

Maryland Teacher Staffing Report 2010-2012

Presented to

Maryland State Board of Education

October 25, 2010

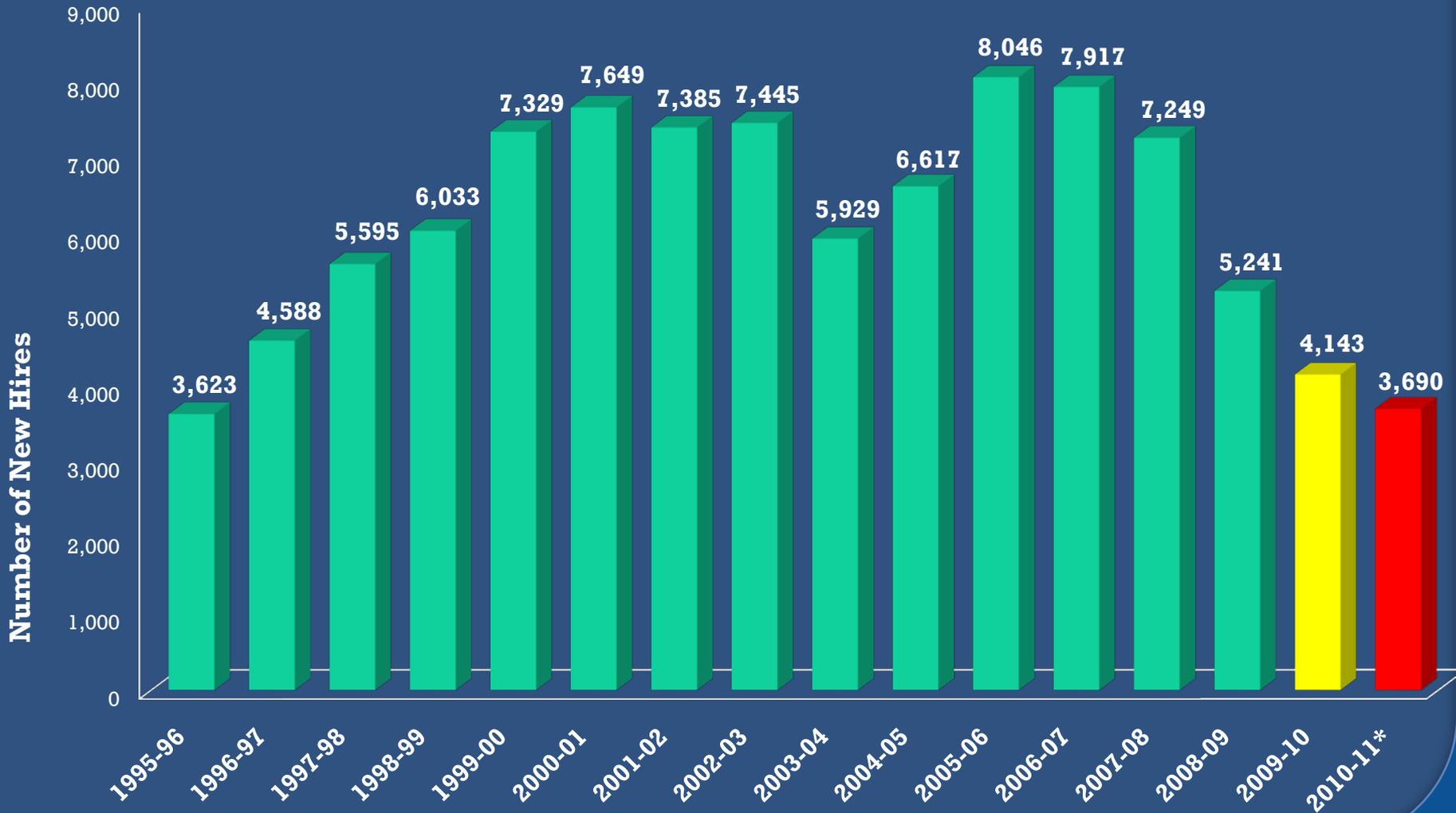


Trends in 2009-2010

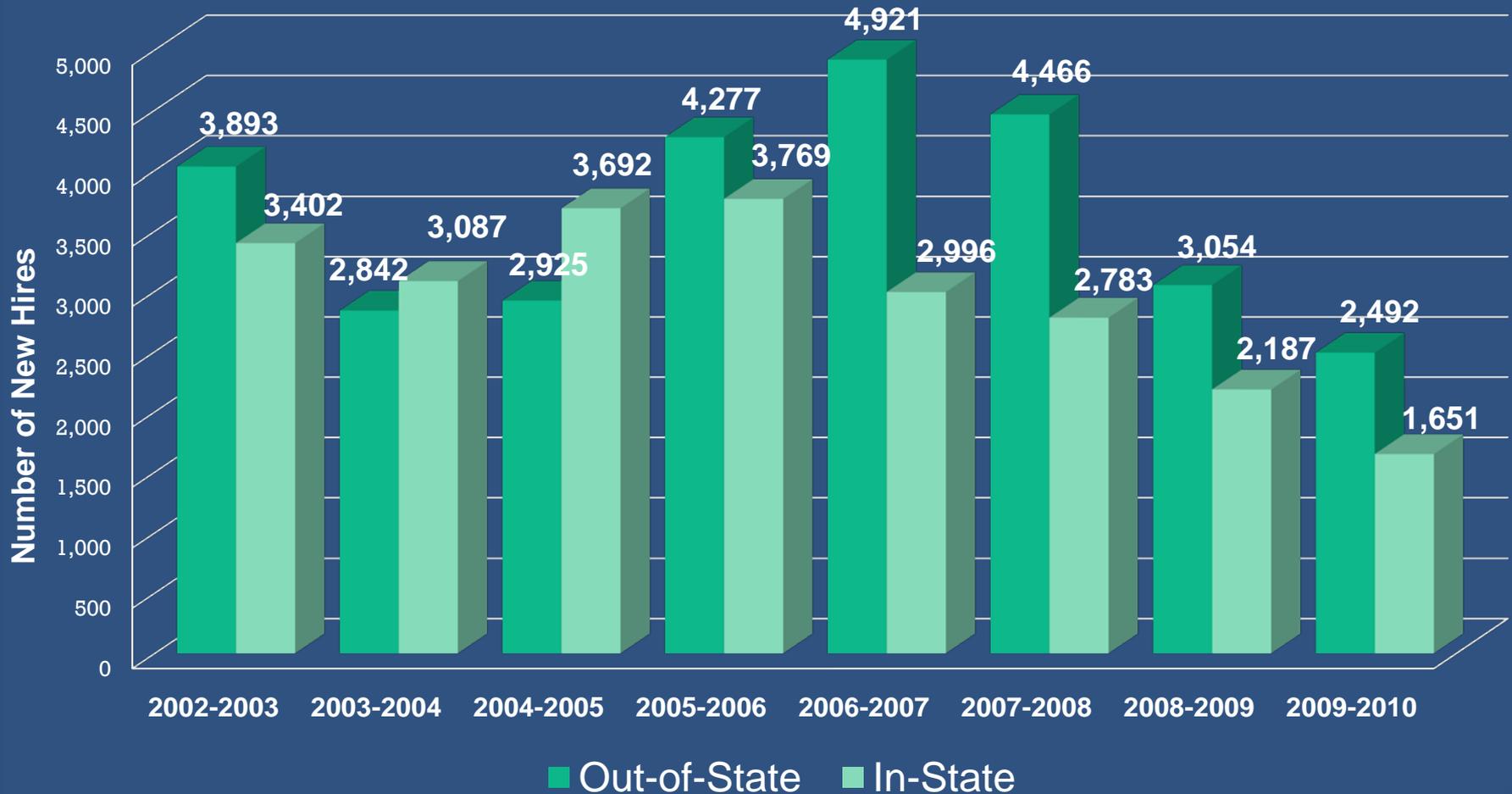
- 4,143 new hires; this is lowest since 1995-1996; highest was in 8,046 in 2005-2006.
- There were 107 international new hires (2% of hires); two years ago it was 444 (6% of hires).
- 24.3% of new hires were minorities; this is lowest percentage since 1996-1997 (23.3%).
- 16.9% of teacher candidates were minorities; this is the lowest percentage since 1999-2000 (15.9%).
- Conditional new hires this year were 1.6% of teachers; this is down from a high in 2004-2005 (9.1%).
- 91.7% Core Academic Subjects taught by highly qualified teachers; in 2005-2006 it was 79.5% (first year of reporting).

