

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: January 25, 2006

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.

BALTIMORE COUNTY PUBLIC SCHOOLS



2005 – 2006 STAFFING REPORT

DEPARTMENT OF HUMAN RESOURCES

**DR. DONALD A. PECCIA, ASSISTANT SUPERINTENDENT,
DEPARTMENT OF HUMAN RESOURCES AND
GOVERNMENTAL RELATIONS**

DR. ALPHEUS ARRINGTON, DIRECTOR OF PERSONNEL

JANUARY 24, 2006



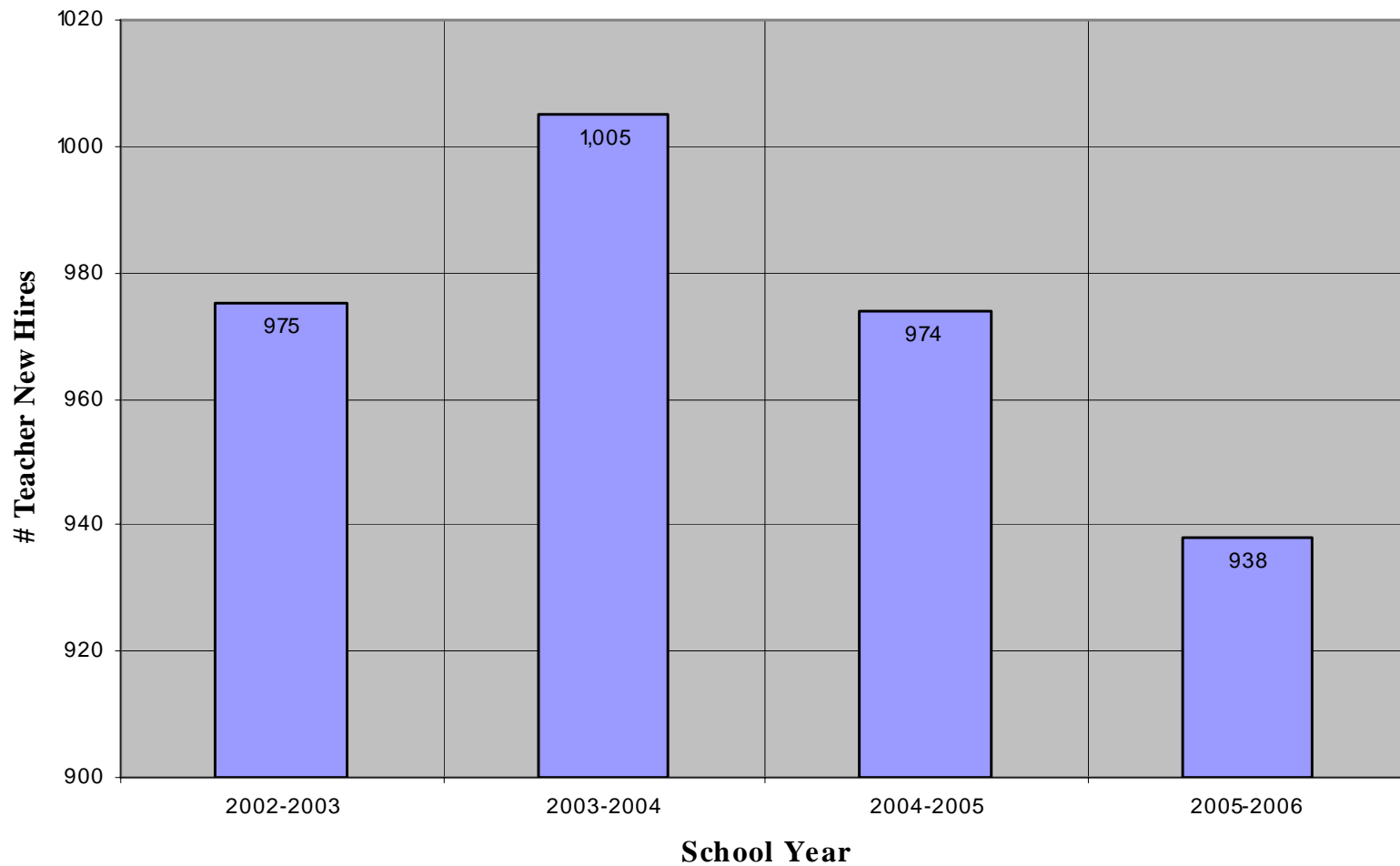
OVERVIEW

- **New Hires-Trends 2002 – 2005**
- **No Child Left Behind (NCLB) Act of 2001**
 - **Highly Qualified Teachers**
 - **Highly Qualified Paraeducators**
- **NCLB – Present Compliance Status**
 - **Systemwide**
 - **Title I**
- **U.S. Department of Education – Key Policy Letter**
- **Strategies for 2006 – 2007 School Year**
- **Summary**

BALTIMORE COUNTY PUBLIC SCHOOLS

NUMBER OF NEW HIRES

2002 - 2005





OPENING OF SCHOOL

CORE SUBJECT AREAS

- No Math Vacancies
- No Science Vacancies
- No English Vacancies
- One Social Studies Vacancy
- Only Seven Vacancies Systemwide

