

MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:	January 2020
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OUTREACH PLAN UPDATE

STATUTORY AUTHORITY:	<input type="checkbox"/> Consent Item <input type="checkbox"/> Action Item <input checked="" type="checkbox"/> Report Item
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Section 161.098, RSMo

STRATEGIC PRIORITY

Teachers and Leaders – Prepare, develop and support educators to ensure an effective teacher in every classroom and an effective leader in every school.

SUMMARY

The Teacher Workforce Outreach Plan was presented to the State Board of Education at the March 2019 meeting and updates were provided in May, September and December. The plan provides direction and focus for addressing challenges and issues regarding Missouri's teacher workforce.

Discussion during this presentation will include a review of current teacher workforce data. It will also include information gathered through a series of parent and student surveys. Finally, this presentation includes recommendations from teachers and key stakeholders who met in October 2019. Their recommendations are based on their review of all of the data gathered through the Outreach Plan.

PRESENTER

Paul Katnik, Assistant Commissioner, Office of Educator Quality, will participate in the presentation and discussion of this item.

Outreach Plan Update

January 2020





Teacher Workforce Data



Part I

Updated Teacher Workforce Data

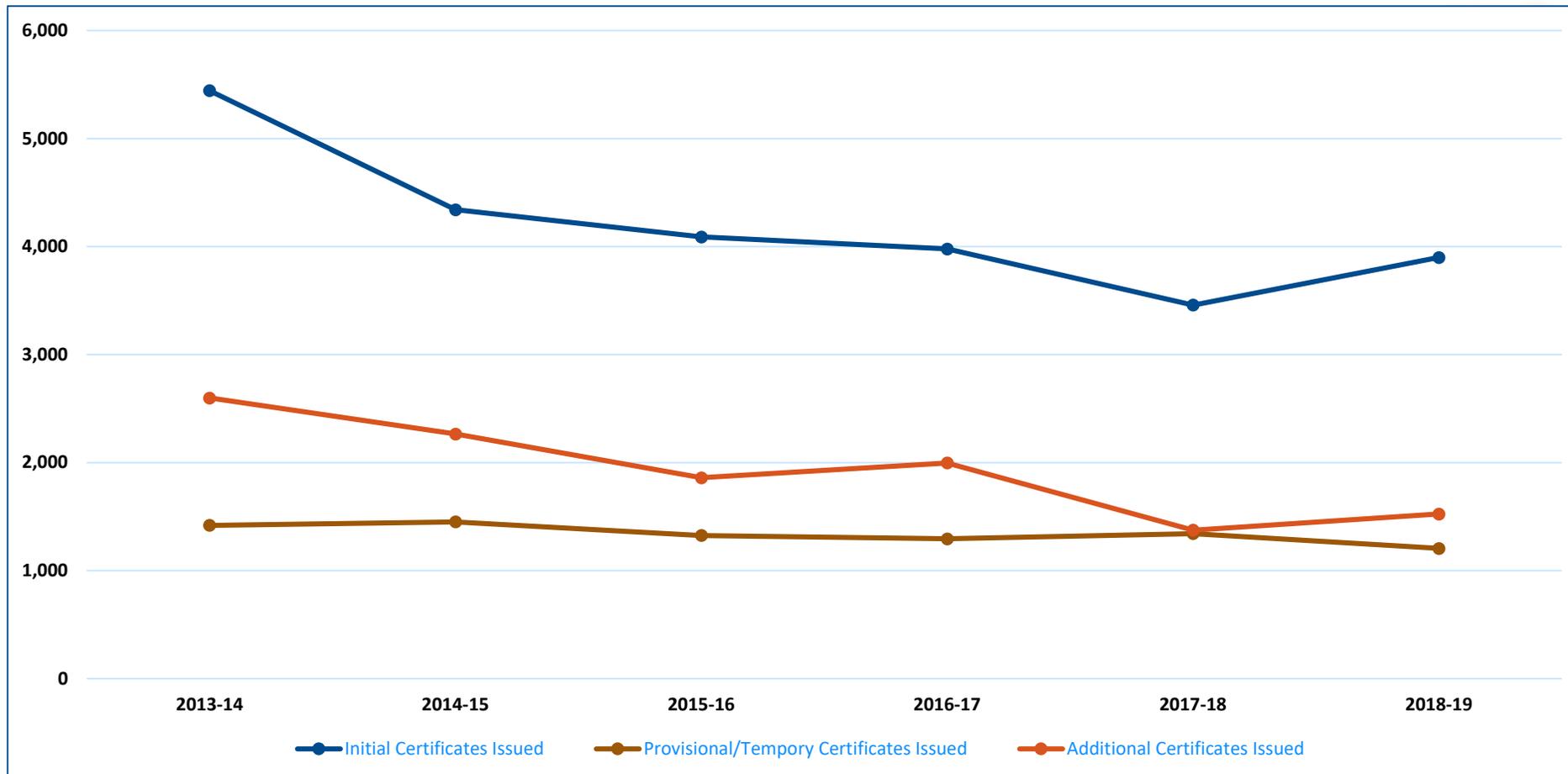
Teacher Preparation in Missouri



