PROGRAM DESCRIPTION

Department of Elementary & Secondary Education **HB Section(s):** **2.155**

Title II, Part A

Program is found in the following core budget(s): Title II (aka Effective Instruction)

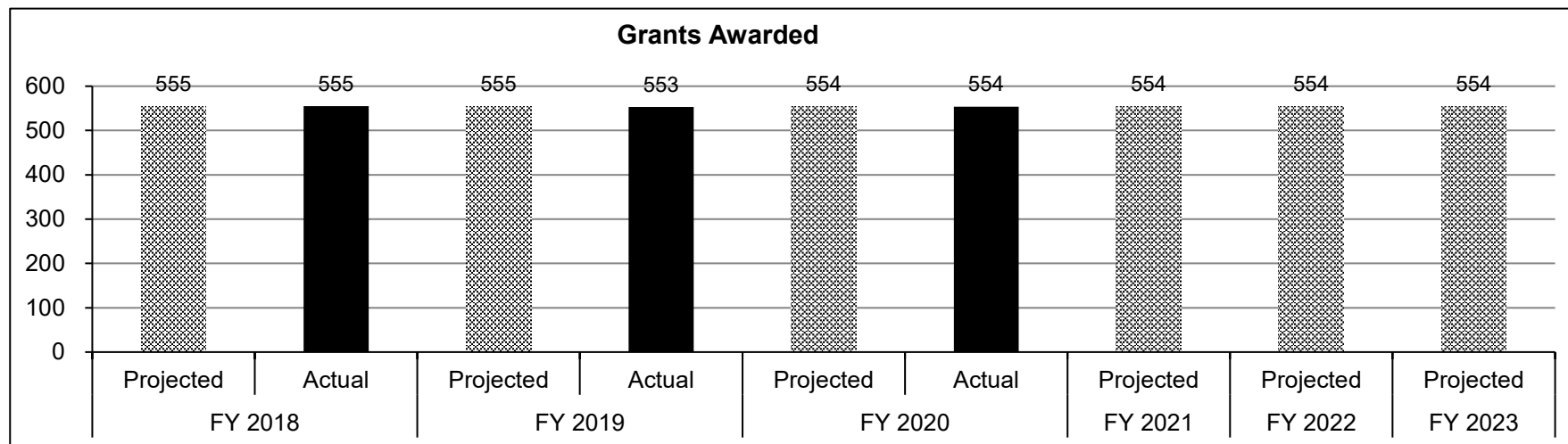**1a. What strategic priority does this program address?**

Educator Recruitment & Retention

1b. What does this program do?

This program provides for the improvement of the quality of teachers, principals and school leaders.
- State level activities include, but not limited to, professional development delivered through the Missouri Leadership Development System, supporting the implementation of effective educator evaluation systems, and improving equitable access to effective teachers.
- LEA (Local Education Agency) level activities include, but not limited to, recruitment, induction and mentoring, retention, reducing class size and professional development to improve teaching and student learning.

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

Grants Awarded

	FY 2018		FY 2019		FY 2020		FY 2021	FY 2022	FY 2023
	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Projected	Projected
	555	555	555	553	554	554	554	554	554

Note: *Department of Corrections and the Division of Youth Services have always been included in these numbers. Starting with FY2007, charter schools that become LEAs are also included.*

