

Teacher Induction, Retention, and Advancement Act of 2016 Workgroup

June 20, 2017 Meeting

Committee #2- Quality Teacher Incentives

Committee Members Present: Justin Heid, MSEA; Fran Kroll, MADTECC; Althea Pennerman, Salisbury University

Committee Members Absent: Monique Sloan, MAESP; Tess Blumenthal, MAESP; Tanya Williams, MICUA

MSDE Staff: Alex Cambra, Ruth Downs, Jeanne-Marie Holly

Alternates Present: None

Guests: None

Approval of Minutes:

Not applicable

Discussion:

Ms. Alex Cambra reiterated the topics of discussion.

- Student loan differences are higher because of the length of time.
- Tuition reimbursement - \$15,000 more feasible. Committee should recommend amount to the workgroup.
- Review the Quality Teacher Incentive Act
- Look at bargaining agreements of each LEA
- Recruitment
- Financial issues
- Exposing teachers to a classroom
- Who is coming into Maryland
- What are the recommendations

Ms. Jeanne-Marie Holly stated that Teacher Academy of Maryland (TAM) is part of strengthening local school system partnerships. She stated that they met with Del. Queen in regards to the legislation offering scholarships to TAM students.

Mr. Justin Heid asked if there are some school systems that provide college tuition reimbursement. Mr. Heid stated that the Quality Teacher Incentive Act only focuses on 24 schools.

Ms. Holly stated that TAM students at Towson University receive reimbursement if they agree to work for that county.

Ms. Cambra stated that slightly more than half of students enter Maryland schools to become teachers. Salaries become lower when they do not become teachers.

Ms. Fran Kroll stated that salaries are negotiated within their contract.

Ms. Cambra talked about changing the regulation for the Quality Teacher Incentive Act.

Ms. Spross informed the committee that Comprehensive-needs schools are not going to be represented across the state. She suggested that the committee take a look at the Quality Teacher Incentive Act and make suggestions to modify it. Consider a modification to it - only teachers who go to certain schools receive the stipend or those teachers who apply for the hard to fill positions.

Ms. Cambra stated that the committee needs to decide on 3 or 4 recommendations. At the next two meetings, the committee must be more specific with details.

- Tuition reimbursement
- Doing away with Quality Teacher Incentive Act or make a change to it
- Recommendations for teacher recruitment

Ms. Spross recommended policy levers be considered

- Quality Teacher Incentive Act recommendations
- Loan forgiveness
- Teacher Academies of Maryland (strengthen)

Ms. Cambra stated that it does not all have to be about money. Consider getting TAM programs up and running in every school district. Start tapping into fields outside where the shortage is. See what is different about private school verses public school. We should provide an incentive for interns coming into the schools.

Ms. Kroll stated that we should look at other UTeach models that are not teacher models.

Ms. Spross stated that we need to look at the incentive that interns get for going to comprehensive-needs schools. Also look at recommendations that have a positive outcome for children.

Ms. Cambra asked the question, "Is it an incentive for a teacher to have an intern with them?" Consider working with Committee 5 to incentivize mentors to work in high need schools.

Mr. Heid stated that you should look at the teacher. Some teachers should be mentors and other should not.

Ms. Holly stated that the committee should look at tax credits as an incentive for teachers who are placed in critical shortage areas. Ms. Holly recommended expanding TAM to all school systems and increasing the numbers. She also stated that there should be one or two school systems where the teacher teachers all of the coursework for TAM. This would help with increasing the number of teachers and the diversity of the teachers.

Ms. Cambra stated that the committee should submit a brief summary of what Teacher Academies of Maryland (TAM) are. For the Quality Teacher Incentive Act (QTIA), recommend that the stipend should be used in a different way.

Ms. Kroll stated that it is more difficult to recruit teachers in subject areas/geographic areas. We should use the stipend to incentivize people to go into geographic and certified areas.

Mr. Heid stated that it would be good to expand the QTIA, geographically and to the shortage areas of need. They need to look at this yearly. He asked the question, "How do we increase opportunities for people to get into those placements?"

Ms. Cambra recommended a stipend for living arrangements. She talked about the next steps in upcoming meetings.

Materials of Interest:

None

Next Steps:

1. Provide information on Teacher Academy of Maryland (TAM)
2. Review language in the Quality Teacher Incentive Act (QTIA) – look at retention incentives using ACT
3. Recommend Tuition reimbursement/Loan forgiveness
4. Increase Partnerships between LEA's and 2 year/4 year colleges
5. Review incentives for recruitment of teachers

Next meeting will held on July 25, 2017.

DRAFT