Paul Katnik, Assistant Commissioner
Office of Educator Quality

Teachers Wanted:
Reimagining Recruitment in a Changing World

October 2026



Missouri DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION

Pathways to the Profession

ABCTE

American Board for the Certification of Teacher Excellence

- 675 certified in 2025
- 502 certified in 2026 YTD
- Teachers of Tomorrow 60 in 2026 YTD

Initial Certificates by Provider

2025 INITIAL CERTIFICATIONS	Total
ABCTE	672
MISSOURI STATE UNIVERSITY	413
CENTRAL METHODIST UNIVERSITY	238
NORTHWEST MO STATE UNIVERSITY	206
UNIVERSITY OF MISSOURI, COLUMBIA	206
UNIVERSITY OF MISSOURI, ST. LOUIS	197
SE MO STATE UNIVERSITY	173
UNIVERSITY OF CENTRAL MISSOURI	167
MISSOURI SOUTHERN STATE UNIVERSITY	153
WESTERN GOVERNORS UNIV - MO	80

ABCTE certifies 38% more candidates than the next largest provider

Initial Certificates by Provider

2026 YTD INITIAL CERTIFICATIONS	Total
ABCTE	508
MISSOURI STATE UNIVERSITY	380
UNIVERSITY OF MISSOURI, COLUMBIA	235
CENTRAL METHODIST UNIVERSITY	212
UNIVERSITY OF MISSOURI, ST. LOUIS	179
UNIVERSITY OF CENTRAL MISSOURI	169
NORTHWEST MO STATE UNIVERSITY	157
SE MO STATE UNIVERSITY	154
MISSOURI SOUTHERN STATE UNIVERSITY	107
WESTERN GOVERNORS UNIV - MO	85

ABCTE is currently certifying 25% more candidates than the next largest provider

Superintendent Recommendations

SUBJECT_AREA	GRADE	Additional	Initial	Grand Total
ELEMENTARY EDUCATION	1-6	6	22	28
ENGLISH LANGUAGE LEARNERS	K-12	21	1	22
GIFTED EDUCATION	K-12	18	2	20
LIBRARY MEDIA SPECIALIST	K-12	16	1	17
MATHEMATICS	9-12	12		12
ART	K-12	11		11
MUSIC - VOCAL	K-12	11		11
SPECIAL READING	K-12	11		11
MILD/MOD CROSS CATEGORICAL	K-12	8	2	10
PHYSICAL EDUCATION	K-12	10		10
EARLY CHILDHOOD EDUCATION	B-3	1	8	9
LANGUAGE ARTS	5-9	8		8
MATHEMATICS	5-9	7	1	8
GENERAL SCIENCE	5-9	6	1	7
TECHNOLOGY AND ENGINEERING	9-12	7		7
BIOLOGY	9-12	5	1	6
ENGLISH	9-12	5	1	6
SOCIAL SCIENCE	5-9	3	3	6
SOCIAL SCIENCE	9-12	4	1	5
HEALTH	K-12	4		4
SPEECH AND THEATRE	9-12	4		4
MARKETING	9-12	2		2
TECHNOLOGY AND ENGINEERING	5-9	2		2
BUSINESS EDUC	9-12	1		1
CHEMISTRY	9-12	1		1
FAMILY AND CONSUMER SCIENCES	K-12	1		1
GENERAL SCIENCE	9-12		1	1
MUSIC - INSTRUMENTAL	K-12	1		1
SPANISH	K-12		1	1
Grand Total		**186**	**46**	**232**

Missouri DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION

232 issued total
- 186 Additional
- 46 Initial

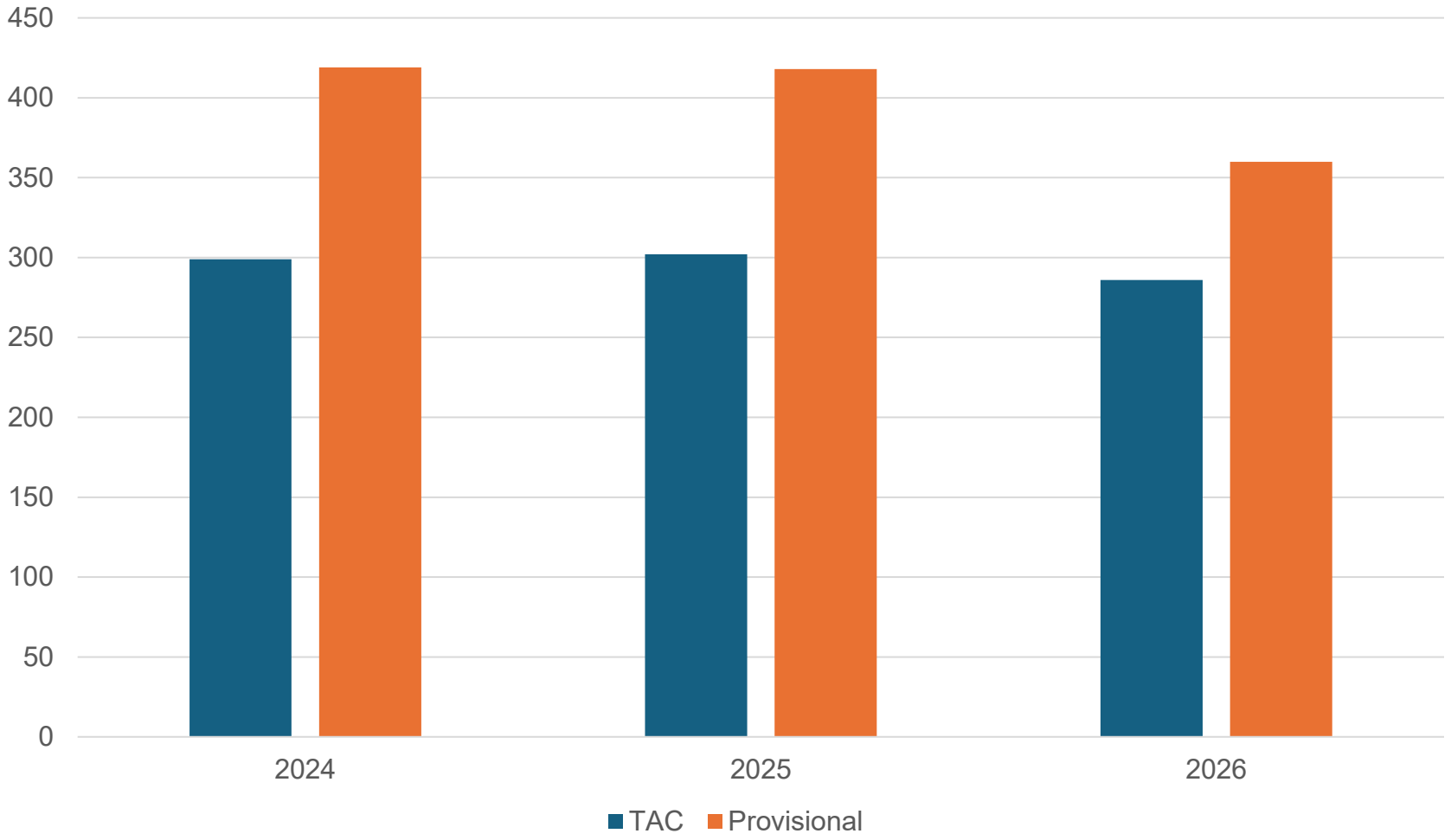
121 school districts
- 100 with 1-2 recommendations
- 17 with 3-5 recommendations
- 3 with 6-8 recommendations
- 1 with 20 recommendations