PROGRAM DESCRIPTION
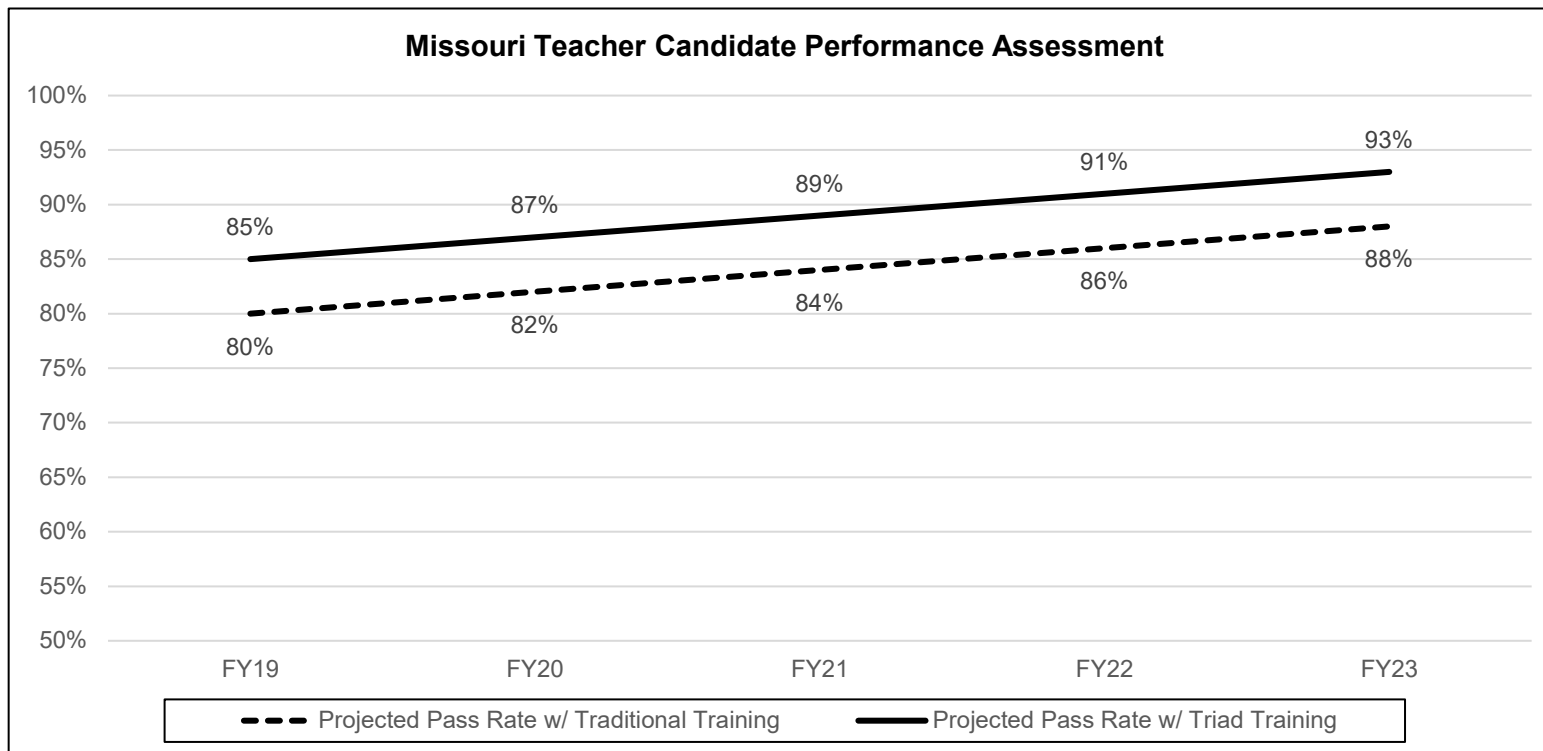
Department of Elementary & Secondary Education

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

Increase the percentage of teacher candidates achieving passing rates on Missouri's performance assessment indicating readiness to be an effective first year teacher. The Missouri Educator Evaluation System (MEES) provides immediate feedback to the teacher candidate during student teaching, which allows for adjustment to instruction and methodology and provides an opportunity for targeted growth. Statewide MEES training is critical to the successful evaluation of the teacher candidate. Triad Training is the recommended training practice, which includes the university supervisor, cooperating teacher, and the teacher candidate.

