

# State Board of Education & Coordinating Board for Higher Education Joint Meeting

March 6, 2024 | Jefferson City

# Missouri Advisory Board for Educator Preparation (MABEP)

March 6, 2024 | State Board of Education & Coordinating Board for Higher Education Joint Meeting

# Panelists

**Samantha Dickey**

Interim Assistant Commissioner  
DHEWD

**Paul Katnik**

Assistant Commissioner  
DESE

**Daryl Fridley**

Coordinator, Educator Preparation  
DESE

**Cassidy Urie**

Math Teacher  
Columbia Public Schools

**Laurie Kingsley**

Assistant Dean of Teacher Education  
University of Missouri

# Impacts on the Teacher Pipeline

	State Board of Education	Coordinating Board for Higher Education
Oversee the work of the MABEP (161.097 RSMo)	X	X
Approval of new degree programs (173.005.2(1) RSMo)		X
License or authorize certain schools/institutions (173.600 RSMo)		X
Approval of new educator preparation programs (161.097 RSMo)	X	
Establish certification requirements (168.021 RSMo)	X	
Approval assessments and cut scores (168.021 RSMo)	X	
Annually accredit educator preparation programs (161.097 RSMo)	X	

# Authorized in Statute

The MABEP shall advise the state board of education and the coordinating board for higher education regarding matters of mutual interest in the area of quality educator preparation programs in Missouri.

Revised Statute of Missouri 167.097

# MABEP Membership

- Commissioners of DESE and MDHEWD or their designee
- Equal representation from both agencies and appointed by each board
  - DESE: superintendent, administrator, human resource director, cooperating teacher, teachers, representative of the public
  - MDHEWD: dean (public and private), community college director, faculty member, current student
- Administrative rule outlined in 5 CSR 20-400.450

# Duties and Responsibilities

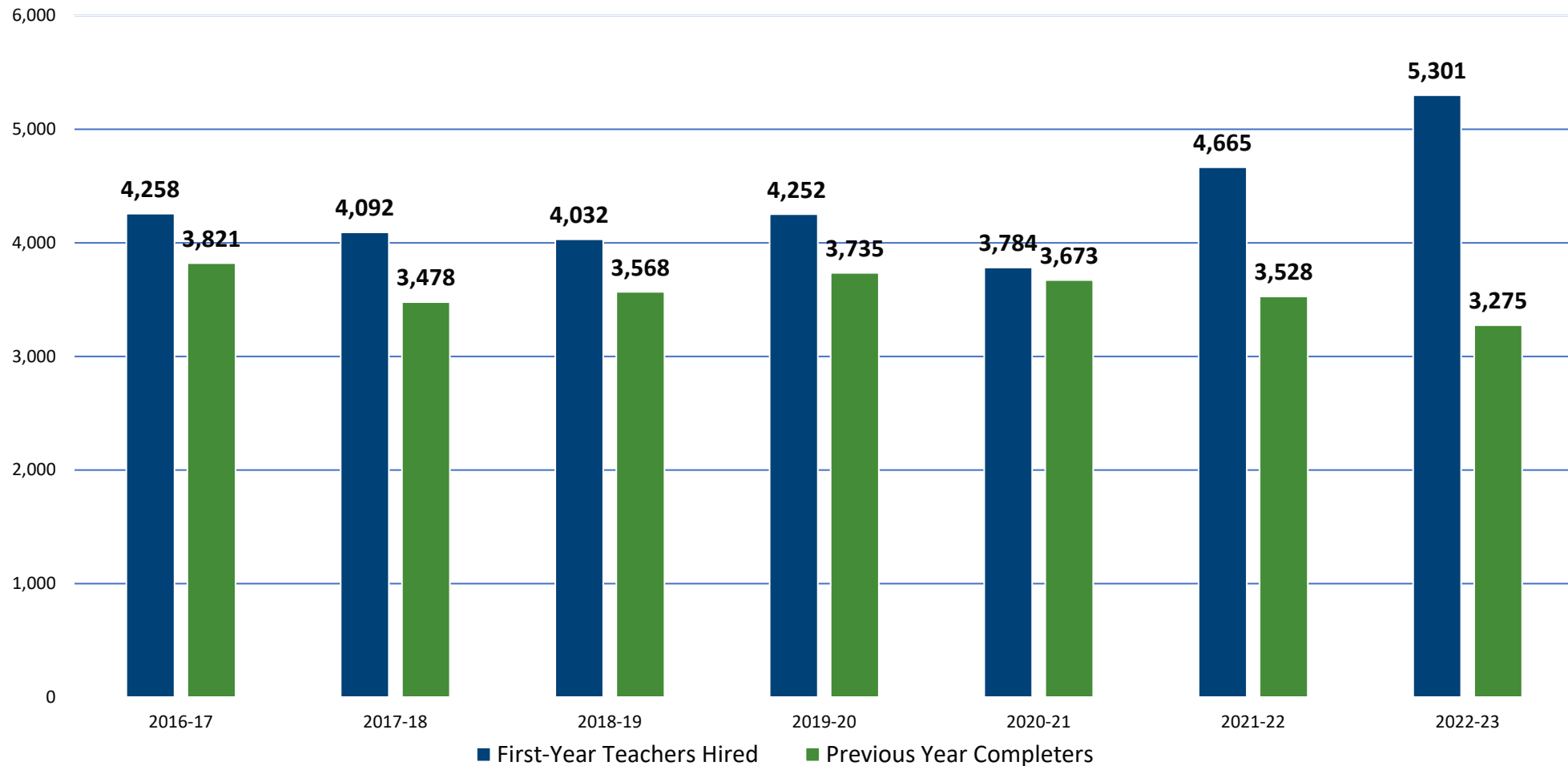
- Meet with commissioners to discuss policy issues and proposed changes
- Make recommendations regarding criteria and procedures for evaluation and approval of degree and preparation programs
- Facilitate communication to identify, review, and promote best practices and standards
- Present annually to the board and coordinating board to discuss matters of mutual interest
- Maintain a record of deliberations
- Meet at least twice annually

