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
• Complete the YouTube filming for the Public Relations Plan.
• Use MSBA to provide orientation to those TOYs who will participate in talking with legislators.
• TOY regional finalists conduct visits with legislators.
• 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

- Present action plan for dropping cumulative GPA requirement for teacher education program to MACCE and MABEP.
- Convene a group of school districts and substitute service providers to develop a training module.
- Complete the PSA filming.
- TOY regional finalists conduct visits with legislators.
- Secure funding to provide GYO start-up grants to five additional school districts.
- Generate a heat map displaying where GYO programs are in place.
- Align MLDS competencies and learning experiences with areas like student behavior and teacher voice.
- Pilot the climate and culture model survey in schools and gather input from HR directors on effective models and strategies for use.
- Communicate loan forgiveness options, application information, and shortage areas to college advisors and high school counselors.
- Create a set of guidelines that will provide direction on how Equity and Innovation funds are dispersed.

May 2020

- A+ language is changed in law by the end of the legislative session
- Present action plan for dropping cumulative GPA requirement for teacher education program to State Board of Education.
- Disseminate YouTube videos to high schools to be viewed by all students.
- Disseminate monthly PSA through a variety of media outlets (including social media).
- TOY finalists present to teacher prep programs and high schools.
- Explore possible ways to integrate NBCT learning into the Teacher Academy Graduate program.
- Present research on a master teacher certificate and gather input from higher education.
- Gather data from a representative group of teachers on the current status of their planning time.
- Advertise loan forgiveness options to high school students through their guidance counselors.
- Make changes to legislation that creates greater flexibility in using retired educators by May 2020
- Generate a list of possible incentives that can be used through MSIP to promote active GYO programs.
- Revise the language of the sub certificate by May 1 and present to MACCE and MABEP and then to the State Board of Education.

June 2020

- Pass needed legislation that establishes and provides appropriations for the IE Fund.
- Evaluate data to assess if 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.
- Disseminate monthly PSA through a variety of media outlets (including social media).
• Send GYO invitation letters to high minority, high poverty and rural school districts.
• Continue to recruit participation in MLDS in all schools in the state.
• Convene a panel of teacher associations, HR directors, and school personnel to suggest strategies from improving the quality of mentoring for new teachers.
• Conduct feedback sessions on possible options to determine the best way to expand clinical experiences in schools.

July 2020
• Create a substitute training module and post for use by potential candidates.
• Disseminate monthly PSA through a variety of media outlets (including social media)
• Research different ways to incorporate growth into the accountability system.
• Gather proposed changes to the state’s accountability system.
• Identify possible training for district staff of mental health issues.

August 2020
• Disseminate monthly PSA through a variety of media outlets (including social media).
• Submit a proposal for the November Counselor Conference.
• Implement strategies for strengthening partnerships between FTA and Ed Rising to create more partnerships.
• Target regions with the fewest GYO programs and provide information to school districts in that region.
• Gather data from teachers at all tested grade levels on the time, attention and preparation for testing that is currently taking place.
• Provide culture and climate survey options and strategies for using results to all school districts and charter schools.
• Convene a work group to develop research-supported strategies about planning time for teachers that address issues identified through the data.

September 2020
• Disseminate monthly PSA through a variety of media outlets (including social media).
• Work with the Office of Quality Schools to incorporate active GYO programs into the MSIP process.
• Orient teacher academy grad facilitators on how the participation can support teachers seeking NBCT, including obtaining scholarships and/or stipends.
• Develop communication to be shared with all school districts and charter schools that cites research and best practices for effective mentoring of new teachers.

October 2020
• Communicate to HS and their students about the A+ change in law.
• Disseminate monthly PSA through a variety of media outlets (including social media).
• Receive applications and award addition GYO Start-Up grants.
• Highlight specific training that addresses issues like student discipline and expanding teacher voice.
• 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.

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.
• Convene a work group to summarize the themes of the growth/accountability research.
• Summarize proposed changes to the accountability system.
• Create and disseminate suggestions from the workgroup to improve the quality of individual and collaborative planning time.

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 mental health training in school districts and charter schools to determine appropriateness and impact.

TEACHER RECRUITMENT AND RETENTION
TIMELINE OF ACTION STEPS 2021

January 2021
• Accept district applications for incentive funding from Equity and Innovation fund and make determinations.
• Disseminate monthly PSA through a variety of media outlets (including social media)
• Incorporate panel recommendations into revisions to the state accountability system.

February 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.

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.
• Disseminate training materials to all school districts and charter schools.

April 2021
• Disseminate monthly PSA through a variety of media outlets (including social media).

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).

June 2021
• Review A+ program data to see if there was a 10% increase in students entering teacher education programs.

TEACHER RECRUITMENT AND RETENTION
EVIDENCE OF SUCCESS

June 2020
• 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.
• Toy finalists will present to at least half the institutions (22) by summer 2020.
• 12 regional TOYs will visit with their respective representatives and senators.
• All school districts and charter schools will have options for climate and culture surveys and guidance on how best to use them.

August 2020
• There will be a 10% increase in the number of retired educators available to fill critical shortage areas

September 2020
• There is a 10% increase in the number of FTA and Ed Rising chapters in the state

October 2020
• Five 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.
• All school districts and charter schools will have options for climate and culture surveys and guidance on how best to use them.
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.

January 2021
- Mental health individuals will be in schools to provide additional support to school personnel with mental health issues.

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.
- All school districts and charter schools will receive training materials on mental health issues.

June 2021
- All 600 high schools in the state will have active GYO programs.
- 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 10% increase the number of teacher candidates who qualify for loan forgiveness.
- 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.

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

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