

MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:**May 2016**

UPDATE ON THE EQUITY PLAN

STATUTORY AUTHORITY:

Section 161.098. RSMo

Consent
ItemAction
ItemReport
Item**DEPARTMENT GOAL NO. 3:**

Missouri will prepare, develop, and support effective educators.

SUMMARY:

This update on equitable access to excellent education includes a review of the major strategies contained in Missouri's equity plan. It will address any progress on implementation of these strategies that has occurred since the plan was approved in September. This presentation will include information gathered at the National Summit on Teacher Diversity in Washington, D.C. earlier this month.

The purpose of this update is to provide general information to the State Board of Education on various topics related to teacher workforce quality and diversity, recruitment and retention strategies and current initiatives addressing training and support to increase teacher and leader capacity.

PRESENTERS:

Paul Katnik, Assistant Commissioner, Office of Educator Quality; and Andrea Dixon-Seahorn, Special Consultant for Equitable Education, will assist with the presentation and discussion of this agenda item.

Equitable Access to Excellent Education

**Presentation for
Missouri State Board of Education**

May 2016



Equity Plan Strategies



Recruiting quality candidates

- *High quality*
- *Diversity*
- *Grow your own*

Providing effective preparation

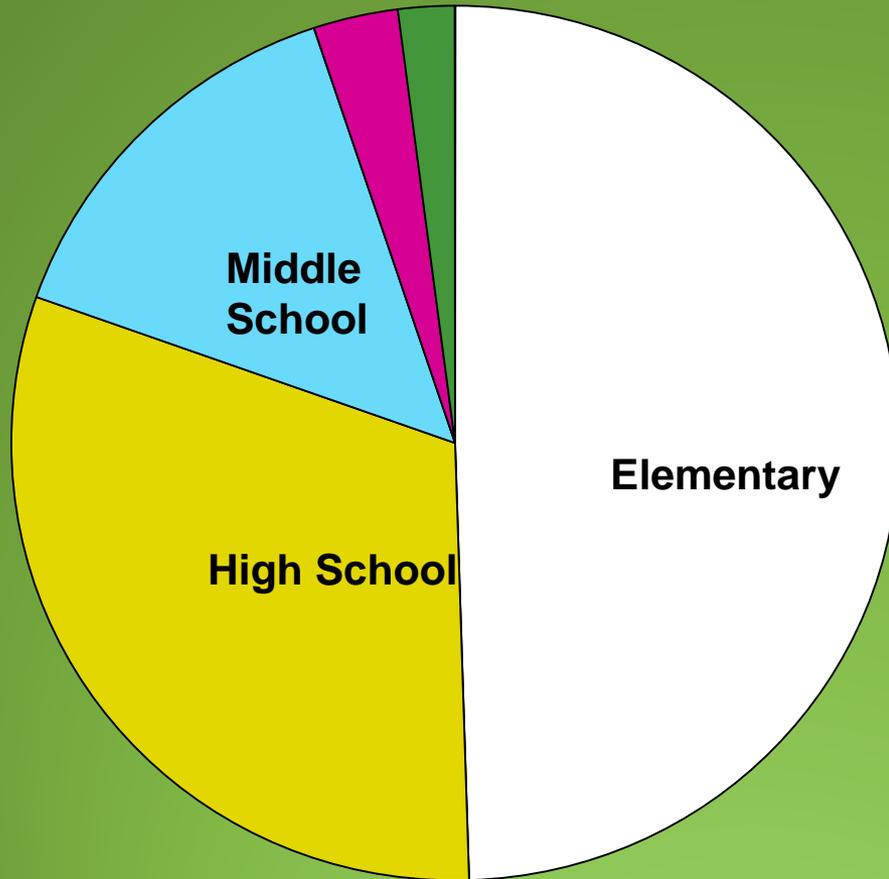
- *Content knowledge*
- *Performance*
- *Missouri Transforming Educator Preparation (MoTEP)*