Maryland Hires Data

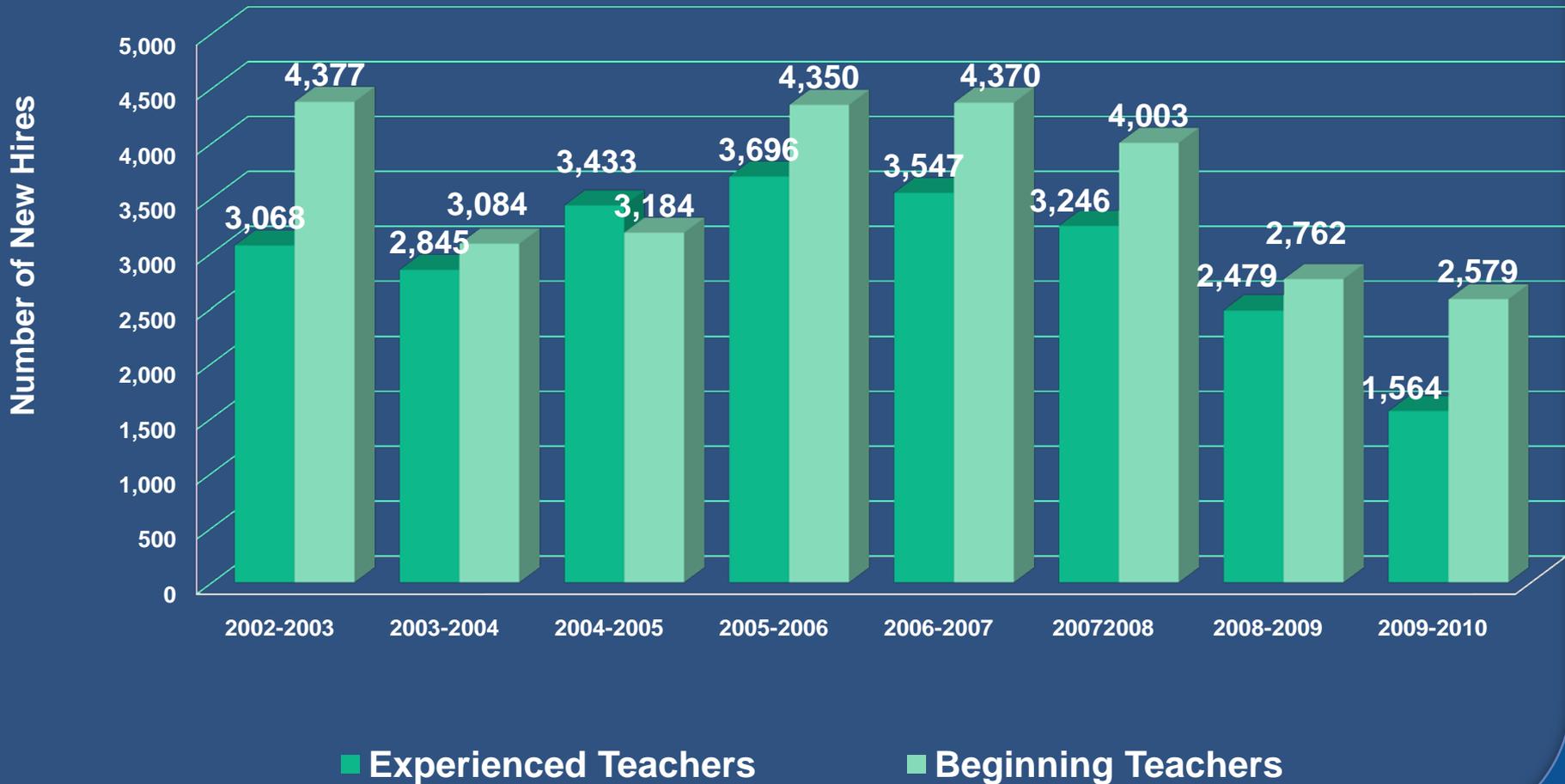
15 year trend



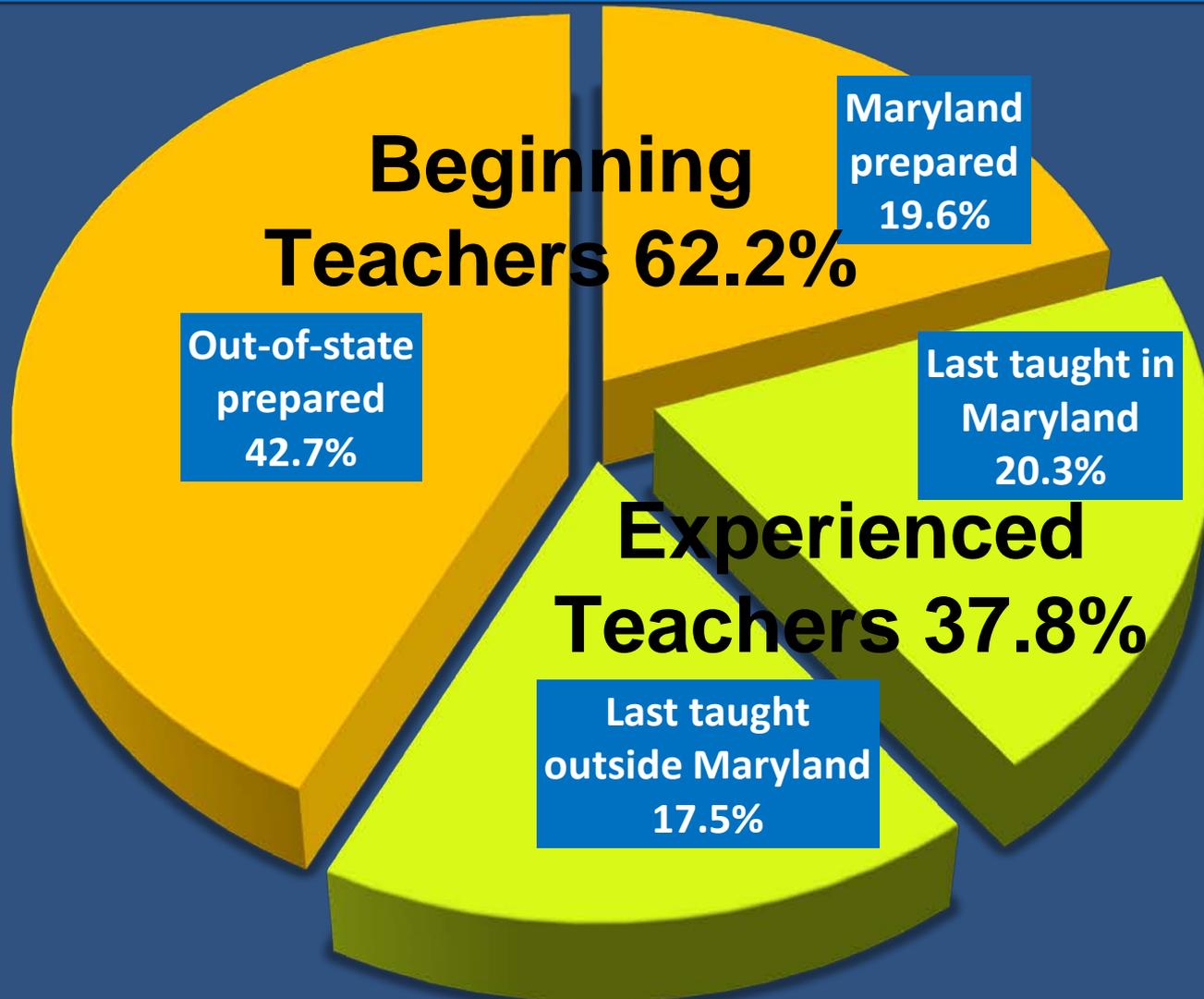