Missouri Teacher Candidate Performance Assessment

	FY19	FY20	FY21	FY22	FY23
Projected Pass Rate w/ Traditional Training	80%	82%	84%	86%	88%
Projected Pass Rate w/ Triad Training	85%	87%	89%	91%	93%

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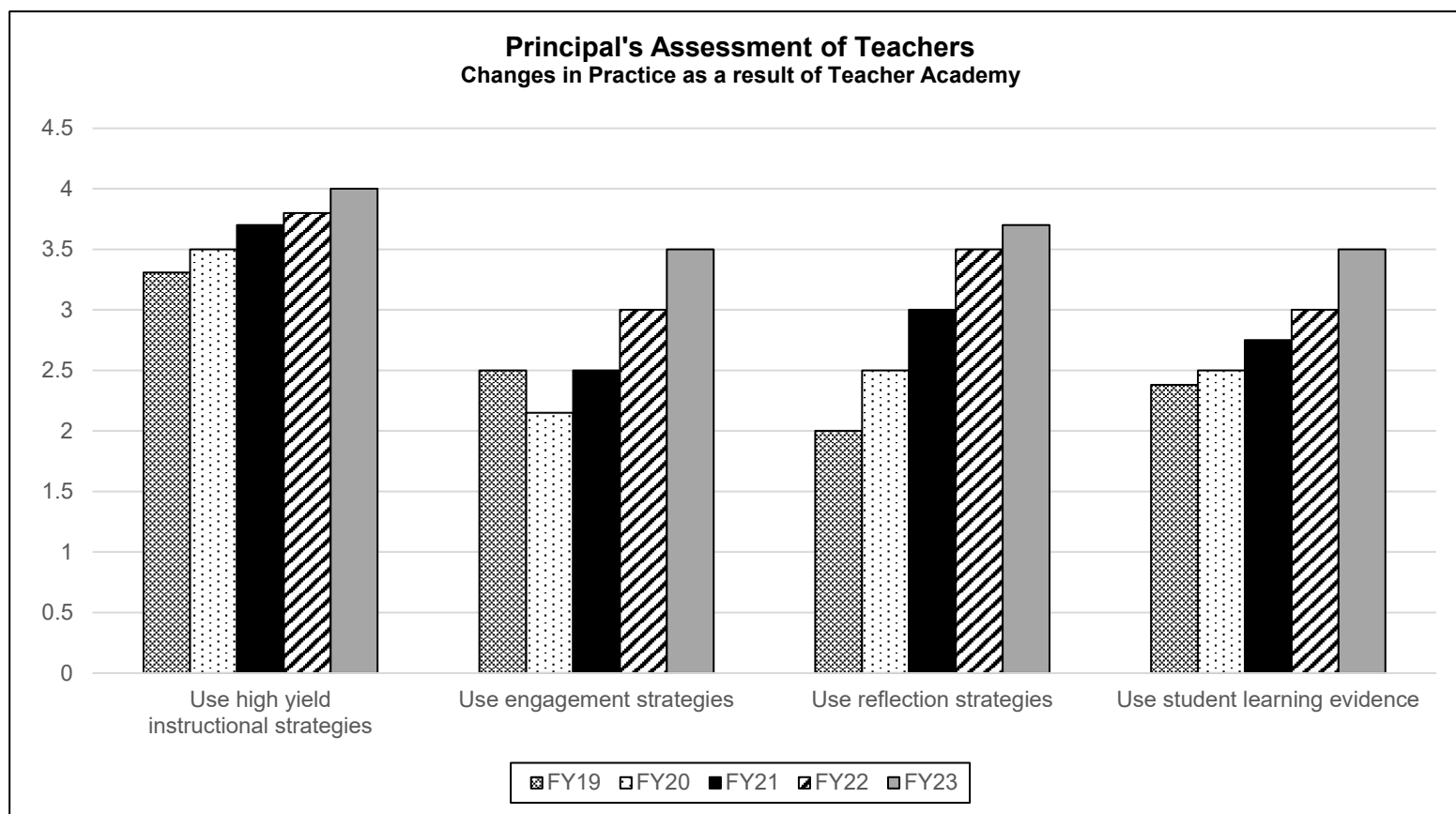**Department of Elementary & Secondary Education**

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

Data is collected to determine the effectiveness of training and support provided to teachers. Principals are surveyed regarding the change in practice they observe in teachers who receive this training. Increase the percentage of growth gained by teachers in research-based practices. The data below reflects the change in practice of teachers in four research-based teacher practices from before and after participation in the Teacher Academy.