Item	2015-16	2016-17	2017-18	Change
Total Completers	3,908	3,868	3,028	-21.7%
Total Enrollment	7,830	8,265	8,214	-0.6%
Male Enrollment	1,716	1,719	1,782	+3.7%
Female Enrollment	5,823	6,307	6,244	-1.0%
Traditional programs	782	766	766	----
Alternative (*IHE-based)	176	127	138	+8.7%
Alternative (non-*IHE)	58	63	54	-5.7%
Total Preparation Programs	1,016	956	958	+0.2%

Trend Data: Certificates Issued

2013-14 to 2018-19



* Recruitment and Retention Report 2019



Teacher Workforce Data



Part II

Outreach Plan

Parent and Student Data

Outreach Plan

Phase 1: Gather and analyze data

- ✓ Administrator data May 2019
- ✓ Teacher data May 2019
- ✓ Focus group (urban, rural, higher education) data July 2019
- ✓ Parent data October 2019
- ✓ Student data October 2019

Phase 2: Engage key stakeholders to formulate strategies

- ✓ Identify themes and challenges October 2019
- ✓ Engage with teachers and key stakeholders October 2019
- ✓ Summarize feedback into recommendations November-December 2019

Phase 3: Implement strategies and monitor progress

- ✓ Report recommendations to the State Board of Education January 2020
- Implement strategies (by March 2020)
- Monitor and Adjust (ongoing)

Missouri Teacher Table

October 29-30, 2019

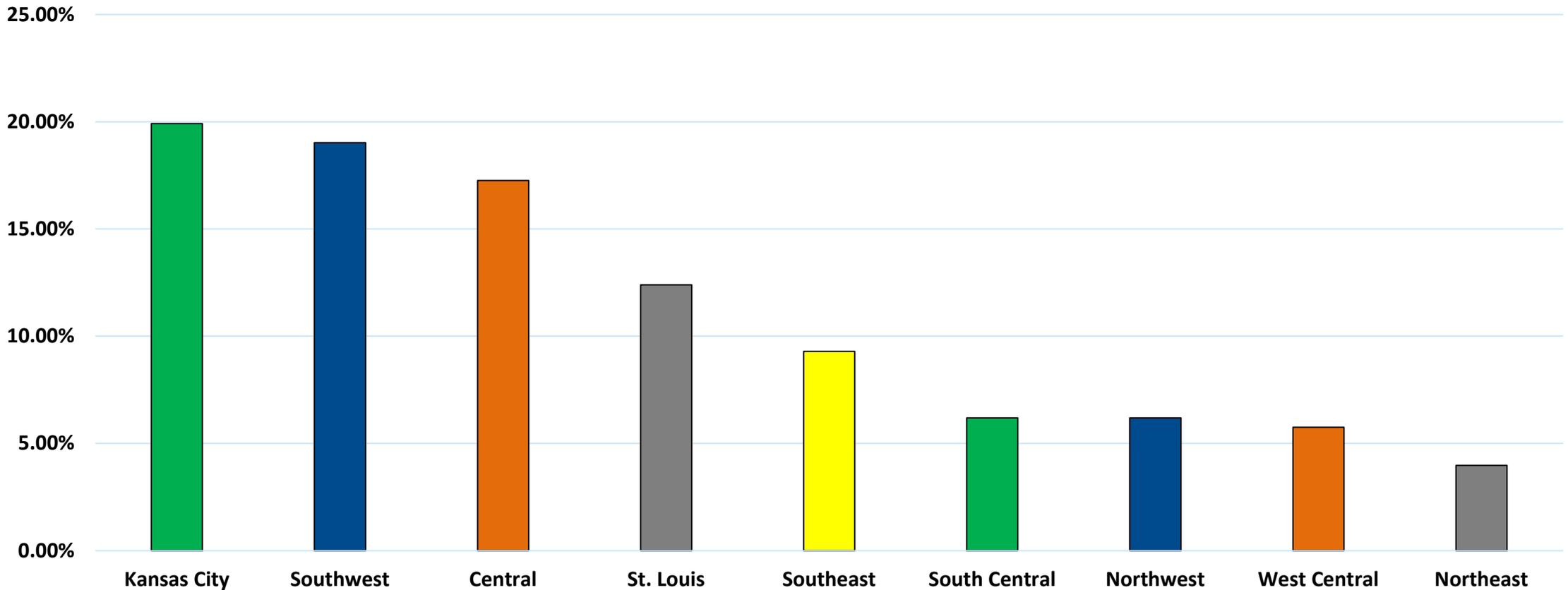
- Over 30 participants
- 18 Teachers (51%)
 - Rural, suburban, urban
 - Elementary, middle school, high school
 - All regions of the state
- 17 Stakeholders (49%)
 - Professional associations
 - Focus group representatives
 - Business

