

THE OFFICE OF EDUCATOR QUALITY



***New Superintendents'
Meeting***

July 2016

Missouri Department
of Elementary and Secondary Education

Contact Us:

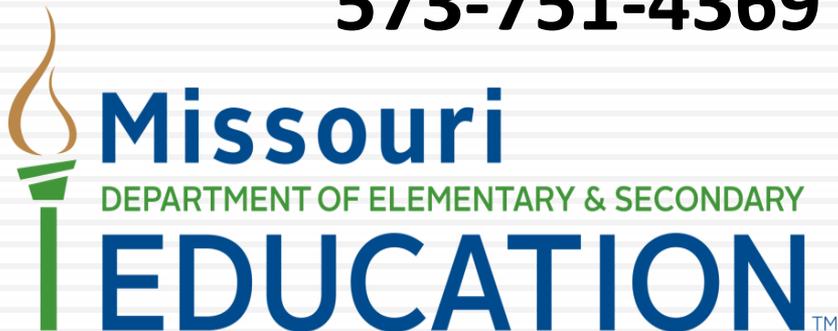
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Updates from the Office of Educator Quality

3

- **Grow Your Own**
 - ▣ Develop your own teacher pipeline

- **Building Educator Capacity**
 - ▣ The only way to improve student learning

- **Educator Certification**
 - ▣ Navigating the Educator Certification System
 - ▣ Rap Back



Grow Your Own

building your own teacher pipeline

Traditional Preparation

High School + Traditional Preparation

**Your School
District**



Grow Your Own

5

Key ingredients:

- ▣ Building awareness
- ▣ Expanding exposure
- ▣ Providing experiences
- ▣ Contributing to their education/preparation

PLUS: Description of Grow Your Own programs around the state



A Moment to Consider...

6

- ▣ What might be the benefits of developing a Grow Your Own Program for your district?