Out-of-State versus In-State Hiring



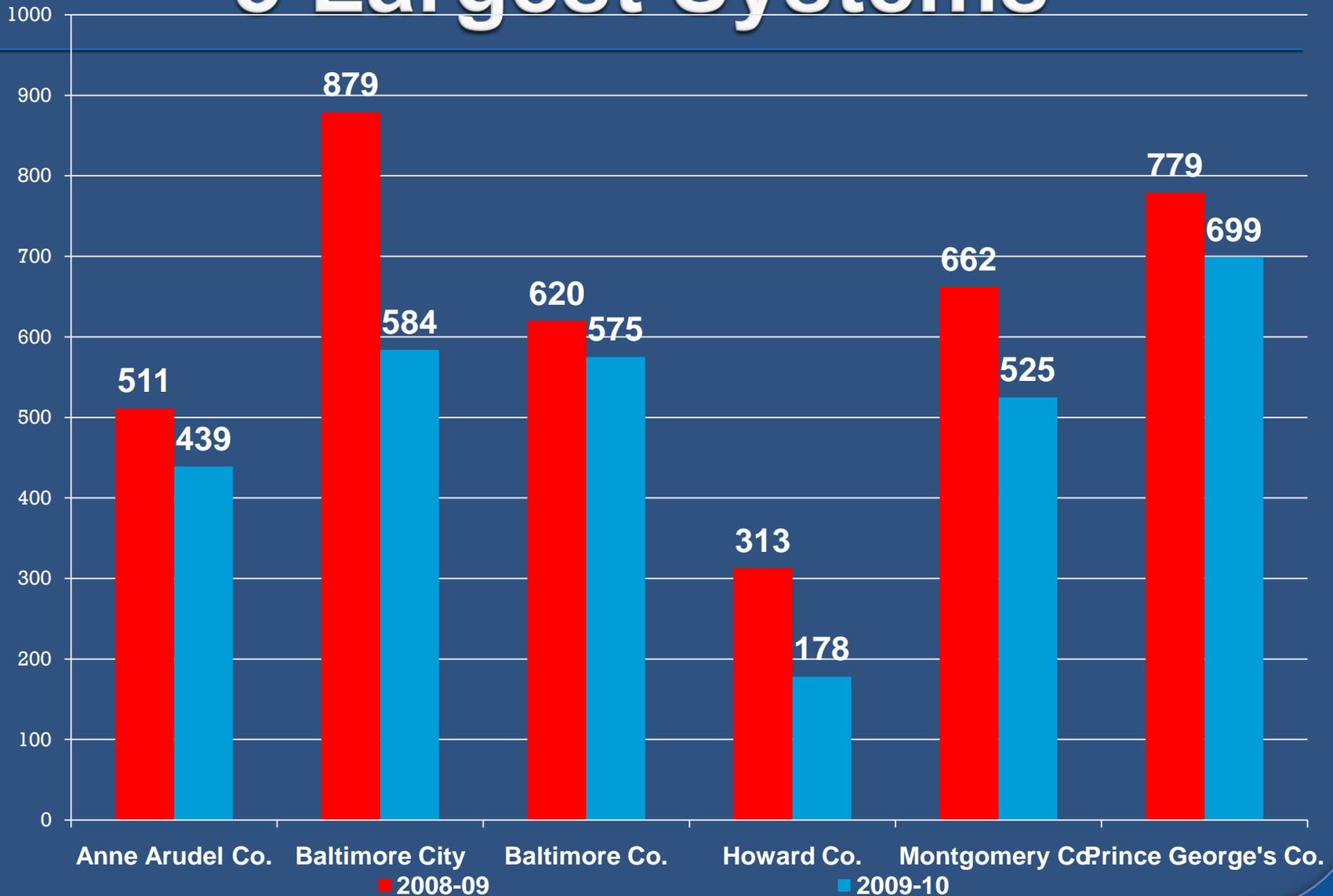