BLUEPRINT FOR PROGRESS



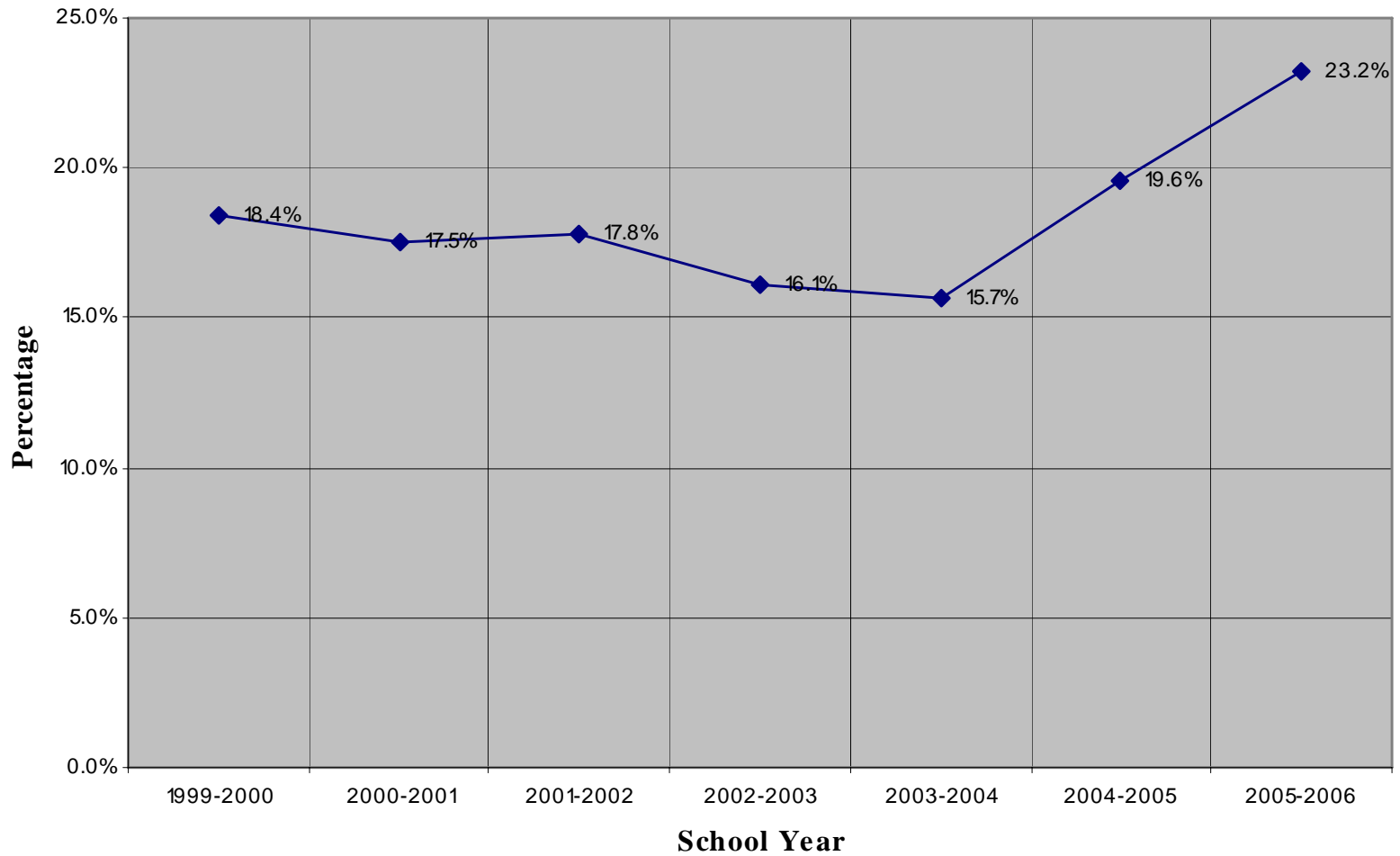
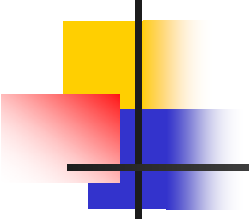
PERFORMANCE GOAL 3

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

Key Strategy

Ensure that all children have an opportunity to receive instruction from teachers with diverse cultural and experiential backgrounds.

BALTIMORE COUNTY PUBLIC SCHOOLS MINIORITY HIRING TRENDS 1999 - 2005





TEACHER RECRUITMENT

STRATEGIC – TEACHER RECRUITMENT NOW INCLUDES:

- **Teacher recruitment in sixteen states and the District of Columbia**
 - ✓ **Fifty-three Colleges and Universities**
 - ✓ **Twenty-two Historical Black Colleges and Universities**
 - ✓ **Four universities identified as the “Best Colleges for Asian Americans”**
 - ✓ **Six universities identified as having high percentages of international students**
 - ✓ **A major university graduating Hispanic educators**
- **International Recruitment**
 - ✓ **The Philippines**



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

- 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.
- All paraprofessionals hired in Title I schools must be highly qualified by June 30, 2006.

