



Nancy S. Grasmick
State Superintendent of Schools

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TO: Members of the State Board of Education
FROM: Nancy S. Grasmick *Nancy*
DATE: December 17-18, 2008
SUBJECT: *Maryland Teacher Staffing Report, 2008 – 2010*

PURPOSE:

Last month, you approved the recommendations proposed in the *Maryland Teacher Staffing Report, 2008-2010* (see Attachment 1). Because of the time constraints of last month’s meeting, the complete report was not presented, and discussion was limited. The purpose of this item is to provide an opportunity for a focused presentation and discussion of key elements of the report.

HISTORICAL BACKGROUND:

The *Maryland Teacher Staffing Report, 2008-2010* is a study conducted by the Maryland State Department of Education, now produced biennially, in conjunction with local school systems and institutions of higher education with teacher preparation programs. The study began as a response to 1984 state legislation requiring a declaration of teaching fields that are considered critical shortage areas. Students preparing to teach in these shortage areas are eligible to apply for the *Sharon Christa McAuliffe Memorial Teacher Education Award*, a scholarship named in honor of the first teacher in space.

Since then, the recommendations have expanded beyond critical content shortage areas to include geographic areas experiencing shortages; gender and diversity shortages; and recommendations on certain non-classroom professional positions that are deemed shortage areas. The report also includes information on teacher experience and attrition, retired/rehired teachers, principals and mentors, and highly qualified teachers (as defined by the No Child Left Behind Act). Importantly, this year’s report is the first using revised methodology that incorporates highly qualified teacher data as well as the most recent information from local school systems on their vacancies in August to determine the critical shortage areas.

The report gathers data from the deans and directors of teacher education programs in Maryland colleges and universities and from the directors of human resources in local school systems. The report is produced by the Division of Certification and Accreditation in collaboration with the Division of Accountability and Assessment and the Office for Academic Policy.



Your declaration of the critical shortage areas provides the basis for the *Sharon Christa McAuliffe Memorial Teacher Education Awards* given by the Maryland State Scholarship Administration. The United States Department of Education uses these declarations to qualify college graduates with federal student loans for deferment of loans or reduction of teaching obligation for several student aid programs. Maryland statute employs these declarations as criteria for earnings limitations exemptions when school systems hire retired teachers, principals and teacher mentors to work specific schools: Title I, alternative schools, schools not meeting annual yearly progress, and schools with 50% students eligible for free and reduced-price meals. Finally, college students preparing to teach in the declared shortage areas may qualify for federal scholarships through the Teacher Education Assistance for College and Higher Education (TEACH) Grant Act of 2007.

At your October 28, 2008 Board meeting, you adopted the four recommendations in the report. You also asked that the report be presented more fully at the December meeting and requested additional data regarding number of graduates by certification areas and by college or university (see Attachment A) as well as the number of alternative certification program completers (see Attachments 3A and 3B). This information is included for your consideration, and the presentation will provide a comprehensive review of the full report.

EXECUTIVE SUMMARY:

On October 28, 2008 you approved four recommendations from the *Maryland Teacher Staffing Report, 2006-2008*, pursuant to Education Article §18-708 of the Annotated Code of Maryland. This presentation provides a thorough review and a focused analysis of key elements of the report. Additionally, you are receiving information that is specific to questions raised at the October board meeting.

FOR INFORMATION ONLY

This item is presented for information and discussion.

NSG:jes

Attachments (3)

Link to Teacher Staffing Report - <http://www.marylandpublicschools.org/NR/rdonlyres/F3F5D904-0F5E-4FC7-87CE-464FC17DABB5/18552/MarylandTeacherStaffingReport20082010.pdf>