

Paul Katnik
Office of Educator Quality
Educator Preparation



Outreach Plan Update

September
2019



Outreach Plan

- **Phase 1: Gather and analyze data**
 - Administrator survey data presented May 2019
 - Teacher survey data presented May 2019
 - Focus groups data presented September 2019
 - Goal 6: parent survey in process
 - Goal 7: student survey by October 15
- **Phase 2: Engage key stakeholders to formulate strategies**
- **Phase 3: Implement strategies and monitor progress**

Outreach Plan Update



Goals 3-5: Focus Groups



Focus Groups

Urban Setting Actionable Feedback

- Provide districtwide cultural competency training
- Create student teaching practicums over 16 weeks
- Train principals to better support teachers
- Create an accelerated certification path for para-professionals
- Partner new teachers with master teachers
- Increase cultural diversity understanding and its impact on learning
- Expand teacher capacity to analyze and use data
- Increase understanding on the use of restorative practices

Focus Groups

Rural Setting Actionable Feedback

- Seek ways to ensure comparable salaries
- Expand certification grade ranges (i.e. K-6, 7-12, Science 7-12)
- Create longer student teaching experiences
- Reduce 60 hour requirement for substitutes
- Encourage tax breaks for educators
- Create Grow Your Own (GYO) programs
- Expand mentoring to 3 years
- Educate candidates on the benefits of the retirement system
- Explore ways to assist in paying off student loans

Focus Groups

Teacher Education Programs Actionable Feedback

- Raise the number of hours (550) for retired teachers
- Eliminate the cumulative GPA (2.75) requirement
- Explore options for providing full scholarships
- Create alternate certification routes for para-professionals
- Intentionally recruit male and diverse candidates
- Address financial difficulty of student teaching
- Offer comparable salaries to help recruitment
- Build support for teacher candidates (parents, friends, teachers)
- Strengthen partnerships with school districts

Outreach Plan Update



Teacher Salary Projections



Ranking Comparable Salaries

- Average starting salary for each state

(NEA, 2017-2018)

- Comparison of average starting teacher salary to average salary for “all occupations”

(Bureau of Labor Statistics, 2018)

- Ranking of each state based on how new teachers were paid versus the rest of the workforce

Ranking Comparable Salaries

general findings

- On average, **entry-level teachers are paid 21.8% less** than other workers in their states.
- **Colorado had the largest pay gap—40% less** than the average salary in the state.
- If a teacher moved from Denver, Colorado, to New Orleans, Louisiana, they'd **instantly improve their standard of living by approximately 50%**
- Even though the **D.C. has the highest starting salary for teachers**, it still ranks low (#50) because of the difference between teachers' salaries and other workers

