

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: October 8, 2013
TO: **BOARD OF EDUCATION**
FROM: S. Dallas Dance, Superintendent
SUBJECT: **REPORT ON THE SCHOOL STAFFING REPORT 2013-2014**
ORIGINATOR: Lisa Grillo, Chief Human Resources Officer
RESOURCE
PERSON(S): Alpheus Arrington, Executive Director, Human Resources Operations

INFORMATION

That the Board of Education be provided the School Staffing Report 2013-2014.

Attachment(s):
Executive Summary
School Staffing Report 2013-2014 PowerPoint Presentation

Department of Human Resources
School Staffing Report
2013-2014

Executive Summary

The Baltimore County Public Schools' annual school staffing report is guided by the requirements of the *No Child Left Behind Act of 2001* (NCLB), which set forth requirements relative to the employment of highly qualified teachers and paraeducators. Although Maryland has been granted flexibility in some of these requirements, others remain, including the requirement that all core subjects be taught by highly qualified teachers and that there is an equitable distribution of effective teachers.

This report reflects the significant progress made by the Department of Human Resources' Office of Staffing in the recruitment, hiring, and maintenance of a highly qualified teaching staff as defined and mandated by NCLB. The percentage of core academic subject classes taught by highly qualified teachers has increased from 62.5% in school year 2003-2004 to 95.6% in the school year 2012-13. Currently, 98.79% of core subject teachers are highly qualified and 100% of paraeducators in Title I schools meet NCLB standards.

The report illustrates the staffing of key school-based positions at the start of the current school year. All 173 BCPS' schools were staffed with principals as of September 3, 2013. The total number of new hires, employee retention rates, and number of surplus teachers and paraeducators placed are also included in the report.

As part of its commitment to continuous improvement, the Office of Staffing has identified specific strategies for reducing the number of conditionally certified teachers, such as developing partnerships with area colleges and universities, establishing cohorts in hard to fill core academic areas, and issuing the Resident Teacher Certificate through Maryland State Department of Education. The implementation of these strategies has resulted in a positive seven-year trend in the employment of a highly qualified and highly effective work force.



SCHOOL STAFFING REPORT 2013-2014

DEPARTMENT OF HUMAN RESOURCES
OFFICE OF STAFFING
October 8, 2013

TEAM BCPS

SCHOOL-BASED VACANCIES AS OF SEPTEMBER 4, 2013

<u>JOB TITLE</u>	<u>FTE</u>
○ PRINCIPAL	0.0
○ ASSISTANT PRINCIPAL	0.0
○ TEACHER	0.5
○ PARAEDUCATOR	7.0
○ SCHOOL SECRETARY	0.8