# Teacher Recruitment and Retention

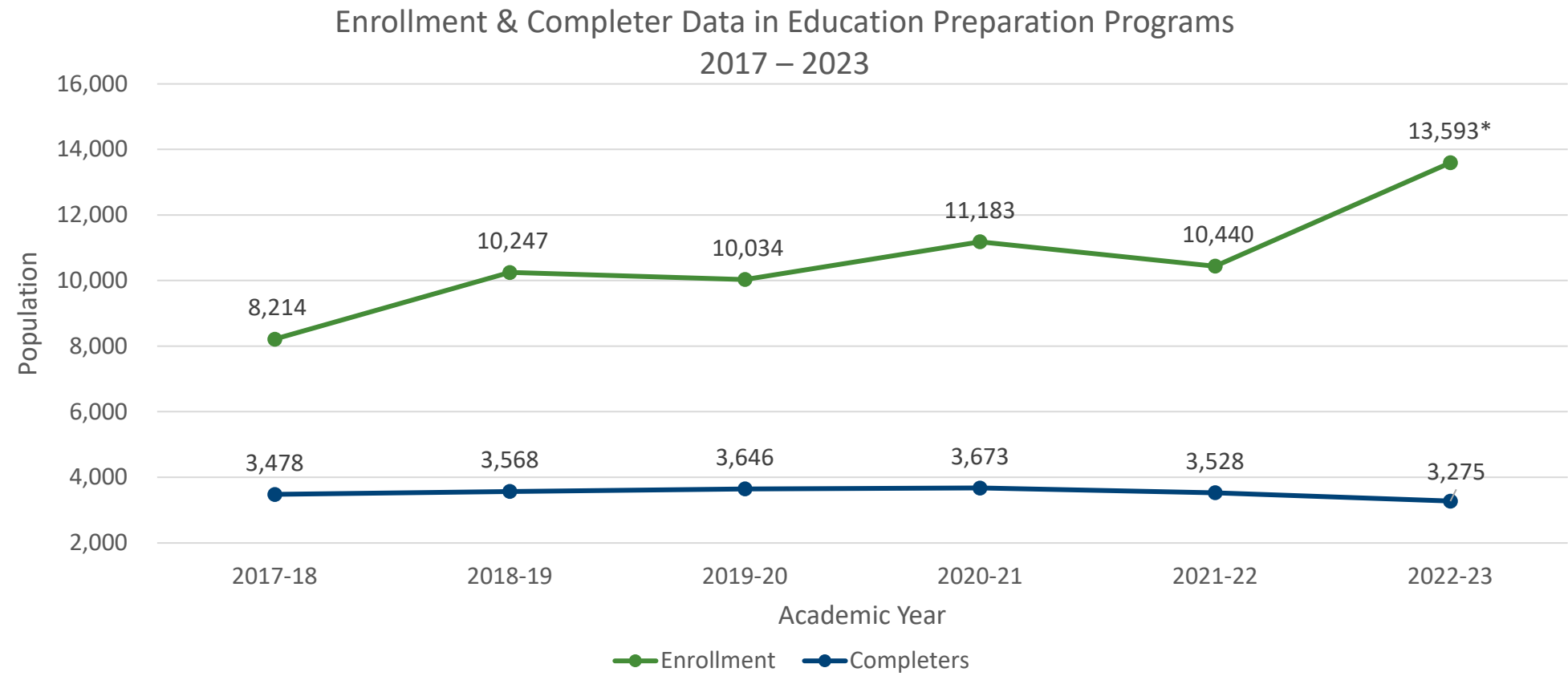


## Current Challenges

# Supply and Demand

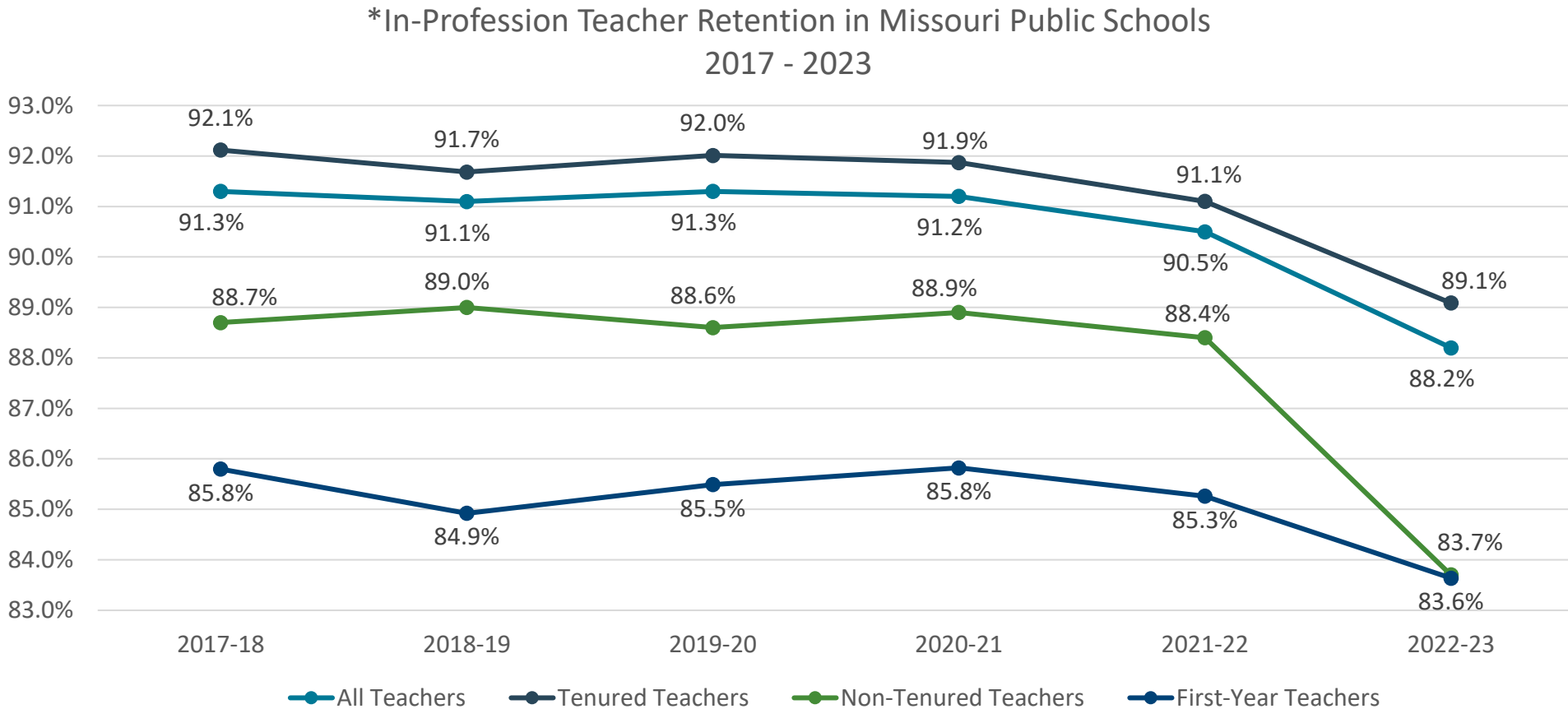


# Changes in Enrollment & Program Completers



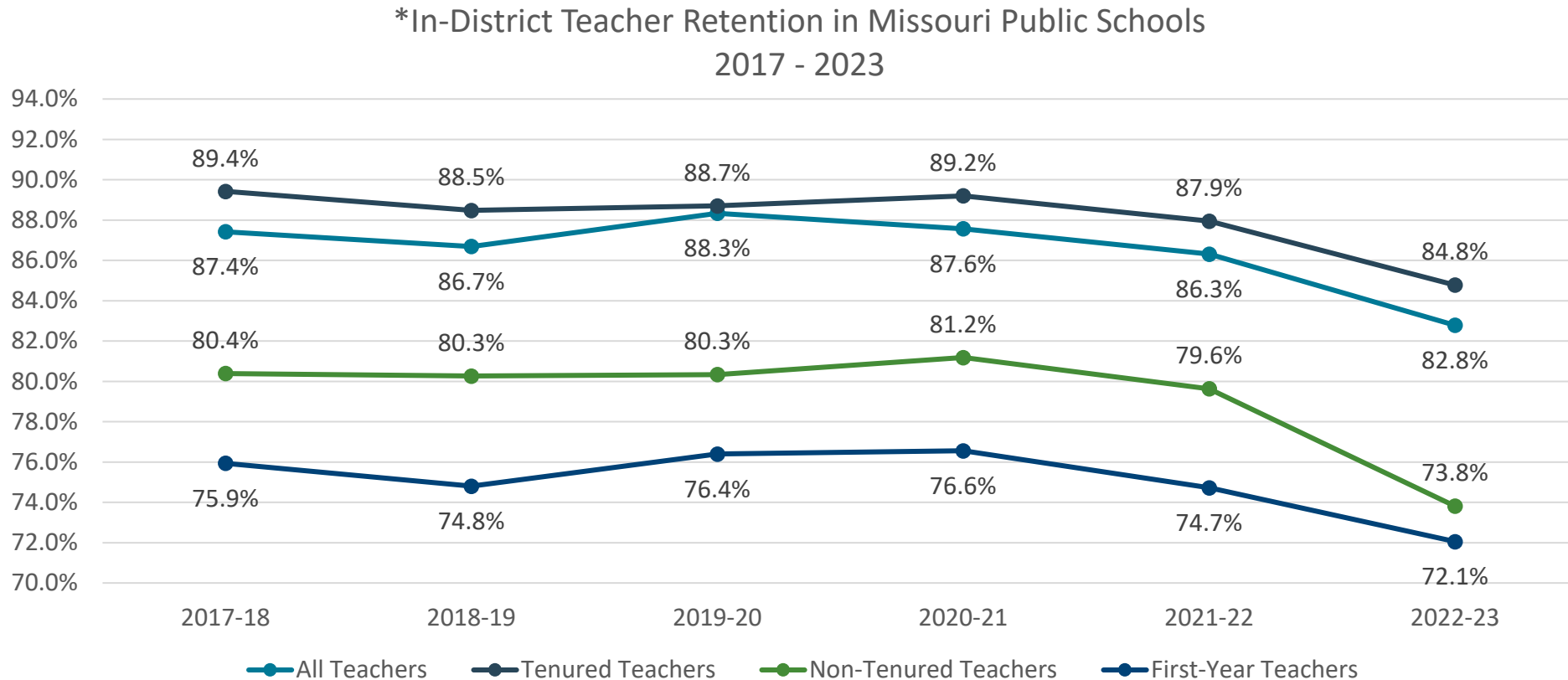
*\*Information from State Title II Report & Data from the State Annual Performance Report. The manner in which