Additional Certificates
- ELL (21)
- Gifted (18)
- Library Media Specialist (16)
- Math, Art, Music Vocal, Special Reading, PE

Initial Certificates
- Elementary (22)
- Early Childhood (8)
- Social Science (3)

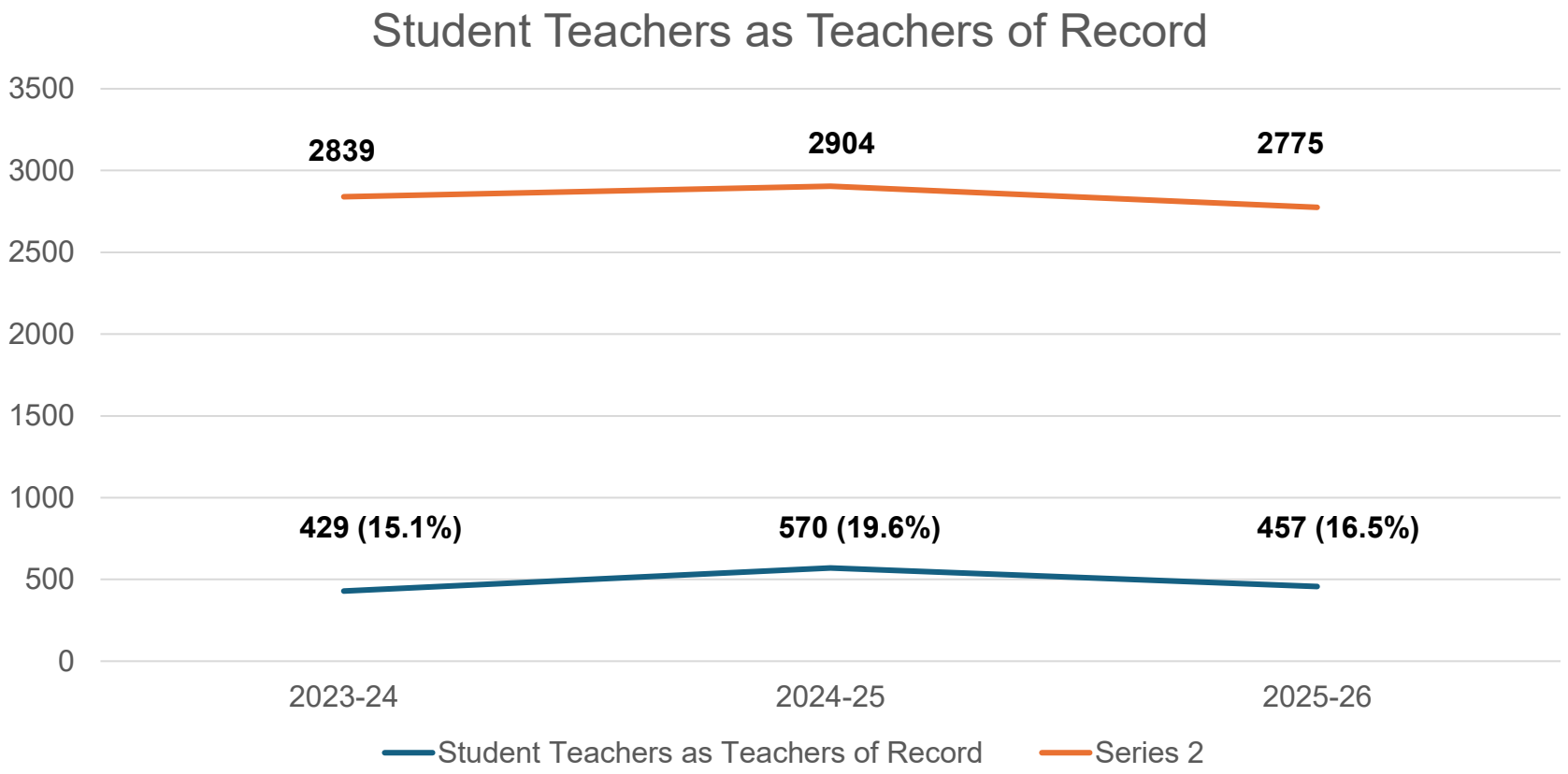
Alternative Certification

- Teachers are a Temporary Authorization Certificate (TAC) or a Provisional Certificate are fully and traditionally prepared but are teaching students.
- Approximately 700 per year over the past three years.



Student Teachers

- Student teachers have completed most of their preparation, but not all of it.
- Between 15% - 20% of student teachers are hired as teachers of record.



Substitute Teachers

- Nearly 16,000 certified per year over the past four years (since 2022)
- 12,101 certified to-date so far in 2026
- Transcript (77.5%), Frontline (16.5%), Kelly Services (4.0%), University/Adult Learning (2%)

