

MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:		February 2020	
OUTREACH PLAN UPDATE			
STATUTORY AUTHORITY:		<input type="checkbox"/>	<input type="checkbox"/>
Section 161.098, RSMo		Consent Item	Action Item
		<input checked="" type="checkbox"/>	Report Item
PRIORITY AREA			
Educator Recruitment & Retention			
SUMMARY			
<p>The Teacher Workforce Outreach Plan was presented to the State Board of Education at the March 2019 meeting. Updates were provided in May, September and, December 2019, and in January 2020. The plan provides direction and focus for addressing challenges and issues regarding teacher recruitment and retention.</p> <p>This presentation will be an overview of actions that will be considered by the State Board of Education in support of recommendations to improve teacher recruitment and retention in Missouri.</p>			
PRESENTER			
<p>Paul Katnik, Assistant Commissioner, Office of Educator Quality; and Shelly Parks, Teacher, Francis Howell R-III High School, 2019 Missouri Teacher of the Year will participate in the presentation and discussion of this item.</p>			

Outreach Plan Update

February 2020





Outreach Plan



State Board of Education

Actions

Recruitment Recommendations

*Develop and implement a **Public Relations Plan** to increase teacher recruitment*

Participate in public service announcements

Recruitment Recommendations

*Expand and refine the **Grow Your Own (GYO) Campaign** to increase teacher recruitment*

Advocate for providing additional GYO Start-Up grants

Implement incentives to encourage school districts, and charter schools to have an active Grow Your Own program

Recruitment Recommendations

*Implement strategies that **Provide Incentives and Reduce Barriers** to increase teacher recruitment*

Eliminate the requirement for the cumulative GPA

Approve revisions to the substitute certificate

Recruitment Recommendations

*Implement strategies that **Provide Incentives and Reduce Barriers** to increase teacher recruitment*

Approve guidelines for an Innovation and Equity Fund

Retention Recommendations

Expand Leadership and Professional Learning Opportunities to increase teacher retention

Approve guidelines and policies to enhance mentoring opportunities for new teachers

Approve a Master Teacher Certificate

Retention Recommendations

Expand Leadership and Professional Learning Opportunities to increase teacher retention

Encourage participation and support for the Missouri Leadership Development System (MLDS)

Generate support for the Teacher of the Year Program

Retention Recommendations

*Implement innovative **School, District, and Charter School Accountability***

Review and approve accountability indicators based on student growth

Approve revisions to accreditation and testing policies

Retention Recommendations

*Improve **Culture and Climate** in schools to increase teacher retention*

Review and endorse the use of surveys to gather data

Approve guidelines for individual and collaborative planning time for teachers



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