

# Teacher Recruitment & Retention for the 2016-17 School Year

Office of Human Resources  
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# Recruitment

- Attended 42 job fairs at colleges/universities in 15 states
- Hosted 3 interview days for “top” prospects
- Interviewed all CCPS student teachers
- Presented to current CCPS students in TAM programs
- Hosted luncheon for recent CCPS graduates who had indicated an interest in majoring in education
- Screened over 1,400 applications for teaching positions

# By the Numbers

- 194 New teachers hired for 2016-17
- 29.4% are teachers of color (up from 27.2%)
- Elementary 26.8%; Secondary 50.5%; Special Ed 22.7%
- 45.4% attended a Maryland college/university
- 75.3% hold a professional Maryland teaching certificate
- 56.7% are recent college graduates
- 10.3% CCPS alumni

# Characteristics of a New Teacher

- Female (74.2%)
- Attended an out-of-state college (54.6%)
- Teaches at a secondary school (50.5%)
- Holds a professional Maryland teaching certificate (75.3%)
- Holds a Bachelor's degree (70.1%)
- Recent college graduate (56.7%)

	Certification								
	Professional		Conditional	Years of Experience				College	
	Bachelor's	Master's	Bachelor's	0	1-5	6-10	11+	MD	Out of State
Art	1	1	1	2	0	1	0	2	1
CTE	0	1	4	0	0	1	4	4	1
Business/Computer Science	0	1	4	4	0	0	1	2	3
English/LA	5	6	3	8	0	3	4	4	11
ESOL	0	2	0	1	0	0	1	1	1
Elementary	38	10	2	33	10	4	5	35	17
World Language	4	7	2	7	1	1	4	4	9
Math	13	7	2	13	1	2	2	4	14
Music	2	4	2	6	0	0	2	1	7
Phys Ed	3	1	0	1	2	0	1	2	2
Science	6	3	4	9	1	1	2	6	7
Social Studies	5	5	1	9	1	2	0	6	6
Special Ed	11	10	21	17	12	11	4	17	27
Total	88	58	46	110	28	26	30	88	106
% of Total	45.4%	29.9%	23.7%	56.7%	14.4%	13.4%	15.5%	45.4%	54.6%

# Characteristics of a New Teacher of Color

- Female (73.7%)
- Attended an out-of-state college (54.4%)
- Teaches at a secondary school (56.1%)
- Holds a professional Maryland teaching certificate (66.7%)
- Holds a Bachelor's degree (73.7%)
- Attended an HBCU (28.1%)

	Race/Ethnicity	
	White	Of Color
Art	2	1
CTE	2	3
Business/Computer Science	2	3
English/LA	13	2
ESOL	0	2
Elementary	41	11
World Language	8	5
Math	10	8
Music	6	2
Phys Ed	3	1
Science	11	2
Social Studies	9	3
Special Ed	30	14
Total	137	57
% of Total	70.6%	29.4%

# Retention

- Overall Retention Rate 84.6%
- Top 4 Reasons for Separation
  - Relocation (35.0%)
  - Certification/Ineffective/Misconduct (15.9%)
  - Retirement (15.0%)
  - Teach in Another Maryland School System (12.1%)
- Characteristics of a Teacher Separating from CCPS
  - Female (74.8%)
  - White (73.4%)

# Next Steps

- Continue to collect data and target recruitment efforts towards colleges/universities with a large percentage of students of color and education majors
- Refocus recruitment efforts in new markets
- Establish a year-round recruitment approach
- Create focus groups of current second and third year teachers to gain feedback
- Continue to build relationships with faculty at colleges/universities
  - Host on-site CCPS informational “weekends” for faculty