

Department of Legislative Services  
 Maryland General Assembly  
 2016 Session

FISCAL AND POLICY NOTE  
 First Reader

House Bill 1410 (Delegate M. Washington)  
 Ways and Means

Teacher Induction, Retention, and Advancement Act of 2016

This bill establishes a Teacher Induction, Retention, and Advancement Program for first-year teachers who participate in the program to be afforded at least 20% more time than other teachers to be spent on mentoring, peer observation, assistance with planning, or other preparation activities. Any costs incurred must be borne 80% by the State and 20% by the local board of education. The bill mandates an appropriation of \$7.0 million annually for the program. The bill also increases the maximum State matching stipend for teachers who hold National Board Certification (NBC) from \$2,000 to \$5,000. Finally, the bill requires the Maryland State Department of Education (MSDE) to convene a workgroup that must address specified topics related to teacher induction, retention, and advancement. By September 1, 2016, the workgroup must submit a report regarding the recommendations.

The bill takes effect July 1, 2016. The Teacher Induction, Retention, and Advancement Program terminates June 30, 2022.

Fiscal Summary

**State Effect:** General fund expenditures increase by an estimated \$2.0 million annually beginning in FY 2017 if local school systems fund the maximum NBC stipend, as discussed below. To the extent that the State appropriation is not sufficient to pay the increased stipend amount, the stipends would be prorated. General fund expenditures increase by an additional \$7.0 million annually for the State share of the Teacher Induction, Retention, and Advancement Program beginning in FY 2017. MSDE can staff the workgroup with existing resources. Revenues are not affected. **This bill establishes a mandated appropriation in FY 2018 to 2022.**

(\$ in millions)	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	9.0	9.0	9.0	9.0	9.0
Net Effect	(\$9.0)	(\$9.0)	(\$9.0)	(\$9.0)	(\$9.0)

Note:() = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate effect

**Local Effect:** Beginning in FY 2017 local school system expenditures increase by up to \$2.0 million if they choose to increase their NBC county grants. Beginning in FY 2017, local school system revenues for the educator grants increase based on their county grants and the number of eligible educators. Also beginning in FY 2017 local school system expenditures increase by up to \$1.75 million if they choose to participate in the Teacher Induction, Retention, and Advancement Program. Local school system revenues for the Teacher Induction, Retention, and Advancement Program increase by up to \$7.0 million beginning in FY 2017 (mandated in FY 2018 to 2022 if school systems choose to participate).

**Small Business Effect:** None.

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## Analysis

### **Bill Summary:**

#### *National Board Certification*

To the maximum extent practicable, each local board of education must utilize teachers who have obtained NBC in leadership roles within the school.

#### *Teacher Induction, Retention, and Advancement Program*

The additional time afforded a first-year teacher who participates in the program may not include student supervision or administrative responsibilities. At the request of a first-year teacher made to the principal of a school, the additional time afforded may include support from a veteran teacher. Each local board of education that has a participating first-year teacher must provide each first-year teacher with information regarding resources available to the first-year teacher that may be used during the additional time that include mentoring, peer observation, and assistance with planning.

MSDE must develop criteria by which funds must be allocated to local school systems to allow first-year teachers to participate in the program.

MSDE must disburse funds to each local board of education that has first-year teachers participating in the program. MSDE must include any costs incurred by a local board in meeting the requirements to provide support from veteran teachers and the other resources available.

It is not the intent of the General Assembly that enough funds be provided to ensure that every first-year teacher be able to participate in the program.

By December 1, 2021, MSDE must report on the retention of first-year teachers who participated in the program versus similarly situated first-year teachers who did not participate.

### *Workgroup*

MSDE must convene a workgroup composed of stakeholders from primary and secondary education, higher education, and other education policy experts to determine how to:

- incorporate and interweave the principles of NBC with the Advanced Professional Certificate, Master of Education programs, and other teacher preparation programs;
- make the teacher recertification process more valuable, including an exploration of how to link recertification to career ladders and content or high-need area specializations;
- link loan forgiveness to teaching in high-need schools; and
- incorporate induction best practices into professional eligibility certificates.

The workgroup must make recommendations regarding (1) its findings and (2) legislative changes that will ensure that teacher preparation academics, as authorized under the federal Every Student Succeeds Act, will be of the highest quality and rigor if they are implemented in Maryland, and the individuals that participate in these academics will be fully prepared and trained to be in a classroom in Maryland.

### **Current Law/Background:**

#### *National Board Certification Stipend*

A classroom teacher or other nonadministrative school-based employee in a public school, identified by the State Board of Education as having comprehensive needs, who holds a standard professional certificate or an advanced professional certificate, who is employed by a local school system, and who holds a certificate issued by the National Board for Professional Teaching Standards, *i.e.*, NBC, receives a stipend from the State in an amount equal to the local grant for national certification, up to a maximum of \$2,000 per qualified individual.

A classroom teacher or other nonadministrative school-based employee in a public school, identified by the State Board of Education as *not* having comprehensive needs, who holds a standard professional certificate or an advanced professional certificate, who is employed by a local school system, and who holds a certificate issued by the National Board for Professional Teaching Standards, *i.e.*, NBC, receives a stipend from the State in an amount

equal to the local grant for national certification, up to a maximum of \$1,000 per qualified individual.