Principal's Assessment of Teachers
Changes in Practice as a result of Teacher Academy

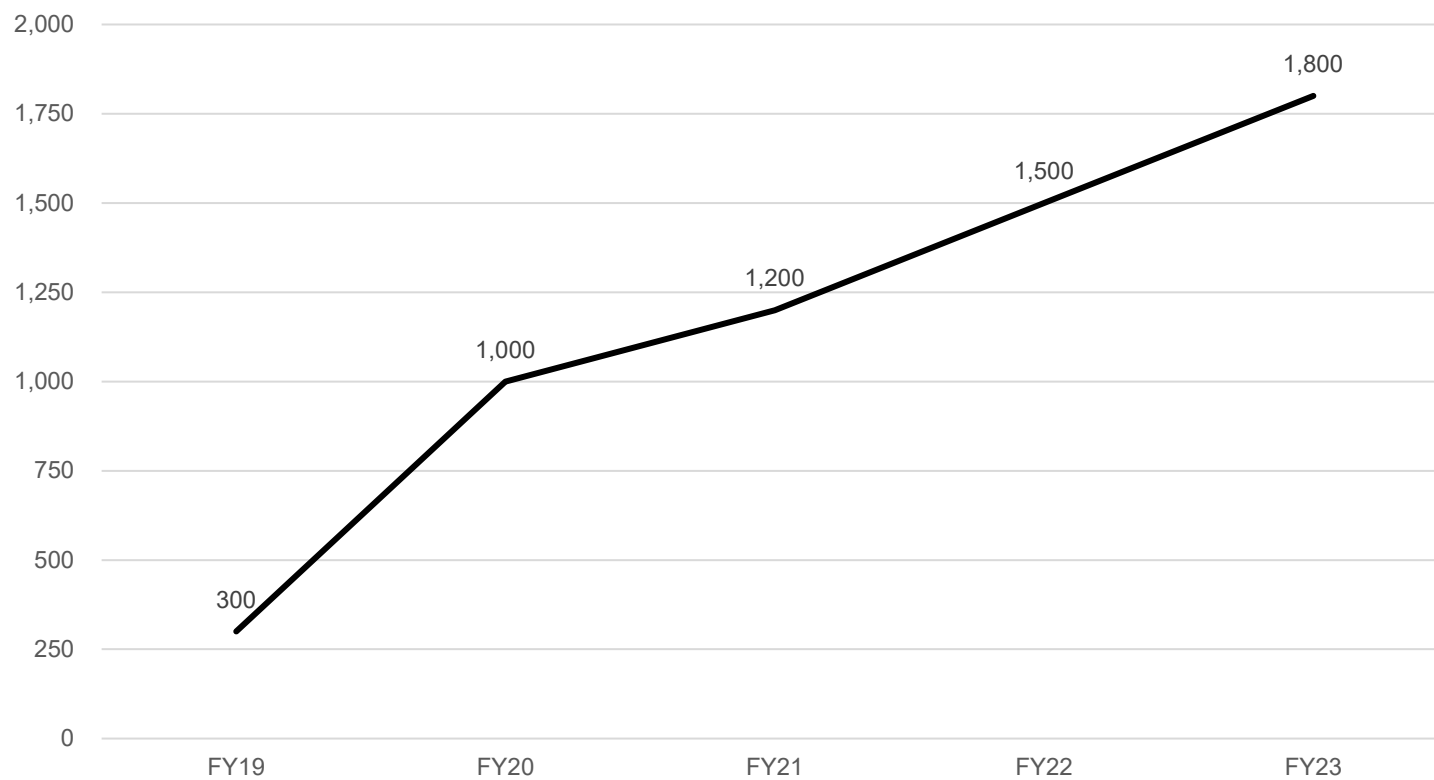**Department of Elementary & Secondary Education**   HB Section(s):   **2.155**