Experienced and Beginning Teachers



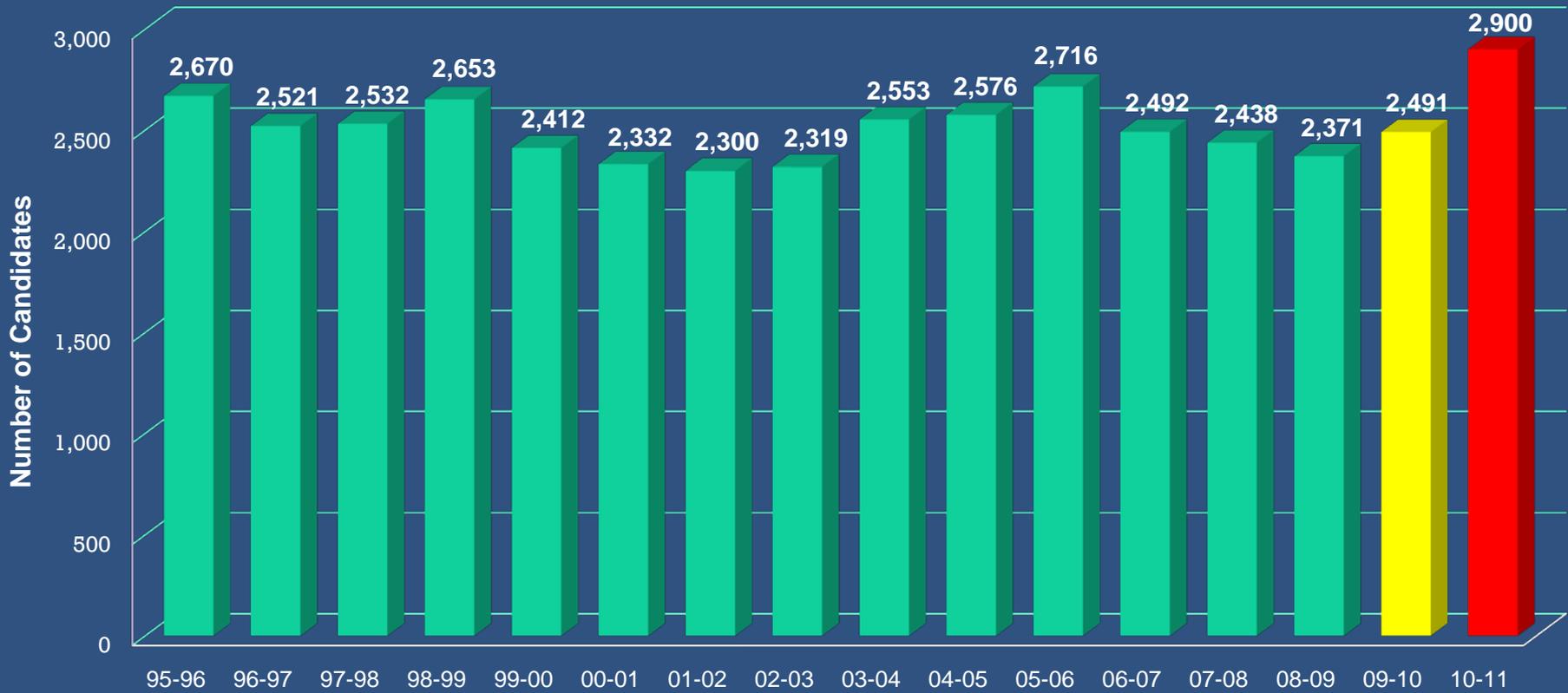
Who are the new hires?



