



# Office of Educator Quality

## Professional Competency Profile & MoPTA Update

Missouri Department of Elementary  
and Secondary Education

# Today's Agenda

2

- **Opening Comments**
- **Professional Competency Profile**
- **MoPTA**
  - **Scoring**
  - **Task 2 & 3 Scores**
  - **Task #4 – Video & Non-Video Submission**
  - **Resubmission Webinar**
  - **Plans for a MoPTA Follow-Up Survey**
- **Closing Thoughts**

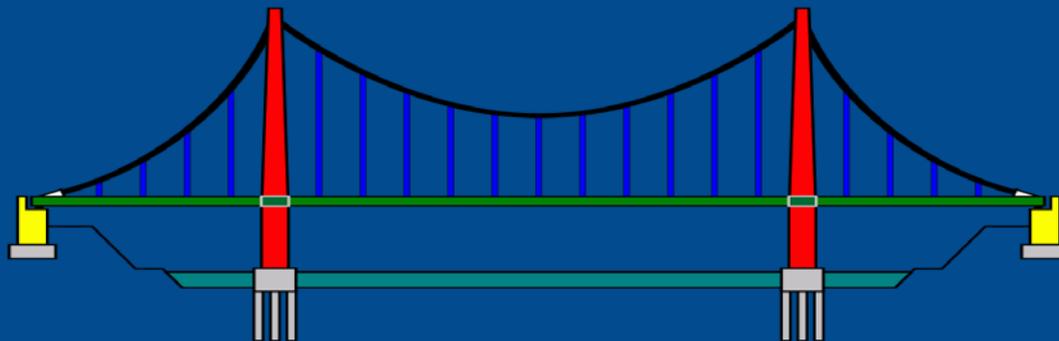




# MoPTA Webinar Series

## Professional Competency Profile

### Connecting Preparation & Practice



# Professional Competency Profile

4

- ❑ **Starting Something New**
- ❑ **The Challenge for Educator Preparation Programs – Meeting The 3 R’s**
- ❑ **ETS & Professional Competency Profile**
- ❑ **The Missouri Assessment Plan**
- ❑ **The Evolution of the Concept**
- ❑ **Reactions from Principals & HR Director**
- ❑ **Alignment with Four Quality Indicators**
- ❑ **Introducing A New Format**
- ❑ **What, Where, and When**



# Starting Something New

5

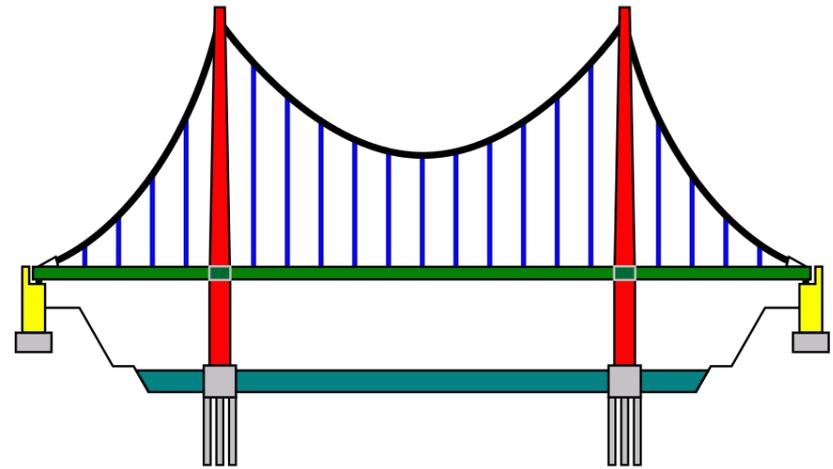
- **A Big Change**
- **Depends Upon Culture & Background**
- **Importance of Continuous Improvement**
- **Building a Culture of Improvement**



# The Challenge to EPPs

6

- **Creating A Culture**
- **Based Upon The Three R's**
  - ▣ **Is it Real?**
  - ▣ **Is it Relevant?**
  - ▣ **Is it Rigorous?**
- **Building a Bridge**
- **Connecting Development with the 1<sup>st</sup> Year of Practice**



# Two Questions

7

- **Q#1: Why is the handbook for the Professional Competency Profile on the ETS website if ETS has nothing to do with it?**
- **Q#2: Can the Professional Competency Profile be integrated or connected with the MEES instead of the MoPTA and removed from ETS?**



