

Missouri Advisory Board for Educator Preparation (MABEP)
September 26, 2018
10:00 a.m. - 2:00 p.m.
6th Floor Conference Room, Jefferson Building

Presiding: Rusty Monhollon, Assistant Commissioner for Academic Affairs
Missouri Department of Higher Education

Meeting was called to order at 10:02 a.m.

Members present:

Kathryn Chval, Cindy Grant, Beth Houf, Paul Katnik, Rusty Monhollon, David Oliver,
Victoria Seeger, Cassidy Urie

Members absent:

Dennis Carpenter, Glenn Coltharp, Diana Rogers-Adkinson, Darbie Valenti

Guests present:

Tammy Allee, Beth Davey, Daryl Fridley, Suzanne Hull, Kim Nuetzmann, Stacey Preis,
Margery Tanner

I. Introduction

Rusty Monhollon called the meeting to order and asked all attendees to introduce themselves.

- Approval of January & March minutes

Rusty requested all members review the minutes. They are not able to be voted on at this time until a quorum has been established.

A quorum was established. Motion to approve the January and March minutes made by David Oliver, second by Cindy Grant. No discussion. Minutes approved.

II. Joint Meeting: SBE and CBHE

- Feedback from the boards

The Joint Meeting of the State Board of Education and Coordinating Board of Higher Education occurs each year following the DESE Administrator Conference. Glenn Coltharp and Kim Nuetzmann presented to the Boards.

An update of MABEP work around teacher candidates and the new MEES system were presented to the Boards. The Boards had questions around teacher retention and mentoring. Also, many questions from both Boards were asked around teacher shortages and how we can address that. Comments were received about the need for diversifying all of our society, especially the boards of focus groups and regional advisory groups in various areas. There is a need to focus efforts to recruit and reach various audiences across the state. The question of “Is the old

traditional model to prepare people to be educators working? If not, what are we doing to address that?" was also asked.

David Oliver talked about the Kansas City Teacher Residency program and would like to get more information for MABEP on their program. They are expanding and have been very successful. Can the St. Louis and KC models be replicated in rural areas? Some alternative routes to certification don't address diverse candidates but do address rural area needs. There is significant outside money associated with KCTR and the St. Louis Teacher Residency programs. KCTR partners with Park University and St. Louis with Washington University.

The University of Missouri MPER Fellows Program was a successful master's program for first year teachers. More than 1,000 teachers completed the program. The program has been renamed and redesigned, now called the MPER Scholars Program. Participants are teachers in their first 3 years of teaching. The master's program is now completed over two academic years and the summer in between. MU gives a 50% tuition discount so participants pay half tuition. Participating districts provide mentoring. Participants are now considered school employees and receive their full-time teacher's salary, benefits, retirement, and time toward tenure while participating in the program.

Teacher shortage is a statewide issue. The shortages look different depending on the area of the state and content area.

Board question, how do programs compare and what are we doing with programs that aren't good? Good data will help provide the needed information.

Board question, how many people are enrolled and end up working? In general, 15% cut each time. They go out of state, stay home, private schools, internationally, etc. 30% that start in program do not teach in public schools. How many are not in profession after five years?

*****It would be interesting for MABEP to look at different cuts of data. Receiving data from non-public colleges/schools would be beneficial. Paul and Suzanne will look into this more.***

III. Missouri Educator Evaluation System (MEES)

- Update on Trainings
- Content Validity process
- Feedback Process
- Next Steps

Kim Nuetzmann updated the group on the [MEES Teacher Candidate Assessment Transition and Field Testing](#). A committee worked throughout the year on how to move forward with moving to one performance assessment. In the fall semester around 1,500 cooperating teachers and spring semester around 3,000-3,500 cooperating teachers work with university supervisors. Cooperating teacher forums helped to create this work – which helped them feel valued, have more of a voice and create additional trainings.

Suzanne Hull thanked Kim Nuetzmann and Daryl Fridley for the work they do with the MEES and APR groups.

IV. Missouri Transforming Educator Preparation (MoTEP)

- September meeting
 - a. Partnerships
 - b. Data
 - c. APR
- Teacher Preparation Data Network (TPDN)

MoTEP met earlier in September and had a great meeting with good attendance. APR recommendations and partnership group both came out of MoTEP.

Partnership Team – new voices to the team. The team talked about equity of student teacher placements across the state. How can EPPs promote diversity of placements (urban/rural)? Kathryn Chval spoke about a program MU has with sending prospective teachers to India to teach for six weeks. ***MABEP would be interested in understanding the improvement of kids being taught by American teachers.***

Some schools offer mileage or housing as an incentive to student teachers who don't live close to the district. MU is doing a recruitment fair to let junior students meet with prospective school districts for student teaching. SEMO is sending out letters to school districts to see what their future needs are for teachers so better placements may be made.