TEAM BCPS



EMPLOYEE RETENTION RATES

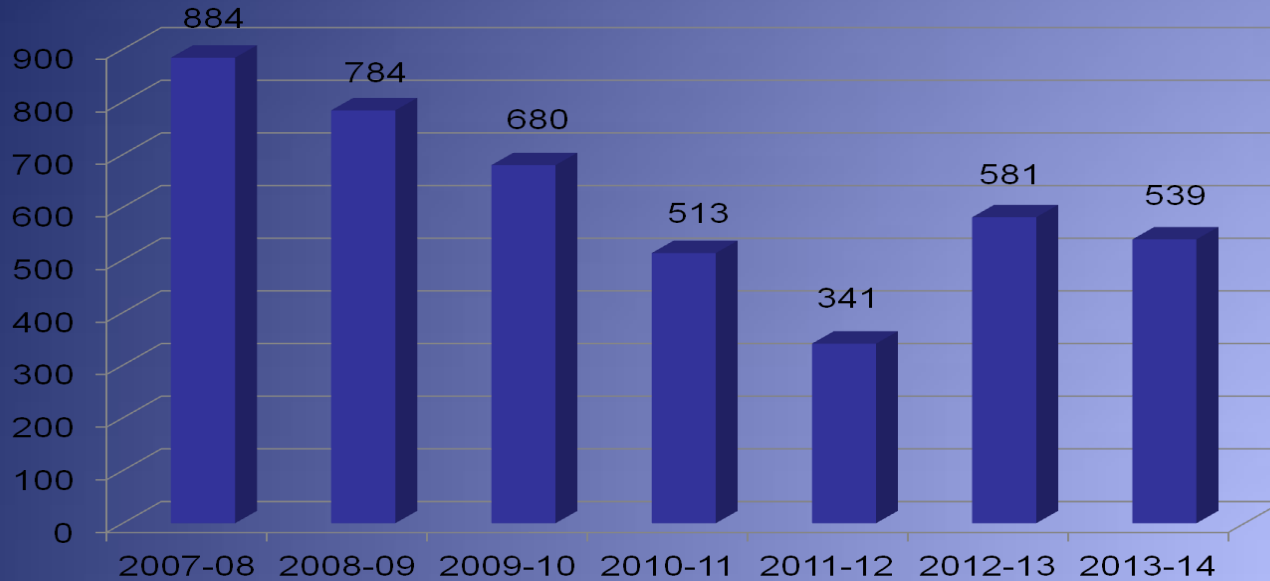
FISCAL YEAR 2013

PRINCIPAL	92.9%
ASSISTANT PRINCIPAL	95.8%
TEACHER	93.2%
PARAEDUCATOR	93.2%
SCHOOL SECRETARY	96.4%
ALL BCPS EMPLOYEES	92.9%

TEAM BCPS



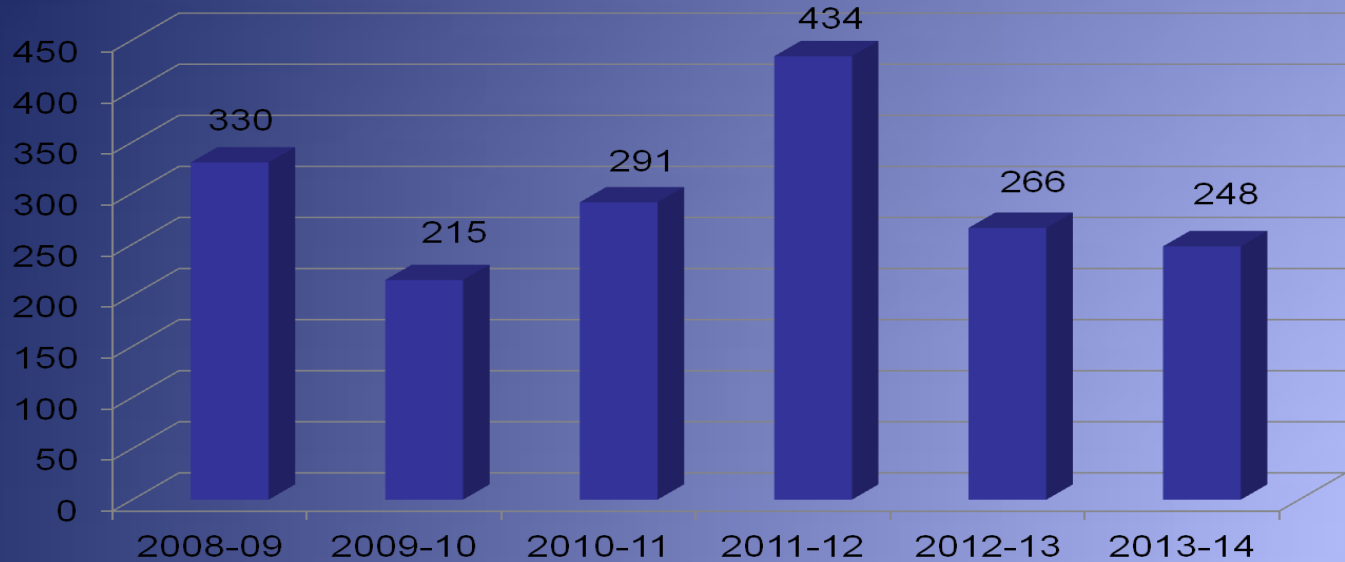
NUMBER OF TEACHERS HIRED By School Year



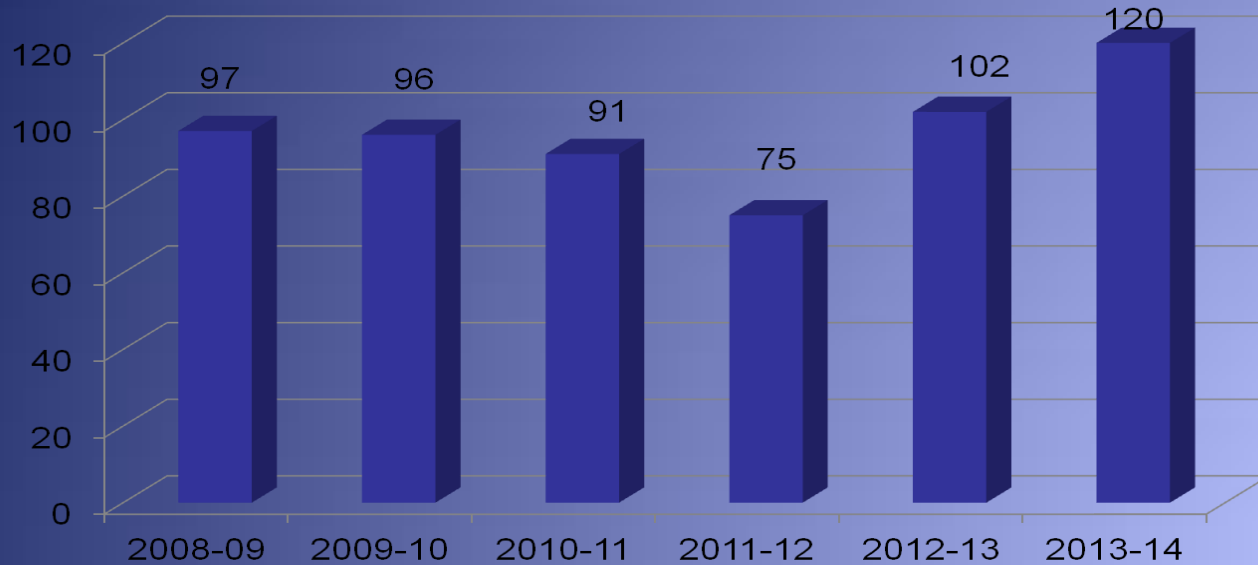
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SURPLUS TEACHERS PLACED By School Year



