

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** October 9, 2012  
**TO:** **BOARD OF EDUCATION**  
**FROM:** S. Dallas Dance, Ph.D., Superintendent  
**SUBJECT:** **REPORT ON SCHOOL STAFFING**  
**ORIGINATOR:** Kevin A. Hobbs, Deputy Superintendent  
**RESOURCE**  
**PERSON(S):** Alpheus Arrington, Director of Personnel

**INFORMATION**

That the Board of Education receives an update on the 2012-2013 Staffing Report.

Attachment I – Executive Summary  
Attachment II – PowerPoint Presentation

**Department of Human Resources**  
**School Staffing Report**  
**2012-2013**

**Executive Summary**

The Baltimore County Public Schools' annual school staffing report is guided by the requirements of the *No Child Left Behind Act of 2001* (NCLB), which set forth requirements relative to the employment of highly qualified teachers and paraeducators. Although Maryland has been granted flexibility in some of these requirements, others remain; including the requirement that all core subjects be taught by highly qualified teachers and that there is an equitable distribution of effective teachers.

This report reflects the significant progress made by the Department of Human Resources' Office of Personnel in the recruitment, hiring, and maintenance of a highly qualified teaching staff as defined and mandated by NCLB. The percentage of core academic subject classes taught by highly qualified teachers has increased from 62.5% in school year 2003-2004 to 94.9% in the school year 2011-12. Currently, 98.79% of core subject teachers are highly qualified and 100% of paraeducators in Title I schools meet NCLB standards.

The report illustrates the staffing of key school-based positions at the start of the current school year. All 173 BCPS' schools were staffed with principals as of September 4, 2012. The total number of new hires, employee retention rates, and number of surplus teachers and paraeducators placed are also included in the report.

As part of our commitment to continuous improvement, the Office of Personnel has identified specific strategies for reducing the number of conditionally certified teachers such as developing partnerships with area colleges and universities, establishing cohorts in hard to fill core academic areas, and issuing the Resident Teacher Certificate through Maryland State Department of Education. The implementation of these strategies has resulted in a positive seven-year trend in the employment of a highly qualified and highly effective work force.



