



BALTIMORE COUNTY PUBLIC SCHOOLS

REPORT ON SCHOOL STAFFING

2004-2005

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Report on School Staffing 2004-2005

I. Introduction

The Baltimore County Public Schools (BCPS) instituted a plan in April, 2004 for Staffing Title I and Priority 1 and 2 Schools for the 2004-2005 school year. This plan addressed performance goals and indicators approved by the Board of Education in the *Blueprint for Progress* and the Master Plan.

The plan stated that prior to June 1, 2004, the staffing of teachers in critical shortage areas for Title I (elementary/middle schools) and Priority 1 and 2 secondary schools would be considered first. Vacancies in non-critical shortage areas would be filled based on performance goals, indicators, and individual school needs. After May 31, 2004, the Department of Human Resources would review and assess vacancies in all schools and assign teachers to schools based on individual school needs. The staffing plan outlined staffing timelines for hiring and teacher transfers. (Staffing Title I and Priority 1 and 2 Schools-2004-2005) See Addendums 1-5

II. Hiring of Teachers for the 2004-2005 School Year

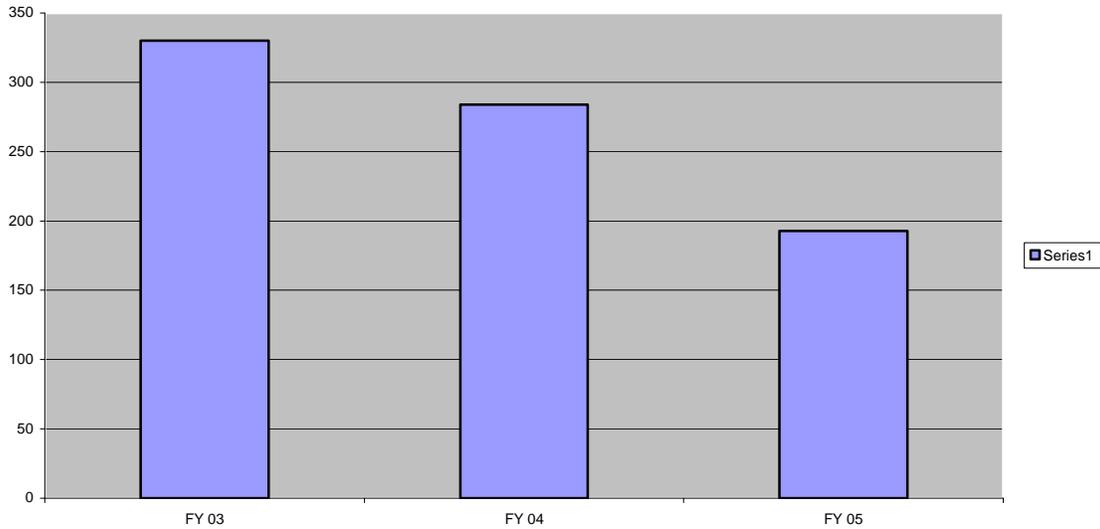
Despite an extremely competitive employment market characterized by a significant teacher shortage, the Baltimore County Public Schools opened for students with nearly a full complement of certificated staff and a relatively small number of vacancies in most support services areas.

In the area of teacher employment, as of September 07, 2004, The Office of Personnel had hired 974 teachers from a pool of over 4,200 applicants. On that date, there were 6.7 instructional classroom vacancies. This number of vacancies represents less than one-quarter of one percent of teacher positions. The large majority of these vacancies were the result of last-minute resignations. Critical shortages were apparent this year in the areas of mathematics, science, special education, reading, and several special areas such as Spanish and vocal music.

Even with the persistent challenges of teacher supply and demand, we have been able to attract and hire well-qualified, strong candidates for its teaching positions. On September 21, 2004, our evaluation of credentials reflected that it was requesting conditional certificates for 193 new teachers. This represented a decrease from the 284 requested in 2003-2004 and reflects continued focus on attracting and hiring highly qualified teachers for all BCPS schools. In addition, efforts to complete an early initial credential review promise to improve the rate at which BCPS conditional teachers achieve regular certification. Consequently, BCPS projects that the majority of these conditionally certificated new teachers will be eligible for regular certification before the end of the current school year. In many cases, new conditional teachers hired hold or are eligible for certification in other states or need

one or more Praxis tests and/or one or two courses to meet Maryland’s requirements. The following tables reflect the number of new teachers hired with conditional certification for the past three years and the total number of conditional teachers employed in the school system for the 2003-2004 and 2004-2005 school years. (Certification Reports)

**Total Conditional Hired Teachers
FY 03 through FY 05**



Total Teachers Hired Conditionally

2002-2003	330
2003-2004	284
2004-2005	193

Total Conditional Teachers

Schools	Total Teachers FY04	Total Conditional FY04		Total Teachers FY05	Total Conditional FY05
Elementary Schools	3,555	158		3,685	88
Middle Schools	1,801	292		1,845	208
High Schools	2,307	406		2,395	353
Totals	7,663	856		7,925	649

Over the past two years, the total number of conditional teachers in Baltimore County Public Schools has decreased from 856 to 649, a decrease of 24.2%.

It is important to note that successful hiring is the direct result of committed, year-round recruitment conducted by Personnel staff, school administrators, and central office administrators. Systemwide participation in teacher recruitment continues to pay dividends for our students, and the Office of Personnel is grateful for the efforts of the entire school system's staff. Despite an increasingly competitive market and candidate shortages, minority hiring for the 2004-2005 school year increased significantly over last year; 19.6% of BCPS newly hired teachers this year are minorities.

