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State Superintendent of Schools

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## MEMORANDUM

**TO:** Members of the State Board of Education

**FROM:** Nancy S. Grasmick *Nancy*

**DATE:** October 28, 2008

**SUBJECT:** *Maryland Teacher Staffing Report, 2008 – 2010*

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## PURPOSE:

The purpose of this item is to seek your action on recommendations proposed in the *Maryland Teacher Staffing Report, 2008-2010* (see Attachment).

## HISTORICAL BACKGROUND:

The *Maryland Teacher Staffing Report, 2008-2010*, is a study conducted by the Maryland State Department of Education, now produced biennially, in conjunction with local school systems and institutions of higher education with teacher preparation programs. The study began as a response to 1984 state legislation requiring a declaration of teaching fields that are considered critical shortage areas. Students preparing to teach in these shortage areas are eligible to apply for the *Sharon Christa McAuliffe Memorial Teacher Education Award*, a scholarship named in honor of the first teacher in space.

Since then, the recommendations have expanded beyond critical content shortage areas to include geographic areas experiencing shortages; gender and diversity shortages; and recommendations on certain non-classroom professional categories that are deemed shortage areas. The report also includes information on teacher experience and attrition, retired/rehired teachers, principals and mentors, and highly qualified teachers (as defined by the No Child Left Behind Act). Importantly, this year's report is the first using revised methodology that incorporates highly qualified teacher data as well as the most recent information from local school systems on their vacancies in August to determine the critical shortage areas.



The report gathers data from the deans and directors of teacher education programs in Maryland colleges and universities and from the directors of human resources in local school systems. The report is produced by the Division of Certification and Accreditation in collaboration with the Division of Accountability and Assessment and the Office for Academic Policy.

The declaration by the State Board of Education of the critical shortage areas provides the basis for the Sharon Christa McAuliffe Memorial Teacher Education Awards given by the Maryland State Scholarship Administration. The United States Department of Education uses these declarations to qualify college graduates with federal student loans for deferment of loans or reduction of teaching obligation for several student aid programs. Maryland statute employs these declarations as criteria for earnings limitations exemptions when school systems hire retired teachers, principals and teacher mentors to work in specific schools: Title I, alternative schools, schools not meeting annual yearly progress, and schools with 50% of students eligible for free and reduced-price meals. Finally, college students preparing to teach in the declared shortage areas may qualify for federal scholarships through the Teacher Education Assistance for College and Higher Education (TEACH) Grant Act of 2007.

### **EXECUTIVE SUMMARY:**

In this *Maryland Teacher Staffing Report, 2006-2008*, the Maryland State Department of Education is presenting four recommendations for your consideration: identified teaching content areas of shortage, geographic areas of shortage, gender and diversity shortage areas, and recommendations on certain non-classroom professional categories deemed critical shortage areas. Below are the four recommendations for your consideration pursuant to Education Article §18-708 of the Annotated Code of Maryland.

**Recommendation 1:** The Maryland State Board of Education declares the following content areas as critical shortage areas:

- Career and technology areas (7-12):
  - Technology education, and
  - Health occupations;
- Computer science (7-12);
- Dance (7-12);
- Foreign language areas (7-12):
  - Spanish, and
  - Latin;
- English for speakers of other languages (ESOL) (PreK-12);



- Mathematics (7-12);
- Science areas (7-12):
  - Chemistry,
  - Earth/Space science,
  - Physical science, and
  - Physics;
- Special education areas:
  - Generic: Infant/primary (birth-grade 3).
  - Generic: Elementary/middle school (grades 1-8),
  - Generic: Secondary/adult (grades 6 – adult),
  - Hearing impaired,
  - Severely and profoundly disabled, and
  - Visually impaired.

**Recommendation 2:** The Maryland State Board of Education declares the following 24 Maryland jurisdictions as geographic areas of projected shortage of certified teachers:

- |                        |                            |
|------------------------|----------------------------|
| 1. Allegany County     | 13. Harford County         |
| 2. Anne Arundel County | 14. Howard County          |
| 3. Baltimore City      | 15. Kent County            |
| 4. Baltimore County    | 16. Montgomery County      |
| 5. Calvert County      | 17. Prince George's County |
| 6. Caroline County     | 18. Queen Anne's County    |
| 7. Carroll County      | 19. St. Mary's County      |
| 8. Cecil County        | 20. Somerset County        |
| 9. Charles County      | 21. Talbot County          |
| 10. Dorchester County  | 22. Washington County      |
| 11. Frederick County   | 23. Wicomico County        |
| 12. Garrett County     | 24. Worcester County       |

**Recommendation 3:** The Maryland State Board of Education declares a shortage of teachers who are males and teachers who are members of minority groups.

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**Recommendation 4:** The Maryland State Board of Education declares a shortage of the non-classroom professional positions of principal, reading specialist, and speech/language pathologists.

**ACTION:**

I am requesting approval of the above four recommendations on shortages in Maryland: critical content areas, geographic areas, gender and diversity areas, and non-classroom professional areas.

NSG:jes

Attachment