**BALTIMORE COUNTY PUBLIC SCHOOLS**

**SCHOOL STAFFING REPORT  
2012 - 2013**

**DEPARTMENT OF HUMAN RESOURCES**

**OFFICE OF PERSONNEL**

**October 9, 2012**

# **SCHOOL-BASED VACANCIES AS OF SEPTEMBER 4, 2012**

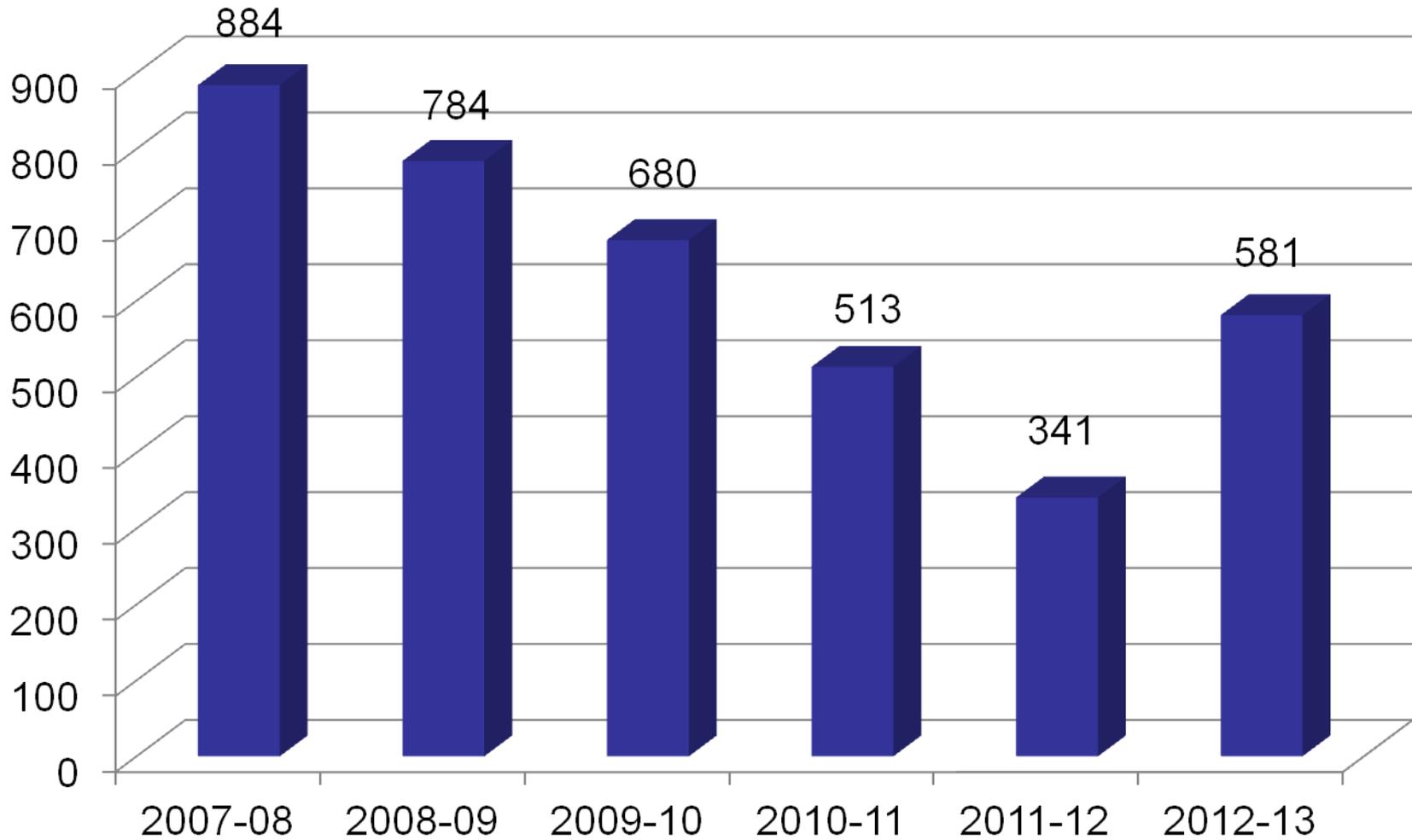
<b><u>JOB TITLE</u></b>	<b><u>FTE</u></b>
<b>PRINCIPAL</b>	<b>0.0</b>
<b>ASSISTANT PRINCIPAL</b>	<b>1.0</b>
<b>TEACHER</b>	<b>0.5</b>
<b>PARAEDUCATOR</b>	<b>7.0</b>
<b>SCHOOL SECRETARY</b>	<b>6.0</b>

