



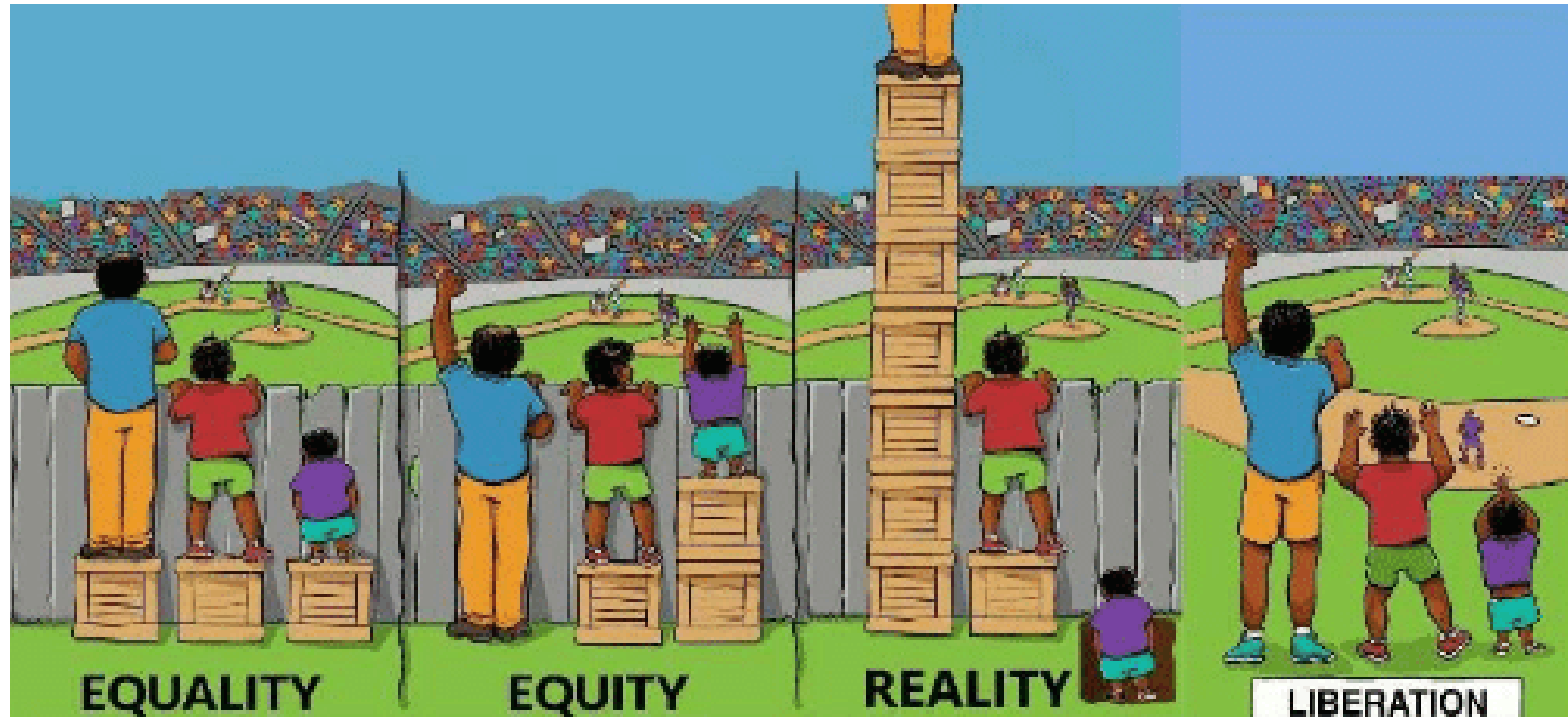
# ENSURING EQUITABLE ACCESS TO EXCELLENT EDUCATION FOR EACH STUDENT

October 2018

Missouri Department of Elementary and Secondary Education

# Reality

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# Missouri Definition for Equity

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Educational equity exists for each student when gender, race, ethnicity, language, disability, family background, and/or income are not obstacles to accessing educational opportunities.

To achieve this, \_\_\_\_\_ is/are implementing the following strategies and measures...

