



**THE 1<sup>ST</sup> DRAFT  
ANNUAL PERFORMANCE  
REPORTS FOR EDUCATOR  
PREPARATION PROGRAMS**

**MACCE MEETING**

February 3, 2014

Missouri Department  
of Elementary and Secondary Education

# Our Goal

2

- *Missouri will prepare, develop, and support effective educators.*
- *We will be successful by . . . . .*
  - *Channeling our energies for students*
  - *Establishing goals that align and intrinsically motivate all students & educators*
  - *Using effective drivers for whole system reform that generates individual & collective motivation.*



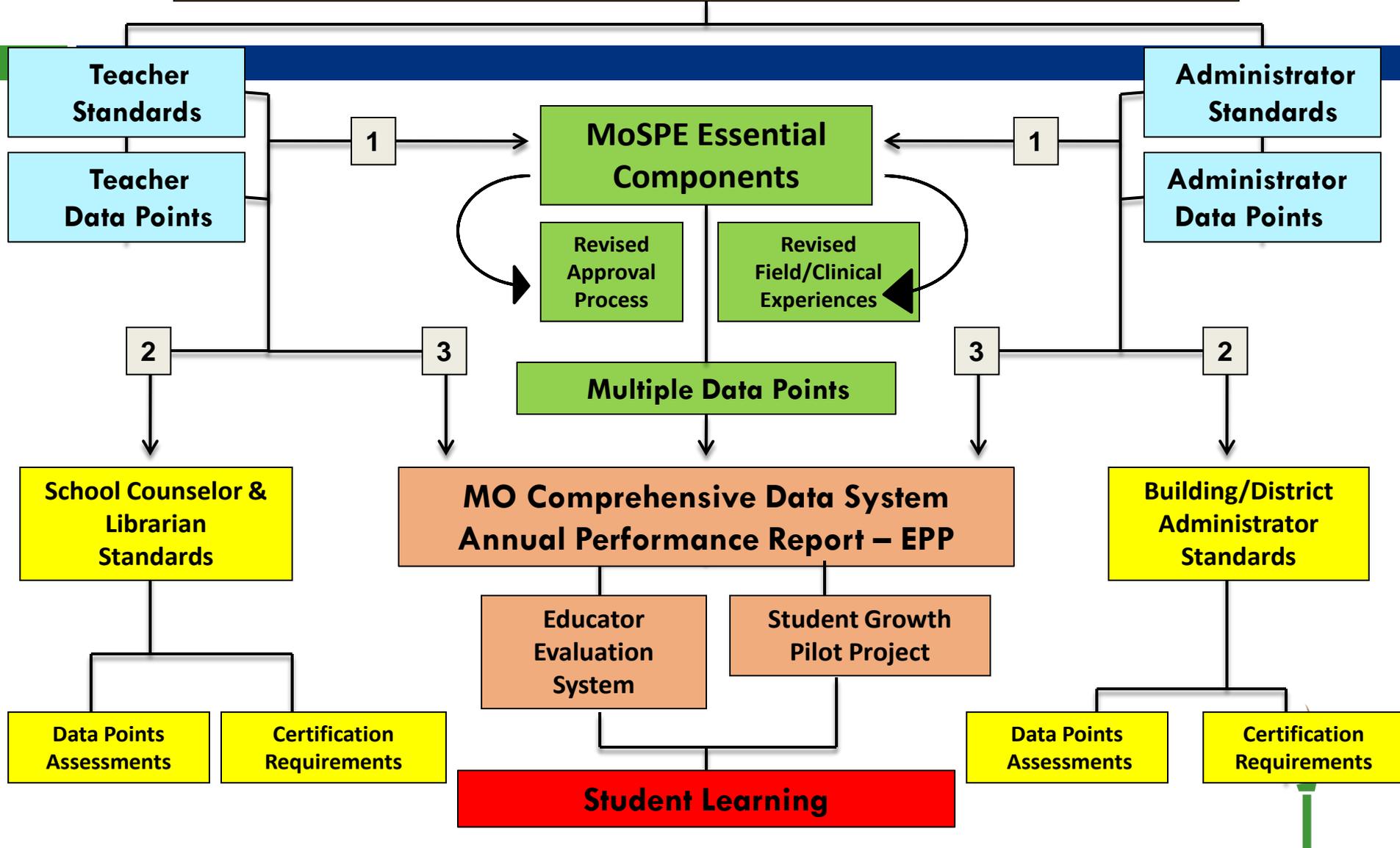
# Our Shared Responsibility

3

- **Build Our System of Continuous Improvement**
- **Establish Standards, Quality Indicators, & Professional Continuum**
- **Redesign of Educator Preparation**
- **Develop Missouri Educator Evaluation System**
- **Revision of Certification Requirements**



