

FIRST REGULAR SESSION

# HOUSE BILL NO. 1010

## 97TH GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVES MORGAN (Sponsor), ANDERS, MCNEIL, DUNN,  
MONTECILLO, PACE, PIERSON, BUTLER, NEWMAN, GANNON AND ROWLAND (Co-sponsors).

2085L.011

D. ADAM CRUMBLISS, Chief Clerk

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### AN ACT

To repeal section 168.400, RSMo, and to enact in lieu thereof one new section relating to professional development for teachers.

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*Be it enacted by the General Assembly of the state of Missouri, as follows:*

Section A. Section 168.400, RSMo, is repealed and one new section enacted in lieu thereof, to be known as section 168.400, to read as follows:

168.400. 1. Sections 168.400 to 168.415 shall be known and may be cited as the "Missouri Professional Teacher and Administrator Act". This section shall become effective September 1, 1988, and shall establish programs for the following public school personnel:

- (1) The preservice teacher or student in training;
- (2) The beginning teacher;
- (3) The practicing teacher; and
- (4) The administrator.

2. Preservice teacher programs established under this section shall include, but need not be limited to, the following provisions:

- (1) A program of entry-level testing of all prospective teacher education students shall be established at all colleges and universities offering approved teacher education programs and, with the advice of the advisory council as provided in section 168.015, shall be administered by the commissioner of education, who shall cause the department of elementary and secondary education to develop or select such tests to establish abilities necessary to receive a satisfactory rating, and to establish procedures for the administering of the test;

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

16 (2) The entry-level tests developed under this subsection shall include, but need not be  
17 limited to, an examination of basic oral and written communication skills and of basic  
18 mathematics skills, and may include both oral and written examinations;

19 (3) Each prospective teacher education student shall be required to obtain a satisfactory  
20 rating prior to admission into the approved teacher education program;

21 (4) The department of elementary and secondary education, with the advice of the  
22 advisory council as provided in section 168.015, shall establish and monitor exit requirements  
23 from approved teacher education programs which shall be met by all preservice teacher  
24 education students seeking certification in Missouri, and specific criteria for a preservice teacher  
25 assessment that all candidates for certification shall meet. The preservice teacher assessment  
26 established under this subdivision shall include, but need not be limited to, classroom  
27 achievement, practice teaching evaluation and observation, successful participation in assessment  
28 centers, interviews, tests and other evaluation measures. The department of elementary and  
29 secondary education shall promulgate rules to allow all preservice teacher education students  
30 who have been employed for at least two years as teacher assistants to utilize their teacher  
31 assistant experience to bypass the practice teaching evaluation and observation process. These  
32 rules shall allow the certified teacher working with the teacher assistant to observe and evaluate  
33 the teacher assistant's practice teaching. No rule or portion of a rule promulgated pursuant to the  
34 authority of this section shall become effective unless it has been promulgated pursuant to  
35 chapter 536. The preservice teacher assessment shall be reviewed by the certifying authority  
36 prior to issuance of a certificate. An unsatisfactory assessment shall result in the nonissuance  
37 of a certificate. Persons who are aggrieved by the nonissuance of a certificate may appeal such  
38 nonissuance in the manner provided in section 168.071. Any costs associated with the  
39 entry-level tests or the exit requirements established under this subsection shall be borne by each  
40 institution and costs defrayal included in the incidental fees charged to the student.

41 3. Each approved teacher education program shall require the faculty teaching preservice  
42 teacher education courses to further their professional development through direct personal  
43 involvement in the public schools in grades kindergarten through twelve on a periodic basis. As  
44 used in this subsection, the term "faculty" shall include, but need not be limited to, full- and  
45 part-time classroom instructors, and supervisors of practice teaching at institutions offering an  
46 approved teacher education program.