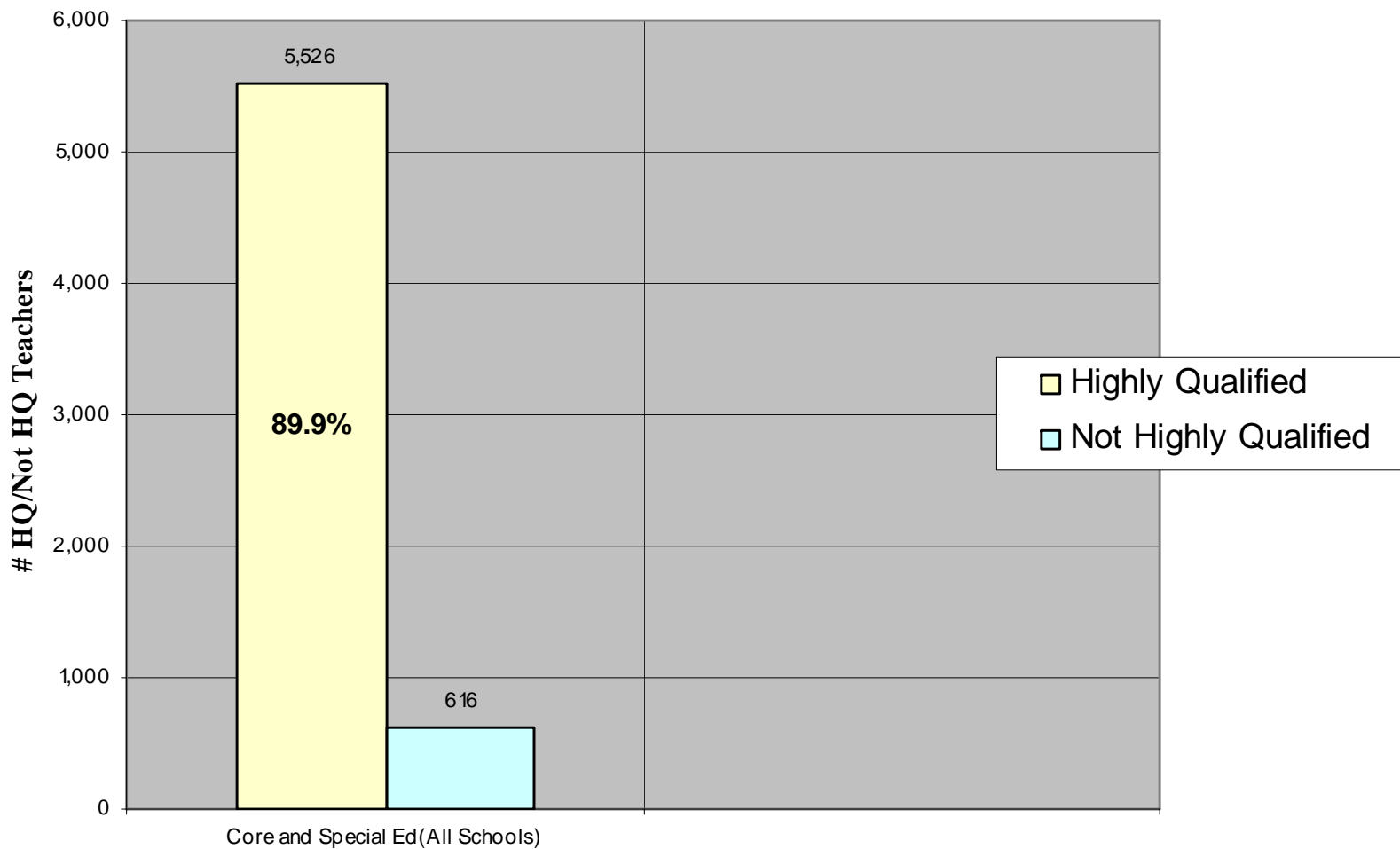


NCLB defines the following areas as core academic subjects:

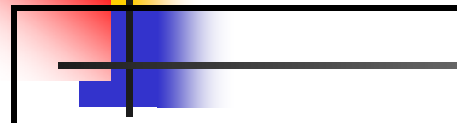
- Art, Music, Dance and Theatre
- Early Childhood
- Elementary
- English
- Foreign Languages
- Mathematics
- Reading and Language Arts
- Science: Biology, Chemistry, Earth/Science, Physics
- Social Studies: Civics and Government, History, Geography, Economics

NUMBER AND PERCENT OF HIGHLY QUALIFIED AND NOT HIGHLY QUALIFIED TEACHERS IN CORE AND SPECIAL EDUCATION AREAS

2005 - 2006

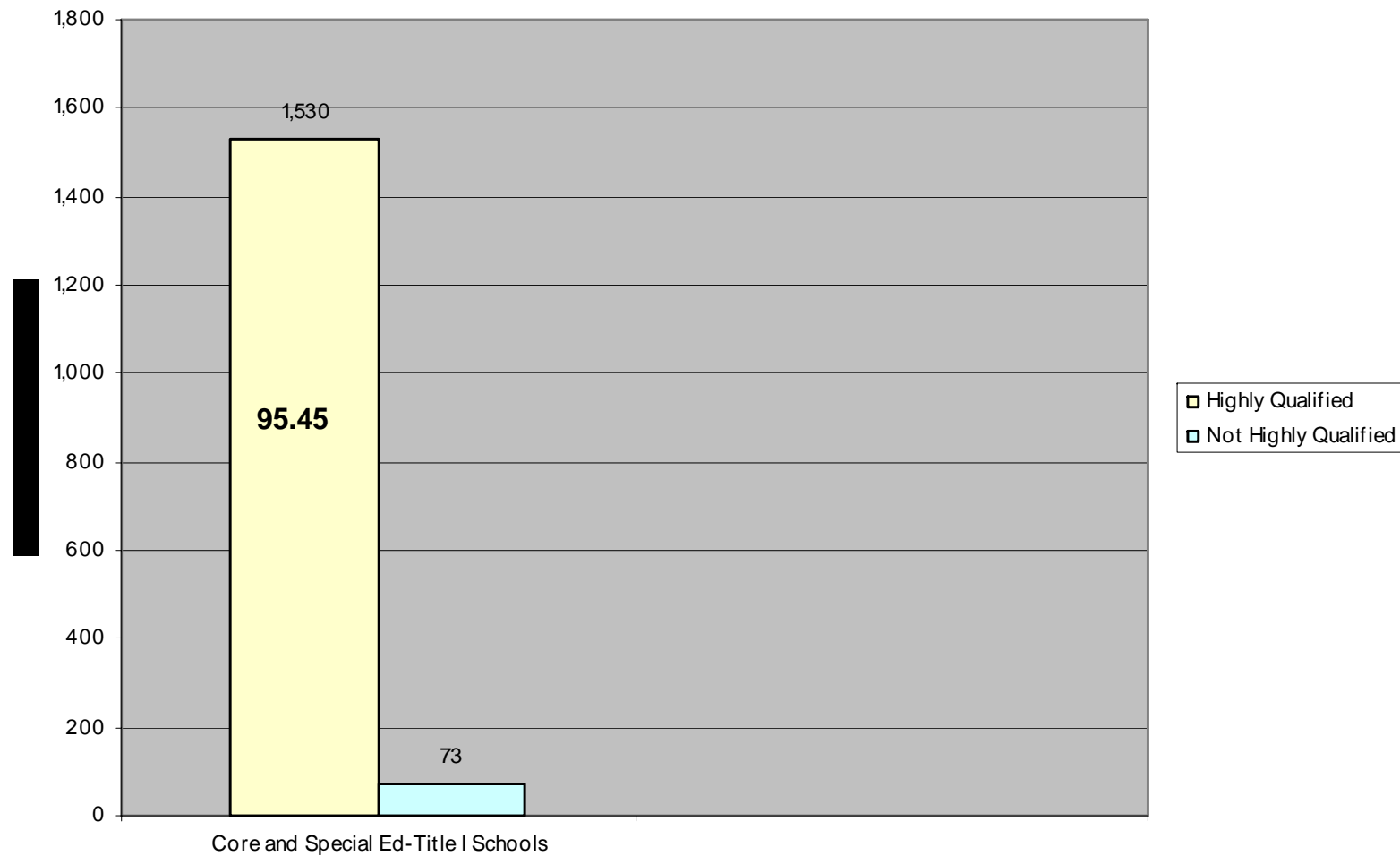
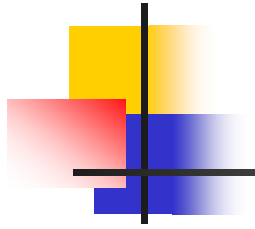