Minority Hiring Patterns - Systemwide

2004-2005	19.6%
2003-2004	15.7%
2002-2003	16.1%
2001-2002	17.8%
2000-2001	17.5%
1999-2000	18.4%

The advent of *No Child Left Behind* renews and supports our challenge of hiring “highly qualified” teachers and paraprofessionals for Title I schools. Summary information regarding teacher hiring for these schools is attached. As of September 21, a total of 23 teachers in core subject areas who are not considered “highly qualified” have been hired for these schools; in many cases, they will achieve the required certification status retroactively to July 1 once tests are completed or out-of-state certificates are received. There were 104 total teachers in Title I schools with conditional certification. This was down from 127 teachers in 2003-2004. This reduction would have been more dramatic

had it not been for the fact that five additional schools (one elementary and four middle schools) were designated as Title I for the 2004-2005 school year. All paraprofessionals hired for Title I schools for the 2004-05 school year were “highly qualified” as defined under NCLB.

Teaching Certificates Held By Title I Teachers

School Year	Professional	Conditional	Total Conditional
2004-2005	94.5%	5.5%	104
2003-2004	92.3%	7.7%	127

We have made significant progress in reducing the percentage of conditional teachers in our priority middle and high schools; however, there are some middle and high schools that continue to have high percentages of conditional teachers.

An analysis of the data indicates that Southwest Academy, Old Court Middle School, Woodlawn High School, and Randallstown High School have more than twice the school system average of provisionally certified teachers. The data also indicates that there are additional priority middle and high schools identified that continue to need assistance to reduce the number of non-highly qualified teachers. (see table on next page)

The Baltimore County Public Schools will continue to hire highly qualified teachers for all schools.

Middle Schools

School	Total Conditionals FY04	Total Conditionals FY05	New Hire Conditionals FY04	New Hire Conditionals FY05
Old Court MS	45.3%	29.3%	8.0	2.0
Southwest Academy	43.2%	35.6%	11.0	9.0
Deer Park Magnet MS	25.9%	17.6%	11.0	3.0
Woodlawn MS	29.2%	17.4%	8.0	1.0
Deep Creek MS	18.3%	16.7%	2.0	4.0
County Average	16.2%	11.3%		

High Schools

School	Total Conditionals FY04	Total Conditionals FY05	New Hire Conditionals FY04	New Hire Conditionals FY05
Woodlawn HS	40.5%	31.6%	16.0	7.0
Randallstown HS	44.7%	32.6%	16.0	9.0
Milford Mill Acad.	33.7%	24.5%	13.0	2.0
Overlea HS	26.2%	21.8%	8.0	3.0
Kenwood HS	16.8%	14.7%	6.0	5.0
Dundalk HS	20.6%	17.5%	15.0	8.0
County Average	17.6%	15.4%		

III. Incentives for Hiring of Highly Qualified Teachers for Title I and Priority Schools.

All new teachers hired for the 2004-2005 school year must be highly qualified or complete requirements for highly qualified status by August, 2006. All teachers employed in the Baltimore County Public Schools for the 2006-2007 school year must meet the MSDE certification requirements.

Hiring Initiatives

A. Tuition reimbursement for teachers at Title I Schools

Conditional teachers employed at Title I Schools will be eligible for additional tuition assistance to complete requirements for highly qualified status.

B. Great Beginnings Program

The school system will continue the very successful Great Beginnings Program. This program will allow for the hiring of highly qualified December graduates in critical shortage areas who will be placed in selected priority secondary schools. These highly qualified teachers will be assigned to team-teach with highly qualified experienced teachers.

C. Signing Bonuses

The Baltimore County Public Schools will offer signing bonuses and relocation stipends to highly qualified teachers hired for critical shortage areas in priority middle and secondary schools and Title I schools in school improvement. Eighty-one (81) teachers received signing bonuses to teach at priority schools for the 2004-2005 school year. Included within these eighty-one were twenty-six (26) Math and twenty-eight (28) science teachers.

IV. Recruitment Strategies

As we move into a new school year, the Office of Personnel will continue to aggressively recruit and expand upon the successes while developing additional strategies to address shortage areas. The focus continues to be that of providing the best educational professionals and related support for students in pursuit of Baltimore County Public Schools' goals of educational excellence. To ensure that our efforts reflect the need for recruitment of highly qualified teacher candidates across core and critical need subject areas and that recruiting trips are reflective of programs which produce highly qualified educators, the Office of Personnel will increase the focus on hiring special education, English, math, and science teachers. At the same time, the Office will not neglect the need to recruit and hire highly

qualified elementary and non-critical need teachers. This will be accomplished utilizing the following strategies:

1. Significantly increase the number of advanced contracts offered to highly qualified candidates.
2. Increase the number of National Council for Accreditation in Teacher Education (NCATE) schools from which we recruit. In 2003-04, 47.73% of the schools from which we recruited were NCATE accredited. The 2004-05 recruiting schedule includes 87.27% NCATE accredited colleges and universities. The remaining 12.73% is primarily composed of local colleges and universities and schools with which we plan to maintain established relationships and, while not NCATE accredited, have in the past produced candidates who are eligible for certification.
3. The Executive Directors of Schools, principals, and teachers of Title I and Priority Schools will be an integral part of the recruiting plan for 2004-05.
4. The Office of Personnel will increase its recruiting at the historically black colleges and universities (HBCU) from five (5) in 2003-2004 to twenty one (21) in 2004-05. The recruitment plan includes one Hispanic Serving Institution (Texas State – San Marcos) and four universities which have been identified by Asian Nation as “Best Colleges for Asian American.” The Office of Personnel has also added one of the most ethnically diverse universities in the country (Florida International University) to its schedule and, locally, will focus strong recruiting efforts on the University of Maryland – Baltimore County, as UMBC has a very ethnically diverse student population.
5. The use of technology has been expanded with the implementation of a certification website, the utilization of a recruitment website (Teacher.Teacher.com), and the development and implementation of the BCPS recruitment CD.
6. The Office of Personnel will expand the Resident Teachers Certification Program (RTC) for Math, Science, English and Special Education.

