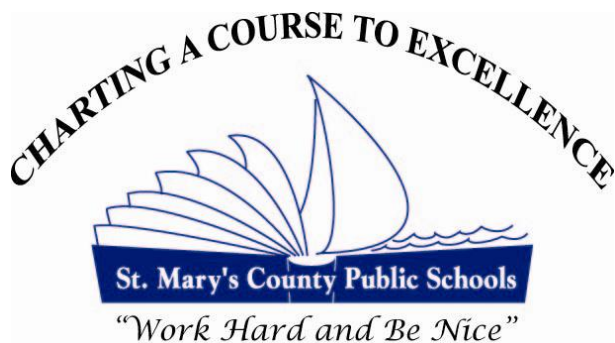


St. Mary's County Public Schools

Teacher Recruitment & Placement Report 2010-2011



**ST. MARY'S COUNTY PUBLIC SCHOOLS
2010-2011**

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Executive Summary

The "Teacher Recruitment and Placement Report 2010-2011" is the 18th annual study by the Department of Human Resources. This report builds upon recruitment and placement information from the five prior years. It provides statistical information about newly employed teachers by previous experience, residence, assignment, race/gender, and college/university.

In general, the following can be said of recruitment and placement activity for 2010-2011:

- The number of newly employed teachers decreased from the prior year (from 118 to 90).
- Fifty newly employed teachers are first year teachers. The average number of years of experience for newly employed teachers is 4.57 years. Forty-four of this year's newly hired teachers have earned Master's Degrees.
- The percentage of newly employed teachers who are Maryland residents dropped slightly from 63.56% to 62.22% (56 teachers).
- Forty-seven of the new hires are assigned to our elementary schools; twenty-one are special education teachers or psychologists/therapists.
- The largest number of vacancies occurred as a result of people retiring from teaching (35.05%).
- We hired nine teachers from other Maryland counties, while none of our teachers left SMCPSS to teach in other Maryland counties.
- Eight of the 2010-2011 new hires, 8.89%, were minorities. The average number of minorities hired over the past five years is 10.53%.
- Maryland colleges contributed 46 (51.11%) newly hired teachers and Pennsylvania colleges contributed 10 (11.11%) newly hired teachers.
- Twenty-two percent (22.22%) of those newly hired teachers attended the St. Mary's County Public Schools' Teacher Job Fair hosted by the Department of Human Resources.

In summary, the "Teacher Recruitment and Placement Report" reflects some trends over the past five years that will guide the planning of recruitment efforts for 2011-2012. The number and percentage of teachers hired with no prior experience and less than three years of experience reinforces the need to continue to strengthen the new teacher orientation, mentoring and professional development programs, as well as new teacher workshops, as reflected in the St. Mary's County Public Schools' Master Plan.

The number of teachers hired decreased from the number hired the previous year; the financial constraints felt by other counties in Maryland have also reached St. Mary's County. The traditional areas of critical shortage such as special education, math, science, and career and technology education are becoming more difficult to fill with applicants who meet certification requirements. Vacancies in historically candidate rich fields such as English, foreign languages, and music, for example have become difficult to fill when vacancies occur. There has been an increase in the number of teachers who have been hired by St. Mary's County Public Schools after they have completed certification requirements from programs offered locally. All school systems, including St. Mary's, are faced with stringent requirements in place as a result of the 'No Child Left Behind Act of 2001' (Title I Act, Public Law 107-110). The implementation of this law and its requirement of ensuring that 'highly qualified teachers' are teaching in core academic subject areas will continue to have an impact on hiring and placement issues.

The Patuxent River Naval Air Warfare Center has continued to be a factor in the recruitment and hiring, as well as vacancies for 2010-2011. Experienced teachers who are family members of the incoming uniformed and civilian personnel have continued to be a resource for recruiting. Our presence on the web and accessibility of information through SMCPs' website has proven to be extremely valuable. Efforts for 2011-2012 recruitment must continue to focus upon the recruitment of minorities, especially African-American teachers, special education teachers, career and technology education teachers, Speech and Language Pathologists, male teachers at the elementary and middle school levels and individuals with middle-grade specific training. On campus visits and early commitments for hiring of minority applicants and those in "critical shortage areas"* continue to be crucial strategies. Local Future Educators of America chapters introduce students to careers in education. The recruitment of teachers and support personnel continues to be a year round endeavor.

[*The Maryland State Department of Education has declared the following as "critical shortage areas": male teachers and teachers who are members of minority groups, special education and upper-level math and science, computer science, Chinese, Spanish, English for Speakers of Other Languages, and career and technology areas.]

