

# Two-pronged PL Approach

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

### Challenge

- High percentage of new, inexperienced, or out-of-field teachers in high-minority, high-poverty districts
- Inequitable student access to highly effective, experienced, and/or certified educators
- High rates of principal turnover
- High rates of new teacher turnover

### Solution

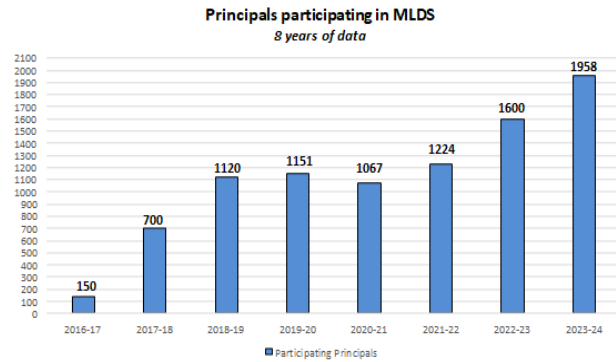
- Invest state set-asides in two-pronged approach to statewide educator professional learning programs
- Use Title IIA 3% set-aside for leader professional learning, to establish Missouri Leadership Development System (MLDS). Using these funds, MLDS served nearly two thousand principals in the state, representing nearly 90% of the school districts and almost 40% of charter schools
- Use Title IIA funds for teacher professional learning:
  - Beginning Teacher Assistance Programs (BTAP)
  - Teacher Academy
  - Teacher Academy Graduate Program

### Impact

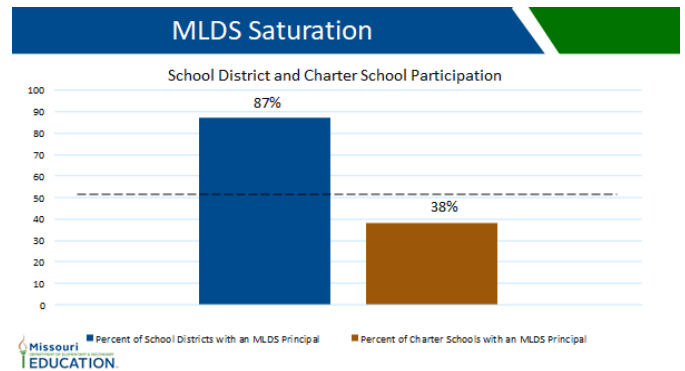
- Improved principal retention rate. Retention rates of MLDS principals has averaged more than 10 percentage points above the state average.
- MLDS content and professional learning materials are relevant to the needs of Missouri school leaders, according to over 95% of principals and superintendents agreeing or strongly agreeing.
- 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 BTAP was 89% compared to the state average of 75% for the same school year.
- After teachers participated in the Teacher Academy, they engaged in higher levels of student data analysis, reflective practice, student engagement and worked more collaboratively in communities of practice.
- New teachers increased their understanding for using research-based instruction.



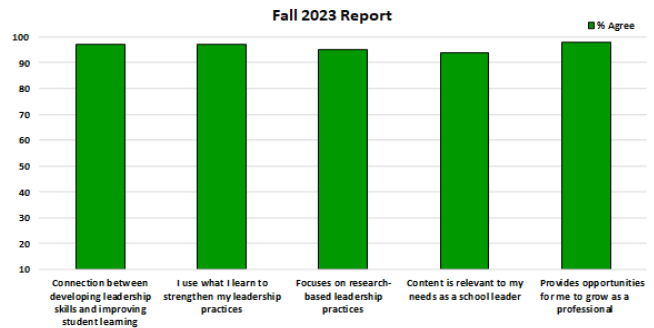
### Missouri Leadership Development System (MLDS) Participants 2016-2024



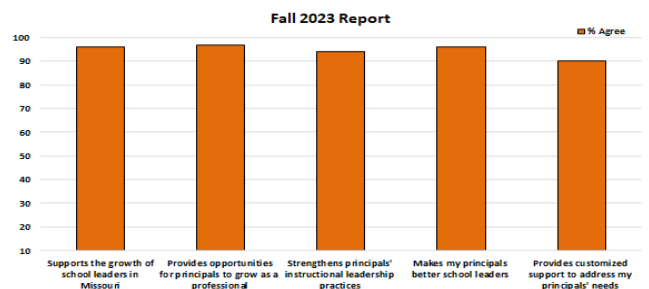
### Missouri Leadership Development System (MLDS) Participants 2022-2023