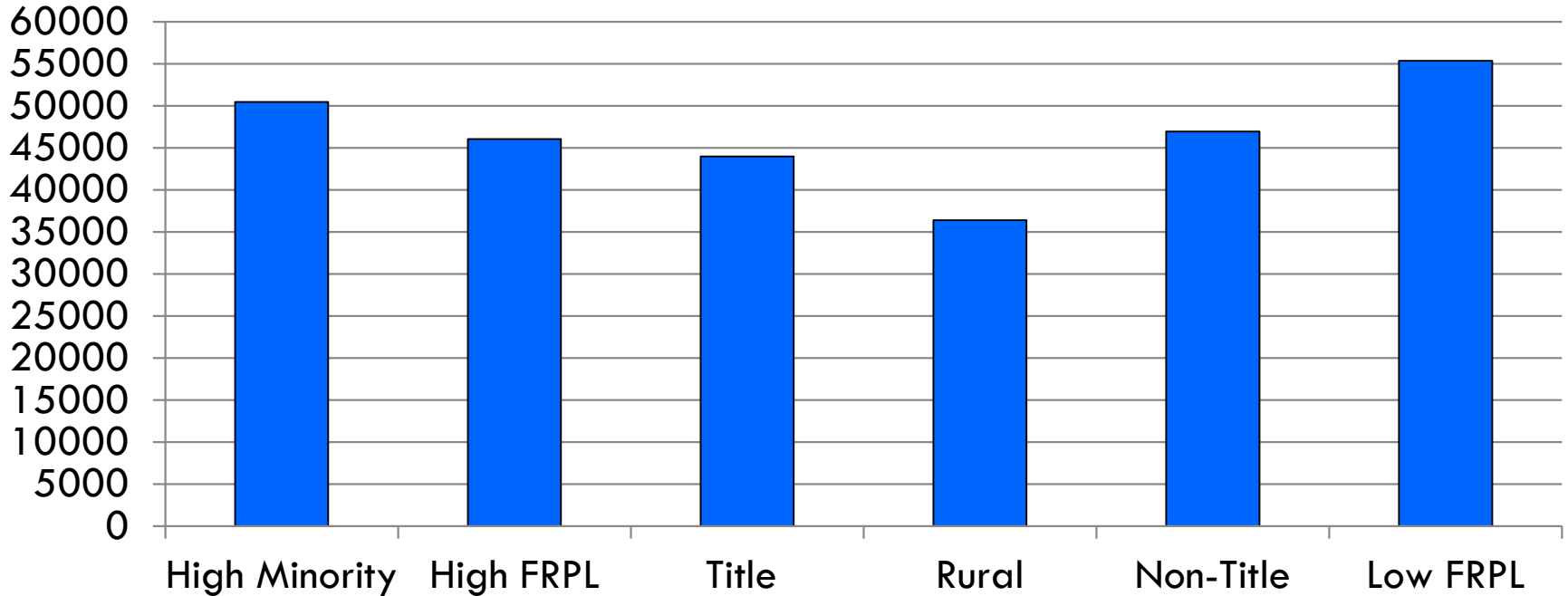


# Teacher Salary

## Statewide Data

4

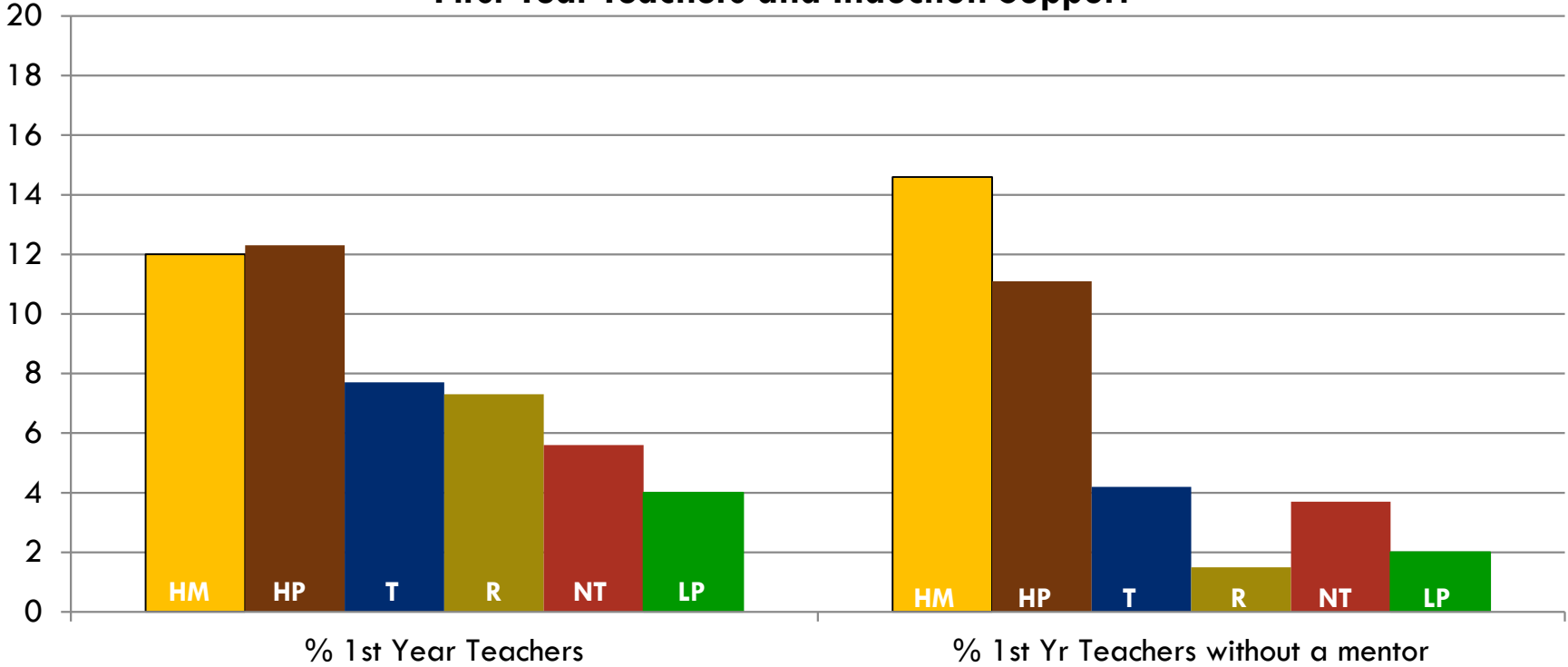
### Average Salary – All Teachers



# New Teachers

## Statewide Data

### First Year Teachers and Induction Support

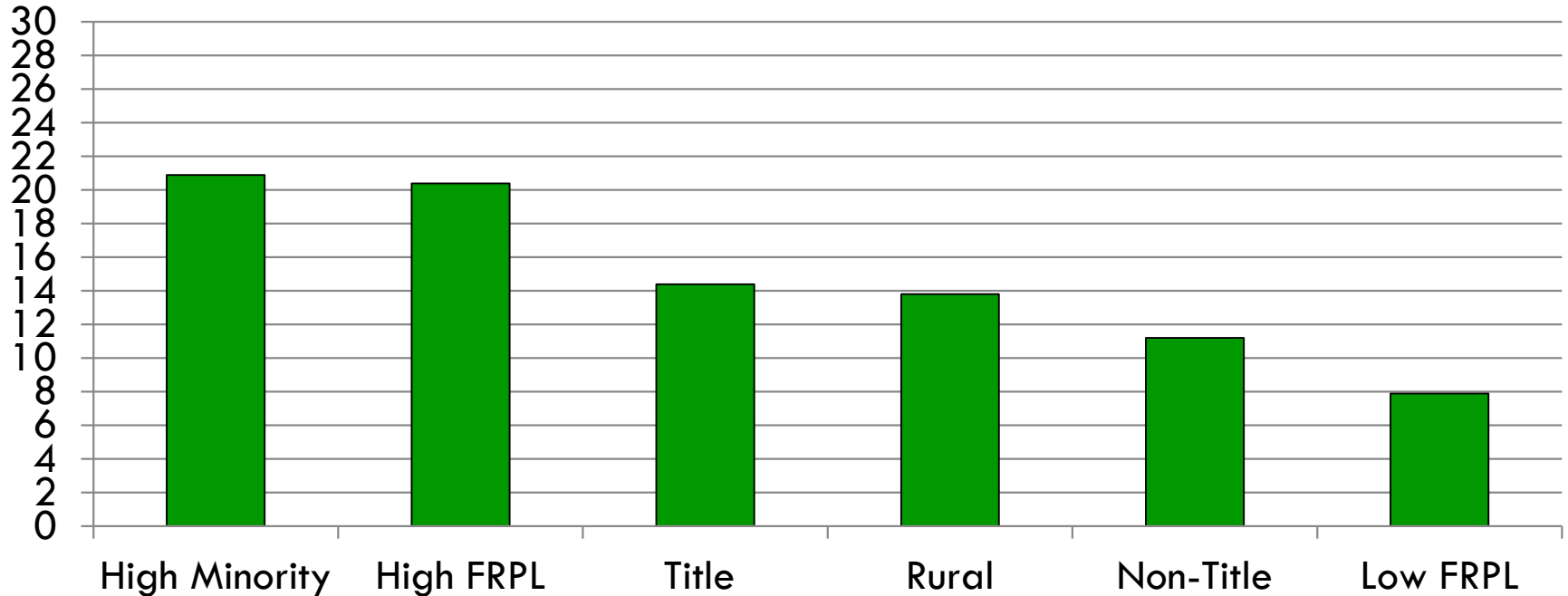


# Teacher Experience

## Statewide Data

6

### Percent of Teachers – Less than 3 years experience

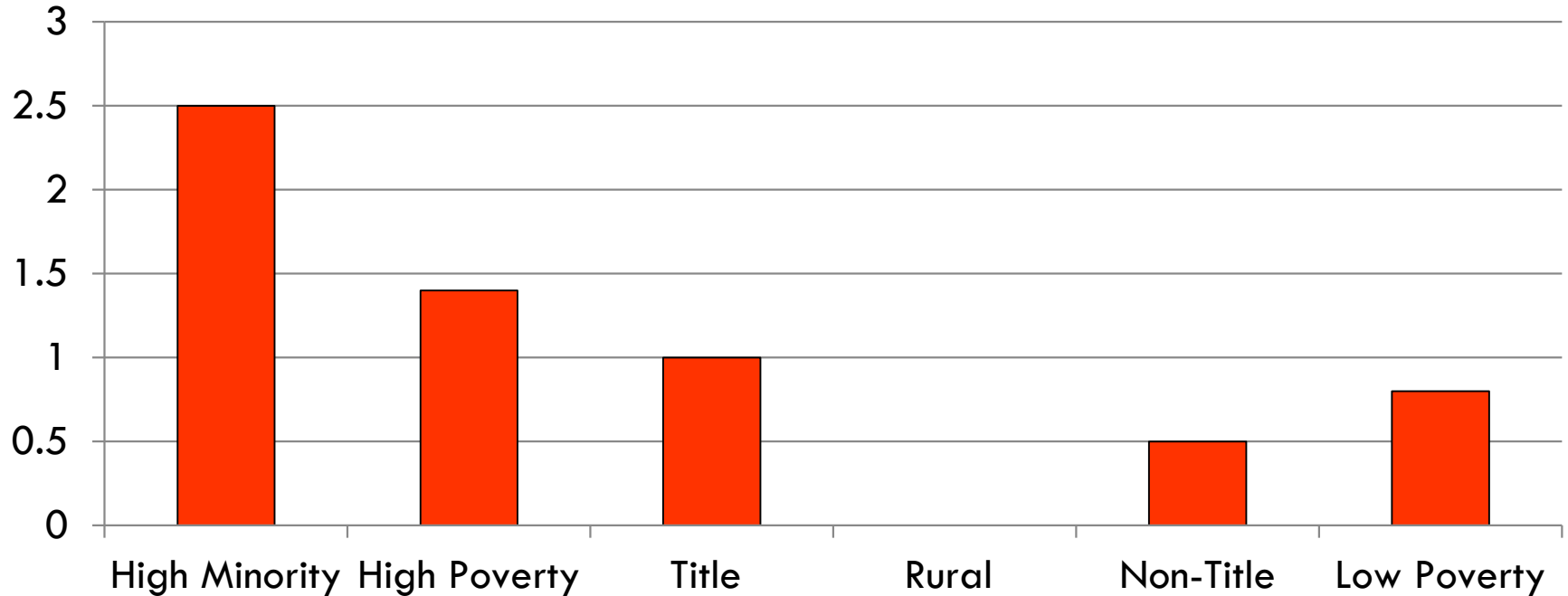


# Principal Experience

*Statewide Data*

7

## Percent of First Year Principals

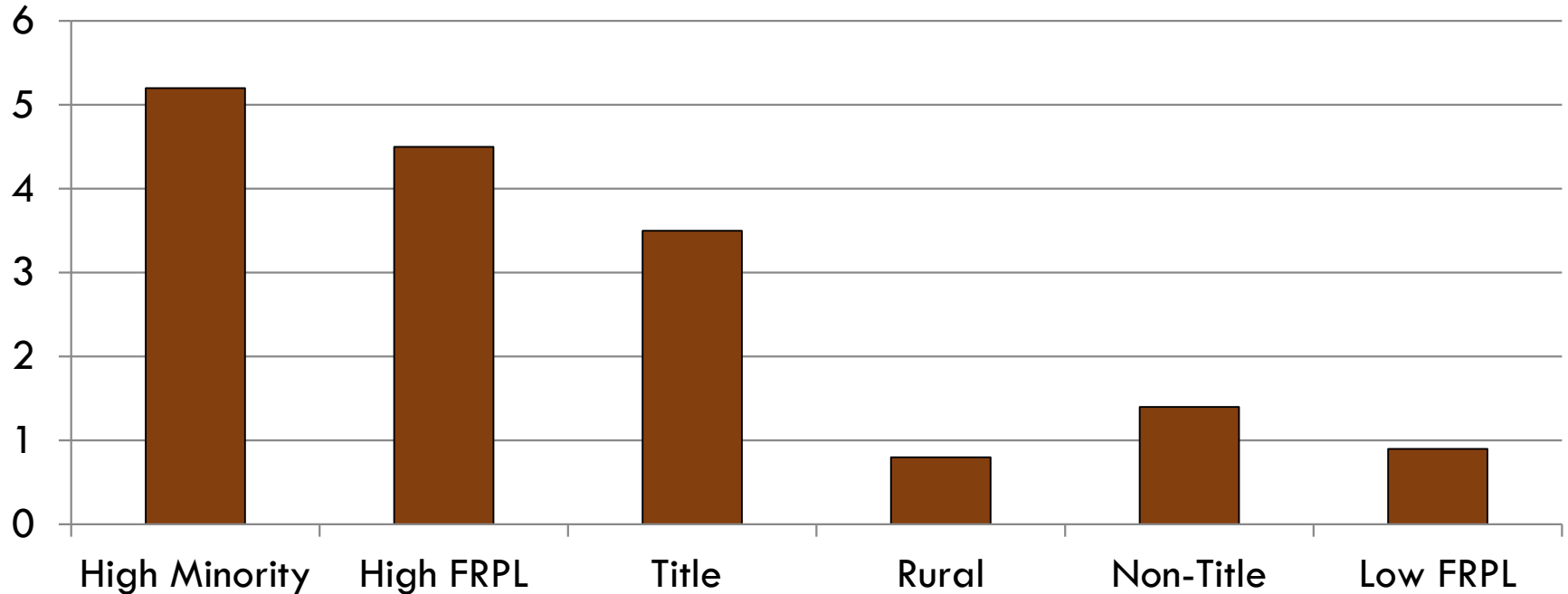


