

**Missouri Advisory Council of Certification for Educators**

September 28, 2009

Governor's Office Building

Room 470

200 Madison Street, Jefferson City

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**10:00 a.m. Monday, September 28, 2009**

1. Call to Order @ 10:00 a.m.
2. Adoption of Agenda – Chair
  - Introduction of members
3. Approval of April 27, 2009 Minutes\* – Chair
4. Public/Guest Welcome and Introductions – Vice Chair
5. Welcome from Commissioner Chris Nicastro
6. Reports/Recap From previous Year – Chair
7. Election of Officers – Rusty Rosenkoetter
8. C-Base Report – Lisa Sireno, Pam Humphreys, Nicole Pye
9. Praxis Score Update – Hap Hairston

**11:30 a.m. LUNCH WILL BE PROVIDED BY MNEA**

10. Executive Secretary Reports
  - New timelines for State Board agenda items
  - Kauffman Foundation reports on Career Ladder
  - Teaching standards status
11. Subcommittee Reports and Actions – Subcommittee Chairs
  - Leadership
  - Higher Education
  - Performance Pay – **tentative**
12. Other Business
  - MACCE report to State Board October 23, 2009 at Lodge of Four Seasons
  - “ “ “ “ January 19-20, 2010 at Jefferson City
  - “ “ “ “ April 22-23, 2010 at Jefferson City
  - “ “ “ “ July (date/location to be announced)
13. Adjournment
  - Next meetings scheduled for December 7, 2009; **February 8**, 2010, & April 28, 2010

## DIRECTIONS TO THE GOVERNOR OFFICE BUILDING, 200 Madison Street

Directions to the building and parking garage are from U.S. Highway 50 East, turn left onto Madison Street. The Governor Office Building will be on the left between High Street and East Capitol Drive (at the corner of Madison and East Capitol). The parking garage will be on the right side of Madison directly across from the Governor Office Building.

Coming in from points north (Columbia or Fulton), take the Main Street Exit off U.S. Highway 63/54; drive around the Capitol Building and go two blocks east of the Capitol to Madison Street. Turn right on Madison then left into the parking garage; the Governor Office Building is across Madison from the parking garage. From the south take U.S. Highway 50 off Highway 54 and proceed as directed in the previous paragraph.

From the east take U.S. Highway 50 West into Jefferson City. Turn right on Madison Street and proceed as directed in the second paragraph of this message.



**Goal 4-F:** The state should support performance pay, but in a manner that recognizes its infancy, appropriate uses and limitations.

- The state should support performance pay efforts, rewarding teachers for their effectiveness in the classroom.
- The state should allow districts flexibility to define the criteria for performance pay; however, the state should ensure that districts' criteria are connected to evidence of student achievement.
- Any performance pay plan should allow for the participation of all teachers, not just those with students who take standardized tests.

#### NCTQ Analysis

**Missouri supports performance pay. The state allows local districts to establish the Missouri Career Development and Teacher Excellent Plan, in which teachers are able to advance up the career ladder based on criteria that includes "reference to classroom performance evaluations." The amount of additional pay depends on which level of the career ladder teachers reach, as determined by performance and certain other activities.**

**Also, any school that is deemed "academically deficient" (graduation rate below 65 percent) is required to develop an incentive program for teachers, rewarding those who contribute to preventing schools from remaining "deficient."**

NCTQ Analysis Citation

Missouri Revised Statute 168.500. <http://www.moga.mo.gov/statutes/c100-199/1680000500.htm>

Missouri Revised Statute 160.540. <http://www.moga.mo.gov/statutes/C100-199/1600000540.HTM>

Recommendation: Missouri meets this goal in part. Although the state is commended for recognizing performance pay, it should guarantee a connection to student achievement and prevent local districts from basing financial incentives solely on elements not indicative of performance in the classroom.