SURPLUS PARAEDUCATORS PLACED By School Year



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No Child Left Behind Core Academic Subjects

According to No Child Left Behind, core academic subjects and areas include:

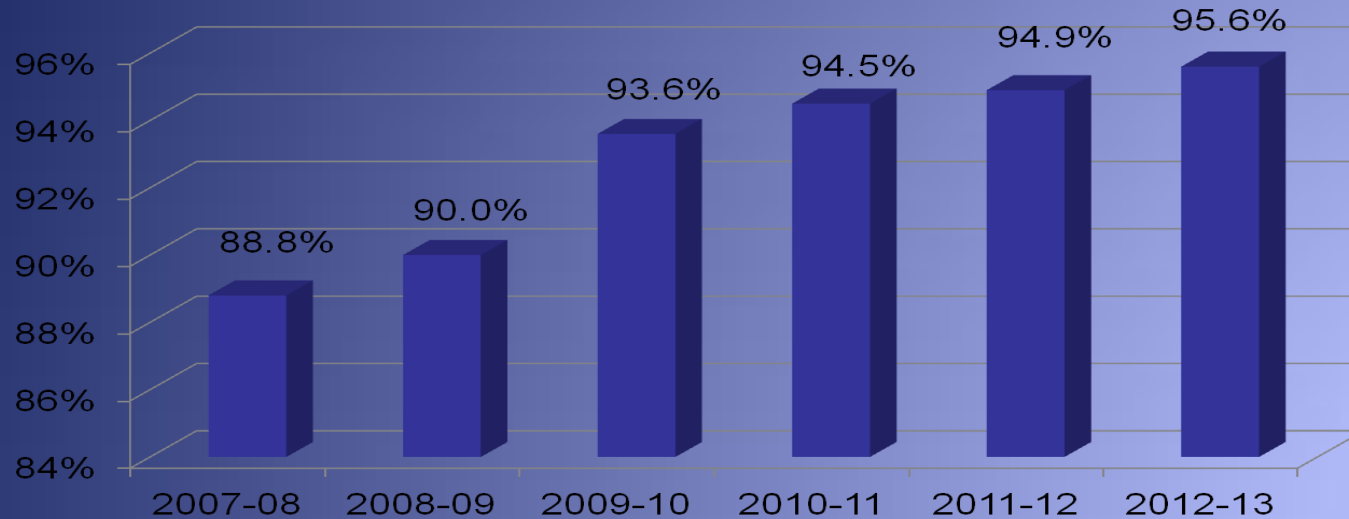
- Mathematics
- English
- Reading and Language Arts
- Science (Biology, Chemistry, Physics, Earth Science)
- Social Studies (Civics and Government, History, Geography)
- Art, Music, Dance, and Theatre
- Foreign Languages
- Elementary Education
- Early Childhood Education

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PERCENT OF CORE ACADEMIC SUBJECT CLASSES TAUGHT BY HIGHLY QUALIFIED TEACHERS