# **EMPLOYEE RETENTION RATES**

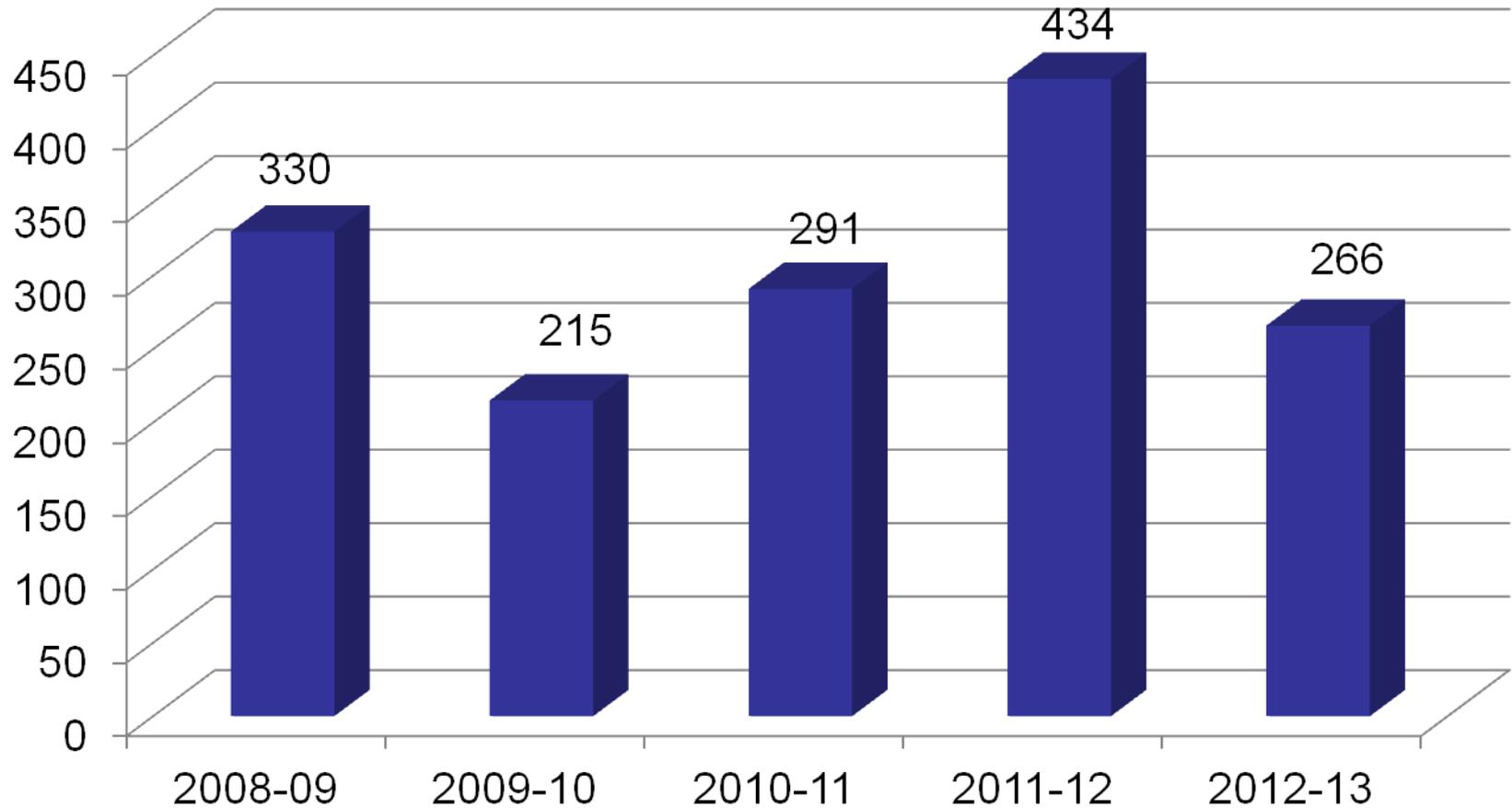
## **FISCAL YEAR 2012**

<b>PRINCIPAL</b>	<b>94.4%</b>
<b>ASSISTANT PRINCIPAL</b>	<b>97.0%</b>
<b>TEACHER</b>	<b>93.1%</b>
<b>PARAEDUCATOR</b>	<b>95.1%</b>
<b>SCHOOL SECRETARY</b>	<b>95.2%</b>
<b>ALL BCPS EMPLOYEES</b>	<b>93.2%</b>