V. Conclusions

The *No Child Left Behind Act of 2001* (NCLB) requires that all teachers of core academic subjects working in Title I and non-Title I schools be highly qualified or complete all requirements for highly qualified status by August, 2006. Additionally, Baltimore County Public Schools has independently mandated that all teachers employed in Baltimore County Public Schools for the 2006-2007 school year must meet the requirements for “highly qualified.”

The Baltimore County Public Schools will continue to recruit and place highly qualified teachers in all schools, with priority given to Title I schools and Priority 1 schools. We believe that the above initiatives will enable the school system to accomplish the goals of recruiting and retaining a high quality teaching staff.

Staffing Title I and Priority 1 and 2 Schools 2004-2005 School Year

The Baltimore County Public School System is committed to recruiting and hiring highly qualified teachers for all schools according to State law and as approved by the Board of Education in the *Blueprint for Progress* and the Master Plan. As part of this commitment, the following performance goals and performance indicators will be addressed:

Performance Goal 1

By 2007, all students will reach high standards, as established by the Baltimore County Public Schools and State proficiency levels in reading/language arts, mathematics, science, and social studies.

Performance Indicators for Goal 1

- 1.1 All diploma-bound students in grades 3-8 and 10 will meet or exceed Maryland School Assessment (MSA) standards. (State standard)
- 1.4 All students who earn a certificate of attendance will have documented evidence of their attainment of knowledge and skills within their prescribed programs. (State standard)
- 1.12 All students will acquire one fine arts credit by passing a course that is driven by the Maryland Content Standards. (State standard)
- 1.13 All students successfully completing Algebra I, biology, English 9, geometry, and government will pass the Maryland High School Assessment on their first attempt. (BCPS standard)

Performance Goal 3

By 2005-2006, all students will be taught by highly qualified teachers.

Performance Indicators for Goal 3

- 3.1 All teachers and paraprofessionals will meet the requirements for “highly qualified,” as defined by *No Child Left Behind* and the *Bridge to Excellence in Public Schools Education Act*. (BCPS standard)
- 3.3 All mathematics teachers in middle schools will demonstrate content mastery through comprehensive testing or will possess a Maryland State

Department of Education teaching certificate with an endorsement in secondary mathematics. (BCPS standard)

- 3.4 All new teachers in Title I schools will meet the standard of “highly qualified” when hired. (State standard)

Prior to June 1, 2004, the staffing of teachers in critical shortage areas for Title I (elementary/middle schools) and Priority 1 and 2 secondary schools will be considered first. Vacancies in non-critical shortage areas will be filled based on performance goals and indicators and individual school needs. After May 31, 2004, the Department of Human Resources will review and assess vacancies in all schools and assign teachers to schools based on individual school needs. The Executive Director of Human Resources will monitor and report the transfer, assignment, and hiring of teachers based on performance goals and indicators and individual school needs.

Classroom Subjects identified as Critical Shortage Areas for this process are:

- Mathematics
- English
- Science
- Special Education (content)
- World Languages (Spanish)
- Reading Specialists

All other classroom subjects will be reviewed and assessed on a school-by-school basis.

Staffing Timelines

April 9 Principals' Organizational Worksheets are to be completed.

- Executive Director of Schools will review and approve the instructional component of each school's organization.
- Upon the completion of the Executive Directors' review and approval, the personnel officers will identify and begin to fill vacancies in critical shortage subject areas by transfers and new hires in Title I (elementary/middle schools) and Priority 1 and 2 Secondary Schools.
- All other vacancies will begin to be filled based upon performance goals and indicators and individual school needs.

May 4 Annual Transfer Meeting

- Transfers between Title 1 (elementary/middle schools) or Priority 1 or 2 Schools will be allowed based upon individual school needs.
- Transfers from a Title 1 (elementary/middle schools) or Priority 1 or 2 School to a non-Title 1 or non-Priority 1 or 2 School will be allowed when a highly qualified replacement is available to fill the resultant vacancy.
- Transfers of highly qualified teachers from non-Priority or non-Title 1 Schools to Title 1 or Priority 1 or 2 Schools will be based upon performance goals and indicators and individual school needs.
- Transfers of highly qualified teachers between non-Priority and non-Title 1 Schools will be allowed based on performance goals and indicators and individual school needs.
- Transfers of non-critical shortage areas will be allowed based on performance goals and indicators and individual school needs.
- All highly qualified teachers returning from leave or being surplusd will be considered first by principals of Title 1 (elementary/middle schools) or Priority 1 or 2 Schools before being assigned to other vacancies.

June 1 Review and assessment of existing vacancies will be conducted in all schools.

