

Department of Legislative Services
 Maryland General Assembly
 2013 Session

FISCAL AND POLICY NOTE

House Bill 844 (Delegate Rosenberg)
 Ways and Means

Public School Teachers - Certification - Continuing Education

This bill requires each local board of education to establish continuing education criteria for certified teachers who teach in the jurisdiction; and implement a system for verifying the completion of any continuing education requirements. The continuing education criteria may include specified activities. The State Board of Education must monitor the establishment and implementation of the continuing education required by the bill; however, the State board may not require certificated teachers to be recertificated.

Fiscal Summary

State Effect: General fund expenditures increase by \$70,500 in FY 2014 for the Maryland State Department of Education (MSDE) to hire a full-time administrative specialist to monitor the establishment and implementation of the continuing education criteria by the local school systems as required by the bill. Future years reflect annualization, regular salary increases, and inflation. Revenues are not affected.

| (in dollars) | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|----------------|------------|------------|------------|-------------|-------------|
| Revenues | \$0 | \$0 | \$0 | \$0 | \$0 |
| GF Expenditure | 70,500 | 91,600 | 95,800 | 100,300 | 104,900 |
| Net Effect | (\$70,500) | (\$91,600) | (\$95,800) | (\$100,300) | (\$104,900) |

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

Local Effect: Local school system expenditures increase to develop continuing education criteria at the local level that include the required elements and to verify and monitor the completion of the continuing education requirements by teachers. **This bill may impose a mandate on local government.**

Small Business Effect: None.

Analysis

Bill Summary: The continuing education criteria may include (1) college course credit; (2) leadership roles and activities; (3) preparation for National Board Certification or any other advanced teaching credential that goes beyond State licensure; (4) preparation for monetary grants, the award of which would benefit the teacher's classroom or the school; (5) professional development; and (6) coaching, advising, or sponsoring extracurricular activities at the school; and (7) school-related community service activities.

Current Law/Background: Teachers, specialists, and administrators in Maryland public schools and in approved schools operated by State agencies must hold a valid certificate appropriate to the field of employment. Certain nonpublic school personnel employed in special education facilities must also hold a valid certificate appropriate to the field of employment.

According to the Code of Maryland Regulations (COMAR), certification may be obtained in one of the following ways:

- completing a college or university State-approved educator preparation program;
- holding a valid, out-of-state professional certificate and submitting verification of three years of full-time satisfactory professional experience;
- meeting transcript analysis requirements; or
- completing a Resident Teacher Certification (RTC) program.

RTC is Maryland's alternative route to teacher certification in Maryland. An RTC applicant must (1) have a bachelor's degree with a concentration in an area appropriate for the teaching assignment; (2) have earned grades of B or better in the major area of study; (3) present qualifying scores on teacher certification tests; and (4) have completed a minimum of 135 clock hours of study in a resident teacher program developed according to MSDE guidelines. Additional clock hours of study, the completion of a residency with supervision by a supervising teacher or mentor, and satisfactory teaching performance qualify a resident teacher for a standard professional certificate. The State does not provide any funding or incentives specifically for individuals seeking RTC.

In addition, a local school system may request that MSDE grant an individual a Conditional Teacher Certificate if the school system is unable to fill a position with a qualified person who holds a professional certification.

Regular professional certificates are valid for five years, while RTC and Conditional Teacher Certificates are only valid for two years and cannot be renewed.

COMAR stipulates that all professional, certified educators must pursue professional development, have individualized professional development plans throughout their careers, and complete at least six hours of course credits (and for some certificates at least 36 hours of approved content or courses) during each five-year certification renewal cycle. The credit must be earned or taught at an institution of higher education or through approved continuing professional development experiences. MSDE approves and assigns credits to courses submitted by local school systems. Each local school system has a Continuing Professional Development liaison who is responsible for coordinating the system's course submissions and course offerings. These courses are then offered to teachers and other professional educators through the local school systems.

The Continuing Professional Development Manual produced by MSDE provides guidelines for professional development liaisons and other educators as they plan experiences to assist individuals in their professional growth. The manual has two purposes: (1) to describe the local school system-based procedures for the approval of proposed professional development experiences for continuing professional development credit; and (2) to identify options for earning such credit. The Continuing Professional Development Registry is a compendium of approved courses available to school systems. Each registry lists courses approved over a 12-month cycle.

Currently, activities such as leadership roles and activities; preparation for grants; coaching, advising, or sponsoring extracurricular activities at the school; and school-related community service activities; are not eligible for professional development credit.

The Division of Certification and Accreditation in MSDE licenses teachers, specialists, and administrators, approves teacher education programs offered by colleges and universities in Maryland, coordinates certification assessments of teacher and principal candidates, and approves the educational program of nonpublic schools. The division currently has 27 regular full-time employees and 1 full-time contractual employee. The Governor's proposed fiscal 2014 budget for the division includes \$2.6 million in State general funds, \$206,000 in State special funds, and \$151,000 in federal funds.

State Expenditures: General fund expenditures increase by \$70,541 in fiscal 2014 for MSDE to hire a full-time administrative specialist to monitor the establishment and implementation of the continuing education criteria by the local school systems required by the bill and to coordinate the standardization of credit awarded. The estimate includes a salary, fringe benefits, and ongoing operating expenses and accounts for the bill's October 1, 2013 effective date.

| | <u>FY 2014</u> | <u>FY 2015</u> |
|---------------------------------|-----------------------|-----------------------|
| Position | 1 | |
| Salary and Fringe Benefits | \$65,495 | \$91,009 |
| Operating Expenses | 431 | 581 |
| Start-up Costs | <u>4,615</u> | <u>0</u> |
| Total State Expenditures | \$70,541 | \$91,590 |

Future year personnel expenditures reflect a full salary with annual increases and employee turnover as well as annual increases in ongoing operating expenses.

To the extent that the recertification of teachers is shifted to the local school systems, fewer resources may be needed for this function, although the division will still need to recertificate principals and conduct its other duties including monitoring the new continuing education requirements.

Local Expenditures: Local school system expenditures increase to recertificate teachers, to develop continuing education criteria that include the required elements at the local level and to verify and monitor the completion of the continuing education requirements by teachers. Currently, recertifying teachers and developing continuing education criteria is an MSDE responsibility. Due to the expanded options for meeting the continuing education requirements under the bill and the lack of standardization for those activities, additional monitoring will be required. The actual impact on local school systems will depend on current local capacity and cannot be reliably estimated. However, it is assumed that each local school system will need to hire at least one additional central office administrator (at approximately \$91,600 per administrator) to oversee teacher recertification, develop the criteria, and to monitor the awarding of professional development credits that meet the new criteria.

Additional Information

Prior Introductions: None.

Cross File: SB 694 (Senator Ferguson) - Education, Health, and Environmental Affairs.

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

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ncs/rhh

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