

Department of Legislative Services
 Maryland General Assembly
 2002 Session

FISCAL NOTE

House Bill 184 (Delegate Campbell)
 Ways and Means

**Elementary and Secondary Education - Mentoring Program Grants -
 Requirements for Funding**

This bill provides an additional \$1 million in State funding to local boards of education to assist in the hiring of retired educators as teacher mentors. When distributing the \$1 million grant, the State Superintendent of Schools must give priority to plans targeting funds to schools where: (1) at least 50% of the teachers have five or fewer years of teaching experience; (2) student achievement scores on local, State, and national assessments are at or below a satisfactory level; and (3) at least 40% of the students receive free or reduced price meals. The bill also provides that a local board of education that is applying to the Maryland State Department of Education for a teacher mentoring grant must include in its proposal a requirement that the mentor and teacher meet at least once within the first month of classes and at least once a month during the school year. The bill requires existing competitive State mentoring grants to total at least \$5 million annually.

Fiscal Summary

State Effect: General fund expenditures would increase by \$1.0 million annually beginning in FY 2004. No effect on revenues.

(\$ in millions)	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	0	1.0	1.0	1.0	1.0
Net Effect	\$0	(\$1.0)	(\$1.0)	(\$1.0)	(\$1.0)

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

Local Effect: State education aid to local school systems would increase by \$1.0 million beginning in FY 2004. Local school systems could make minor alterations to teacher mentoring procedures and proposals with existing resources.

Small Business Effect: None.

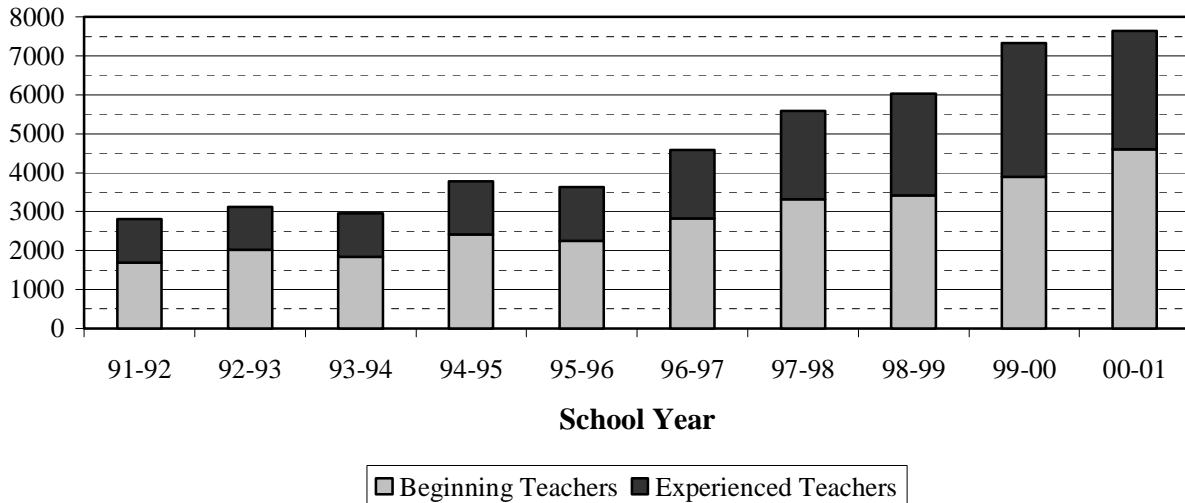
Analysis

Current Law: Teacher mentoring regulations require “regular meetings” between a newly hired teacher and a mentor. The regulations also require a mentor to: (1) hold an advanced professional certificate; (2) demonstrate knowledge of or training in adult learning theory and peer coaching techniques; (3) demonstrate a knowledge base and skills to address the performance evaluation criteria and outcomes to be met by the new teacher; and (4) possess a positive reference from a current or recent principal or supervisor.

Chapter 420 of 2001 requires the State to provide \$15.9 million to local school systems in fiscal 2003 for teacher mentoring programs. These funds include \$5.0 million in competitive grants, \$7.9 million for Baltimore County, \$2.0 million for Prince George’s County, and \$1.0 million for Anne Arundel County. Beginning in fiscal 2004, the State is only required to fund the \$5.0 million in competitive grants. A county board applying for a teacher mentoring competitive grant must submit a plan for the use of the funds. The State Superintendent of Schools must give priority to plans that target funds to schools where: (1) at least 40% of the students receive free or reduced price meals; (2) at least 50% of the teachers have five or fewer years of teaching experience; and (3) student achievement scores on local, State, and national assessments are at or below a satisfactory level.

Background: The goal of Maryland’s teacher mentoring programs is to enhance the educational achievement of students by improving the quality of the teacher workforce and reducing the turnover rate of teachers. Due to an increasing number of teachers who are retiring and an ongoing interest in reducing public school class sizes, Maryland has steadily increased the number of new teachers it hires. **Exhibit 1** displays the number of new teachers hired each year from the 1991-1992 school year, when new hires numbered 2,806, to the 2000-2001 school year, when new hires numbered 7,649. During this time, newly-hired teachers with no experience increased 173% from 1,684 to 4,602. The projected number of new hires for the 2002-2003 school year is nearly 8,700.

Exhibit 1
Number of New Teachers Hired, 1991 to 2000



Source: *Maryland Teacher Staff Report, 2001 - 2003*

State Expenditures: Due to the October 1, 2002 effective date, it is assumed that no new teacher mentoring funding would be provided in fiscal 2003. Beginning in fiscal 2004, general fund expenditures would increase by \$1 million annually to provide additional teacher mentoring funding to one or more local school systems as required by the bill. The funding would be used to assist local school systems with hiring retired teachers to act as mentors. Changing the \$5 million maximum State grant for teacher mentoring to a \$5 million minimum State grant is not expected to impact State funding for mentoring programs.

The Maryland State Department of Education could continue to review grant proposals and award grants with existing resources.

Local Revenues: State education aid to local school systems would increase by \$1 million beginning in fiscal 2004. Increased revenues would be used to rehire retired teachers, who would act as mentors for newly-hired teachers.

To meet the augmented mentoring requirements of the bill, local school systems could make alterations to their current grant proposals and mentoring policies with existing resources.

Additional Information

Prior Introductions: A similar bill was introduced at the 2001 session as HB 803; however, the bill was withdrawn.

Cross File: SB 170 (Senator Dorman) - Budget and Taxation and Education, Health, and Environmental Affairs.

Information Source(s): Maryland State Department of Education, Department of Legislative Services

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ncs/hlb

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