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**FIVE YEAR COMPARISON
OF NUMBER OF NEWLY EMPLOYED TEACHERS**

Year	Number of Newly Employed Teachers
------	-----------------------------------

2010-2011	90
2009-2010	118
2008-2009	124
2007-2008	165
2006-2007	150

**NUMBER OF NEWLY EMPLOYED TEACHERS BY YEARS
OF PREVIOUS TEACHING EXPERIENCE**

Year	0	1	2-5	6-10	11-19	20 or more
------	---	---	-----	------	-------	------------

2010-2011	50	6	14	8	10	2
2009-2010	55	8	19	13	16	7
2008-2009	59	8	18	24	10	5
2007-2008	95	11	27	17	13	2
2006-2007	80	3	24	22	17	4

AVERAGE NUMBER OF YEARS OF EXPERIENCE FOR NEW HIRES

2010-2011	4.57 Years
2009-2010	5.75 Years
2008-2009	5.22 Years
2007-2008	3.81 Years
2006-2007	4.93 Years

**FIVE YEAR COMPARISON BY PERCENTAGE
OF YEARS OF PREVIOUS TEACHING EXPERIENCE**

Year	0	1	2-5	6-10	11-19	20 or more
2010-2011	55.56	6.67	15.55	8.89	11.11	2.22
2009-2010	46.61	6.78	16.10	11.02	13.56	5.93
2008-2009	47.58	6.45	14.52	19.36	8.06	4.03
2007-2008	57.58	6.67	16.36	10.30	7.88	1.21
2006-2007	53.33	2.00	16.00	14.67	11.33	2.67

**NUMBER OF NEWLY EMPLOYED TEACHERS
BY STEP ON SALARY SCALE**

STEPS ON SCALE	ASSOCIATE OF ARTS	TECHNICAL CERTIFICATE	BACHELOR'S DEGREE	MASTER'S DEGREE	DOCTORATE
1	--	--	29	21	--
2-5	--	--	10	9	1
6-10	--	--	4	4	--
11/more	1	--	1	10	--
Total (90)	1	0	44	44	1

**NUMBER OF NEWLY EMPLOYED TEACHERS
BY PLACE OF RESIDENCE**

State	Total Number	Total %
Maryland	56	62.22
Pennsylvania	10	11.11
Virginia	5	5.56
New York	4	4.44
District of Columbia	3	3.34
Florida	3	3.34
California	2	2.22
Ohio	2	2.22
West Virginia	2	2.22
Michigan	1	1.11
Oregon	1	1.11
Tennessee	1	1.11
Total	90	100%

**NUMBER OF NEWLY EMPLOYED TEACHERS
BY AREA OF TEACHING ASSIGNMENT**

TEACHING ASSIGNMENTS	ELEMENTARY	MIDDLE	HIGH	CENTRAL	TOTAL
Art	1	-	-	-	1
Career & Technology	-	-	2	-	2
Elementary 1-5	26	-	-	-	26
English	-	5	4	-	9
Foreign Language	-	1	4	-	5
Hearing Impaired	--	-	-	1	1
Kindergarten	4	-	-	-	4
Mathematics	-	-	1	-	1
Media Specialist	2	-	-	-	2
Music	3	1	1	-	5
Nurse	2	1	-	-	3
Physical Education	1	-	2	-	3
Pre-Kindergarten	1	-	-	-	1
Pre-School Special Education	2	-	-	-	2
School Psychologist	-	-	-	2	2
Science	-	2	2	-	4
Social Studies	-	2	1	-	3
Special Education	5	3	6	-	14
Speech Pathologist	-	-	-	2	2
Total	47	15	23	5	90

