



# Teacher Education Grants

# TABLE OF CONTENTS

<b>INTRODUCTION: TEACHER EDUCATION RECRUITMENT GRANTS</b> .....	<b>1</b>
<b>TEACHER RECRUITMENT</b> .....	<b>1</b>
<b>DESE TEACHER RECRUITMENT GOALS</b> .....	<b>1</b>
<b>TEACHER EDUCATION GRANTS</b> .....	<b>2</b>
<b>ALLOWABLE EXPENSES</b> .....	<b>2</b>
<b>PARTNERSHIPS</b> .....	<b>3</b>
<b>RECRUITMENT AND SELECTION</b> .....	<b>4</b>
<b>PREPARATION AND SUPPORT</b> .....	<b>4</b>
<b>EVALUATION</b> .....	<b>5</b>
<b>APPLICATION SUBMISSION</b> .....	<b>5</b>
<b>APPENDIX A</b> .....	<b>6</b>
<b>APPENDIX B</b> .....	<b>8</b>

## **Introduction: Teacher Education Recruitment Grants**

Staffing shortages in the teaching profession have posed a consistent challenge for many years. There is every reason to believe that COVID-19 only exacerbated the problem. In fact, a 2020 [national study](#) contained these findings:

- 77 percent of educators are working more today than a year ago
- 60 percent enjoy their job less
- 59 percent do not feel secure in their local education agency's (LEA's) health and safety precautions
- 27 percent say they are considering leaving their job, retiring early or taking a leave of absence

An [August 2020 survey](#) by the National Education Association (NEA) put the percentage of those considering leaving their job at 28 percent. In data more specific to Missouri, a Missouri State Teacher Association ([MSTA survey](#)) in January 2021 found that approximately 57 percent of teachers surveyed said they were considering leaving the profession.

To help address this issue, the Department of Elementary and Secondary Education (DESE) will target funds from its allocation of the Elementary and Secondary School Emergency Relief (ESSER) grant to address teacher recruitment and retention. The dollar amount and number of grant awards and initiatives will depend on available funds.

## **Teacher Recruitment**

Research highlights the importance of having high quality teachers in classrooms to ensure PK-12 learners' success. However, even as college enrollment has grown during the past ten years, enrollment in teacher education programs has declined by over 25 percent. While a decline of this magnitude impacts all LEAs, it impacts schools with high percentages of students of color, schools with high percentages of students in poverty, and urban and rural remote schools the most. In addition, it makes recruiting male candidates and teacher candidates of color, as well as filling hard-to-staff content areas like special education, math, and science, more challenging. For this reason, it is hoped that these grants will help address teacher shortages generally and encourage the recruitment of more male candidates and candidates of color as well as more prospective teachers in hard-to-staff content areas.

Attrition data represent the number of positions LEAs need to fill from one year to the next. In the state of Missouri, average attrition rates for the last six years are approximately 11 percent to 11.5 percent. This is higher than the nationwide average of 8 percent or the average 4 percent 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, but also there are fewer and fewer teachers available to replace them. When an LEA cannot find teachers, they are forced to leave positions vacant or fill vacant positions with teachers who teach out of their area of certification.

## **DESE Teacher Recruitment Goals**

Teacher recruitment and retention are two critical goals of DESE's strategic plan. DESE established these goals in direct response to the challenges in the teacher workforce in Missouri previously described. Teacher recruitment grants are a specific investment in accomplishing these goals and rely on partnership and collaboration with educator preparation programs and with LEAs across the state.



## Teacher Education Grants

The Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA) and the Elementary and Secondary School Emergency Relief (ESSER) Fund were signed into law in 2020 for the purpose of providing emergency relief to PK-12 schools related to COVID-19 impacts. Missouri has chosen to offer a portion of these funds to the state's educator preparation programs (EPPs), which are responsible for preparing future professionals to enter the PK-12 teaching workforce to meet the need created by attrition. EPPs facilitate teachers' development of the professional skill set necessary to perform the complex job of teaching. The collaborative work of EPPs with partner LEAs enables a seamless transformation of teacher education candidates who can then become successful first year teachers.

