

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: October 23, 2007

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON SCHOOL STAFFING FOR 2007-2008**

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

RESOURCE PERSON(S): Donald Peccia, Assistant Superintendent, Human Resources and Governmental Relations
Alpheus Arrington, Director of Personnel

INFORMATION

The Board of Education will be updated on the school staffing plan for 2007-2008.

Department of Human Resources and Governmental Relations Staffing Report 2007-2008

Executive Summary

The *No Child Left Behind Act of 2001* (NCLB) set forth requirements relative to the hiring and employment of highly qualified teachers and paraeducators. The Baltimore County Public Schools' (BCPS) staffing plan is guided by the requirements of NCLB. Consequently, the Department of Human Resources' Office of Personnel has made significant progress in the recruitment and hiring of a highly qualified teaching staff as defined in and mandated by NCLB. Currently, 94.65% of core subject teachers are highly qualified and 100% of paraeducators in Title I schools meet NCLB standards.

The BCPS staffing plan reflects the Office of Personnel's commitment to recruiting and hiring a teaching force that includes teachers from diverse cultural and experiential backgrounds. Over the last five years the percentage of newly-hired minority teachers has increased from 15.7% to 22.2%.

As part of its commitment to continuous improvement, the Office of Personnel has identified specific strategies targeted towards reducing the number of conditionally certified teachers and towards reducing the gap between low-poverty and high-poverty schools with respect to the percentage of core academic subject classes taught by highly qualified teachers. The implementation of these strategies has resulted in a positive five-year trend in the hiring of a highly qualified work force.

**BALTIMORE COUNTY PUBLIC
SCHOOLS
DEPARTMENT OF HUMAN
RESOURCES**

**STAFFING REPORT
2007 – 2008**

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

**DR. ALPHEUS ARRINGTON
DIRECTOR
OFFICE OF PERSONNEL**

OCTOBER 23, 2007

Department of Human Resources and Governmental Relations
 Staffing Report
 2007-2008
 October 23, 2007

Background

Each year the Office of Personnel provides the Board of Education with a report on staffing issues related to compliance with standards set forth in the *No Child Left Behind Act* (NCLB). This legislation mandates that all teachers in core academic subjects must be highly qualified and that all paraprofessionals hired to work in Title I schools must be highly qualified by the end of school year 2006-2007.

According to NCLB, core academic subjects and areas include:

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

Highly Qualified Teachers

Since the first year of implementation of NCLB in 2003-2004, Baltimore County Public Schools (BCPS) has realized a steady increase in the percentage of highly qualified teachers in core academic subjects. Currently, 94.65% of core academic subject teachers are highly qualified. The following data illustrates our progress towards full compliance:

School Year	Total Teachers*	% HQ	Conditional Certified	Other
2003-2004	5535	83.50%	11.70%	4.79%
2004-2005	5674	87.30%	9.56%	3.18%
2005-2006	5526	89.98%	8.13%	3.02%
2006-2007	5789	93.30%	4.60%	2.97%
2007-2008	5753	94.65%	3.78%	1.56%

A breakdown of this data by school level and by area may be found in Appendix I.

Currently, all core subject area teachers in Title I schools are highly qualified.

* Represents only teachers in core academic subjects as defined in NCLB.

Paraeducators Meeting Standards

BCPS currently employs a total of 737 paraeducators. BCPS has achieved full compliance with NCLB as it relates to paraeducators in Title I schools. Although NCLB does not address standards for paraeducators in non-Title I schools, the *Blueprint for Progress* does. As a result, BCPS has also realized a steady increase in the percentage of paraeducators in non-Title I schools who have met NCLB standards.

