

TEACHER RECRUITMENT AND RETENTION TIMELINE OF ACTION STEPS 2020

November 2019

- ✓ Secure 3 release days for TOY finalists.

December 2019

- ✓ Conduct research on language of A+ and who is involved.

January 2020

- ✓ Research how loan forgiveness is done in Missouri.
- ✓ Create a YouTube video script and determine who will participate.
- ✓ Create a PSA script and determine who will participate. (MSBA)
- ✓ Research FTA and Ed Rising chapters to determine how many and how they are created.
- ✓ Research the process for teachers to gain NBTC, including the use of scholarship and stipends.
- ✓ Meet with PSRS to determine how to expand flexibility of use of retired educators by January 31, 2020.

February 2020

- ✓ Schedule a time for TOY finalists to meet and establish a script for all to use when they are presenting to colleges and universities.
- ✓ Identify interested regional TOYs to visit legislators.
- ✓ Research master teacher certificates in other states.
- ✓ Identify different culture and climate surveys to potentially be used as a statewide model survey for assessing climate and culture.
- ✓ Create draft language to expand flexibility of using retired educators by February 28, 2020.
- ✓ Meet with Counselor section at DESE to gain access to the counselor Nov. conference.

March 2020

- ✓ Brainstorm a list of ways to support FTA and Ed Rising chapters.
- ✓ Gather data on how mentoring is currently provided by school districts and why too many new teachers don't receive quality mentoring.
- ✓ Identify possible options for expanding internships to include those in clinical practice areas of mental health.
- ✓ Develop an action plan for dropping cumulative GPA requirement for teacher education programs.

April 2020

- ✓ Convene a group of school districts and substitute service providers to develop a training module.
- ✓ Submit a proposal for the November Counselor Conference.
- ✓ Secure funding to provide GYO start-up grants to three additional school districts.

May 2020

- ✓ Gather data from a representative group of teachers on the current status of their planning time.
- ✓ Revise the language of the sub certificate by May

June 2020

- Create a substitute training module and post for use by potential candidates.
- Send GYO invitation letters to high minority, high poverty and rural school districts.
- Convene a panel of teacher associations, HR directors, and school personnel to suggest strategies from improving the quality of mentoring for new teachers.

July 2020

- Present at the New Counselor Institute in July, 2020
- Generate a heat map displaying where GYO programs are in place.
- Present revised substitute certificate language to MACCE and MABEP by July

August 2020

- Target regions with the fewest GYO programs and provide information to school districts in that region.
- Convene a work group to develop research-supported strategies about planning time for teachers that address issues identified through the data.
- Align MLDS competencies and learning experiences with areas like student behavior and teacher voice.
- Present action plan for dropping cumulative GPA requirement for teacher education program to MACCE and MABEP.
- Schedule a time for TOY finalists to meet and establish a script for all to use when they are presenting to colleges and universities.
- Present revised substitute certification language to the State Board of Education by September

September 2020

- Develop communication to be shared with all school districts and charter schools that cites research and best practices for effective mentoring of new teachers.
- Complete the PSA filming.

- Communicate loan forgiveness options, application information, and shortage areas to college advisors and high school counselors.
- Present action plan for dropping cumulative GPA requirement for teacher education program to State Board of Education.
- Disseminate monthly PSA through a variety of media outlets (including social media).
- Identify possible training for district staff of mental health issues.

October 2020

- Disseminate monthly PSA through a variety of media outlets (including social media).
- Receive applications and award addition GYO Start-Up grants.
- Continue to recruit participation in MLDS in all schools in the state.
- Present research on a master teacher certificate and gather input from higher education.
- Use MSBA to provide orientation to those TOYs who will participate in talking with legislators.
- Implement strategies for strengthening partnerships between FTA and Ed Rising to create more partnerships.
- Complete the YouTube filming for the Public Relations Plan.

November 2020

- Disseminate monthly PSA through a variety of media outlets (including social media).
- Present at the Counselor Conference on the importance of recruiting teacher candidates.
- Create and disseminate suggestions from the workgroup to improve the quality of individual and collaborative planning time.
- TOY finalists present to teacher prep programs and high schools.
- Explore possible ways to integrate NBCT learning into the Teacher Academy Graduate program.
- Generate a list of possible incentives that can be used through MSIP to promote active GYO programs.
- Research different ways to incorporate growth into the accountability system.
- Gather proposed changes to the state's accountability system.
- TOY regional finalists conduct visits with legislators.

December 2020

- Disseminate monthly PSA through a variety of media outlets (including social media).
- Examine data to see if 80% of School counselors that attend the session will demonstrate an increased awareness of their role in promoting the teaching profession.
- Create and implement a communication plan to strengthen partnerships between schools and clinical programs.
- Pilot the climate and culture model survey in schools and gather input from HR directors on effective models and strategies for use.