Baltimore County Public Schools By School Year



TEAM BCPS

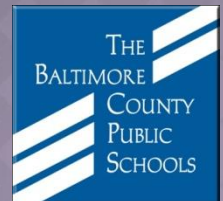


PERCENT OF CORE ACADEMIC SUBJECT CLASSES TAUGHT BY HIGHLY QUALIFIED TEACHERS STATE COMPARISON

- 2012-13 School Year

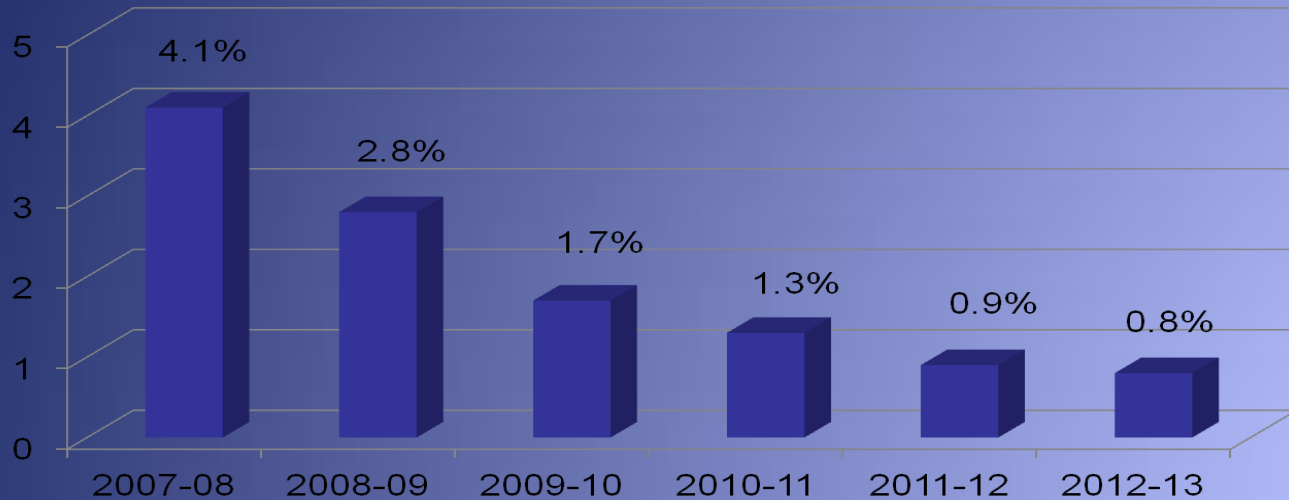
○ Anne Arundel County	93.7%
○ Baltimore City	82.9%
○ Howard County	94.2%
○ Montgomery County	97.2%
○ Prince George's County	89.9%
○ Howard County	92.3%
○ State Average	93.6%
○ Baltimore County	95.6%

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BCPS TEACHERS HOLDING CONDITIONAL CERTIFICATION

Percent By School Year

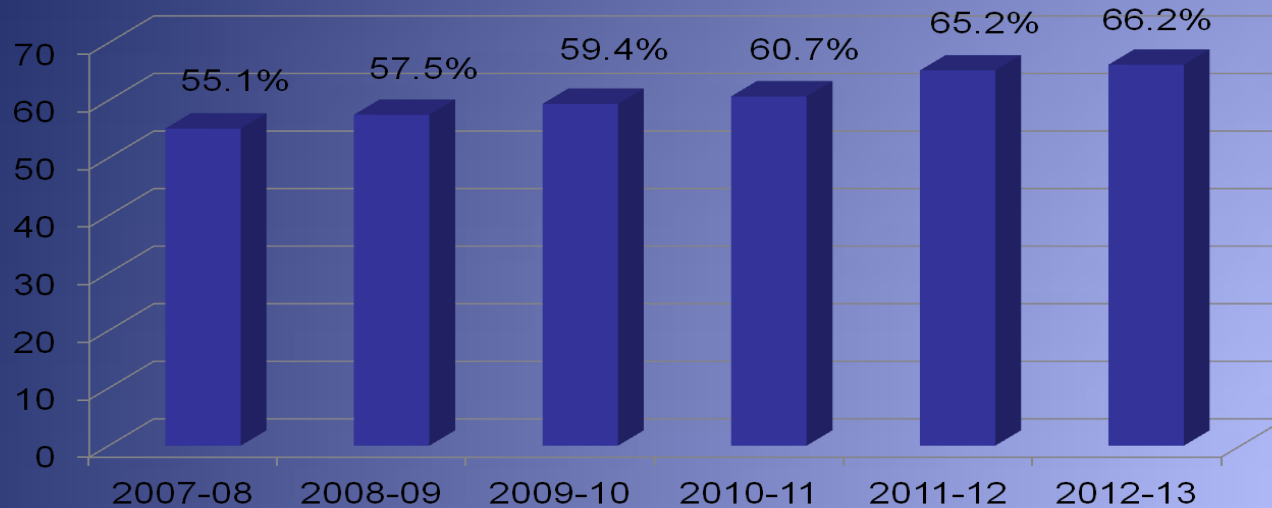


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BCPS TEACHERS HOLDING ADVANCED PROFESSIONAL CERTIFICATION

Percent By School Year



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