

Missouri Advisory Board for Educator Preparation (MABEP)
November 13, 2019
10:00 a.m. - 2:00 p.m.
6th Floor Conference Room, Jefferson Building

Presiding: Paul Katnik, Assistant Commissioner for Educator Quality
Missouri Department of Elementary and Secondary Education

Meeting was called to order at 10:01 am

Members Present:

Paul Katnik, Glenn Coltharp, Cassidy Urie, Jaime Sadich, Cindy Grant, Anissa Gastin,
David Oliver, Vicki Seeger

Members Absent:

Darbie Valenti, Mara Woody, Kathryn Chval

Guests:

Stephanie Berndt, Buddy Alberson, Erik Anderson, Shelly Parks,

Meeting Agenda

I. Welcome (Paul Katnik)

- Introduction of new members
- Review and Approval of September minutes –

Paul motioned to approve September minutes, David Oliver Approved, Cindy Second. Passes unanimously 9/0.

- Feedback on 30 hours required for sub instead of 60 hrs. Suggestion to put an age limit on subs in addition to the cut in credit hours. Maybe a test alternative for subs – not enough people willing to do a test. Increasing sub pay, offering benefits. Edu staff – outsourcing subs. Stedi.org – sub teaching division, find ideas for subs.
- Cumulative GPA – content GPA more important than cumulative GPA.

II. MDHEWD Update (Erik Anderson)

Discussed Higher Educations restructure - Office of post-secondary policy. Goal is to give Missourians as many options as possible, ex. Apprenticeships. Recent work in equity, released report on demographics, income, rural v. urban. Found that students are more likely to retain information from teachers that come from similar backgrounds to themselves. MDHEWD presented report to stakeholders from around that state to give them a chance to improve and digest the results First year focus on access and progress. Year 2 will be geared toward graduate outcomes. Year 3 will focus on affordability. Report limited to public institutions, hoping to get access to the private institutions. Focus on early college students – dual credit high school sources. David added that the equity report is heavy on the educations side and light on business side. The presentation of report should be spread to more business members. Higher Ed should be more inclusive on who is brought to the table. Cindy added insight on consideration of a

bearer with student's working through dual credit classes and being able to pay for the course when the payment is due, sometimes the scholarships aren't approved in time which limits when they can take the course.

III. Missouri Standards for Professional Educators (MoSPE)

- **Substantive and structural revisions in process** – Slow process down. Add glossary of terms, appendix for qualifications for field experience. Timeline: January – present revisions to DESE. February - present to MABEP. March - take to State Board of Education.
- **Foundational Program Practices Checklist (Items Not Waived Checklist)** –
- **Rule-making process with 5 CSR 20-400.440** – Reference standards. Clarifying, reformatting, all things worded accurately. Ready for review in February.

IV. Educator Assessments (Paul Katnik)

- **Content Assessments** – 7 tests currently under revision for launch in fall 2020: Elementary test merging from 4 to 2. Building level administrator test redevelopment of selected response and no constructed response, continued required performance assessment. Science tests reduced to 4 tests. Reading specialist test added. Paul asked if the reading specialist assessment/certification will be helpful to districts. Majority responded that they use this certification for Title I teachers. MoGEA – revised to align with DHE Core 42 work. Core 42 is intended to making GenED transferable. Addressed MU not taking courses from other institutions. – Glenn & Erik agreed. Geared toward public institutions, some private are coming on board. Course is submitted without prior institutions info to a review team at the institution for a blind review. Continue MoGEA as a requirement for institutions? –Glenn
- **Performance Assessments** – MEES, continuing to collect data for analysis this year, development of audit. Added school counselor. Meeting with reps at spring20 meeting. Admin. 2.0 version. Spring 20 blind scoring taking place.

V. Outreach Plan (Paul Katnik)

- **Update on progress** – Teacher shortage is getting worse, difficulty attracting new workforce members. Parents don't want their kids to be teachers. Questions on recruitment and retentions issues, salary, climate in schools. Improved total enrollment in Ed prep programs. Average salary compared to boarder states is low. Pay is the main reason that teachers are leaving/not entering the workforce followed by leadership/support. 1 in 5 have a second job just to make ends meet. Sept Meeting – up the number of years in critical shortage area. Research on salaries, starting salary compared to cost of living. Options on what amount matters. Biggest problem facing schools is financial support. Majority of students don't feel that teaching is a career option for them. Teachers need to push the teaching workforce.
- **Performance Assessments**

Working Lunch Discussion:

Counselor Internships: Kim Bailey, State Board of Education

Practicums – Using the professional style LPC's to base the structure for school counseling.

Addressing the counselor shortage issues – achieve in a no diagnosis way. Jamie asked how long

the internships last – one and a half years. Cindy – partnerships with social workers, explore opportunities with outsourcing counselors. Market these opportunities. Get the larger associations involved. Jaime asked how to fill the need long term? Who will be the case manager for these ongoing issues? Kim proposed a blessing from MABEP to bring in some outside agencies to work through the logistics. Board unanimously agrees.

Teacher prep Paul Wagner: – DESE is a barrier for what teachers need to be successful. Stronger relationship with DESE and DHE to keep us out of legislation. Don't want to be the roadblock in preparation. More of a discipline concern over content. David suggested a follow-up with legislators or superintendents to define the issue. Cindy suggested the universities gather feedback from the districts. Not all on the universities. Kim Bailey - Be sure to communicate that cultural competencies are urban as well as rural. Glenn asked how to prepare a teacher for all the challenges in the profession? David, proposed a meeting to discuss movement on making teachers more aware of those cultural challenges in various areas of the state. Invite superintendents from around the state to this meeting. Anissa added that it takes practice in dealing with these cultural/mental health issues.

VI. Outreach Plan (Paul Katnik, Shelly Parks)

- **Recruitment and Retention Teacher Table**
 - a. Recommendations – PR Plan, funding for GYO, financial implications,
 - b. Salary proposal – Not presented to the board. Recommend to move the minimum up from 25K. Also bump each teacher some amount. The state will assist in this movement. Taking 3 strategies to the board in January.

VII. Grow Your Own campaign (Shelly Parks)

- **Start-Up Grants** – award 5 \$10,000 grant to rural and urban districts in the state. Put in half a million in the governor's budget for GYO programs. Superintendents on the road to recruit for teacher workforce. David suggested to get GYO into the media. Connecting Shelly and David to achieve that.
- **Linking PK-12 and EPP**

VIII. Final Questions and Discussion (All)

- Upcoming meetings: February 26, 2020 and April 15, 2020
- Set agenda for next meeting – MoSPE revisions, Report on board presentations (outreach update), cultural competencies, pull sample of competencies, tracking on these experiences by Vicki Seeger, Cassidy's take on cultural competencies with the MEES. Define cultural competencies. Matrix review, state data on practicums
- Adjourn 2:03 Jaimie motioned, Cassidy Urie approved and David Oliver seconded.