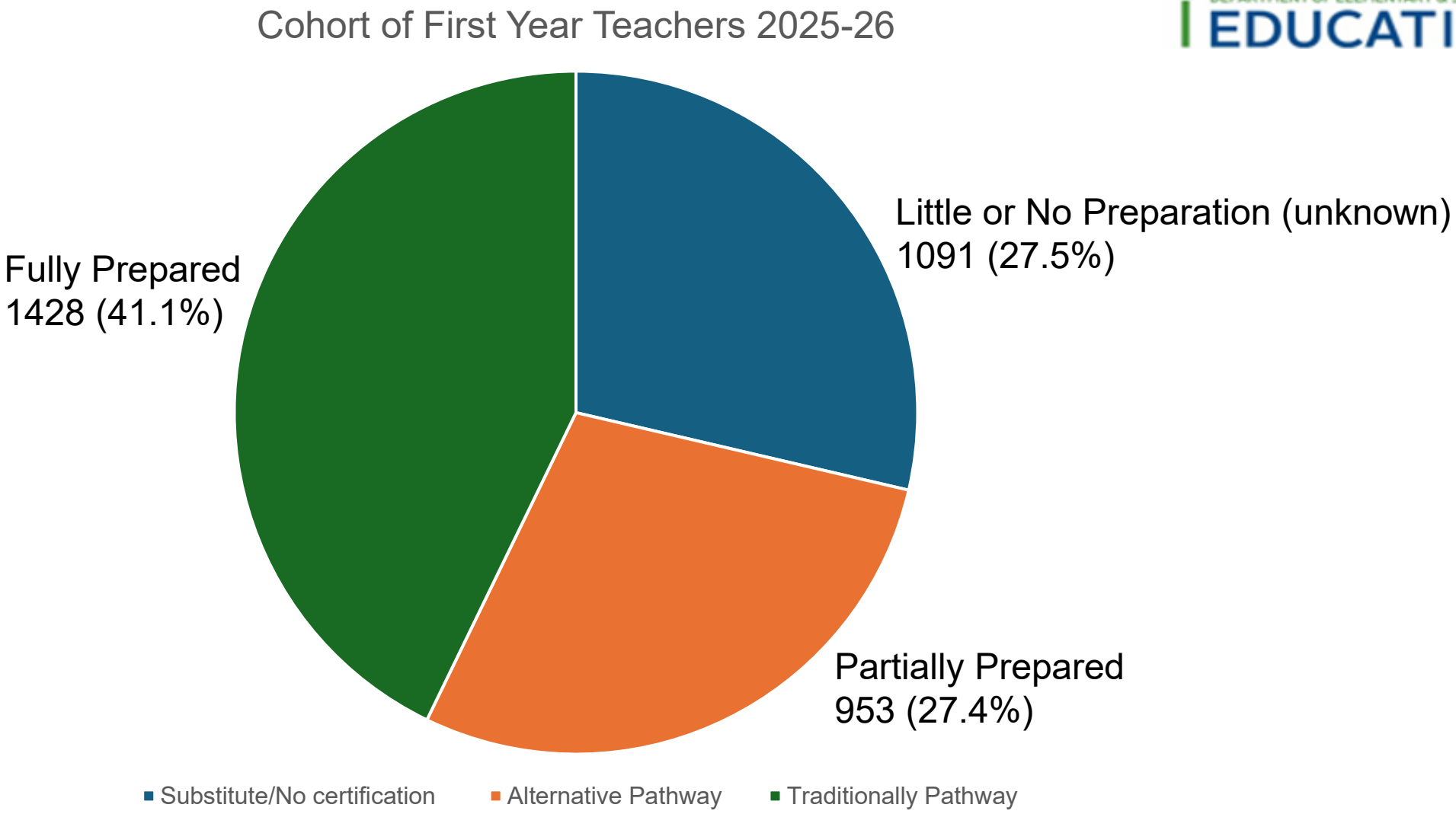
District Substitute Teacher Report

- **Only 15% of districts** use a third-party employment agency
- **2/3 of districts** pay between $101-$125 per day
- **3/4 of districts** have 75% short-term / 25% long-term subs
- **Less than 5%** of staff in over half of districts are long-term subs
- **80% of districts** find subs by word of mouth, website or social media
- **Just under half** of districts interview potential substitute teachers
- **Nearly 2/3 of districts** use existing staff as subs regularly or frequently

Substitute Teacher Report

- **2/3 of subs** are over 50 / **3/4** over 40 / **87%** over 30 years old
- **3/4 of subs** have a 4-year degree or more
- **2/3 of subs** get paid between $101-$125 per day
- **80% of subs** receive adequate to abundant support from school/teacher/admin
- **80% of subs** receive adequate to abundant interaction with staff
- **98% of subs** report experiencing NO student health or safety issues during their experience

Support for New Teachers



Missouri DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION

Teacher Hiring Season 2026

LEVER 01 — ATTRACT GREAT EDUCATORS DISCOVER

Teachers are using the job board heavily, and we are running ahead of goal

188,000

job board views so far this year

From 26,683 unique viewers through August — about seven visits each, so teachers who find it keep coming back

88.9% of the 30,000-viewer goal for 2026

Progress against pace



0 30,000 viewers

- 68.5% of the calendar year has elapsed
- Views run faster than the calendar during the hiring season, so tracking ahead now is healthy
- We estimate around 11,000 teacher job seekers a year in Missouri, so the board is reaching that audience and then some
- 1,237 viewers — about 5% — completed a profile and were confirmed qualified or TAC-eligible, against a 1.5–3% standard benchmark — viewers were more motivated than average

"I love that there are so many features included — job description, salary scale, map, days in workweek, ability to connect with leadership quickly — all in one place! Awesome timesavers."

Julie B.
MO teacher

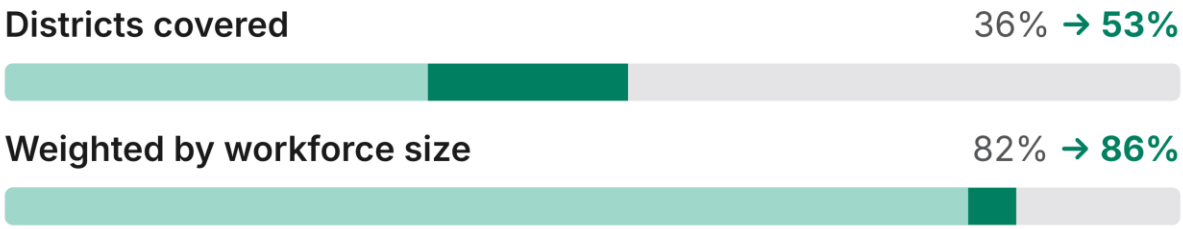
LEVER 01 — ATTRACT GREAT EDUCATORS DISCOVER

We now cover vacancies for nearly 90% of teaching roles, without manual district reporting

~90%

of Missouri teaching vacancies now appear on the job board

Growth over the life of the partnership



— Coverage grew mostly by bringing very small offline districts online through the grant-provided tools, which moves the % district coverage number faster than the weighted number

"It is a lot of work and time researching for a good placement. This takes some of the guessing away and lets the schools match to the teacher they choose... This really fills the equation and results in better outcomes."

Sara L.
MO teacher

LEVER 02 — STRENGTHEN LOCAL HIRING CONNECT

Matches in high-need schools are more than double the goal

890

interview-ready matches statewide this season

547 of them in high-need schools — 219% of our goal of 250

Low-income schools were overrepresented in matches made

Nimble matches to low-income schools **82.1%**



Baseline share of teaching positions in these schools **37.1%**



+45.0 pp More than double the expected representation

Low-income schools were measured as those with a higher-than-average proportion of FRPL students

"I hired 5-6 teachers from Nimble which is outstanding! Our entire 4th grade team is new and presented to me by Nimble. Thanks a million!"

Principal
Ferguson-Florissant School District

LEVER 01 — ATTRACT GREAT EDUCATORS DISCOVER

The job board continues to surpass our 2026 satisfaction goal

44

Net promoter score, against a 2026 goal of 40 or better

How to read the score

Net promoter score measures how likely teachers are to recommend the job board. It runs from −100 to +100; anything above 30 is considered strong.



"Nimble Connect is a game-changer for educators. The platform delivers everything I need such as comprehensive job details, direct access to school leadership, and clear insights into district expectations, all in one seamless interface. It has transformed the way I approach my job search."

John A.
MO teacher

Time to Share



How do you differentiate support for new teachers knowing they've experienced various levels of preparation?

