



Nancy S. Grasmick
State Superintendent of Schools

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TO: Members of the State Board of Education
FROM: Nancy S. Grasmick, State Superintendent of Schools
DATE: March 22, 2011
SUBJECT: Race to the Top Incentives for Teachers/Principals

PURPOSE:

The purpose of this item is to apprise the State Board of incentive grants which will be available for teachers and principals who work in the lowest 5% of Maryland's lowest performing schools and to ask the State Board's approval of guidelines so that grants can be dispersed to Baltimore City and Prince George's County school systems, the only systems eligible for these funds.

BACKGROUND:

As a result of the Maryland General Assembly's passage of HB 1263 *Education Reform Act in 2010* and Maryland's successful application for federal Race to the Top funding, we are now able to provide grants to two local school systems, specifically Baltimore City and Prince George's County, to provide compensation incentives for teachers and principals who work in the lowest 5% of Maryland's lowest performing schools. The incentive grants are available to help ensure that students in high poverty and/or high minority schools have equitable access to highly effective teachers and principals and that such students are not served by ineffective teachers and principals at higher rates than other students. A list of eligible schools for 2011-2012 is attached.

Representatives from Baltimore City and Prince George's public school systems met with MSDE staff in January to discuss eligibility, the procedures for distribution of funds, and accountability requirements.

Funds will be available for each of three years, beginning with the 2011-2012 school year, to provide compensation incentives to teachers and principals in eligible schools. The specific amount for each school system will be determined annually based on the enrollment of all eligible schools in that school system. The local school system will be responsible for ensuring that the distribution of funds supports locally negotiated incentives, distributing funds to teachers/principals who have a proven track record demonstrating the ability to significantly improve student academic performance or teachers who have obtained certification by the National Board for Professional Teaching standards, monitoring the use of the funds, and for completing reports as required by MSDE for state and federal accountability requirements. The Maryland State Department of Education (MSDE) will monitor the use of the funds through the Master Plan process.

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A total of \$1,072,000 will be available each year for three years with funds for the first year to be available in July 2011. Baltimore City is eligible for \$695,716 and Prince George's for \$376,284. Incentives to individuals may range from \$2,000 to \$10,000.

ACTION:

The Department recommends that the State Board approve the guidelines to implement this program.

NSG

Attachment: Guidelines

List of Eligible Schools

**Race to the Top
Lowest 5 Percent of Maryland Schools**

Guidelines – Incentives for Teachers and Principals

Purpose:

- Help ensure that students in high poverty and/or high minority schools have equitable access to highly effective teachers and principals and that such students are not served by ineffective teachers and principals at higher rates than other students.

Guidelines:

- Funds will be available for each of three years, beginning with the 2011-2012 school year, to provide compensation incentives to teachers and principals in eligible schools (Schools as identified for School Improvement Grants).
- The specific amount for each school system will be determined annually based on the enrollment of all eligible schools in that school system.
- The local school system will be responsible for ensuring that the distribution of funds supports locally negotiated incentives; monitoring the use of the funds; and for completing reports as required by MSDE for state and federal accountability requirements.
- The criteria for incentives includes:
 - distributing funds to teachers/principals who have a proven track record demonstrating the ability to significantly improve student academic performance; or
 - Distributing funds to teachers who have obtained certification by the National Board for Professional Teaching standards
- Incentives to individuals may range from \$2,000 to \$10,000.
- A total of \$1,072,000 will be available each year for three years with funds for the first year to be available in July 2011 (RTTT Year I funds distributed over years 2, 3, and 4).
- The Maryland State Department of Education (MSDE) will monitor the use of the funds through the Master Plan process. LEAs will be asked to provide specific details about the expenditure of their funds through the Master Plan update.

Eligible Schools for 2011-2012

Baltimore City Public Schools

Booker T. Washington Middle

Paul Lawrence Dunbar Middle

Calverton Elementary/Middle

Garrison Middle

William C. March Middle

Francis M. Wood Alternative High

Frederick Douglas High

Augusta Fells Savage Institute of Visual Arts High

Institute of Business and Entrepreneurship High

Maryland Academy of Technology and Health Sciences High Public Charter

Cherry Hill Elementary/Middle

Commodore John Rogers Elementary/Middle

Prince George's County Public Schools

G. James Gholson Middle

Benjamin Stoddert Middle

Drew Freeman Middle

Thurgood Marshall Middle