Parent Surveys

MSBA / MO PTA

N = 228

Percent of Parent Responses

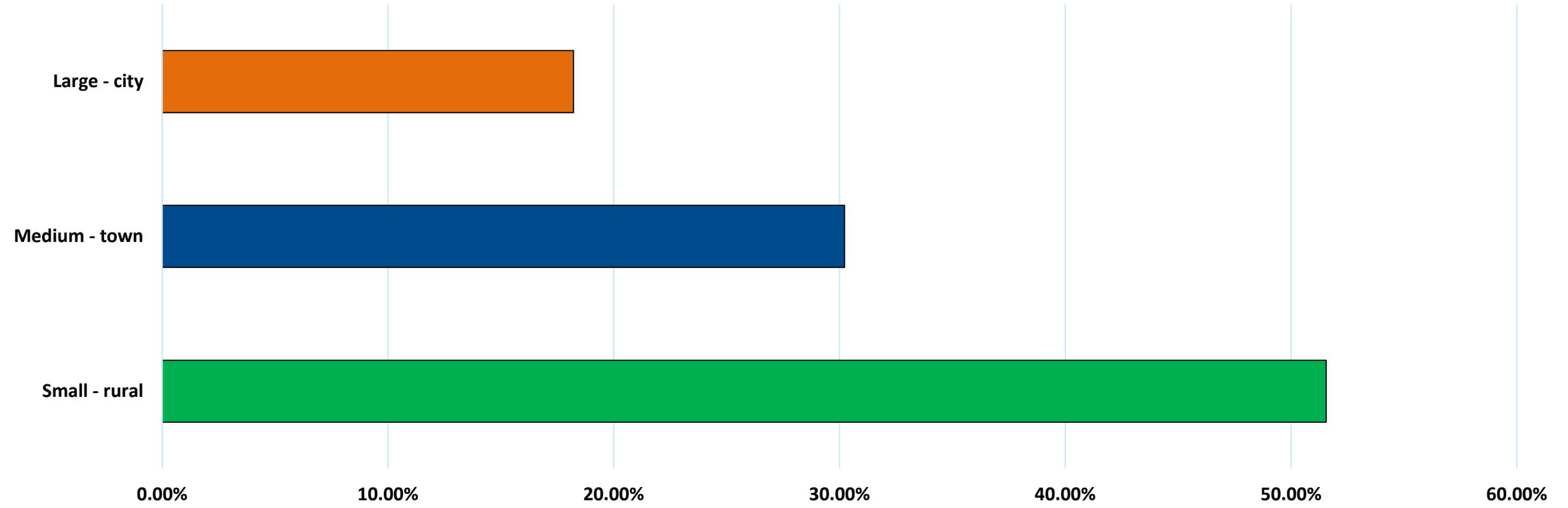


Parent Surveys

MSBA / MO PTA

N = 228

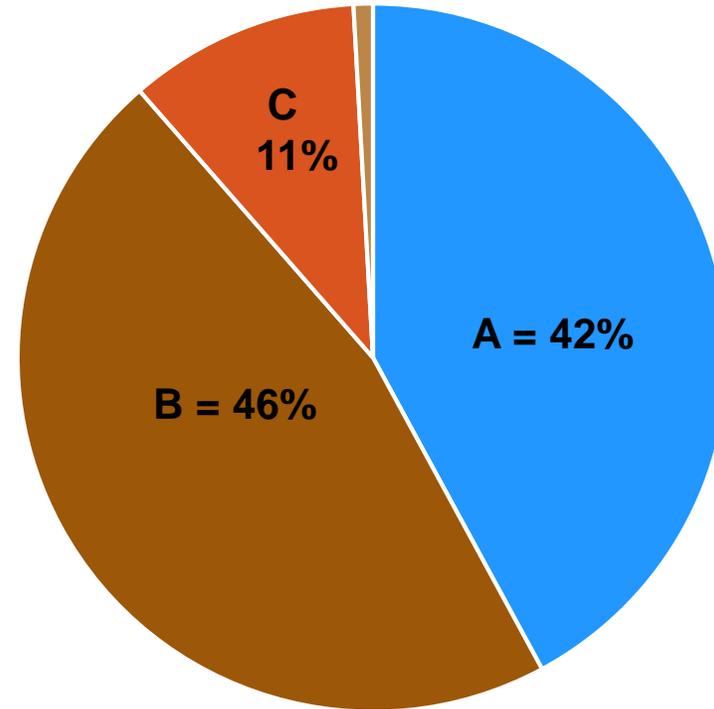
Location of Parent's School



Parent Surveys

93% of parents have confidence in teachers providing high