47 4. (1) Beginning teacher assistance programs established under this section shall  
48 include, but need not be limited to, the following provisions:

49 [(1)] (a) Such programs shall require each school district to provide a plan of  
50 professional development for the first two years of teaching for any teacher who does not have  
51 prior teaching experience. The professional development plan shall include assistance from a

52 professional development committee, which is hereby established in each school district, which  
53 committee shall work with beginning teachers and experienced teachers in identifying  
54 instructional concerns and remedies; serve as a confidential consultant upon a teacher's request;  
55 assess faculty needs and develop in-service opportunities for school staff; and present to the  
56 proper authority faculty suggestions, ideas and recommendations pertaining to classroom  
57 instruction within the school district. The members of each professional development committee  
58 shall be selected by the teachers employed by the school district in question. The professional  
59 development plan may include guidance from a district-designated faculty member employed  
60 at a grade level comparable to the instructional grade level of the beginning teacher, and such  
61 other forms of assistance which the school district may choose to offer. The professional  
62 development committee may apply to the state board of education for a grant, which shall be in  
63 addition to any state aid provided to the committee for activities identified in this subdivision.  
64 The grant thus awarded shall be used by the committee to provide in-service training to the  
65 teachers of the district on teaching children identified as at risk of failing in school as defined in  
66 section 167.273. The department of elementary and secondary education shall provide resource  
67 materials and assist the committee if such assistance is requested;

68       (2) (b) Such programs shall include assistance from the teacher education program  
69 which provided the teacher's training if such training was provided in a Missouri college or  
70 university. Such assistance from the college or university may include retraining, internships,  
71 counseling, and in-service training.

72       (2) **Plans for professional development required under paragraph (a) of subdivision**  
73 **(1) of this subsection shall be individualized and include a written statement of goals that:**

74       **(a) Align with the professional standards for teachers contained in section 160.045;**

75       **(b) Are derived from the evaluation process required under section 168.128;**

76       **(c) Identify professional goals that address specific individual needs;**

77       **(d) Identify support from the professional development committee or from a**  
78 **designated faculty member; and**

79       **(e) Ground professional development activities in objectives relating to improving**  
80 **teaching and learning with the goal of improving student achievement.**

81

82 **Individualized professional development plans shall include timelines for implementation,**  
83 **responsibilities of the employee and the school district for implementing the plan, and**  
84 **specify resources, support, and periodic feedback that the district shall provide.**

85       5. (1) The practicing teacher assistance programs established under this section shall  
86 include, but need not be limited to, programs of professional development and improvement as  
87 provided for experienced teachers by the professional development committee established under

88 subsection 4 of this section, and in-service opportunities as provided by the local school district  
89 for all practicing teachers. **Each year, practicing teachers shall have an individualized**  
90 **professional development plan meeting the requirements of subdivision (2) of this**  
91 **subsection.**

92 **(2) Plans for professional development required under subdivision (1) of this**  
93 **subsection shall be individualized, developed in consultation with a professional**  
94 **development committee established under subsection 4 of this section, and include a**  
95 **written statement of goals that:**

96 **(a) Align with the professional standards for teachers contained in section 160.045;**

97 **(b) Are derived from the evaluation process required under section 168.128;**

98 **(c) Identify professional goals that address specific individual needs;**

99 **(d) Identify support from the professional development committee or from a**  
100 **designated faculty member; and**

101 **(e) Ground professional development activities in objectives relating to improving**  
102 **teaching and learning with the goal of improving student achievement.**

103

104 **Individualized professional development plans shall include timelines for implementation,**  
105 **responsibilities of the employee and the school district for implementing the plan, and**  
106 **specify resources, support, and periodic feedback that the district shall provide.**

107 **(3) A corrective action plan shall be developed to address deficiencies outlined in**  
108 **an evaluation when a teacher is rated unsatisfactory. The corrective action plan shall**  
109 **include timelines for corrective action, responsibilities of the teacher, responsibilities of the**  
110 **school district, and responsibilities of a designated faculty member or the professional**  
111 **development committee, as applicable. The school district shall be responsible for**  
112 **providing professional development and other support as outlined in the corrective action**  
113 **plan.**

114 **6. (1) The administrator assistance programs established under this section shall include,**  
115 **but shall not be limited to, programs of professional development and improvement for**  
116 **superintendents, principals, assistant principals, and other school district personnel charged with**  
117 **administrative duties.**

118 **(2) Establishment of programs by local districts and organizations for the training of**  
119 **school board members are encouraged and recommended.**

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