School Year	# in Title I Schools	% Meeting Standard	# in Non-Title I Schools	% Meeting Standard
2003-2004	307	71%	690	51%
2004-2005	311	92%	705	82%
2005-2006	309	100%	697	88%
2006-2007	313	100%	711	91%
2007-2008	297	100%	678	92%

In an effort to track progress towards full compliance with NCLB, the U.S. Department of Education required that each state submit a Highly Qualified Teacher (HQT) plan. These plans were designed to address actions taken to ensure the following:

- All teachers of core academic subjects are highly qualified.
- Poor and minority children are taught by the same percentage of highly qualified teachers as are other children.

BCPS currently offers 18,101 core academic subject (CAS) classes. Once again, BCPS has seen an upward trend in this area.

School Year	% CAS Taught by Highly Qualified Teachers
2003-2004	62.5%
2004-2005	77.7%
2005-2006	83.5%
2006-2007	87.5%

The second component of the HQT, the percentage of students taught by highly qualified teachers, is reflected in the following chart and indicates that our future efforts in this area should be focused on distribution of highly qualified teachers at the elementary level.

Low-Poverty Elementary Schools	96.4%	Low-Poverty Secondary Schools	91.4%
High-Poverty Elementary Schools	99.1%	High-Poverty Secondary Schools	91.5%

Strategies for Continued Improvement

The following strategies have been specifically targeted to reduce the gap between high poverty schools and low poverty schools with respect to the percentage of core academic classes taught by highly qualified, experienced teachers:

- Continue to implement the BCPS staffing plan which emphasizes staffing critical shortage subjects in priority schools.
- Continue to allow teacher transfers in critical shortage areas from priority schools only when highly qualified replacements are available to fill the resulting vacancies.
- Continue to provide signing bonuses and relocation stipends for professionally certified teachers in critical shortage areas who accept assignments in priority schools.
- Continue to conduct timely and focused reviews with conditionally certified teachers, assisting them in achieving professional certification standards.
- Continue the BCPS Student Scholarship Loan Program, designed to encourage more students to pursue careers in education, specifically in areas of mathematics, science, and special education.
- Continue to recruit and hire career changers through the Maryland Approved Alternative Preparation Programs (MAAPP).
- Continue to collaborate and partner with Institutions of Higher Education (IHE) in assisting teachers to meet the No Child Left Behind requirements.

In addition to NCLB requirements, the work of the Office of Personnel is guided by the *Blueprint for Progress*. One of the key strategies under Goal 3 of the *Blueprint for Progress* relates to children having an opportunity to receive instruction from teachers with diverse cultural and experiential backgrounds. The percentage of newly-hired minority teachers has steadily increased from 15.7% in FY 2003 to 22.2% in 2007-2008. This five-year trend reflects the continued commitment of the staff in the Office of Personnel to develop and implement recruitment strategies designed to increase the hiring of highly qualified minority teachers. This task is especially challenging in light of the low number of teachers graduating from Maryland's colleges and universities. These recruitment strategies include recruitment in 16 states, recruitment at 54 colleges and universities, including 22 Historical Black Colleges and Universities (HBCU).

In summary, the number and percentage of core subject classes taught by highly qualified teachers has increased over the past several years to meet the requirements of NCLB and standards in the *Blueprint for Progress*. In addition, the number of teachers holding conditional certificates continues to decline. The Office of Personnel will continue to implement recruitment initiatives to attract highly qualified teachers, especially minority teachers. The BCPS staffing plan will continue to focus on giving priority to hiring and retaining highly qualified teachers at all schools, especially priority schools, and to assist all teachers to meet the requirements of NCLB.

**BALTIMORE COUNTY PUBLIC SCHOOLS
NUMBER OF TEACHERS IN CORE SUBJECTS BY AREA AND LEVEL
2007 – 2008**

	Central	Northeast	Northwest	Southeast	Southwest
Number of Highly Qualified (All Levels)	1128	1253	1108	919	1037
Number of Not Highly Qualified (Elementary)	16	9	14	8	6
Number of Not Highly Qualified (Middle)	4	17	28	2	18
Number of Not Highly Qualified (High School)	18	43	57	28	40
TOTALS	1166	1322	1207	957	1101

Appendix I