BALTIMORE COUNTY PUBLIC SCHOOLS
NUMBER OF TEACHERS IN CORE SUBJECTS AREA AND
SPECIAL EDUCATION BY AREA AND LEVEL
2005 - 2006



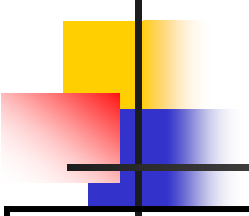
	Central	Northeast	Northwest	Southeast	Southwest
Number of Highly Qualified (All Levels)	1,136	1,258	1,122	975	1,035
Number of Not Highly Qualified (Elementary)	41	28	41	11	42
Number of Not Highly Qualified (Middle)	16	42	61	26	42
Number of Not Highly Qualified (High School)	22	62	75	51	56
TOTALS	1,215	1,390	1,299	1,063	1,175

NUMBER AND PERCENT OF HIGHLY QUALIFIED AND NOT HIGHLY QUALIFIED TITLE I TEACHERS IN CORE AND SPECIAL EDUCATION AREAS 2005 - 2006



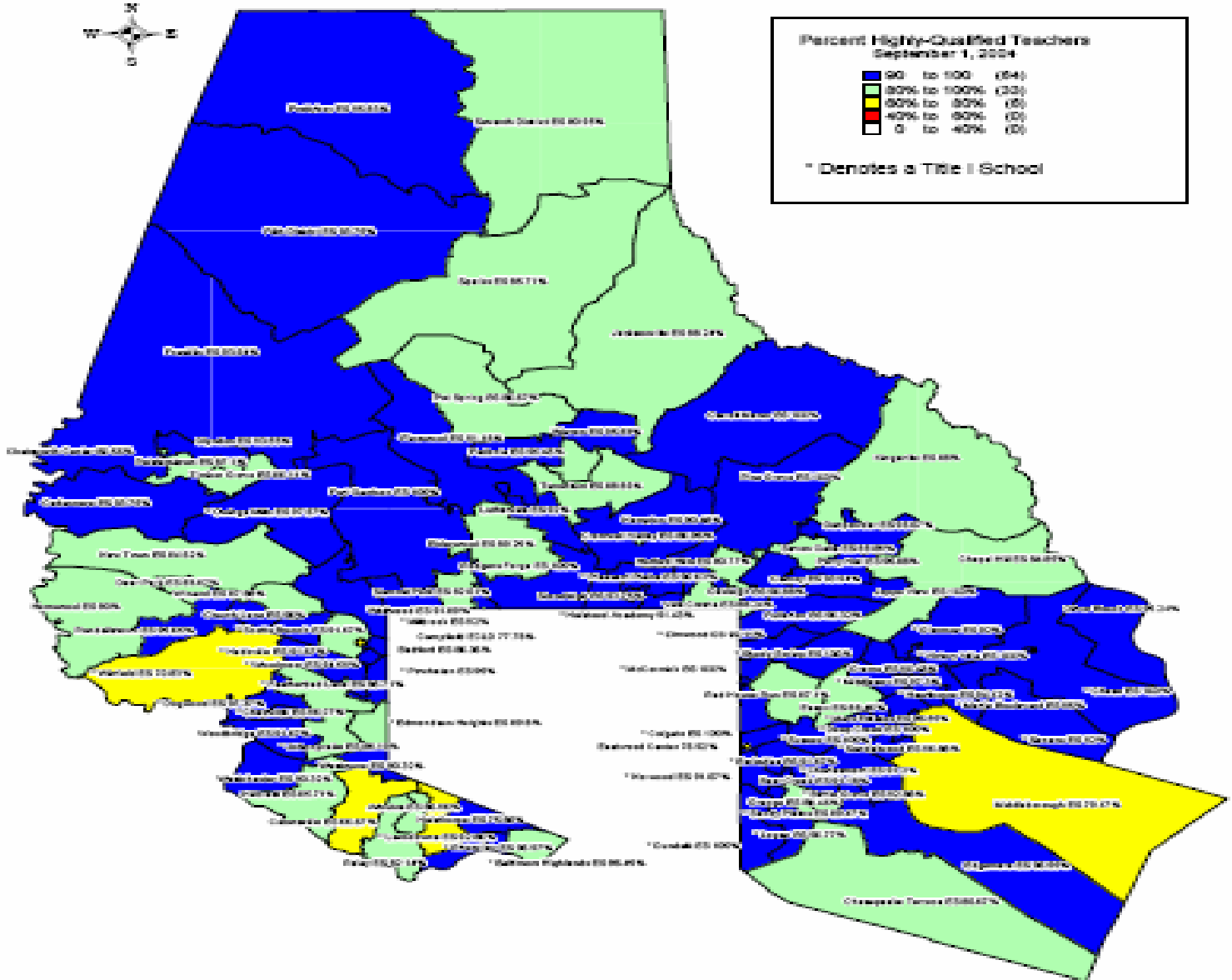
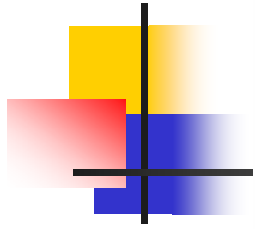
NUMBER OF HIGHLY QUALIFIED AND NOT HIGHLY QUALIFIED TITLE I TEACHERS BY AREA

