

Maryland Teacher Staffing Report 2008-2010

Presented to

Maryland State Board of Education

December 17, 2008



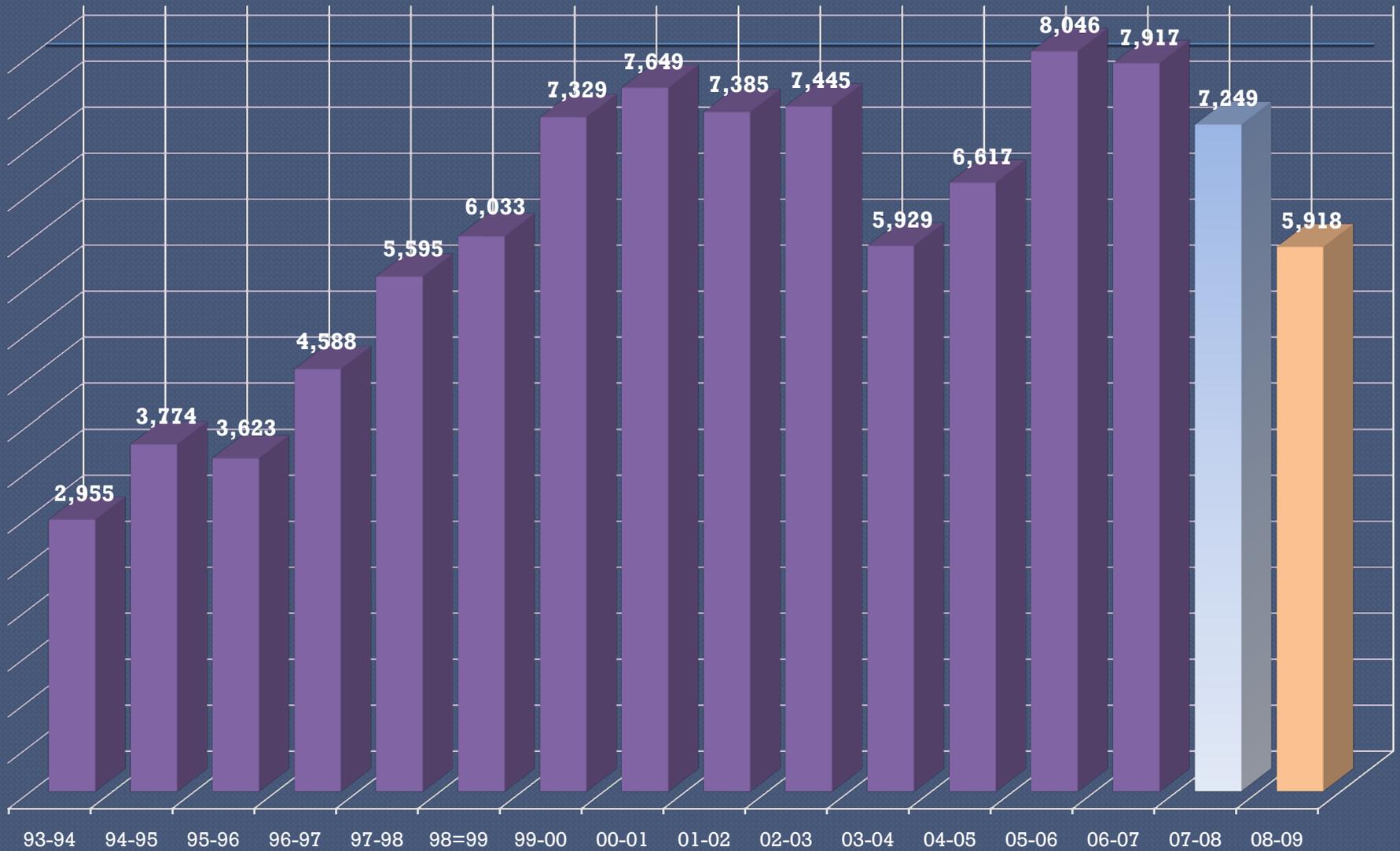
New this year

- **Creation of an Advisory Committee to study and recommend a new methodology, incorporating NCLB Highly Qualified Teacher (HQT) data and other factors.**
- **Use of an Expert Panel to assess and recommend critical shortage areas based on new methodology and other data gathered.**
- **Change from an annual to a biennial report.**