quality learning for the students in the schools in their community

What grade would you give the public schools in your community?

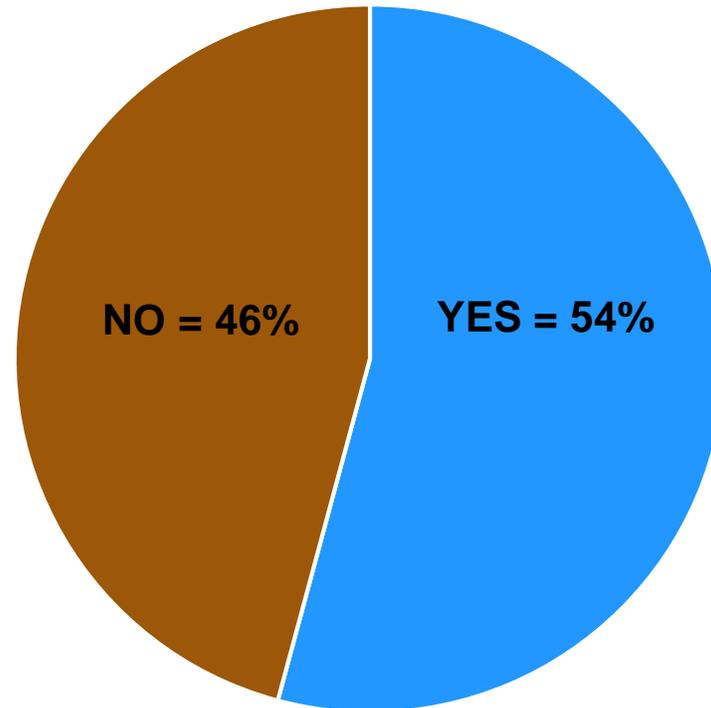


■ A - Excellent ■ B ■ C ■ D ■ F - Poor

Parent Surveys

Would you want your child to become a public school teacher?

