

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: October 11, 2011

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON SCHOOL STAFFING**

ORIGINATOR: Dr. Renee A. Foose, Deputy Superintendent

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

INFORMATION

That the Board of Education receives an update on the 2011-2012 Staffing Report.

Attachment I – Executive Summary
Attachment II – PowerPoint Presentation

**Department of Human Resources
Staffing Report
2011-2012**

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, 98.31% of core subject teachers are highly qualified and 100% of paraeducators in Title I schools meet NCLB standards.

BCPS currently offers 26,802 core academic subject (CAS) classes, 25,334 classes are taught by highly qualified teachers. The percentage of core academic subject classes taught by highly qualified teachers increased from 62.5% in 2003-2004 to 94.50% in 2010-2011.

As part of its commitment to continuous improvement, The Department of Human Resources has identified specific strategies targeted towards reducing the number of conditionally certified teachers and towards reducing the equity 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 nine-year trend in hiring of a highly qualified and highly effective work force.