TEACHER RECRUITMENT AND RETENTION TIMELINE OF ACTION STEPS 2021

January 2021

- Disseminate monthly PSA through a variety of media outlets (including social media)
- Create a set of guidelines that will provide direction on how Equity and Innovation funds are dispersed.
- Work with the Office of Quality Schools to incorporate active GYO programs into the MSIP process.
- Convene a work group to summarize the themes of the growth/accountability research.
- Summarize proposed changes to the accountability system.

February 2021

- Disseminate monthly PSA through a variety of media outlets (including social media).
- Pilot mental health training in school districts and charter schools to determine appropriateness and impact.
- Gather data from teachers at all tested grade levels on the time, attention and preparation for testing that is currently taking place.
- Disseminate YouTube videos to high schools to be viewed by all students.

March 2021

- Disseminate monthly PSA through a variety of media outlets (including social media).
- Communicate to school districts and charter schools incentives around developing an active GYO program.
- Provide culture and climate survey options and strategies for using results to all school districts and charter schools.
- Present Master teacher certificate rule language to MACCE and the State Board of Education.
- Convene a panel of educators to review data and make recommendations on revisions to the state accountability system.

April 2021

- Disseminate monthly PSA through a variety of media outlets (including social media).
- Create State Board of Education recommendations for how growth can be incorporated into the accountability system.
- Create SBE recommendations on revised accountability system.
- Incorporate panel recommendations into revisions to the state accountability system.

May 2021

- Examine data to see if there was a 10% increase of individuals with a sub certificate (1,200) available to schools.
- Disseminate monthly PSA through a variety of media outlets (including social media).
- Highlight specific MLDS training that addresses issues like student discipline and expanding teacher voice.
- Advertise loan forgiveness options to high school students through their guidance counselors.
- Pass needed legislation that establishes and provides appropriations for the IE Fund.
- A+ language is changed in law by the end of the legislative session
- Orient teacher academy grad facilitators on how the participation can support teachers seeking NBCT, including obtaining scholarships and/or stipends.
- Make changes to legislation that creates greater flexibility in using retired educators by May 2021
- Disseminate training materials to all school districts and charter schools.

June 2021

- Review A+ program data to see if there was a 10% increase in students entering teacher education programs.
- Communicate to HS and their students about the A+ change in law.

August 2021

- Accept district applications for incentive funding from Equity and Innovation fund and make determinations.

TEACHER RECRUITMENT AND RETENTION

EVIDENCE OF SUCCESS

October 2020

- Three high minority, high poverty and/or rural school districts receive grants to create a GYO program.
- All 10 regions of the state will have active GYO programs that recruit high school students into the teaching profession.

December 2020

- 80% of School counselors that attend the session will demonstrate an increased awareness of their role in promoting the teaching profession.
- Information and guidelines will be shared with all school districts and charter school on how to improve individual and collaborative planning time for teachers.
- 12 regional TOYs will visit with their respective representatives and senators.

January 2021

- Mental health individuals will be in schools to provide additional support to school personnel with mental health issues.
- All 600 high schools in the state will have active GYO programs.

March 2021

- 80% or more of high school students (213,310 out of 266,638) will view the video resulting in 3% of them (8,000) choosing to pursue teaching as a profession – 25% of them will be diverse and 50% of them male.

April 2021

- All school districts and charter schools will have options for climate and culture surveys and guidance on how best to use them.

May 2021

- There is a 10% increase of individuals with a sub certificate (1,200) available to schools.
- Principals participating in MLDS learn new strategies for addressing student discipline and enhancing opportunities for using teacher voice.
- There is a 10% increase in the number of FTA and Ed Rising chapters in the state

June 2021

- There is an increase of 10% (500) students entering teacher education programs through the A+ program.
- All certification areas no longer include the cumulative GPA as a cert requirement.
- There is a 5% increase in the number of teachers in Missouri seeking NBCT by summer of 2021.
- An increase of 10% of new teachers will receive more high quality mentoring as evidenced by new teacher surveys and data gathered by teacher associations.
- Toy finalists will present to at least half the institutions (22) by summer 2021.
- All 555 school districts (518) and charter schools (37) have some form of a Grow Your Own program.

July 2021

- From fall 2020 through summer 2021, PSAs will be featured each month promoting the teaching profession and attract at least 5,000 views.
- The state's accountability system will include indicators of growth.
- The state's accountability system will include indicators of growth to support teacher retention.

August 2021

- School districts will have additional funds to provide incentives to teach in hard-to-staff locations and content and create GYO programs in districts with recruitment challenges
- All school districts and charter schools will receive training materials on mental health issues.
- There is a 10% increase the number of teacher candidates who qualify for loan forgiveness.
- There will be a 10% increase in the number of retired educators available to fill critical shortage areas

September 2021

- All schools will be measured against a revised accountability system that supports teachers and leaders in what they do.
- A master teacher certificate will be completed and in use by Fall 2021