

Department of Legislative Services
 Maryland General Assembly
 2014 Session

FISCAL AND POLICY NOTE

Senate Bill 719 (Senator Ferguson)
 Education, Health, and Environmental Affairs

County Boards of Education - Professional Development Evaluation Systems

This bill requires each local board of education to develop and implement a professional development evaluation system. By November 1 of each year, each local board of education must report to the Maryland State Department of Education (MSDE) the results of its professional development evaluation system from the previous year. By December 15 of each year, MSDE must report on the results received.

The bill takes effect July 1, 2014.

Fiscal Summary

State Effect: General fund expenditures increase by \$42,900 in FY 2015 for MSDE to hire a half-time education specialist to produce the annual professional development evaluation report. Future years reflect annualization, regular salary increases, and inflation. Revenues are not affected.

(in dollars)	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	42,900	39,600	41,500	43,400	45,400
Net Effect	(\$42,900)	(\$39,600)	(\$41,500)	(\$43,400)	(\$45,400)

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

Local Effect: Local school system expenditures may increase to conduct the required professional development evaluation systems and produce the required reports.

Small Business Effect: None.

Analysis

Bill Summary: The professional development evaluation system must be based on teacher feedback through surveys and other interview techniques. The professional development evaluation system will enable the local board of education to (1) assess teacher satisfaction with professional development activities and (2) measure the effectiveness and relevancy of professional development activities.

The report submitted by MSDE must include information regarding the effectiveness and relevancy of professional development activities in the State; and recommendations for the enhancement of professional development activities that may include the creation of statewide incentive programs to reward local school systems that modify professional development activities in the local school system in response to the results of the professional development evaluation system in the school system.

Current Law: The Maryland Code of Regulations 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 credits 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 local school systems. Each registry lists courses approved over a 12-month cycle.

Background: MSDE reports that each local school system is required to provide the following information to the department on its professional development activities related to (1) underperforming populations; (2) universal design for learning guidelines and principles for all student populations; (3) implementation of the Maryland College and Career Ready Standards, and Science, Technology, Engineering and Mathematics (STEM) Education; (4) implementation of the Teacher and Principal Evaluation System; and (5) New Teacher Induction.

MSDE reports that it monitors local school system professional development activities that are funded through the federal Title IIA professional development program. As part of the monitoring process, each local school system produces an attachment to its master plan on its relevant professional development activities, which is then reviewed and revised by Title IIA staff.

State Expenditures: General fund expenditures increase by \$42,866 in fiscal 2015 for MSDE to hire a half-time education specialist to produce the annual professional development evaluation report, which requires MSDE to make recommendations for the enhancement of professional development activities. This estimate reflects a 90-day start-up delay after the July 1, 2014 effective date, fringe benefits, start-up costs, and ongoing operating expenses.

	<u>FY 2015</u>	<u>FY 2016</u>
Position	0.5	
Salary and Fringe Benefits	\$38,206	\$39,314
Start-up/Operating Expenses	<u>4,660</u>	<u>293</u>
Total State Expenditures	\$42,866	\$39,607

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

Local Expenditures: Local school system expenditures may increase to conduct the required professional development evaluation systems and produce the required reports. Local school system expenditures will depend on the size of the school system and the extent to which professional development is currently being evaluated.

Additional Information

Prior Introductions: None.

Cross File: None.

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

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mc/rhh

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