State Ranking of Comparable Salaries

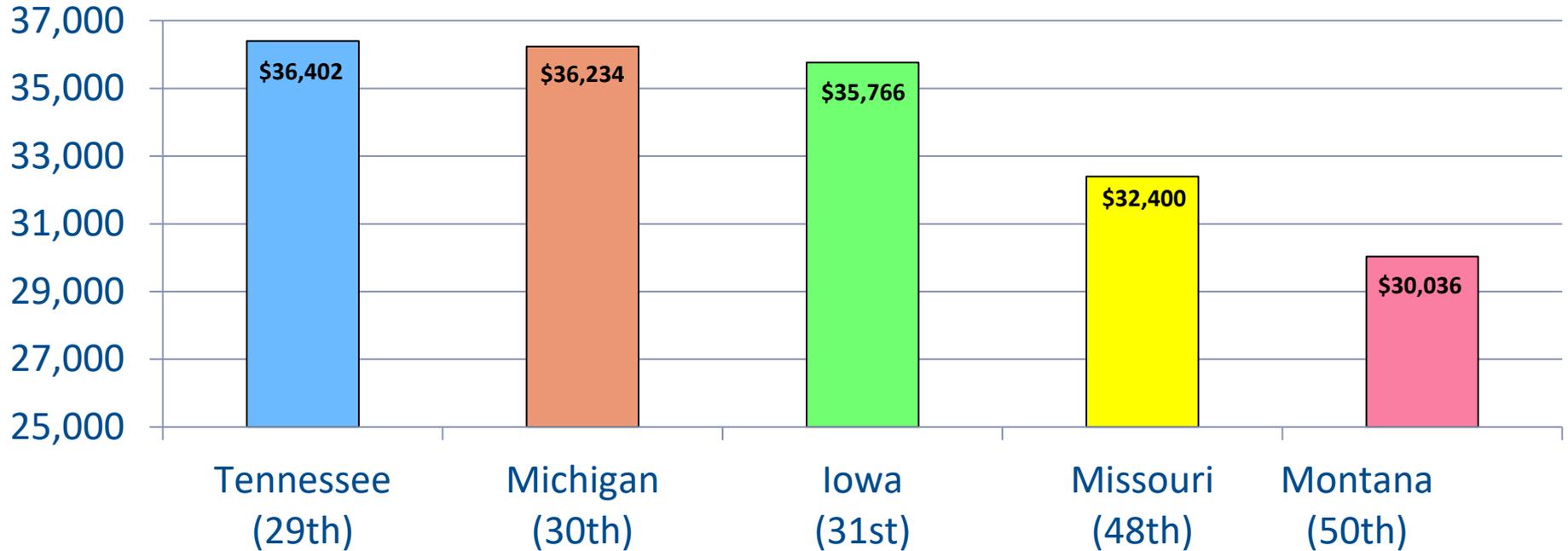
- Missouri (49th) -30.6% less than other workers (teachers \$32,226/others \$46,460)
 - D.C. (50th)
 - CO (51st)
- Oklahoma (41st) -27.6%
- Illinois (40th) -27.1%
- Nebraska (36th) -26.2%
- Kansas (25th) -21.0%
- Arkansas (18th) -19.8%
- Iowa (16th) -19.7%
- Tennessee (12th) – 16.5%
- Kentucky (9th) 14.9%

Sources

- U.S. News, “[Education Rankings](#)”
- National Education Association, “[2017–2018 Average Starting Teacher Salaries by State](#)”
- Bureau of Labor Statistics, “[Occupational Employment Statistics: May 2018 Occupational Profiles](#)”