Two Year Trend with 5 Largest Systems

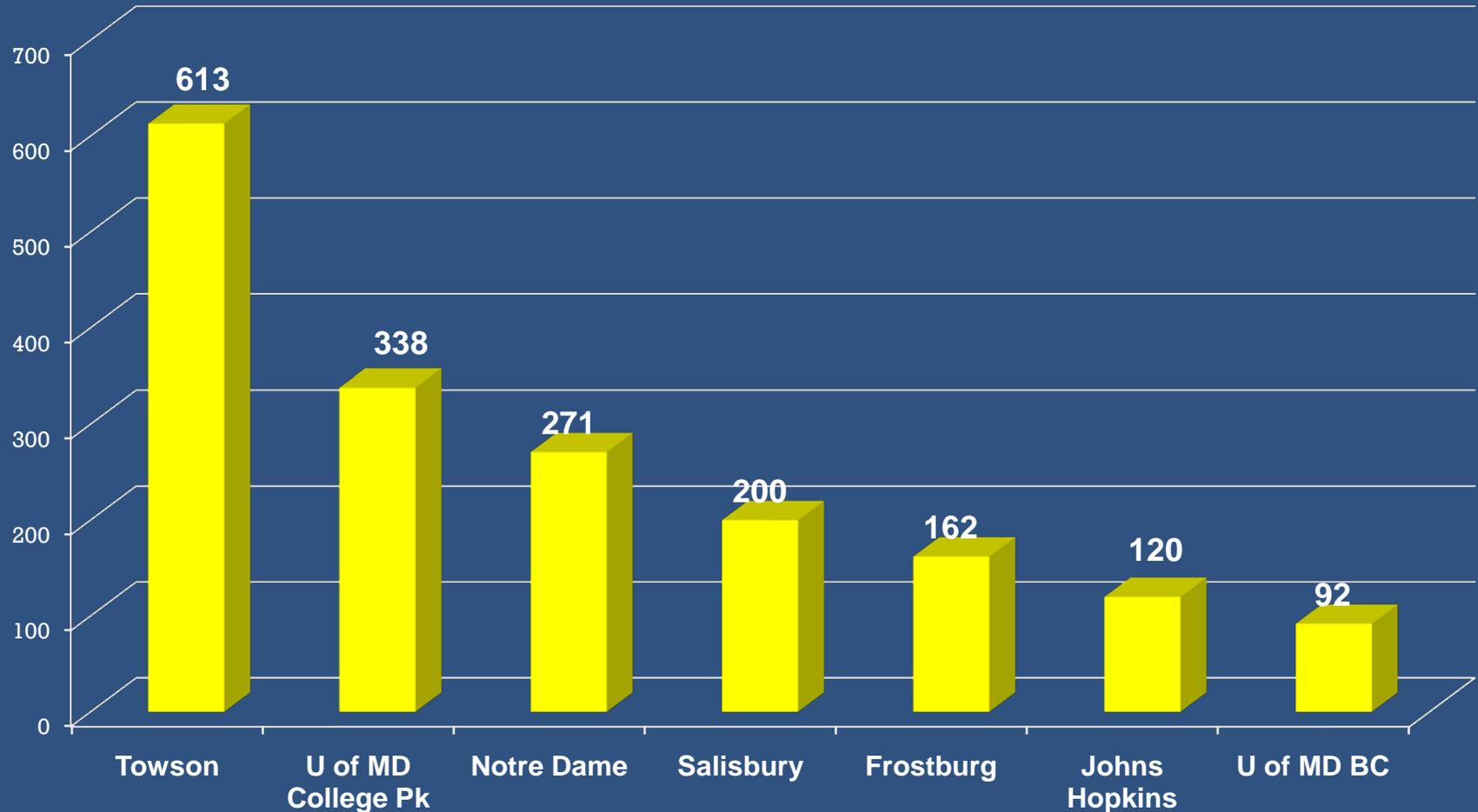


Trend Data: MD Teacher Candidates

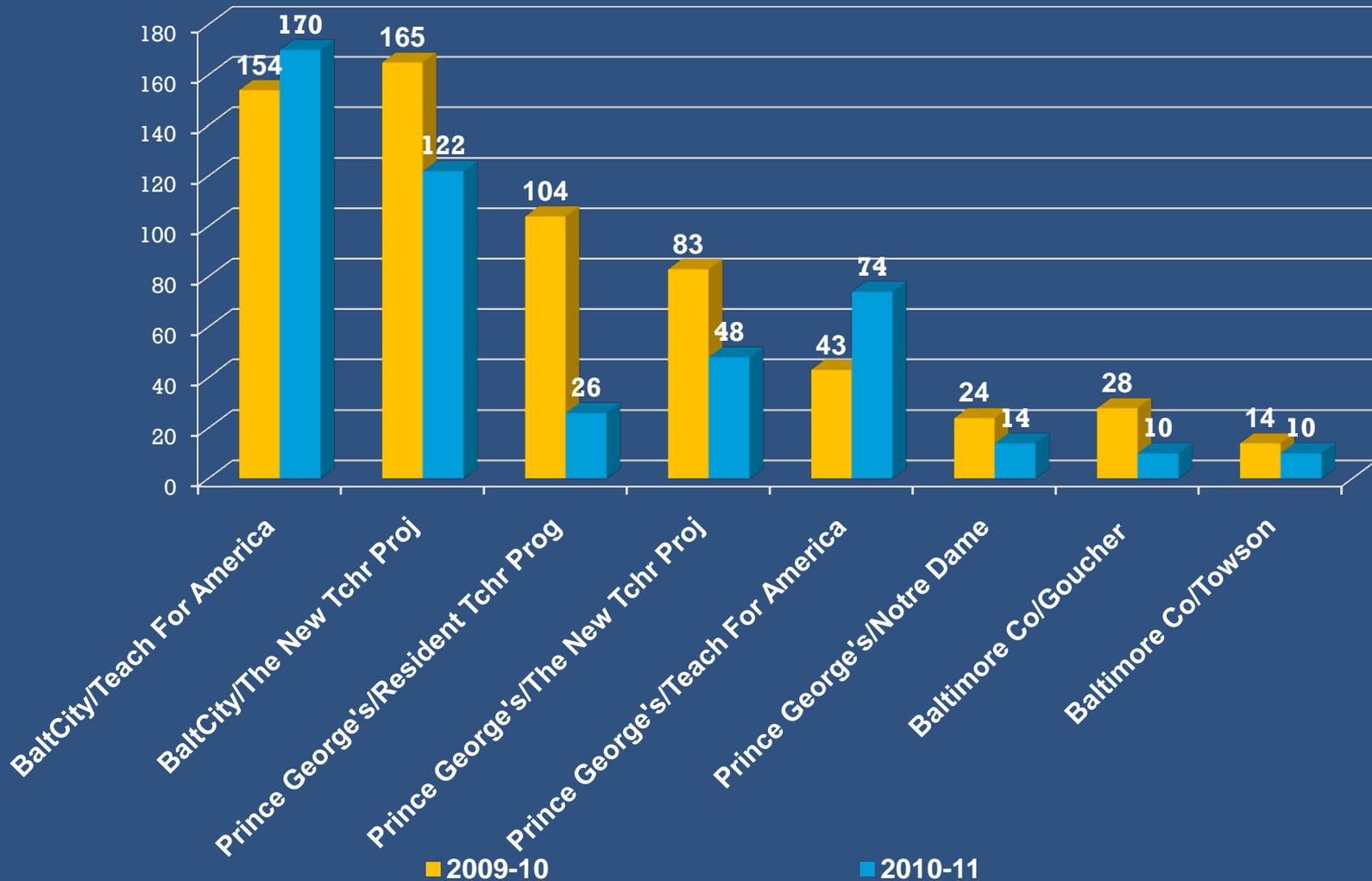