Planning for sufficient production

- *Accurate information*
- *Supply meets demand*

Teaching Assignments in Missouri

N=67,815



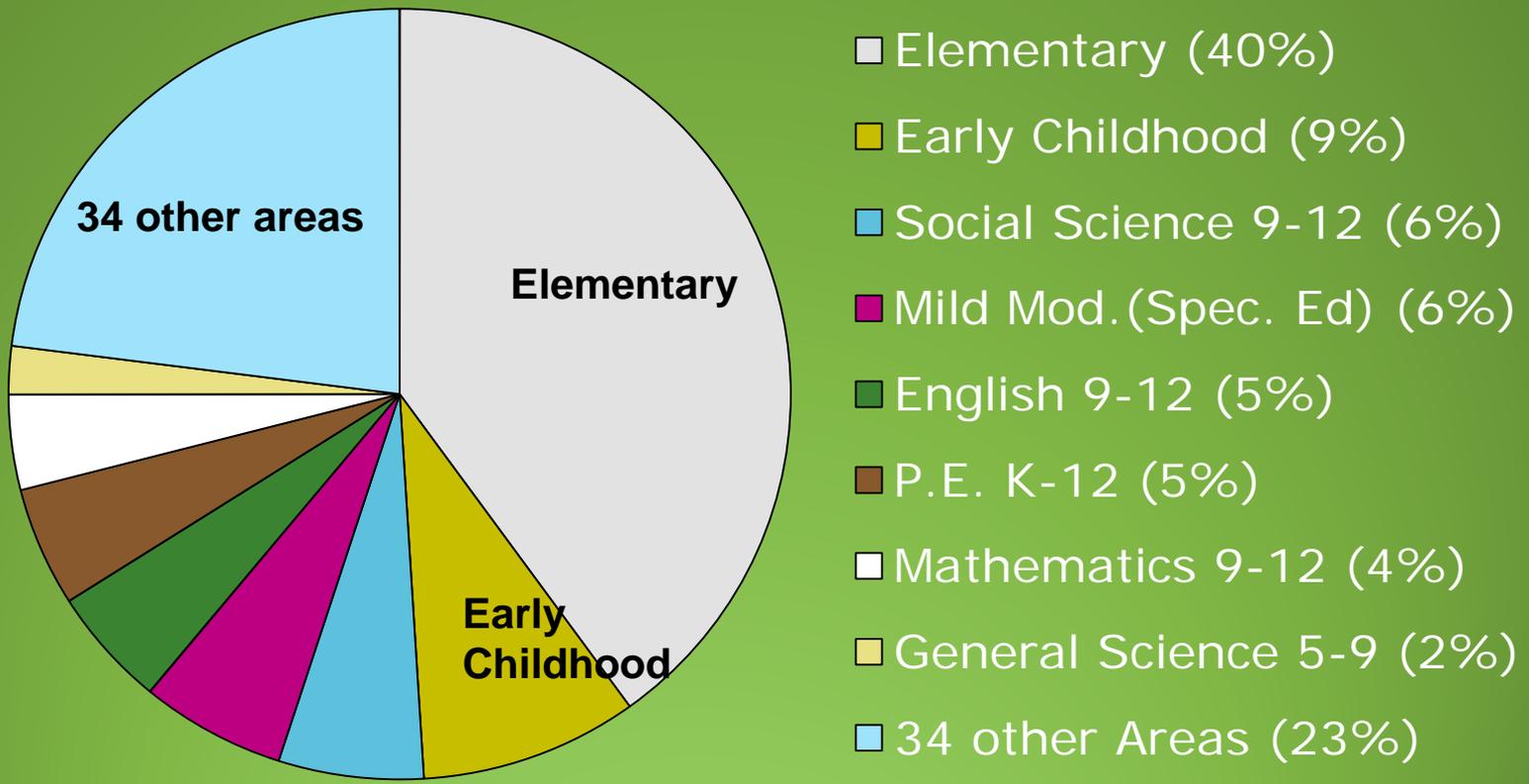
2014-2015

- Elementary (48%)
- High School (30%)
- Middle School (14%)
- Junior High (3%)
- Early Childhood (2%)

MO Teacher Production 2015

(estimated 4,661 initial certificates issued)