# Development of Performance Evaluation Systems and Redesign of Educator Preparation





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# Policy Goals



- **Data-Driven Accountability System**
- **Stakeholder Involvement**
- **Transparency**
- **Continuous Improvement & Innovation**
- **High Quality Preparation Programs**

# Technical Advisory Committee

- **Goal – Provide Outside Expertise**
  - **1<sup>st</sup> Draft of Annual Performance Report**
  - **Upcoming Transitions**
  - **Evaluation of Our Work**

# Expert Recommendations

- **Use Two-Tiered Approach:**
  - ▣ **Measure the Standards**
  - ▣ **Recognize Excellence & Innovation**
- **Establish Multiple Levels of Performance**
- **Use Multiple Years of Data**
- **Focus on Student Impact**



# Four Indicators

- **Standard 1 – Academics**
  - **1.1 – Licensure Assessment Pass Rate**
  - **1.2 – Content/Program GPA**
  
- **Standard 3 – Performance in Field and Clinical Experiences (*Under Development*)**
  
- **Standard 4 – Candidates to Beginning Educators**
  - **4.1 – Preparation of 1<sup>st</sup> Year Teachers**
  - **4.2 – Preparation of 1<sup>st</sup> Year Teachers (Principal's Response)**



# Standard 3 – Performance in Field and Clinical Experiences

- **Indicator 1 – Performance Assessments**
  - **Missouri Pre-Service Teacher Assessment**
    - **Implementation in Fall 2014**
  - **Missouri School Leader Performance Assessment**
    - **Implementation in Fall 2014**
  
- **Indicator 2 – Missouri Educator Evaluation System**
  - **Composite ratings of student teacher**
  - **Implementation in Fall 2014**

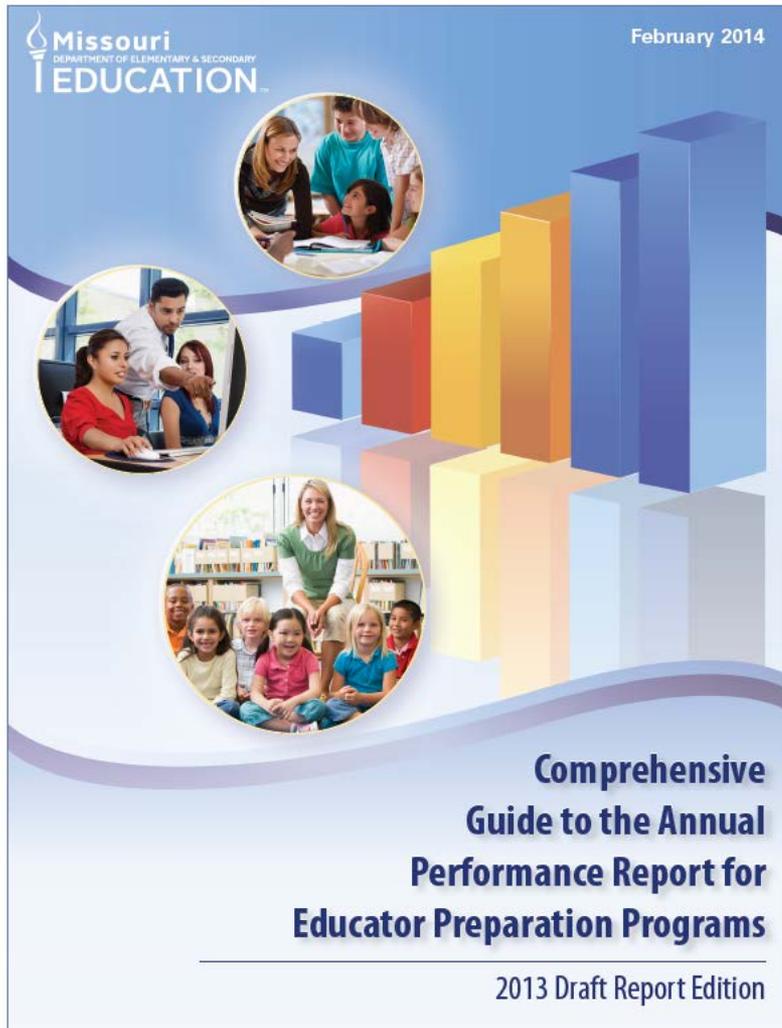


# Understanding the Report

- **Conferences and Webinars**
- **Comprehensive Guide**
- **Reports**
  - **Summary Report**
  - **Graphical Reports**
- **Initial Results**



# Comprehensive Guide



- ❑ **Relates APR to State Standards**
- ❑ **Detailed Calculations**
- ❑ **Rules for Continued Approval**
- ❑ **Phase-In of New Indicators**