enrollment data is collected changed in 2023, resulting in an increase in the number of reported enrolled students.*

# Teacher Retention Rates (Profession)



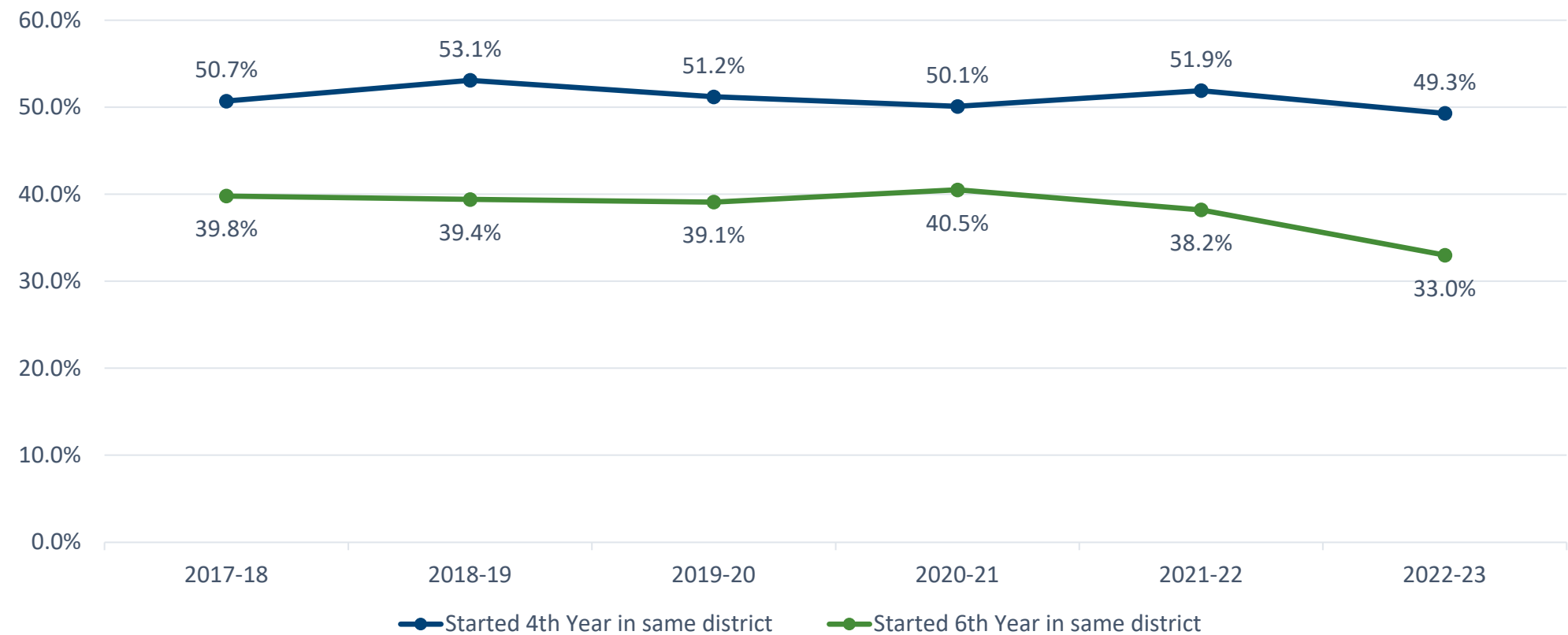
*\*In-Profession Teacher Retention refers to a teacher that remains a teacher in a Missouri public/charter school from one year to the next regardless of which district.*

