

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** April 26, 2005

**TO:** **BOARD OF EDUCATION**

**FROM:** Dr. Joe A. Hairston, Superintendent

**SUBJECT:** **REPORT ON SCHOOL STAFFING 2005-2006**

**ORIGINATOR:** J. Robert Haines, Deputy Superintendent, Business Services

**RESOURCE  
PERSON(S):** Dr. Donald Peccia, Executive Director of Human Resources  
Dr. Alpheus Arrington, Director of Human Resources

**INFORMATION**

The Board of Education will be updated on the school staffing plan for 2005-2006.

Attachment

# **Staffing Schools Baltimore County Public Schools 2005-2006 School Year**

This document sets forth the manner in which the Department of Personnel will implement the requirements of the No Child Left Behind (NCLB) Act of 2001. NCLB requires that all teachers of core academic subjects working in Title I and non-Title I schools be highly qualified by the end of the 2005-2006 school year.

NCLB defines the following areas as core academic subjects:

- English
- Reading and language arts
- Mathematics
- Science
- Social Studies, civics, and government, history, geography, economics
- Foreign languages
- Art, music, dance, drama/theatre

The Baltimore County Public School System is committed to recruiting and hiring highly qualified teachers for all schools according to State law and as approved by the Board of Education in the *Blueprint for Progress* and the Master Plan. Teacher staffing will occur as follows: Department of Personnel will devote its efforts to filling vacancies in critical shortage areas for Title I (elementary/middle schools) and **Priority 1 and 2 middle and secondary** schools until May 31, 2005. Vacancies in non-critical shortage areas will be filled based on performance goals and indicators and individual school needs. After May 31, 2005, the Department of Human Resources will recruit and hire teachers for all school vacancies. The Executive Director of Human Resources will monitor and report the transfer, assignment, and hiring of all teachers.

### **Classroom Subjects identified as Critical Shortage:**

- Mathematics
- English
- Science
- Special Education
- World Languages (Spanish)
- Reading Specialists

### **Performance Goal 1**

By 2007, all students will reach high standards, as established by the Baltimore County Public Schools and State proficiency levels in reading/language arts, mathematics, science, and social studies.

#### **Performance Indicators for Goal 1**

- 1.1 All diploma-bound students in grades 3-8 and 10 will meet or exceed Maryland School Assessment (MSA) standards. (State standard)
- 1.4 All students who earn a certificate of attendance will have documented evidence of their attainment of knowledge and skills within their prescribed programs. (State standard)
- 1.12 All students will acquire one fine arts credit by passing a course that is driven by the Maryland Content Standards. (State standard)
- 1.13 All students successfully completing Algebra I, biology, English 9, geometry, and government will pass the Maryland High School Assessment on their first attempt. (BCPS standard)

### **Performance Goal 3**

By 2005-2006, all students will be taught by highly qualified teachers.

#### **Performance Indicators for Goal 3**

- 3.1 All teachers and paraprofessionals will meet the requirements for “highly qualified,” as defined by *No Child Left Behind* and the *Bridge to Excellence in Public Schools Education Act*. (BCPS standard)
- 3.3 All mathematics teachers in middle schools will demonstrate content mastery through comprehensive testing or will possess a Maryland State Department of Education teaching certificate with an endorsement in secondary mathematics. (BCPS standard)
- 3.4 All new teachers in Title I schools will meet the standard of “highly qualified” when hired. (State standard)

## Staffing Timelines

### **March 24 Principals' Organizational Worksheets are to be completed.**

1. Each area's Executive Director of Schools will review and approve the instructional component of a school's organization.
2. Upon the completion of the Executive Directors of Schools review and approval and the systemwide transfer meeting, personnel officers will identify and begin to fill vacancies in critical shortage subject areas by transfers and new hires in Title I (elementary/middle schools) and Priority 1 and 2 Secondary Schools.
3. All other vacancies will begin to be filled based upon performance goals and indicators and individual school needs.