Building Educator Capacity

7

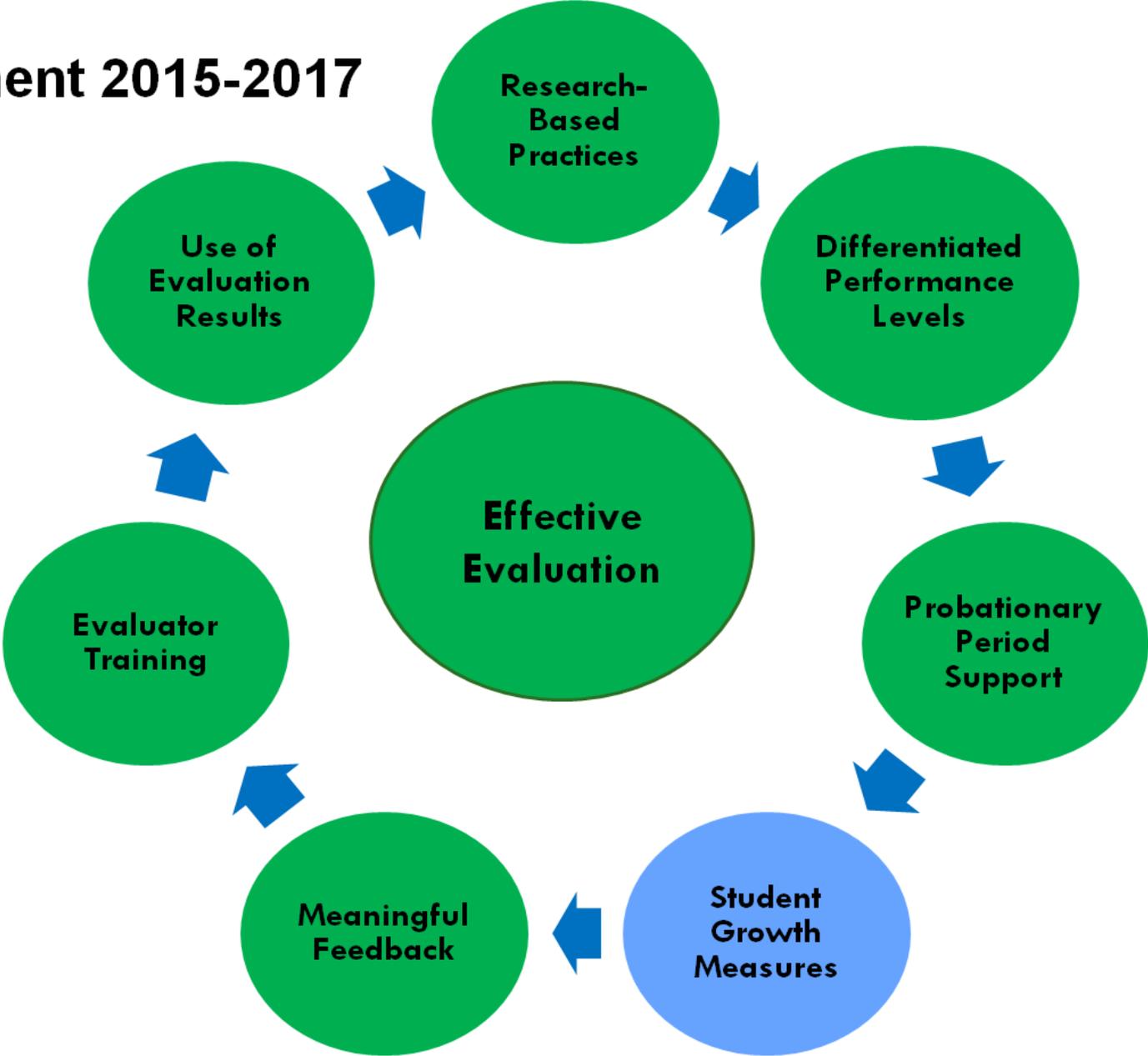
- What does the new law Every Student Succeeds Act (ESSA) say about educator evaluation?
- Educator evaluation done effectively builds educator capacity
- Effective evaluation is based on the research that is the foundation of the Seven Essential Principles of Effective Evaluation
- How do we know if we are implementing those principles?



ESSA Teacher Evaluation and Equity

- ⌘ ESSA does not require specific educator evaluation measures or methods;
- ⌘ Title I state plans must describe how the state will ensure that “low-income and minority children enrolled in Title I schools are not served at disproportionate rates by ineffective, out-of-field and inexperienced” educators;
- ⌘ Title II authorizes funds that may be used for state evaluation systems (see next slide);
- ⌘ Title II also separately authorizes the Teacher and School Leader Incentive Program, a competitive grant to support innovative educator evaluation systems.

Implement 2015-2017





Home

About

Administrators

Adults & Community

Educators

Parents & Students

School Data

Taking Charge of
CHANGE in Missouri
55th Annual Cooperative Conference
for School Administrators
July 31-August 2, 2016



Administrative Memos

Educator Certification

Web Applications

News [See More News]

- Student Transfer Guidance Updated
- State Board of Education Takes Action to Update Personal Finance Learning Standards
- Riverview Gardens Accreditation Recommendation Postponed Until Fall
- Missouri Announces 2016 Gold Star Schools
- Ladue Teacher Named Missouri History Teacher of the Year

Topics Services Data Department

A-Z Index
See an alphabetical listing of education and secondary education topics.

MSIP
Review the Missouri School Improvement Program - the state's accountability system for accrediting public schools.

Educator Evaluation
Explore how Missouri's Educator Evaluation System supports the development of teachers and education leaders.

Top 10 by 20
Track Missouri's progress to becoming a top 10 state for education by 2020.

Get the Latest Newsletter

Educators

[Home](#)



Browse Educators



Assessment

The Department is committed to raising expectations for students and improving our assessment system with the goal of preparing every Missouri student for college and career readiness after high school graduation.