# Teacher Retention Rates (District)



*\*In-District Teacher Retention refers to a teacher that remains a teacher in the same district from one year to the next.*

# New Teacher Retention in the Same District



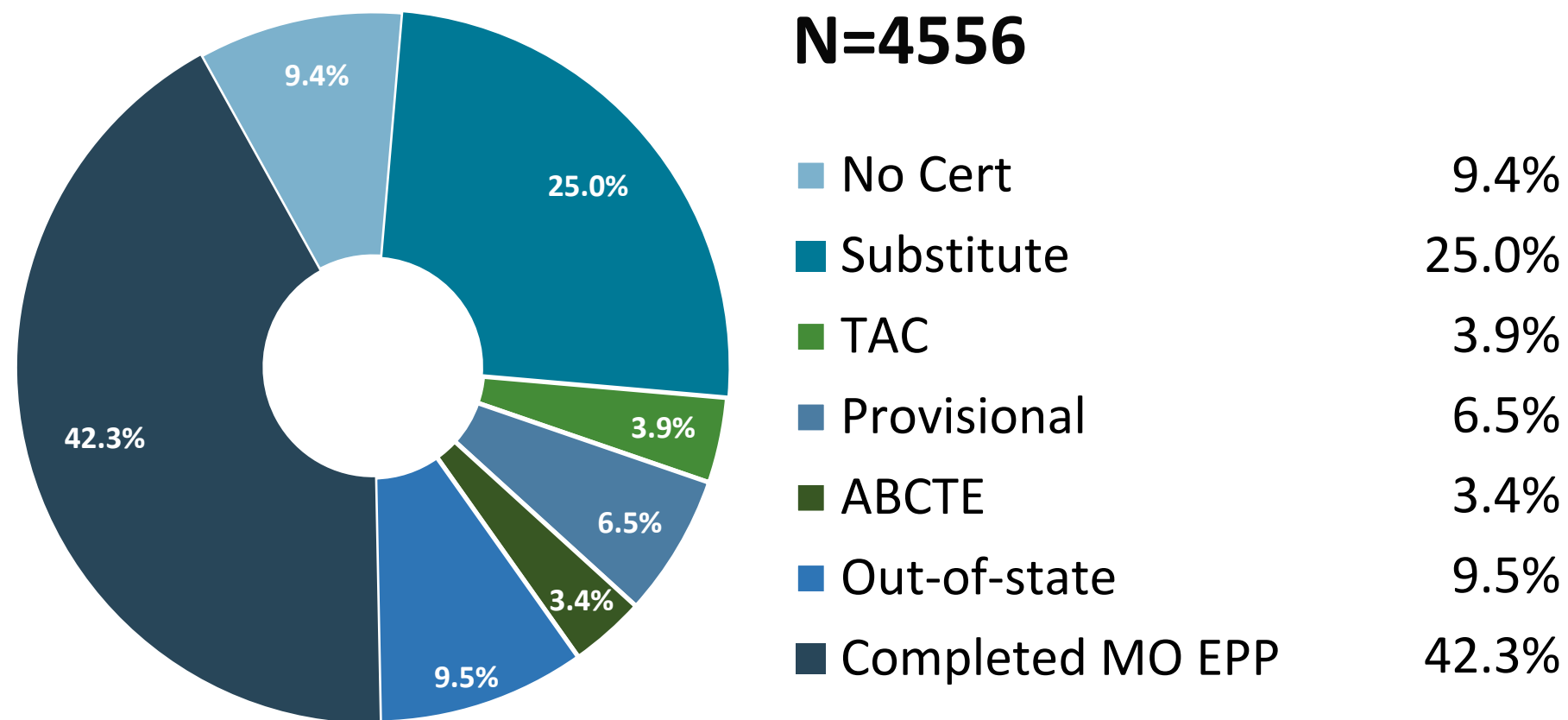
*Refers to Missouri first-year teachers with four or more years, and six or more years, of teaching experience in the same district and comes from the October Cycle of the MOSIS/Core Data System.*

# Missouri Teacher Shortage Report

Subject Area	Full-Time Equivalent (FTE) Unqualified
Elementary Education 1-6	771.03
Early Childhood Special Education B-3	685.98
Early Childhood Education B-3	643.76
Severely Developmentally Disabled B-12	612.86
Mild/Moderate Cross Categorical K-12	611.42
Mathematics 5-9	286.23
General Science 5-9	250.60
Physics 9-12	29.66
Mathematics 9-12	24.42
Biology 9-12	23.28
Earth Science 9-12	15.13
Chemistry 9-12	14.47