**NUMBER OF NEWLY EMPLOYED TEACHERS BY
TEACHING ASSIGNMENT AND YEARS OF EXPERIENCE**

ASSIGNMENTS	0	1	2	3	4	5	6	7	8	9	10	11/more	Total
Art	1	-	-	-	-	-	-	-	-	-	-	-	1
Career & Technology	1	-	-	-	-	-	1	-	-	-	-	-	2
Elementary 1-5	14	3	1	-	1	2	-	-	-	1	4	-	26
English	8	-	-	-	-	-	-	-	-	-	1	-	9
Foreign Language	2	-	-	1	-	-	-	1	-	-	-	1	5
Hearing Impaired	-	-	-	-	1	-	-	-	-	-	-	-	1
Kindergarten	3	-	1	-	-	-	-	-	-	-	-	-	4
Mathematics	-	1	-	-	-	-	-	-	-	-	-	-	1
Media Specialist	-	-	-	-	-	-	-	-	-	-	-	2	2
Music	2	-	-	2	-	-	1	-	-	-	-	-	5
Nurse	-	-	1	-	-	-	-	-	-	-	-	2	3
Physical Education	2	-	-	-	-	-	-	1	-	-	-	-	3
Pre-Kindergarten	1	-	-	-	-	-	-	-	-	-	-	-	1
Pre-School Special Educ.	1	-	-	1	-	-	-	-	-	-	-	-	2
School Psychologist	2	-	-	-	-	-	-	-	-	-	-	-	2
Science	1	1	-	1	-	-	-	-	-	-	-	1	4
Social Studies	2	1	-	-	-	-	-	-	-	-	-	-	3
Special Education	10	-	-	-	1	-	-	-	-	-	-	3	14
Speech Pathologist	-	-	-	-	1	-	-	-	-	-	-	1	2
Total	50	6	3	5	4	2	2	2	0	1	5	10	90

**NUMBER OF TEACHERS NOT RETURNING
BY CAUSE AND RACE**

Cause	Asian	Hispanic	American Indian	Black	White	Total	(%)
Retirement	--	--	--	3	31	34	35.05
Moved from Area	1	1	--	--	6	8	8.25
Other	1	1	1	2	33	38	39.18
Leave of Absence	--	--	--	--	--	6	6.19
<i>-Illness</i>	--	--	--	--	(1)		
<i>-Maternity</i>	--	--	--	--	(4)		
<i>-Study</i>	--	--	--	--	(1)		
Cause Unknown	--	--	--	1	6	7	7.22
Home Responsibility	--	--	--	--	1	1	1.02
Personal Illness	--	1	--	1	1	3	3.09
Total Number	2	3	1	7	84	97	100%
<i>() indicates subtotal</i>							

**FIVE YEAR COMPARISON OF NUMBER OF
TEACHERS NOT RETURNING**

YEAR	NUMBER
2010-2011	97
2009-2010	83
2008-2009	135
2007-2008	133
2006-2007	162

**SUMMARY OF TEACHERS HIRED BY AND RECRUITED
FROM OTHER MARYLAND PUBLIC SCHOOL SYSTEMS***

YEAR	LEAVING	HIRED	DIFFERENCE
2010-2011	0	9	+9
2009-2010	3	20	+17
2008-2009	9	11	+2
2007-2008	7	14	+7
2006-2007	4	27	+23

* Some teachers indicated other reasons for resignation

**TEACHERS HIRED BY AND RECRUITED FROM
OTHER MARYLAND PUBLIC SCHOOL SYSTEMS**

COUNTY	2009-2010			2010-2011		
	HIRES	EXITS	Difference	HIRES	EXITS	Difference
Anne Arundel	1	--	+1	+1	--	+1
Baltimore County	3	--	+3	+2	--	+2
Baltimore City	--	--	--	--	--	--
Calvert	1	2	-1	--	--	--
Carroll	--	--	--	--	--	--
Charles	12	--	+12	+4	--	+4
Cecil	--	--	--	--	--	--
Dorchester	--	1	-1	--	--	--
Frederick	--	--	--	--	--	--
Garrett	--	--	--	--	--	--
Harford	--	--	--	--	--	--
Howard	--	--	--	--	--	--
Kent	--	--	--	--	--	--
Montgomery	1	--	+1	--	--	--
Prince George's	2	--	+2	+2	--	+2
Queen Anne	--	--	--	--	--	--
Talbot	--	--	--	--	--	--
Washington	--	--	--	--	--	--
Wicomico	--	--	--	--	--	--
Worcester	--	--	--	--	--	--
TOTALS	20	3	+17	+9	0	+9

**TEACHERS HIRED BY AND RECRUITED FROM
OTHER MARYLAND NON-PUBLIC SCHOOLS**

	2009-2010			2010-2011		
	HIRES	EXITS	Difference	HIRES	EXITS	Difference
Non-Public	+2	0	+2	+5	0	+5

TEACHER TURNOVER RATE*

YEAR	PERCENTAGE
2009-2010	6.65
2008-2009	5.0
2007-2008	8.0
2006-2007	9.79
2005-2006	11.16

**Teacher turnover rate applies only to teaching staff, not all SMCPs staff.*

**NUMBER OF NEWLY EMPLOYED TEACHERS
BY RACE***

TOTAL WHITE – 91.11% TOTAL MINORITY – 8.89%

RACE	NUMBER	PERCENTAGE
White	82	91.11
Black	3	3.33
Hispanic	3	3.33
American Indian	0	0.00
Asian	2	2.23
Total	90	100%