Career & Technical Education

Missouri Career Education combines academics and skill training to better prepare students of all ages for the job market.

Popular Services

[Fingerprint/Background Check Status](#)

[Web Applications Login](#)

[Educator Assessments](#)

Educator Growth TOOLBOX



A one-stop destination where Missouri educators can find all of the tools they need to enhance educator effectiveness. Select an icon above to open the Toolbox and find resources on evaluation, observations, professional learning, and more.

About Us

Careers
Commissioner of Education
Communications
State Board of Education
Vision, Mission, Goals

Main Office

205 Jefferson St.
Jefferson City, MO 65101
Map

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P.O. Box 480
Jefferson City, MO
65102-0480

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Resources

Data Acquisition Calendar
MCDS Portal
Missouri Learning Standards
Top 10 by 20
Web Applications
Employee Email Access

Social Links



Evaluator Training and Feedback

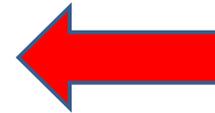
- [Guidelines for Evaluator Training](#) 
- [Guidelines for Meaningful Feedback](#) 
- [Module 4 - Evaluator Training and Feedback Materials](#) 
- [Module 4 - Evaluator Training and Feedback PowerPoint](#) 
- [Observations and Feedback](#)

Training

- [Regional Training Dates](#) 
- [Regional Training Locations](#)
- [SLO - Frequently Asked Questions](#) 

Monitoring

- [Guidance Document for Effective Evaluation Implementation Rubric](#) 
- [Effective Evaluation Implementation Rubric](#) 
- [Effective Evaluation Implementation Summary Report](#) 
- Surveys
 - [Teacher](#) 
 - [Principal](#) 
 - [District Administrator](#) 
 - [Mentor](#) 
- [Core Data Screen 18a](#)
- [Measuring Implementation of Effective Evaluations-January 28, 2015 Webinar](#)



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[Careers](#)
[Commissioner of Education](#)
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Main Office

205 Jefferson St.
Jefferson City, MO 65101
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Resources

[Data Acquisition Calendar](#)
[MCDS Portal](#)
[Missouri Learning Standards](#)
[Top 10 by 20](#)

Social Links



Principle 1: Performance of educators is measured against research-based, proven expectations and performance targets consistent with the improvement of student achievement.

Indicators	Criteria		Criteria met?
Educator performance targets are research-based and proven.	Policy Documents	The district has adopted one of the following models or a model based on the state standards: the Missouri State Model , Danielson Model, Marzano Model, Network of Effective Educators (NEE/MU) Model	Fully Met – using listed model or district model that meets all criteria (all green & yellow)
Performance targets align to appropriate state and national standards.		If district is using a district developed model, or another model, the district: <ul style="list-style-type: none"> - <u>cites</u> research and theory used in developing performance targets in their evaluation documents. - <u>has</u> a crosswalk or alignment study that shows alignment between district standards and national or state teacher or leader standards. - <u>has</u> a crosswalk or alignment study that some of the performance targets have high effect sizes. - district documents demonstrate that a majority of the districts’ teacher and leader performance targets include links to student evidence 	Partially met – using district model that meets the majority of criteria (majority green & yellow)
Performance targets articulate essential practices.			Not met – district model that does not meet the majority of criteria (majority red)
Performance targets are clearly articulated.	Practice Data from Surveys	The majority of survey respondents on each survey agree or strongly agree with the following statements:	Fully Met – meets all practice criteria (all green & yellow)
Performance targets of the educator link to improvements in student learning.		<ul style="list-style-type: none"> - The teacher/principal evaluation rubrics/growth guides clearly define what is expected of me as a teacher/principal. (Teacher [Question 1a-79%] and Principal [Question 1a-100%] surveys) - The teacher/principal evaluation rubrics/growth guides are appropriate for my position. (Teacher [Question 1c-73%] and Principal [Question 1c-100%] surveys) - The teacher evaluation system is fair to teachers in all classrooms, content and grade levels. (Teacher [Question 1e-58%]) I have improved my practice as a result of the teacher/principal evaluation system (Teacher [Question 1g-64%] and Principal [Question 1f-87%] surveys) - The teacher evaluation rubrics/growth guides available to me are appropriate to all of the positions that I evaluate. (Principal [Question 7b-100%]) 	Partially met – meets the majority of practice criteria (majority green & yellow)
			Not met – does not meet the majority of practice criteria (majority red)
Overall Principle 1 Rating	Fully Met – meets policy and practice criteria	Partially met – meets or partially meets either policy or practice criteria	Does not meet – does not meet policy nor practice criteria