Percent of Responses

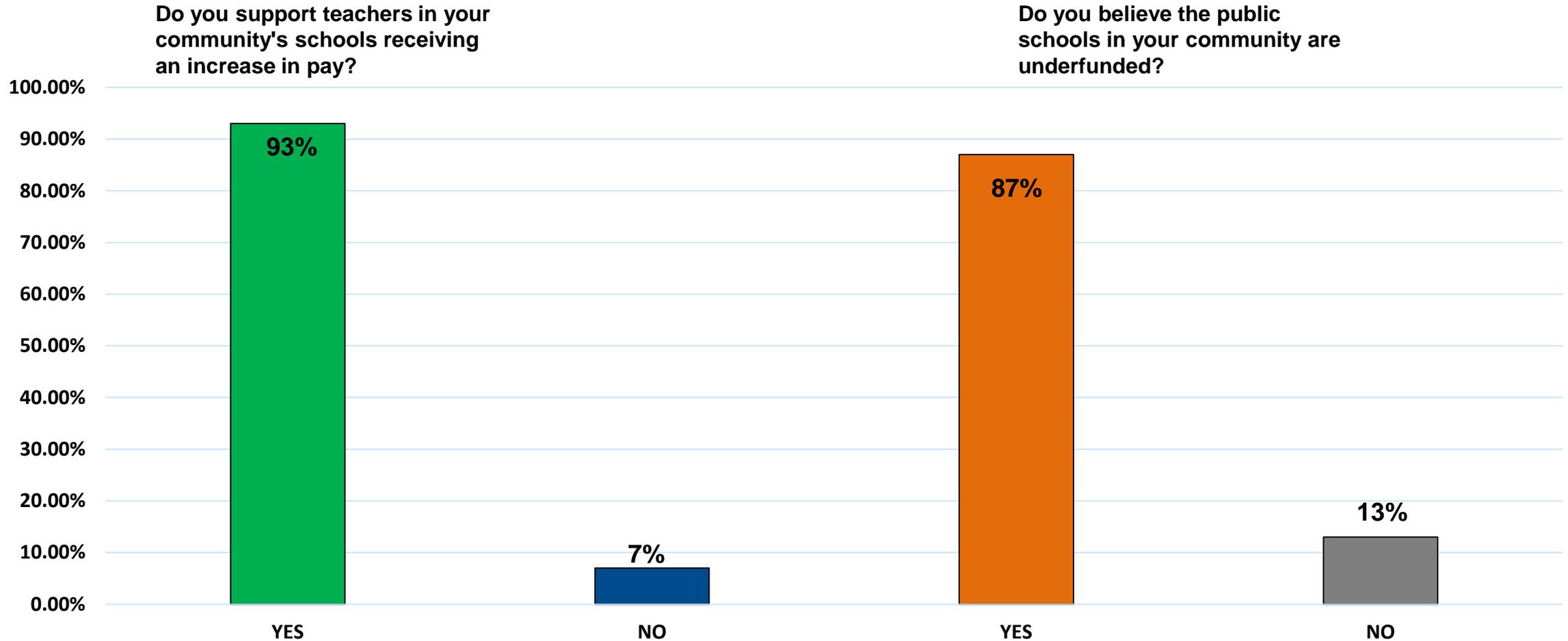


■ Yes ■ No

Parent Surveys

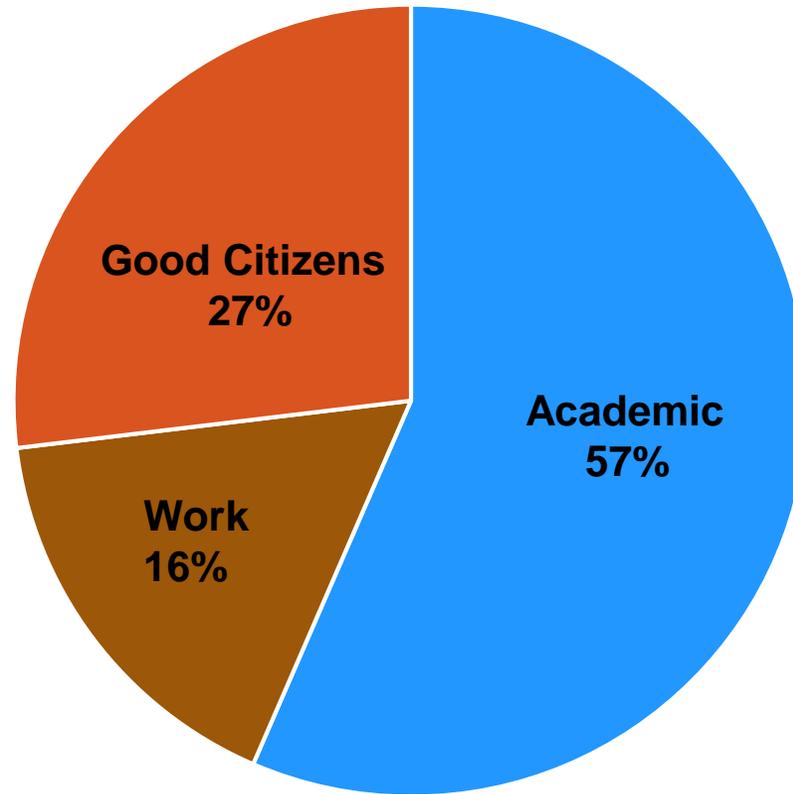
MSBA / MO PTA

N = 228



Parent Surveys

Which do you believe is the main goal of public school education?