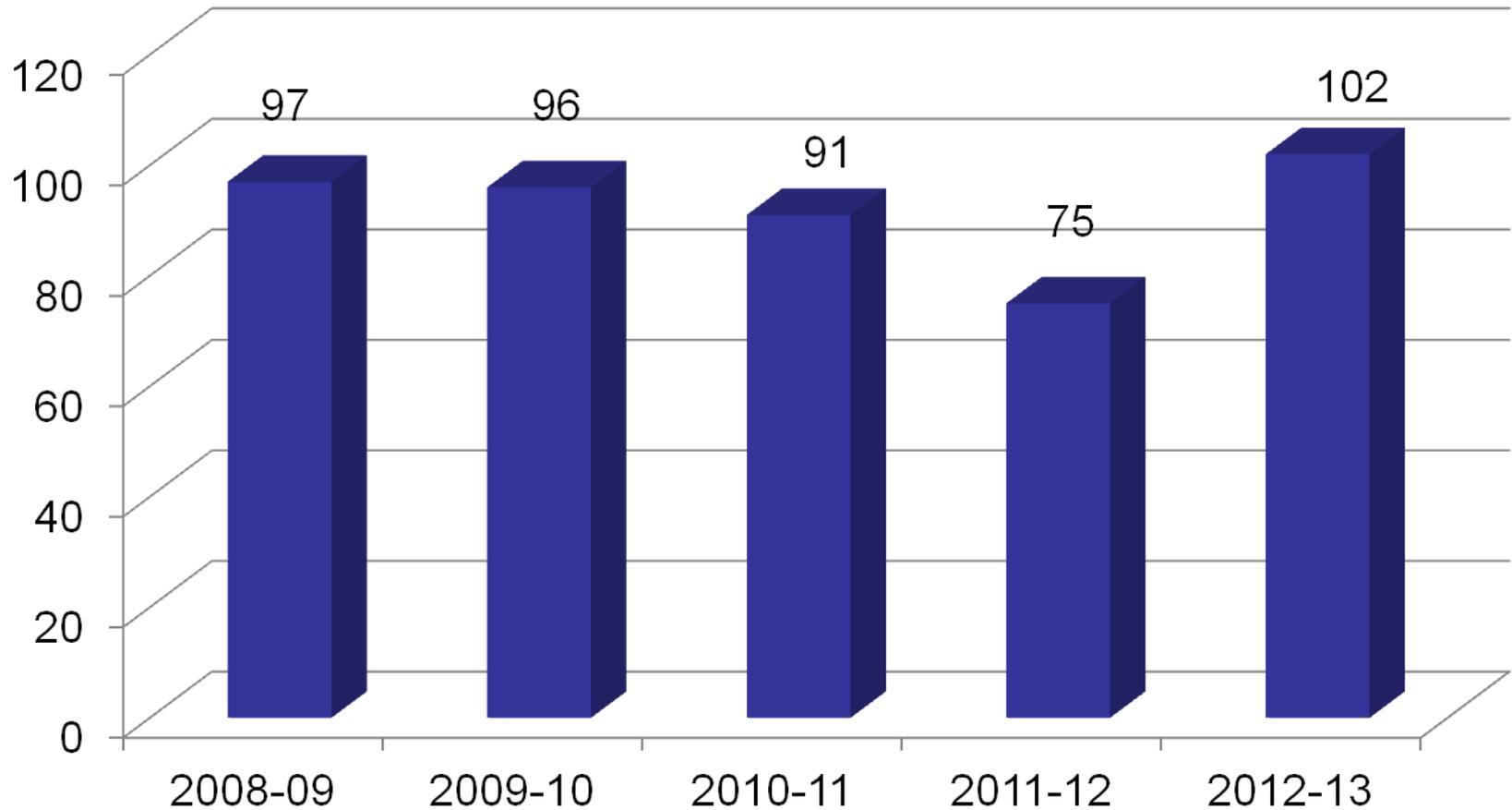
# NUMBER OF TEACHERS HIRED By School Year