Missouri DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION

Ongoing learning for teachers

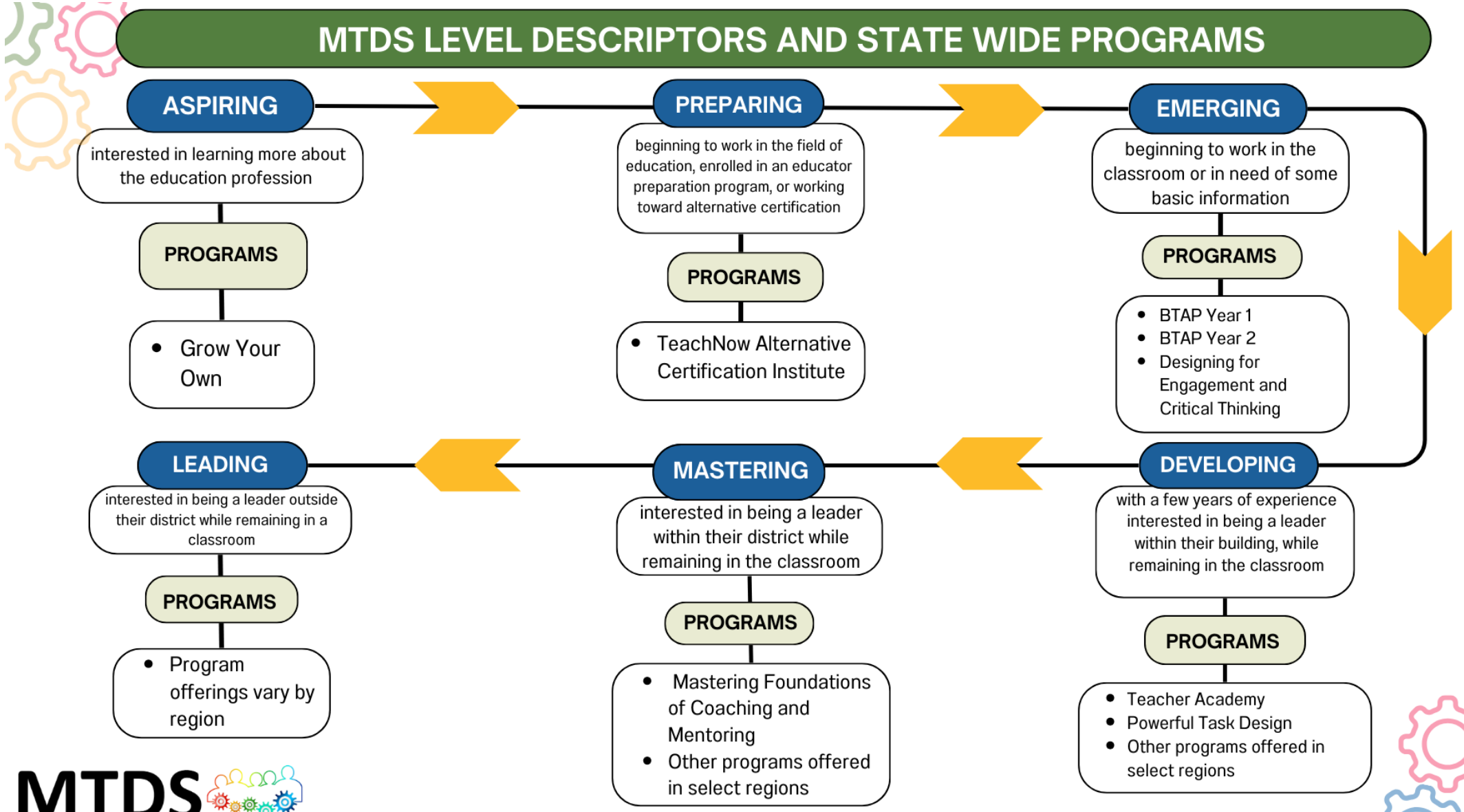
MTDS

MTDS

Missouri Teacher Development System

Exploring & Aspiring	Preparing	Emerging	Developing	Mastering	Leading

Professional learning at every stage of the teacher's career



MTDS
Missouri Teacher Development System

MTDS Registration Numbers Growth

Missouri Department of Elementary & Secondary Education

Program	Year						
	20-21	21-22	22-23	23-24	24-25	25-26	Total
TeachNow: Summer Institute				22	83	191	296
BTAP Year 1	237	471	756	904	1,014	1,201	4,583
BTAP Year 2	124	165	223	226	272	905	1,915
BTAP Year 3			0	7	15	25	47
Teacher Academy	70	103	116	125	122	82	618
Teacher Academy Year 2	41	50	43	55	47	29	265
Foundations of Mentoring	97	246	247	173	196	141	1,100
Mastering: PDC (*P)	53		12	9	78	56	208
Facilitating Self-Directed Learning			4	1	4		9
Instructional Coach Academy (*P)					48	24	72
Instructional Coach Collab(*P)						17	17
Grow Your Own Network			119	128	109	69	425
Leadership: Transforming our Roles	14		5	7	9	11	46
Mentors of BTAP (*P)				18	27	65	110
MTDS Teacher Advocacy (*P)				1	4	3	8
Total	636	1,035	1,525	1,676	2,028	2,819	9,719

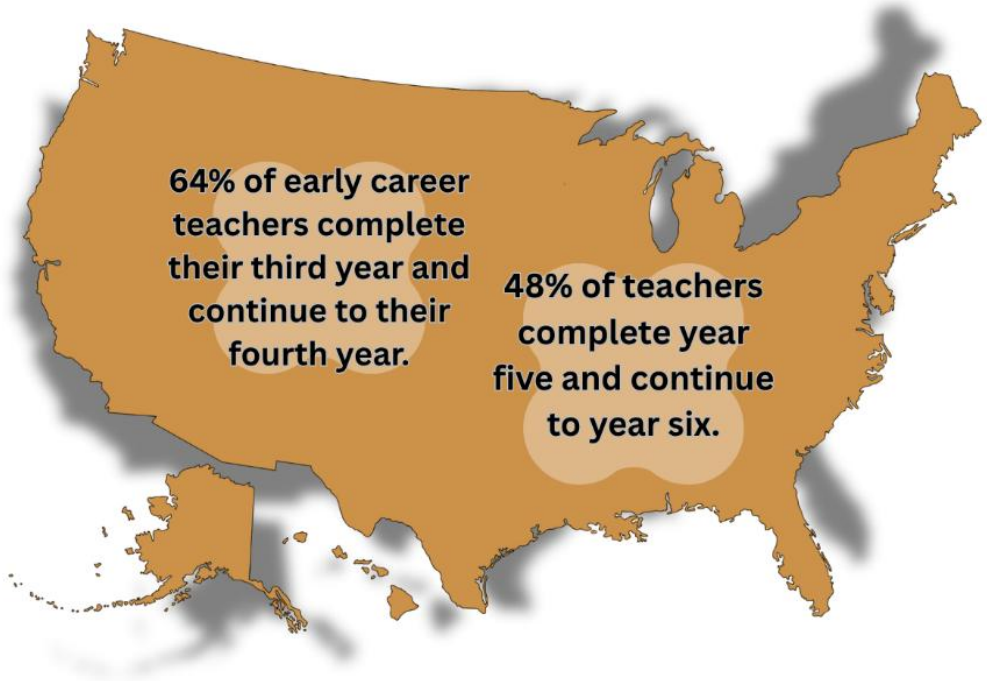
MTDS Retention Data by Program

MTDS Program	Retention Rate 22-23	Retention Rate 23-24	Retention Rate 24-25	Retention Rate 25-26
BTAP Yr 1	92%	93%	93%	*98%
BTAP Yr 2	100%	99%	95%	*95%
BTAP Yr 3	N/A	100%	100%	*100%
Teacher Academy Yr 1	98%	94%	99%	*98%
Teacher Academy Yr 2	N/A	100%	98%	*95%
Foundations of Mentoring	N/A	96%	93%	*99%

