

**Missouri Department of Elementary and Secondary Education  
Goal 1: Objectives, Strategies, and Actions**

**GOAL 1: All Missouri students will graduate college and career ready.**

- OBJECTIVE 1:** The percentage of students:
- A. Scoring at or above proficient level on National Assessment of Educational Progress (NAEP) will increase by 1 percentage point at each test administration.
  - B. Scoring at or above proficient level on state assessments will increase each year to exceed 75% of students in all subgroups by 2020.
  - C. Scoring at or above the mean of the top 10 states on college and career ready assessments (e.g. ACT, SAT, COMPASS, ASVAB, TSA) will increase annually.

<p><b>STRATEGY 1:</b> Provide districts and schools access to curriculum resources necessary to ensure high quality instruction aligned to state, national and international standards.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>ACTION 1: Develop rigorous model curricula based on state standards that include the following components: course descriptions, unit outlines, measurable objectives, assessments (formative, interim benchmark and summative) and scoring guides, a variety of evidence-based instructional strategies, and instructional timelines.</p> <p>ACTION 2: Design professional development to support implementation of the rigorous model curricula.</p>		
<p><b>STRATEGY 2:</b> Promote quality teaching, leading, and learning by supporting a continuous improvement process and disseminating effective instructional practices.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>ACTION 1: Establish and apply appropriate measures of accountability to guide timely intervention strategies and improvement efforts based on best practices.</p> <p>ACTION 2: Identify, disseminate and support research-based models to guide school and district improvement.</p> <p>ACTION 3: Identify, disseminate and promote best practices.</p> <p>ACTION 4: Provide access to user-friendly data tools to make informed decisions.</p>		
<p><b>OBJECTIVE 2: By 2020, all students will qualify for entrance into post secondary education/training.</b></p>		
<p><b>STRATEGY 1:</b> Align policies and support with the demands of college and careers.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>ACTION 1: Develop incentives for districts to maintain a Personal Plan of Study for students in grades 7-12.</p> <p>ACTION 2: Promote the early identification of at-risk students and the use of effective intervention strategies.</p> <p>ACTION 3: Provide extended learning opportunities aligned with state standards to support positive academic and behavioral student outcomes.</p> <p>ACTION 4: Track meaningful indicators of college and career readiness in longitudinal data systems.</p> <p>ACTION 5: Identify Missouri future employment, skills and preparation needs and align policies to meet these needs</p>		

**Missouri Department of Elementary and Secondary Education  
Goal 2: Objectives, Strategies, and Actions**

**GOAL 2: All Missouri children will enter kindergarten prepared to be successful in school.**

- OBJECTIVE 1:** A. The percentage of young children (birth to kindergarten entry) who receive developmental and health screenings will increase by 2% annually.  
 B. The number of parent education visits to families with young children will increase by 2% annually.  
 C. The number of parent education visits to high needs families of young children will increase by 2% annually.

STRATEGY 1: Make information available to families and community stakeholders about developmental and health screenings for young children.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1: Gather information from health departments, Head Start agencies, public schools, First Steps offices, etc. to determine types, locations and number of developmental and health screenings. |  |  |
| ACTION 2: Implement a coordinated campaign to inform families and community stakeholders of the importance of developmental and health screenings.  |  |  |

STRATEGY 2: Disseminate information to school boards, administrators and teachers to help them maximize educational and support services to all families of young children, especially high needs families.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1: Work with parenting and family support groups to develop and distribute materials related to the importance of parenting education to school boards, administrators and teachers. |  |  |
| ACTION 2: Develop implementation and financial strategies to increase the number of family supports provided to young families, especially high-needs families.                             |  |  |

- OBJECTIVE 2: The percentage of early childhood programs for Missouri's infants, toddlers and preschoolers that meet established quality standards will increase by 2% annually.**

STRATEGY 1: Inform all stakeholders about the necessity of high quality early learning programs.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1: Develop a list of early learning programs in Missouri.  |  |  |
| ACTION 2: Distribute research-based information to schools and community leaders related to the importance of high quality early learning programs. |  |  |

STRATEGY 2: Develop and disseminate to all early learning programs/professionals the early learning standards that define quality programs and services and models using multiple funding sources to support early learning services.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1: Provide professional development on Early Learning Program Standards.  |  |  |
| ACTION 2: Provide professional development on Missouri's Early Learning Standards.   |  |  |
| ACTION 3: Develop and utilize a statewide early childhood assessment system to evaluate program and teacher quality and child performance.                 |  |  |
| ACTION 4: Develop and disseminate models of funding strategies for districts and community-based programs that support integrated early learning programs. |  |  |