■ To prepare students academically

■ To prepare students for work

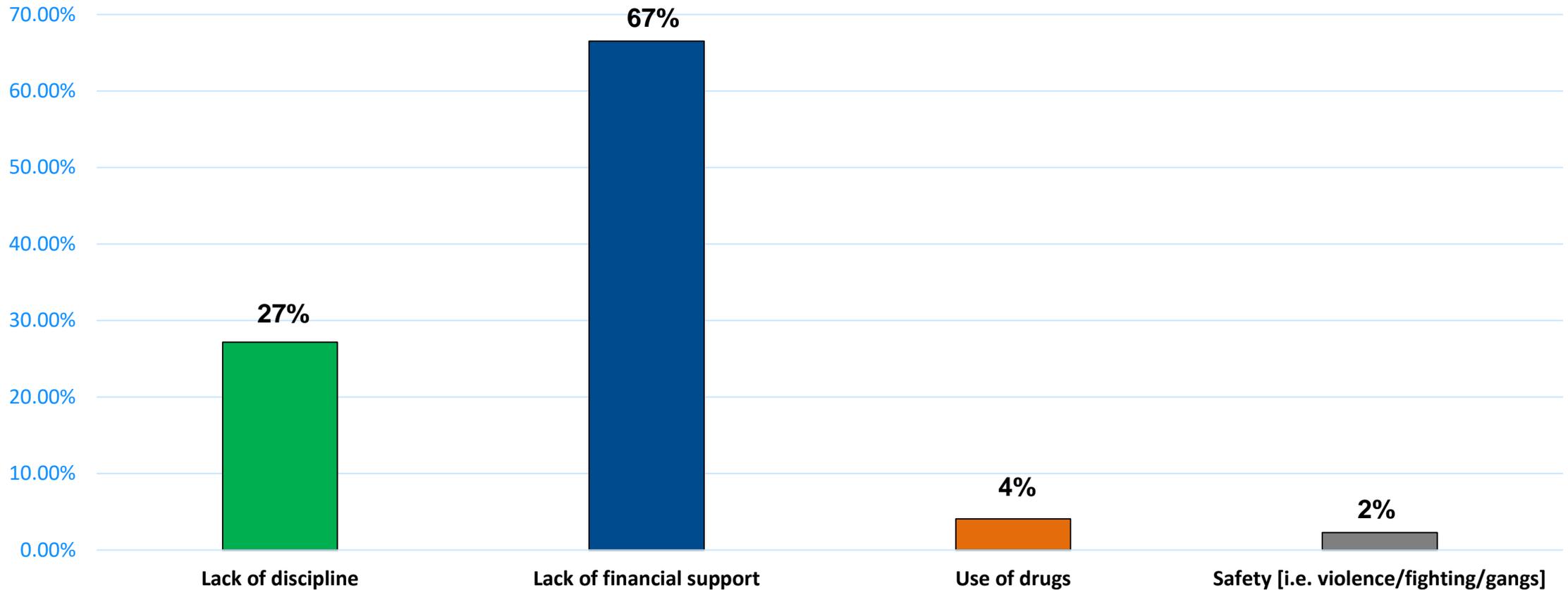
■ To prepare students to be good citizens

