

Two-pronged PL Approach

Missouri Title II Set-aside Creates Programs to Stem Principal, Teacher Attrition

Challenge

- High percentages of new, inexperienced, or out-of-field teachers and principals particularly in hard-to-staff schools and classrooms
- Uneven student access to highly effective, experienced, and/or certified educators
- High rates of principal and teacher turnover

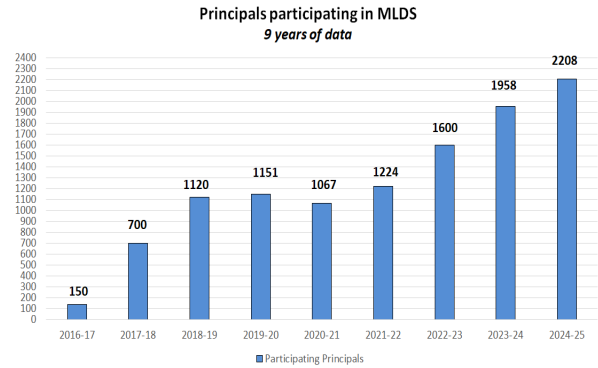
Solution

- Invest state Title IIA and set-aside funds in two-pronged approach to statewide educator professional learning programs
- Use Title IIA and the 3% set-aside funds for leader professional learning through the Missouri Leadership Development System (MLDS). Using these funds, MLDS served just over two thousand, two hundred principals in the state, representing over 80% of the school districts and 35% of charter schools
- Use Title IIA funds for teacher professional learning:
 - Beginning Teacher Assistance Programs (BTAP)
 - Teacher Academy

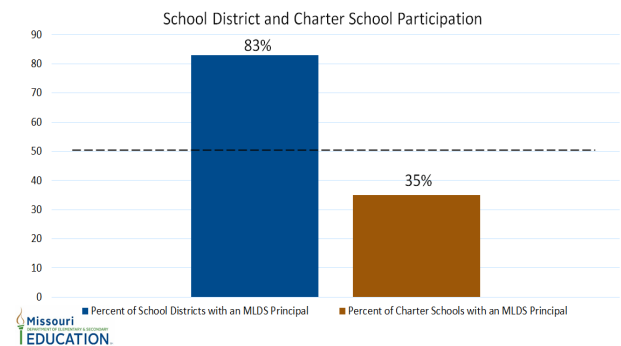
Impact

- Improved principal retention rate. Retention rates of MLDS principals has averaged more than 10 percentage points above the state average for the past 7 years.
- MLDS content and professional learning materials are relevant to the needs of Missouri school leaders, according to over 95% of principals and superintendents who agreed or strongly agreed.
- Teachers, principals and superintendents believe MLDS principals are impacting student achievement.
- From Year 1 to Year 2 in same district/building, retention of first-year teachers who completed the Title IIA funded BTAP was at least 10 percentage points higher than the state average for the same school year.
- New teachers increased their understanding for using research-based instruction.
- School administrators saw improvements in the instructional practice of their teachers. Based on their teachers' improvement, three-fourths of these administrators were very likely to send teachers back to this Title IIA funded training next school year.

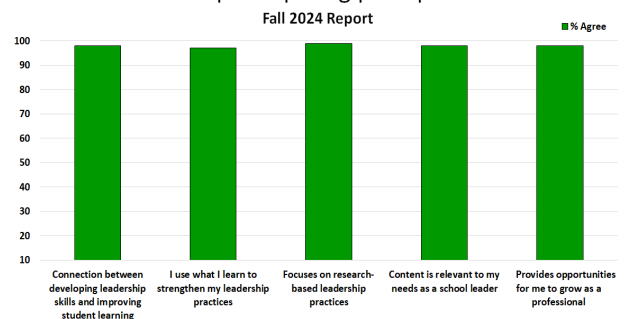
Missouri Leadership Development System (MLDS) Participants 2016-2025



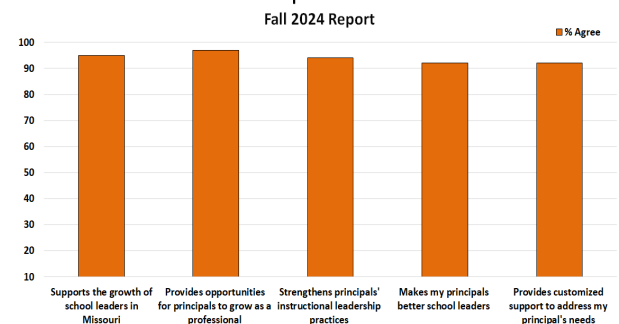
MLDS Saturation



What do participating principals think?