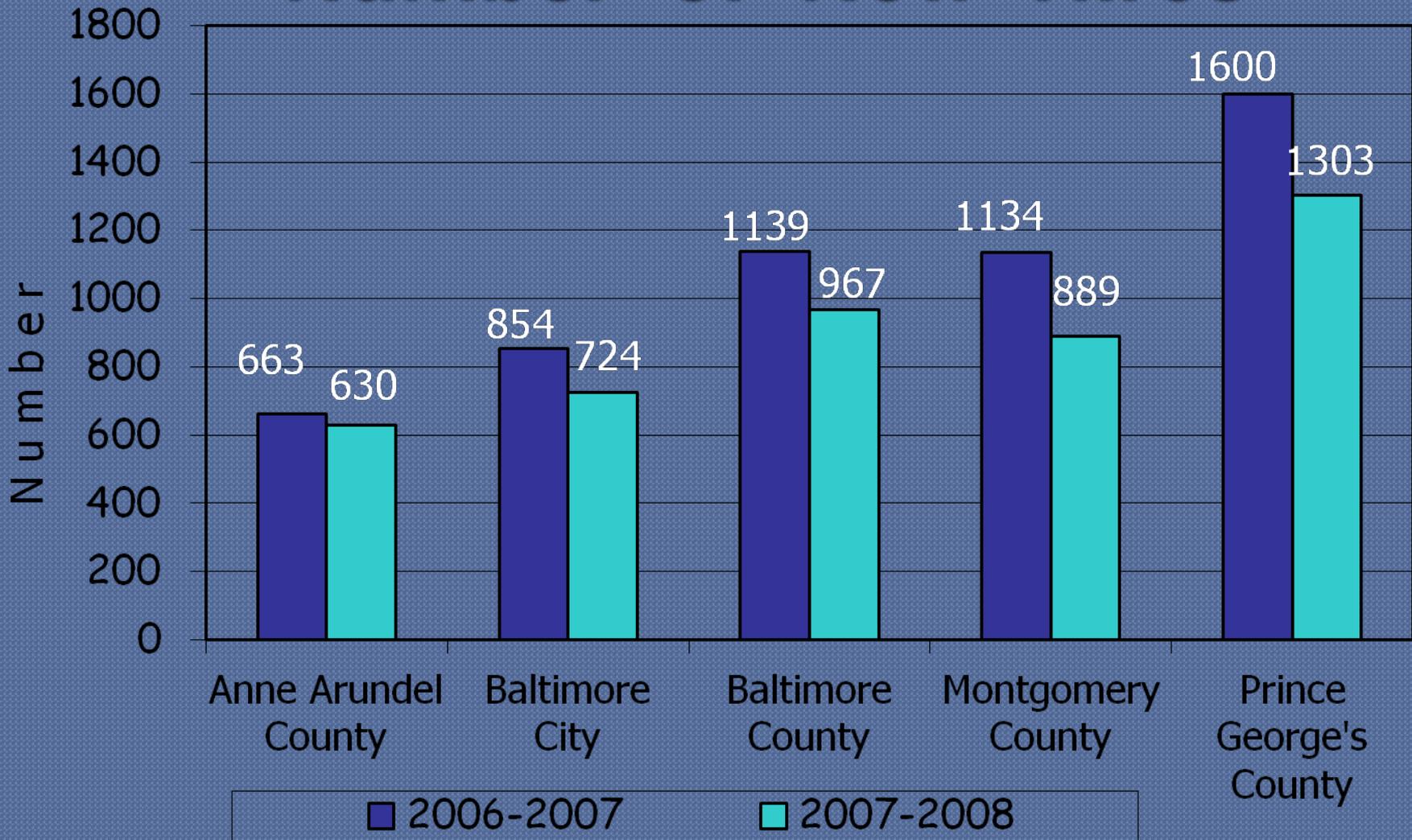
Trends in New Hires

- **Number of new hires in 2006 was the largest since tracking began (over 20 years ago)**
- **Number of new hires in 2007 decreased 1.6%**
- **Number of new hires in 2008 decreased 8.4%**
- **Number of out-of-state (beginning & experienced) new hires in 2008 increased to 4,466 (increase to 61.6%).**
- **Minorities represented 29.3% of new hires (a decrease from the high of 33.0% last year).**
- **Conditional new hires dropped to an all-time low of 11.0%**

