



Teacher Induction, Retention, and Advancement Act of 2016 Workgroup

February 21, 2017 Meeting

Committee #2- Quality Teacher Incentives

Committee Members Present: Justin Heid, MSEA; Fran Kroll, MADTECC; Tess Blumenthal, MAESP; Tanya Williams, MICUA; Althea Pennerman, USM; Tony Navarro, PSSAM; Jessica Bancroft, MSDE

Committee Members Absent: Monique Sloan, MAESP; Alexandra Cambra, MSDE

MSDE Staff: Ruth Downs, Jeanne-Marie Holly

Alternates Present: None

Guests: Benee Edwards, Grants Management Manager – MHEC
Donna Thomas, Director of Student Financial Assistance - MHEC

Approval of Minutes:

Approved by workgroup

Discussion:

Ms. Sarah Spross spoke with Committee II reiterating what their goal is for the review of Quality Teacher Incentives.

Dr. Fran Kroll stated that teachers struggle with the not being able to afford to live on their own. They usually live at home with their parents. We need to find a model to look at.

Ms. Spross stated that the committee needs to look at what is available. The research is really mixed when it comes to financial support. Ms. Spross told the committee that there are not a lot of ideas in regards to housing incentives. She told them to pick what they think makes the most sense and to really think about three models to look at.

Ms. Jessica Bancroft informed the committee that National Board Certified Teachers receive double the amount of the stipend when they teach in one of the priority schools.

Mr. Justin Heid asked Ms. Spross if Senate Bill 493 – Ed Article 6-306 would affect all teachers in schools.

Ms. Spross informed Mr. Heid that it will affect those teachers who do not work in a comprehensive needs or non-comprehensive needs schools. Teachers who work in comprehensive needs schools receive \$2,000 and those in non-comprehensive needs schools receive \$1,000.

Ms. Bancroft asked everyone to go around the table and introduce themselves.

Ms. Donna Thomas from MHEC did an overview on the Workforce Shortage Student Assistant Grant Program. The Workforce Shortage Student Assistance Grant (WSSAG) program is for students who plan on working in specific career/occupational programs upon graduation. Eligible fields include: child care, human services, **teaching**, nursing, physical and occupational therapy, social work, and public service.

All current high school seniors, full-time and part-time, degree seeking undergraduate and graduate students enrolled in an eligible accredited Maryland postsecondary institution may apply for the grant. The requirements are that the student must be a MD resident and plan to attend a two-year or four-year Maryland college or university as a full-time or part-time degree seeking undergraduate student, and/or full-time or part-time degree seeking graduate student. The award amounts are set at the statutory minimum and are based on the type of institution and the student's enrollment status. The service obligation for teachers is that the recipient must work in an approved teacher education program leading to certification in a critical shortage field.

Mr. Heid stated that counties can supplement the grant as well, based off of each county's funding.

Ms. Thomas stated that MHEC offers scholarships too. She stated that less than 100 applicants have applied for the scholarship. There needs to be an increase in awareness of the program. The main requirement of the program is for the applicant to teach in Maryland and complete the service obligation.

Ms. Jeanne-Marie Holly spoke about the loan repayment program that is offered. The maximum amount annually is \$10,000 and the minimal amount is \$3,000. These amounts are based on the loan amount.

Ms. Bancroft asked the committee to look at and revisit the Staffing Report. There are 24 priority schools. Also look at the geographical locations of the schools.

Ms. Thomas stated that MHEC is in the process of reactivating its "Work Shortage Council".

Dr. Kroll was worried that there would not be enough money to award the teachers.

Mr. Heid talked about loan forgiveness. He felt that those individuals who graduated from a Maryland school should be entitled to this, as well as an individual coming to Maryland from out of state.

Ms. Benez Edwards from MHEC shared the model of the nursing support program with the committee. She stated that this program is a state grant program funded through health services cost review commission.

Dr. Kroll stated that the school system in DC supplements some of their teacher salaries. The state needs to offer a loan forgiveness program for teachers that is different than what is already written.

Ms. Bancroft stated that the Teach Grant program makes you repay the loan after 10 years if you have not completed the degree within 4 years.