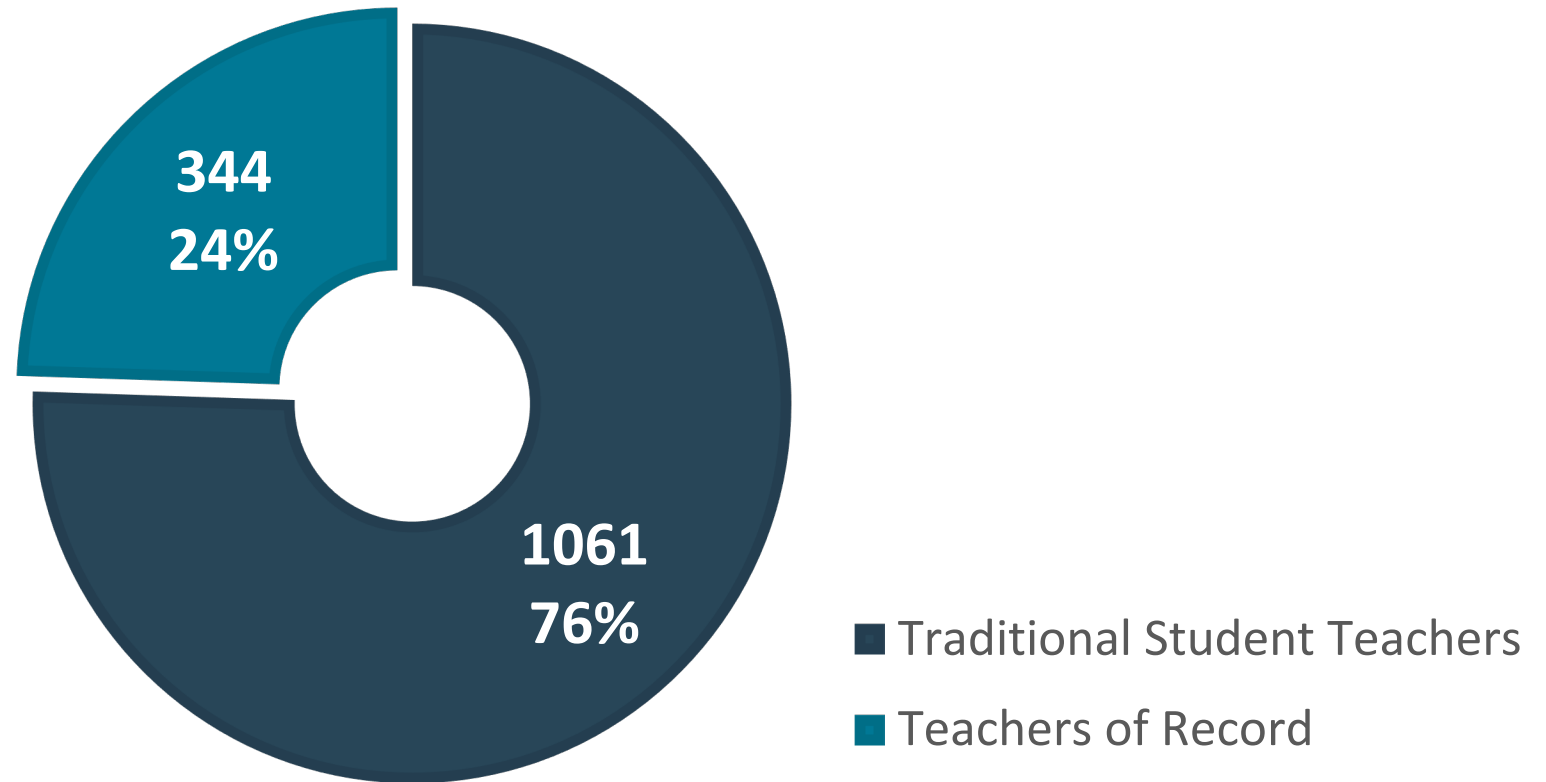
*Teacher Shortage Report, December 2023*

# 2024 First Year Teachers



# Student Teachers as Teachers of Record

## Student Teachers – Fall 2023



# Teacher Recruitment and Retention

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Current Strategies

# Current Efforts

Removing  
unnecessary barriers

Teacher Baseline  
Salary Grants

Career Ladder  
Program

Missouri Teacher  
Recruitment  
Scholarships

DEWEY Grant Awards

Grow Your Own (GYO)  
Grant Awards

Teacher  
Apprenticeship

Four phase study on  
teacher recruitment  
and retention funding

# Another Perspective

What are the effects of the teacher shortage on...

Laurie  
Kingsley

- An educator preparation program

Cassidy  
Urie

- A public school

# Questions?

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# Youth and Adult Apprenticeships

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# Youth and Adult Apprenticeships

Donna Brake (DHEWD)

Manager, Special Projects

Office of Apprenticeship and Work-Based  
Learning

Perry Gorrell (DESE)

