

Mississippi Teacher Incentive Programs 2002-2003

Teacher Shortage Areas

Approved by State Board of Education, June 20, 2003

Subject Shortage Areas:

| | |
|---------------------------------------|--------------------------------------------|
| Special Education | Mathematics |
| Science (Biology, Chemistry, Physics) | Foreign Language (French, German, Spanish) |

Geographic Shortage Areas by School District:

| | | | |
|--------------------|------------------|-------------------|-------------------|
| West Bolivar | Copiah County | Marshall County | West Tallahatchie |
| Benoit | Hazlehurst City | Holly Springs | Tate County |
| North Bolivar | Greene County | Montgomery County | Tunica County |
| Cleveland | Holmes County | Noxubee County | Hollandale |
| Shaw | Durant Public | North Panola | Leland |
| Mound Bayou | Humphreys County | Quitman County | Western Line |
| Carroll County | West Jasper | South Delta | Greenville Public |
| Claiborne County | Jefferson County | Sunflower County | Wilkinson County |
| Coahoma County | Leflore County | Drew | Yazoo County |
| Coahoma County AHS | Greenwood | Indianola | Yazoo City |
| Clarksdale | Canton | East Tallahatchie | |

2002-2003 Teacher Incentive Program Data

Based on the records in our office listed below are the number of teachers who received a national supplement during FY03. (This does not reflect the actual number of teachers in Mississippi who are “nationally” certified – it represents the numbers who were employed by a school district during FY03 and the district requested the supplement.)

| Type of Certificate | No. of Teachers | Amt. of Supplement | Amt. of Fringe Benefits Paid | Amt. of Test Reimb. Paid | Total FY03 |
|----------------------------------------------------------------------------------------------------------------|-----------------|--------------------|------------------------------|--------------------------|--------------|
| NBPTS Certification National Board of Professional Teaching Standards | 1,379 | \$7,324,615 | \$1,164,614 | \$776,960 | \$9,266,189 |
| NCSC Certification National Certified School Counselor | 232 | \$1,346,037 | \$1,346,037 | \$14,090 | \$1,574,147 |
| CCC Certification Certificate of Clinical Competence issued by American Speech & Hearing Association | 434 | \$2,431,554 | \$386,617 | \$3,633 | \$2,821,804 |
| YTD Total | 2,045 | \$11,102,206 | \$1,765,251 | \$794,683 | \$13,622,140 |

William Winter Scholarship Program

The William Winter Teacher Scholar Loan Program (WWSLP) offers assistance to undergraduate education students who agree to teach in a Mississippi school district for a specified number of years in return for the scholarship dollars.

| 2002-2003 | # Recipients Paid | Amount of funds Expended |
|-----------|-------------------|--------------------------|
| | 943 | \$2,310,670 |

Mississippi Troops-To-Teachers

Mississippi Troops-To-Teachers actively recruits and assists transitioning servicemen/women to become teachers.

| Contacts at Military Bases | # of Teachers Placed |
|----------------------------|----------------------|
| 1,900 | 18 |

Critical Needs Teacher Scholarship Program (CNTSP)

The Critical Needs Teacher Scholarship Program (CNTSP), offering tuition and other incentives to those who become licensed and teach in Mississippi Critical Shortage Areas (CSAs), has a tremendous impact on the recruitment of teachers for Mississippi classrooms.

| Number of Awards | Amount of funds Expended |
|------------------|--------------------------|
| 673 | \$4,976,752 |

Mississippi Teacher Fellowship Program (MTFP)

The Mississippi Teacher Fellowship Program (MTFP) provides funds to pursue a Master of Education or an Educational Specialist degree to qualified teachers in CSAs. These funds provide fellows with tuition, books, materials, fees, and a computer.

| # MTFP Fellows | # CSAs Represented | # Funds Expended |
|----------------|--------------------|------------------|
| 134 | 38 | \$974,361.00 |

MS Employer-Assisted Housing Teacher Program (H.A.T.)

MS Employer-Assisted Housing Teacher Program (H.A.T.) is a special home loan program that is available to licensed teachers who render service in CSAs. A \$6000 maximum loan amount is available to assist eligible teachers in paying closing costs associated with a home purchase.

| # Awards | # Funds Expended |
|----------|------------------|
| 35 | \$180,474.19 |

Reimbursement of Moving Expenses

Reimbursement of Moving Expenses is a one-time reimbursement of moving expenses for teachers who teach in a geographic critical shortage area designated by the Mississippi Board of Education. Upon approval, MDE provides funds to the school district to reimburse the teacher an amount not to exceed \$1,000 for documented actual expenses incurred for relocation.

| | | |
|-----------------|-------------------------|--|
| # Awards | # Funds Expended | |
| 107 | \$75,886.33 | |

MS School Administrator Sabbatical Program (MSASP)

The Mississippi School Administrator Sabbatical Program (MSASP) enables local school districts to grant sabbatical leave to licensed teachers employed in Mississippi schools for not less than three years. The purpose is to allow such teachers to participate full-time in an educational leadership program and become local school district administrators.

| | | |
|----------------------------------|---------------------------------|-------------------------|
| # Districts Participating | # Teachers Participating | # Funds Expended |
| 7 | 15 | \$468,090.00 |

Professional Teacher Recruiters

Professional teacher recruiters inform high school and college students of the need for teachers, promote the teaching profession, encourage assistant teachers to become licensed teachers, recruit education graduates, and explain how non-education majors can become licensed teachers through alternate routes to certification. Recruiters work directly with assigned CSAs to find and place teachers. In all activities, the recruiters inform prospective teachers of the CSA incentives available to those who teach in Mississippi.

| # Referrals to CSAs | # Direct Referrals Hired in CSAs | # High School Contacts | # Asst Teacher Contacts | # MS College Contact | # Out-of-State College Contacts | # Community College Contacts | # New Teacher Orientation | Conference | Other |
|---------------------|----------------------------------|------------------------|-------------------------|----------------------|---------------------------------|------------------------------|---------------------------|------------|-------|
| 1,866 | 204 | 10,062 | 430 | 4,746 | 2,589 | 2,107 | 174 | 2,165 | 2,174 |