Data Team – This team is led by Larry Flakne and David Lineberry from the MU Hook Center, College of Education along with Data Officers from UMSL. They administered landscape survey to see what data systems are being used. Received 35/40 surveys sent out. ***MABEP would like to have someone from the Data Team present to the group in March.***

TPDN – is a spin-off of NTEP. Missouri was invited to attend and a team will be meeting in Denver the first part of October. Sankalp (Assessment), Beth Kania-Gosche (MACTE), Diana Rogers-Adkinson (MABEP/Deans), Jeff Falter (ODSM), Paul Katnik and Suzanne Hull (DESE) will complete Missouri's team. Missouri is one of three Tier III states in the country from all the work that has been done so far. The question was asked as to how we measure impact data of teacher candidates. In addition, how well students are doing, one-two-three years out and with their students.

During a conference call with a CCSSO representative and TPDN representative – talked about Missouri collaborative effort, the TPDN representative appreciated hearing the collaborative effort from Missouri's team and that it was authentic unlike other calls she had previously participated in. Other Tier III states are Massachusetts and Georgia. Suzanne and Paul should have more to share in

March after meeting in Denver, Colorado in October and Jacksonville, Florida in February.

APR Team – Daryl Fridley updated the group and stated that dropping MoPTA makes the MEES more important.

MoSPE – There is a need to have standards and indicators reviewed. Suzanne has asked for feedback and input to revise this year. Due to collaboration and communication happening now, this will make the process more authentic.
MABEP would like an update on the new language at the March meeting.

V. Certification Updates

- Missouri Advisory Council for Certification of Educators (MACCE)
 - a. Temporary Authorization Certificate (TAC)
 - b. Dyslexia (Elementary, Early Childhood, Special Education)
 - c. Administrator Certificate
 - d. Science (Biology, Chemistry, Physics Earth Science)

Margery Tanner gave an update on Certification. There has been a subcommittee working on the TAC certificate which is used for people who have degree in a content area and want to transition into education. They have been working to update language to align with current standards, and what areas of certification are available to receive a TAC. Approximately 200 TACs are issued each year with the majority in mild/moderate special education. MACCE has already passed a motion to remove counselors from being able to receive TACs after receiving a presentation and information from the Missouri School Counselor Association.

Dyslexia Taskforce – The Dyslexia committee recommended updating literacy requirements without adding any additional hours. Requirements will go into effect August 2019.

Administrator Certificate – MPEA has been working on revising requirements for building level administration for over a year. The subcommittee had representatives from over 20 institutions. MACCE reviewed the recommendations and had discussions of maybe increasing the required teaching experience to five years before they were eligible for an administrator certificate. MACCE will discuss this more at their December meeting.

MABEP would like data on the number of years' experience of administrators in the state and how many years of teaching individuals have before becoming a principal. They would also like this information broken down by gender and ethnicity.

Science – There are currently nine areas of science including unified sciences. A recommendation was made to MACCE and was supported to discontinue unified and general science certificates. In the last three years, only 18 certificates were issued in these areas, with 15 of those being in unified biology.

Motion made by Cindy Grant to discontinue the issuance of general science and unified science certificates. Seconded by Kathryn Chval. Motion passed 8-0.

VI. Assessment Revision Process

- Development and piloting

Suzanne Hull presented an update on the [Assessment Revision Process](#). EdPrep and PK-12 partners have helped DESE to get where we are today. MPEA created the School Leader Performance Assessment that is now being used and provided it to all school leader programs. Pearson will be sending out blast survey to teachers in PK-12 all areas to survey them to conduct a Job Analysis Study.

Assessment Design Team – The team recommended a new social science 9-12 content assessment design. For the School Leaders K-12 assessment, MPEA recommended removing constructed response questions and contain selected response items only. Goal is to have these operational by Fall 2019.

2020 Assessments to be reviewed will include redesigns of MoGEA, Elementary Education, Science 9-12 and a new assessment for Special Reading. Looking into whether the ACT could work in place of MoGEA. A correlation study is being completed by several EPPs.

VII. Grow Your Own (GYO) Project

Beth Davey, Missouri's current Teacher of the Year co-chairs GYO Task Force with Linda Glasgow, a former Missouri Teacher. GYO programs are meant to have students graduate and come back to their home school district as a way to help with recruitment and retention in the schools. 64% of teachers leave profession in first five years and 33% say they won't be teaching in five years. GYO programs are used as an opportunity to mentor high school students as they prepare for college. Incentives offered by schools include scholarships, guaranteed interview or even a guaranteed job after graduation.

Vision – Identify early, provide mentoring so they are well equipped and inspired to stay in the profession.

Goals – Resources for districts across state to help support the program and model what the mentorship process could look like. State goals – Recruiting diverse and male students to be educators. GYO will be presenting to MSBA and MoASSP at their upcoming conferences. Their hope is for every school to have a sustainable teacher pipeline program and are pursuing legislative support.

DESE has submitted a new decision item to the governor for GYO Start-Up Grants to give a specific dollar amount to a school district to get a start-up program, \$250,000 has been requested – high minority, low income or rural schools.

VIII. Final Questions and Discussion

IX. Adjourn

- Next meeting: March 27, 2019, from 10:00 a.m. – 2:00 p.m.

Motion to adjourn by David Oliver, second by Kathryn Chval. Motion passed.