Career Pathways Manager

Office of College and Career Readiness

Interim Chief of Governmental Relations

Office of the Commissioner

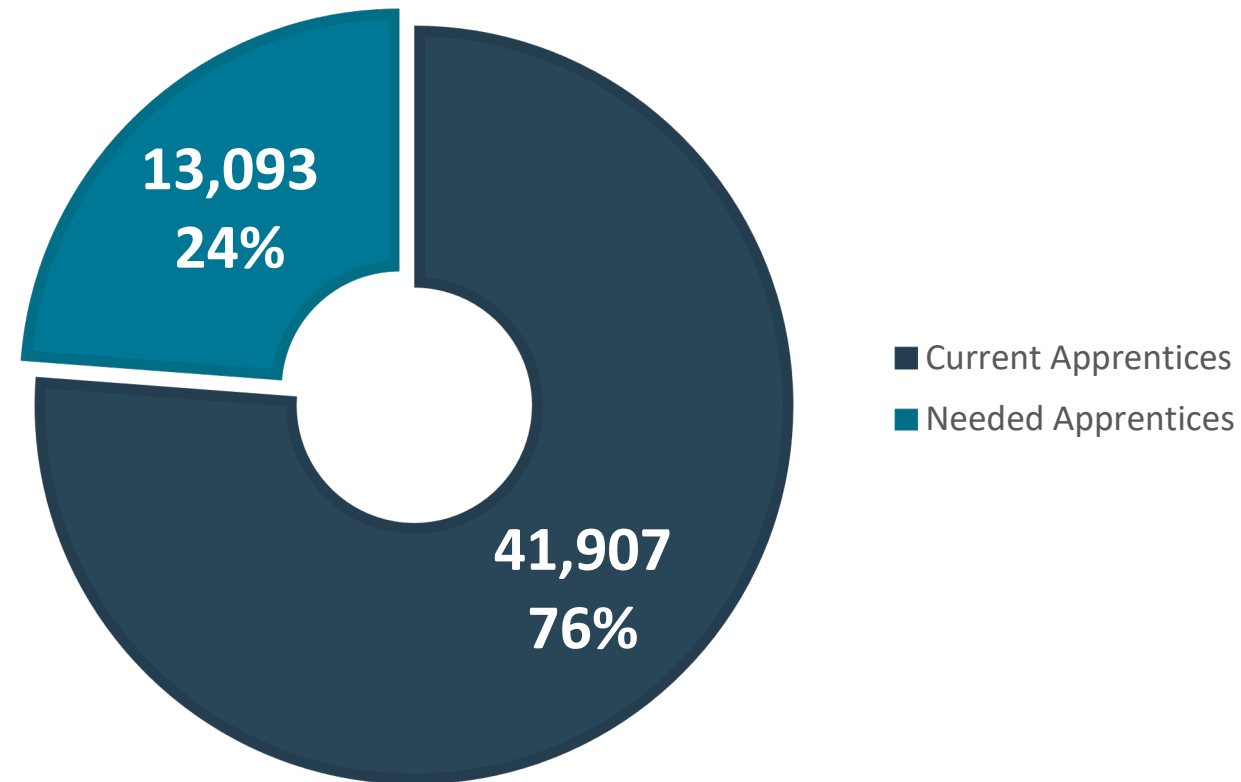
# State of Apprenticeships in Missouri

## MO National Rankings



# State of Apprenticeships in Missouri

State Goal: 55,000 New Apprentices by 2025



# DHEWD Involvement

## Background

- Initial activity started in 2016-2017
- Executive Order 19-20

## Current Agency Activity

- Registered Workforce Development Program
  - Launched Nov. 1, 2023
  - 55 Apprentices Enrolled
- Multiple Federal Grants and Subrecipient Awards
- Registration and Other Technical Assistance



# DESE Involvement

## Background

- 2017 First RYA Programs established in Missouri
- Partnership between DHEWD and USDOL
- Skilled Technical Science programs

## Current Agency Activity

- Continued expansion efforts in high schools and CTEs
- Established RYA Consultants with FY24
- Currently 332 active youth apprentices



# DESE Involvement

## Career Technical Education Centers

Cape Girardeau CTC  
Carthage Technical Center  
Dallas County Technical Center  
Four Rivers Career Center  
Franklin Technology Center  
Gibson Technical Center  
Grand River Technical School  
Hillyard Technical Center, St. Joseph School District  
Lake Career & Technical Center  
Lebanon Technology and Career Center  
North Central Career Center  
Ozark Technical College Career Center  
Pemiscot County Career and Technology Center  
South Central Career Center  
UniTec Career Center  
Special School District of St. Louis County North and South Technical High Schools  
Sikeston R-6 School District

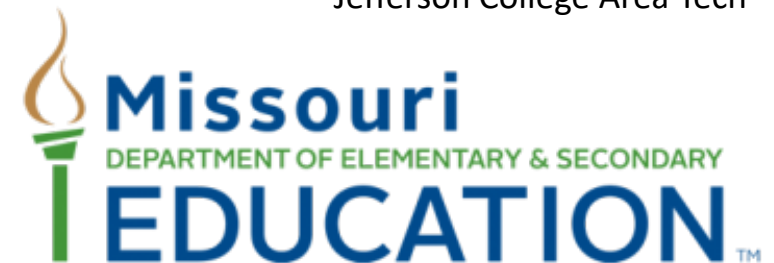


## High Schools

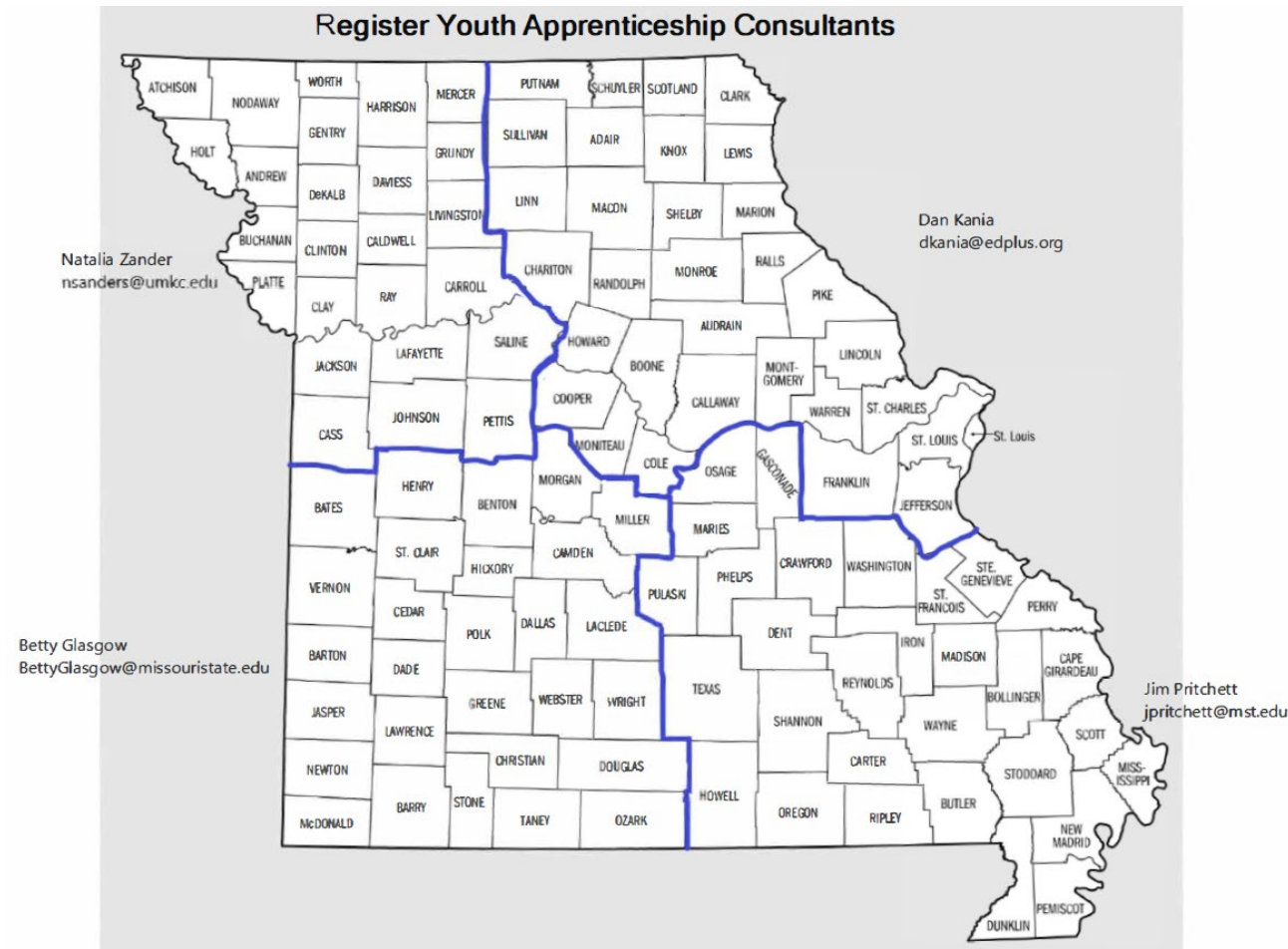
Bolivar High School  
Eugene High School  
Dexter High School  
Fort Zumwalt School District  
Lee's Summit R-7 School District  
Mt. Vernon High School  
Orchard Farm School District  
St. Joseph School District