Parent Surveys

MSBA / MO PTA

N = 228

Biggest Problems Facing the Public Schools in your Community



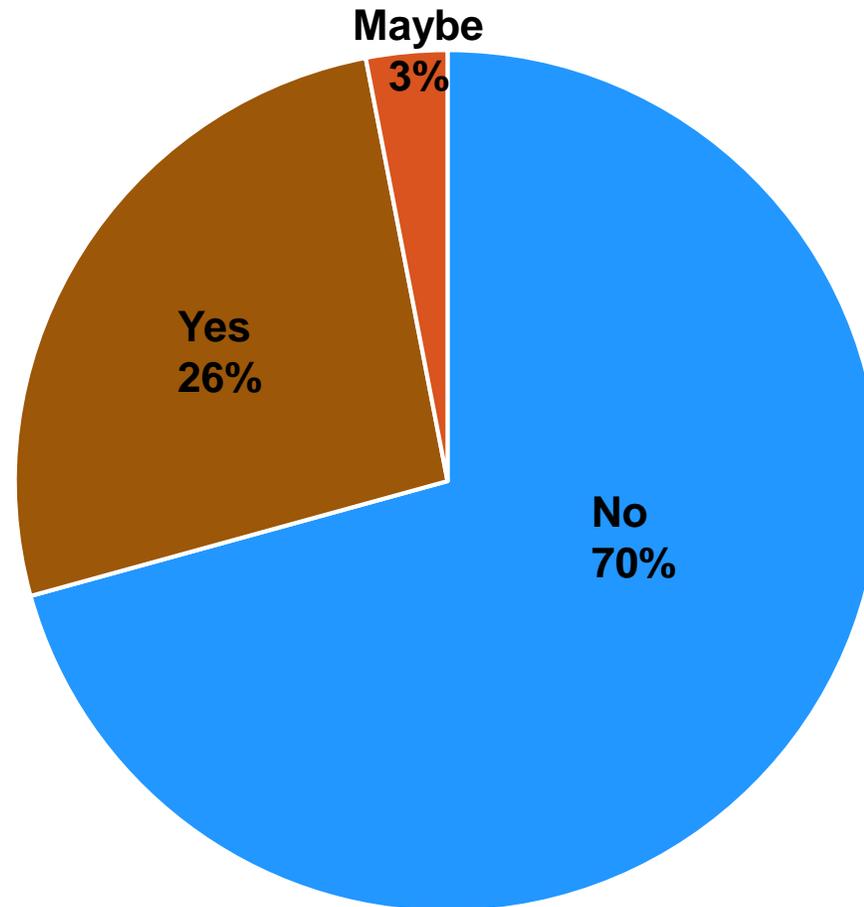
Student Surveys

N = 800 (grades 2-12)

- Are you interested in pursuing teaching as a future career? Why or why not?
- Has teaching been presented as a career option to you during any point of your time in school?
- Do the teachers you have seem satisfied/happy with their job? Why or why not?
- What would make the teaching profession more attractive or enticing to you?
- Are there programs or courses in your school that a person who wants to teach could be involved in? If so, what are they?
- Would your parents want you to be a teacher? Why or why not?
- What is the biggest problem facing your school?
- Do you think your school has everything it needs to support your learning?