Title I Conditional New Hire Information Comparison by Area

Schools September 21, 2004	Area	Title I	Total Teachers	Conditional	Professional	% Conditional	% Professional	Total New Teachers	New Conditional Hires	% Conditional
HALSTEAD ACADEMY	CN	1	39	2	37	4.4%	95.6%	6	1.0	
WHITE OAK SCHOOL	CN	1	46	3	43	6.5%	93.5%	7	2.0	
Total Central Area Title I		2	85	4.7	80.3	6.5%	93.5%	13	3	23.1%
ELMWOOD ELEM	NE	1	40	0	40	0.0%	100.0%	5.0	0.0	
GLENMAR ELEM	NE	1	28	1	27	3.6%	96.4%	6.0	1.0	
GOLDEN RING MIDDLE	NE	1	65	6	59	9.2%	90.8%	8.0	2.0	
MARTIN BLVD ELEM	NE	1	25	0	25	0.0%	100.0%	0.0	0.0	
MCCORMICK ELEM	NE	1	29	0	29	0.0%	100.0%	2.0	0.0	
MIDDLE RIVER MIDDLE	NE	1	70	3	67	4.3%	95.7%	2.0	1.0	
MIDDLESEX ELEM	NE	1	41	0	41	0.0%	100.0%	5.0	0.0	
SHADY SPRING ELEM	NE	1	37	1	36	2.7%	97.3%	5.0	0.0	
VICTORY VILLA ELEM	NE	1	26	0	26	0.0%	100.0%	0.0	0.0	
Total Northeast Area Title I		9	361	11	350	3.0%	97.0%	33	4	12.1%
MILBROOK ELEM	NW	1	27	2	25	7.4%	92.6%	3.0	0.0	
OLD COURT MIDDLE	NW	1	75	22	53	29.3%	70.7%	7.0	2.0	
OWINGS MILLS ELEM	NW	1	48	0	48	0.0%	100.0%	2.0	0.0	
SCOTTS BRANCH ELEM	NW	1	42	1	41	2.4%	97.6%	6.0	0.0	
Total Northwest Area Title I		4	192	25	167	13.0%	87.0%	18	2	11.1%
BATTLE GROVE ELEM	SE	1	31	1	30	3.2%	96.8%	5.0	1.0	
BATTLE MONUMENT SCHO	SE	1	23	1	22	4.3%	95.7%	2.0	0.0	
BERKSHIRE ELEM	SE	1	27	0	27	0.0%	100.0%	2.0	0.0	
CHARLESMONT ELEM	SE	1	26	2	24	7.7%	92.3%	1.0	0.0	
CHASE ELEM	SE	1	26	1	25	3.8%	96.2%	1.0	0.0	
COLGATE ELEM	SE	1	26	0	26	0.0%	100.0%	0.0	0.0	
DEEP CREEK ELEM	SE	1	36	0	36	0.0%	100.0%	5.0	0.0	
DEEP CREEK MIDDLE	SE	1	66.0	11.0	55	16.7%	83.3%	13.0	3.0	
DUNDALK ELEM	SE	1	42	0	42	0.0%	100.0%	4.0	0.0	
DUNDALK MIDDLE	SE	1	51.0	2.0	49	3.9%	96.1%	8.0	2.0	
HAWTHORNE ELEM	SE	1	38	0	38	0.0%	100.0%	5.0	0.0	
HOLABIRD MIDDLE	SE	1	60	5	55	8.3%	91.7%	10.0	2.0	
LOGAN ELEM	SE	1	36	1	35	2.8%	97.2%	2.0	0.0	
MARS ESTATES ELEM	SE	1	31	0	31	0.0%	100.0%	0.0	0.0	
NORWOOD ELEM	SE	1	39	3	36	7.7%	92.3%	2.0	1.0	
SANDALWOOD ELEM	SE	1	36	1	35	2.8%	97.2%	4.0	1.0	
SANDY PLAINS ELEM	SE	1	45	0	45	0.0%	100.0%	5.0	0.0	
SUSSEX ELEM	SE	1	27	0	27	0.0%	100.0%	0.0	0.0	
Total Southeast Area Title I		18	666	28	638	4.2%	95.8%	69	10	14.5%

Title I Conditional New Hire Information Comparison by Area

Schools September 21, 2004	Area	Title I	Total Teachers	Conditional	Professional	% Conditional	% Professional	Total New Teachers	New Conditional Hires	% Conditional
BALTO HIGHLANDS ELEM	SW	1	41	0	41	0.0%	100.0%	6.0	0.0	
CHADWICK ELEM	SW	1	34	1	33	2.9%	97.1%	5.0	1.0	
DOGWOOD ELEM	SW	1	41	1	40	2.4%	97.6%	5.0	0.0	
EDMONDSON HGHTS ELEM	SW	1	50	3	47	6.0%	94.0%	4.0	0.0	
FEATHERBED LANE ELEM	SW	1	52	4	48	7.7%	92.3%	10.0	1.0	
HEBBVILLE ELEM	SW	1	40	1	39	2.5%	97.5%	7.0	0.0	
JOHNNYCAKE ELEM	SW	1	39	1	38	2.6%	97.4%	7.0	0.0	
LANSDOWNE ELEM	SW	1	33	2	31	6.1%	93.9%	3.0	0.0	
LANSDOWNE MIDDLE	SW	1	62.0	4.0	58	6.5%	93.5%	8.0	2.0	
MAIDEN CHOICE SCHOOL	SW	1	24	1	23	4.2%	95.8%	2.0	1.0	
POWHATAN ELEM	SW	1	24	0	24	0.0%	100.0%	5.0	0.0	
RIVERVIEW ELEM	SW	1	36	0	36	0.0%	100.0%	12.0	0.0	
WINFIELD ELEM	SW	1	29	3	26	10.3%	89.7%	3.0	1.0	
WOODLAWN MIDDLE	SW	1	69.0	12.0	57	17.4%	82.6%	11.0	1.0	
WOODMOOR ELEM	SW	1	42	3	39	7.1%	92.9%	6.0	1.0	
Total Southwest Area Title I		15	616	36	580	5.8%	94.2%	94	8	8.5%
Total System		48	1920	104.7	1815.3	5.5%	94.5%	227	27	11.9%

