

**Missouri Advisory Board for Educator Preparation (MABEP)**  
**Wednesday, September 9, 2020**  
**10:00 a.m. - 12:00 p.m.**

**Presiding:** Paul Katnik, Asst. Commissioner for Educator Quality, MODESE  
Mara Woody, Asst. Commissioner for Post-Secondary Policy, MDHEWD

Meeting was called to order at 10:05 a.m.

**Members Present:** Paul Katnik, Mara Woody, Cassidy Urie, Glenn Coltharp, Cindy Grant, Erica Lembke, Jaime Sadich, Clayton Ivie, Vicki Seeger, Anissa Gustin, Quincy Rose, David Oliver

**Members Absent:** Shelly Parks

**Guests Present:** Stephanie Berndt, Buddy Alberson, Jaimie Foulk

**Meeting Agenda**

- I. Welcome (Mara Woody)
- Review and Approval of April minutes  
Cindy Grant motioned to approve April minutes. Glenn Coltharp seconded the motion. Passed unanimously 12/0.

II. Internal Equity Audit (Mara Woody and Paul Katnik)

The goal of this audit is to ensure that DESE and MDHEWD are recruiting and retaining the best staff. The departments will look at areas that effect both DESE and MDHEWD, focusing on equitable education. MDHEWD is working on dual credit and onboarding policies at their Department. DESE is looking at the impact of cumulative GPA and onboarding policies at their Department. It is the intent of both departments to improve leadership development, consider equity (internal culture) and make policy changes based on what is found.

III. COVID-19 Impacts (Mara Woody)

This discussion was on the impacts to the departments, impacts on teachers and education. The take away from what was experienced in the spring 2020 is that we need to incorporate virtual learning and teaching into the curriculum of higher education institutions. Inequities played out at many different levels. Higher education students struggled to gain access, especially in rural areas. It was suggested to bring back discussion on equitable access.

IV. Certification changes (Paul Katnik)

- Substitute teacher certificate

The new alternative was developed to address the substitute teacher shortage by introducing more subs as well as better prepared subs to districts. DESE has developed a secondary route to substitute teacher certification. An individual

can gain substitute certification by either obtaining 60 college credit hours **or** 20 hours of DESE approved training. An emergency amendment has been filed to add the 20 hours of approved training as an additional route to gain substitute certification. The State Board of Education approved this amendment with the promise that DESE will provide data showing this route is effective. Kelly Services and Penmac have agreed to work with DESE to determine how well substitute teachers are prepared based on the training. Some districts have stated that virtual teaching may make collecting this data challenging. Motion to have this rule become permanent in rule. Glenn Coltharp motioned to approve, Cindy Grant seconded the motion. Passed unanimously 12/0

- Cumulative GPA requirement

The plan is to keep the content GPA requirement and eliminate the cumulative GPA requirement for teacher certification. The issue is that cumulative GPA creates an equity barrier for quality candidates. Research indicates that Missouri is the only state that calculates a cumulative GPA as an exit requirement. Missouri requires multiple measures to become certified and this move would only be eliminating one of these measures. Motion to approve the elimination of cumulative GPA requirement. Jaime Sadich motions to approve, Anissa seconded the motion. Passed unanimously 12/0

- Micro-credentials overview

The idea behind this is to address principals that do not intend on gaining a superintendent certification. As of now principals have to complete a degree to upgrade to a career certification. This would alter this requirement by offering the completion of micro credentials in place of the additional degree. This would be an alternative to completing a specialist degree. All other requirements like professional development will remain in place. The cost will be about \$175.00 per credential. This will likely go before the State Board of Education in December.

V. Suspension of 2020 APR (Jaimie Foulk)

When COVID-19 hit in spring 2020 and caused the closure of K-12 schools, this lead to no field experiences, no testing sites, and no admission exams. APR is the way that we evaluate programs on an annual basis, and the data is drawn from these field experiences and testing. In turn this created a suspension of the 2020 APR. There will be no data collection **only** for 2020.

VI. FA20 Alternative Field & Clinical Experiences (Jaimie Foulk)

When faced with the pandemic in the spring of 2020 there had to be alternatives provided to the institutions for completing field and clinical experiences. The educator preparation programs were asked to agree to use resources and report back to us how well they are working. These resources are shared on the MACTE website.

VII. Analysis of SP2020 MEES Data (Jaimie Foulk)

The MEES is the performance evaluation for student teaching. This is a collection of formative and summative scores. Spring 2020 did not provide a summative score but a formative score was collected. These scores helped to determine what was lost during the pandemic in spring 2020. This data showed lower scores specifically around differentiation of instruction, critical thinking skills in students, and the use of formative and summative assessments. Findings will be distributed to appropriate institutions to assist and monitor what can be done to improve these areas. A team will look deeper into MEES data to determine what role equity plays into this evaluation.

VIII. Online MEGA Testing (Jaimie Foulk)

Spring 2020 caused closure of testing sites. This created issues with those wishing to obtain certification. Pearson and DESE had to develop a plan for how students will be able to take these assessments remotely. Pearson is working to create online test options. This would be possible for almost all tests. Timeline proposed by Pearson will be rolled out in 4 batches. They plan to have tests available by the end of December 2020.

IX. Discuss MABEP meeting dates for next year (all)

- November 4, 2020 – Virtual
- February 3, 2021
- April 7, 2021

X. Final Questions and Discussion (All)

- Schedule next year's meetings
  - Set agenda for next meeting
  - Adjourn
- Motion to adjourn at 11:55 a.m. by Quincy Rose, seconded by Glenn Coltharp.  
Passed unanimously 12/0.