Principle 5: Ongoing, timely, deliberate and meaningful feedback is provided on performance relative to research-based targets.

Indicator	Criteria	Criteria met?
<p>Is delivered effectively and is meaningful to the improvement of practice</p> <p>Focuses on the impact of professional practice to increase student learning</p>	<p>Policy Documents</p> <p>District documents (such as, feedback forms or observation forms) provide a framework to evaluators for providing effective feedback. Negotiated agreement indicates feedback will occur within 5 days of the observation</p> <p>District documents describe an observation feedback schedule in which feedback is offered at least once annually (either formally or informally). Reference to feedback but no documented verification that it is to occur for each teacher each year</p>	<p>Fully Met – District documents describe a system of feedback meeting all criteria (all green & yellow)</p> <p>Partially met – District documents describe a system of feedback, meeting only one criteria (majority green & yellow)</p> <p>Not met – District documents do not describe a system of feedback or no criteria were met (majority red)</p>
<p>Is offered at least once annually to everyone either formally, informally or both</p> <p>Is offered in close proximity to the data gathering process (i.e. observation, survey, artifact review, etc.)</p> <p>Occurs within the context of a professional, collaborative culture</p>	<p>Practice Data from Surveys</p> <p>The majority of survey respondents on each survey agree or strongly agree with the following statements:</p> <ul style="list-style-type: none"> - The feedback I received from my evaluator is given in the spirit of continuous improvement. (Teacher [Question 5b-83%] and Principal [Question 5d-65%] surveys) - The feedback I have received from my evaluator helped me to become a more effective teacher/principal. (Teacher [Question 5c-70%] and Principal [Question 5a-77%] surveys) - My evaluator’s feedback included specific strategies that I could use to improve my practice. (Teacher [Question 5d-66%] and Principal [Question 5b-85%] surveys) - I have used my evaluator’s feedback to improve my practice. (Teacher [Question 5e-71%] and Principal [Question 5c-85%] surveys) - The feedback I provide to teachers is linked to research based practices (Principal [Question 7k-100%] survey) - Our evaluators provide feedback in the spirit of continuous improvement (District Administrator [Question 1k-70%] survey) - I am evaluated on whether I provide feedback to teachers each year (Principal [Question 1e-100%] survey) - My district holds principals accountable for providing feedback to each teacher each year (District Administrator [Question 1j-84%] survey) - In general, my evaluator provides feedback within two working days (Teacher [Question 6-70%] and Principal [Question 6-84%] surveys) - The feedback I receive from my evaluator promotes a professional collaborative school culture. (Teacher [Question 5a-72%] survey) 	<p>Fully Met – meets all practice criteria (all green & yellow)</p> <p>Partially met – meets the majority of practice criteria (majority green & yellow)</p>

A Moment to Consider...

16

- ▣ How might having access to this kind of data better inform you on the implementation of your system for building educator capacity?



17

Updates from Educator Certification



Educator Certification System

- The Educator Certification System is located on the Department's website under the Web Applications Menu.
- The same log-in site is used by all school districts, educators and colleges/universities.
- Designated school officials must obtain secure access to the site through the Department's User Manager.