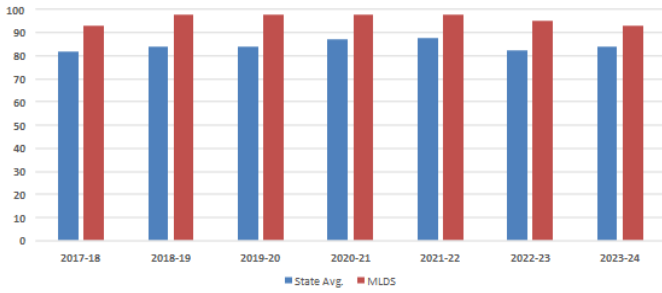
What do their superintendents think?



Retention Rates of Principals 2017-2024

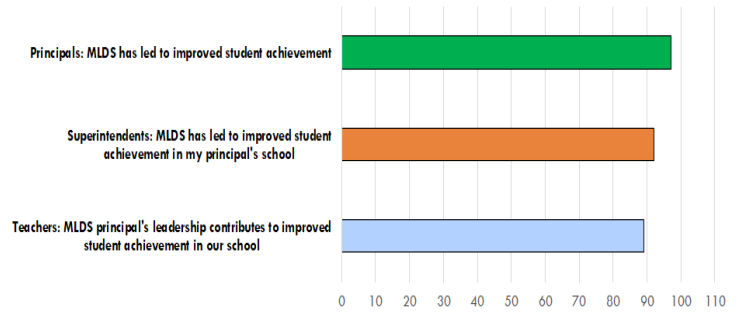
Retention Rates of MLDS principals

Comparing MLDS principals to all Missouri principals



Impact on student achievement of MLDS Principals

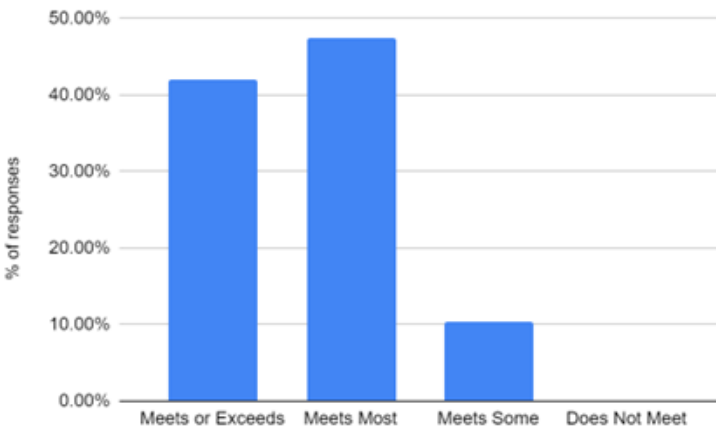
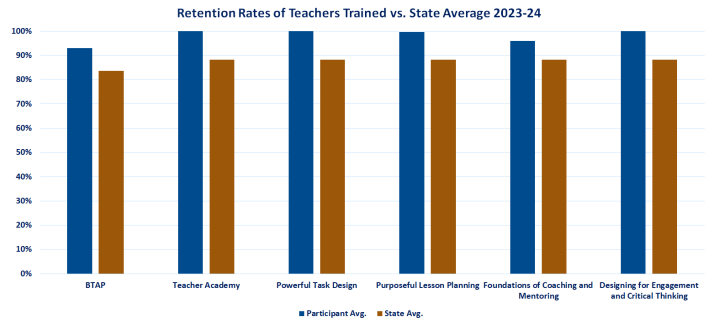
Percentage Agree



Teacher Retention Data in Title IIA funded training programs

New teachers who participated in the Missouri Teacher Development System (MTDS) funded with Title IIA funds had higher retention rates than the state average teacher retention rates in all categories.

Retention Rates of Teachers Trained



Teacher's trained using Title IIA funds and their ability to apply what they have learned on using research-based instruction

I use models/practices to plan lessons that include: (a) lesson targets; (b) activities/tasks/experiences; (c) research-based and/or evidence-based strategies; and (d) methods for monitoring/communicating student progress towards meeting lesson targets.

Perceptions of School Administrators on the value of Title IIA funded MTDS training for their teachers

Administrators were asked about future participation in MTDS programming, which is funded with Title IIA funds. Over 94% are likely or very likely to again send teachers in their school to MTDS programming.

Q11 Will you send teachers to MTDS programming during the 2024-25 School Year?