# Response to Question #1

8

- **Q: Why is the handbook for the Professional Competency Profile on the ETS website if ETS has nothing to do with it?**
- **A: The Professional Profile is a concept developed and promoted for continuous improvement by the Office of Educator Quality. We worked with Educational Testing Service (ETS) to develop “The Reflective Practice Handbook.” The handbook provides our candidates and programs with an extensive look at the importance of “reflective practice.” The art and practice of reflection has been an integral part of educator preparation since 1999.**



# Response to Question #2

- **Q: Can the Professional Competency Profile be integrated or connected with the MEES instead of the MoPTA and removed from ETS?**
- **A: The Professional Competency Profile was placed within the context of the Missouri Pre-Service Teacher Assessment (MoPTA) because of the assessments role as a culminating activity for student teachers. The Profile is a summative document that includes the MoPTA, the ratings from the Missouri Educator Evaluation System, and other pertinent activities associated with the candidates' development.**



# Missouri Assessment Plan

10

<b>EPP</b>	<b>Missouri</b>
<b>Application/Advising</b>	<b>MEProfile</b>
<b>General Education</b>	<b>MoGEAssessments</b>
<b>Content Coursework &amp; Assessments</b>	<b>Missouri Content Assessments</b>
<b>Field &amp; Clinical Work</b>	
<b>MO Educator Evaluation</b>	<b>MoPTA</b>
<b>Professional Competency Profile</b>	

# Evolution of the Concept

11

- **Other Side of the Principal's Desk**
  - **The Interview & Hiring Process**
  - **The Induction Process Begins with You**
- **Your Role as a New Professional**
  - **Understanding Yourself**
    - **Strengths**
    - **Areas of Improvement**
- **Your 1<sup>st</sup> Professional Development Plan**
  - **Focus Upon Teachers, Buildings, Districts**



# Principal Reactions

12

- **The Question: How beneficial will information included in the Professional Competency Profile assist you in working with the first year teacher to develop their first Professional Development Plan?**
- **Comments from 4 Principals**
  - **Brad Owings**
  - **Heidi Mackey**
  - **Shawn Brown**
  - **Jenny Ulrich**



# Brad Owings – Poplar Bluff

13

- *“The Profile will give me much needed information to get a jumpstart on developing capacity in my new teachers. If we know their competency in there four indicators, we can work to grow them and help them to become successful teachers who will have a positive impact on our students.”*



# Heidi Mackey – Hogan Prep in KC

14

- *“If new teachers were to have a basic understanding of these four indicators, they would be able to begin their first year of service with solid knowledge of area they would need to improve upon. Writing their initial Professional Development Plan would no longer be a shot in the dark; but, they would have base line data that would allow them to reflect on their strengths and weaknesses – the true point of the growth plan.”*



# Shawn Brown – Wright City

15

- *“The Professional Competency Profile would be highly beneficial for both the new teacher and the administrator as they begin to collaborate on the initial Professional Development Plan. With data from the Profile, a plan can be developed to provide professional development and learning opportunities for continued growth in these vital areas for educator success in the classroom.”*



# Jenny Ulrich – Lonedell

16

- *“The ability to bridge a student teacher’s higher education/student teaching experience to their first job, better yet, to their first Professional Development Plan is a powerful tool. It is like a head start or a sneak peek that we have never had before. It creates a building block for growth right out of the gates.*”



# More From Jenny Ulrich

17

- *“This is a Win-Win for all parties:*
- *Teachers will win. This gives solid grounding, connectedness, and focus to the first year teacher. The teacher will be coming in with a background that immediately connects and also provides a focal point for growth. It creates a huge advantage for them.*
- *Administrators and mentors will win. It will inform the administrator and the mentor about the teacher’s background in a more thorough way than we have ever had before.”*