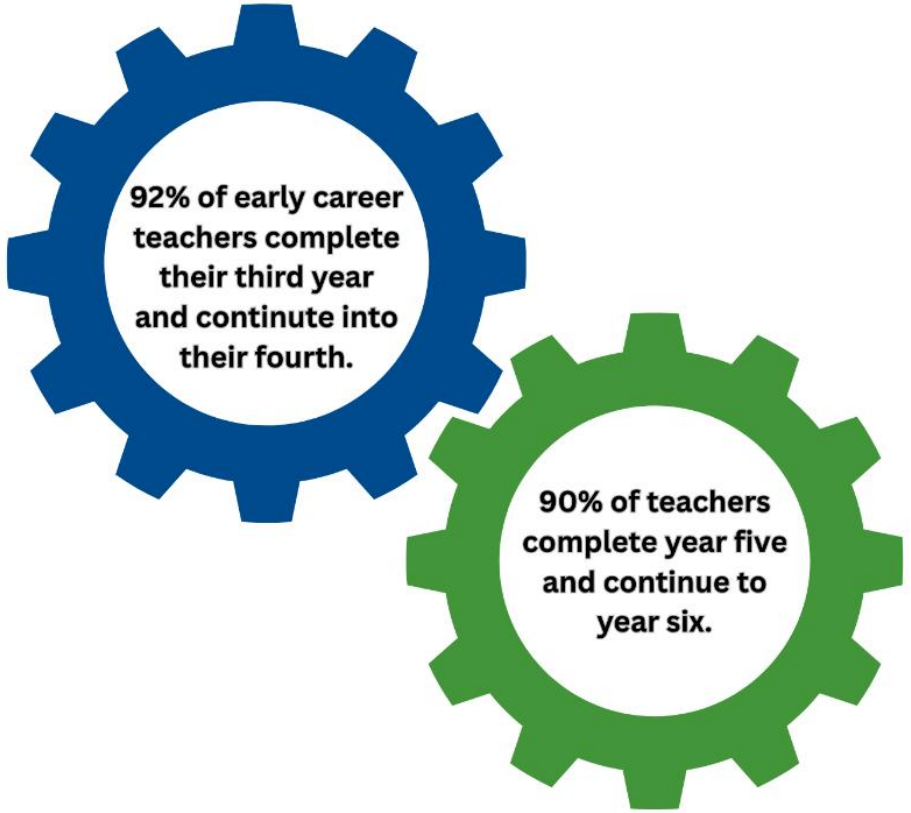
*Self-reported retention data as of July 1, 2026 – this will be updated after the Core Data Pull in October 2026

Early Career Teachers

NATIONALLY



MTDS BTAP



MTDS Retention Rates

MISSOURI TEACHER RETENTION FOR NON-MTDS PARTICPANTS

About **only 63%** of teachers remain in the profession after year 5



MISSOURI TEACHER RETENTION FOR MTDS PARTICPANTS

About 90% of teachers who participate in MTDS remain in the profession after year 5



MTDS is the **only** state-wide professional development system in the United States that is designed to meet the learning needs of teachers across their career. This allows teachers to continuously increase teaching capacity through growth and development opportunities.

MTDS Impact

- MTDS is utilized by **352 of the 555** public school districts and charter schools, along with **32** private schools
- The almost 3000 MTDS participants impact the learning of almost **54,000 students**
- 97% of participants report an enhanced capacity to design instruction and create classroom environments that meet the needs of students with disabilities
- 95% of participants are able to implement clear expectations and strategies that minimize disruptive behavior
- 95% off participants demonstrate improved ability to monitor and adjust student learning through effective use of informal and formative assessments
- 95% administrators report seeing growth in their educators' classroom management skills after completing MTDS programming

Some feedback from our programs

"The most valuable aspect of the Mastering Foundations of Mentoring program was learning how to ask meaningful, open-ended questions that prompt deeper reflection and professional growth. Also recognizing the need to listen more than talk. These skills will help me support both new and experienced educators in their development."

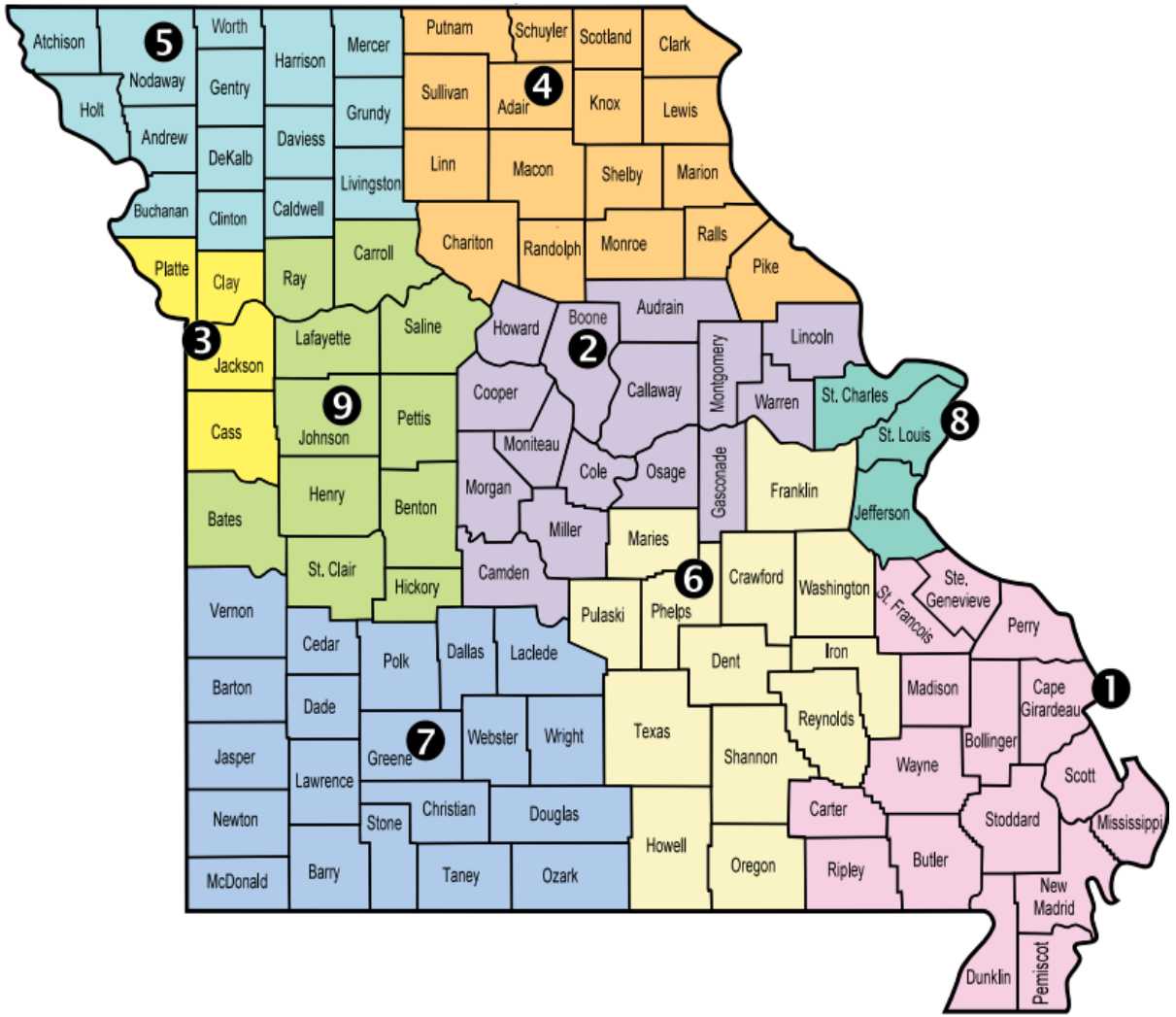
"This program impacted my classroom instruction because it connected the importance of clear learning goals for students and teachers alike. As I planned my instruction, I had a process of checking the learning standards, seeing if my students need to work on it, and then writing my goals on a visible whiteboard in student-friendly language. It also helped minimize distractions in a way because I would have students check if they were working on the target."