EPPs are located on 43 university campuses throughout the state, each of which has been affected by recent funding cuts. To offer assistance toward recruitment of educators, each EPP will be eligible for an ESSER teacher education grant based on the number of certification programs they offer. Grants will also be available to the twelve community colleges in the state which serve as key contributors to the teacher development pipeline through Associate of Arts in Teaching (AAT) programs. DESE will award grants with a range of values between \$10,000 and \$40,000 that can be used in combination with other existing grants to which EPPs may have access (e.g., TEACH grants). Specific allocations per EPP and community college are listed in Appendix A on page 6.

A regional support person representing the Missouri Teacher Development System (MTDS) will be available as a resource for teacher recruitment in order to assist EPPs with grant planning, including allowable usage of funds and strategies for grant implementation and evaluation. Successful implementation of education grants will allow EPPs to promote increased teacher preparation program enrollment.

## Allowable Expenses

EPPs and community colleges engage in teacher education recruitment activities in four important areas. These activities contribute to an increase in the number of teacher candidates preparing to be future Missouri teachers. These four important areas include:

- I. **Partnerships** – Close partnerships of EPPs and community colleges with local education agencies (LEA) are critical components of efforts to produce a classroom-ready teaching work force. Examples of allowable expenses related to these efforts could include but are not limited to, usual partnership expenses such as travel, food, stipends, and/or training, as well as Grow Your Own (GYO) expenses.
- II. **Recruitment and selection** – EPPs and community colleges recruit potential candidates with demonstrated interest, dispositions, and potential for careers in teacher education. Allowable expenses might include admissions testing costs, post-baccalaureate or alternative certification recruitment, and support for paraprofessionals to transition into preparation programs. EPPs and community colleges might also support LEAs in their efforts to recruit and select students for GYO program participation.

- III. Preparation and support** – EPPs and community colleges create high quality learning opportunities and experiences for teacher candidates to support their entry into LEAs and school communities. Allowable expenses related to these efforts might include, but are not limited to, college-readiness activities for GYO recruits, candidate scholarships, or exit testing expenses.
- IV. Evaluation** – EPPs and community colleges provide baseline data on their current engagement in recruitment activities. They provide ongoing data on, activities/strategies implemented and evidence of success of strategies funded through the Teacher Education grants including changes in educator preparation enrollment which can be attributed to activities identified in Teacher Education Recruitment Grants.

EPPs and community colleges can use the Teacher Education Grants to support a wide variety of activities. Plans to use grant monies can include activities in any or all of the first three general categories (partnerships, recruitment and selection, and preparation and support), and *must* include evaluation activities. Grants may also be used to provide stipends to EPP and community college staff for leadership, coordination and/or participation in any of these categories. Some examples EPPs and community colleges can consider are described below. However, EPPs and community colleges are not limited to these examples. DESE encourages innovation, support of existing program efforts, and creation of context-specific programming to further the goals of increased teacher recruitment and to equip schools with an enhanced teacher workforce as agents of economic development in their communities.

## I. Partnerships

- **High Schools**
  - *Partner with LEAs to develop learning opportunities for students to promote the teaching profession*
  - *Network with GYO program coordinators and developers to support GYO program development and implementation*
  - *Host events to connect high schools students to teacher education programs and personnel, including field trips to campuses and observing classrooms with college students*
- **Community**
  - *Host events with potential teacher education candidates and important community members and stakeholders who demonstrate broad support for the teaching profession*
- **Teacher networks**
  - *Collaborate with state and regional teacher leaders to identify opportunities for supporting GYO program efforts*
  - *Provide informational trips for high school/middle school students and teacher candidates that allow students to connect with teachers, EPP staff, MTDS resource people and important professional organizations*

## II. Recruitment and Selection

- **Informational events**
  - *Host events for students or send them to existing, external events to build their interest in the teaching profession (i.e. Opportunity Fairs, College and Career Nights, college campus visits, etc.)*
- **Communication materials**
  - *Create materials that promote the teaching profession, such as brochures, t-shirts, window clings, pins, etc.*
- **Public service announcements**
  - *Develop announcements featuring prominent individuals talking about the importance of teachers in their lives and the teaching profession*
- **School exploration classes**
  - *Arrange for guest speakers, campus visits, and other field trips for secondary school students to begin their consideration of the teaching profession*
- **Announcement event**
  - *Host a celebratory event to announce high school students who have decided to enter a teacher education program and invite parents, mentor teachers, and administrators*

