

PROGRAM DESCRIPTION

Department of Elementary and Secondary Education

HB Section(s): 2.015

Office of Educator Quality

Program is found in the following core budget(s): Career Ladder

1a. What strategic priority does this program address?

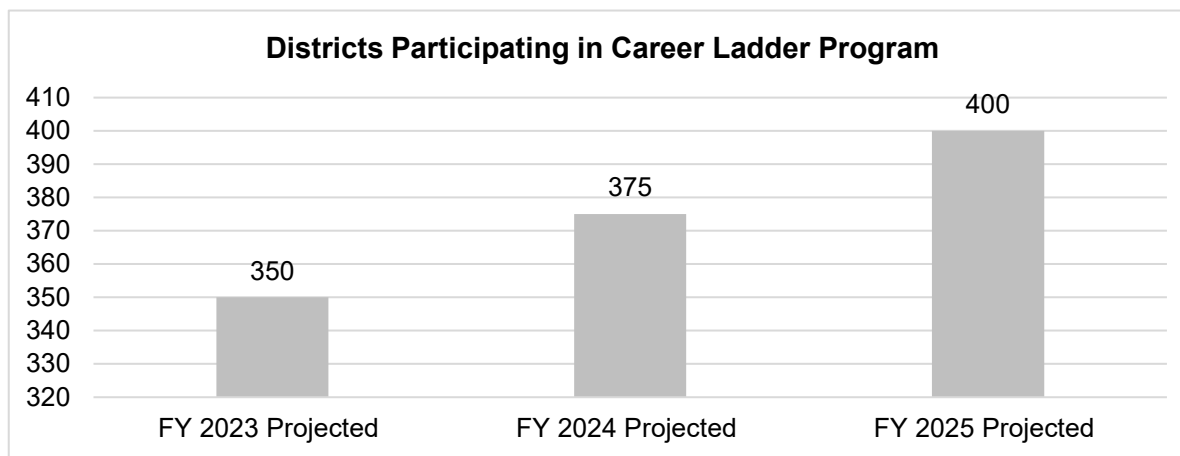
Educator Recruitment and Retention

1b. What does this program do?

This funding reinstates the Career Ladder program. It increases the state portion of the funding and enables more teachers with less experience to participate in an effort to help with teacher retention efforts of early career teachers. It also provides opportunity for teachers with more experience to receive additional pay as an effort to retain teachers with more experience.

2a. Provide an activity measure(s) for the program.

Based on this allocation for Career Ladder, the Department will calculate the number of districts that apply for and receive Career Ladder funds. The last time Career Ladder was in place, approximately 350 districts participated.



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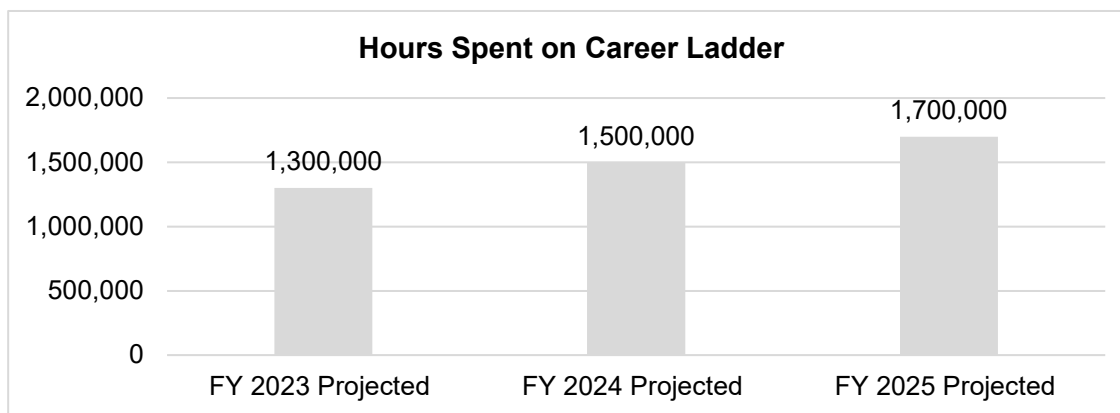
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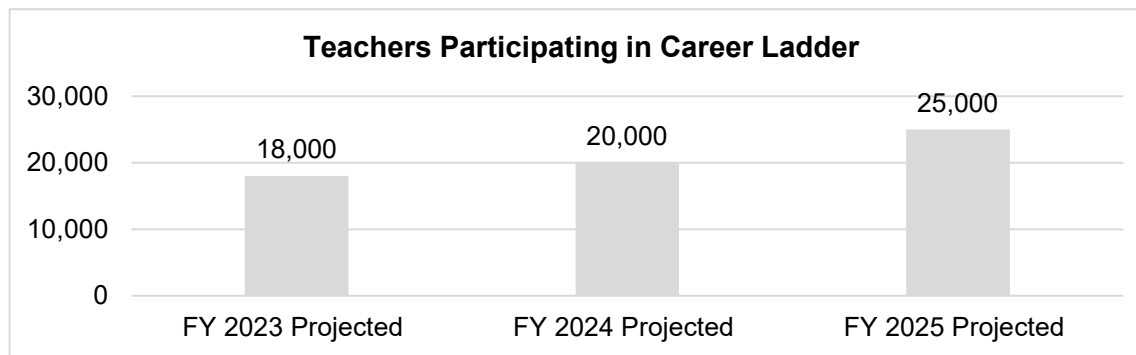
2b. Provide a measure(s) of the program's quality.