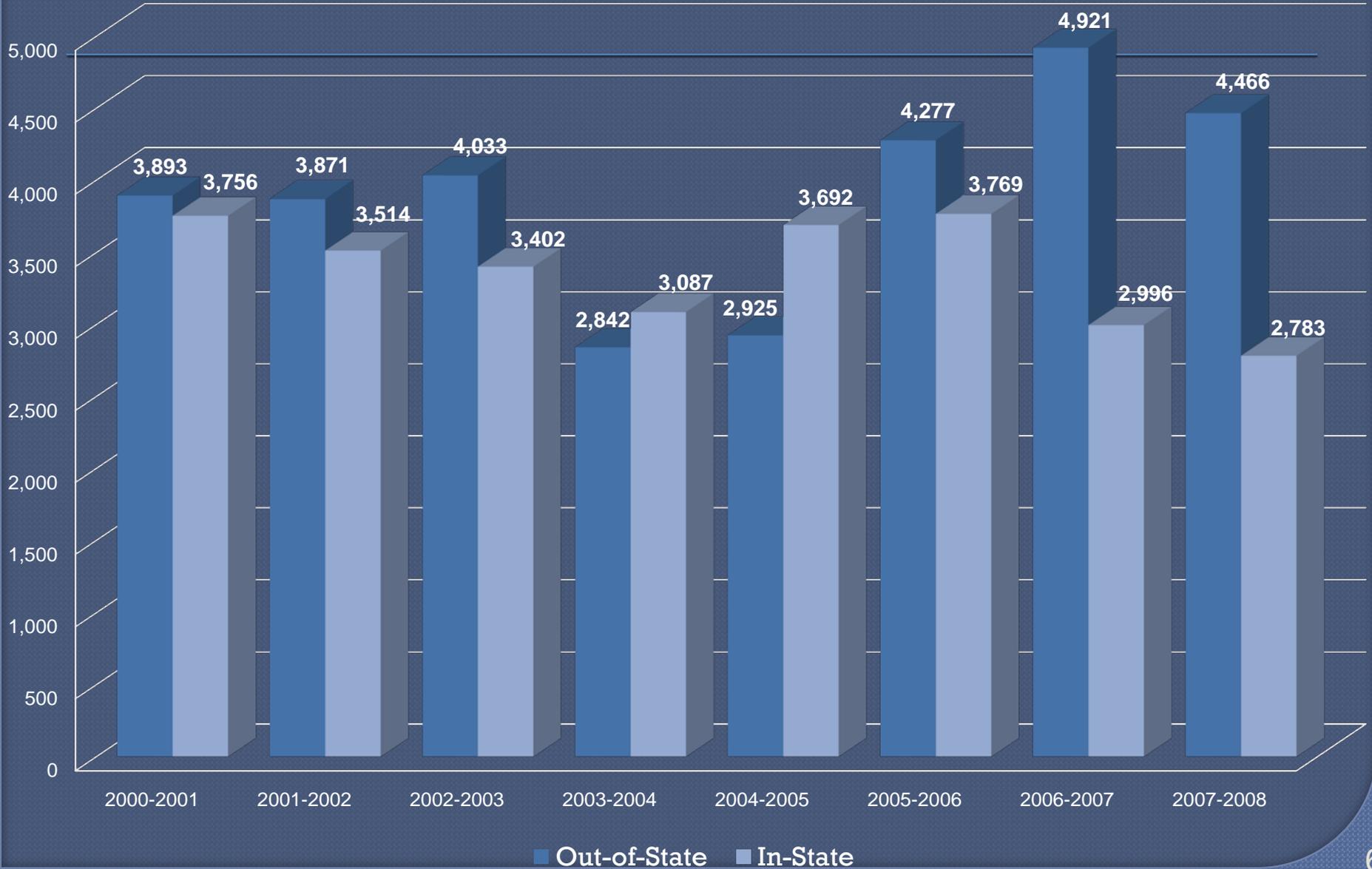
Maryland Trend Data



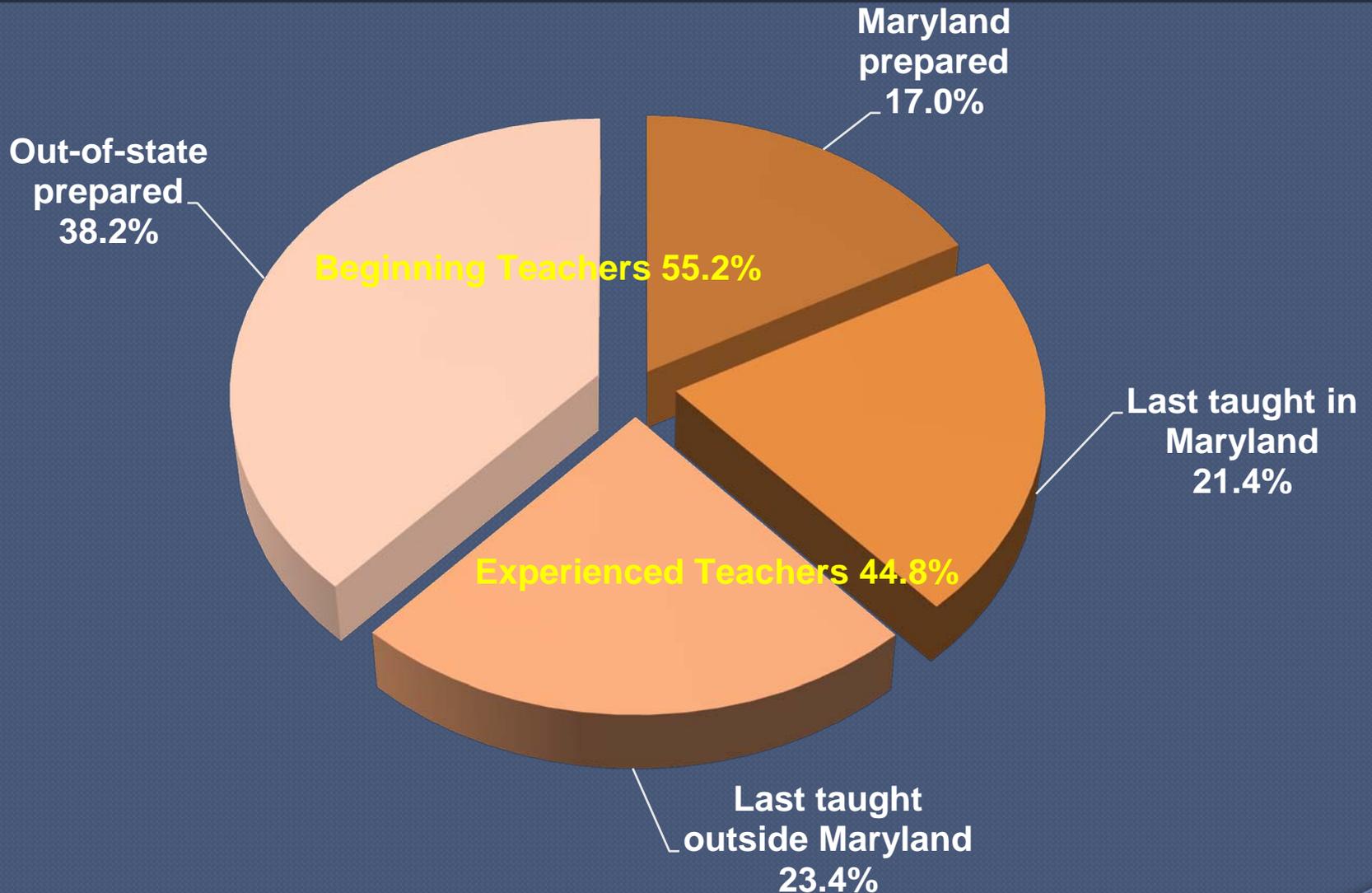
School Systems with Largest Number of New Hires