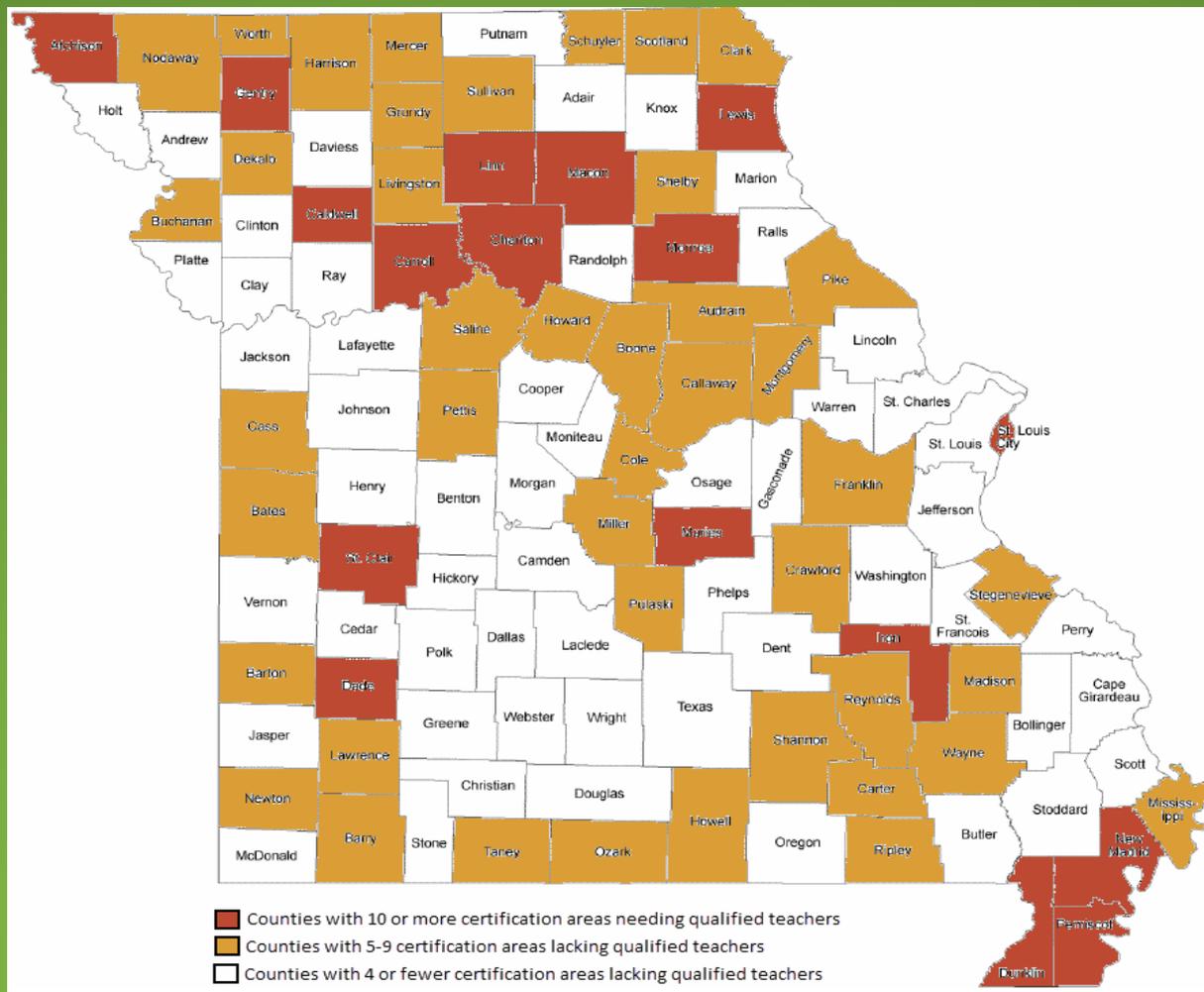
Type of Certificate



Attracting based on need

- *Accurate information*
- *Incentives*

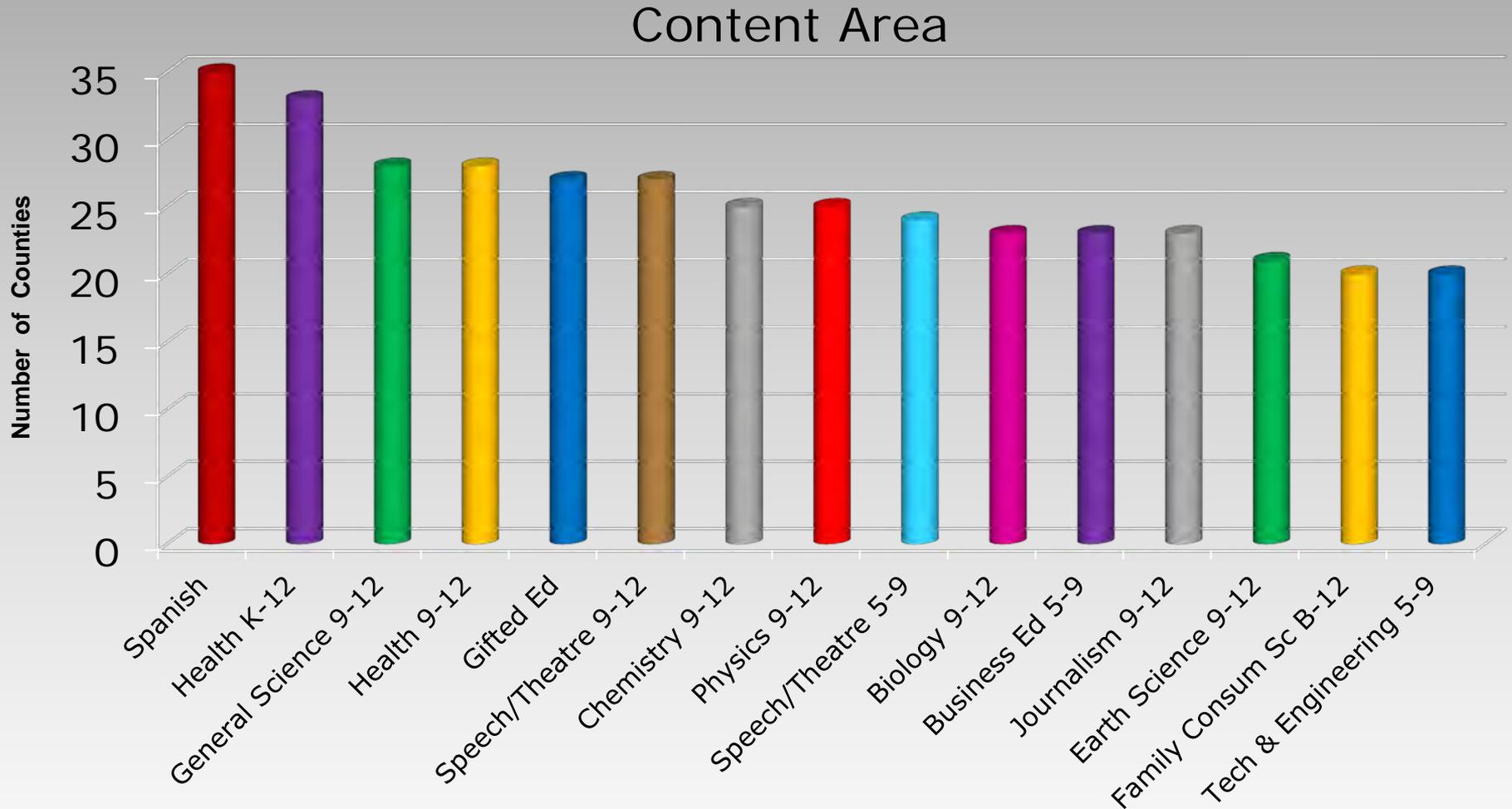
Missouri Shortage Areas (by county)



* Shortage-a student having a 20% (1 in 5) chance or higher of being taught by an unqualified teacher in a given content area
 ** 10 states (20%) define shortage by both content and geography

Missouri Shortage Areas (by content)