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Data is collected on principal participation in the Missouri Leadership Development System (MLDS). Limited implementation began in fall 2016. The target is to eventually train all principals and assistant principals in the state. Last year, the total was 42% of the principals (1,000). The target for FY20 is 55% of the principals (1,200).

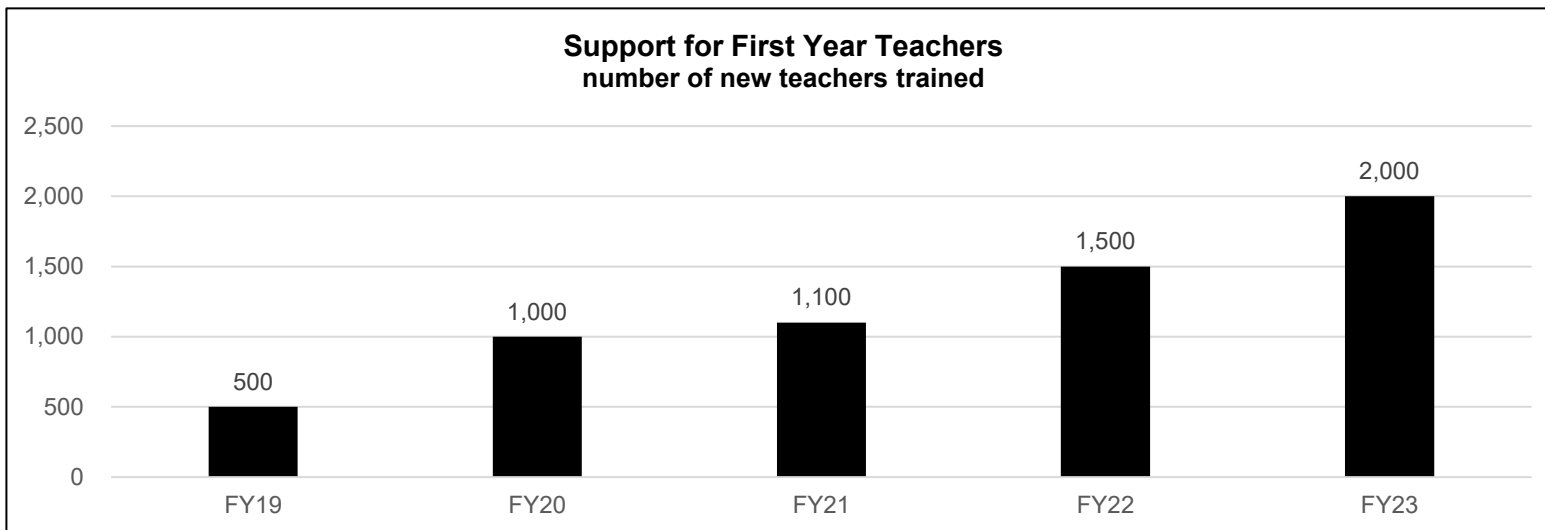**Principal Participation in the Missouri Leadership Development System (MLDS)**

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Attrition means that school districts must replace teachers from one year to the next. In the state of Missouri, average attrition rates for the last several years are approximately 11%. This is higher than the nationwide average of 8% or the average 4% that occurs in high performing countries. The majority of vacant positions are filled with new teachers. In our state, not only do too many teachers leave the profession, there are less and less teachers available to replace them. As a result, school districts fill positions with teachers that must teach out of their area of certification or must leave positions vacant. Support and training for first year teachers increases attrition rates.