Educator Certification System Log-in Site



- ▶ [FAQ](#)
- ▶ [Reset Password](#)
- ▶ [DESE Homepage](#)
- ▶ [Login Request Forms](#)
- ▶ [Browser Technical Notes](#)
- ▶ [Web Accessibility](#)

Web Application Logon

This page allows users to access secured DESE applications. For more detailed information, click [\[here\]](#).

If you already have a User Name, enter it below. Click [\[LogIn\]](#)

User Name:

Password :

[LogIn](#)

To view information available to the general public, Click [\[View Public Applications\]](#)

[View Public Applications](#)

If you do not have a user name and password, Click [\[Register\]](#)

[Register](#)

If you forgot your password, Click [\[Forgot/Reset Password\]](#)

[Forgot/Reset Password?](#)

Still having problems logging in to Web Applications? Send your questions to webapphelp@dese.mo.gov or (573) 751-9821 please provide your name, user id, school district name, phone number and county-district code with your request.

[Privacy Statement](#)
ABOUT SSL CERTIFICATES



Certification System Access

20



▼ User Applications

▼ Cross-Divisional Systems

- ARRA
- Data Collection
- ePeGS

▼ Financial & Administrative Services

- Annual Report of the County Clerk to the State Board of Education
- School Finance

▼ Nonpublic System Only

- Nonpublic Registration Form

▼ Office of Educator Quality

- Educator Certification System

▼ Office of Special Education

- Special Education: Early Childhood

▼ Reports

- Missouri Comprehensive Data System (MCDS)

▼ User Information

- User Manager
- Change Password
- Edit User Profile
- Edit Security Question/Answer

▼ Report

- Report Menu -- All data and/or reports are now available through the Missouri Comprehensive Data System (MCDS) Portal.
- Logon/Logoff



District Work Log

21



Profile

- ▼ District
 - ▶ **Profile**
 - ▶ District Work Log
 - ▶ Certificate Status
 - ▶ Education
 - ▶ Sub Cert. Log
 - ▶ Search Sub Certs
- ▼ Applications
 - ▶ Adult Ed & Literacy
 - ▶ Reactivation
 - ▶ Extension Cert
 - ▶ TAC Certificate
 - ▶ Upgrade Admin Cert
 - ▶ Upgrade AEL Cert
 - ▶ Upgrade Career Educ
 - ▶ Upgrade Professional
 - ▶ Upgrade Student Serv
 - ▶ Provisional Cert
- ▼ Reports
 - ▶ Reports Menu
 - ▶ Reports Viewer
- ▶ Help/Questions
- ▶ Web Application Menu
- ▶ Logon/Logoff

▼ Selection Criteria

SSN:	<input type="text"/>	Educator ID:	<input type="text"/>
Last Name:	<input type="text"/>	First Name:	<input type="text"/>
Date of Birth:	<input type="text"/>	<input type="button" value="Search"/>	



District Work Log

22



District Work Log

Sort By: ▼

▼ District

- ▶ Profile
- ▶ **District Work Log**
- ▶ Certificate Status
- ▶ Education
- ▶ Sub Cert. Log
- ▶ Search Sub Certs
- ▼ Applications
 - ▶ AEL
 - ▶ Reactivation Cert.
 - ▶ TAC Certificate
 - ▶ Upgrade AEL Cert
 - ▶ Upgrade Admin Cert
 - ▶ Upgrade Career/Voc
 - ▶ Upgrade Professional
 - ▶ Upgrade Student Serv
 - ▶ Provisional Cert
 - ▶ Extension Cert
- ▼ Reports
 - ▶ Reports Menu
 - ▶ Reports Viewer
- ▶ Help/Questions
- ▶ Web Application Menu
- ▶ Logon/Logoff

Page 1/1 (18 record(s))