2005 - 2006

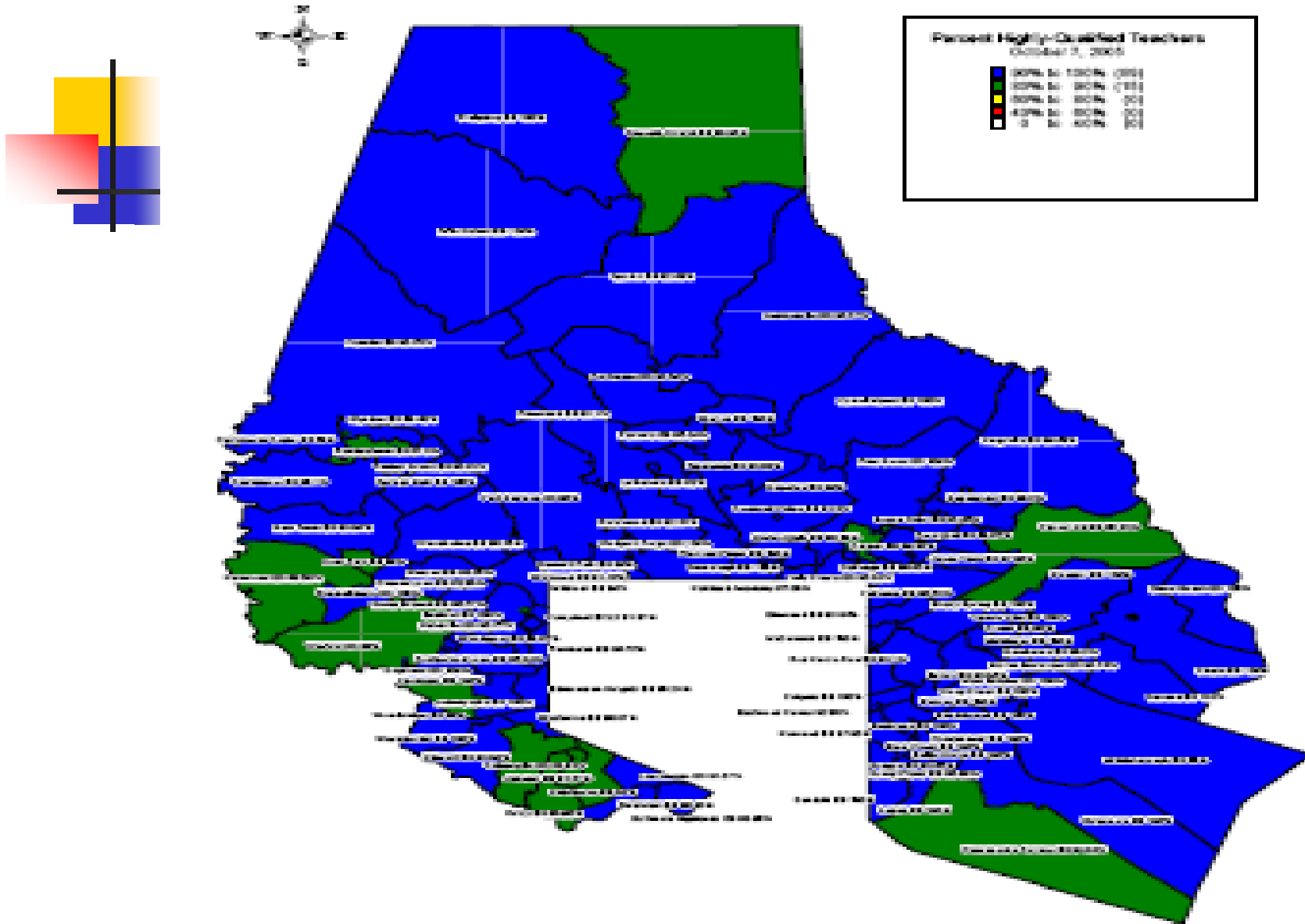


Area	Number of Highly Qualified Teachers in Title I Schools	Number of Not Highly Qualified Teachers in Title I Schools	Number Of Title I Schools in Area
Central	86	9	3
Northeast	287	6	9
Northwest	140	16	4
Southeast	545	18	19
Southwest	472	24	15

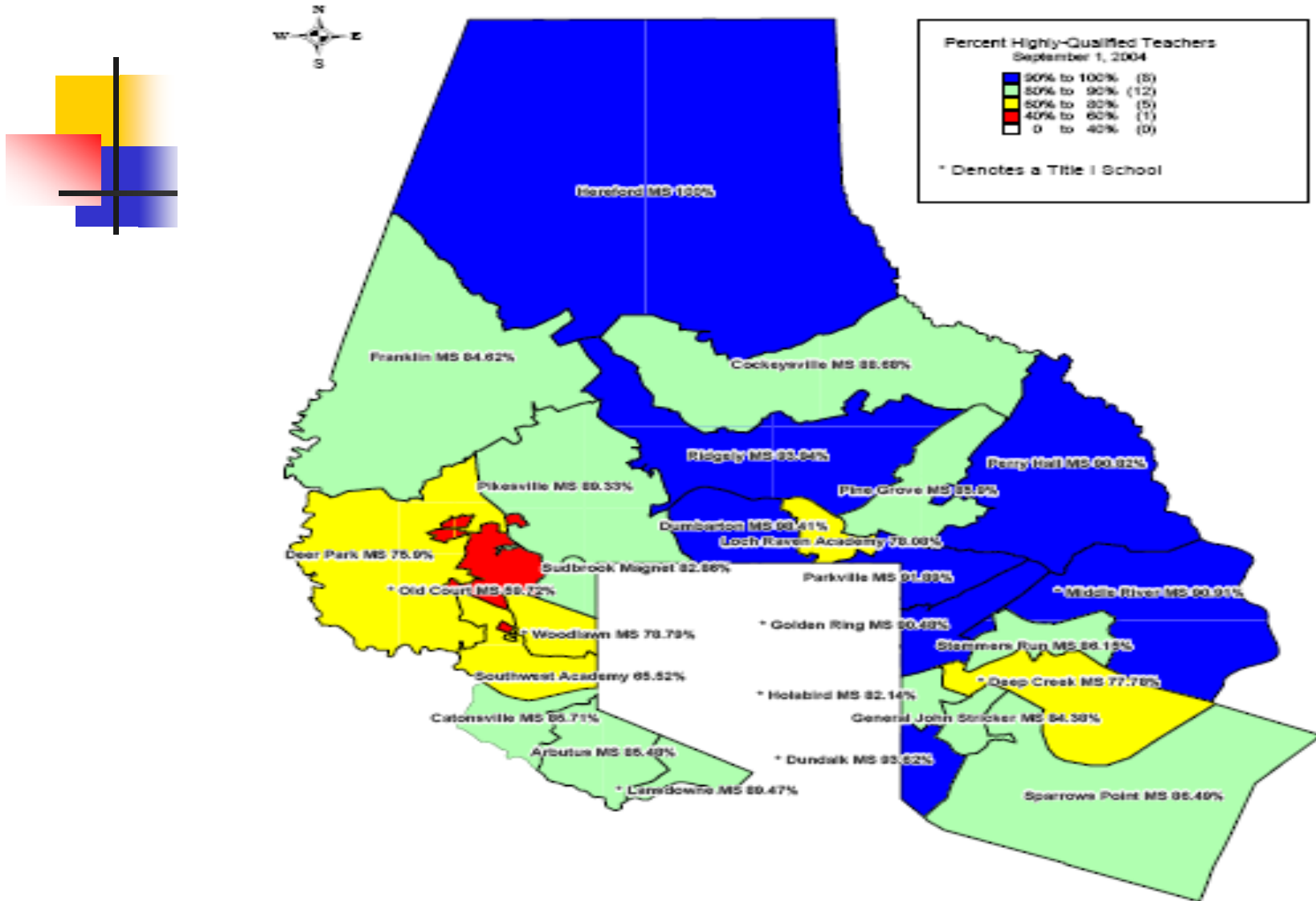
Baltimore County Public Schools Elementary School Highly-Qualified Teachers, September 1, 2004