## Employers/Colleges

Missouri Innovation Campus - UCM  
Access Point  
Jefferson College Area Tech



# RYA Consultants and Coverage Area



# Partnering Together for Success



- Apprenticeship expansion is a **COLLABORATION** amongst DHEWD and DESE and other state agencies and apprenticeship partners
- DHEWD's Office of Apprenticeship & Work-based Learning and Inter-Agency Committee on Apprenticeship
- Missouri Apprenticeship Team Bi-Monthly Calls
- Annual Apprenticeship Missouri Summit
- Annual Apprenticeship Pre-Conference associated with MAWD



# Partnering Together for Success

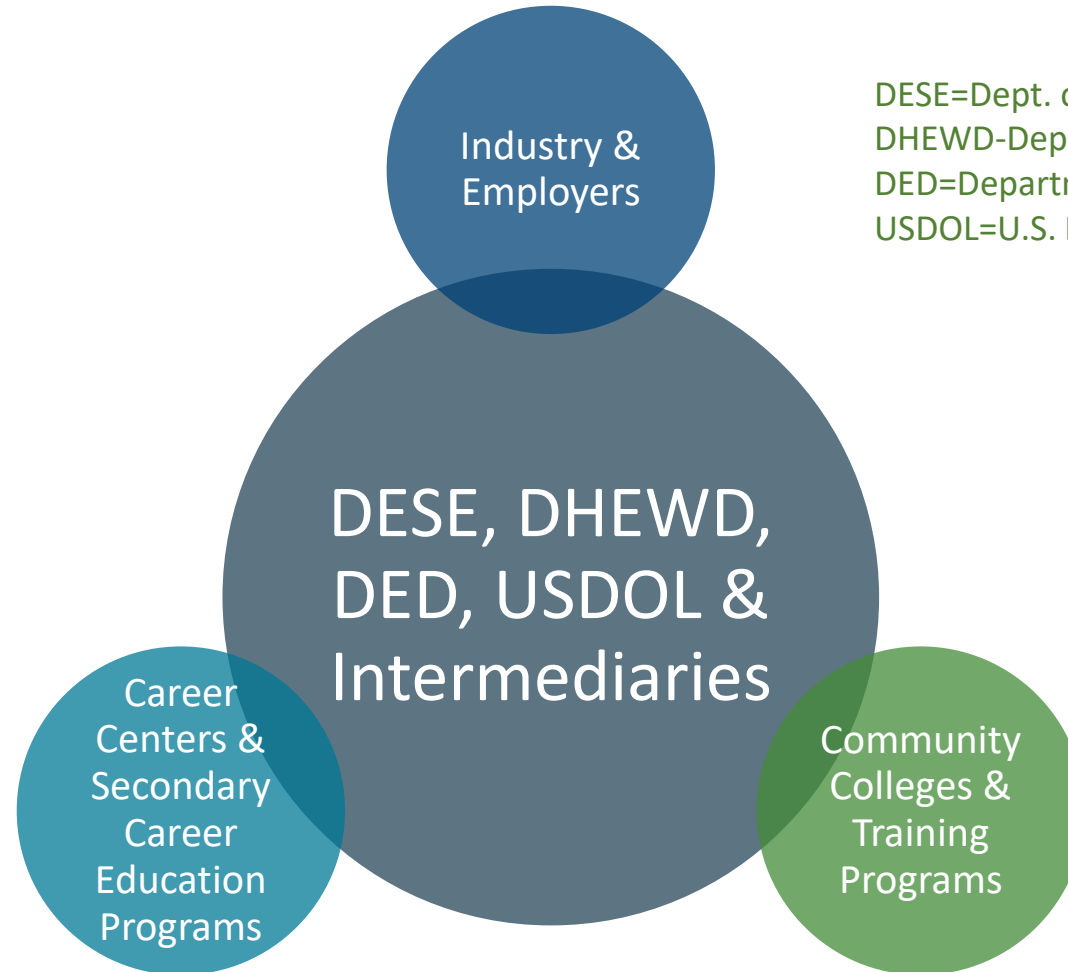


Ready.Aim.Launch

Apprenticeship Boot Camps

Technical Assistance

# Partnering Together for Success



DESE=Dept. of Elementary & Secondary Education  
DHEWD-Dept. of Higher Education & Workforce Development  
DED=Department of Economic Development  
USDOL=U.S. Department of Labor

# Future Planning and Partnerships



- Continue joint efforts to increase apprenticeship expansion
- Continue joint technical assistance opportunities
- Establish easier funding opportunities for youth & adult apprenticeship programs

# Questions?

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# P20W Data Network

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# P20W Data Network



Jeremy Kintzel (DHEWD)

P20W Research Director

Office of Performance and Strategy

# Overview of P20W

P

Early Childhood  
(Preschool)

20

Postsecondary  
Education and  
Training (Grade 20)