# More From Jenny Ulrich

18

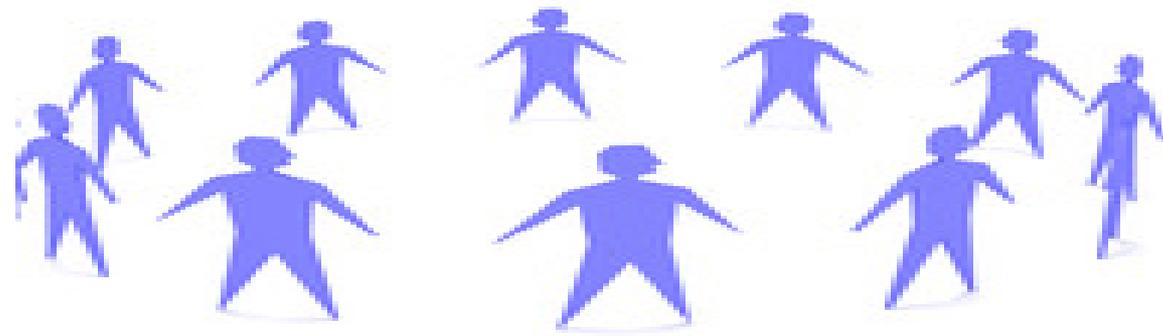
- *“This is a Win-Win for all parties:*
- *Students will win. The indicators chosen for the Professional Competency Profile are the most fundamental in the field. Concentration and reflection in these areas will pay huge dividends for the students of these first year teachers. I do LOVE the concept!”*