# SURPLUS TEACHERS PLACED By School Year



# SURPLUS PARAEDUCATORS PLACED By School Year



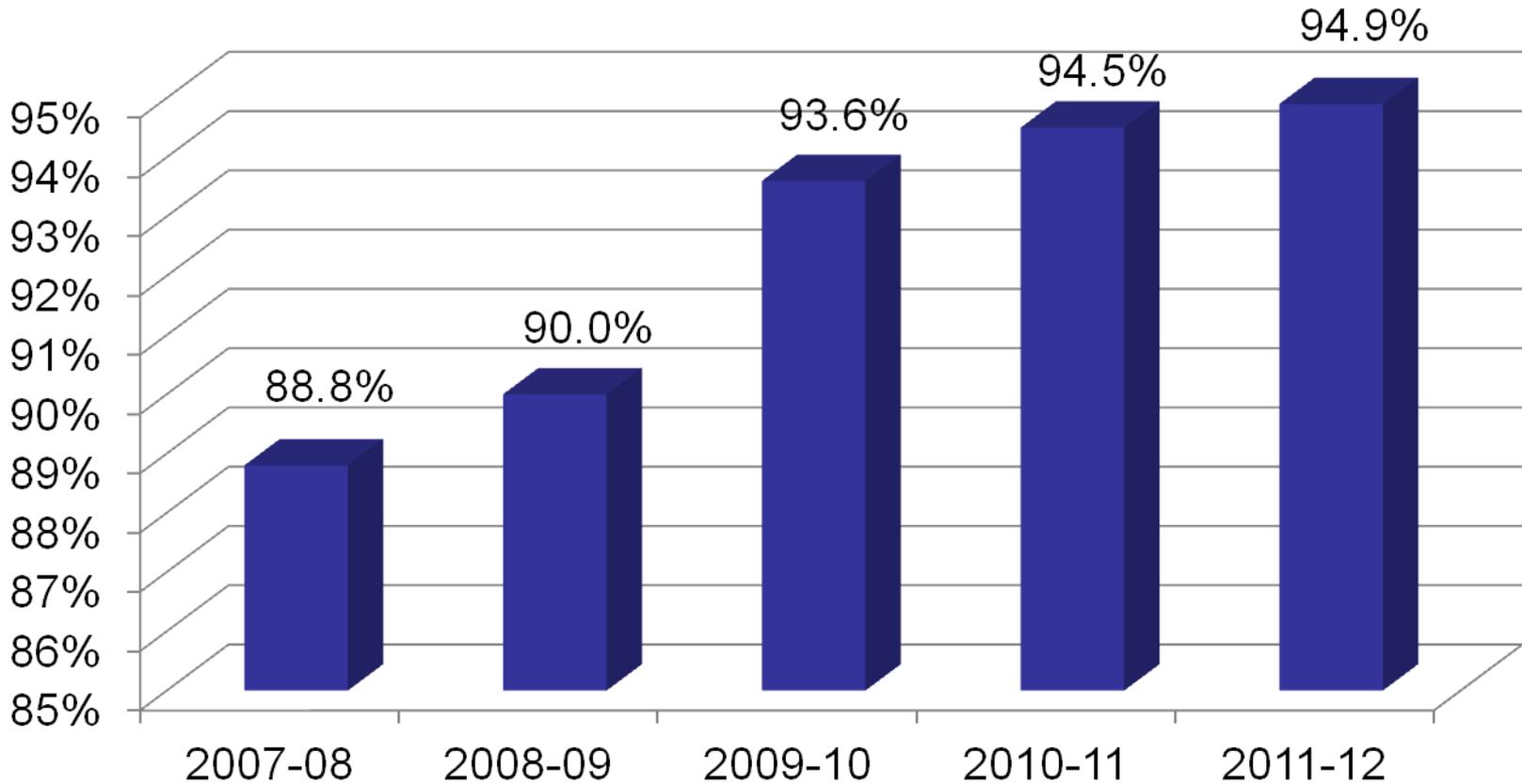
# **No Child Left Behind Core Academic Subjects**

**According to No Child Left Behind, core academic subjects and areas include:**

- **Mathematics**
- **English**
- **Reading and Language Arts**
- **Science (Biology, Chemistry, Physics, Earth Science)**
- **Social Studies (Civics and Government, History, Geography)**
- **Art, Music, Dance, and Theatre**
- **Foreign Languages**
- **Elementary Education**
- **Early Childhood Education**