"BTAP was an amazing opportunity to meet and collaborate with other first year teachers. I really enjoyed the applicability of the activities and things we learned. There was always at least one thing I could take and implement the next day in my classroom. The instructor is a wealth of knowledge who was always so willing to answer questions and provide support."

"I think the most valuable thing from this PD was the ability to get together with other colleagues who are in similar positions as us. As a first-year teacher, it can be stressful and hard, so it is nice to know that you are not alone."

" I am so thankful for MTDS for new teachers as opposed to the 1-day training others provide. This allows the teachers to learn, implement, and go back for follow-up conversations."

MTDS Team



Dr. Bobbie Jo Lewis, Coordinator of Teacher Development, DESE

Curtis Terry, Director of Educator Development, DESE

Allison Amber, Assistant Director of Educator Development, DESE

Kelsey Hoehns, Program Support Specialist, DESE

Missouri Teacher Development System Specialists

Darryl Pannier, Darrick Smith, & Jennie Webb, Region 1 - Southeast

Dr. Stacy Quinn, Region 2 - Heart of MO

Dr. Kyle Anderson & Grace Milano, Region 3 - Kansas City

Lori Pinkston, Region 4 - Northeast

Dr. Jill Watkins, Lysander Overstreet, & Crystal Hochwender, Region 5 - Northwest

Rebecca Roberts, Pamela Spooner, & Diane Gremp, Region 6 - South Central

Joanna Haskins & Lisa Shipley, Region 7- Southwest

Diane Gillaspie, Tanya Garcia, Dawnette Dierking, Emily Hilligoss, Liz Davenport, & Emilie Johnson, Region 8 - St. L

Betsy Ridenhour, Marissa Walsh, & Woods Prael, Region 9 - Central,

Dr. Sandy Humbyrd, Region 7 - Southwest, GYO Coordinator

Additional Resources

- MTDS Webpage
  - Impact
  - Competencies
  - Flyers



http://dese.mo.gov//mtds









Dr. Bobbie Jo Lewis

Coordinator of Teacher Development

Coordinator of Missouri Teacher Development System

Office of Educator Quality

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573-526-6650

Missouri DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION

Time to Share



What does the high-quality, ongoing learning for your teachers look like?

How do you know it is successful?

Missouri DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION

Ongoing learning for School Leaders

Missouri
DEPARTMENT OF ELEMENTARY & SECONDARY
EDUCATION

MLDS

MISSOURI LEADERSHIP DEVELOPMENT SYSTEM

ASPIRING	EMERGING	DEVELOPING	LEADERSHIP ACADEMY	TRANSFORMING

The MLDS – More than Theory

Missouri DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION

Let's explore…

- What it is.
- What it does.
- Why principals need to be part of it, or something like it.

MLDS Purpose:

The Missouri Leadership Development System is a comprehensive research-based program which ensures every student in Missouri will attend school with an effective, confident leader by developing, supporting and refining the leadership capacity of all Missouri school principals.



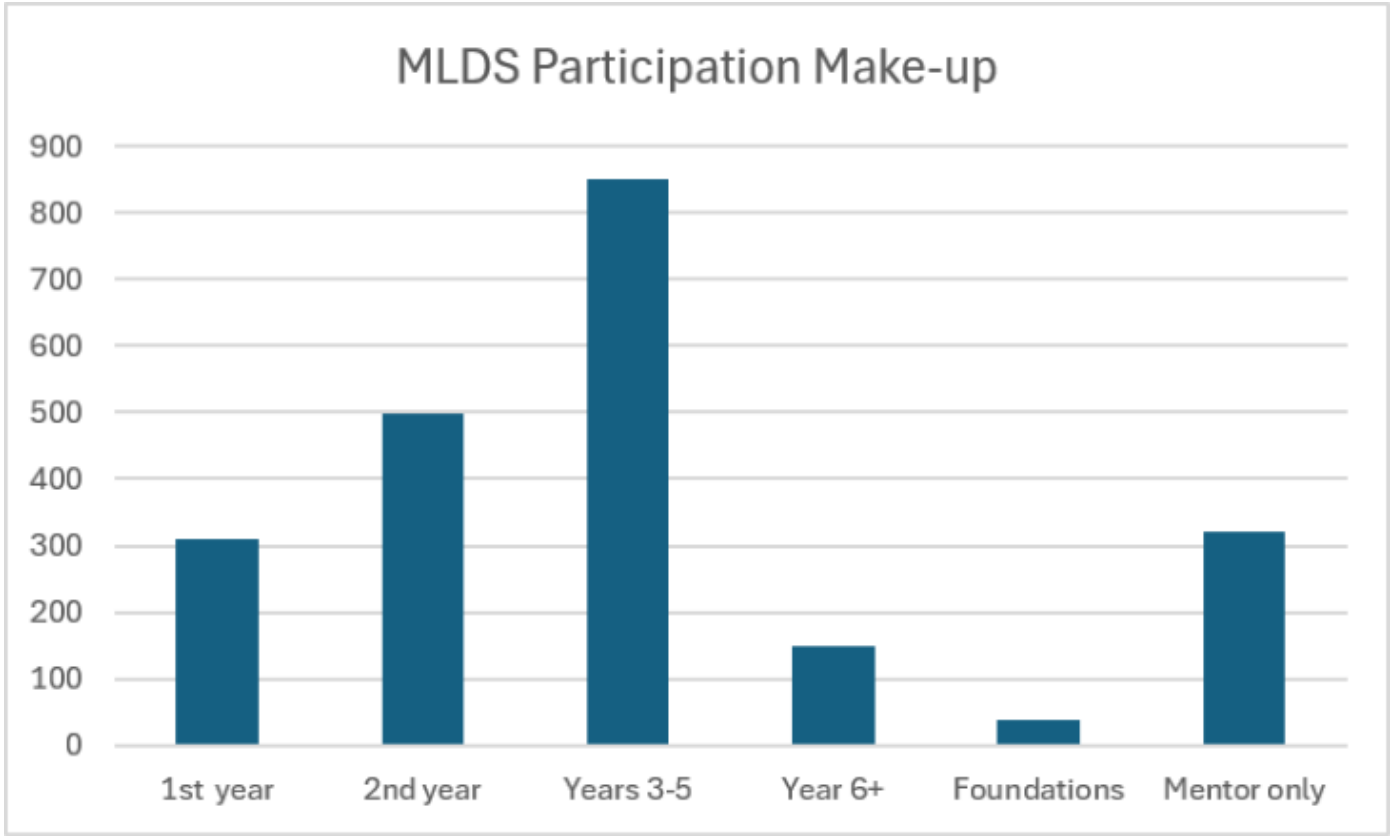
- ***MLDS is a national model for continuous leadership development.***
- ***MLDS is known, trusted , sought after professional development and support for ALL Education Leaders in Missouri.***
- ***100% participation in MLDS by Missouri Principals.***