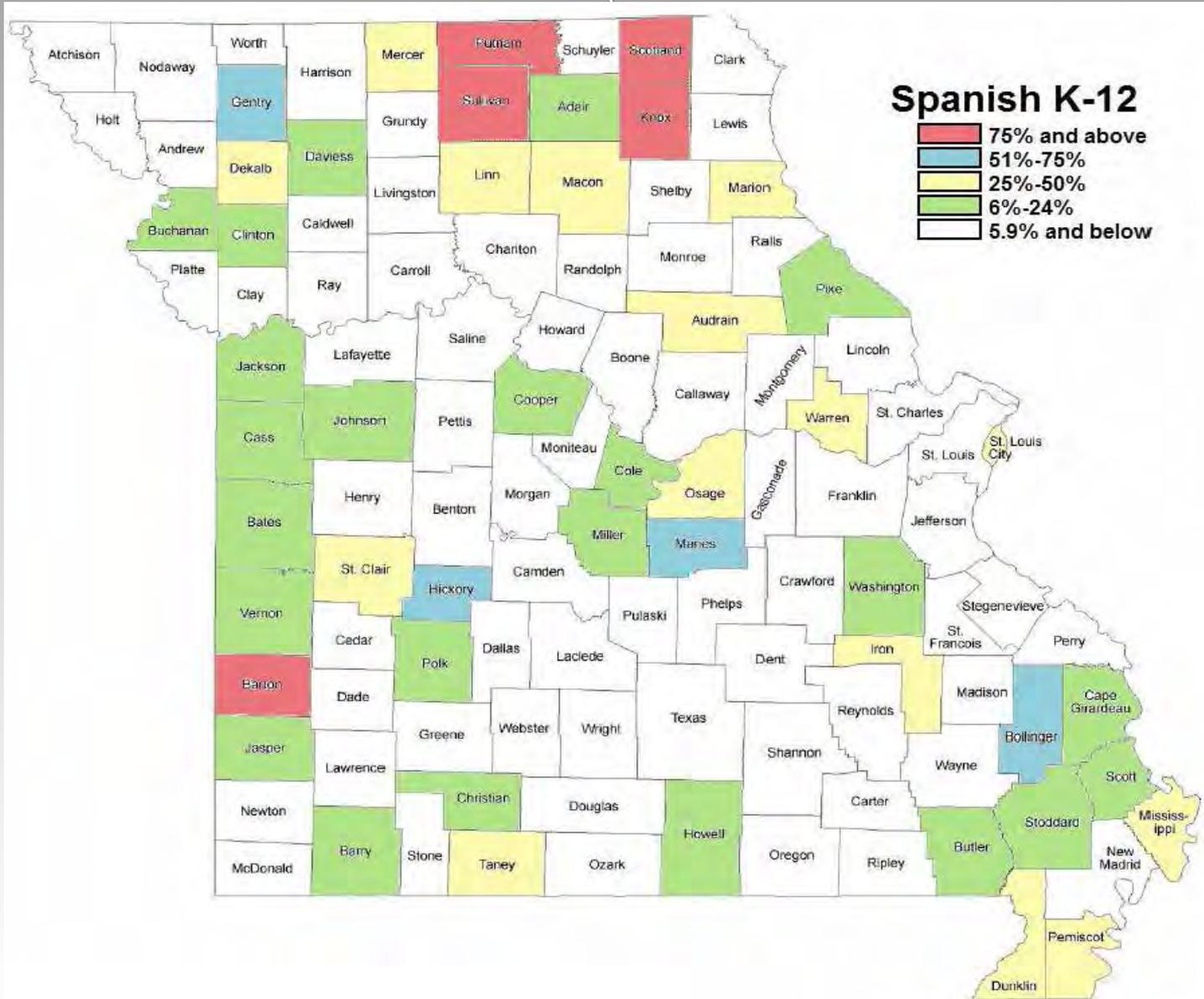
(20% chance or higher of being taught by an unqualified teacher)