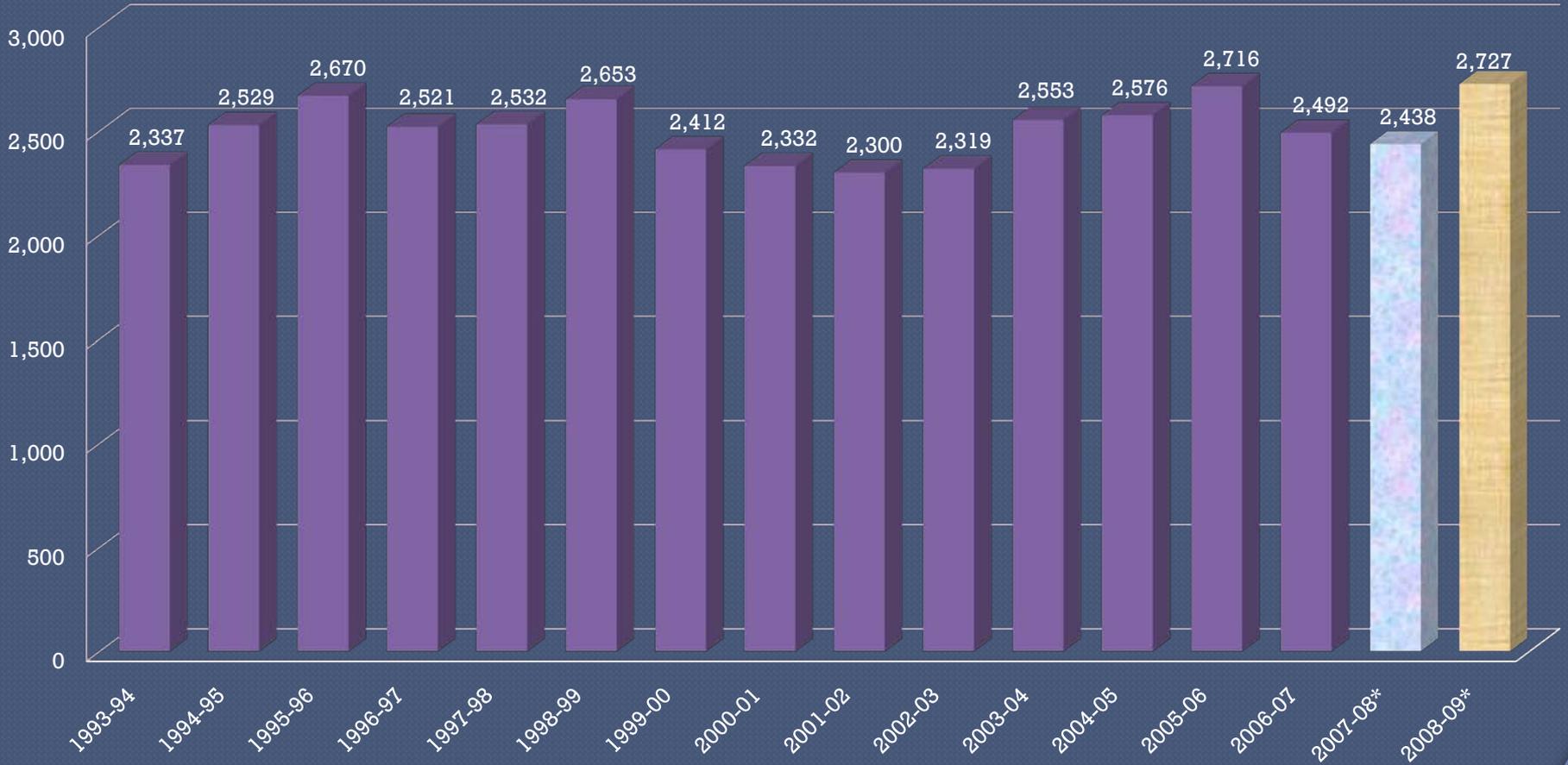
New Hires: Out-of and In-State



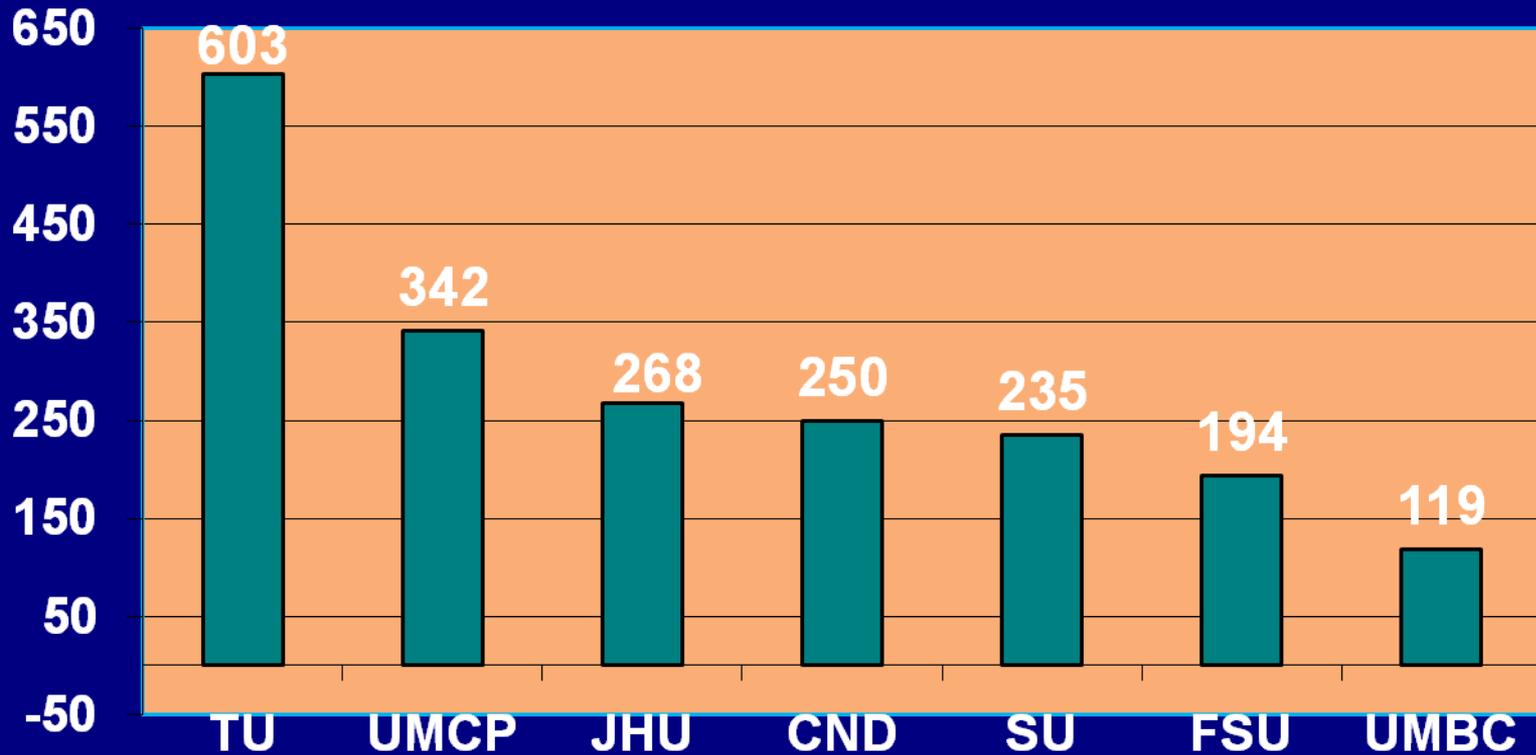
Who are the new hires?