# Discipline Incident Rates

## Statewide Data

8

### Percent of Secondary Incidents – Removed ½ day or more



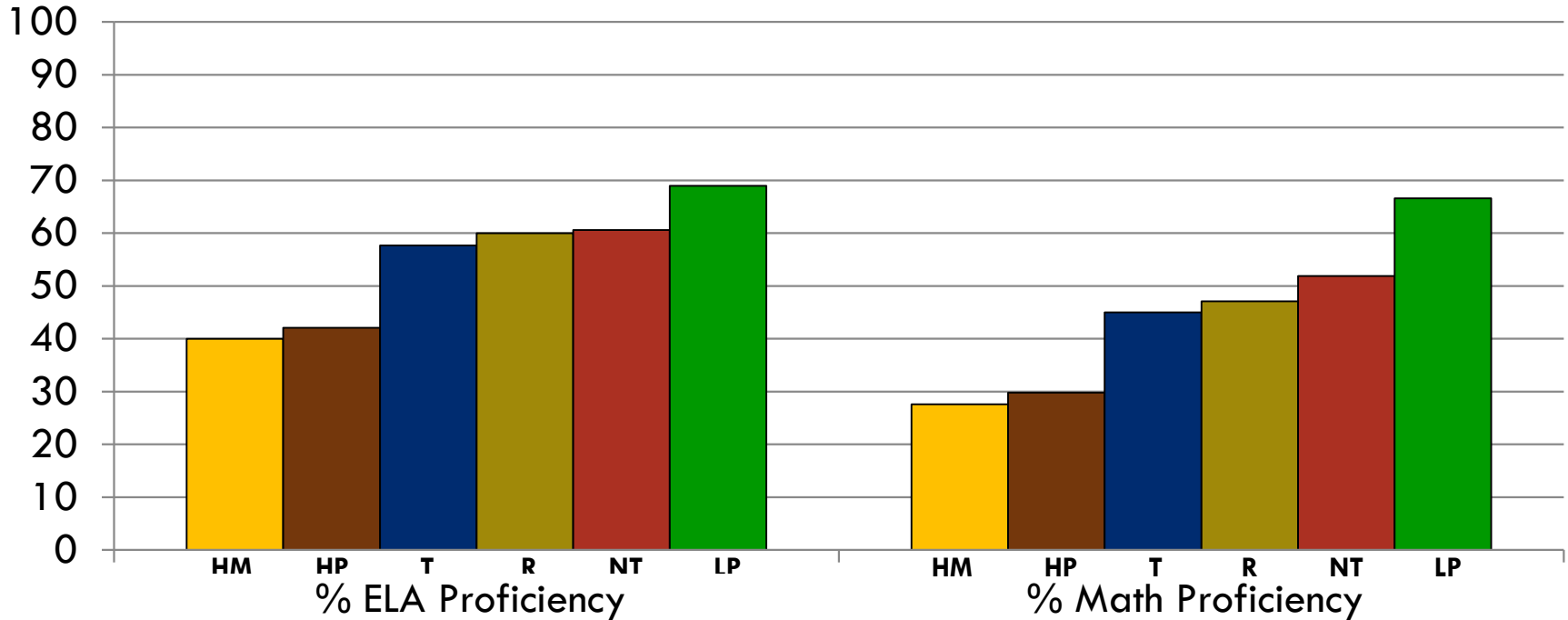


# Student Achievement

## Statewide Data

9

### Proficiency Rates of Students



# *Disproportionate Rates of Access*

## Federal Reporting under *ESSA*



# ESSA: Supporting Excellent Educators

11

SEAs determine, consistent with section 1111(g)(1)(B) of the Act, whether *low-income* and *minority students* enrolled in schools that receive funds under Title I, Part A of the Act are taught at **disproportionate rates** by ***ineffective, out-of-field, or inexperienced*** teachers.