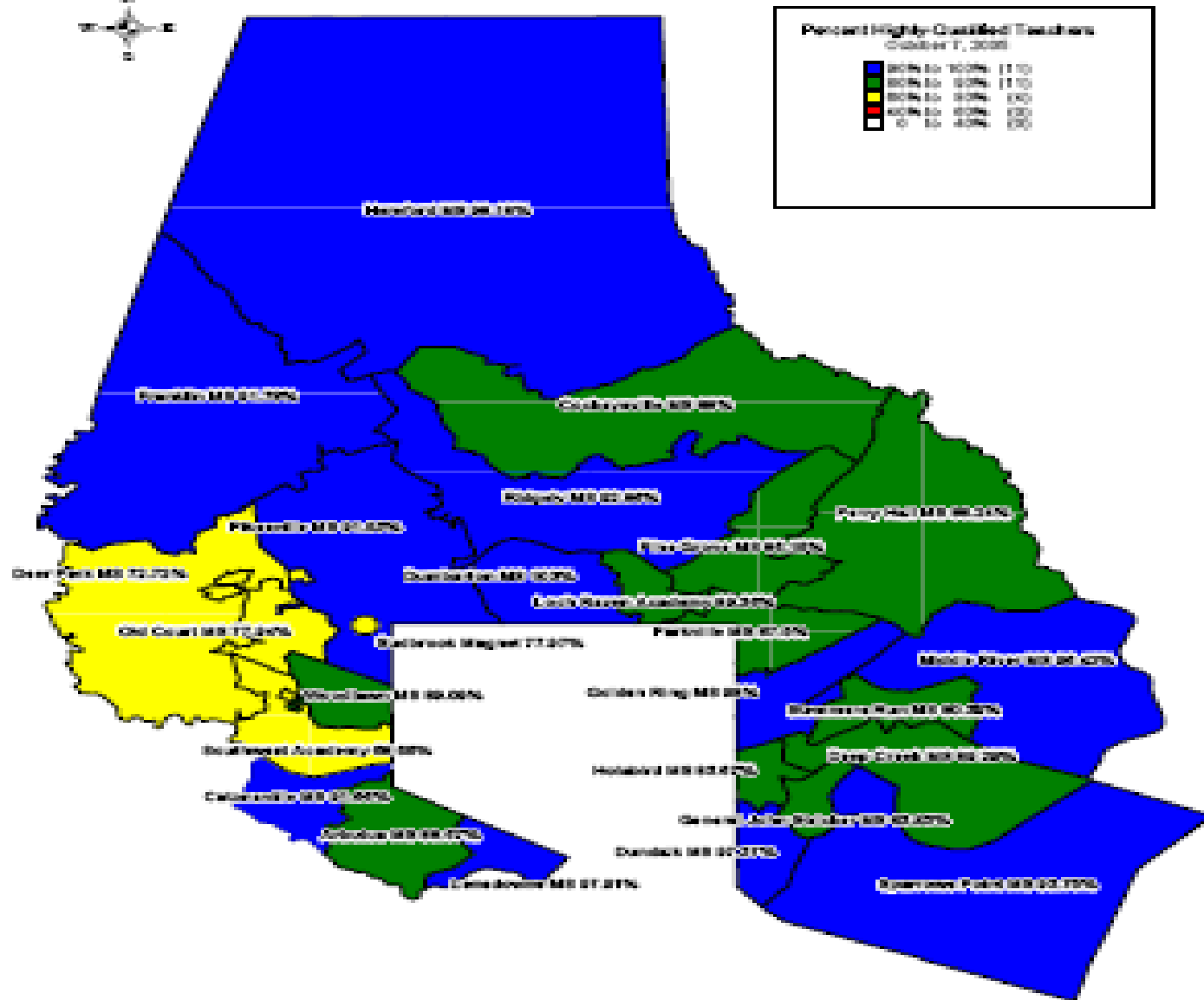
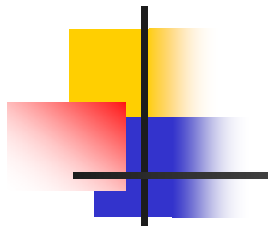
**Baltimore County Public Schools
Elementary School Highly-Qualified Teachers, October 7, 2005**