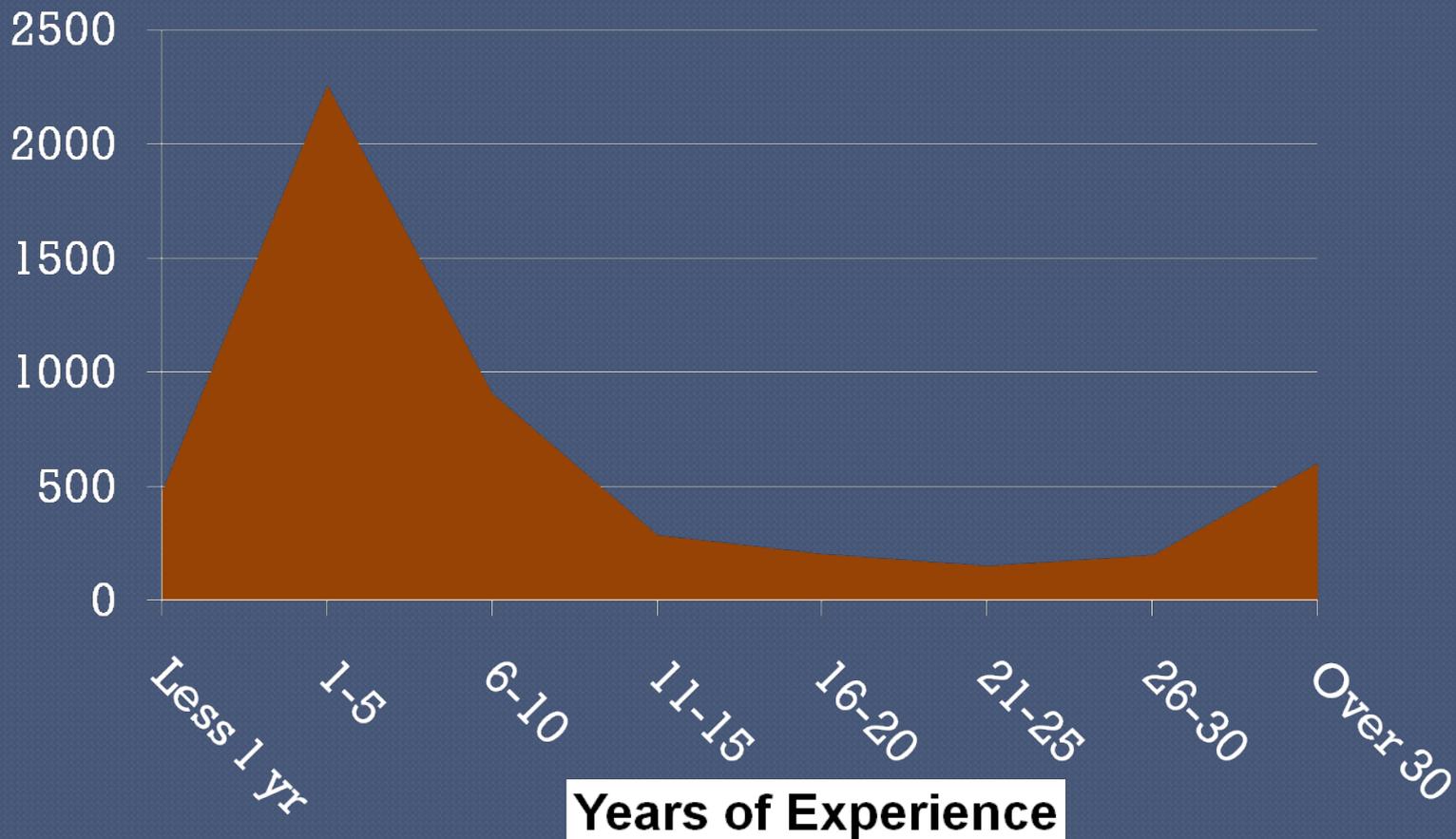
Trend Data: MD Teacher Candidates



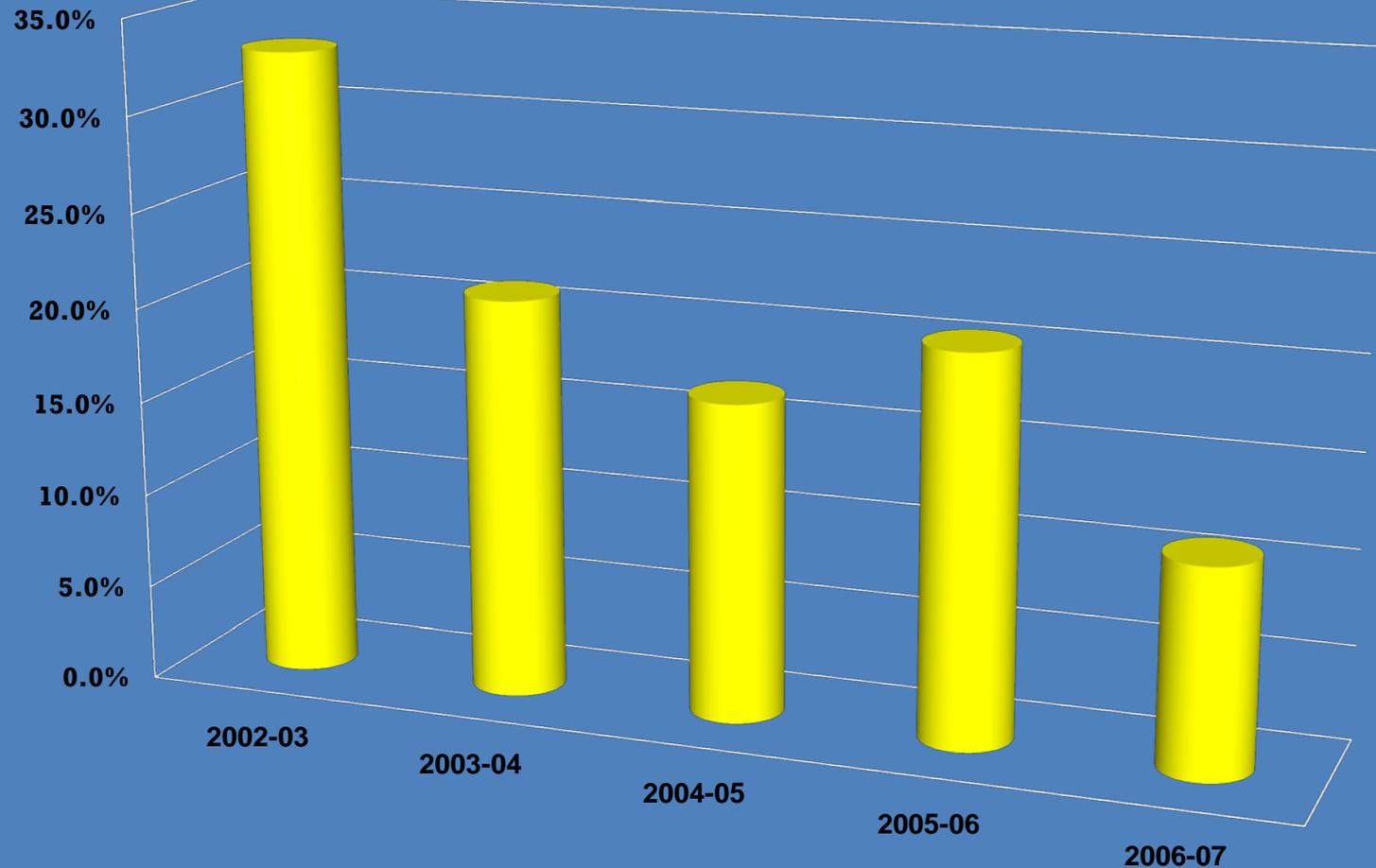