# ESSA: Supporting Excellent Educators

12

## **Inexperienced Teacher**

*A first-year teacher*

*Data submitted by districts through Screen 18 of the October Cycle of the MOSIS/Core Data system*

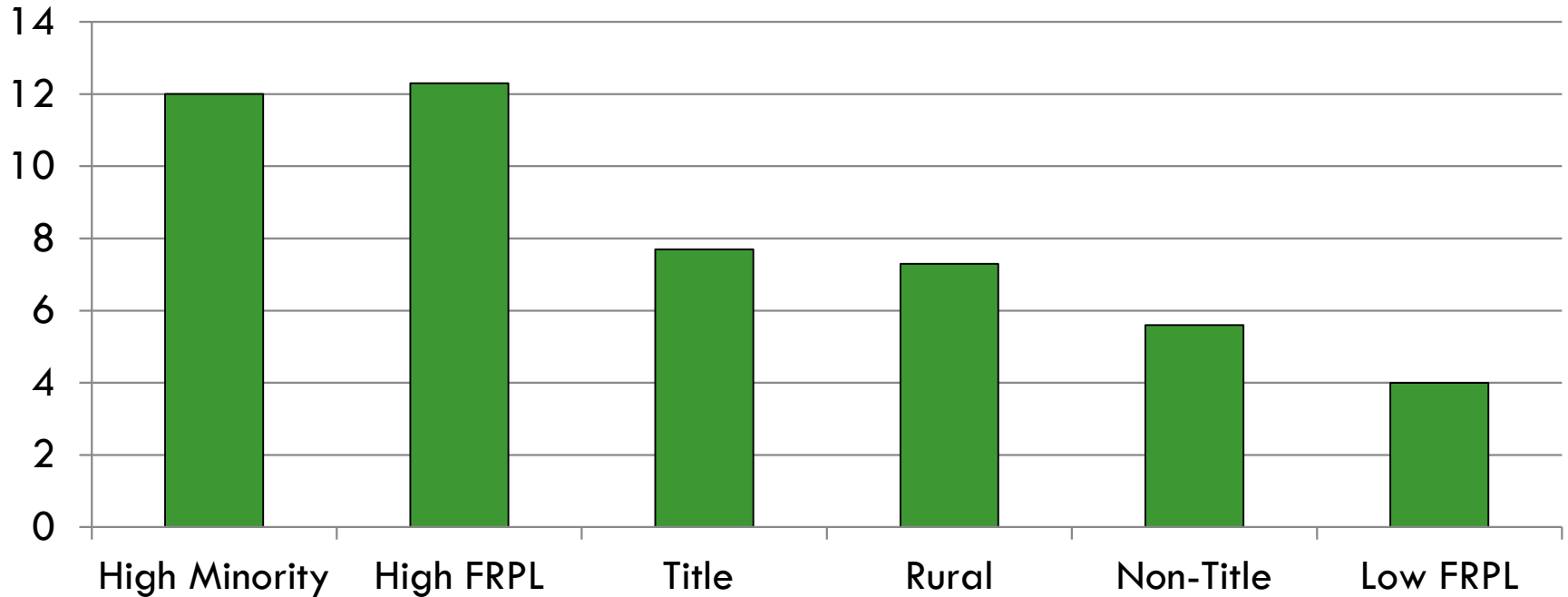


# Inexperienced Teachers

## Statewide Data

13

### Percent of 1st Year Teachers



# ESSA: Supporting Excellent Educators

14

## Out-of-Field Teacher

*A teacher teaching in a content area that does not correspond to one or more of the teacher's active areas of certification.*

