

**Joint Meeting of the Coordinating Board for Higher Education (CBHE)
and the State Board of Education (SBE)**

March 6, 2024

Update on Missouri Advisory Board for Educator Preparation (MABEP)

- Samantha Dickey, Interim Assistant Commissioner for Postsecondary Policy, Department of Higher Education and Workforce Development (DHEWD)
- Paul Katnik, Assistant Commissioner for Educator Quality, Department of Elementary and Secondary Education (DESE)
- Laurie Kingsley, Assistant Dean of Teacher Education, University of Missouri
- Cassidy Urie, Math Teacher, Columbia Public Schools

Background

The Missouri Advisory Board for Educator Preparation (MABEP) advises the State Board of Education and the Coordinating Board for Higher Education and fosters meaningful and substantial collaboration and transparency among all stakeholders in the interest of improving the quality of educator preparation in Missouri. MABEP is co-chaired by DESE and DHEWD with 16 members equally represented from PK-12 and higher education.

Joint Presentation

Presenters will share with the Boards current challenges Missouri faces in recruiting and retaining high quality teachers, as well as recent MABEP policy work to grow the profession.

Highlights include:

- 89.1% of teachers were retained from the 2021-22 school year to the 2022-23 school year, down from 91.1% the previous year and 92.1% in 2017-2018. The biggest decrease was in non-tenured teachers, or teachers with five years or less experience.
- Consistent findings over the last several years indicate that individuals leave the teaching profession due to
 - 1) Inadequate teacher compensation
 - 2) Challenging working conditions
 - 3) Lack of support including administrator support
- In the Fall 2023 semester, nearly a quarter of student teachers served as teachers of record.
- The Missouri Teacher Recruitment Scholarships have provided \$800,000 to teacher candidates to incentivize teaching in high need districts.
- The DEWEY (Developing an Educator Workforce that Expands Yearly) Grant provided \$70,000 awards to 15 educator preparation programs and \$45,000 awards to five community colleges.

- 125 school districts received \$10,000 Grow Your Own grant awards to work on recruiting future teachers from local school communities.
- MABEP has discussed and reviewed current work in registered apprenticeships in education occupations that serve over 600 apprentices in more than 300 school districts and including seven educator preparation programs, ranking Missouri 3rd in the country in this area.

Guiding Questions

1. What type of data are you tracking to determine the success of these efforts? Are there any early indications of impact?
2. How does Missouri rank nationally and regionally in teacher pay?
3. Are there policies or regulations that might need refinement in response to feedback from teacher candidates, teachers and/or administrators?
4. Are there particular things that these two boards can do to support these efforts?

Joint Meeting of the Coordinating Board for Higher Education (CBHE) and the State Board of Education (SBE)

March 6, 2024

Update on Youth and Adult Apprenticeship

- Donna Brake, Apprenticeship & Work-Based Learning Manager,
Department of Higher Education and Workforce Development (DHEWD)
- Perry Gorrell, Career Pathways Manager,
Department of Elementary and Secondary Education (DESE)

Background

Registered Apprenticeship (RA) is a proven workforce training solution. RA is an industry-driven, high-quality career pathway where employers develop and prepare their future workforce, while the employee receives paid hands-on learning while training. RA programs incorporate progressive wage increases and educational instruction and culminate in a nationally recognized credential for the apprentice employee at the end of their training. DHEWD & DESE have been actively collaborating on expanding and launching new RA activity in Missouri since 2016-2017 through the assistance of various federal grants awarded to the Office of Workforce Development. Governor Parson signed Executive Order 19-20 establishing the Office of Apprenticeship and Work-Based Learning, November 2019, with a goal to serve 25,000 new apprentices by 2025. This goal was met in the summer of 2022, with a new goal established to serve 55,000 within the designated time.

Joint Presentation

Presenters will share background and highlights with the Boards regarding the scope of historical and recent RA work for both the youth and adult population.

- National Apprenticeship reflects Missouri is:
 - 1) 2nd in New Apprentices
 - 2) 4th in Active Apprentices
 - 3) 3rd in Completed Apprentices
- DHEWD currently leads efforts required under Executive Order 19-20.
- DESE currently leads efforts to launch and expand youth registered apprenticeship activity in the comprehensive high schools and career and technical education centers.
- DHEWD and DESE collaborate on a variety of apprenticeship activities to provide technical assistance and increase awareness statewide.



Guiding Questions

1. What are DHEWD and DESE's plans for increasing access to apprenticeships?
2. What sectors or target populations should be priority for apprenticeship expansion efforts?
3. Where would each agency/board like to see better or new collaborative efforts?

**Joint Meeting of the Coordinating Board for Higher Education (CBHE)
and the State Board of Education (SBE)**

March 6, 2024

Update on P20W Data Network

- Jeremy Kintzel, P20W Research Director,
Department of Higher Education and Workforce Development (DHEWD)

Background

DHEWD staff are working with DESE staff, the Department of Labor and Industrial Relations (DOLIR), the state Information Technology Services Division (ITSD), and many other state agencies and stakeholders, to establish a P20W Research and Data Center. P20W links early childhood (Preschool) data through K-12, postsecondary education and training (“Grade 20”) and into the Workforce, along with social and human services data. The goal is to better understand the programs and policies that best support Missourians along their education-to-workforce journey.

Joint Presentation

The presentation will share progress toward organization, data integration and data governance which will allow analysts across state government to use the data in a responsible way to improve state services.

- DESE, DHEWD and ITSD staff are working to develop a crosswalk between identifiers that will link DESE core data to postsecondary and wage data. The Department of Revenue is also assisting using driver’s license records.
- DESE and DHEWD staff are also engaging to discuss additional data which might be shared; the goal is to extend the time horizon through which student success can be understood and evaluated into postsecondary education and training and the workforce.
- Data are de-identified in the data warehouse; privacy and confidentiality are paramount and access is restricted.
- Continuing work in coming months will focus on data governance, communication and gathering stakeholder feedback. Staff are conducting initial research with current data.

Guiding Questions

1. What are the pressing questions regarding student outcomes?
2. How can DHEWD continue to foster collaboration, without which P20W isn’t possible?
3. Are there examples of this type of work in other states?