Largest Maryland Teacher Preparation Programs



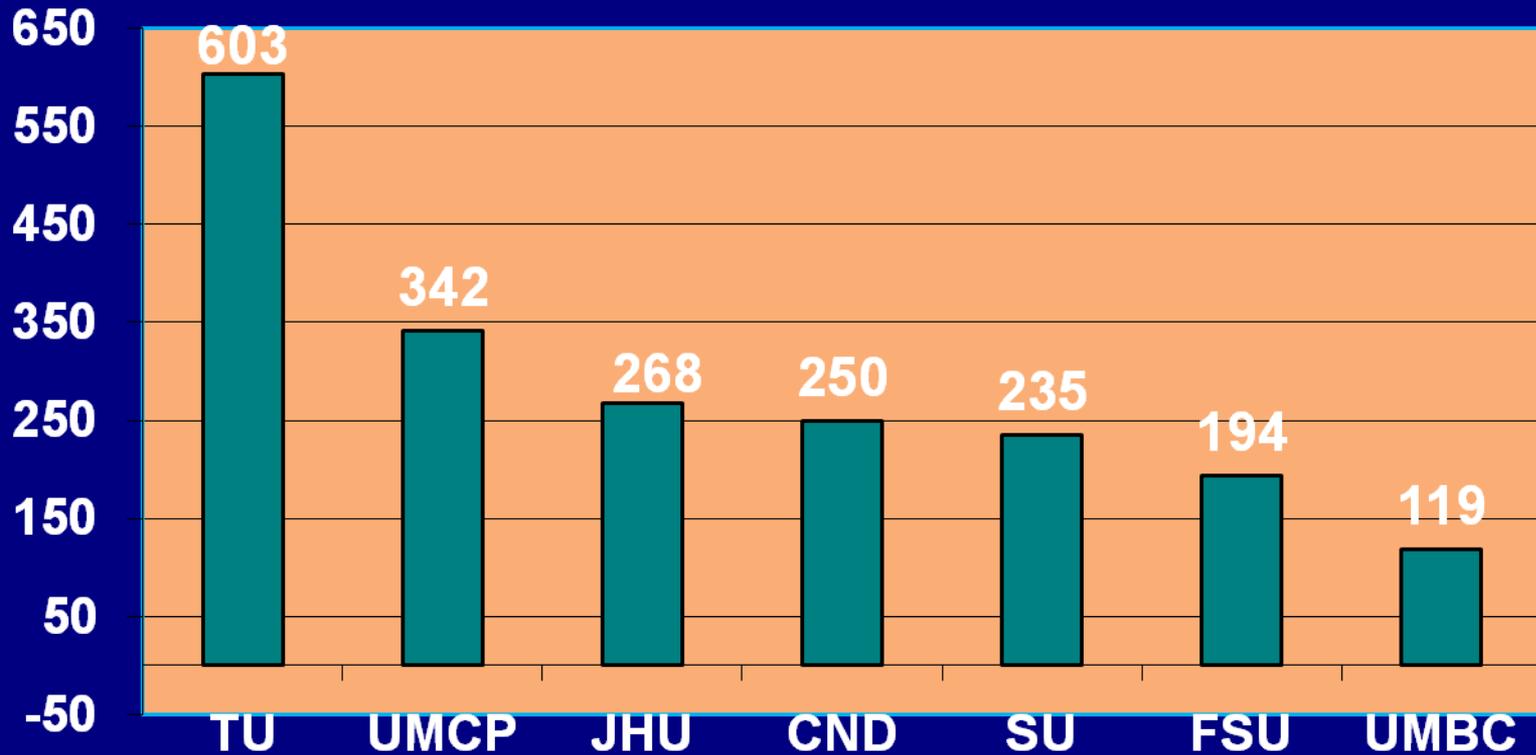
Maryland Teacher Attrition By Years of Experience