**Baltimore County Public Schools
Elementary School Staffing Report
Conditional and Provisional Certification (By Areas)**

ELEM School Certification Report							9/21/2004	New Teachers FY05		
Schools September 21, 2004	Area	Title I	Total Teachers	Conditional	Professional	% Conditional	% Professional	Total New Teachers	Conditional	% Conditional
CARROLL MANOR ELEM	CN		27	0	27	0.0%	100.0%	0	0.0	
CROMWELL ELEM MAGNET	CN		27	1	26	3.7%	96.3%	0	0.0	
FIFTH DISTRICT ELEM	CN		21	0	21	0.0%	100.0%	0	0.0	
HALSTEAD ACADEMY	CN	1	39	2	37	5.1%	94.9%	6	1.0	
HAMPTON ELEM	CN		25	0	25	0.0%	100.0%	1	0.0	
JACKSONVILLE ELEM	CN		38	0	38	0.0%	100.0%	1	0.0	
LUTHERVILLE LAB TECH	CN		28	0	28	0.0%	100.0%	0	0.0	
OAKLEIGH ELEM	CN		36	0	36	0.0%	100.0%	2	0.0	
PADONIA ELEM	CN		25	2	23	8.0%	92.0%	1	0.0	
PINEWOOD ELEM	CN		35	1	34	2.9%	97.1%	2	1.0	
PLEASANT PLAINS ELEM	CN		35	1	34	2.9%	97.1%	3	0.0	
POT SPRING ELEM	CN		34	0	34	0.0%	100.0%	1	0.0	
PRETTYBOY ELEM	CN		27	0	27	0.0%	100.0%	0	0.0	
RIDERWOOD ELEM	CN		32	1	31	3.1%	96.9%	1	0.0	
RIDGE-RUXTON SCHOOL	CN		31	2	29	6.5%	93.5%	0	0.0	
RODGERS FORGE ELEM	CN		31	0	31	0.0%	100.0%	1	0.0	
SEVENTH DIST ELEM	CN		26	0	26	0.0%	100.0%	3	0.0	
SPARKS ELEM	CN		32	1	31	3.1%	96.9%	2	1.0	
STONELEIGH ELEM	CN		36	1	35	2.8%	97.2%	3	0.0	
TIMONIUM ELEM	CN		30	0	30	0.0%	100.0%	0	0.0	
VILLA CRESTA ELEM	CN		38	0	38	0.0%	100.0%	3	0.0	
WARREN ELEM	CN		25	0	25	0.0%	100.0%	0	0.0	
WHITE OAK SCHOOL	CN	1	46	3	43	6.5%	93.5%	7	2.0	
Totals: Central Area		2	724	15	709	2.1%	97.9%	37	5	13.5%

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Elementary School Staffing Report
Conditional and Provisional Certification (By Areas)**

Schools September 21, 2004	Area	Title I	Total Teachers	Conditional	Professional	% Conditional	% Professional	Total New Teachers	Conditional	% Conditional
CARNEY ELEM	NE		35	1	34	2.9%	97.1%	0	0	
CHAPEL HILL ELEM	NE		40	1	39	2.5%	97.5%	4.0	1.0	
ELMWOOD ELEM	NE	1	40	0	40	0.0%	100.0%	4.0	0.0	
ESSEX ELEM	NE		31	1	30	3.2%	96.8%	1.0	0.0	
FULLERTON ELEM	NE		33	0	33	0.0%	100.0%	2.0	0.0	
GLENMAR ELEM	NE	1	28	1	27	3.6%	96.4%	6.0	1.0	
GUNPOWDER ELEM	NE		33	1	32	3.0%	97.0%	0.0	0.0	
HARFORD HILLS ELEM	NE		29	1	28	3.4%	96.6%	2.0	1.0	
JOPPA VIEW ELEM	NE		37	0	37	0.0%	100.0%	1.0	0.0	
KINGSVILLE ELEM	NE		26	1	25	3.8%	96.2%	1.0	0.0	
MARTIN BLVD ELEM	NE	1	25	0	25	0.0%	100.0%	0.0	0.0	
MCCORMICK ELEM	NE	1	29	0	29	0.0%	100.0%	2.0	0.0	
MIDDLESEX ELEM	NE	1	41	0	41	0.0%	100.0%	5.0	0.0	
OREMS ELEM	NE		24	0	24	0.0%	100.0%	3.0	0.0	
PERRY HALL ELEM	NE		25	0	25	0.0%	100.0%	2.0	0.0	
PINE GROVE ELEM	NE		33	0	33	0.0%	100.0%	1.0	0.0	
<i>RED HOUSE RUN ELEM</i>	<i>NE</i>		<i>34</i>	<i>2</i>	<i>32</i>	<i>5.9%</i>	<i>94.1%</i>	<i>3.0</i>	<i>0.0</i>	
SEVEN OAKS ELEM	NE		30	1	29	3.3%	96.7%	2	0.0	
SHADY SPRING ELEM	NE	1	37	1	36	2.7%	97.3%	5.0	0.0	
VICTORY VILLA ELEM	NE	1	26	0	26	0.0%	100.0%	0.0	0.0	
Totals: Northeast Area		7	636	11	625	1.7%	98.3%	44	3.0	6.8%