# Report Format – Program Summary



## DRAFT Annual Performance Report for Educator Preparation Programs

### Program Summary

DANIEL BOONE UNIVERSITY (999999)

| Program Cluster / Program Certification Area | Standard 1: Academics                               |                                       | Standard 3: Field and Clinical Experiences |                                     | Standard 4: Candidates to Beginning Educators                               |  |
|--|---|---------------------------------------|--|-------------------------------------|---|--|
|  | Indicator 1.1:<br>Licensure Assessment<br>Pass Rate | Indicator 1.2:<br>Content/Program GPA | Indicator 3.1:<br>Under Development        | Indicator 3.2:<br>Under Development | Indicator 4.1:<br>Preparation of First-<br>Year Teachers<br>(Self-Response) | Indicator 4.2:<br>Preparation of First-<br>Year Teachers<br>(Principal's-<br>Response) |
| <b>Administrator</b>                         | MET   | MET                                   |  |                                     | ND3   | ND1  |
| PRINCIPAL 7-12                               | ND1   | MET                                   |  |                                     | ND3   | ND3  |
| PRINCIPAL K-8                                | ND1   | MET                                   |  |                                     | ND3   | ND3  |
| SPECIAL EDUCATION ADMINISTRATOR              | ND6   | ND1                                   |  |                                     | ND3   | ND3  |
| SUPERINTENDENT K-12                          | ND1   | MET                                   |  |                                     | ND3   | ND3  |
| <b>Early Childhood Education</b>             | MET   | ND3                                   |  |                                     | NOT MET   | ND1  |
| EARLY CHILDHOOD EDUCATION B-3                | MET   | ND3                                   |  |                                     | NOT MET   | ND1  |
| <b>Elementary Education</b>                  | MET   | ND3                                   |  |                                     | MET   | ND4  |
| ELEMENTARY EDUCATION 1-6                     | MET   | ND3                                   |  |                                     | MET   | ND4  |
| <b>Grades K-12</b>                           | NOT MET   | MET                                   |  |                                     | ND4   | ND2  |
| ART K-12                                     | MET   | MET                                   |  |                                     | ND2   | ND2  |
| DANCE K-12                                   | ND1   | ND1                                   |  |                                     | ND1   | ND6  |
| FRENCH K-12                                  | ND6   | ND6                                   |  |                                     | ND5   | ND5  |
| HEALTH K-12                                  | ND6   | ND6                                   |  |                                     | ND5   | ND5  |
| MUSIC - INSTRUMENTAL K-12                    | ND1   | ND1                                   |  |                                     | ND1   | ND6  |
| MUSIC - VOCAL K-12                           | ND1   | ND1                                   |  |                                     | ND6   | ND5  |
| PHYSICAL EDUCATION K-12                      | NOT MET   | NOT MET                               |  |                                     | ND2   | ND2  |
| SPANISH K-12                                 | ND1   | ND1                                   |  |                                     | ND6   | ND3  |

ND1 = Insufficient Cell Size  
 ND2 = Insufficient Cell Size; Low Participation Rate  
 ND3 = Indicator Not Applicable  
 ND4 = Low Participation Rate  
 ND5 = No Data  
 ND6 = Insufficient Cell Size (n < 5)

# Report Format – Graph Reports

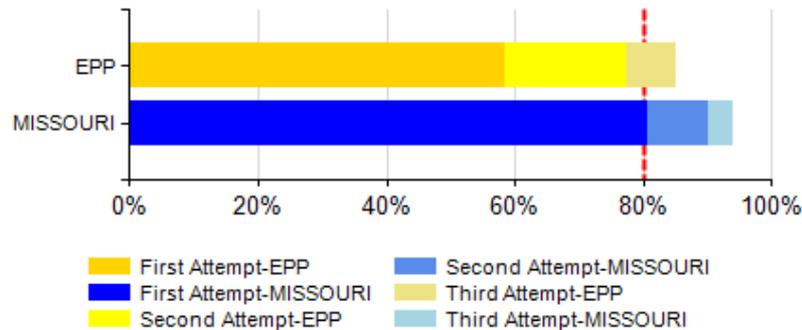
## DRAFT Annual Performance Reports For Educator Preparation Programs

DANIEL BOONE UNIVERSITY (999999)

