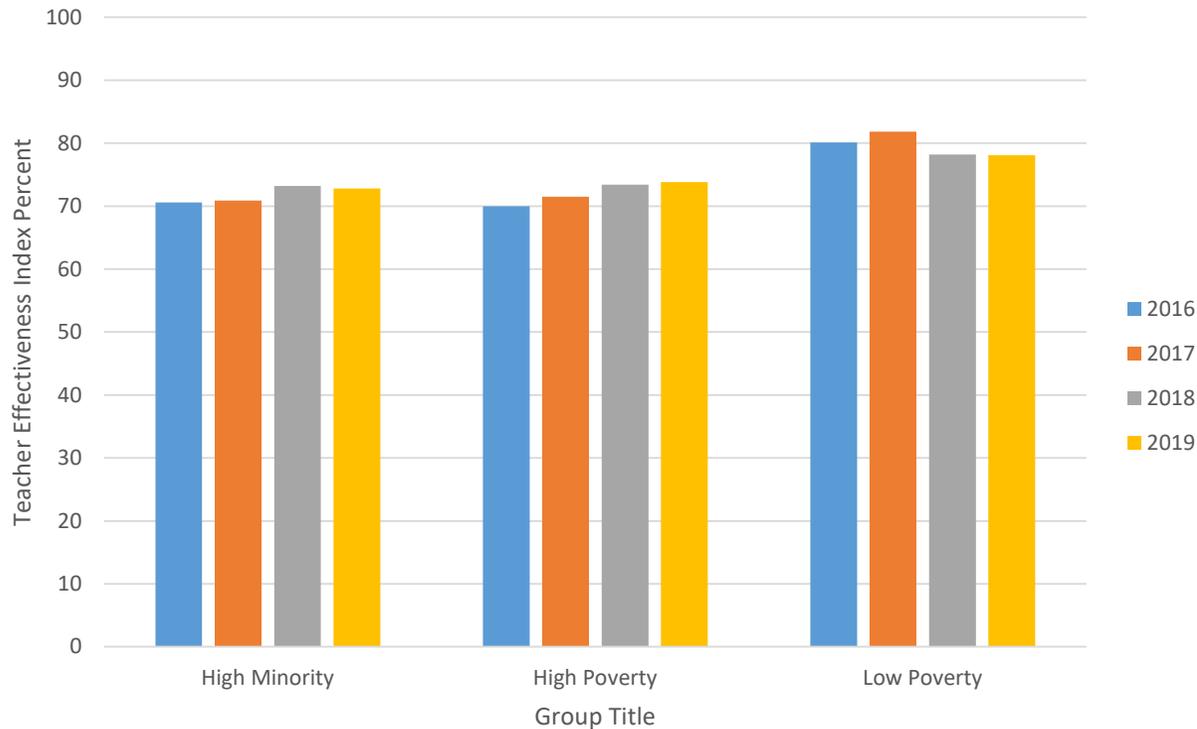




Teacher Effectiveness Index

relative level of effectiveness based on a teacher's performance rating

Teacher Effectiveness Index



Teacher Effectiveness Index Gaps