### **May 10 Annual Transfer Meeting**

**The transfer process begins with the annual transfer meeting on May 10, 2005. Transfers of teachers will be allowed based upon performance goals and indicators (see page 2) and individual school needs.**

1. Transfers between Title 1 (elementary/middle schools) and Priority 1 or 2 Schools will be allowed based upon performance goals and indicators and individual school needs.
2. Transfers from a Title 1 (elementary/middle schools) or Priority 1 or 2 School to a non-Title 1 or non-Priority 1 or 2 School will be allowed based upon performance goals and indicators, individual school needs and when a highly qualified replacement is available to fill the resultant vacancy.
3. Transfers of highly qualified teachers from non-Priority or non-Title 1 Schools to Title 1 or Priority 1 or 2 Schools will be allowed based upon performance goals and indicators and individual school needs.
4. Transfers of highly qualified teachers between non-Priority and non-Title 1 Schools will be allowed based on performance goals and indicators and individual school needs.
5. Transfers of non-critical shortage areas will be allowed based on performance goals and indicators and individual school needs.
6. All highly qualified teachers returning from leave or being excessed will be considered first by principals of Title 1 (elementary/middle schools) or Priority 1 or 2 Schools before being assigned to other vacancies.

7. The Office of Personnel will begin to involuntarily transfer non-highly qualified teachers in core subject areas from Title I Schools to non Title I Schools, beginning with the 2005-2006 school year.

**June 1    The Office of Personnel will fill all vacancies in all schools.**



REPORT ON SCHOOL STAFFING  
BALTIMORE COUNTY PUBLIC SCHOOLS  
2005 - 2006

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Dr. Donald A. Peccia  
Executive Director

Dr. Alpheus Arrington  
Director of Personnel



# Report on School Staffing 2005 - 2006

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What we will be presenting:

- ④ No Child Left Behind (NCLB) Act of 2001
- ④ Highly Qualified Core Subject Teachers and Para Educators
- ④ Department of Human Resources Support to Teachers and Para Educators
- ④ Teacher Recruitment and Hiring: 2005-2006
- ④ Teacher Transfers



## The No Child Left Behind Act of 2001 (NCLB) Requires:

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- ④ All teachers hired after the first day of school in year 2002-2003, who teach in “core academic subjects,” must be “highly qualified”.
- ④ By the end of the 2005-2006 school year, all public school teachers (elementary and secondary) who teach in “core academics” must be highly qualified regardless of whether they are paid with Title I funds.
- ④ All paraprofessionals hired in Title I schools must be highly qualified by January 8, 2006.





# The legislation defines the following areas as core academic subjects:

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- ④ English
- ④ Reading or Language Arts
- ④ Mathematics
- ④ Science
- ④ Civics and Government
- ④ Economics
- ④ Geography
- ④ Foreign Language
- ④ Arts



# HR Support to Teachers and Para Educators

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- ④ Letters sent to all conditional teachers
- ④ Letters sent to all non-HQ core teachers in Title I Schools
- ④ Letters sent to all non-HQ paraeducators
- ④ Presentation to all school principals
- ④ Presentation to all Title I principals
- ④ School visits by personnel officers
- ④ Regional meetings with Title I and special education teachers



# Core Subject Teachers

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Total – Core Subject Teachers      6449