*Data is combined from Certification and data submitted by districts through Screen 20 of the October Cycle of the MOSIS/Core Data system.*

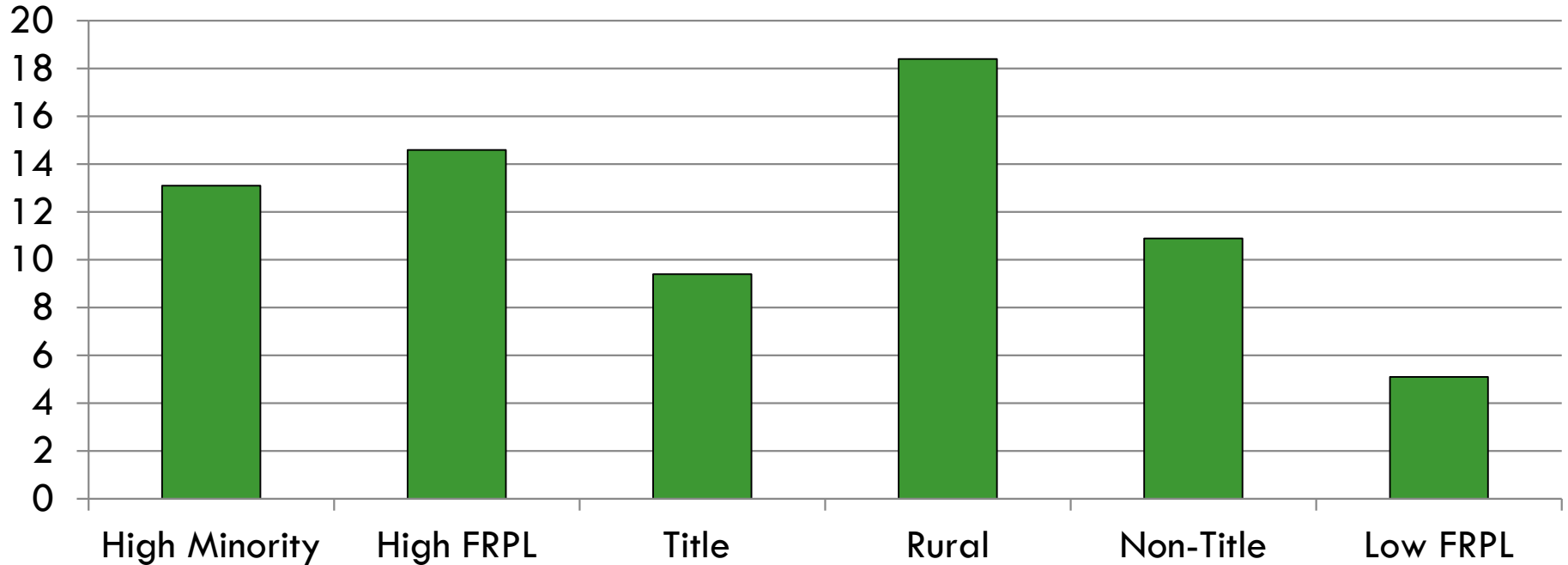


# Out-of-Field Teachers

## Statewide Data

15

### Teaching content without a certificate for that content



# ESSA: Supporting Excellent Educators

16

## Ineffective Teacher

*A teacher rated in the lowest performance level of the district's evaluation system.*

*Data is submitted by districts on Educator Evaluation Screen 18a of Core Data that occurs at the end of the school year. LEAs submit the number of teachers within each of the summative performance levels used in the local evaluation system.*





# Educator Evaluation Screen 18A

17

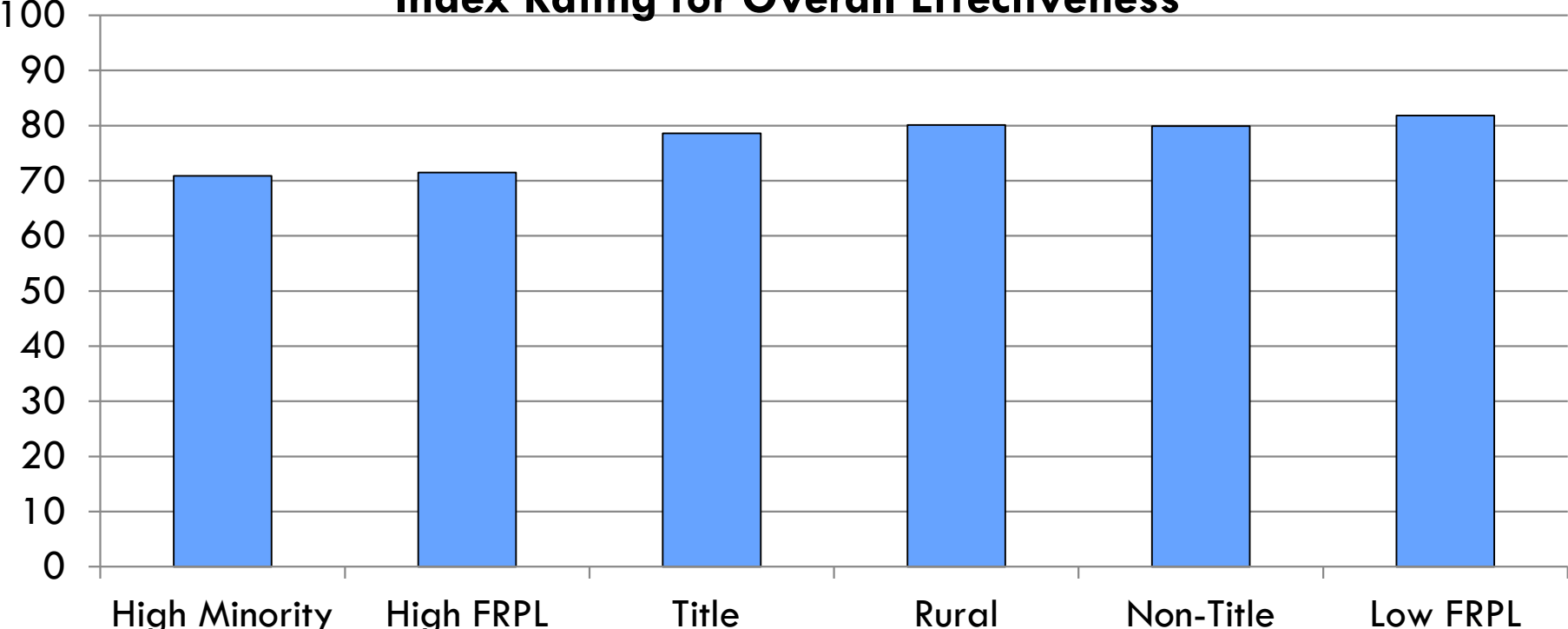
- **Model Used**
- *#of teachers in MOSIS*
- *# of performance levels*
- *# of teachers per level*  
*(error message)*
- *ESSA statement*