Dr. Kroll stated that no 2 year colleges are using grants and some 4 year colleges are opting out of using grants. She stated that the state needs to come up recommendations and some funding. MHEC could offer the funding.

Dr. Thomas stated that the Workflow Shortage Award is up to \$4,000 annually.

Ms. Bancroft asked the committee to look at the chart provided to them of incentives from different states. She stated that we need to encourage the applicant to think about where they want to be employed. The incentives should be sustainable.

Ms. Edwards stated that the loan forgiveness plan should be that the state and the teacher alternate payment years.

Mr. Heid stated that some teachers do not have loan forgiveness because their tuition was paid for by their family, so what other incentives can we offer those individuals? What about the teacher who has been in the system for a while? We also have to make sure that we get applicants who are committed to teaching. Mr. Heid stated that we need to look at the other states that offer funding from the lottery.

Ms. Bancroft stated that we need to look at the parameters of loan repayment to see if there is some expansion to the program and write in requirements specific to evaluation. She stated that we need to establish what a reasonable amount of time is to offer loan forgiveness. Maybe offer a tax credit for housing?

Recommendations

Loan Forgiveness and Repayment:

1. Request MHEC information on loan repayment and loan forgiveness.
2. Request MHEC review their current literature and update, as appropriate, to ensure the list of critical shortage areas are up to date and accurate.
 - a. MHEC does have the current Maryland Teacher Staffing Report. It is possible that additional areas of shortage could be added, allowing access to financial assistance for more educators.
3. Request MHEC consider a loan forgiveness program specifically for teachers, instead of having teachers be part of a bigger program. Make educators a specific priority for financial assistance. There are a limited number of awards.
 - a. Currently the Janet L. Hoffman Loan Repayment Assistance Program (LRAP) is for lawyers, nurses, licensed clinical counselors, physical and occupational therapists, social workers, speech pathologists, and teachers.
 - b. Consider increasing the amount awarded, currently you must have over \$75,001 in debt and can awarded a max of \$30,000. If your debt is \$40,001-\$75,001 you can be awarded \$18,000. If your debt is \$15,001-\$40,000 you can be awarded \$9,000. These are distributed over a 3 year period.
 - c. Increase the allowed gross annual salary of \$60,000 or combined married \$130,000 for eligibility.
4. Expand the Nancy Grasmick Teacher Award.
5. Federal Loan Forgiveness - <https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/teacher#teacher-loan-forgiveness>.

<https://www.tcli.ed.gov/CBSWebApp/servlet/TCLIServlet>

Compensation:

Not all compensation should focus on loan repayment or loan forgiveness. There will be teachers who do not qualify for it or for whom loan repayment is not needed.

1. Research housing assistance programs. There are models in other states such as California.
 - a. Program is called California Teacher Home Loan & Assistance Program.
 - b. HUD has a program called Good Teacher Next Door:
https://portal.hud.gov/hudportal/HUD?src=/program_offices/housing/sfh/reo/goodn/gnndabot.
 - c. There is a Baltimore Housing/Home buying Incentive for teachers:
http://www.baltimorehousing.org/vtov_incentives.
2. Consider signing bonuses for teachers who will work in priority schools.
3. Consider a bonus after 5 years (possibly 3 - need more discussion); teachers who continue in a priority school.
 - a. This could be complicated, not just for funding, but also for addressing the teachers who have already been in the school for the 3 or 5 years.
4. Create a scholarship specifically for teacher shortage areas and priority schools that is in addition to currently available financial assistance.

Questions to consider in future discussions:

1. Differentiated pay for those working in priority schools
2. Differentiated case load for priority schools
3. How can we better inform Maryland educators and student interns of the resources available to them for financial support? Both local and federal. Whose responsibility is this? MSDE, MHEC, LSS, IHEs? All?

Materials of Interest:

None

Next Steps:

1. Consider and discuss details of proposed incentives.
2. Address current questions.
3. Continue to explore what other states are currently offering for incentives (ex., California and housing)
4. Consider incentives that are not just grounded in a monetary outcome.

Next meeting will held on March 29 for the workgroup only.