Largest Maryland Teacher Preparation Programs

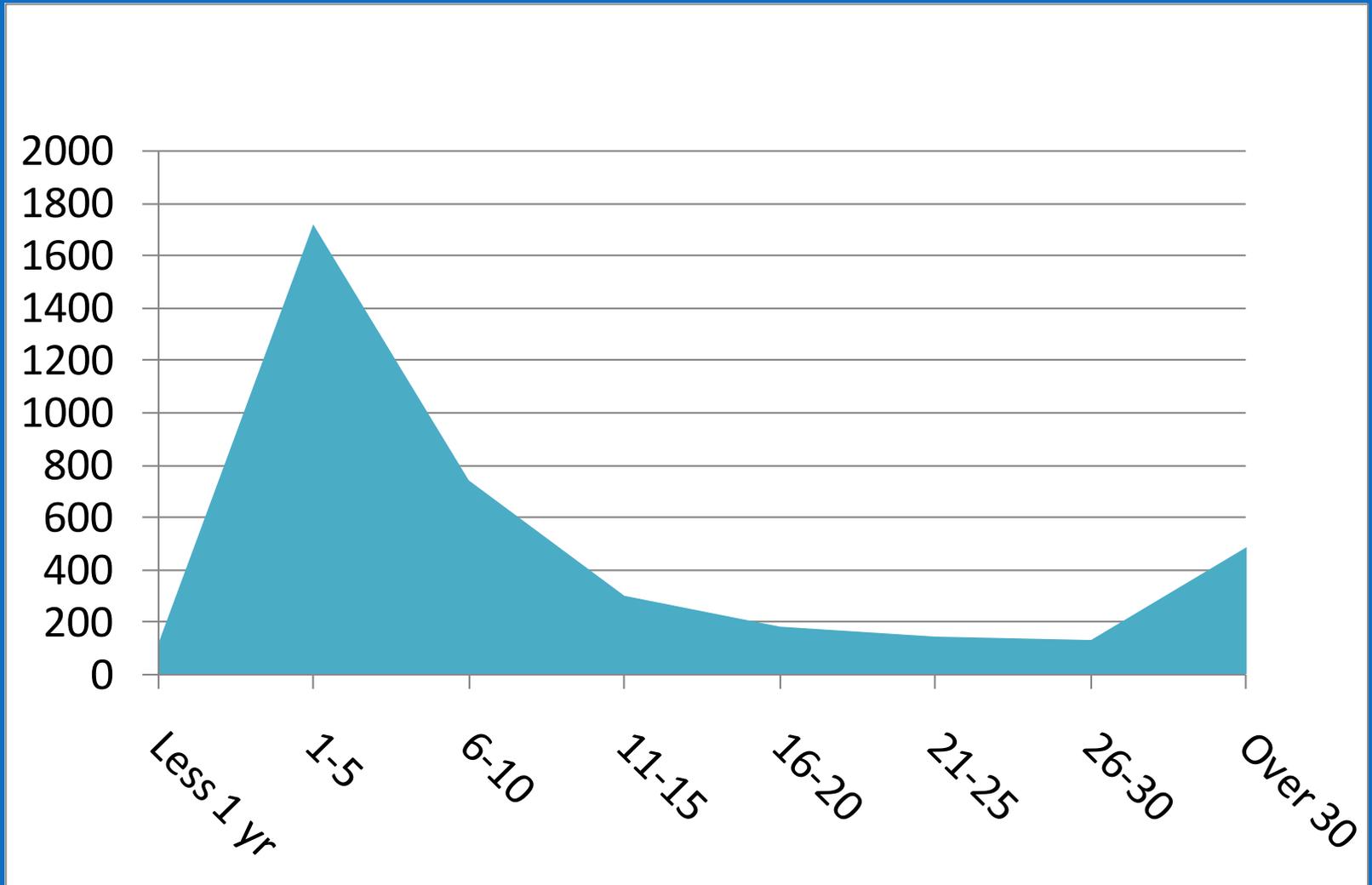
2008-09



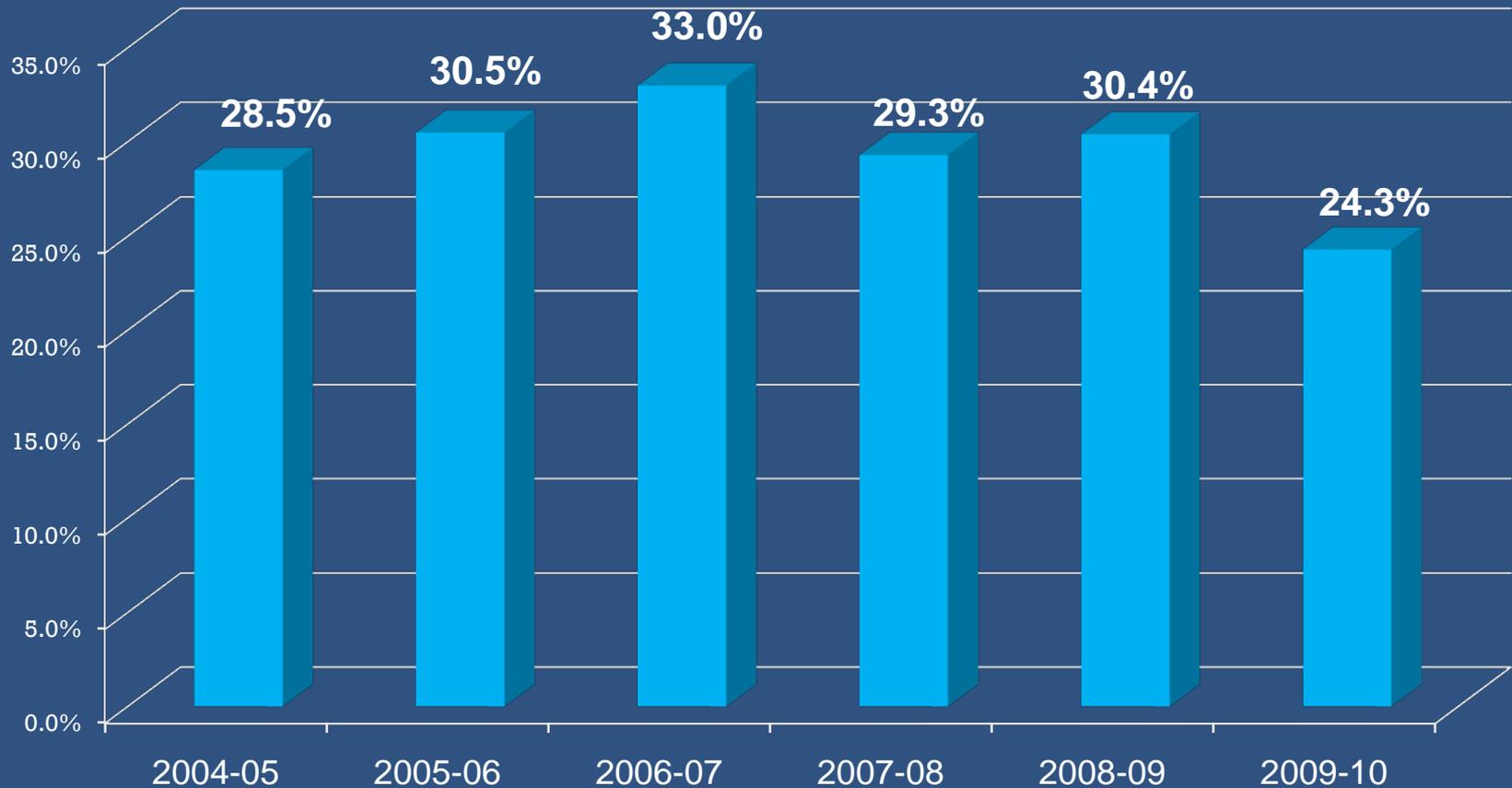