STRATEGY 3: Provide a list of high quality early learning programs to families and community stakeholders.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1: Define the criteria and process for identifying quality programs based on the program standards.                             |  |  |
| ACTION 2: Distribute the program standards and the process by which they will be reviewed to all early childhood programs in Missouri. |  |  |

# Missouri Department of Elementary and Secondary Education

## Goal 3: Objectives, Strategies, and Actions

### GOAL 3: Missouri will prepare, develop, and support effective educators.

**OBJECTIVE 1:** By 2020, all candidates completing preparation programs will be highly effective as defined by a uniform set of performance data points.

STRATEGY 1: Develop and implement a process for approving educator preparation programs based on current research and student achievement.	Office & Person(s) Responsible	Timeline for Completion
<p>ACTION 1: Revise the Missouri Standards for Teacher Education Programs (MoSTEP) accreditation process to include a connection between educator and student growth and achievement.</p> <p>ACTION 2: Align educator preparation programs with the Missouri Educator Standards.</p> <p>ACTION 3: Anchor the approval process for preparation institutions on the educator candidates' ability to demonstrate mastery of the Missouri Educator Standards.</p> <p>ACTION 4: Revise the preparation approval process to include rigorous candidate selection criteria.</p> <p>ACTION 5: Revise the preparation approval process to address areas of critical shortage.</p> <p>ACTION 6: Create systems to measure educator preparation programs annually.</p>		

**OBJECTIVE 2:** By 2020, all educators will meet the definition of highly effective.

STRATEGY 1: Review and revise all licensure policies and procedures.	Office & Person(s) Responsible	Timeline for Completion
<p>ACTION 1: Research the licensure practices of the top ten states.</p> <p>ACTION 2: Align licensure policies and practices to the educator standards.</p>		
STRATEGY 2: Provide districts access to educator evaluation resources aligned to the Missouri Educator Standards.	Office & Person(s) Responsible	Timeline for Completion
<p>ACTION 1: Develop and share Missouri Educator Standards that describe effective practice based on a professional continuum.</p> <p>ACTION 2: Provide a model evaluation system that includes evidence of effective educator practices and improved student growth and achievement.</p>		

## Missouri Department of Elementary and Secondary Education Goal 4: Objectives, Strategies, and Actions

**GOAL 4: The Missouri Department of Elementary and Secondary Education will improve departmental efficiency and operational effectiveness.**

**OBJECTIVE 1: Annually 90% of plan related activities entered into a project management system will meet or exceed their process and progress measures.**

**STRATEGY 1:** Use a project management system to ensure a high degree of implementation of the State Reform Plan.

Office &  
Person(s)  
Responsible

Timeline for  
Completion

**ACTION 1:** Develop, maintain and implement written protocols of procedures and operational processes.

**ACTION 2:** Gather appropriate data to monitor implementation of the Reform Plan.

**ACTION 3:** Provide staff development and support for effective implementation.

**OBJECTIVE 2: By 2020, 100% of Missouri's school districts will use the Missouri Comprehensive Data System to inform major decisions and improve efficiency.**

**STRATEGY 1:** Provide school districts with an efficient and comprehensive data management, planning system to help improve decision-making and implementation.

Office &  
Person(s)  
Responsible

Timeline for  
Completion

**ACTION 1:** Launch the Missouri Comprehensive Data System (MCDS) Portal.

**ACTION 2:** Develop web-based training modules for internal/external users of the MCDS portal.

**ACTION 3:** Integrate the Reform Plan's indicators into the MCDS Portal.

**OBJECTIVE 3: By 2020, 70% of responding targeted audiences will report being adequately informed about the implementation of the Plan.**

**STRATEGY 1:** Provide an effective communications process that supports the mission and goals of the Department.

Office &  
Person(s)  
Responsible

Timeline for  
Completion

**ACTION 1:** Identify, inform, and engage target audiences for selected strategies and action steps and develop processes and partnerships.

**ACTION 2:** Explore and consistently use effective communication technologies to share information related to the implementation of the mission and goals of the Department.

**ACTION 3:** Provide policies/procedures and staff development to ensure effective and consistent communication methods and customer support.

**ACTION 4:** Develop processes to determine the percent of targeted audiences who are effectively informed of the Department's progress in implementing the Plan.