## III. Preparation and Support

- **Teaching clubs or academies**
  - *Connect with high school students participating in a Teacher Academy, Future Teachers of America chapter, Educators Rising chapter, and/or Teacher Cadet Opportunity*
- **Learning opportunities**
  - *Provide guest speakers, campus visits and other field trips for secondary students participating in GYO teaching clubs or activities to promote the teaching profession.*
  - *Establish dual credit, dual enrollment, or other creative learning opportunities to support high school students' education about the teaching profession*
- **Fiscal support for students**
  - *Establish scholarships for students based on their involvement in recruitment activities.*
  - *Provide university employment opportunities for students based on their involvement in GYO recruitment programs to assist in their transition from the high school to college campus*
  - *Provide scholarships for tuition or room and board attached to involvement in a GYO program for students taking teacher education courses or participation in an educator preparation program*

#### IV. Evaluation

- **Data collection**
  - *Provide funding to collect school and university data on the efficacy of the teacher education grants' strategies and efforts*
- **Reporting events**
  - *Provide funding to support public dissemination of impact data to represent the success of the teacher education grant initiatives*

DESE will award an initial round of Teacher Education Grants with a range of values between \$10,000 and \$40,000 for EPPs housed at universities and for community colleges. Programs will complete an online application form that will be available August 2021. A sample of the information that will be requested in the online application is found in Appendix B. This information requested will provide a description of the EPP's or community college's plan for utilizing the allotted Teacher Education grant funding.

DESE anticipates a second, more limited round of funding. This second round of funding will be targeted to support programs that show evidence of effectiveness in the first round. DESE will make a feasibility determination for this funding in early January 2023. Selection of programs to receive a second round of funding will be based on an application submitted by the university that describes the strategies and provides evidence of effectively increasing recruitment through partnerships with LEAs. DESE will provide additional details if this second round of funding is feasible.

#### Application Submission

To apply for the Teacher Education Grant, the EPP or community college will submit an Intent to Participate letter to DESE indicating their interest in participating in the Teacher Education Grant. The Intent to Participate letter should be submitted to [educatorquality@dese.mo.gov](mailto:educatorquality@dese.mo.gov) no later than August 1, 2021. Upon receipt of the letter, the Office of Educator Quality will provide a link to the EPP or community college for submitting an electronic plan for the Teacher Education Grant funds.

An EPP or community college will develop a recruitment plan using their allocated amount of funds as noted in Appendix A. The online application must be completed no later than December 31, 2021. The online application will request the information as provided in Appendix B.

## Appendix A

The chart below lists Missouri EPPs and community colleges by each region. The number of certification programs is also provided. All community colleges and EPPs with ten or fewer certification programs are eligible for a \$10,000 Teacher Education Grant. EPPs with twenty or fewer but more than ten certification programs are eligible for a \$20,000 grant. EPPs with thirty or fewer but more than twenty certification programs are eligible for a \$30,000 grant. EPPs with thirty-one or more certification programs are eligible for a \$40,000 grant.

Institution Name	Number of Teacher Certification Programs	Grant Amount	Region of the State
University of Missouri - Columbia	33	\$40,000.00	Central Region
Central Methodist College	20	\$20,000.00	Central Region
Columbia College	20	\$20,000.00	Central Region
Lincoln University	18	\$20,000.00	Central Region
Westminster College	16	\$20,000.00	Central Region
William Woods University	13	\$20,000.00	Central Region
Stephens College	2	\$10,000.00	Central Region
University of Missouri - Kansas City	25	\$30,000.00	Kansas City Region
Park University	17	\$20,000.00	Kansas City Region
Avila University	16	\$20,000.00	Kansas City Region
William Jewell College	14	\$20,000.00	Kansas City Region
Rockhurst University	11	\$20,000.00	Kansas City Region
Calvary University	10	\$10,000.00	Kansas City Region
Kansas City Teacher Residency	5	\$10,000.00	Kansas City Region
Metropolitan Community College	1	\$10,000.00	Kansas City Region
Culver-Stockton College	20	\$20,000.00	Northeast Region
Hannibal-LaGrange University	17	\$20,000.00	Northeast Region
Truman University	17	\$20,000.00	Northeast Region
Moberly Area Community College	1	\$10,000.00	Northeast Region
Northwest Missouri State University	35	\$40,000.00	Northwest Region
Missouri Western State University	20	\$20,000.00	Northwest Region
North Central Missouri College	1	\$10,000.00	Northwest Region
MO University of Science & Technology	14	\$20,000.00	South Central Region
Missouri State University-West Plains	1	\$10,000.00	South Central Region
Southeast Missouri State University	30	\$30,000.00	Southeast Region
Mineral Area Community College	1	\$10,000.00	Southeast Region
Three Rivers Community College	1	\$10,000.00	Southeast Region
Missouri State University	42	\$40,000.00	Southwest Region
Evangel University	24	\$30,000.00	Southwest Region