**as defined by The Equal Employment Opportunity Commission*

**FIVE YEAR COMPARISON BY RACE
OF NEW TEACHERS HIRED**

YEAR	% WHITE	TOTAL % MINORITY	% BLACK	% ASIAN	% HISPANIC	% AMERICAN INDIAN
10-11	91.11	8.89	3.33	2.23	3.33	--
09-10	86.44	13.56	8.47	3.39	1.70	--
08-09	83.87	16.13	12.10	1.61	1.61	0.81
07-08	93.94	6.06	3.64	0.60	1.82	--
06-07	92.00	8.00	5.34	1.33	1.33	--

NUMBER BY GENDER OF NEWLY EMPLOYED TEACHERS

SEX	ELEMENTARY	MIDDLE	HIGH	CENTRAL	TOTAL #	TOTAL %
Male	5	2	10	0	17	18.89
Female	42	13	13	5	73	81.11
Total	47	15	23	5	90	100

NUMBER BY GENDER OF CURRENT PROFESSIONAL STAFF*

SEX	ELEMENTARY	MIDDLE	HIGH	CENTRAL	TOTAL #	TOTAL %
Male	56	66	135	42	299	20.48
Female	605	221	237	98	1161	79.52
Total	661	287	372	140	1460	100

MINORITY DISTRIBUTION OF CURRENT PROFESSIONAL STAFF*

RACE	ELEMENTARY	MIDDLE	HIGH	CENTRAL	TOTAL #	TOTAL %
White	604	259	338	127	1328	90.96
Minorities	57	28	34	13	132	9.04
Total	661	287	372	140	1460	100

**FIVE YEAR PERCENTAGE COMPARISON
OF NEWLY HIRED TEACHERS BY GENDER**

SEX	2010-2011	2009-2010	2008-2009	2007-2008	2006-2007
Male	18.89	17.80	17.74	20.60	21.33
Female	81.11	82.20	82.26	79.39	78.67

**NUMBER OF NEWLY EMPLOYED TEACHERS
BY COLLEGE WHERE HIGHEST DEGREE WAS EARNED**

TOP 5 STATES AND NUMBER EMPLOYED	
Maryland:	46
Pennsylvania:	10
New York:	5
Virginia:	5
West Virginia:	5

State	College	Number of Graduates	Total Number of Graduates per State
Foreign Colleges	Ateno de Manila Univ. (Philippines)	1	2
	Univ. of Muenster (Germany)	1	
Alaska	Univ. of Alaska S.E.	1	1
Arizona	Univ. of Phoenix	1	1
District of Columbia	American University	1	2
	Gallaudet University	1	
Florida	Univ. of West Florida	1	1

State	College	Number of Graduates	Total Number of Graduates per State
Maryland	College of Southern MD	1	46
	College of Notre Dame	4	
	Frostburg	4	
	Johns Hopkins Univ.	1	
	Loyola College	1	
	McDaniel College	3	
	St. Mary's College of MD	12	
	Salisbury State University	4	
	Stephenson University	2	
	Towson University	12	
	Univ. of Maryland	2	
Michigan	Univ. of Michigan	1	1
Minnesota	Concordia College	1	2
	Minnesota State Univ.	1	
Nebraska	Univ. of Nebraska	1	1
New Hampshire	Keene State College	1	1
New York	Fordham University	1	5
	Ithaca College	1	
	Manhattanville College	1	
	State Univ. of NY-Cortland	1	
	State Univ. of NY-Oswego	1	
North Carolina	Univ. of North Carolina	1	1
Ohio	Bowling Green	2	2
Oklahoma	Univ. of Oklahoma	1	1

State	College	Number of Graduates	Total Number of Graduates per State
Pennsylvania	California University of Pennsylvania	1	10
	Duquesne University	1	
	Indiana Univ. of PA	1	
	Kutztown University	1	
	Lehigh University	1	
	Mercyhurst College	1	
	Muhlenberg College	1	
	Penn State	1	
	West Chester University	1	
	Wilkes University	1	
South Carolina	Coastal Carolina Univ.	1	2
	The Citadel	1	
Tennessee	Free Will Baptist Bible College	1	1
Virginia	Norfolk State University	1	5
	University of Virginia	1	
	Virginia Tech	3	
West Virginia	Fairmont State University	1	5
	Salem University	1	
	West Virginia University	3	

Teachers Hired from the St. Mary's County Public Schools Job Fair

Year	Number	% of Total
2010-2011	20	22%
2009-2010	43	36%
2008-2009	21	17%
2007-2008	28	17%
2006-2007	33	22%