Participation

2168 School Leaders
1959 Building Level leaders

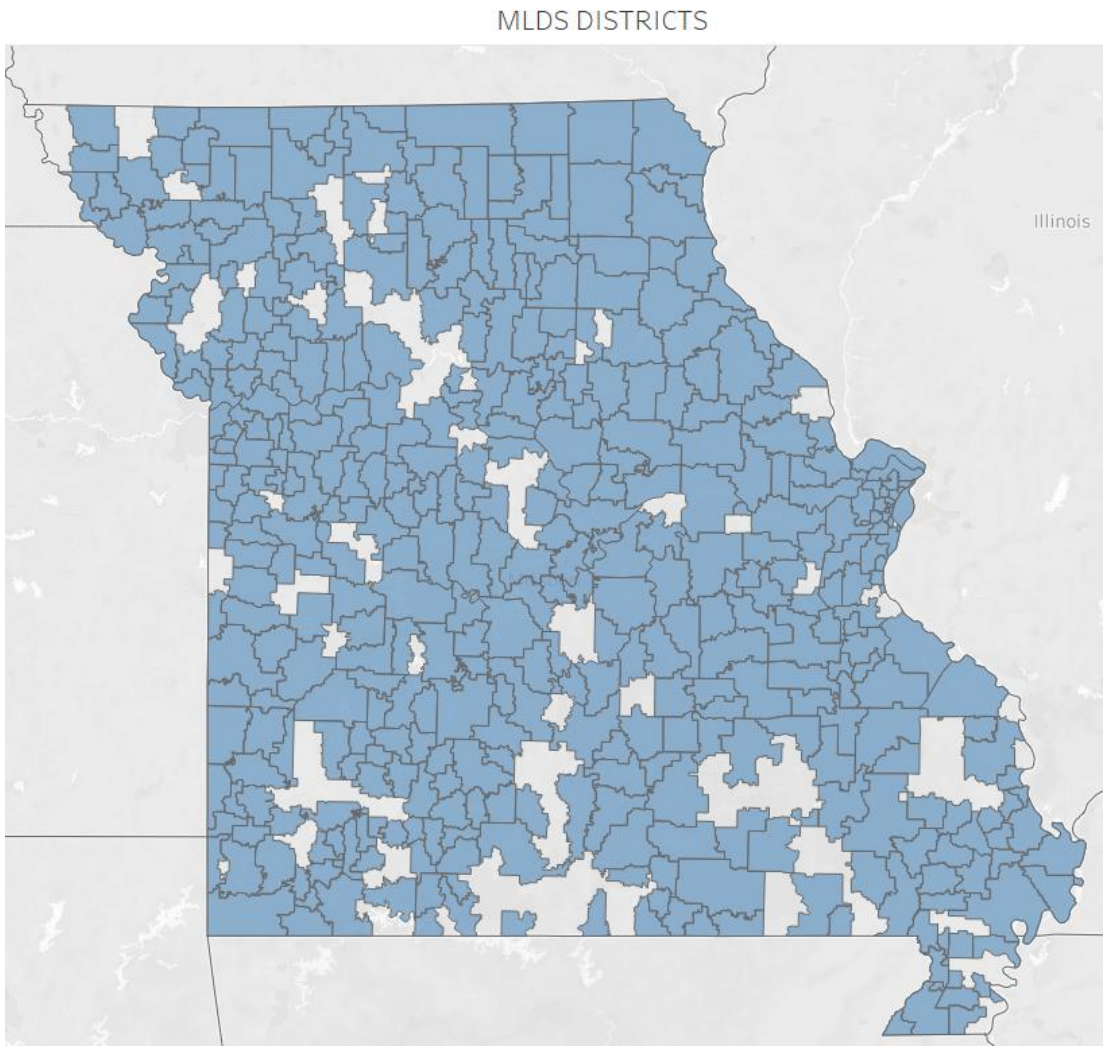
56% of all principals
87% of school districts
30% of charter schools

