

FY 2008 QUESTION NUMBER: 33

QUESTION:

Provide information on the testimony regarding challenges in retaining AP class teachers and the difficulty in finding qualified substitutes at Northwood HS. What is the impact on student performance?

BUDGET PAGE REFERENCE: NA

ANSWER:

To meet the challenges in retaining AP class teachers, the Office of Organizational Development (OOD) and the Office of Curriculum and Instructional Programs (OCIP) collaborate in training new AP teachers. These teachers attend College Board AP workshops in specific subjects. There is a cohort group of AP teachers who teach the seven most popular AP courses in MCPS. Each cohort meets regularly with a MCPS Master AP teacher to share best practices.

Interviews are now being conducted for all substitute teachers to ensure quality control and to ensure that qualified substitute teachers with content expertise and prior teaching experience are referred to appropriate vacancies, including AP classes. The Office of Human Resources (OHR) also keeps a list of retirees by subject and offers this list to schools for their consideration.

Substitute teachers fulfill an important role in all MCPS schools when teachers must be out of their classrooms for professional or personal reasons. These substitutes meet the criteria established by the OHR and are approved to teach in our schools, including AP classes. Substitutes follow the plans provided by the regular classroom teacher, with support from resource teachers, administrators, and other staff. With regard to student performance, the Class of 2006 broke Advanced Placement (AP) participation and performance records established by the Class of 2005 and capped a five-year trend of consistently higher performance for graduates from all student groups. Fifty-six percent of seniors (5,282 students) took at least one AP exam and 45 percent (4,234 students) earned at least one AP score of 3 or higher.