Application Type	Last four of SSN	Educator ID	Applicant Name	Status	Entry Date	Last Action Date
TAC	3781	966829	TEST ID, KALPANA	PENDING DISTRICT VERIFY	05/31/2011	05/31/2011
TAC	3781	966829	TEST ID, KALPANA	PENDING DISTRICT VERIFY	05/31/2011	05/31/2011
UPGRADE CAREER EDUCATION	0009	966830	STUECKEN, ANGELA	PENDING FEE	05/31/2011	05/31/2011
TAC	2054	523843	SMITH, JANET M	PENDING DISTRICT VERIFY	05/31/2011	05/31/2011
TAC	2054	523843	SMITH, JANET M	PENDING DISTRICT VERIFY	05/31/2011	05/31/2011
TAC	6312	376263	ROBERTS, BETH A	PENDING DISTRICT VERIFY	05/31/2011	05/31/2011
TAC	2054	523843	SMITH, JANET M	PENDING DISTRICT VERIFY	06/01/2011	06/01/2011
TAC	2054	523843	SMITH, JANET M	PENDING DISTRICT VERIFY	06/01/2011	06/01/2011
TAC	2054	523843	SMITH, JANET M	PENDING DISTRICT VERIFY	06/02/2011	06/02/2011
UPGRADE PROFESSIONAL	2054	523843	SMITH, JANET M	PENDING FEE	06/02/2011	06/02/2011
UPGRADE PROFESSIONAL	6257	162043	BECKERMAN, LISA J	PENDING FEE	06/02/2011	06/02/2011
UPGRADE PROFESSIONAL	6040	378509	TUCKER, BRYAN RANDALL	PENDING DISTRICT VERIFY	06/02/2011	06/02/2011
UPGRADE STUDENT SERVICES	6238	343537	BARTLEY, COREY ALLEN	PENDING FEE	06/02/2011	06/02/2011
UPGRADE PROFESSIONAL	2120	209130	BROOKS, CYNTHIA GAY	PENDING FEE	06/02/2011	06/02/2011
UPGRADE STUDENT SERVICES	3781	966829	TEST ID, KALPANA	PENDING DISTRICT VERIFY	06/03/2011	06/03/2011
UPGRADE PROFESSIONAL	3699	309876	ROTH, TERRI L	PENDING DISTRICT VERIFY	06/06/2011	06/06/2011
TAC	4365	445	FORD, PRISCILLA TEST_DB	PENDING DISTRICT VERIFY	06/07/2011	06/07/2011
UPGRADE PROFESSIONAL	4365	445	FORD, PRISCILLA TEST_DB	PENDING FEE	06/14/2011	06/14/2011

Page 1/1 (18 record(s))

Educator Profile Page



EDUCATOR - Profile

- ▼ Educator
 - ▶ 1) Profile
 - ▶ 2) Education
 - ▼ 3) New Applications
 - ▶ Initial Cert
 - ▶ Substitute Cert.
 - ▶ Additional
 - ▶ Speech Language Path
 - ▶ Personal Finance
 - ▶ AEL
 - ▶ ABCTE
 - ▶ Reactivation Cert.
 - ▶ Non-MO Graduate
 - ▶ TAC Certificate
 - ▶ Upgrade AEL Cert
 - ▶ Upgrade Admin Cert
 - ▶ Upgrade Career Educ
 - ▶ Upgrade Professional
 - ▶ Upgrade Student Serv
 - ▶ Provisional Cert
 - ▶ Extension Cert
 - ▶ Certificate Status
 - ▼ View Certificates
 - ▶ Certificates Menu
 - ▶ Selected Certificate
 - ▶ Occupational Exp.
 - ▶ Help/Questions
 - ▶ Web Application Menu
 - ▶ Logon/Logoff

DESE

Educator

Personal Information

First Name	MIDDLE NAME	Last Name	Suffix
MERRY	ANN	SUNSHINE	

SSN*: 222-33-8888

Educator ID: 966805

Date of Birth: 5/2/1983

Gender: FEMALE

Are you Hispanic or Latino?

