

<b>MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:</b>		<b>October 2016</b>		
CONSIDERATION OF A NOTICE OF PROPOSED RULEMAKING TO ADOPT RULE 5 CSR 20-400.385 BEGINNING TEACHER ASSISTANCE PROGRAM (BTAP)				
<b>STATUTORY AUTHORITY:</b>				
Section 161.092, RSMo Supp. 2014, and Sections 168.021 and 168.400 RSMo Supp. 2015		<input type="checkbox"/> Consent Item	<input checked="" type="checkbox"/> Action Item	<input type="checkbox"/> Report Item
<p>DEPARTMENT GOAL NO. 3:</p> <p>Missouri will prepare, develop, and support effective educators.</p> <p>SUMMARY:</p> <p>Rule 5 CSR 20-400.385 establishes the minimum requirements for topics to be addressed in a new teacher's beginning teacher assistance program (BTAP).</p> <p>The proposed rule represents a collaborative effort with representation from the teacher and administrator organizations, school districts and the regional service centers. There was also representation from various content areas including career and technical education, school counseling, and fine arts. The proposed rule was formally recommended by the Missouri Advisory Council of Certification for Educators (MACCE) on April 11, 2016.</p> <p>PRESENTER:</p> <p>Paul Katnik, Assistant Commissioner, Office of Educator Quality, will participate in the presentation and discussion of this item.</p> <p>RECOMMENDATION:</p> <p>The Department recommends that the State Board of Education authorize publication in the <i>Missouri Register</i> of a notice of proposed rulemaking to adopt Rule 5 CSR 20-400.385 Beginning Teacher Assistance Program, and that the State Board finds the proposed rule necessary to carry out the purposes of Section 161.092, RSMo Supp. 2014, and Sections 168.021 and 168.400 RSMo Supp. 2015.</p>				

**Title 5 – DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION  
Division 20 – Division of Learning Services  
Chapter 400 – Office of Educator Quality**

**PROPOSED RULE**

**5 CSR 20-400.385 Beginning Teacher Assistance Program**

*PURPOSE: Section 168.400, RSMo Supp. 2015 and section 168.021.1, establish the completion of a beginning teacher assistance program (BTAP) as a requirement of certification. This proposed rule establishes minimum requirements for an effective BTAP. A well-designed and implemented BTAP with ongoing support can improve practice, helping new educators have the skills and knowledge to positively impact student achievement.*

(1) All new teachers are required to participate in a beginning teacher assistance program (BTAP) sponsored by a Missouri teacher education program and provided by an education association, regional service center, school district, or charter school. The minimum requirements for the program shall include, but not be limited to, an overview of the topics listed below:

(A) Classroom Environment –

1. Classroom management techniques;
2. Time, space, transitions and activities management; and
3. Awareness of diverse classroom, school and community cultures;

(B) Student Engagement and Motivation –

1. Effective instruction;
2. Clear learning goals and/or objectives;
3. Student voice and choice; and
4. Teaching and learning activities with high student engagement;

(C) Professional Communication –

1. Effective communication with students, mentors, colleagues and parents;
2. Verbal and nonverbal communication techniques; and
3. Effective use of technology and social media for communication; and

(D) Education-Related Law –

1. Certification requirements;
2. Professional rights and responsibilities; and
3. Self-assessment and professional learning.

(2) An effective program includes a plan of professional development for the first two (2) years of teaching, and provides ongoing support during the initial contract year.

*AUTHORITY: Section 161.092, RSMO Supp. 2014, and Sections 168.021 and 168.400 RSMo Supp. 2015.*

*PUBLIC COST: This proposed rule will cost local school districts and charter schools a maximum of five hundred thousand dollars (\$500,000) per year over the life of the rule. The cost of implementation could be substantially reduced for school districts and charter schools reallocating the resources of existing BTAPs.*

*PRIVATE COST: This proposed rule will not cost private entities more than five hundred dollars (\$500) in the aggregate.*

*NOTICE TO SUBMIT COMMENTS: Anyone may file a statement in support of or in opposition to this proposed rule with the Department of Elementary and Secondary Education, Attention: Paul Katnik, Assistant Commissioner, Office of Educator Quality, PO Box 480, Jefferson City, MO 65102-0480, or by email to [educatorquality@dese.mo.gov](mailto:educatorquality@dese.mo.gov). To be considered, comments must be received within thirty (30) days after publication of this notice in the **Missouri Register**. No public hearing is scheduled.*

**FISCAL NOTE  
PUBLIC COST**

- I. Department Title:** Title 5 – Department of Elementary and Secondary Education  
**Division Title:** Division 20 – Division of Learning Services  
**Chapter Title:** Chapter 400 – Office of Educator Quality

<b>Rule Number and Title:</b>	5 CSR 20-400.385 Beginning Teacher Assistance Program
<b>Type of Rulemaking:</b>	Proposed Rule

**II. SUMMARY OF FISCAL IMPACT**

<b>Affected Agency or Political Subdivision</b>	<b>Estimated Cost of Compliance in the Aggregate</b>
School Districts/Charter Schools	Estimated maximum cost of \$500,000 per year over the life of the rule.

**III. WORKSHEET**

The estimated cost is based on 2,000 new teachers per year x \$250 per teacher = \$500,000

**IV. ASSUMPTIONS**

The public cost of this rule is based on the assumption that the school district and charter school uses an outside vendor for implementation of the beginning teacher assistance program (BTAP). Currently, BTAPs provided through an outside vendor cost \$250 per participant. Assuming 2,000 new teachers enter Missouri school districts and charter schools each year, the total cost of BTAPs would be \$500,000 per year over the life of the rule. The cost of implementation would vary based on the number of new teachers in a school district and charter school. It could be substantially reduced or eliminated for school districts and charter schools reallocating the resources of existing BTAPs. In addition, beginning teacher assistance could be included as a part of the school district's and charter school's program of professional development.