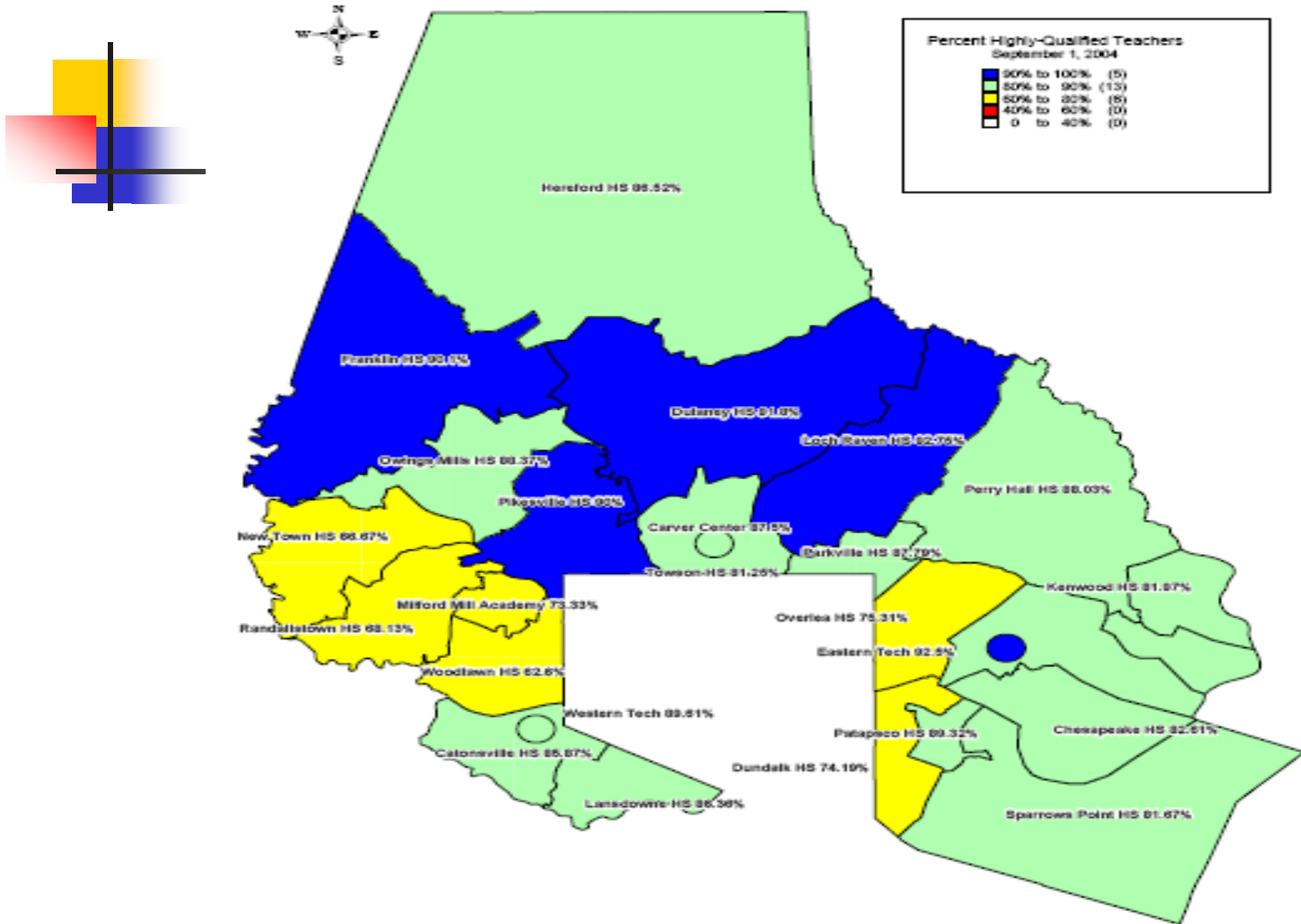
**Baltimore County Public Schools
Middle School Highly-Qualified Teachers, September 1, 2004**



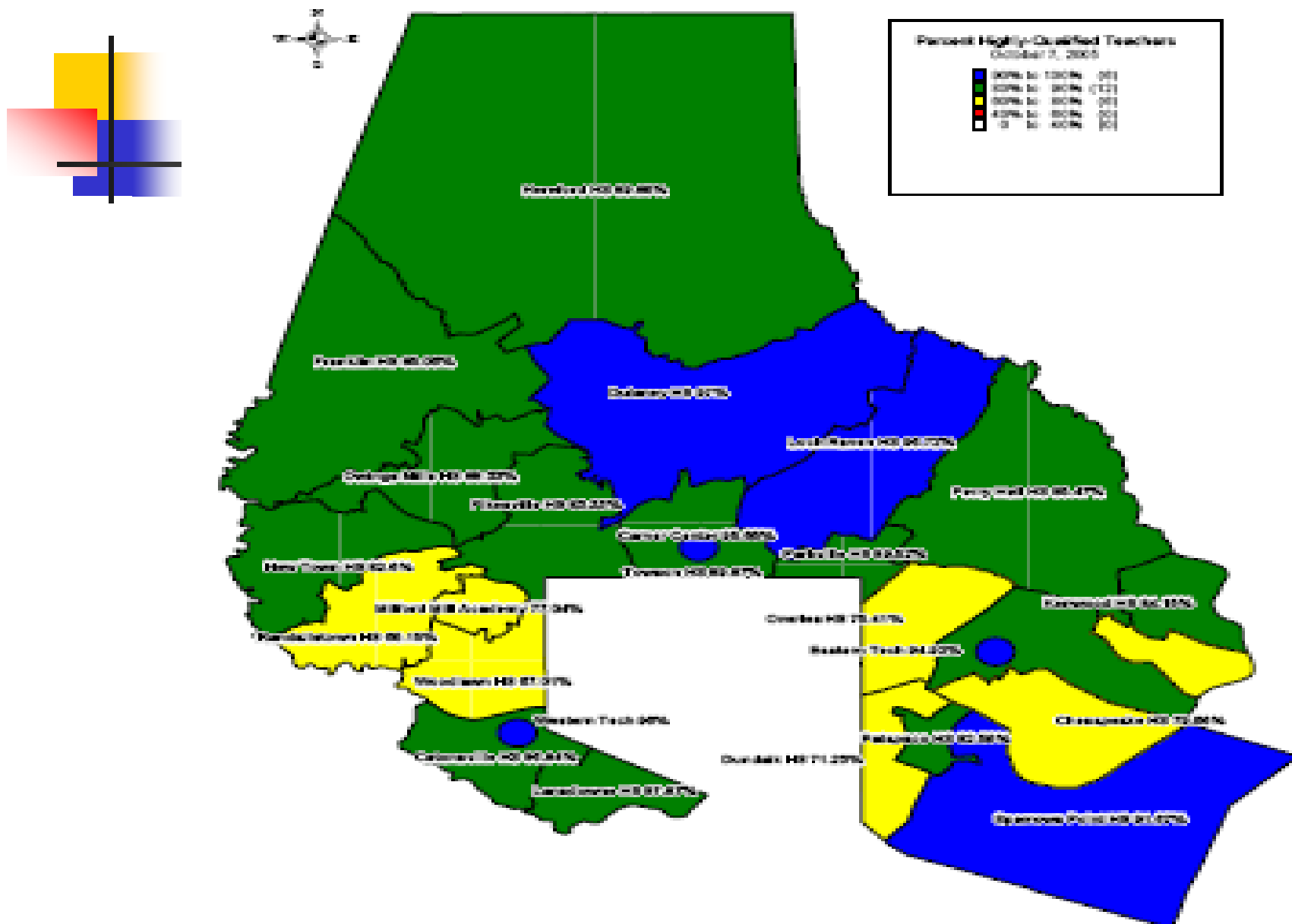
**Baltimore County Public Schools
Middle School Highly-Qualified Teachers, October 7, 2006**