**Baltimore County Public Schools
Elementary School Staffing Report
Conditional and Provisional Certification (By Areas)**

Schools September 21, 2004	Area	Title I	Total Teachers	Conditional	Professional	% Conditional	% Professional	Total New Teachers	Conditional	% Conditional
BEDFORD ELEM	NW		25	1	24	4.0%	96.0%	6.0	0.0	
CAMPFIELD ECLD CTR	NW		32	0	32	0.0%	100.0%	1.0	0.0	
CEDARMERE ELEM	NW		37	0	37	0.0%	100.0%	5.0	0.0	
CHATSWORTH SCHOOL	NW		38	2	36	5.3%	94.7%	3.0	0.0	
CHURCH LANE ELEM TECH	NW		33	2	31	6.1%	93.9%	4.0	1.0	
DEER PARK ELEM	NW		32	1	31	3.1%	96.9%	2.0	0.0	
FORT GARRISON ELEM	NW		29	0	29	0.0%	100.0%	0.0	0.0	
FRANKLIN ELEM	NW		36	0	36	0.0%	100.0%	3.0	0.0	
GLYNDON ELEM	NW		35	0	35	0.0%	100.0%	4.0	0.0	
HERNWOOD ELEM	NW		35	0	35	0.0%	100.0%	4.0	0.0	
MILBROOK ELEM	NW	1	27	2	25	7.4%	92.6%	3.0	0.0	
NEW TOWN ELEM	NW		56	2	54	3.6%	96.4%	8.0	1.0	
OWINGS MILLS ELEM	NW	1	48	0	48	0.0%	100.0%	2.0	0.0	
RANDALLSTOWN ELEM	NW		27	0	27	0.0%	100.0%	2.0	0.0	
REISTERSTOWN ELEM	NW		33	1	32	3.0%	97.0%	5.0	0.0	
SCOTTS BRANCH ELEM	NW	1	42	1	41	2.4%	97.6%	6.0	0.0	
SUMMIT PARK ELEM	NW		26	1	25	3.8%	96.2%	2.0	0.0	
TIMBER GROVE ELEM	NW		41	0	41	0.0%	100.0%	3.0	0.0	
WELLWOOD INTL SCHOOL	NW		40	4	36	10.0%	90.0%	2.0	0.0	
WINAND ELEM	NW		36	2	34	5.6%	94.4%	4.0	2.0	
Totals: Northwest Area		3	708	19	689	2.7%	97.3%	69.0	4.0	5.8%

**Baltimore County Public Schools
Elementary School Staffing Report
Conditional and Provisional Certification (By Areas)**

Schools September 21, 2004	Area	Title I	Total Teachers	Conditional	Professional	% Conditional	% Professional	Total New Teachers	Conditional	% Conditional
BATTLE GROVE ELEM	SE	1	38	1	37	2.6%	97.4%	5.0	1.0	
BATTLE MONUMENT SCHOOL	SE	1	33	1	32	3.0%	97.0%	2.0	0.0	
BEAR CREEK ELEM	SE		46	1	45	2.2%	97.8%	5.0	1.0	
BERKSHIRE ELEM	SE	1	33	0	33	0.0%	100.0%	2.0	0.0	
CHARLESMONT ELEM	SE	1	35	2	33	5.7%	94.3%	2.0	0.0	
CHASE ELEM	SE	1	34	1	33	2.9%	97.1%	1.0	0.0	
CHESAPEAKE TERR ELEM	SE		25	1	24	4.0%	96.0%	4.0	1.0	
COLGATE ELEM	SE	1	33	0	33	0.0%	100.0%	1.0	0.0	
DEEP CREEK ELEM	SE	1	46	0	46	0.0%	100.0%	6.0	0.0	
DUNDALK ELEM	SE	1	52	0	52	0.0%	100.0%	4.0	0.0	
EASTWOOD CENTER	SE		27	0	27	0.0%	100.0%	0.6	0.0	
EDGEMERE ELEM	SE		38	1	37	2.6%	97.4%	1.0	0.0	
GRANGE ELEM	SE		36	1	35	2.8%	97.2%	3.0	0.0	
HAWTHORNE ELEM	SE	1	50	0	50	0.0%	100.0%	6.0	0.0	
LOGAN ELEM	SE	1	44	1	43	2.3%	97.7%	3.0	0.0	
MARS ESTATES ELEM	SE	1	40	0	40	0.0%	100.0%	0.0	0.0	
MIDDLEBOROUGH ELEM	SE		34	1	33	2.9%	97.1%	1.0	1.0	
NORWOOD ELEM	SE	1	48	3	45	6.3%	93.8%	2.0	1.0	
OLIVER BEACH ELEM	SE		31	0	31	0.0%	100.0%	0.0	0.0	
SANDALWOOD ELEM	SE	1	52	1	51	1.9%	98.1%	5.0	1.0	
SANDY PLAINS ELEM	SE	1	57	0	57	0.0%	100.0%	5.0	0.0	
SENECA ELEM	SE		29	1	28	3.4%	96.6%	5.0	1.0	
SUSSEX ELEM	SE	1	27	0	27	0.0%	100.0%	0.0	0.0	
Totals: Southeast Area		15	888	16	872	1.8%	98.2%	63.6	7.0	11.0%