### What do participating principals think?

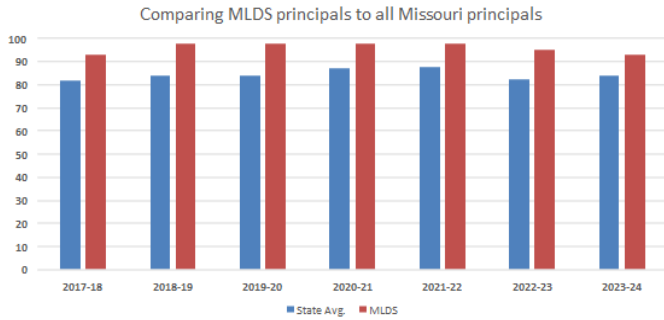


### What do their superintendents think?

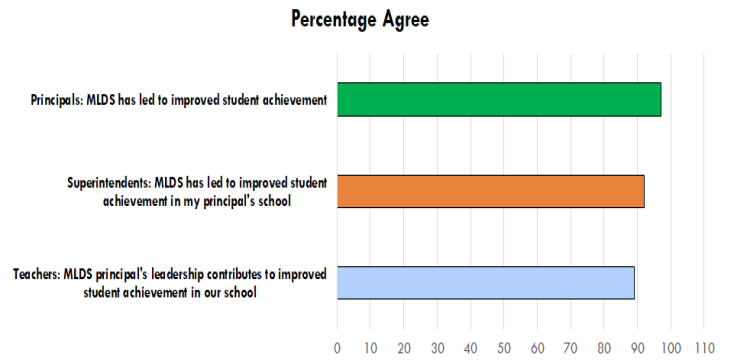


## Retention Rates of Principals 2017-2024

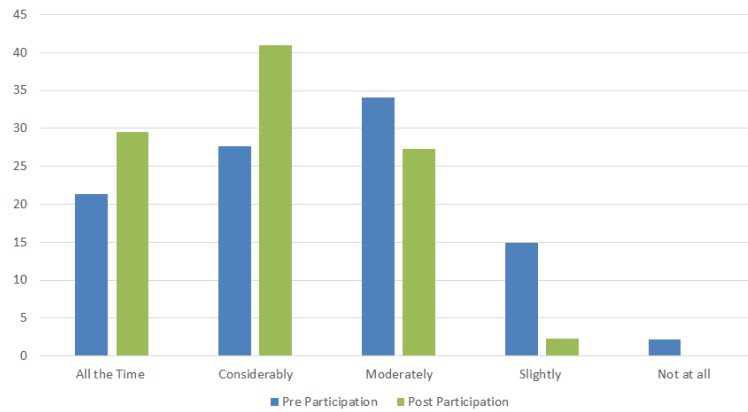
### Retention Rates of MLDS principals



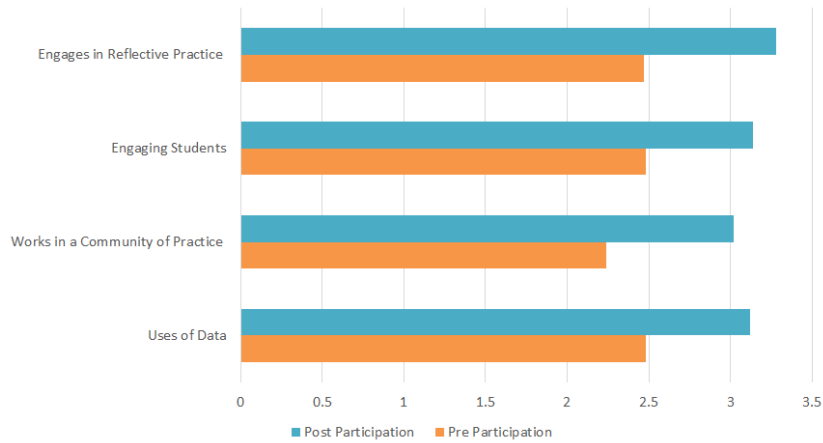
## Impact on student achievement of MLDS Principals



## Teachers' Use of Data to Make Decisions



## Teacher Self-Assessment of Priority Learning



To what extent did your participation in new teacher training contribute to your understanding of developing research-based instruction?