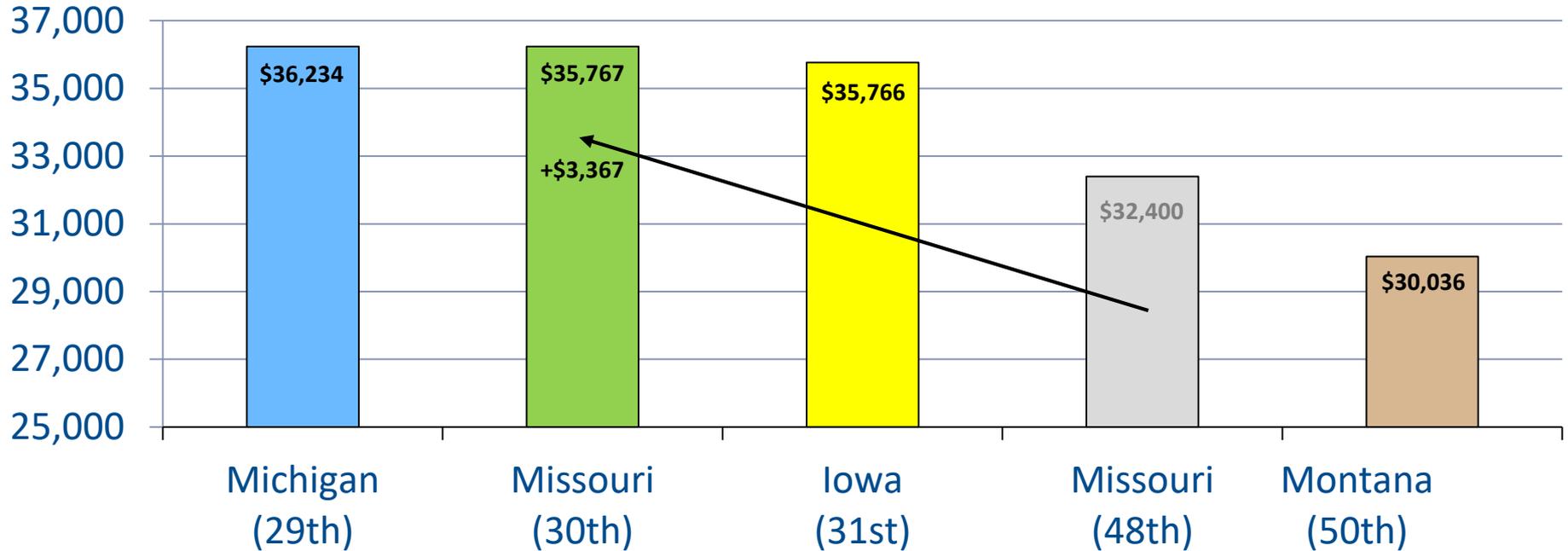
Missouri Ranking 48th

Average Starting Salary



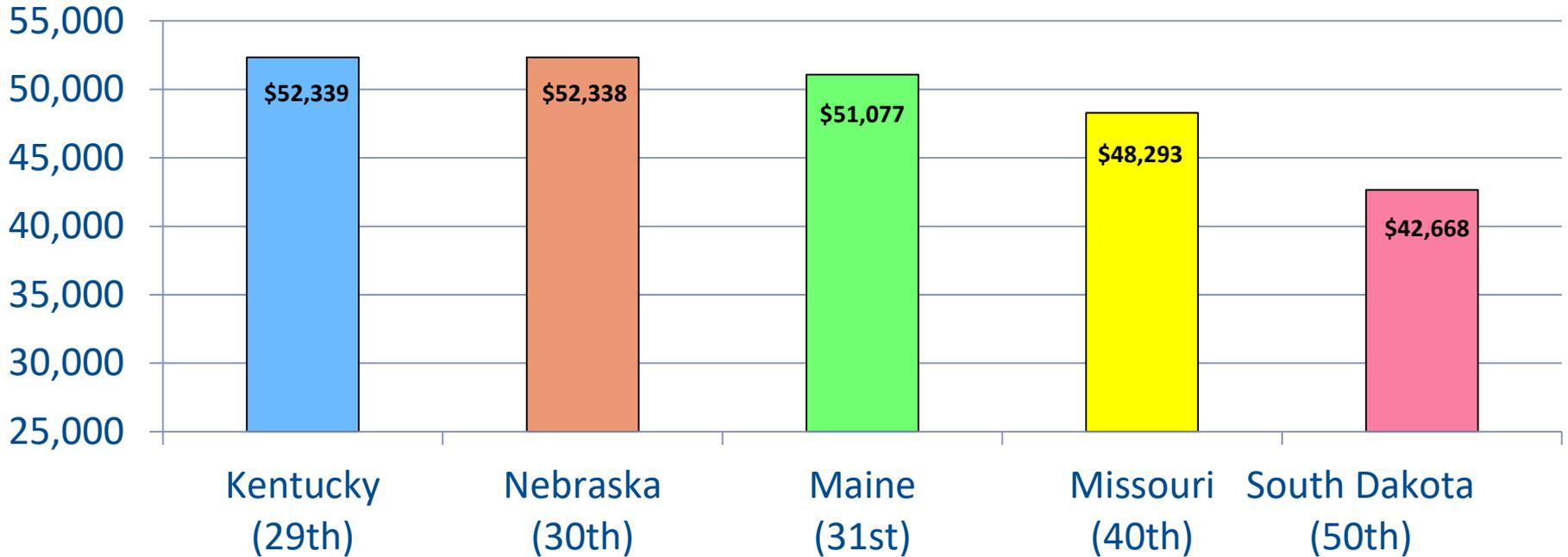
Missouri Ranking 48th to 30th

Total Estimated Cost of \$236 million



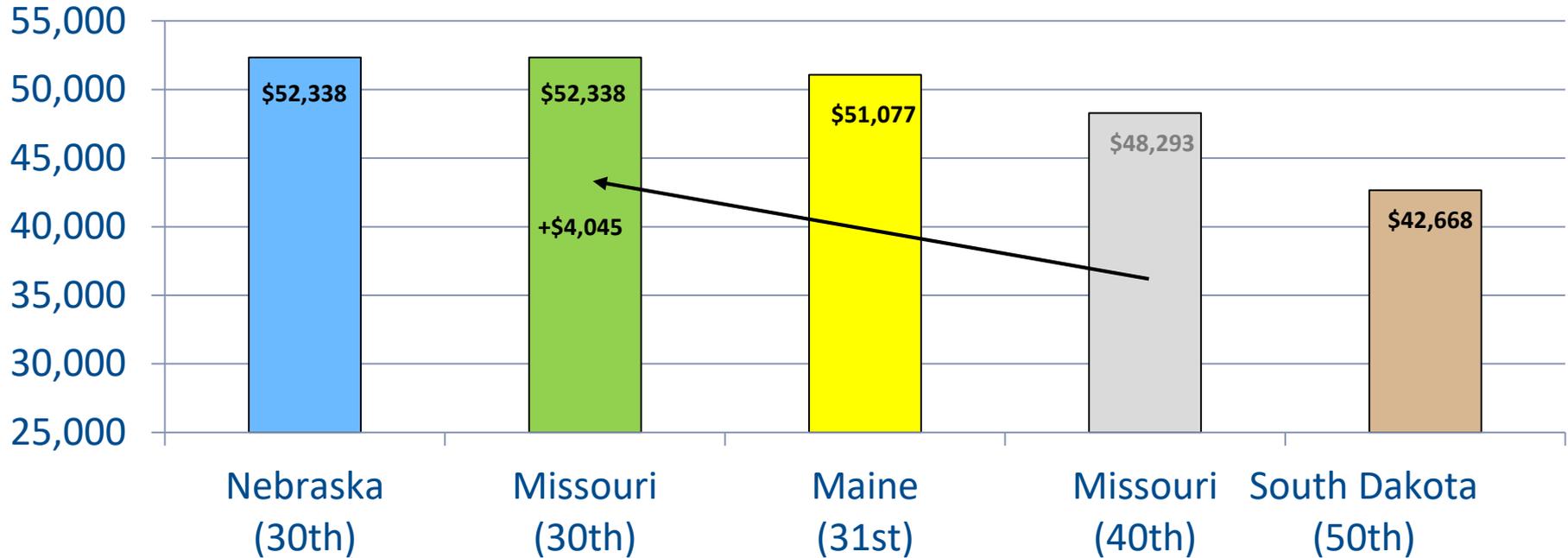
Missouri Ranking 40th

Average Salary