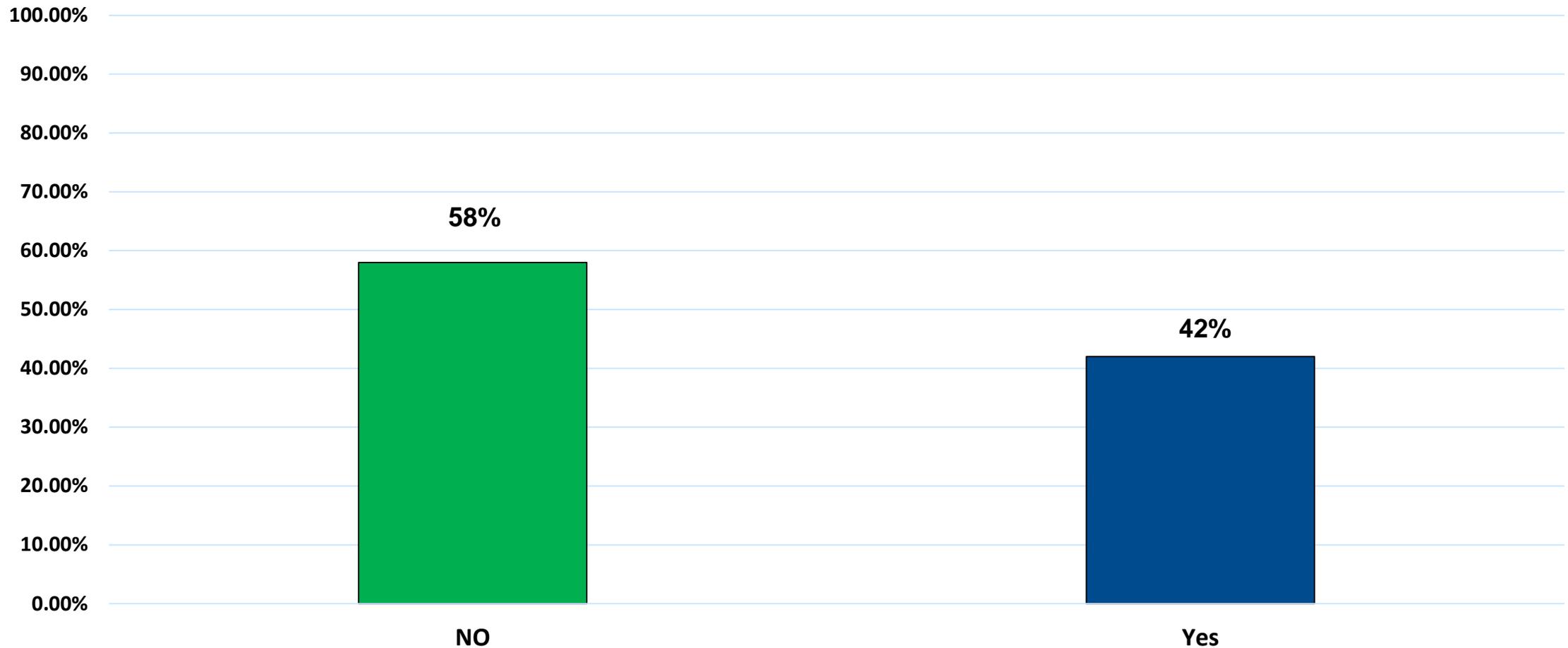
Student Surveys

Are you interested in pursuing teaching as a future career?



Student Surveys

Has teaching been presented as a career option to you during any point of your time in school?



Student Surveys

What would make the teaching profession more attractive or enticing to you?

- Better pay
- More prestige
- More freedom with curriculum
- Better behaved kids/less disrespect
- Less outside work
- If teachers would make their job seem fun

Student Surveys

Would your parents want you to be a teacher? Why or why not?

- “Would support me but would not encourage me to teach.”
- “They’d rather me do a career with more money.”
- “No—too much loan debt, and I wouldn’t make enough money to pay them back.”
- Some kids had parents as teachers and said they didn’t want them to teach.

Student Surveys

What is the biggest problem facing your school?

- Student disrespect of teachers
- Students have aggressive/poor behavior and aren't disciplined
- Drugs/Vaping
- Bullying

Student Survey Data

Teacher Reflection: *What information from the students' responses do you think is most important for further consideration and discussion?*

- Teachers need to talk about teaching as a career
- Lack of teaching programs in schools
- Many kids are frustrated by the behavior of their peers and lack of discipline from teachers/admin
- Most kids believed teachers should make more money
- We need to find a way to increase teacher morale
- Mental health issues teachers are dealing with needs to be addressed



Teacher Workforce Data



Part III

Outreach Plan

Recommendations

Recruitment Recommendations

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

1. Promotional videos
2. Public Service Announcements
3. Counselors promote the profession
4. TOY finalists present at universities
5. Regional TOYs visit with legislators

Recruitment Recommendations

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

1. Partnerships with Future Teachers of America and Educators Rising
2. Grow Your Own Start-Up Grants
3. Expanded participation in regions with few programs
4. Incentives for GYO programs

Recruitment Recommendations

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

1. Extended A+ Program for education candidates
2. Increased loan forgiveness options
3. Certification Revisions
4. Innovation and Equity fund

Retention Recommendations

Expand Leadership and Professional Learning Opportunities to increase teacher recruitment

1. High quality professional learning opportunities
2. MLDS program for all principals
3. Master teacher certificate
4. Mentoring and induction for all new teachers
5. Innovation and Equity fund

Retention Recommendations

*Implement innovative **School and District Accountability** measures to increase teacher retention*

1. School accountability indicators support growth
2. Evaluation of time, attention and preparation towards student testing
3. Revised accreditation and testing systems

Retention Recommendations

Improve Culture and Climate in schools to increase teacher retention

1. Statewide climate and culture survey
2. Key positions dedicated to mental health
3. Clinical experience for mental health professionals
4. Guidelines for individual and collaborative planning time

Teacher Salary Proposal

- **Adequacy Target**

- Increase salary of all teachers
- Increase the minimum teacher salary requirement
- Adjust all teachers to earn the new minimum

- **Equity Target**

- Innovation and Equity Fund

Next Steps

- **Twenty-six(26) strategies**
 - Includes several benchmarks leading to outputs
 - List individuals responsible
 - Includes metrics and target dates
- **Ninety(90) action steps**
 - Timeline over the next 2 years



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