*10 states (20%) define shortage by both content and geography

Spanish Teachers in Missouri

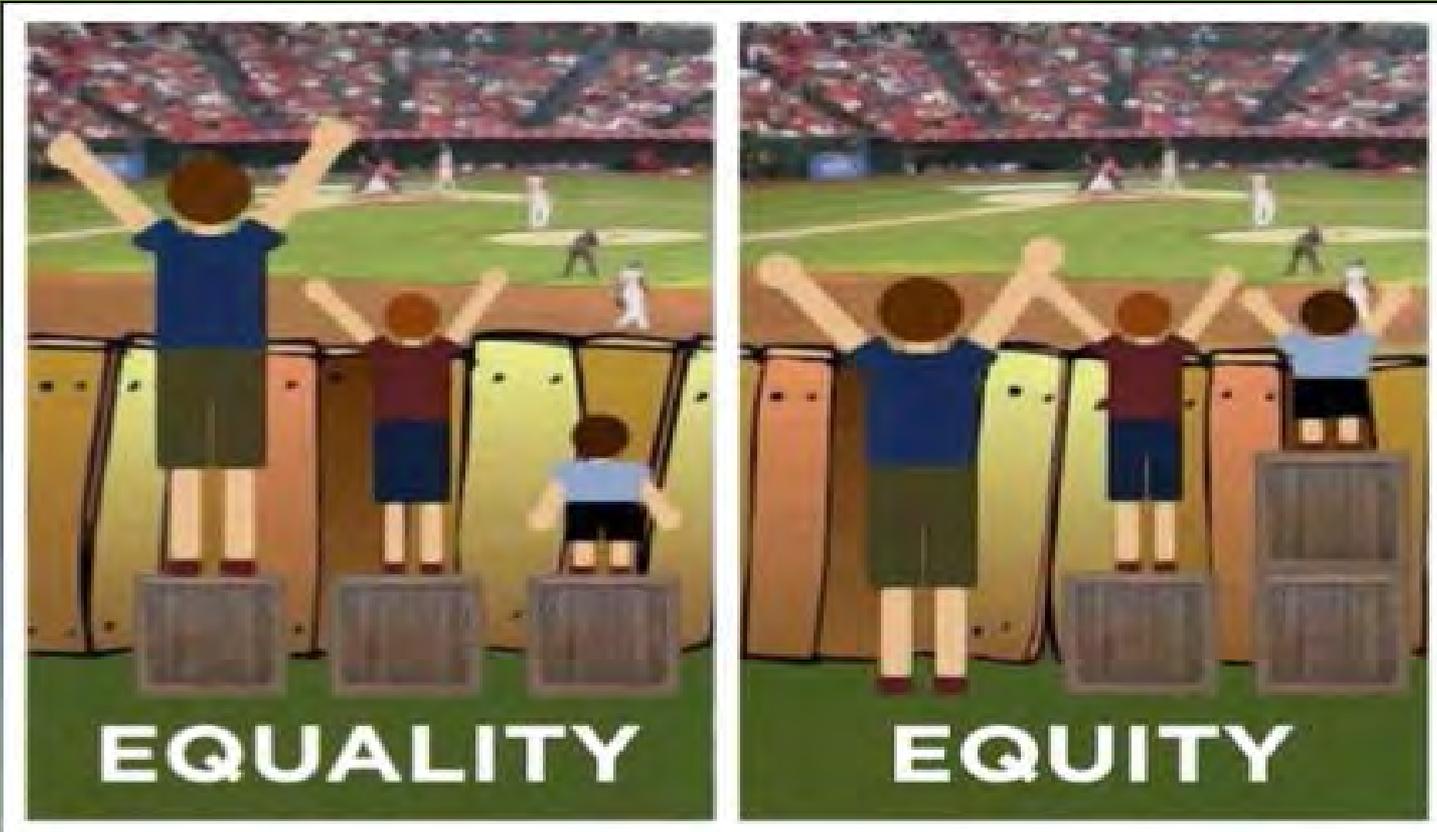
(Number of unqualified Spanish teachers out of total Spanish teachers)



Delivering quality support

- *Induction*
- *Instructional practice*
- *Leadership*

Equality vs. Equity



Questions?