# Comments from HR Director

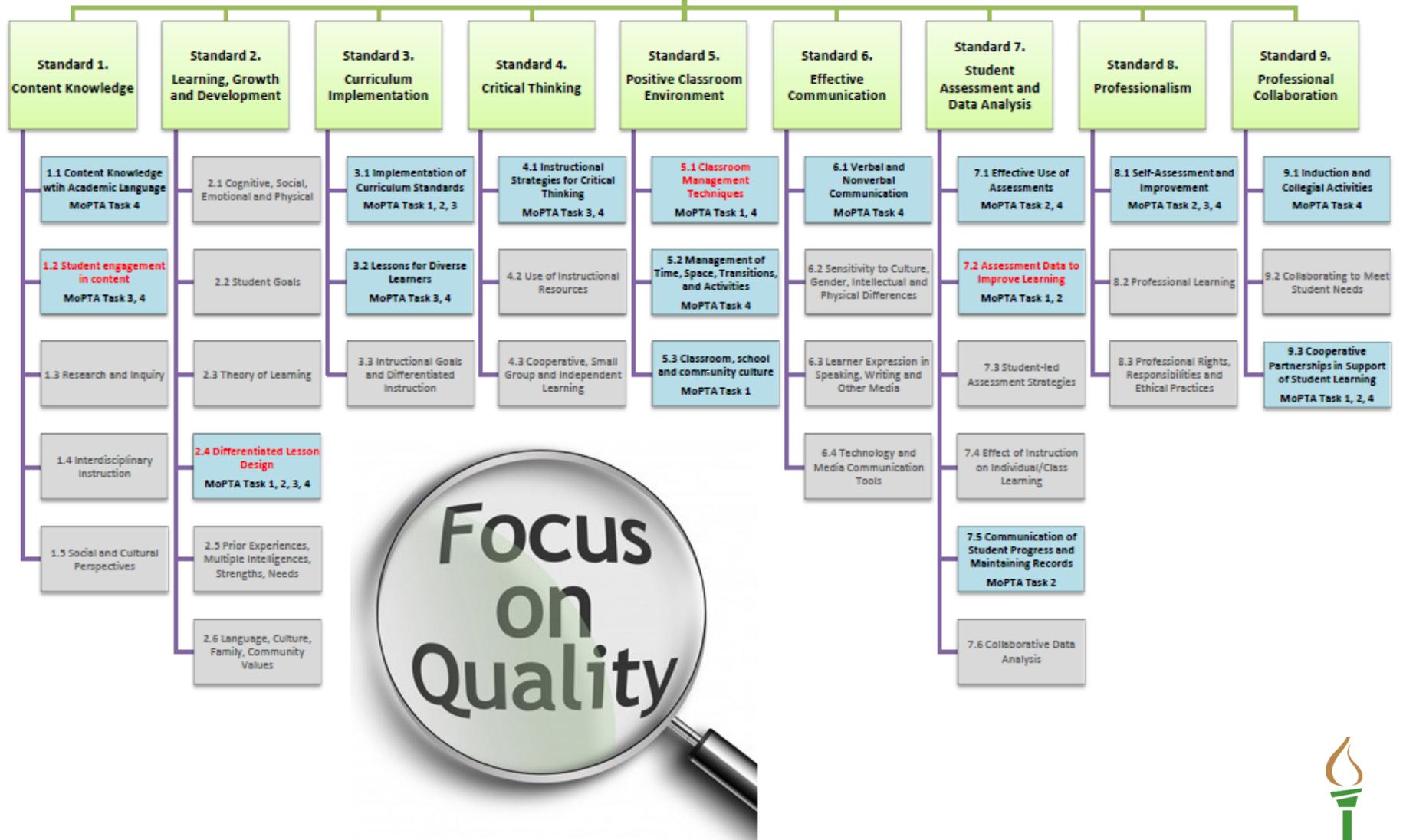
19

**Linda Kaiser**  
**Director – Human Resources**  
**Park Hill School District**  
**Kansas City, Missouri**



# Missouri Teacher Standards and Quality Indicators

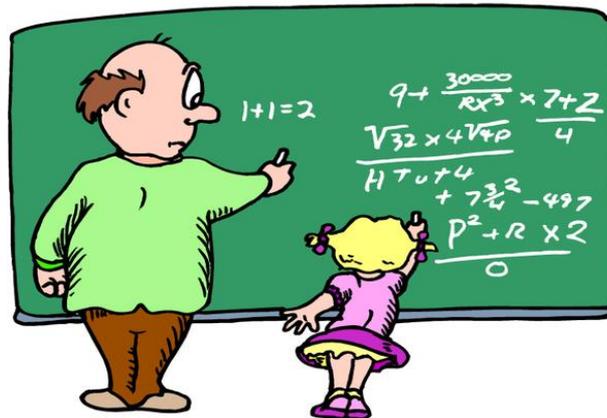
## 16 Quality Indicators for the Clinical Experience



# Missouri Standards & Quality Indicators

21

- Focus – The Big Picture
  - 9 Standards & 36 Quality Indicators
- Focus – Beginning & Student Teachers
  - 9 Standards & 16 Quality Indicators
- Focus – Professional Competency Profile
  - 4 Standards & 4 Quality Indicators



# Professional Competency Profile

22

- **Standard #1.2**
  - **Student Engagement**
- **Standard #2.4**
  - **Differentiated Lesson Design**
- **Standard #5.1**
  - **Classroom Management**
- **Standard #7.2**
  - **Assessment Data to Improve Student Learning**



# The New Format

23

- **A Work In Progress**
  - **5<sup>th</sup> Generation Document**
  - **Started – 9 Standards & 36 Quality Indicators**
  - **Narrowed – 9 Standards & 16 Quality Indicators**
  - **Now – 4 Standards & 4 Quality Indicators**
- **Alignment & Columns**
- **Signatures**
- **Building a Set of Examples**



# What, When and Where

24

- **WHAT**: The Professional Competency Profile is a document for which the candidate reflects upon his/her experiences in preparation to becoming a first year teacher.
- **WHEN**: The Professional Competency Profile is a “summative” document that is finalized after the completion of student teaching.
- **WHERE**: The Professional Competency Profile could be used as part of the interview process. It will certainly be used when you are developing your 1<sup>st</sup> Professional Development Plan.





# MoPTA

## Reminder – Submission Schedule

### Fall 2015

## MoPTA Submission Schedule & Scoring

# MoPTA Scoring

26

- What is the minimum passing score for the MoPTA for Fall 2015 and Spring 2016?
- The minimum passing score is 11!
- How is this calculated?
  - ▣ Candidates must score a “1” for each task.
  - ▣ There are 11 steps in Tasks 2-3-4.
  - ▣ Task 2 has 3 steps; Tasks 3 & 4 have 4 steps.



## MoPTA Submission Schedule & Scoring

# Changes for Fall 2015

27

- **Score Reports Available on November 13**
  - **Results on Tasks 2 & 3**
  - **Passing a Task – At Least a 1 on Each Step**
  - **60+ Candidates with Gaps**
  - **Review with ETS & Programs**
  - **Determine What's Missing**
  - **Identify Solutions**
- **For now, Focus on Task #4**



**MoPTA  
Submission  
Schedule &  
Scoring**

# Changes for Fall 2015

28

- **Task 4 – Video and Non-Video**
  - **Submission Deadline**
  - **November 19 @ 10:59 PM (CST)**
- **Scoring Window**
  - **Opens – November 19**
  - **Closes – December 13**
- **Task 4 – Video & Non-Video Score Report & Scores Available on December 21**



**MoPTA  
Submission  
Schedule &  
Scoring**

# Changes for Fall 2015

29

- **Resubmission Webinar on DESE Website**
- **Resubmission Window**
  - **Opens – December 21**
  - **Closes – January 7, 2016 @ 10:59 PM (CST)**
- **Resubmission Scoring**
  - **From January 7 to 24, 2016**
- **Score Reports – February 1, 2016**



# Questions

30



# Happy Thanksgiving

31



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