

FY 2007 QUESTION NUMBER: 35

QUESTION:

How many teacher positions are filled by MCPS graduates? How many are filled by the “home grown” method? How many are we training using that method?

BUDGET PAGE REFERENCE: 6-17 and 8-9

ANSWER:

While the Human Resources Information System (HRIS) includes data about teachers’ educational degrees and certification, it cannot identify whether or not a teacher position is filled by an MCPS graduate. Available data suggest that approximately 55 percent of new teachers hired during the past several years are graduates from Maryland colleges and universities. During November and December 2005, the Office of Human Resources surveyed 1,030 new teachers. Three hundred and thirty-eight new teachers (33 percent) responded. One hundred and thirty-six of the respondents (40 percent) reported living in Montgomery County and 75 of the respondents (22 percent) reported graduating from MCPS. Forty-seven of the respondents (14 percent) reported having been a substitute teacher in MCPS prior to being hired as a new teacher.

MCPS vigorously recruits new teachers from local colleges and universities. Recruiting strategies focus on attracting teacher applicants by providing student teaching opportunities while candidates are enrolled in undergraduate and graduate teacher education programs. During FY 2006, the Office of Human Resources has approved placements for more than 550 student teachers and graduate interns. Student teachers are enrolled primarily in approved professional development schools. The number of professional development schools has more than doubled in the past two years. Several times each year, staff from the Office of Human Resources meets with student teachers in order to attract highly qualified candidates.

The offices of Organizational Development and Human Resources have been working with local universities to expand the teacher and administrator candidate pools. During 2005, 31 university partnership programs were in operation. University partnerships are created to expand the teacher and administrator candidate pools to include applicants representing critical fields and diversity. Last year, approximately 118 participants graduated from various partnership programs. Attached is a chart showing details of the university partnerships.