**Baltimore County Public Schools
High School Highly-Qualified Teachers, September 1, 2004**

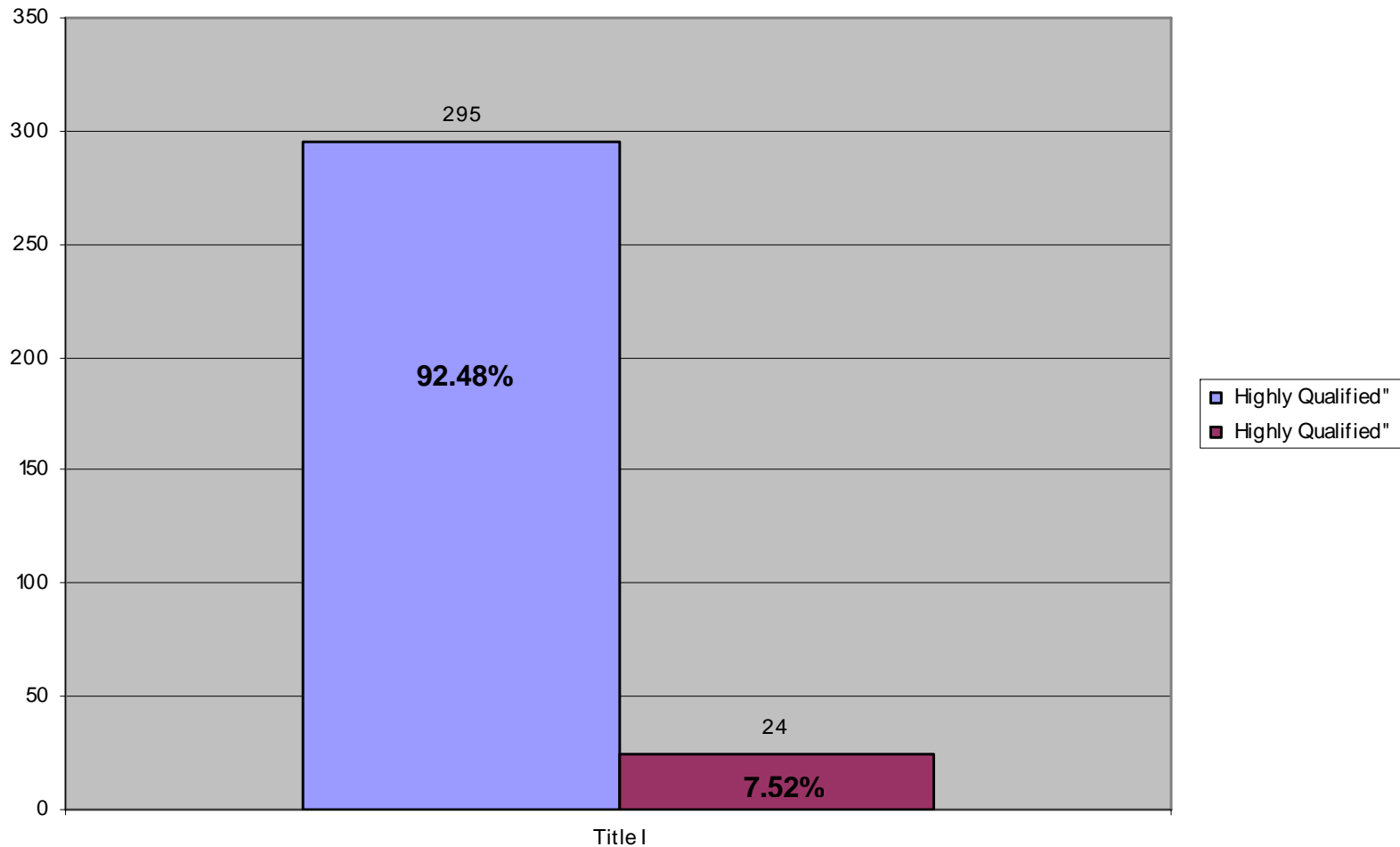


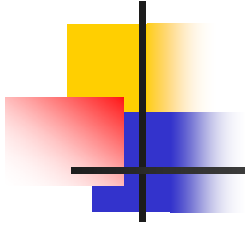
**Baltimore County Public Schools
High School Highly-Qualified Teachers, October 7, 2005**



HIGHLY QUALIFIED STATUS OF PARAEDUCATORS IN TITLE I SCHOOLS

2005 - 2006





**100% of Newly Hired
Paraeducators have been
highly qualified in
2004 – 2005 and
2005 - 2006**



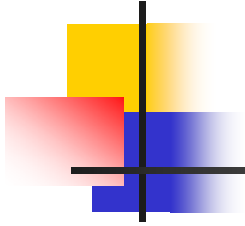
U.S. DEPARTMENT OF EDUCATION – KEY POLICY LETTER

- **States must be defining HQ Status consistent with NCLB**
- **State/county reporting processes must be operational: parents/public**
- **Data reported to U.S.D.E. by the state/county must be accurate and complete**
- **Plans crafted and executed to ensure that highly qualified teachers are equally distributed in all schools must be operational**



STRATEGIES FOR 2006–2007 SCHOOL YEAR

- School Visits by Office of Certification staff to Title I and BCPS – designated Priority Schools
- Regional Meetings with Title I Not Highly Qualified teachers
- Letters sent to all Not Highly Qualified Teachers
- Development of Individual Action Plans
- Continued utilization of Maryland's HOUSSSE Rubric
- Continued collaboration with Office of Title I, Special Education, Office of Mathematics, and Department of Professional Development
- Implementation of Staffing Plan for 2006 – 2007
- Recruitment Strategies



SUMMARY