



Teacher Induction, Retention, and Advancement Act of 2016
Committee IV – Teacher Retention
August 2, 2016 Meeting

The 2nd meeting of Committee IV – Teacher Retention for the Teacher Induction, Retention, and Advancement Act of 2016.

In attendance: Ms. Lisa Booth (MAESP), Ms. Judy Jenkins (MICUA), and Mr. Justin Heid (MSEA)

MSDE Staff: Ms. Ruth Downs

Absentees: Ms. Stacie Burch (MADTECC), Ms. Laura Francisco (PSSAM), Mr. Conrad Judy (MASSP) and Mr. Gene Schaffer (USM)

Overview:

Charge of the Committee and Sections of Chapter 740 to be covered:

- Section 5(a)(1)(iii). How to make the teacher recertification process more valuable, including an exploration of how to link recertification to career ladders and content or high need area specializations.
- Section 5(a)(1)(VI) 3. How existing laws and regulations impact teacher recruitment, retention, and promotion for reward and recognition for excellent work.
- Section 5(b)(4). Make recommendations regarding the best methods of incentivizing effective teachers to choose to teaching low-performing schools and schools with a critical mass of economically disadvantage students in light of federal regulations that require equitable distribution of effective teachers.
- Anne Arundel County Grant for Teaching in an Economically Disadvantaged School (Section 2: ends June 30, 2019) Section 25(a)(2) the Department is to evaluate whether the stipend created under 6-306(c) and as enacted by Section 2 of Chapter 740 was effective in retaining effective teachers in school with a critical mass of economically disadvantaged students. (Note: Determining this program effectiveness cannot begin until the program is operational and funding for it has begun.)

Committee Discussion

Ms. Judy Jenkins informed the committee that there are no regulations that impact teacher retention. Ms. Lisa Booth state that this can be a barrier in regards to not having any regulations for retention.

Ms. Jenkins stated that page 3 of the SB493 is focused on providing stipend to National Board Certified Teachers. The teachers must be national board certified and employed in Title I eligible school in to receive the stipend in the amount of \$4,000. There were several questions were asked:

1. If all the focus should be on these teachers?
2. Do the performing districts support this?
3. Does National Board know what type of school each teacher is in?
4. How many teachers in a comprehensive needs school received the stipend?
5. How many teachers in a non-comprehensive needs school received the stipend?

Ms. Jenkins stated that many of the teachers who receive the stipend are in comprehensive needs Schools. The bill allows up to a \$4,000 match from the local school system. Mr. Justin Heid stated that Frederick County has a program which allows NBCT teachers to work with Frostburg University. The teachers had to apply for the program and about 13 teachers were picked to participate. There should

be more awareness and accessibility created for all teachers to have additional training and assistance.

Ms. Jenkins stated that with ESSA, there will be a different criteria and a great opportunity for teachers. She asked how we match recertification to include teacher evaluation. Ms. Booth suggested to get rid of the current teacher evaluation system. Ms. Heid suggested that we need to be going back to all the counties and asking the teachers, "What is keeping you here and how do you make an impact on your school?" Ms. Booth stated, that this should be done in a way to assure that it is kept confidential. There needs to be a way to keep qualified teachers who are not national board certified. Ms. Jenkins stated that she had spoken to Gene Schaffer (USM) and he is working on gathering data in regards to all the school districts.

The members of Committee IV suggested that a committee needs to be formed from each of the counties to talk about what the teachers need. Administrators should be included in this committee, because retention is based off of administration. School climate has a lot to do with retention and should be taken into consideration. Ms. Booth stated that if you ask a teacher how excellent work is recognized, they will say with more time.

The committee discussed the Pilot program for first year teachers and the effect it may have on the teachers who are selected to participate. The teachers are given an additional 20% of extra time during the academic week day to be spent on mentoring, peer observation, assistance with planning and/or other activities. This is only provided for 1 year, so what happens in years 2 through 5? Each local school system may choose to participate in the program. Several questions were put forth.

1. Who provides the mentoring and planning?
2. In PD schools, is this something that Higher Ed could support?
3. How could that person who drops in 3 days a week, get up to speed?

Ms. Sarah Spross spoke to the committee members briefly in regards to National Board Certification. She stated that there is about 2,700 teachers who have national board certification (3% of teachers across the board). Mr. Heid stated that not everyone knows about national board and we should consider having someone from National Board come and speak on the certification process. Ms. Jenkins asked, in the law what latitude do the LEAs have for providing stipends? Ms. Spross stated that is the counties decision. Ms. Spross stated that there are two different programs for stipends. State funded "Quality Teacher Incentive Act", which pays up to \$2,000 per teacher and will be increased up to \$4,000 under SB493. Then there is local state aide that pays for participants to go through the NBCT tiers. The state pay 2/3 and the locals pay 1/3 for initial and/or renewal of certification. This is not addressed in the bill. She also stated that there is availability for national board certification if you become an administrator.

Ms. Booth stated that there needs to be mentors assigned to teachers who are not eligible for tenor. The question was asked, "What are the requirements to be a mentor? Not every teacher wants to become an assistant principal. Ms. Spross spoke about the program that Georgia has initiated for their teachers. It is a 3 tier certification level for mentors. Ms. Rowena Shurn stated that Kentucky and Ohio have teacher leadership endorsements. Mr. Heid have teacher leaders, who may teach one class a day, also co-chair together.

The following bullets attempt to capture the rich discussion of our sub-committee:

- Continue incentives for recertification, district or statewide.
- Existing laws:
 - How do we push for supportive regulations?
 - How do you define excellent work?
- Retention:

- Research why teachers are leaving school systems?
- Involve teachers to get input as what needs to be done to retain them?
- Ideas to retain teacher.
- Anne Arundel County Pilot supports teachers only in the first year.
 - Why are you not continuing support the teachers in the later years?
- Consider having someone from the National Board come and talk about National Board Certification.
- Get data on the number of teachers you are national board certified.