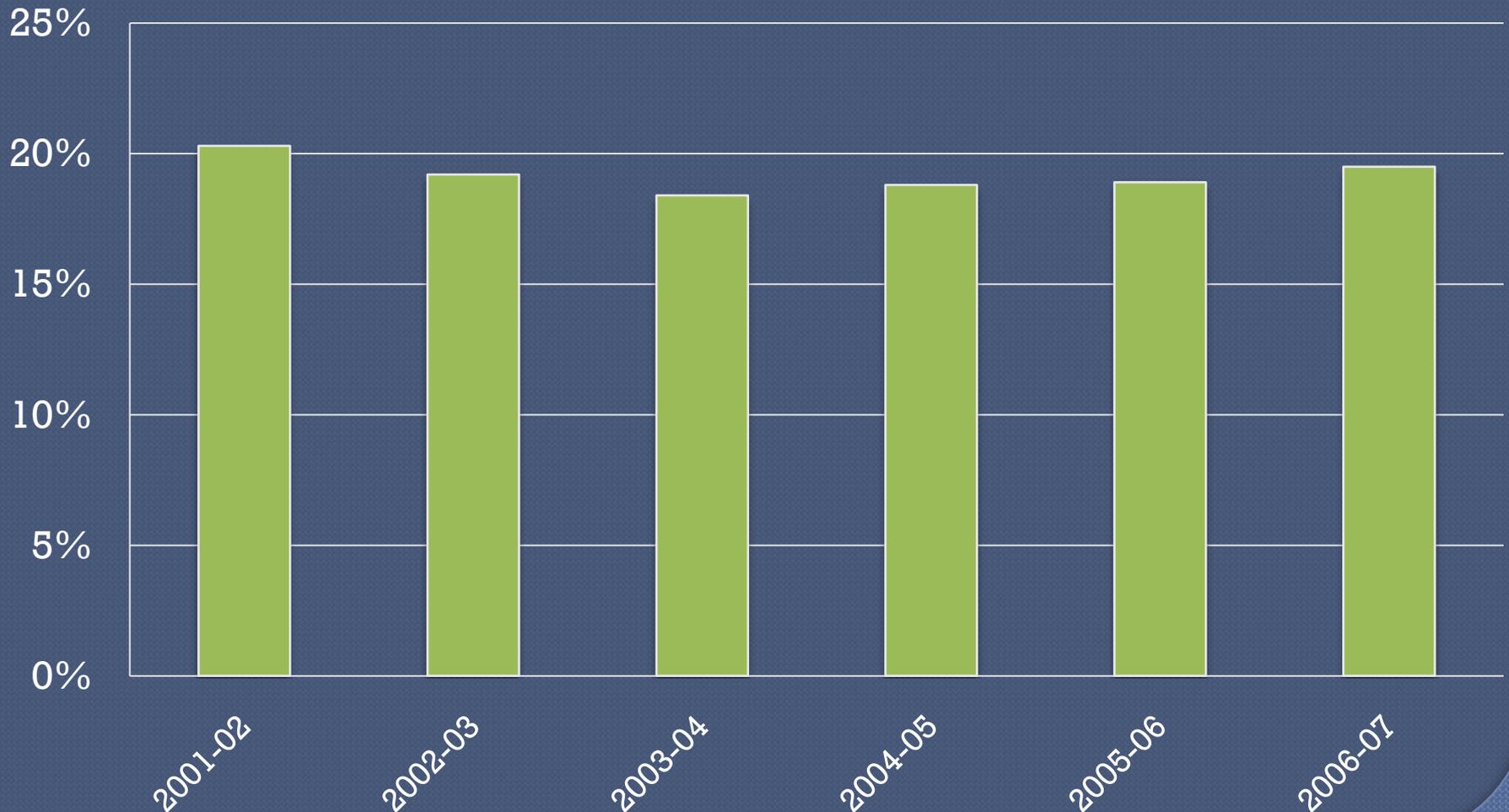
New Hires with Conditional Certificates



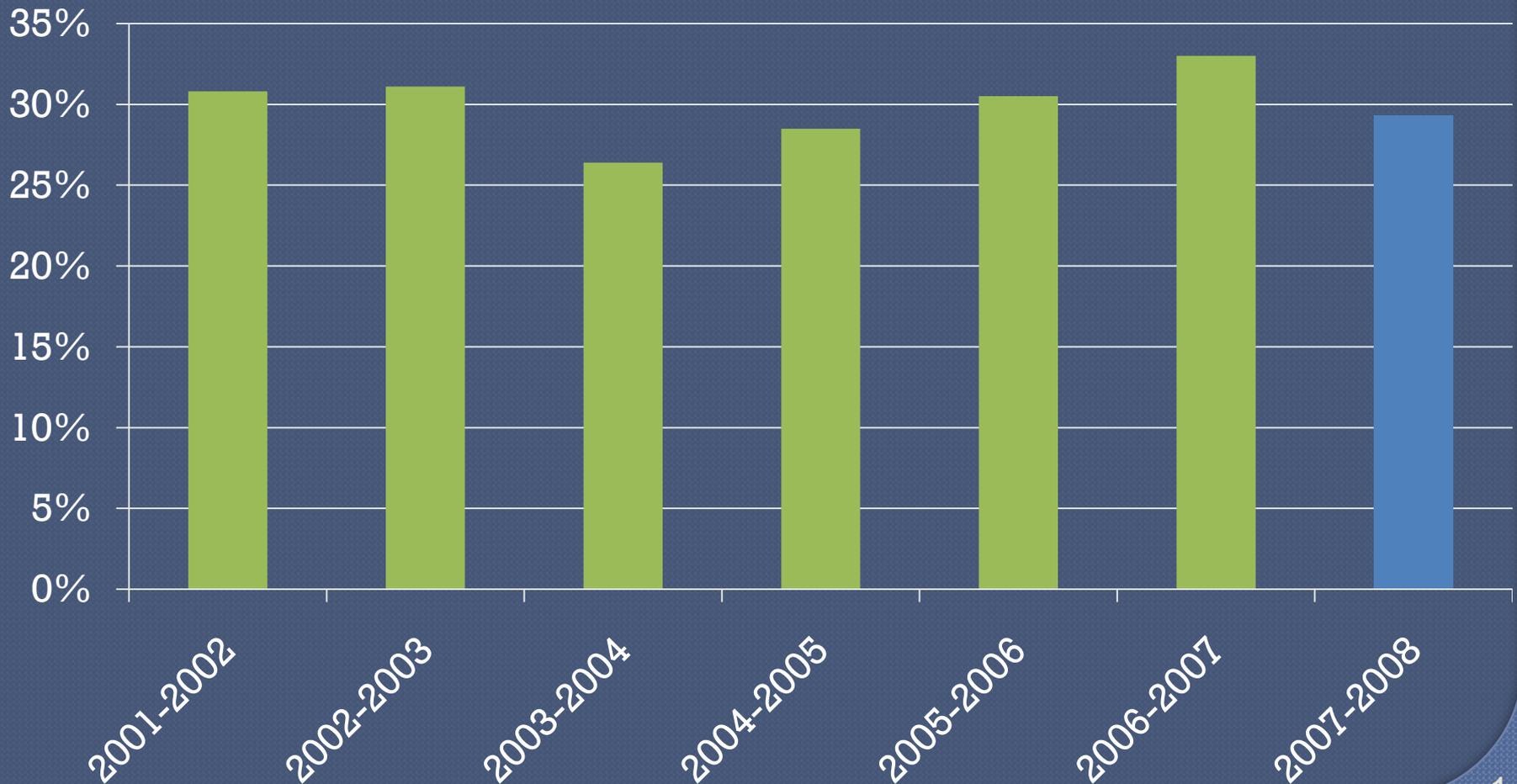
Largest Maryland Teacher Preparation Programs



Trend Data: Percent of Minority Teacher Candidate Graduates 2001-2002 to 2006-2007



Trend Data: Percent of Minority New Hires 2001-2002 to 2007-2008



Recommendations

Adopted by the State Board

Certification areas declared as critical shortage content areas:

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

Critical shortage content areas, continued:

- Foreign Languages: (7-12);
 - Chinese
 - German
 - Italian
 - Latin
 - Japanese
 - Spanish
- Mathematics (7-12);

Critical shortage content areas, continued:

- Science areas: (7 – 12)
 - Chemistry
 - Earth/space science
 - Physical science