Support for First Year Teachers
number of new teachers trained

FY	Number
FY19	500
FY20	1,000
FY21	1,100
FY22	1,500
FY23	2,000

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

Data will be collected to measure this program's quality from the Tiered Monitoring system. The percent of School Districts that are found not to require corrective action for this program will be reported for the 2019-20 School Year and following years. School Districts are monitored at a minimum once every three years.

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Percent of Compliant Local Education Agencies (LEAs) as reviewed in the Tiered Monitoring System
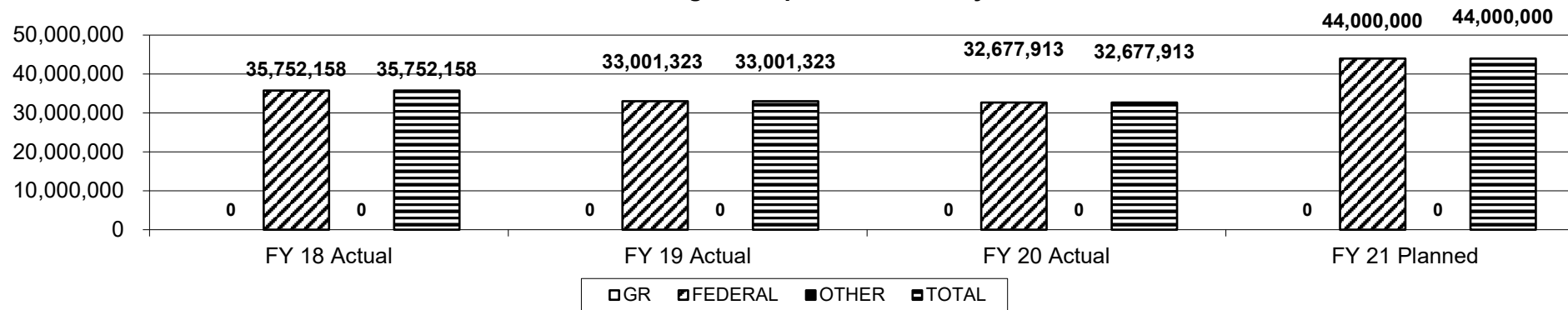
	2020		2021		2022		2023	
	Goal	Actual	Goal	Projected	Goal	Projected	Goal	Projected
LEAs in Monitoring Cycle		187		201		206		
LEAs Participating in the Program		187						
LEAs Compliant		132						
Percentage of LEAs Compliant	100.00%	71.00%	100.00%		100.00%		100.00%	

Source: Missouri Department of Elementary and Secondary Education, August 26, 2020

Title I.A, Title I.D, Title II.A, Title IV.A, Title V.B, and the Homeless Program are part of a Consolidated Self-Monitoring Checklist, the data is not pulled apart by program. The results are consolidated as well. Due to COVID-19 Federal Program Supervisors were unable to follow up with LEAs on monitoring for a period of two months, causing the process of approving Tiered Monitoring to be behind schedule as well.

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.*)

Program Expenditure History

Legend: GR, FEDERAL, OTHER, TOTAL

	FY 18 Actual	FY 19 Actual	FY 20 Actual	FY 21 Planned
GR	0	0	0	0
FEDERAL	35,752,158	33,001,323	32,677,913	44,000,000
OTHER	0	0	0	0
TOTAL	35,752,158	33,001,323	32,677,913	44,000,000

*Administrative expenditures for this program run through the Division of Learning Services federal administrative appropriation, but are noted here in the total grant expenditures.

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

   N/A

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

   Elementary and Secondary Education Act of 1965 (CFDA 84.367A), as amended by the ESSA (Every Student Succeeds Act).

6. **Are there federal matching requirements? If yes, please explain.**
   No.

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

   No.