W

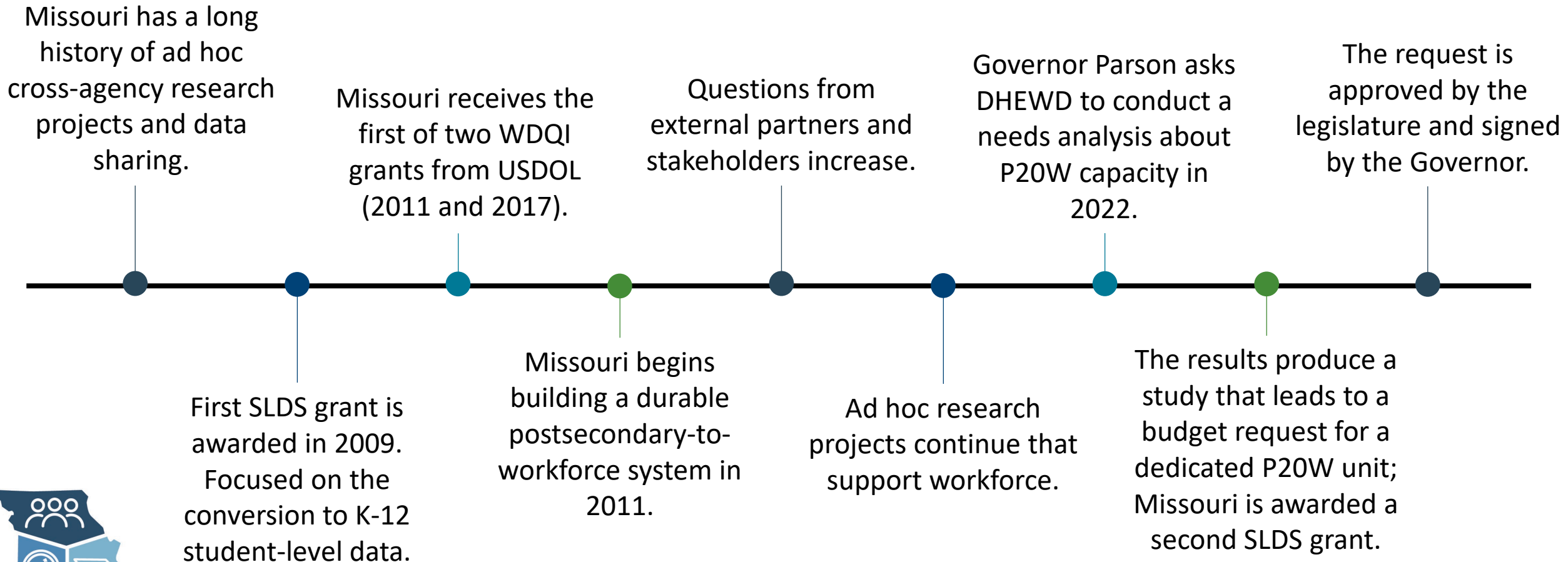
Workforce

# Overview of P20W

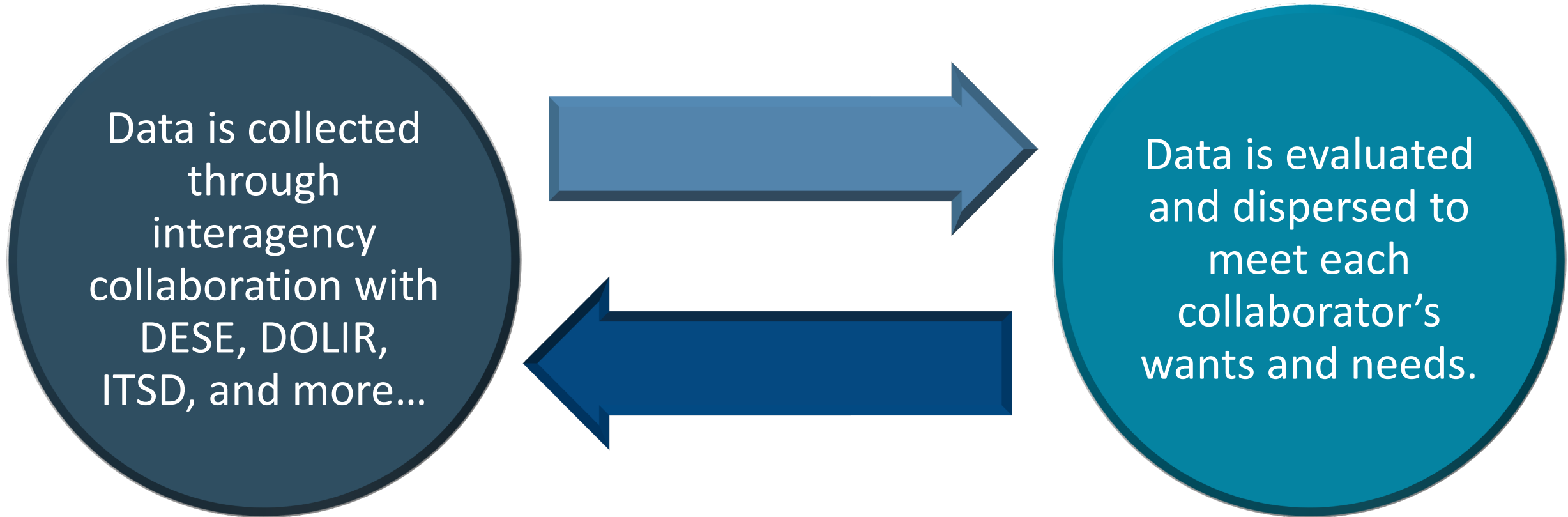
The goal is to better understand the programs and policies that best support Missourians along their education-to-workforce journey.

The data comes from collaboration across many agency partners and are almost exclusively de-identified; privacy and confidentiality are paramount.

# Timeline of P20W



# The Cycle of P20W



# First Steps

Onboarding,  
equipping and  
connecting a  
new team

Connecting  
new data, with  
focus on K-12  
(P20)

Learning from  
other states  
and national  
partners

Documenting  
and cleaning  
our existing  
data (20W)

Planning to  
plan

Finding  
insights in  
existing data



DEPARTMENT OF  
HIGHER EDUCATION &  
WORKFORCE DEVELOPMENT

# Next Steps (2024)



Renewed data governance

Communications and branding

Continued stakeholder feedback

Continued data integration / 5 YR follow-up

Demonstrating the value proposition

# Questions?

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# Thank You!

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To request more information or a copy of this presentation, please contact Darian Jones.

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