 - Physics
- Special education areas:
 - Generic: infant/primary (birth – 3)
 - Generic: elementary/middle (1 – 8)
 - Generic: secondary/adult (6 – adult)
 - Hearing impaired
 - Severely and profoundly disabled
 - Visually impaired

Geographic shortage areas :

Declared all 24 local school systems as geographic areas of projected shortage of certified teachers.

Gender and minority shortages :

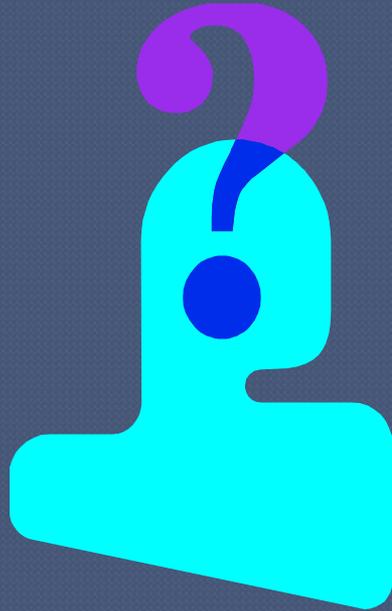
Declared a shortage of male teachers and teachers who are members of minority groups.

Non-classroom Professional shortages:

Declared a shortage of non-classroom professional positions of: principal, library/media specialist, and speech language pathologist.

Thanks to:

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



Questions ?