# Effective Teachers

## Statewide Data

### Index Rating for Overall Effectiveness



# ESSA: Supporting Excellent Educators

19

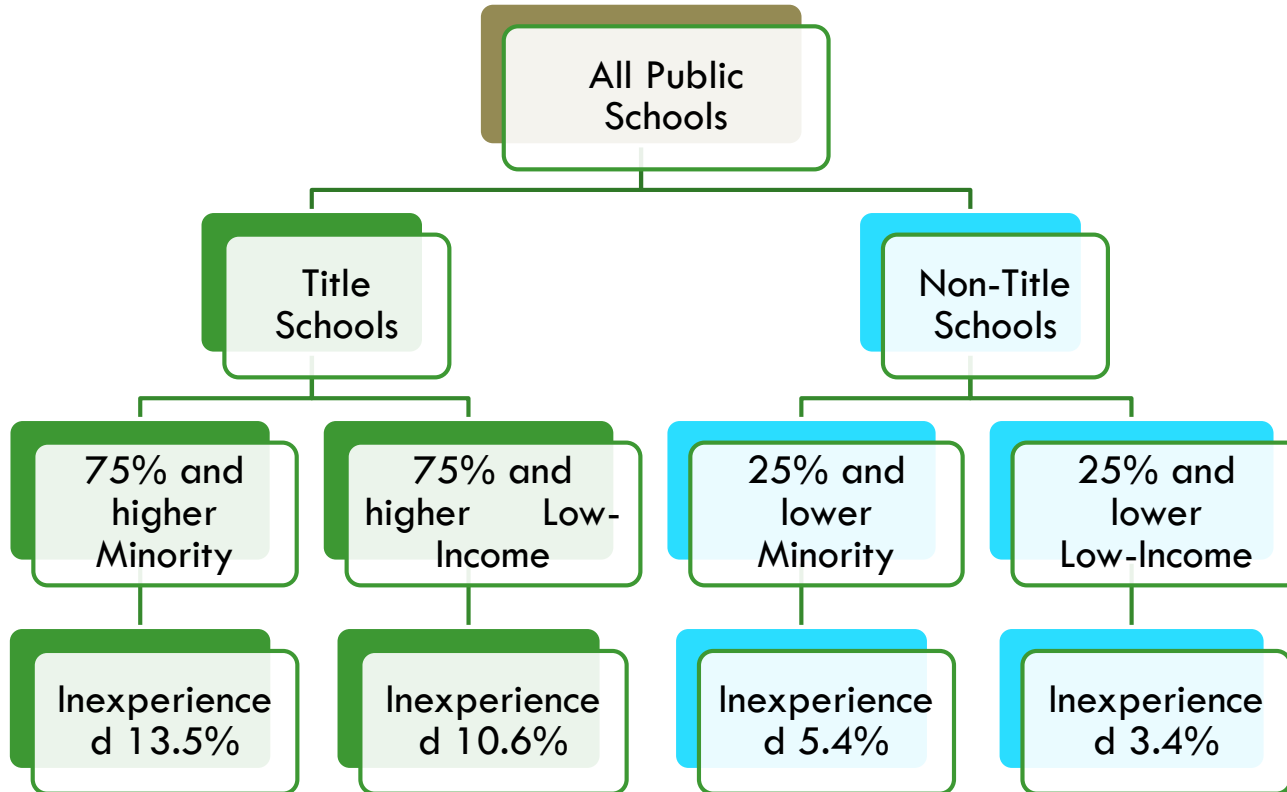
SEAs determine, consistent with section 1111(g)(1)(B) of the Act, whether *low-income* and *minority students* enrolled in schools that receive funds under Title I, Part A of the Act are taught at **disproportionate rates** by *ineffective, out-of-field, or inexperienced* teachers.



# Disproportionate Rate

## *Calculations of Inexperienced Teachers*

20



# ESSA: Supporting Excellent Educators

## **Inexperienced Teacher**

*Non-Title I schools <25% of minority students – First year teachers is 5.4%*

*Title I schools >75% of minority students – If the percent of first year teachers is greater than 5.4%, the school (185 of the 213 schools) develops strategies using Title IIA funds towards reducing the percentage of first year teachers.*