MAAPP NEW HIRES: 2008-2009 & 2009-2010



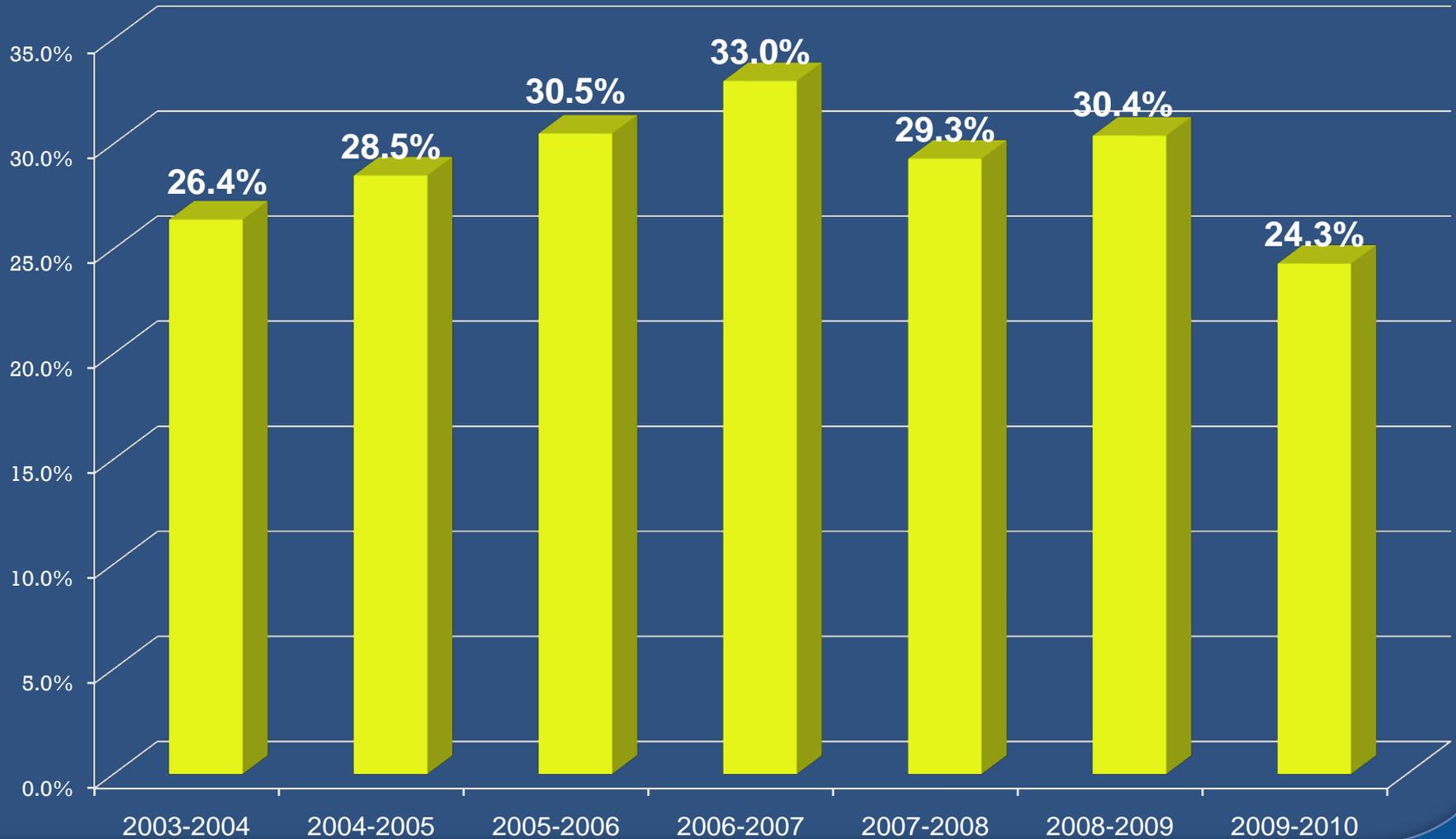
Maryland Teacher Attrition By Years of Experience 2009-2010