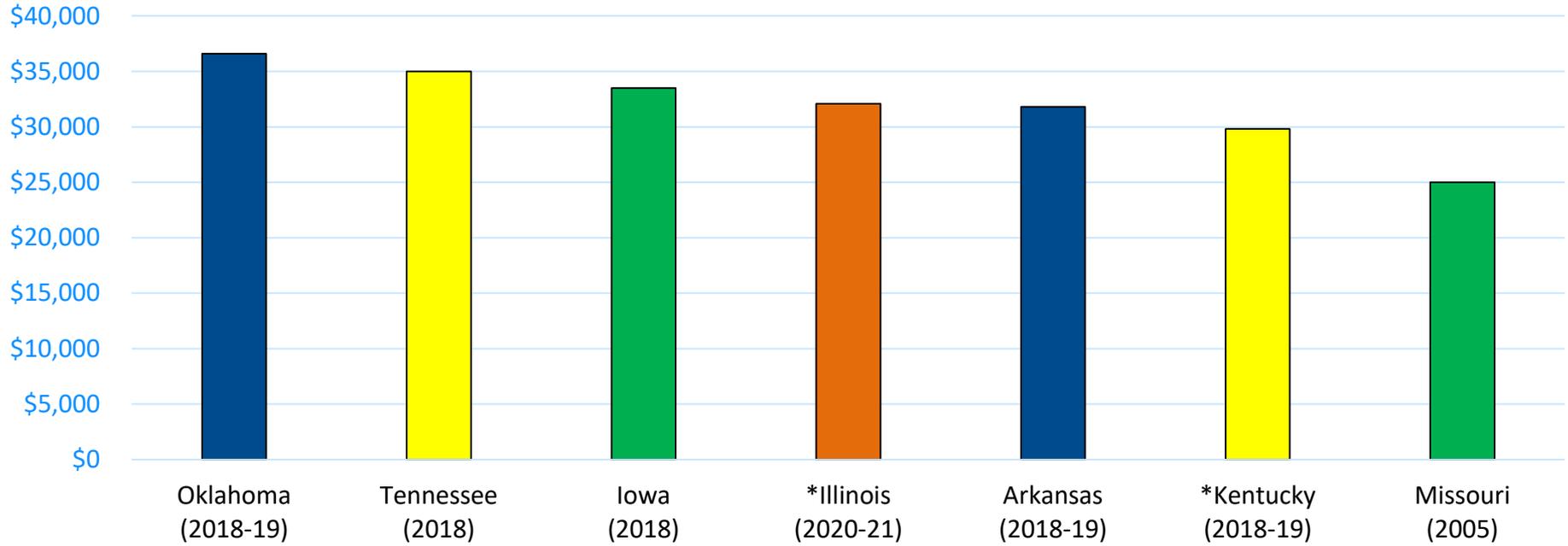
Missouri Ranking 40th to 30th

Total Estimated Cost of \$283 million



Minimum Teacher Salary

No minimum salary: Kansas and Nebraska

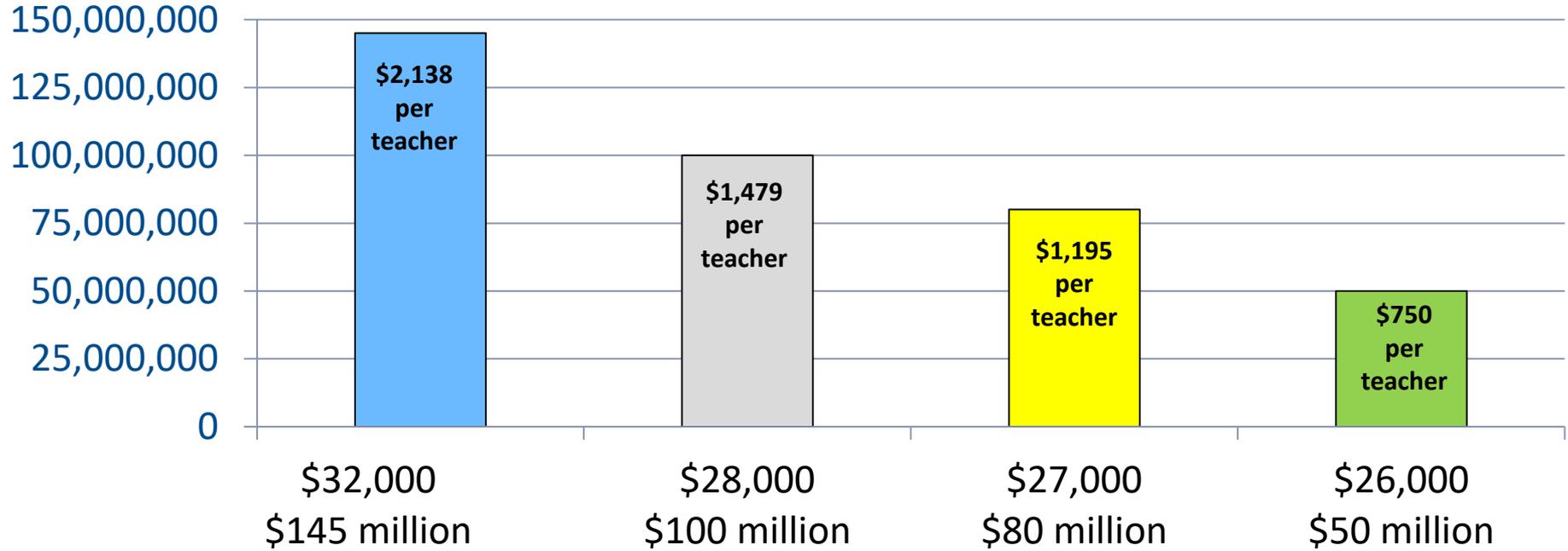


Illinois: \$40,000 (2023-24)

Kentucky: Rank III schools

Raising the minimum

minimum teacher salary \$25,000 (163.172 RSMo)



Possible Options for Funding

Not Recommendations

- Better use of resources
- New revenue
- Repurpose revenue
- Career and Teacher Excellence Plan (Career Ladder)

Paul Katnik @ paul.katnik@dese.mo.gov

573-751-2931