



**Teacher Induction, Retention, and Advancement Act of 2016**  
**Workgroup**  
April 26, 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; Alexandra Cambra, MSDE

**Committee Members Absent:** Monique Sloan, MAESP

**MSDE Staff:** Dara shaw, MSDE

**Alternates Present:** None

**Guests:** None

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**Approval of Minutes:**

Approved by Committee

**Discussion:**

Fran Kroll reviewed last month's discussion of the Committee. MHEC speakers were very helpful. It was valuable to clear up misperceptions. Vocabulary around this can be confusing: loan forgiveness, loan repayment. Different ways around the country to refer to financial incentives. We have a limited exposure and don't know what's happening all over the country. The group reviewed recommendations from their last meeting. There is no need to look for additional information at this point. Dara Shaw asked the group "What is it you are looking at?"

Incentives are our first priority. The group responded by summarizing, four-year schools have dropped attendance and enrollment nationwide. Community college students can't afford less time in school, they need to work. Is it the economics? Does a teacher's beginning salary need to be higher? Is lifetime salary the barrier? The group considered a housing stipend - early recommendations included (1) loan forgiveness; (2) housing incentives; (3) differentiated pay for work in priority schools; and (4) paid internships. The group also discussed the Nancy Grasmick Award and the fact that it was infrequently used. Review of this award was a suggestion by Dr. Shapiro. Paid internships may be a disincentive because you need to stop working.

Loan forgiveness and recruitment should be first, to recruit and retain, loans, scholarships, free college to pay back a year for each year of education. Four years is then guaranteed. Student loans come from the banking industry. Who forgives these loans? Who dictates that? Should we recommend to the legislature that they direct a bank? The group discussed Teacher Academies (TAM) Agreements. Would a four-year loan repayment incentive increase enrollment dramatically? The committee thinks so. Dara Shaw mentioned that Florida has a big loan forgiveness program - this was a bigger push than tuition reimbursement by far. The concern is for lowering the quality of the entry level folks. Loan forgiveness and tuition reimbursement costs a lot of money, whereas differentiated pay, that makes a bigger difference, is provided at a nominal cost. One thousand to \$2000 a year per person. The goal is not to have the newest teachers in the highest needs schools. Loan forgiveness seems linked to that - if you

open loan forgiveness to all and not just to new teachers, perhaps that changes. Who is here and already educated? How to forgive loans for who's already here? Don't make it linked to high needs school.

Frederick county representatives discussed that they have no financial incentives in their county. In February of each year you can elect to go to a "Star" school. In March, they begin interviewing people at the Star schools. Then when a position opens, an administrative position or a leadership position, you're already interviewed and ready. More teacher leader positions open up to these people in Star schools. Aspiring administrators are encouraged to take these positions. It provides new experiences for these aspiring administrators. New teachers leave so quickly, these experienced teachers move into Star schools. It is established that it is more of a benefit to students in the schools to have a more experienced teacher for one year than a new and inexperienced teacher for one year. So there's no immediate financial incentive; however, this is an incentive program that appears to work.

Frederick County also discussed coursework that is offered where you get paid to take it, it's a valuable, a good support group. It's referred to as the new teacher course, or "Great Beginnings". Described as a safe place for feedback to be shared. School based mentors and use of the co-teaching model for the first year are also incentives, as are TAMs. Not all counties have TAMs but they're working to get them into all counties.

A new recommendation is that the para educator pool be a larger so there is a nice pool to pick from. Perhaps selecting from other majors may be of benefit as well. Recruiting could also come from faith groups. Another recommendation is for the state to provide money to teacher education programs for recruitment. Community colleges can't manage this financially. Recruitment is everyone's job. Another option is paid internships.

### **Recommendations**

1. Loan Forgiveness and Repayment
2. Housing Incentives
3. Differentiated Pay for Priority School Teachers
4. Paid Internships

### **Materials of Interest:**

The Committee requests information be provided by the Kirwin Commission.

### **Next Steps:**

1. Consider and discuss details of proposed incentives.
2. Continue to explore what other states are currently offering for incentives (ex., Florida)
3. Is there research on whether incentives have an impact on retention of teachers for at least 4-8 years?