Drury University	21	\$30,000.00	Southwest Region
College of the Ozarks	19	\$20,000.00	Southwest Region
Southwest Baptist University	19	\$20,000.00	Southwest Region
Baptist Bible College	10	\$10,000.00	Southwest Region
Crowder College	1	\$10,000.00	Southwest Region
Ozark Technical Community College	1	\$10,000.00	Southwest Region
Lindenwood University	36	\$40,000.00	St. Louis Region
University of Missouri - St. Louis	26	\$30,000.00	St. Louis Region
Washington University	22	\$30,000.00	St. Louis Region
Webster University	22	\$30,000.00	St. Louis Region
Fontbonne University	18	\$20,000.00	St. Louis Region
Saint Louis University	18	\$20,000.00	St. Louis Region
Maryville University	14	\$20,000.00	St. Louis Region
Missouri Baptist University	14	\$20,000.00	St. Louis Region
Harris-Stowe State University	12	\$20,000.00	St. Louis Region
St. Louis Teacher Residency	4	\$10,000.00	St. Louis Region
Western Governors University	4	\$10,000.00	St. Louis Region
Jefferson College	1	\$10,000.00	St. Louis Region
East Central College	1	\$10,000.00	St. Louis Region
St. Louis Community College	1	\$10,000.00	St. Louis Region
St. Charles Community College	1	\$10,000.00	St. Louis Region
University of Central Missouri	40	\$40,000.00	West Central Region
State Fair Community College	1	\$10,000.00	West Central Region
Missouri Valley College	19	\$20,000.00	West Central Region

## Appendix B

## Teacher Education Grant Application

UNIVERSITY NAME:	
OFFICE ADDRESS:	
LEAD CONTACT NAME:	
LEAD CONTACT TITLE:	LEAD CONTACT PHONE:
LEAD CONTACT EMAIL:	
PRINT UNIT LEADER NAME:	DATE:
UNIT LEADER SIGNATURE:	

## Teacher Education Grant Application

### **Section One: Partnerships**

*Describe how you will build and/or strengthen LEA partnerships to support the development of GYO teacher recruitment programs. Please address any of the following that are relevant in your response:*

- *Which LEAs will you partner with?*
- *What strategies will you use to build and/or strengthen partnerships?*
- *If applicable to your plan, provide details on how you will use the grant funds to support this area.*

### **Section Two: Recruitment and Selection**

*Describe the plan you have to engage in recruitment and selection of teacher education candidates. Please address any of the following that are relevant in your response:*

- *Is this a new program or does it support an existing effort?*
- *What strategies will you use to recruit teacher candidates?*
- *Will you have specific strategies for recruiting male candidates and candidates of color?*
- *If applicable to your plan, provide details on how you will use the grant funds to support this area.*

**Section Three: Preparation and Support**

*Describe the learning opportunities and fiscal support you will provide for teacher candidates and/or students involved in recruitment programs to promote the selection of the teaching profession. Please address any of the following that are relevant in your response:*

- *Is this a new program or does it support of an existing effort?*
- *What type of learning opportunities will you provide?*
- *If applicable to your plan, provide details on how you will use the grant funds to support this area.*

**Section Four: Evaluation**

*Describe how you will gather and report data on the success of the strategies you will implement. Please address the following in your response:*

- *Provide two to three years of previous enrollment data.*
- *What type of impact data do you intend to collect?*
- *How will you publicly share this data with LEAs and stakeholders on an ongoing basis?*
- *Provide details on if and how you will use the grant funds to support this area (please note: this is a required component of your plan)*