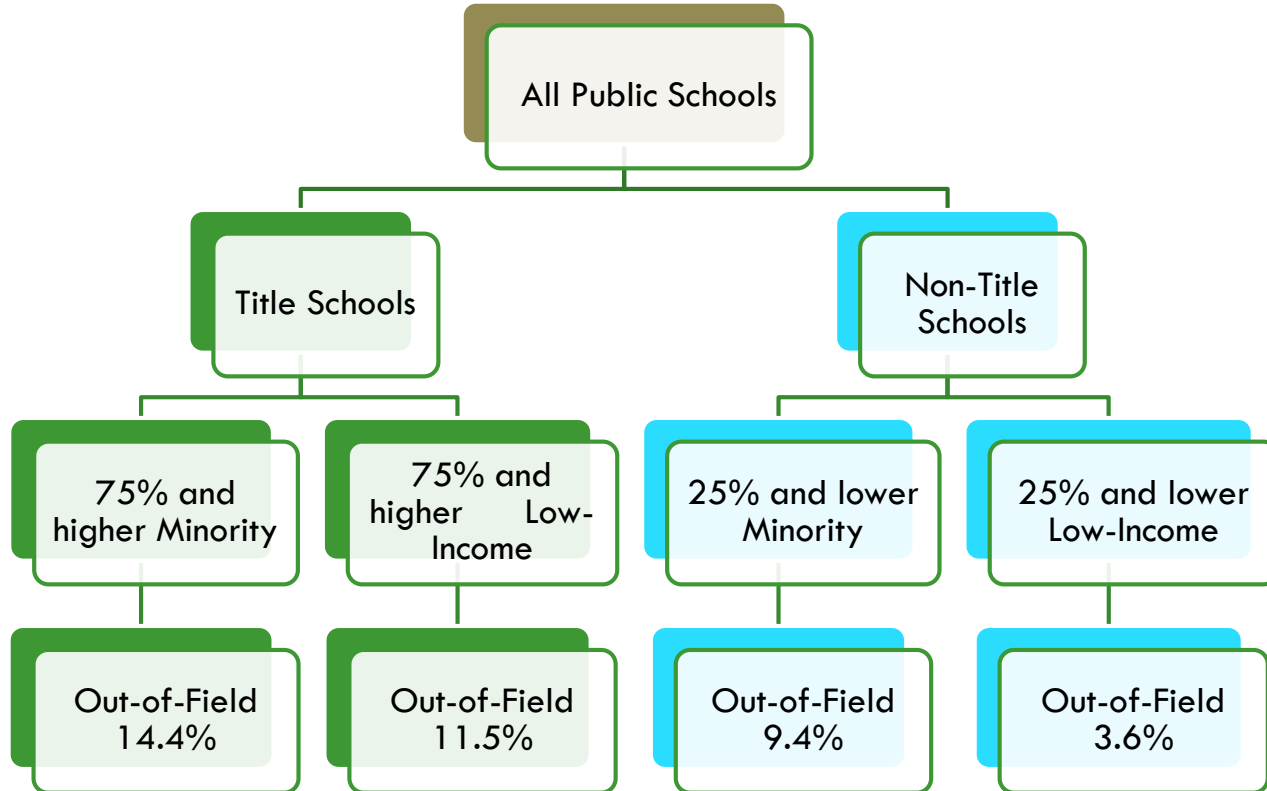
*Non-Title I schools <25% of low income students – First year teachers is 3.4%*

*Title I schools >75% of low income students – If the percent of first year teachers is greater than 3.4%, the school (290 of the 435 schools) develops strategies using Title IIA funds towards reducing the percentage of first year teachers.*

# Disproportionate Rate

## Calculations of Out-of-Field Teachers

22



# ESSA: Supporting Excellent Educators

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## Out-of-Field Teacher

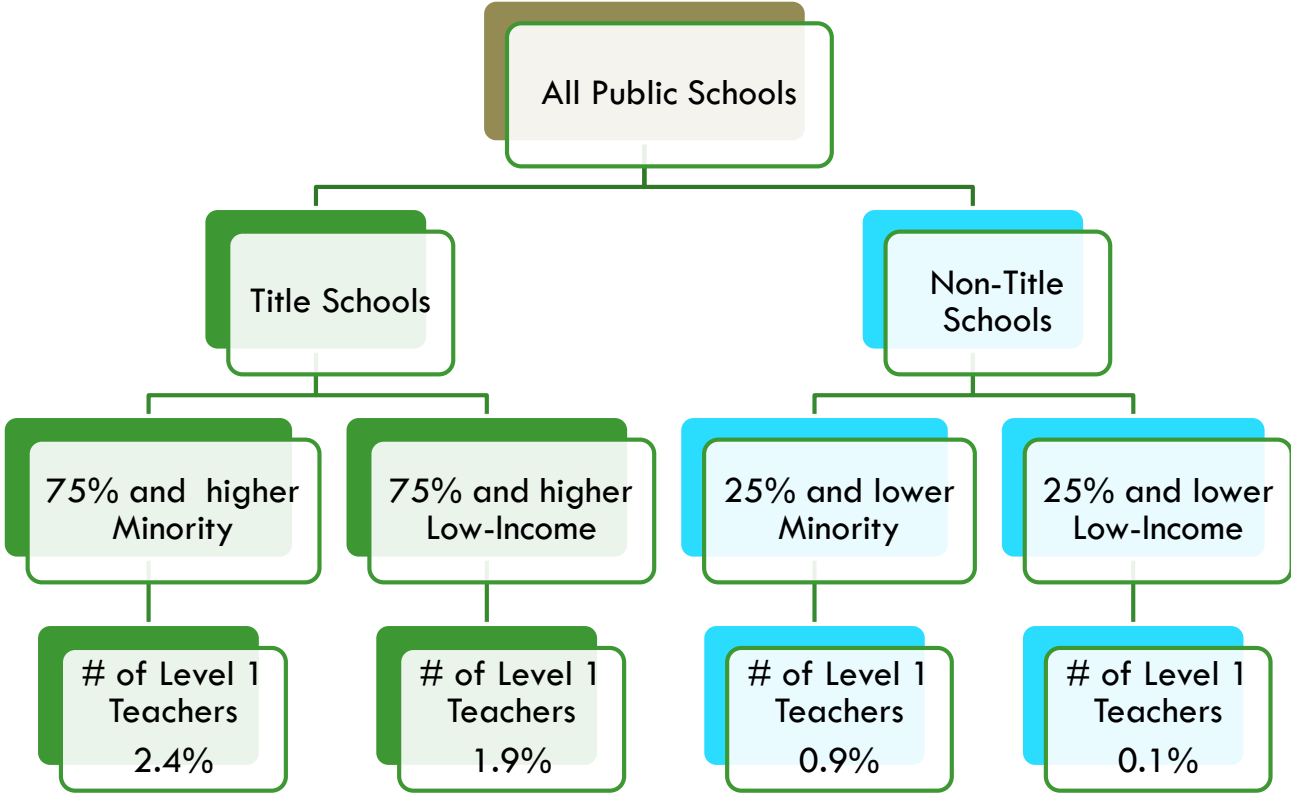
*Non-Title I schools <25% of minority students – Out-of-field teachers is 9.4%*

*Title I schools >75% of minority students – If the percent of out-of-field teachers is greater than 9.4%, the school (152 of the 213 schools) develops strategies using Title IIA funds towards reducing the percentage of out-of-field teachers.*

*Non-Title I schools <25% of low income students – Out-of-field teachers is 3.6%*

*Title I schools >75% of low income students – If the percent of out-of-field teachers is greater than 3.6%, the school (183 of the 435 schools) develops strategies using Title IIA funds towards reducing the percentage of out-of-field teachers.*

# Disproportionate Rate Calculations





# ESSA: Supporting Excellent Educators

25

## Ineffective Teacher

*Non-Title I schools <25% of minority students – Ineffective teachers is 0.9%*

*Title I schools >75% of minority students – If the percent of ineffective teachers is greater than 0.9%, the school (62 of the 213 schools) develops strategies using Title IIA funds towards increasing the effectiveness of their lowest performing teachers.*