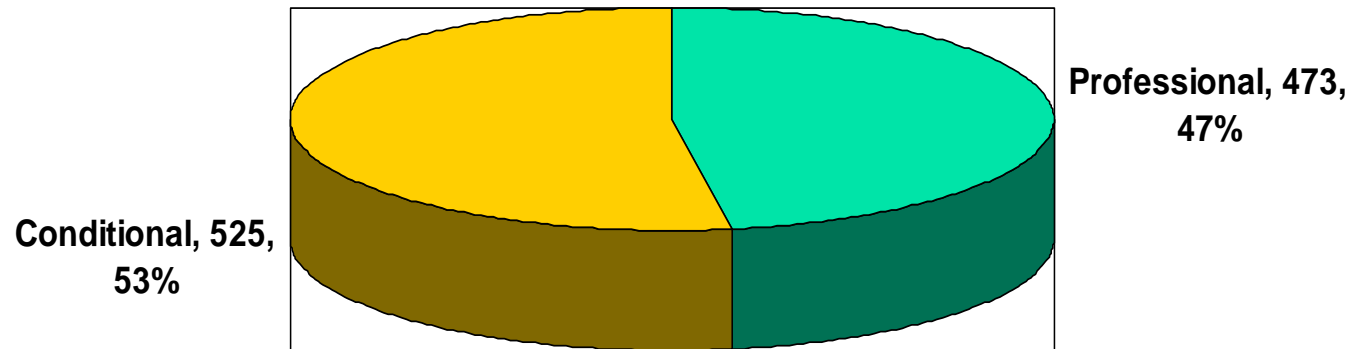
Total Highly Qualified Teachers

Core Subjects                      5451      85%

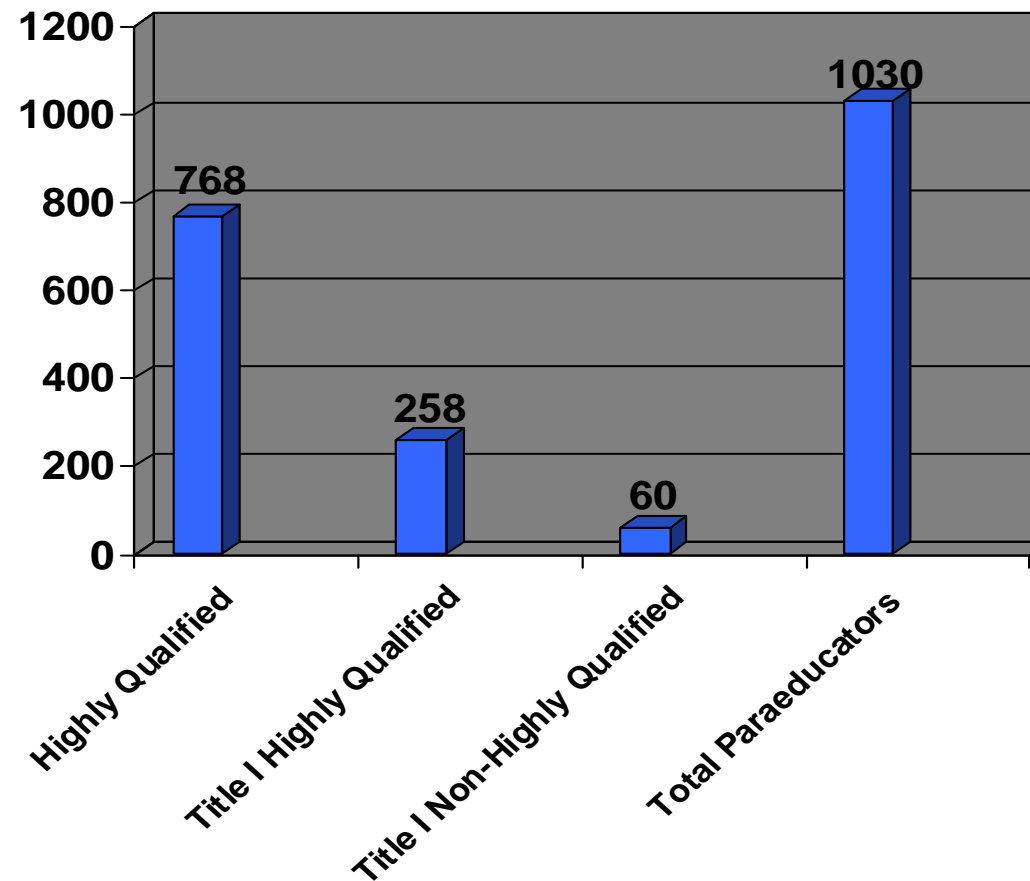
Total Non Highly-Qualified Teachers

Core Subjects                      998      15%

# Non Highly-Qualified Teacher Certifications 2005-2006



# Highly Qualified and Non-Highly Qualified Para Educators 2005-2006





# HR Support to Teachers and Para Educators

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- ④ Collaboration with Department of Professional Development and Department of Federal and State Programs to:
  - a. Provide tuition and textbook reimbursement
  - b. Provide courses for certification
- ④ Resident Teachers Program
- ④ Great Beginnings Program
- ④ Teacher recruitment
- ④ Signing bonuses and relocation stipends
- ④ Salary step for retired highly qualified teachers



# Teacher Recruitment and Hiring

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Teacher staffing will occur as follows:

- ④ The Office of Personnel will devote its efforts to filling vacancies in critical shortage areas for Title I and Priority 1 and 2 middle and secondary schools until May 31, 2005.



# Teacher Recruitment and Hiring

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- ④ Beginning June 2005, the Office of Personnel will recruit and hire teachers for all school vacancies.





# Teacher Transfers

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- ④ Transfers of teachers will be allowed based upon performance goals and indicators, and individual school needs.
- ④ Non-highly qualified teachers in core academic subjects hired in Title I Schools for the 2004-2005 school year will be involuntarily transferred to non-Title I Schools.
- ④ These transfers will be done to comply with the requirements of the No Child Left Behind (NCLB) Act.



# Summary

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- ④ No Child Left Behind Act (NCLB)
- ④ BCPS Initiatives to support teachers
- ④ School Staffing Plan for 2005-2006
- ④ Teacher Transfers
- ④ Transfer of non-highly qualified core academic teachers from Title I Schools