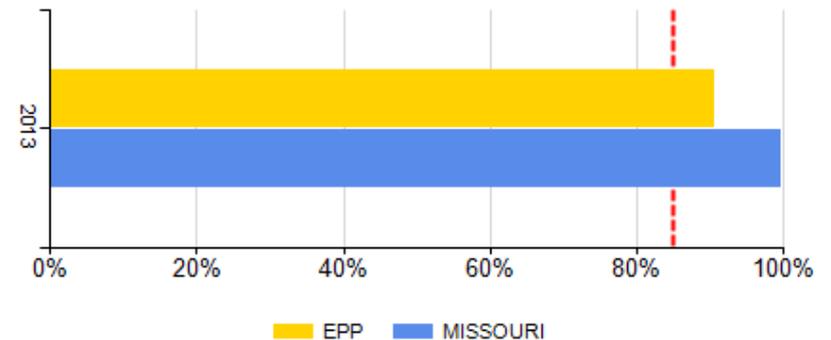
GRADES K-12

### Performance Standard: Academics

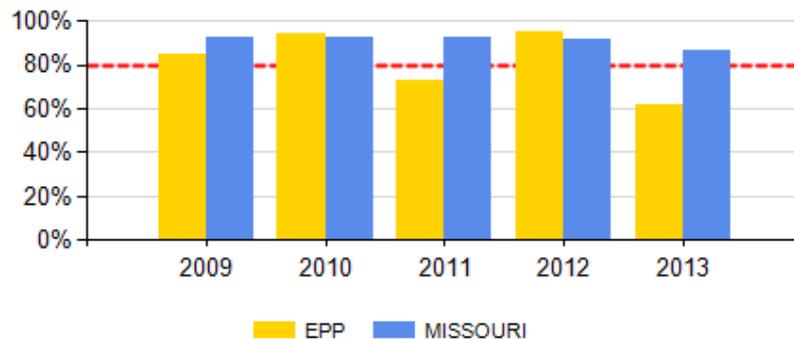
Licensure Assessment Pass Rates  
Status: NOT MET



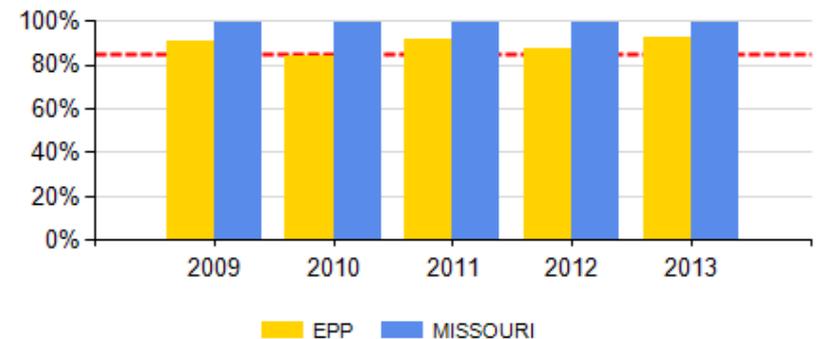
Content/Program GPA for Certification  
Status: MET



Historical Pass Rates (within two attempts)  
(2009-2013)



Historical Content/Program GPA  
(2009-2013)



# Future Discussions

- **Meet with Assessment Directors**
- **Additional Indicators**
  - ▣ **Performance assessments**
  - ▣ **Excellence and innovation**



# Thank You!

- **Preparation Programs**
- **Missouri Association of Colleges for Teacher Education**
- **Department of Higher Education**
- **Coordinating Board for Higher Education**
- **Technical Advisory Committee**
- **Center for Great Teachers and Leaders**





# **UPDATE MISSOURI EDUCATOR GATEWAY ASSESSMENTS**

February 3, 2014

Missouri Department  
of Elementary and Secondary Education



# Missouri Educator Gateway Assessments

- **MEGA's – Three Objectives**
  - 1 – **Recruit the Right People**
  - 2 – **Assess Content Knowledge**
  - 3 – **Assess Clinical Performance**





# Missouri Educator Gateway Assessments

- **1 – Recruit the Right People**
  - **Missouri Educator Profile**
    - **Number Completed = 3,259**
    - **Ethnicity of Norming Group & MO**
    - **Developing Webinars for Advisors**





# Missouri Educator Gateway Assessments

- **1 – Recruit the Right People**
  - **Missouri General Education Assessment**
    - **Number Completed = 1,223**
    - **Program Selected Scores**
    - **Importance of Communication**





# Missouri Educator Gateway Assessments

- **2 – Assess Content Knowledge**
  - **New Content Assessments**
    - **Frameworks/Correlation Tables**
    - **Committee Work**
      - **Bias Review**
      - **Content Advisory**
    - **Opportunity for Comments**





# Missouri Educator Gateway Assessments

- **3 – Assess Clinical Performance**
  - **Standards Based Performance Assessments**
    - **Teachers – End of Pilot**
    - **Leaders – Beginning Pilot**
    - **Counselors – Starting February 4**
    - **Librarians – Starting February 4**



# Recruitment & Retention

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- **Build Model – Target Date May 31, 2014**
  - **Regional & Content Areas**
  - **Capture Current Events**
    - **Pipeline**
    - **Vacancies**
    - **Shortages**
    - **Retirements**
  - **Develop Statewide Recruiting Plan**



# Our Thought Partners

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Central Comprehensive  
Center  
at the University of Oklahoma



Center on  
**Great Teachers & Leaders**  
at American Institutes for Research



**REL**Central  
Regional Educational Laboratory

