



## **Teacher Induction, Retention, and Advancement Act of 2016 Workgroup**

January 31, 2017 Meeting

### **Committee #2- Quality Teacher Incentives**

**Committee Members Present:** Justin Heid, MSEA; Fran Kroll, MADTECC; Tess Blumenthal, MAESP; Alexandra Cambra, MSDE; Jeanne Marie Holly, MSDE

**Committee Members Absent:** Monique Sloan, MAESP; Tanya Williams, MICUA; Tony Navaro, PSSAM; and Althea Pennerman

**Workgroup Members Present:** Deborah Kraft, MICUA

**MSDE Staff:** Ruth Downs

**Alternates Present:** None

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#### **Approval of Minutes:**

Not applicable

#### **Discussion:**

Ms. Alex Cambra reiterated the instructions provided by Ms. Spross and the workgroup. She provided the packet prepared for the committee called "Committee II: Quality Teacher Incentives" and reviewed its contents.

Ms. Fran Kroll stated that loan forgiveness program is something that should be offered to teachers.

Ms. Kroll stated that we need to recruit more people into the field of teaching. Enrollment is down about 10% at the 2 year colleges. Students who attend community college need to work and go to school at the same time.

Mr. Justin Heid stated that the incentives need to be tied to the recruitment process.

Ms. Kroll stated that a lot of students don't have money to go to college full-time and 4-year colleges are waiting for students. Ms. Kroll stated that we need to sell ourselves bit better. Ms. Rowena Shurn rotated through the committees and offered some comments to this committee. She talked about reshaping internships. She asked if we could provide funding for paid internships or provide a stipend. Ms. Shurn asked if institutes of higher education (IHEs) partner with the local education agencies (LEAs) so that the student is able to continue to work while studying.

Ms. Deborah Kraft stated that internships cannot be paid because it would cost too much money. Universities cannot afford to pay the students. Ms. Kraft stated that Superintendent Dance met with all the Deans and Directors to let them know what Baltimore County needed and what they can offer.

Mr. Heid stated that there are two categories: Recruitment and Retention. He stated that at one time, Frederick County Public Schools offered a stipend to teachers if they stayed for 3 years.

Ms. Kraft stated that for recruitment, we should offer the Teacher Academy and Loan Forgiveness as incentives.

Mr. Heid informed the committee that "Loan Forgiveness" is based off of what your yearly salary is.

Ms. Kroll stated that she felt that the "Loan Forgiveness" should be a program that offers a no pay back payment plan and should be for all teachers. We should also offer tuition reimbursement.

Ms. Cambra stated that "Priority School" is the new name for comprehensive needs school.

Ms. Kroll stated that we should add affordable housing along with the loan forgiveness for recruitment for all and not just in geographic shortage areas.

Mr. Heid stated that housing should be more defined, because a lot of teachers are traveling to other counties for lower rent.

Ms. Cambra shared feedback provided to the Maryland State Department of Education (MSDE) during the five Listening Tours conducted across the state in the month of January. She shared that a lot of teachers on the Eastern Shore stated that when they move to a district for a job, especially on the Eastern Shore, their spouses or significant other cannot find employment.

Ms. Kroll made a recommendation of offering a monthly payment towards housing, or in their salary, add \$10,000 more as taxable income because housing is important. Many teachers complain about not being able to afford to live where they work.

Ms. Kraft stated that many teachers live at home because they cannot afford to live on their own.

Ms. Kroll stated that items 3, 5 and 6 of the proposed recommendations provided by the workgroup to the committees should be combined. When recruiting for highly qualified students into teaching careers, we should offer statewide loan forgiveness, a housing stipend, scholarships and early college/teacher academies. The school system should also offer loan forgiveness for those teachers who are getting their masters when they negotiate their contract. Out-of-state recruitment should offer loan forgiveness too. There should be loan forgiveness for all undergrads and MAT students for any major. Ms. Kroll also felt that retention should be retro-active, but noted it is much more expensive.

Mr. Heid told the committee to be careful that they are not creating two tiers. The packages should be equal.

Mr. Heid stated that the first year teacher mentoring program should be school based. He stated that there is a lot of discussion about National Board Certified Teachers (NBCT) incentives for teachers with a lot of experience. Maybe we need to change how NBCT is seen. There should be Maryland based professional development that will continue to help teachers grow in their profession.

Ms. Kroll stated that appropriate professional development/mentoring would help teachers to be promoted and possibly keep them in the profession. She asked the question, what we could do for a residency to help build a bridge from college to classroom.

Ms. Kraft stated that the 5<sup>th</sup> year should be more than an internship. Maybe a residency model – 100 days.

Ms. Tess Blumenthal stated that it could be a paid internship. We should offer teachers an extra personal day or two. She stated that low performing schools are not the essence for teacher incentives. For first year teachers, there should be some kind of residency or extra support during their first 2-years of teaching.

Mr. Heid stated that it should be a co-teaching model.

Ms. Kraft stated that all schools need professional development.

Ms. Kroll stated that there should be intensive mentoring for new teachers in priority schools.

### **Top 2 Categories**

#### **Retention**

Career Lattice

State-wide Loan Forgiveness

Mentoring Programs

Residency/Mentoring (look at working w/teacher academy  
various state-wide models at Maryland Higher Education Commission)

#### **Recruitment**

Mentoring Program

State-wide Loan Forgiveness

Housing

### **Materials of Interest Requests for next meeting:**

Pull incentive findings from survey for ESSA

- Developing Teacher Leaders Survey Results (attached)
- Incentives for Retention Survey Results (attached)

**Next Steps:** Next Committee meeting is on February 21<sup>st</sup>.