**Baltimore County Public Schools
Elementary School Staffing Report
Conditional and Provisional Certification (By Areas)**

Schools September 21, 2004	Area	Title I	Total Teachers	Conditional	Professional	% Conditional	% Professional	Total New Teachers	Conditional	% Conditional
ARBUTUS ELEM	SW		26	1	25	3.8%	96.2%	0.0	0.0	
BALTO HIGHLANDS ELEM	SW	1	38	0	38	0.0%	100.0%	6.0	0.0	
CATONSVILLE ELEM	SW		30	4	26	13.3%	86.7%	4.0	1.0	
CHADWICK ELEM	SW	1	34	1	33	2.9%	97.1%	5.0	1.0	
DOGWOOD ELEM	SW	1	41	1	40	2.4%	97.6%	5.0	0.0	
EDMONDSON HGHTS ELEM	SW	1	50	3	47	6.0%	94.0%	4.0	0.0	
FEATHERBED LANE ELEM	SW	1	52	4	48	7.7%	92.3%	10.0	1.0	
HALETHORPE ELEM	SW		32	2	30	6.3%	93.8%	3.0	0.0	
HEBBVILLE ELEM	SW	1	30	1	29	3.3%	96.7%	7.0	0.0	
HILLCREST ELEM	SW		40	0	40	0.0%	100.0%	1.0	0.0	
JOHNNYCAKE ELEM	SW	1	39	1	38	2.6%	97.4%	7.0	0.0	
LANSDOWNE ELEM	SW	1	33	2	31	6.1%	93.9%	3.0	0.0	
MAIDEN CHOICE SCHOOL	SW	1	24	1	23	4.2%	95.8%	2.0	1.0	
POWHATAN ELEM	SW	1	24	0	24	0.0%	100.0%	5.0	0.0	
RELAY ELEM	SW		33	0	33	0.0%	100.0%	4.0	0.0	
RIVERVIEW ELEM	SW	1	36	0	36	0.0%	100.0%	12.0	0.0	
WESTCHESTER ELEM	SW		33	0	33	0.0%	100.0%	1.0	0.0	
WESTOWNE ELEM	SW		36	0	36	0.0%	100.0%	5.0	0.0	
WINFIELD ELEM	SW	1	29	3	26	10.3%	89.7%	3.0	1.0	
WOODBIDGE ELEM	SW		27	0	27	0.0%	100.0%	0.0	0.0	
WOODMOOR ELEM	SW	1	42	3	39	7.1%	92.9%	6.0	1.0	
Totals: Southwest Area		13	729	27	702	3.7%	96.3%	93.0	6.0	6.5%
TOTALS		40	3,685	88	3,597	2.4%	97.6%	306.6	25.0	8.2%

**Baltimore County Public Schools
Middle School Staffing Report
Conditional and Provisional Certification (By Areas)**

Middle School Certification Report							9/21/2004	New Teachers FY05		
Schools September 21, 2004	Area	Title I	Total Teachers	Conditional	Professional	% Conditional	% Professional	Total New Teachers	Conditional	% Conditional
COCKEYSVILLE MIDDLE	CN		57.0	3.0	54.0	5.3%	94.7%	5.0	3.0	
DUMBARTON MIDDLE	CN		67.0	0.0	67.0	0.0%	100.0%	5.0	0.0	
HEREFORD MIDDLE	CN		69.0	5.0	64.0	7.2%	92.8%	4.0	2.0	
LOCH RAVEN TECH ACAD	CN		77.0	13.0	64.0	16.9%	83.1%	12.0	2.0	
RIDGELY MIDDLE	CN		70.0	2.0	68.0	2.9%	97.1%	5.0	1.0	
Totals: Central		0	340.0	23.0	317.0	6.8%	93.2%	31.0	8.0	26%
GOLDEN RING MIDDLE	NE	1	65.0	6.0	59.0	9.2%	90.8%	8.0	2.0	
MIDDLE RIVER MIDDLE	NE	1	69.0	3.0	66.0	4.3%	95.7%	2.0	1.0	
PARKVILLE MIDDLE	NE		78.0	6.0	72.0	7.7%	92.3%	5.0	1.0	
PERRY HALL MIDDLE	NE		101.0	5.0	96.0	5.0%	95.0%	6.0	2.0	
PINE GROVE MIDDLE	NE		81.0	4.0	77.0	4.9%	95.1%	4.0	1.0	
STEMMERS RUN MIDDLE	NE		70.0	6.0	64.0	8.6%	91.4%	13.0	6.0	
Totals: Northeast Area		2	464.0	30.0	434.0	6.5%	93.5%	38.0	13.0	34%
DEER PARK MID/MAGNET	NW		85.0	15.0	70.0	17.6%	82.4%	12.0	3.0	
FRANKLIN MIDDLE	NW		95.0	13.0	82.0	13.7%	86.3%	7.0	2.0	
OLD COURT MIDDLE	NW	1	75.0	22.0	53.0	29.3%	70.7%	8.0	2.0	
PIKESVILLE MIDDLE	NW		78.0	5.0	73.0	6.4%	93.6%	12.0	3.0	
SUDBROOK MAGNET MDL	NW		75.0	12.0	63.0	16.0%	84.0%	15.0	8.0	
Totals: Northwest Area		1	408.0	67.0	341.0	16.4%	83.6%	54.0	18.0	33%
DEEP CREEK MIDDLE	SE	1	66.0	11.0	55.0	16.7%	83.3%	13.0	3.0	
DUNDALK MIDDLE	SE	1	51.0	2.0	49.0	3.9%	96.1%	8.0	2.0	
GEN JOHN STRICKER MID	SE		69.0	4.0	65.0	5.8%	94.2%	8.0	1.0	
HOLABIRD MIDDLE	SE	1	60.0	5.0	55.0	8.3%	91.7%	10.0	2.0	
SPARROWS PT MIDDLE	SE		42.0	5.0	37.0	11.9%	88.1%	5.0	1.0	
Totals: Southeast Area		3	288.0	27.0	261.0	9.4%	90.6%	44.0	9.0	20%
ARBUTUS MIDDLE	SW		67.0	8.0	59.0	11.9%	88.1%	6.0	1.0	
CATONSVILLE MIDDLE	SW		46.0	3.0	43.0	6.5%	93.5%	4.0	0.0	
LANSDOWNE MIDDLE	SW	1	62.0	4.0	58.0	6.5%	93.5%	8.0	2.0	
MEADOWOOD EDUC CTR	SW		14.0	3.0	11.0	21.4%	78.6%	3.0	1.0	
SOUTHWEST ACADEMY	SW		87.0	31.0	56.0	35.6%	64.4%	21.0	9.0	
WOODLAWN MIDDLE	SW	1	69.0	12.0	57.0	17.4%	82.6%	11.0	1.0	
Totals: Southwest Area		2	345.0	61.0	284.0	17.7%	82.3%	53.0	14.0	26%
Totals: System		8	1,845.0	208.0	1,637.0	11.3%	88.7%	220.0	62.0	28%

