

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.

<p><b>STRATEGY 1:</b> Make information available to families and community stakeholders about developmental and health screenings for young children.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>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.</p> <p>ACTION 2: Implement a coordinated campaign to inform families and community stakeholders of the importance of developmental and health screenings.</p>		
<p><b>STRATEGY 2:</b> 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.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>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.</p> <p>ACTION 2: Develop implementation and financial strategies to increase the number of family supports provided to young families, especially high-needs families.</p>		
<p><b>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.</b></p>		
<p><b>STRATEGY 1:</b> Inform all stakeholders about the necessity of high quality early learning programs.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>ACTION 1: Develop a list of early learning programs in Missouri.</p> <p>ACTION 2: Distribute research-based information to schools and community leaders related to the importance of high quality early learning programs.</p>		
<p><b>STRATEGY 2:</b> 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.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>ACTION 1: Provide professional development on Early Learning Program Standards.</p> <p>ACTION 2: Provide professional development on Missouri's Early Learning Standards.</p> <p>ACTION 3: Develop and utilize a statewide early childhood assessment system to evaluate program and teacher quality and child performance.</p> <p>ACTION 4: Develop and disseminate models of funding strategies for districts and community-based programs that support integrated early learning programs.</p>		
<p><b>STRATEGY 3:</b> Provide a list of high quality early learning programs to families and community stakeholders.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>ACTION 1: Define the criteria and process for identifying quality programs based on the program standards.</p> <p>ACTION 2: Distribute the program standards and the process by which they will be reviewed to all early childhood programs in Missouri.</p>		

**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.**

<p><b>STRATEGY 1:</b> Use a project management system to ensure a high degree of implementation of the State Reform Plan.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>ACTION 1: Develop, maintain and implement written protocols of procedures and operational processes.</p> <p>ACTION 2: Gather appropriate data to monitor implementation of the Reform Plan.</p> <p>ACTION 3: Provide staff development and support for effective implementation.</p>		

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

<p><b>STRATEGY 1:</b> Provide school districts with an efficient and comprehensive data management, planning system to help improve decision-making and implementation.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>ACTION 1: Launch the Missouri Comprehensive Data System (MCDS) Portal.</p> <p>ACTION 2: Develop web-based training modules for internal/external users of the MCDS portal.</p> <p>ACTION 3: Integrate the Reform Plan's indicators into the MCDS Portal.</p>		

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

<p><b>STRATEGY 1:</b> Provide an effective communications process that supports the mission and goals of the Department.</p>	<p>Office &amp; Person(s) Responsible</p>	<p>Timeline for Completion</p>
<p>ACTION 1: Identify, inform, and engage target audiences for selected strategies and action steps and develop processes and partnerships.</p> <p>ACTION 2: Explore and consistently use effective communication technologies to share information related to the implementation of the mission and goals of the Department.</p> <p>ACTION 3: Provide policies/procedures and staff development to ensure effective and consistent communication methods and customer support.</p> <p>ACTION 4: Develop processes to determine the percent of targeted audiences who are effectively informed of the Department's progress in implementing the Plan.</p>		

**Missouri SPDG**

**Budget Justification**

**Missouri State Personnel Development Grant (CFDA#84.323A)**

BUDGET JUSTIFICATION

(October 1, 2012 – September 30, 2017)

- 1. Personnel—N/A
- 2. Fringe Benefits—N/A
- 3. Travel (Y1, Y2, Y3, Y4, Y5: \$40,000)

Annual SPDG Project Director's Meeting

(Y1: \$4,000 Y2: \$4,000, Y3: \$4,000, Y4: \$4,000, Y5: \$4,000)

Travel each year for two staff to attend the SPDG Project Director's Meeting in Washington DC. Costs are estimated as follows:

Airfare (2 @ \$600)	1,200
Lodging (2 @ \$200 per night X 3 nights)	1,200
Per Diem (2 @ \$50 per day X 4 days)	800
Miscellaneous (ground travel, taxi, parking, etc.)	<u>800</u>
	4,000

SPDG Regional Meeting

(Y1: \$4,000 Y2: \$4,000, Y3: \$4,000, Y4: \$4,000, Y5: \$4,000)

Travel each year for two staff to attend the SPDG Regional Meeting in Washington DC. Costs are estimated as follows:

Airfare (2 @ \$600)	1,200
Lodging (2 @ \$200 per night X 3 nights)	1,200
Per Diem (2 @ \$50 per day X 4 days)	800
Miscellaneous (ground travel, taxi, parking, etc.)	<u>800</u>
	4,000

- 4. Equipment (Y1, Y2, Y3, Y4, Y5: \$ 0 )
- 5. Supplies (Y1, Y2, Y3, Y4, Y5: \$ 0 )
- 6. Contractual (Y1, Y2, Y3, Y4, Y5: \$5,629,000)

Missouri Parent Training and Information Center (MPACT)

(Y1: \$10,000 Y2: \$10,000, Y3: \$10,000, Y4: \$10,000, Y5: \$10,000)

The Office of Special Education will contract with the Missouri Parent Training and Information Center (MPACT) to develop and implement training for parents of students with disabilities on the focus areas of the grant with content specific to how each area impacts the performance of students with disabilities. Some of the areas to be addressed will be the Missouri Core Academic Standards, including Standards-based IEPs; Assessment of students with disabilities, including Formative Assessments, general

Statewide Summative Assessments and Alternate Assessments; effective teaching and learning practices; and, data-based decision-making.