Chapter 489 of 2015 (Budget Reconciliation and Financing Act), repealed a third stipend (\$1,500) that did *not* require NBC and applied to a classroom teacher who holds an advanced professional certificate teaching in a public school identified by the State Board of Education as having comprehensive needs beginning in fiscal 2017. Chapter 489 also limited all of the stipends, in fiscal 2016 only, to teachers/school-based employees who were eligible to receive the stipend in fiscal 2014.

National Board for Professional Teaching Standards (NBPTS) is an independent, nonprofit, nonpartisan organization governed by a board of directors comprised primarily of classroom teachers. The NBPTS mission is “to advance student learning and achievement by establishing the definitive standards and systems for certifying accomplished educators, providing programs and advocating policies that support excellence in teaching and leading, and engaging National Board Certified Teachers and leaders in that process.”

NBPTS standards are based upon five core propositions:

- teachers are committed to students and their learning;
- teachers know the subjects they teach and how to teach those subjects to students;
- teachers are responsible for managing and monitoring student learning;
- teachers think systematically about their practice and learn from experience; and
- teachers are members of learning communities.

The initial NBPTS certification fee is approximately \$2,450, the certification renewal fee is \$1,250, and there are fees to retake components. NBPTS reports that there are more than 111,400 nationally certified teachers in the United States; with over 2,700 working in Maryland. The Governor’s proposed fiscal 2017 budget includes \$2.5 million for Quality Teacher Incentives (QTI) for stipends. The fiscal 2016 working appropriation for QTI stipends is \$9.5 million, which reflects the freeze at fiscal 2014 eligibility, and in fiscal 2015, QTI stipends cost \$21.9 million.

### *Teacher Induction Program*

The Code of Maryland Regulations (13A.07.01.04) requires each local school system to establish and maintain a comprehensive induction program for all new teachers. All teachers new to the profession must participate in all induction activities until they receive tenure (13A.07.01.05). Veteran teachers, in their first year of teaching in the district, must participate in induction activities. To the extent practicable given staffing

and fiscal concerns, local school systems must consider the following options for first-year teachers: (1) a reduction in the teaching schedule; and (2) a reduction in, or elimination of, responsibilities for involvement in noninstructional activities other than induction support.

According to COMAR 13A.07.01.06, a local school system must establish a mentoring program as part of its comprehensive induction program. A local school system must establish a cadre of full- or part-time mentors to support teachers during their comprehensive induction period. To the extent practicable given staffing and fiscal concerns, local school systems must establish the maximum ratio of mentors to mentees in the comprehensive induction program at one mentor to 15 mentees. A mentor under the comprehensive induction program may be assigned school-level administrative duties only on an emergency basis. A mentor under the comprehensive induction program may not participate in the formal evaluation of a mentee.

**State Expenditures:** If local school systems provide the maximum stipend for NBC educators, general fund expenditures increase by an estimated \$2.0 million annually beginning in fiscal 2017. Also, beginning in fiscal 2017, general fund expenditures increase by \$7.0 million annually for the State share of the Teacher Induction, Retention, and Advancement Program; these funds are mandated in fiscal 2018 to 2022 as discussed below. The following information and assumptions were used in this estimate.

- MSDE advises that there were 676 NBC educators base in comprehensive needs schools who were eligible for the stipend in fiscal 2015. For the purposes of this estimate, it is assumed that the number of educators eligible for this stipend remains stable. If the number of educators eligible for the stipend increases or decreases general fund expenditures for the stipend will increase or decrease accordingly.
- The current maximum for the State stipend is \$2,000. The bill increases the stipend by \$3,000 to \$5,000. The State provides a stipend up to that maximum equal to the county grant for national certification. For the purposes of this estimate is it is assumed that all the local school systems set their county grant at \$5,000 per eligible educator.
- Thus, it is assumed that general fund expenditures increase by \$2.0 million beginning in fiscal 2017. To the extent that funds in the State budget are not sufficient to pay for the maximum stipend for all eligible educators, the stipends would be prorated.
- The bill requires the Governor to provide an annual appropriation of \$7.0 million for MSDE to administer the Teacher Induction, Retention, and Advancement Program. The mandate begins in fiscal 2018 and expires after fiscal 2022.

It is assumed that local school systems participate at a level that meets or exceeds the matching requirement in each year beginning in fiscal 2017.

**Local Fiscal Effect:** As explained above, there were 676 NBC educators eligible for stipends in fiscal 2015. Assuming that number stays stable and assuming local school systems choose to increase their county grants to \$5,000 from \$2,000, local school system expenditures for the stipend increase by an estimated \$2.0 million annually beginning in fiscal 2017. Local school system revenues for the educator stipends increase according to their expenditures beginning in fiscal 2017 due to the State match. Revenues and expenditures for the stipend program depend on local choices and funding in the State budget.

Local school systems are required to cover 20% of expenses incurred under the Teacher Induction, Retention, and Advancement Program. The Governor must appropriate \$7.0 million annually for the program for MSDE to administer the program in fiscal 2018 through 2022. Thus, local school system expenditures increase by up to \$1.75 million. These expenditures may begin in fiscal 2017 if the Governor funds the program.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** SB 493 (Senator Pinsky, *et al.*) - Education, Health, and Environmental Affairs.

**Information Source(s):** Maryland Association of Counties, Maryland State Department of Education, Department of Budget and Management, Department of Legislative Services

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