Career Ladder will increase teacher's time spent on responsibilities or voluntary efforts related to the District School Improvement Plan, Curriculum Development Plan, Professional Development Plan, Missouri School Improvement Program, or instructional improvement plan. All of these areas positively impact learning for students. As the amount of time increases, benefits for students increase as well. The last time Career Ladder was in place was FY 2010, and approximately 18,000 teachers participated. Assuming each of these teachers spend an average of 75 hours on Career Ladder responsibilities or voluntary efforts, there would be an additional 1,300,000 hours spent impacting the learning of students.



2c. Provide a measure(s) of the program's impact.

More teachers will be impacted each year that Career Ladder is in place. As more teachers are impacted, more students will be impacted as well. The last time Career Ladder was in place in FY 2010, approximately 18,000 teachers participated.



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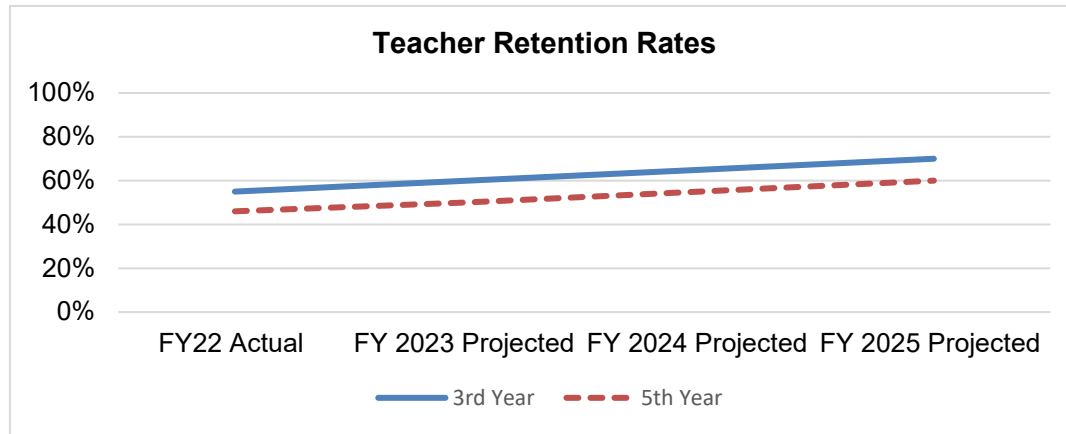
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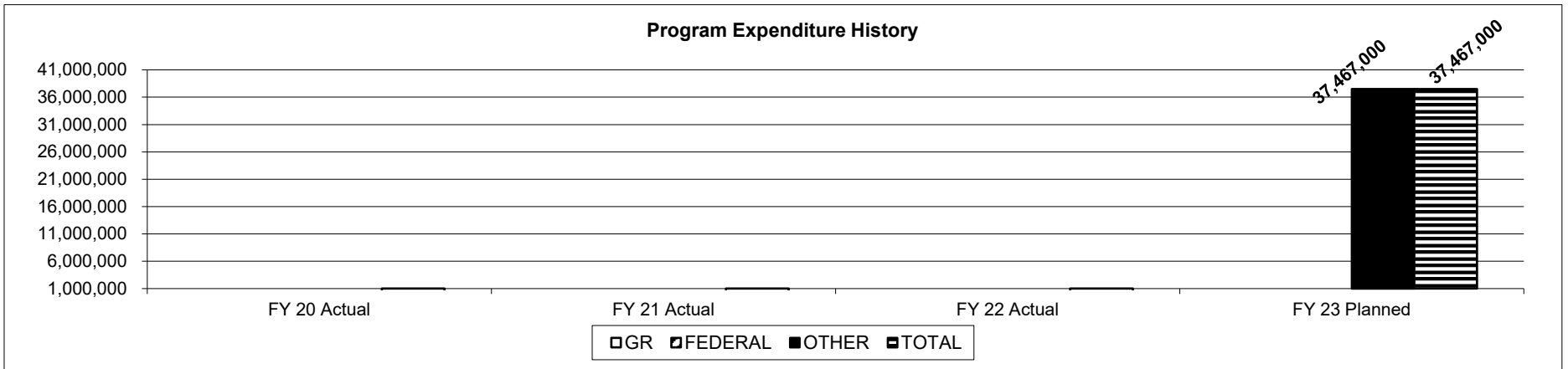
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2d. Provide a measure(s) of the program's efficiency.

Career Ladder will increase the support that teachers experience being a teacher. This increased support will improve teacher morale and satisfaction with being a part of the teaching profession. This increased satisfaction will have a positive impact on teacher retention. In this current year, teacher retention at the end of the third year was 55% and at the end of the fifth year was 46%. Teacher retention rates will improve as a result of Career Ladder.



3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)



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4. What are the sources of the "Other " funds?

Fund 0291 Lottery Proceeds

5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)

RSMo 168.500 - 168.515

6. Are there federal matching requirements? If yes, please explain.

No

7. Is this a federally mandated program? If yes, please explain.

No