

Missouri NEA State Board Report

*Notes from October 21-22, 2019 meeting of the Missouri State Board of Education
Missouri Department of Elementary and Secondary Education
Jefferson Building, Jefferson City, MO*

Districts not required to use student learning objectives in teacher evaluation

Dr. Paul Katnik reported on teacher evaluation in Missouri. Missouri districts are required to evaluate educator performance using a comprehensive, performance-based process. Districts must choose a process that includes: differentiated rating levels, research-based standards, probationary periods, meaningful feedback, trained evaluators, student growth in learning, and use of evaluation results in employment decisions. Nearly 90% of Missouri schools use the same teacher standards and over 95% consider student growth data. After the meeting, we confirmed with Dr. Katnik that districts can choose how they measure and use student growth in learning. **Districts do not have to use Student Learning Objectives.** If your district uses SLOs and you find them too time consuming, talk to your local MNEA leaders about organizing to end their use in your district.

Missouri School Improvement Program 6 changes approved as a result of public comments

During the public feedback period in August, DESE received 1,495 comments from parents, educators, and associations. Over one thousand comments addressed the need for lower adult-student ratios for counselors and Pre-K classes, appropriate counselor evaluation, and social-emotional learning.

DESE staff recommended that the previously proposed rule be rescinded because of the large number of significant changes. The board approved the publishing of a new proposed MSIP 6 rule that incorporates the changes. MNEA will be asking members to make comments, as one proposed change will have a negative impact on teachers.

Proposed changes include:

- Moving the previously recommended school counseling student-to-counselor ratio to be the minimum ratio, with a new, lower recommended ratio of 161-200 students to one counselor. MNEA members submitted many comments on this issue and MNEA specifically requested this change. Most Missouri schools currently have a ratio of 360 students to one counselor. The new recommended ratios will require more school counselors. DESE staff has discussed this need with counselor preparation programs. This chart shows the revised ratios in the new MSIP 6 proposed rule.

Minimum school counseling standard		Recommended counseling standard	
Students	FTE	Students	FTE
1-50	.20	1-40	.20
51-100	.40	41-80	.40
101-150	.60	81-120	.60
151-200	.80	121-160	.80
201-250	1.00	161-200	1.00
251-300	1.20	201-240	1.20
301-350	1.40	241-280	1.40
351-400	1.60	281-320	1.60
401-450	1.80	321-400	1.80
451-500	2.00	401-480	2.00

- Adding language to specify school counselors must be evaluated based on counseling standards and indicators. DESE created an evaluation system for school counselors several years ago, but many districts still evaluate school counselors using the teacher evaluation system.
- Districts should develop local assessments for subjects not measured by the Missouri Assessment Program.

- Four Equity and Access standards were moved. Three standards moved to Effective Teaching and Learning; remaining standard moved to Culture and Climate. Other aspects were already in other standards.
- Clarifying language to be inclusive of public schools and public charter schools.
- **MNEA will be submitting suggested changes the following addition:** *“Adequate collaboration and planning time is provided to teachers based on local context and needs of the school system.”* MNEA believes collaboration time is important, but teachers still need 250 hours of individual plan time. Planning time is one factor in the teacher retention issue.

The first draft of scoring guidelines for annual reporting include the following weights: four student performance indicators make up 60%; four measures of continuous improvement make up 30%; and one locally selected growth indicator makes up 10%. Districts will choose progress in one of ten possible standards to make up 10% of their total MSIP 6 Annual Performance Report.

The state board approved submitting the revised MSIP 6 standards for a public comment period, expected to be from mid-December 2019 to mid-January 2020.

Board receives report on the education of gifted and talented children

The Advisory Council on the Education of Gifted and Talented Children was established by state statute in 2013 to provide advice to DESE regarding policies related to the education of gifted and talented children. Designated funding for gifted and talented programming was removed as a line item from school funding requirements in 2005. Since that time, over 100 districts have eliminated programming for gifted students with rural school districts being significantly impacted. The number of gifted programs increased from 223 to 239 in 2018-19. The council recommended improved teacher preparation, professional development for all educators, improved identification of gifted students, and earmarked funding for gifted education.

Missouri School Improvement Program 5 Annual Performance Reports not yet complete

DESE released incomplete annual performance data because score calculations for the new science tests were not ready to be included. Complete district APRs will be ready in late November. Commissioner Vandeven shared with the board that a “report card” model is too simplified to show complex district data. This year the APR shows data in a different way. This has resulted in mixed reactions from local districts, the media, and the public. Board members expressed concern over the interpretation of the data by the media. They would like to see a format that makes it easier for parents to understand APR reports. Statewide results, overall, show that English language learners made slight gains, English language arts and mathematics results remain somewhat flat, and the achievement gap remains relatively unchanged. Further data will be released in November.

In other business the board:

- Adopted a resolution honoring Melissa Grandel, a high school English teacher in the Fordland R-III School District, as Missouri’s Teacher of the Year for 2020.
- Considered revisions to DESE’s *Show Me Success* strategic plan. DESE staff engaged in discussions with board members to set priorities and provide direction around mission, vision, goals, and strategic planning for the department.

The next meeting of the Missouri State Board of Education will be on December 3, 2019. If you have any questions or suggestions, please contact Rebeka McIntosh or Ann Jarrett at 800-392-0236. Details of state board agenda items can be found at <http://dese.mo.gov/state-board-education/agendas-minutes>.

Respectfully submitted,

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