



**Teacher Induction, Retention, and Advancement Act of 2016  
Workgroup  
May 30, 2017 Meeting**

The May meeting of the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup was called to order by Ms. Sarah Spross at 1:00 p.m.

**In attendance:** Sarah Spross ( MSDE), Nancy Shapiro (University System of Maryland), Tess Blumenthal (Maryland Association of Elementary School Principals), Rowena Shurn (Maryland State Education Association), Linda Gronberg-Quinn (Maryland Association of Directors of Teacher Education at Community Colleges), Emily Dow, (Maryland Higher Education Commission), Jennifer Frank (MICUA), Jin Schrattenecker (Teach for America) Alexandra Cambra (MSDE), Kelly Meadows (MSDE), Karen Dates-Dunmore (MSDE), Tanisha Brown (MSDE), Michelle Dunkle (MSDE), Linda Murel (MSDE).

**Absentees:** Mariette English (Baltimore Teachers Union), Laura Weeldreyer (Maryland State Board of Education), Annette Wallace (Maryland Association of Secondary School Principals), Jack Smith (Public School Superintendents Association of Maryland),

Ms. Spross welcomed those attending to the Teacher Induction, Retention, and Advancement (TIRA) workgroup. Ms. Spross informed the workgroup that there would be a change in the meeting structure. Committee 1 and Committee 4 would be meeting today.

Mr. Jin Schrattenecker from Prince George's County Public Schools introduced himself as a new member of the workgroup. Ms. Spross stated that the workgroup would be looking at the recommendations from the committees. Each recommendation should be a 1 to 2 page summary.

**Approval of Minutes:**

Ms. Spross asked for the approval of minutes provided for Committee 2. All in favor. None opposed.

**Meeting Schedules**

Shift meeting time for the June and July meetings

- June 20, 2017 – 2:00 p.m. to 4:30 p.m.
- July 25, 2017 – 2:00 p.m. to 5:00 p.m.

Committees: Breakout to work.

## Wrap-up Discussion

Ms. Sarah Spross:

- Look at committee recommendations after April's last meeting
- Four (4) committees made significant progress.
- Determine what they are incentivizing
- Dara Shaw joined – background on incentive research.
- Meet with MLDS to narrow data pull.
  - Individual teacher prep, no link to certification
  - Look at entering with major of Education complete or not (change major or not)
  - Look at entering with major other than Education complete
- Look at exit with employment in Maryland
- Have attended grade school or secondary school in a LEA
- Will have data for June 20 meeting
- Hope to answer why we import 61%

Nancy Shapiro:

- Secondary certificate – must major in Education?

Sarah Spross:

- We are capturing all major education “codes”.
- Discussed MAT data also.

Jennifer Frank:

- Problems with data – try to align data that's collected and sent to State. Jon Enrique has best understanding of data.

Sarah Spross:

- Anna and Lea – data specs.
- We know data limitations

Jennifer Frank:

- Issues with teacher Ed data. Will need to be aware of these issues.

Alex Cambra:

- We will determine if the data tells us anything and then dig further if need be.

Sarah Spross:

- Which “policy lever” do we want to pull/push? Which issues are deterring teachers?

Nancy Shapiro:

- Hopes MSDE will connect with the Kirwan Commission. Is it okay to tell the commission that MSDE is looking into data? Maybe take this back to Dr.

Salomon as the commission has not heard much from Maryland, more from private industry.

Sarah Spross:

- Will share with Executive Team at MSDE. Dara Shaw will be at the next meeting to provide data.

Nancy Shapiro:

- June 28 is the next Kerwin Commission meeting. Can Dara's information be shared at both meetings?

Workgroup:

- Discussion of who reports graduation data?
  - Public vs. private
  - 2 years vs. 4 years institutions
- Report to MHEC and then it's turned over to MLDS.
- Why do we lose teachers?
- We will have loan data at next meeting. Data provided/attrition may not always be honest.
- Loan repayment may be an important lever to pull.

Rowena Shurn:

- Can you pull information from para-pros?

Sarah Spross:

- Not necessarily – more generic.

Workgroup:

- Can we pull attrition data? Not able to do this.
- ESSA Listening Tours – invalid. Professional Development a necessity.
- Workgroup supports joining of two (2) committees.

Feedback:

- Questions about TIRA Pilot Program (1<sup>st</sup> year teachers), posted April 7 on website.
- Has mentor group considered state requirements? Endorsement language? A requirement in regulations?
- No longer a “recommendation”. Endorsement is a stronger, more meaningful path. Must nail down this recommendation.
- Rowena Shurn to participate with committees 3 and 5. Also, committee 1 to share feedback.

The meeting adjourned at 3:00pm.

## **Committee #1**

- Meeting currently.
- Summary of their current work (attached)
- Discussed with group, concerns with composite scores, ETS, and industry – standard test.
- Adjunct? All in favor.
  - One (1) year, non-transferrable renewal requirements (once) are a concern
  - Transferability across locals not necessarily an option
  - Not a full-time employee
  - Certificate issued by state.
  - This is geared towards the specialist (at Lockheed Martin) who wants to teach P/T.
  - Can be fully employed elsewhere.
- Conditional? Working to explore options.
  - Industry wide standards?
  - Connected with CTE to explore industry requirements and coursework.
  - PTE and \_\_\_? Coordinate to Board for approval of req. change.
- Initial requirements – interwoven into other recommendations.
- Micro-credentialing not on radar now.
- All agree that the committee is going in right direction

### **Feedback:**

- None.

\*A graphic of routes to certification for general public.

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## **Committee #2 (Summary attached)**

- Group wants incentives that are available to all – not always possible.

### **Feedback:**

- Considered discount rates for continuing Ed?
- Strengthen LEA Partnership for cost-sharing.
- All negotiated agreements being reviewed.
- Look for commonalities; regional trends.
- Look for non-money incentives too.
- Consider Quality Teacher Incentive Act (QTIA) – how to further?

**Committee #3 and Committee #5**

- Will meet together next time
  - Using extensive research to back recommendations (summaries attached).
  - Micro-credentialing an area for specialty – not generalists as all other teachers are expected to be.
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**Committee #4**

- Still working on IPC revision.