Yes No

Race:

American Indian or Alaskan Native Asian Black or African America Native Hawaiian or Other Pacific Islander White

Profile UserID: MTANNER

Save Profile

0 record(s)

Former First Name	Former Middle Name	Former Last Name	Created Date	Created User
-------------------	--------------------	------------------	--------------	--------------

Add Former Name

Contact Information

Address: 111 HAPPY LANE

City: JEFFERSON CITY

State: MO

Zip: 65109-0000

Personal Phone: (111) 223 - 3333

Cell Phone: () -

Email Address: MARGERY.TANNER@DESE.MO.GOV

*View the Social Security Number Disclosure at http://dese.mo.gov/schoollaw/freqaskques/SSN_Disclosure.pdf

Edit Contact Information

Fingerprint Information

Assessments

24

▸ Fingerprint Information

▼ Assessments

3 record(s)

Test	Date	Pass
EARLY CHILDHOOD EDUCATION - 64 <input type="checkbox"/>	03/19/2015	YES
ELEMENTARY EDUCATION MULTI-CONTENT - 702 <input type="checkbox"/>	03/18/2015	YES
SE: CORE KNOWLEDGE AND MILD TO MODERATE APPLICATIONS - 5543 <input type="checkbox"/>	06/20/2014	YES

▸ Application Status



Background Check Results

25

▼ Fingerprint Information

1 record(s)

Date Fingerprinted	Fingerprint Status	Requesting Agency	Date Cleared	HP Results Received	FBI Results Received	Reason Cleared	Date Not Cleared
04/15/2010	CLEARED	WAYNESVILLE R-VI-085046	04/20/2010	04/20/2010	04/20/2010	CLEARED	



Certificate Status

26

DISE - Certificate Status

Selection Criteria

Educator ID: 966872 Social Security Number: 112-22-3344

Name: MERRY A SUNSHINE

Address: 111 HAPPY LANE

City: JEFFERSON CITY State: MO Zip: 65101-0000

Personal Phone: (111) 222 - 3333

Cell Phone: (222) 333 - 4444

Email Address: MERRY.SUNSHINE@YAHOO.COM

*View the Social Security Number Disclosure at http://dese.mo.gov/schoollaw/freqaskques/SSN_Disclosure.pdf

Edit Contact Information

1 record(s)

Certification						
Subject Area/Grade Level	Classification	Effective Date	Expiration Date	Analysis Indicator	Status	Evaluation
CHEMISTRY 9-12	INITIAL PC	09/27/2011	09/27/2015	COLLEGE RECOMMENDED	ISSUED	

View Certificate

▼ Evaluations

0 record(s)

Evaluation			
Subject Area/Grade Level	Evaluation Date	Status	Evaluation

Verify Certificates an Educator Holds

- Educator May View & Print Their Own Certificate
- Certificate Numbers No Longer Used
- Transcript Evaluations Posted for Educator to View/Print



Background Checks

27

- Fingerprint & name checks are completed through the Missouri State Highway Patrol
- Individuals must register for fingerprinting through the **Missouri Automated Criminal History Site (MACHS)** provided by the Highway Patrol
- The registration site is located at www.machs.mo.gov



- Provides district access to the MACHS site
 - To monitor fingerprinting process for certified & non-certified staff
 - To view status of background checks
 - To receive background check results for Uncertified Staff, Bus Drivers, Certified Staff & Substitutes



Background Check Results

29

- On average, background check results should be returned within 12-15 minutes

- Results will be identified by the following:
 - B = Bus Driver
 - C = Certified
 - U = Uncertified
 - S = Substitute



Background Check Results

30

Results will indicate one of the following:

- Cleared – No records
- or
- Criminal Record Attached



MACHS II –Rap Back

31

- Real-time feedback for mandated criminal background name checks
- Automatic email notification of arrests to district official
- Notification within 24 hours



Rap Back Enrollment

32

- No cost to district to enroll
- Once a district is enrolled, then it will have 30 days to verify that the individuals enrolled with the district are still employed
- Individuals who have fingerprinted since July 1, 2015 will automatically be enrolled



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