**Baltimore County Public Schools
High School Staffing Report
Conditional and Provisional Certification (By Areas)**

High School Certification Report							New Teachers FY05		
Schools September 21, 2004	Area	Total Teachers	Conditional	Professional Teachers	% Conditional:	% Professional	Total New Teachers	Conditional	% Conditional
CARVER CTR ARTS TECH	CN	64.0	10.0	54.0	15.6	84.4	4.0	2.0	
DULANEY HIGH	CN	123.0	10.0	113.0	8.1	91.9	13.0	4.0	
HEREFORD HIGH	CN	89.0	9.0	80.0	10.1	89.9	12.0	5.0	
LOCH RAVEN HIGH	CN	72.0	4.0	68.0	5.6	94.4	7.0	1.0	
TOWSON HIGH	CN	96.0	16.0	80.0	16.7	83.3	12.0	5.0	
Central Totals		444.0	49.0	395.0	11.0%	89.0%	48.0	17.0	35.4%
EASTERN TECH HIGH	NE	84.0	9.0	75.0	10.7	89.3	8.0	3.0	
KENWOOD HIGH	NE	129.0	19.0	110.0	14.7	85.3	9.0	5.0	
OVERLEA HIGH	NE	87.0	19.0	68.0	21.8	78.2	8.0	3.0	
PARKVILLE HIGH	NE	137.0	14.0	123.0	10.2	89.8	14.0	5.0	
PERRY HALL HIGH	NE	147.0	15.0	132.0	10.2	89.8	12.0	5.0	
ROSEDALE CTR	NE	54.0	7.0	47.0	13.0	87.0	5.0	2.0	
Northeast Totals		638.0	83.0	555.0	13.0%	87.0%	51.0	23.0	45.1%
FRANKLIN HIGH	NW	105.0	9.0	96.0	8.6	91.4	14.0	3.0	
MILFORD MILL ACADEMY	NW	94.0	23.0	71.0	24.5	75.5	9.0	2.0	
NEW TOWN HIGH	NW	52.0	13.0	39.0	25.0	75.0	12.0	9.0	
OWINGS MILLS HIGH	NW	90.0	5.0	85.0	5.6	94.4	6.0	1.0	
PIKESVILLE HIGH	NW	76.0	10.0	66.0	13.2	86.8	4.0	2.0	
RANDALLSTOWN HIGH	NW	95.0	31.0	64.0	32.6	67.4	22.0	9.0	
Northwest Totals		512.0	91.0	421.0	17.8%	82.2%	67.0	26.0	38.8%
CHESAPEAKE HIGH	SE	74.0	12.0	62.0	16.2	83.8	11.0	4.0	
DUNDALK HIGH	SE	101.0	18.0	83.0	17.8	82.2	18.0	8.0	
PATAPSCO HIGH	SE	106.0	10.0	96.0	9.4	90.6	10.0	2.0	
SOLLERS PT TECH HIGH	SE	31.0	5.0	26.0	16.1	83.9	1.0	1.0	
SPARROWS POINT HIGH	SE	65.0	10.0	55.0	15.4	84.6	2.0	1.0	
Southeast Totals		377.0	55.0	322.0	14.6%	85.4%	42.0	16.0	38.1%
CATON CTR ALT STUDY	SW	17.0	2.0	15.0	11.8	88.2	3.0	2.0	
CATONSVILLE HIGH	SW	98.0	11.0	87.0	11.2	88.8	11.0	7.0	
LANSDOWNE HIGH	SW	91.0	9.0	82.0	9.9	90.1	14.0	4.0	
WESTERN SCH/TECHNOL	SW	82.0	10.0	72.0	12.2	87.8	6.0	4.0	
WOODLAWN HIGH	SW	136.0	43.0	93.0	31.6	68.4	22.0	7.0	
Southwest Totals		424.0	75.0	349	17.7%	82.3%	56.0	24.0	42.9%
Totals		2395.0	353.0	2,042	14.7%	85.3%	264.0	106.0	40.2%