University of Kansas—Center for Research on Learning

(Y1: \$131,125 Y2: \$131,125, Y3: \$131,125, Y4: \$131,125, Y5: \$131,125)

The above funds, which represent approximately 9% of the grant total, are requested for completion of all evaluation activities. This includes salaries for the co-project evaluators and assistants, development and maintenance of a web-based data collection system, development and administration of data collection instruments, analysis of data and development and dissemination of data reports. It also includes travel expenses for the evaluators to travel to Jefferson City, Missouri, where DESE is housed, for regular meetings, as well as, travel to SPDG regional and Project Director meetings and other relevant meetings of large project evaluators. External evaluation is a required component of the grant application.

University of Missouri Kansas City—Institute on Human Development

(Y1: \$993,875 Y2: \$983,875, Y3: \$982,875, Y4: \$981,875, Y5: \$980,875)

The Institute on Human Development at the University of Missouri in Kansas City, under the direction of Dr. Ronda Jenson, will undertake several aspects of the research, development and implementation of this project. The funds requested for this portion of the budget will be used to support the following activities: Development, implementation and maintenance of a web-based system for the provision of PD, monitoring of the fidelity of implementation of learning and sharing of resources; Convening quarterly meetings with follow-up for the grant's Implementation Advisory Team; hiring, training and supervising the work of 9 Implementation Purveyors; convening and supervising the work of the grant's Content Development Teams; and, convening, conducting and following up on other grant meetings, such as meetings of the Management Team and Annual Implementation Advisory Team. Dr. Jenson and her staff will also participate with other Department groups to ensure that grant activities are aligned with all other work occurring at the Department in the grant focus areas.

7. **Construction—N/A**

8. **Other**

**(Y1, Y2, Y3, Y4, Y5: \$1,391,000)**

State Personnel Development Grants Program Website (SigNetwork.org)

Y1: \$4,000, Y2: \$4,000, Y3: \$4,000, Y4: \$4,000, Y5: \$4,000)

These funds are to support the State Personnel Development Grants Program website currently administered by the University of Oregon. This is a required component of the grant application.

Professional Development for Statewide System of Support (SSOS) personnel

Y1: \$40,000, Y2: \$40,000, Y3: \$40,000, Y4: \$40,000 Y5: \$40,000)

The success of this project depends on common knowledge and a high degree of skills among all SSOS personnel. This professional development is essential for developing a common knowledge-base and skill set among SSOS personnel. The PD will be indepth and contain information surrounding the focus areas incorporated into the project. It will be guided and often provided by national experts and in collaboration with agencies supported through the U.S. Department of Education Technical Assistance and Dissemination Network. The funds in this category will be used to pay for the time &/or travel of individuals providing the PD, technology to support provision of the PD in the most efficient and effective manner and any materials/supplies needed to support the PD activity.

Grants to Regional Professional Development Centers (RPDC)

Y1: \$225,000, Y2: \$225,000, Y3: \$225,000, Y4: \$225,000, Y5: \$225,000)

Staff at the RPDCs will be providing Professional Development in the focus areas to the staff at the identified schools within their regions. In order to provide a consistent message throughout the state, all RPDC staff will be trained in a common model. The training will be done in a variety of formats, depending on what is determined most appropriate—face to face, webinar, videoconference, etc. These dollars will be used to offset the costs of staff participating in these “shared learning” PD activities.

Technology Grants to LEAs/RPDCs

Y1: \$0, Y2: \$10,000, Y3: \$11,000, Y4: \$12,000, Y5: \$13,000)

A critical part of this grant is researching and implementing various technologies to make the delivery, evaluation and sharing of resources for Professional Development more efficient and effective. No funds are requested in the first year, as it is anticipated that Year One will be devoted to the research and small pilots of various technologies. Funds in years 2-5 will be used to provide grants to districts and RPDCs using the technologies to train and support staff in the use of the various technologies chosen for implementation.

**9. Total Direct Costs—(\$7,060,000)**

**10. Indirect Costs—(N/A)**

**11. Training Stipends—(N/A)**

**12. Total Costs (7,060,000)**