FIVE YEAR COMPARISON OF NEW TEACHERS HIRED FROM MARYLAND COLLEGES

YEAR	NUMBER	% OF TOTAL
2010-2011	46	51.11
2009-2010	46	38.98
2008-2009	46	37.10
2007-2008	60	36.36
2006-2007	61	40.67

NUMBER OF GRADUATES FROM ST. MARY'S COUNTY SCHOOLS

School	2010-2011	2009-2010	2008-2009	2007-2008	2006-2007
Chopticon High	3	4	4	12	2
Great Mills High	6	1	6	7	2
Leonardtown High	8	3	5	11	6
St. Mary's Ryken High	5	3	0	2	4
TOTAL:	22	11	15	32	14

TEACHER RECRUITMENT PROGRAM PLAN

The most important thing we do is seeing that the right teacher is in the right classroom.

St. Mary's County Public Schools (SMCPS) is committed to attracting, hiring and retaining the highest quality educators to fill classroom, administrative and support staff positions. The Department of Human Resources has the responsibility for assessing staffing needs, as well as, planning and coordinating recruitment activities for the school system. The **Teacher Recruitment and Placement Report** in conjunction with the **SMCPS Master Plan** serves as a tool for budgeting and planning of recruitment efforts for the following school year. In order to address staffing needs in critical shortage areas and remain competitive with other school systems within our region, we must continually re-focus our recruitment efforts. SMCPS focuses its recruitment efforts to fill four targeted areas of need:

- **Individuals to teach in critical needs areas, including special education, speech therapy, mathematics, sciences, and career and technology education**
- **Minority candidates, especially African-American candidates, in all areas**
- **Male candidates for elementary, middle, and high schools**
- **Individuals with middle-grade certification, particularly core academic subjects, and specific training (in accordance with recommendations of the MSDE The Middle Learning Years Task Force Report – July 1999 and the requirements of NCLB)**

Ultimately, in order for SMCPS to successfully recruit and retain the highest quality educators, our school community must continue to develop a culture in which everyone is a “recruiter.”

A broad range of objectives and a variety of strategies must continue to be employed and evaluated for effectiveness are identified and described in the **SMCPS Master Plan** (Goal 3). Recruitment and retention strategies include, but are not limited to, the following:

- Highly competitive beginning salary and fringe benefits package
- Early offers of contracts to candidates in targeted areas of need
- On-campus recruitment visits to job fairs and consortiums
- On-campus recruitment visits and consortium career fairs that focus specifically on historically black colleges and universities (HBCU's)
- Local Teacher Job Fair sponsored by the Department of Human Resources
- Partnerships with St. Mary's College of Maryland, Towson University and College of Notre Dame of Maryland in Professional Development Schools
 - Continue the articulation between SMCPS and colleges
 - Student Intern Placements with highly qualified mentor teachers
 - Student interns participation in New Teacher Orientation
- Use of the Department of Human Resources link on the SMCPS Website with on-line application (www.smcps.org) through School Recruiter software.
- Human Resources Interns to assist with recruitment, hiring and relocation
- Mid-year recruiting for December graduates
- Assistance in locating housing and relocation information about St. Mary's County and surrounding areas
- Fiscal encouragement of paraprofessional transitions to teaching and therapy programs
- Advertising and E-based recruiting to focus on publications and websites that provide teacher hiring information to the minority populations with a particular focus on HBCU's
- "Grow Our Own" – Future Educators' Chapters in high school and middle school levels
- Ongoing communication and participation to strengthen ties between minority groups and SMCPS

Retention and career enhancement activities include the following:

- Continue the New Teacher Induction program that provides long-range and comprehensive support including;
 - High quality New Teacher Orientation (3 days) beginning teacher support;
 - Mentors who are trained in High Performance Mentoring, Teacher Performance Assessment, and coaching to support student (teaching) interns and new teachers;
 - Beginning teacher seminars throughout first year;
 - Mentor pay and/or credit for mentoring as a Professional Development Activity.
- Tuition Reimbursement for graduate coursework.
- Professional Development opportunities for growth and certification.
- Local availability of a full range of graduate programs in education.
- Financial assistance (grant) to reimburse costs of PRAXIS testing for certification.
- NBPTS certification salary enhancement of \$5000 per year - \$3000 local stipend (Negotiated Agreement) and MSDE matching amounts of \$1000 or \$2000 based on the placement of the teachers.
- Leadership seminars for those teachers who aspire to positions of leadership in education.