Support 2 years of Mentoring



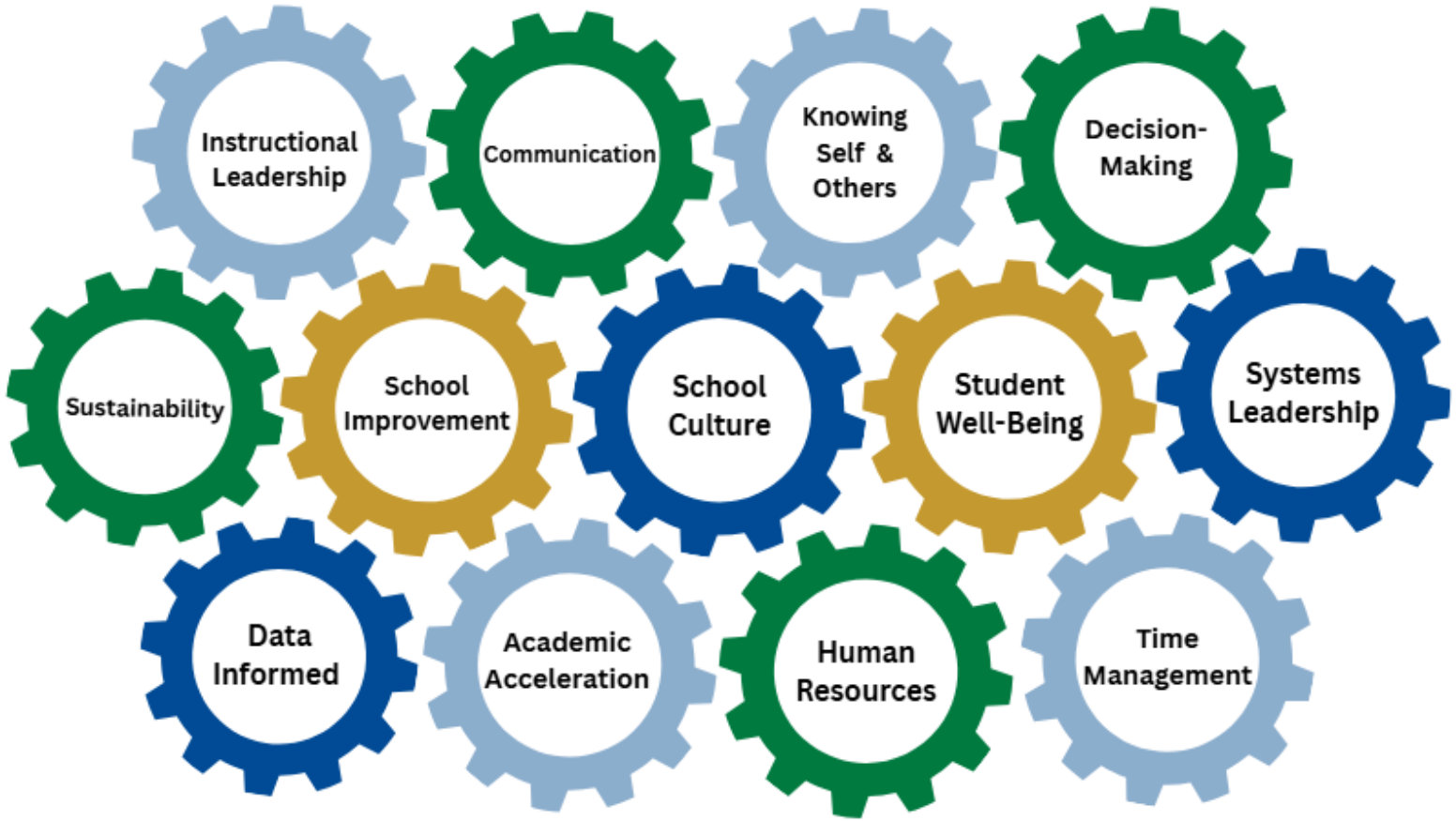
MLDS Impact

Missouri Department of Elementary & Secondary Education



MLDS Missouri Leadership Development System

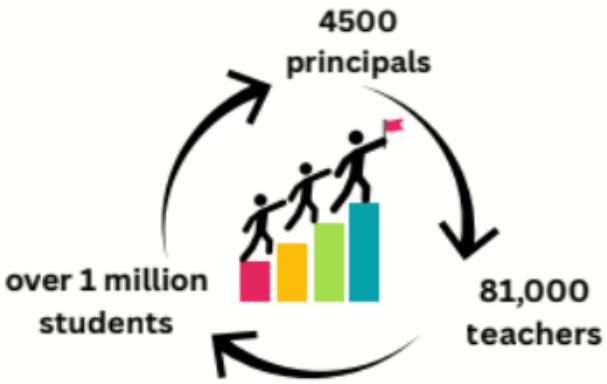
MLDS Curriculum Focus Areas



MLDS Impact

Missouri Department of Elementary & Secondary Education

10 year IMPACT
2016-2026



97% of particpants report that MLDS **strengthens** their instructional leadership practices.



90% of participants believe MLDS contributes to **improved** student achievement.

91% of participants report MLDS **increases** their ability to prioritize their time to be in classrooms more often.

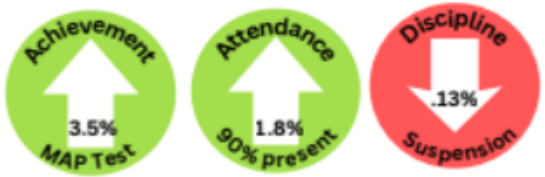
Missouri Department of Elementary & Secondary Education

MLDS
MISSOURI LEADERSHIP DEVELOPMENT SYSTEM

"Signing up for MLDS was the single best thing I did in preparation for leading a building for the first time."



2025-26 impact
- 56% Principals
- 87% Public School Districts
- 30% Charters Schools

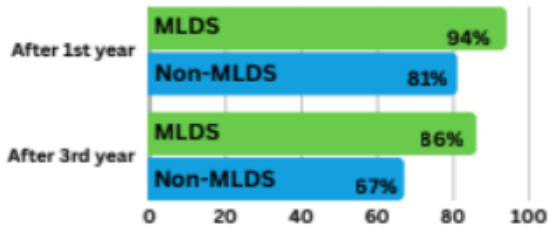


Schools with an MLDS Principal vs. Non MLDS Principal



MLDS Principal End of Year Survey Data collected April 2026

Retention Rates of Missouri Principals



STATISTICS PROVIDED BY DESE CORE DATA 24-25

MLDS
MISSOURI LEADERSHIP DEVELOPMENT SYSTEM

How to get involved- Contact your RPDC

Kim Presko
Coordinator of MLDS
Kim.Presko@dese.mo.gov

1. Southeast RPDC
800-401-6680
Vince Powell
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Rick McClard
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Lorie Zuspann
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2. Heart of Missouri
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Matt Brooks
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3. Kansas City RPDC
816-235-5652
Tamara Callahan
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Beth Savidge
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4. Northeast RPDC
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Lynn Proctor
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Stephanie Bailey
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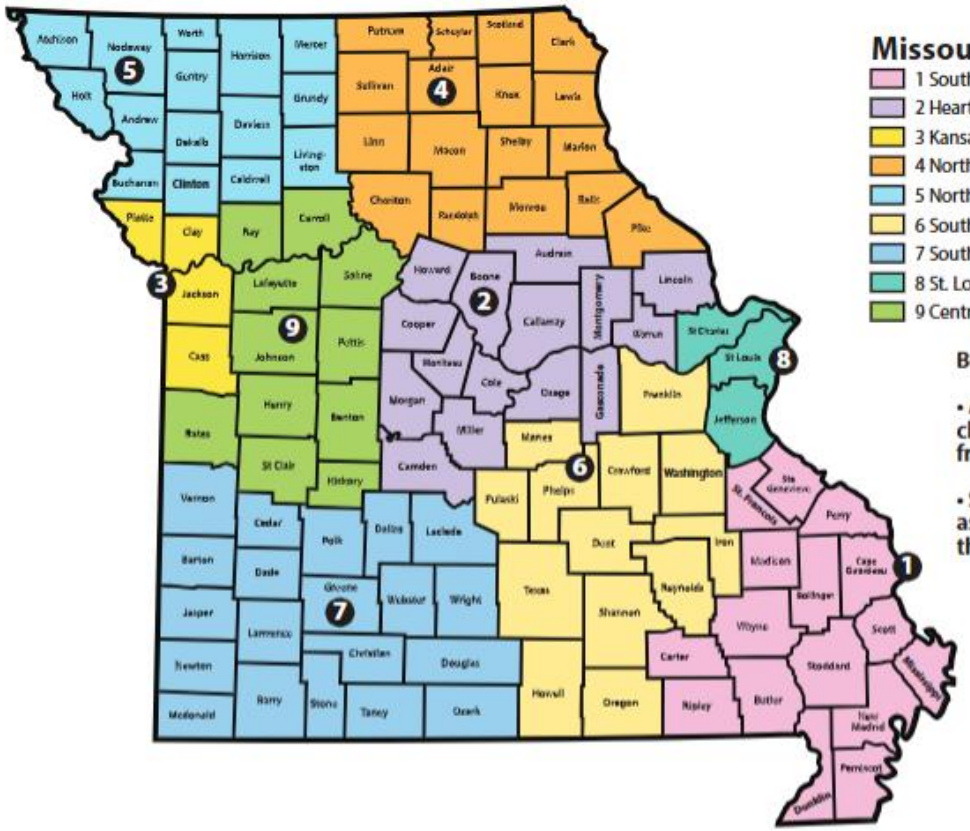
5. Northwest RPDC
660-562-1995
Jay Albright
jalbright@nwmissouri.edu
Jennifer Patterson
jpatterson@nwmissouri.edu

6. South Central RPDC
800-667-0665
Charlie Malam
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Craig Hounsom
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7. Agency for Teaching, Leading and Learning
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Toni Bass
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Randy Luebbert
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Ted Huff
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Renee Trotier
rtrotier@edplus.org
Sonya Murray
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9. Central RPDC
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Joe Beydler
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Bret Pummill
bpummill@ucmo.edu



Time to Share



What does the high-quality, ongoing learning for your school leaders look like?

How do you know it is successful?

Teacher Leader Certificate

Teacher Leader Certificate

- Teaching experience
- Teacher effectiveness
- Leadership skills
- Pilot project
  - teacher and district partners



dese.mo.gov
Email: Paul.Katnik@dese.mo.gov
Phone: 573-751-2931

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