# PERCENT OF CORE ACADEMIC SUBJECT CLASSES TAUGHT BY HIGHLY QUALIFIED TEACHERS

## Baltimore County Public Schools By School Year



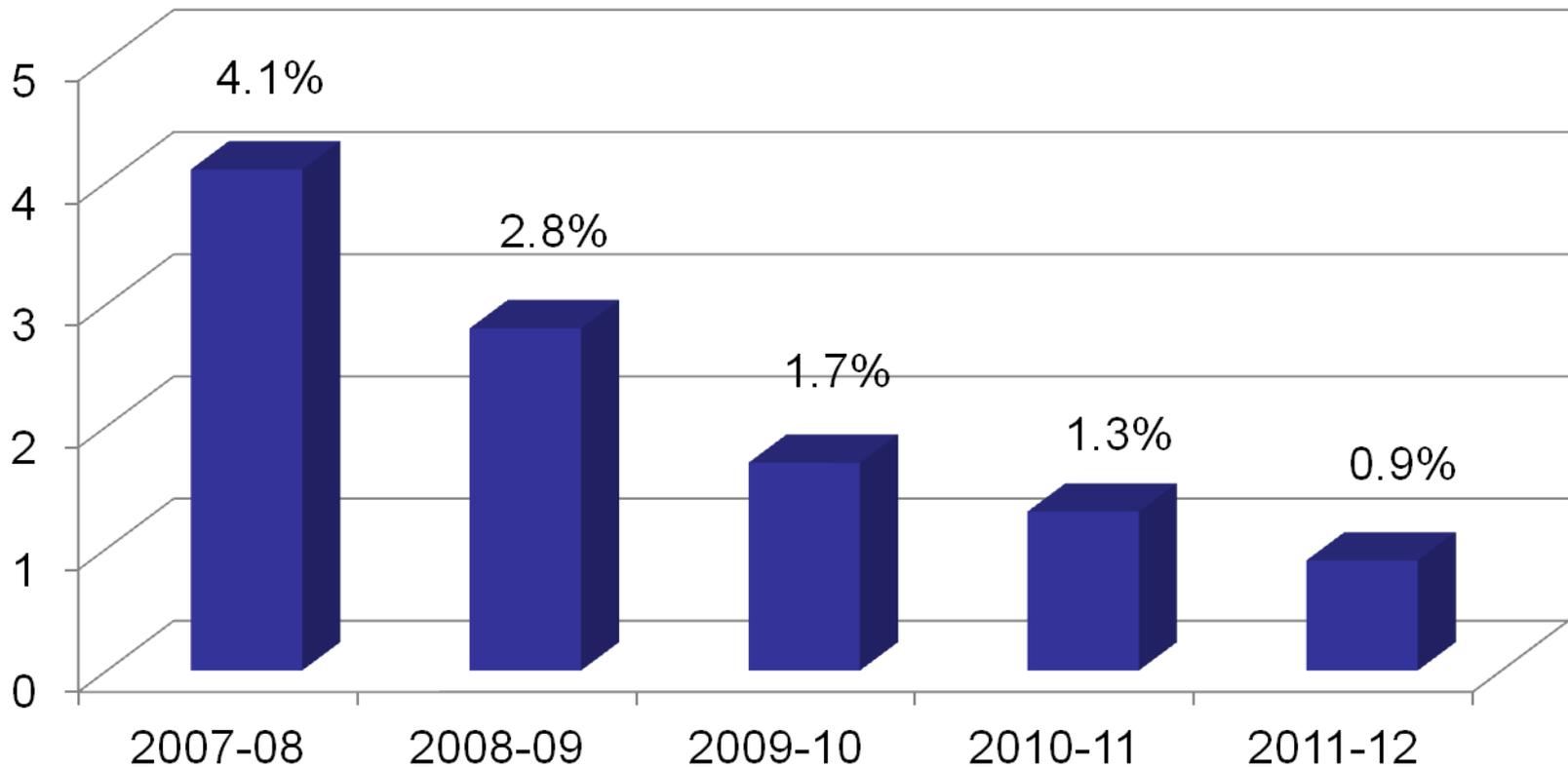
**PERCENT OF CORE ACADEMIC SUBJECT CLASSES  
TAUGHT BY HIGHLY QUALIFIED TEACHERS  
STATE COMPARISON**

**2011-12 School Year**

<b>Anne Arundel County</b>	<b>94.8%</b>
<b>Baltimore City</b>	<b>73.9%</b>
<b>Howard County</b>	<b>94.2%</b>
<b>Montgomery County</b>	<b>96.7%</b>
<b>Prince George's County</b>	<b>91.8%</b>
<b>State Average</b>	<b>93.1%</b>
<b>Baltimore County</b>	<b>94.9%</b>

# BCPS TEACHERS HOLDING CONDITIONAL CERTIFICATION

## Percent By School Year



# BCPS TEACHERS HOLDING ADVANCED PROFESSIONAL CERTIFICATION

## Percent By School Year