*Non-Title I schools <25% of low income students – Ineffective teachers is 0.1%*

*Title I schools >75% of low income students – If the percent of ineffective teachers is greater than 0.1%, the school (86 of the 435 schools) develops strategies using Title IIA funds towards increasing the effectiveness of their lowest performing teachers.*

Strategies for

- ineffective

- inexperienced

- out-of-field

teachers are

described and

submitted through the

Title II section of the

Consolidated Plan

PD Guidelines  
MEES Research  
Student Growth  
Teacher Academy  
MLDS

Mentor Standards  
BTAP training  
MLDS

Alternative Programs  
PSRS retired teachers  
Visiting Scholars  
Virtual education

# Why is this so important?

28

- “You cannot teach what you do not know. You cannot lead where you will not go”
  - Dr. Martin Luther King Jr.?
  
- “We can, whenever and wherever we choose, successfully teach all children whose education is of interest to us. We already know more than we need to do that. Whether or not we do it must finally depend on how we feel about the fact that we haven’t so far.”
  - Ron Edmonds, 1979



Home

## Educators

# Educator Evaluation

Information, guides and forms for Missouri's Educator Evaluation System.



### 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.



#### Curriculum

Find the latest curriculum information from the Department.



#### Educator Effectiveness

Improving students' learning requires the improvement of the effective practice of those teaching in classrooms and providing leadership in schools.



#### Educator Equity

Every Child in Missouri deserves access to an excellent education.



#### Educator Preparation

Missouri is devoted to preparing educators to the highest standards to ensure the highest quality of education for our students.



#### Educator Standards

Find updated expectations of performance standards for educators.

### Popular Services

[Fingerprint/Background Check Status](#)

[Web Applications Login](#)

[Educator Assessments](#)

[Educator Certificate](#)

[Educator Preparation Reports](#)

[Professional Learning Guidelines](#)



Professional Associations



## Equitable Access to Excellent Education

Home » [Educator Quality](#)

### Overview

Preparing, developing and supporting effective educators is one of the ways Missouri is working to ensure that all Missouri students reach the Top 10 by 20 goal of college and career readiness. Missouri recently created a plan to recruit, prepare and retain effective teachers for all public schoolchildren in the state, especially in high-poverty, high-minority or rural districts.

Learn more about Missouri's plan:

- [Educator Equity Plan - July 2015](#)
- [Approval Letter from U.S. Department of Education](#)
- [Educator Equity Plan - Revised June 2017](#)
- [Educator Equity Plan - 2017 to Present](#)

### Missouri Equity Labs

- [Upcoming Equity Labs](#)

### Equity Indicators Dashboard

- [Equity Indicators Dashboard](#)

### Grow Your Own Resource Guide

- [Grow Your Own Resource Guide](#)

### Equitable Access Update

What are school districts in Missouri doing to ensure students have access to effective educators? Check out the Department's new feature that highlights unique programs used to recruit, prepare and retain effective teachers. Volumes II and III highlight college and universities in Missouri that are helping ensure urban schools have access to highly effective teachers.

- ["Grow Your Own" Teachers - Volume I](#)

### Educator Quality

- [News and Updates](#)
- [Certification](#)
- [Educator Development](#)
- [Educator Effectiveness](#)
- [Educator Preparation](#)
- [Recruitment & Retention](#)
- [Educator Growth Toolbox](#)
- [Equitable Access to Excellent Education](#)

 [Administrative Memos](#)

 [Webinars](#)

 [Web Applications](#)



Office of Educator Quality

Paul Katnik • Assistant Commissioner

205 Jefferson Street, P.O. Box 480 • Jefferson City, MO 65102-0480 • dese.mo.gov

### Upcoming Equity Lab Trainings

Region/Date/Time	Region	Location	Contact Information
October 15, 2018 9:00 a.m. – 12:00 noon	St. Louis	Confluence Academy 611 North 10 <sup>th</sup> Street, Ste. 525 St. Louis	Dexter Schraer <a href="mailto:dschraer@edplus.org">dschraer@edplus.org</a> 314-749-7185
October 15, 2018 2:30 p.m. – 4:30 p.m.	St. Louis	Normandy 3855 Lucas and Hunt, Room 306 St. Louis	Dexter Schraer <a href="mailto:dschraer@edplus.org">dschraer@edplus.org</a> 314-749-7185
October 25, 2018 9:00 a.m. – 12:00 noon	South Central	Rolla Administration Building RTC-500 A Forum Drive Rolla	Charlie Malam <a href="mailto:malamca@mst.edu">malamca@mst.edu</a> 573-341-6473
November 12, 2018 8:30 a.m. – 12:00 noon	St. Louis	Lindbergh Schools 9350 Sappington Road St. Louis	Dexter Schraer <a href="mailto:dschraer@edplus.org">dschraer@edplus.org</a> 314-749-7185
November 20, 2018 8:30 a.m. – 12:00 noon	Southwest	ATLL, Room 112 Park Central Office Building Springfield	Julie Germann <a href="mailto:juliegermann@missouristate.edu">juliegermann@missouristate.edu</a> 417-836-4092
November 28, 2018 9:30 a.m. – 11:30 a.m.	St. Louis	Maplewood-Richmond Heights 7538 Manchester Road Maplewood	Dexter Schraer <a href="mailto:dschraer@edplus.org">dschraer@edplus.org</a> 314-749-7185
December 10, 2018 12:30 p.m. – 3:30 p.m.	Northwest	Troester Media Center 3401 Renick St. Joseph	Jennee Gregory <a href="mailto:jbarnes@nwmissouri.edu">jbarnes@nwmissouri.edu</a> 660-562-1995
December 13, 2018 Time TBD	St. Louis	Kirkwood 11289 Manchester Road Kirkwood	Dexter Schraer <a href="mailto:dschraer@edplus.org">dschraer@edplus.org</a> 314-749-7185
February 21, 2019 12:30 p.m. – 3:30 p.m.	Northwest	Troester Media Center 3401 Renick St. Joseph	Jennee Gregory <a href="mailto:jbarnes@nwmissouri.edu">jbarnes@nwmissouri.edu</a> 660-562-1995
May 29, 2019 12:30 p.m. – 3:30 p.m.	Northwest	Troester Media Center 3401 Renick St. Joseph	Jennee Gregory <a href="mailto:jbarnes@nwmissouri.edu">jbarnes@nwmissouri.edu</a> 660-562-1995

# Contact Information

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**573-751-2931**