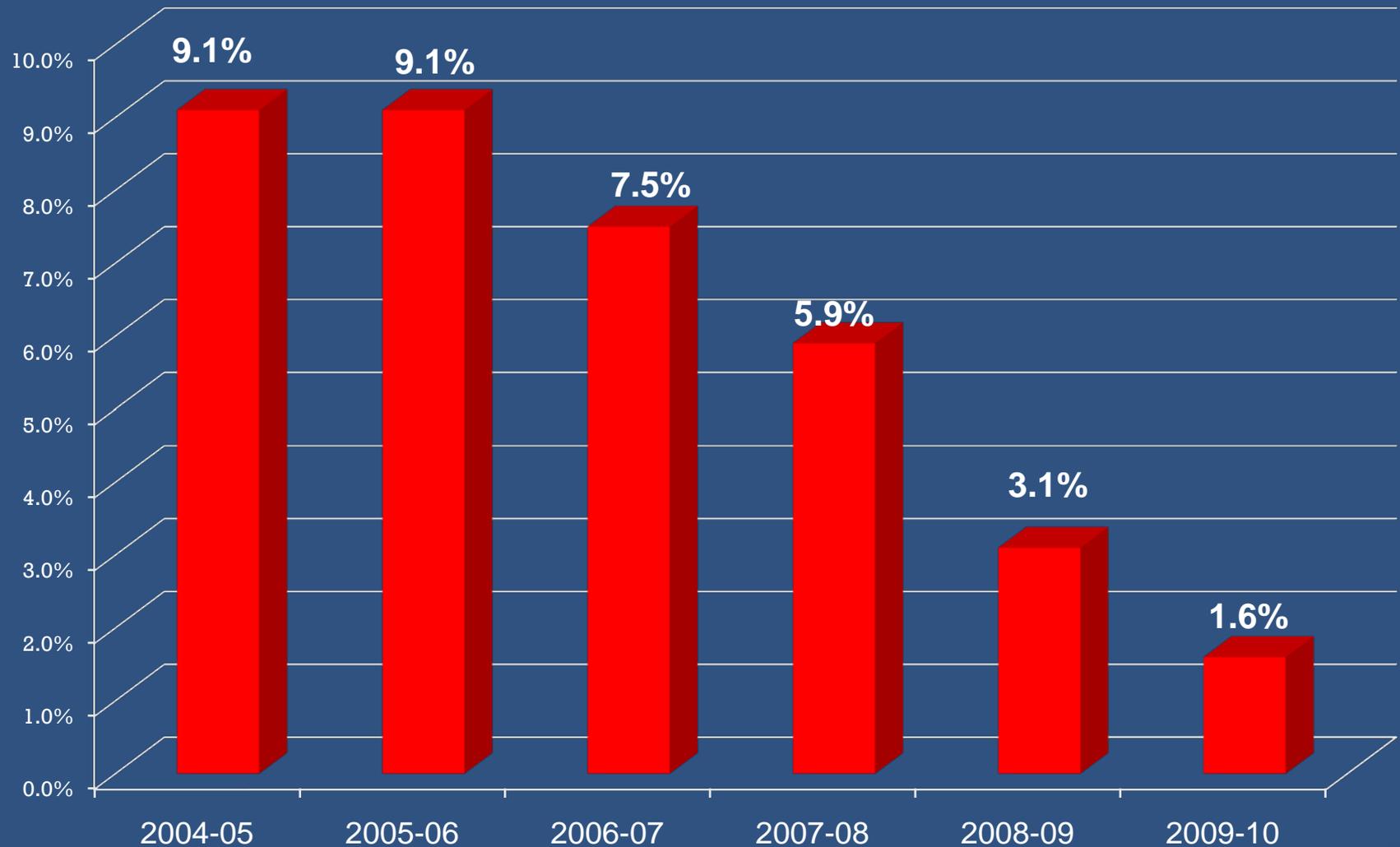
Minority Teacher Graduates



Minority New Hires



Maryland Conditional Certificates



Recommendations

1. Declare critical shortage content areas:

- Career and technology areas: (7-12)
 - Technology education, and
 - Family and Consumer Sciences;
- Computer science; (7-12)
- English for speakers of other languages; (PreK-12)

1. Critical areas, continued:

- Foreign Languages: (7-12);
 - Chinese, and
 - Spanish;
- Mathematics (7-12);
- Science areas: (7 – 12)
 - Chemistry
 - Earth/space science
 - Physical science
 - Physics

1. Critical areas, continued:

- Special education areas:
 - Generic: infant/primary (birth – 3),
 - Generic: elementary/middle (1 – 8),
 - Generic: secondary/adult (6 – adult),
 - Hearing impaired,
 - Severely and profoundly disabled, and
 - Visually impaired.

2. Geographic shortage areas :

Declare 19 local school systems as geographic areas of projected shortage of certified teachers

1. Allegany County
2. Anne Arundel County
3. Baltimore City
4. Calvert County
5. Carroll County
6. Cecil County
7. Charles County
8. Dorchester County
9. Frederick County
10. Harford County
11. Howard County
12. Montgomery County
13. Prince George's County
14. Queen Anne's County
15. St. Mary's County
16. Talbot County
17. Washington County
18. Wicomico County
19. Worcester County

3. Gender and minority shortages :

Declare a shortage of male teachers and teachers who are members of minority groups.

4. Non-classroom Professional shortages:

Declare a shortage of non-classroom professional positions of library/media specialist, principal, and speech/language pathologists.

Thanks to:

- **Deans and Directors of Teacher Education**
- **Human Resources Directors in Local School Systems**
- **Division of Assessment and Accountability**
- **Office of Academic Policy**
- **Division of Certification and Accreditation**



Questions ?