

**A Teacher for Every Classroom:
New Teachers in the Baltimore City Public Schools, 1999-2005**

Brief Report Update, May 2006

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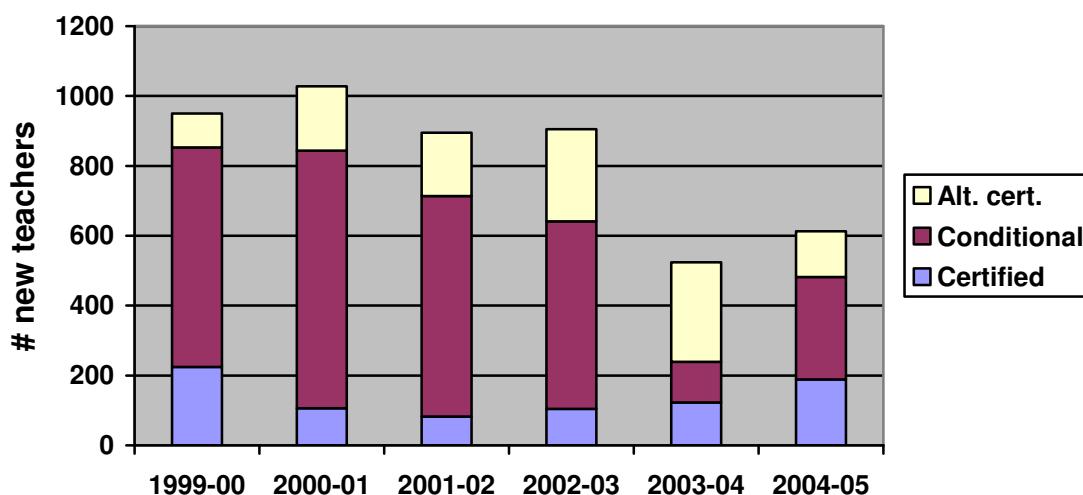
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This brief report provides an update to our analysis of five cohorts of new teachers in the Baltimore City Public School System (1999-2000, 2000-01, 2001-02, 2002-03, 2003-04).¹ We present updated retention figures using Baltimore City Public School System (BCPSS) teacher data for 2004-05, comparing teachers with different certification status: those with full professional certification, teachers in alternative certification programs (Teach for America [TFA], the Baltimore City Teaching Residency Program [BCTR], and Project SITE SUPPORT [PSS]), and conditionally (formerly provisionally) certified teachers who were not participating in alternative certification programs.

Descriptive Analysis of the 2004-05 Cohort of New Teachers

BCPSS data indicated that a total of 612 new teachers were hired for 2004-05. As Figure 1 below indicates, the proportion of fully certified teachers in this new cohort was higher than in any previous cohort over the past several years (31%, compared with 22% the previous year, around 10% the previous three years, and about 24% in 1999-2000). Given that missing data were coded as conditional certification, this percentage could be even higher.

Figure 1. Number of New Teachers in BCPSS



¹ M.A. Mac Iver, E.S. Vaughn, & G. Katz (2005). *A Teacher for Every Classroom: New Teachers in the Baltimore City Public Schools, 1999-2004*. Baltimore: Center for Social Organization of Schools, Johns Hopkins University.

Records from the alternative certification programs (TFA and BCTR) indicate a total of 131 new teachers (or 21%) for those programs in 2004-05 (compared to 54% in 2003-04 records). The number of TFA teachers was considerably lower than in the two previous years. The number of BCTR teachers remained the same, but the Project Site Support program had ended and so the overall total was smaller. The 2004-05 school year appears to be a “dip” year for alternative certification programs in Baltimore (program records show that numbers of new teachers from BCTR and TFA increased quite a bit for 2005-06).

New teachers in 2004-05 had similar gender and racial profiles as in previous years (2/3 female, about half African-American and half Caucasian). Nearly 17% of new teachers in this cohort had master’s degrees. This figure could be even higher, considering that 28% of the new teachers had missing data on degree level. As in some previous years, many new teachers in 2004-05 (more than 30%) were hired after September 1, and nearly 13% had left by the end of the school year.

Table 1 and Figures 3 to 6 present the updated new teacher retention patterns in BCPSS and the rates of attrition among alternatively certified, fully certified, and conditionally certified new teachers.

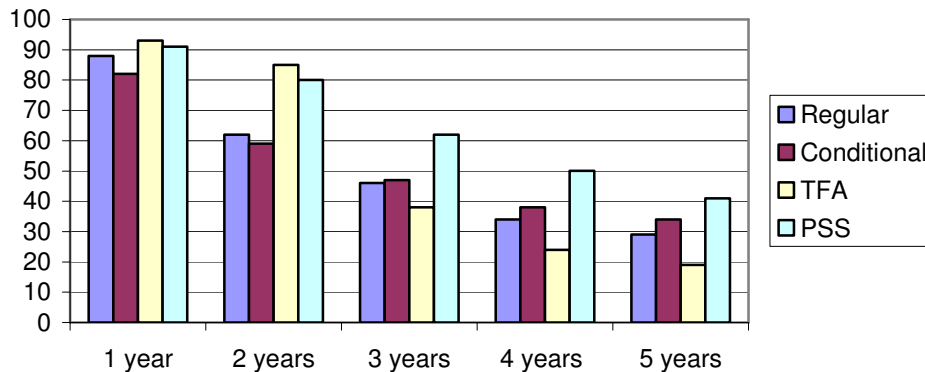
Our findings included:

- On average, teachers in alternative certification programs had higher retention rates than either conditionally or regularly certified teachers for each of their first five years of teaching in BCPSS.
- For multiple cohorts there was considerable attrition among alternative certification program participants between Years 2 and 3, due perhaps to the fact that TFA teachers completed their commitment to the school system. Nonetheless, teachers in alternative certification programs typically had higher than district-average retention rates in Years 3 and 4.²
- Three-year retention rates were generally similar between TFA and regularly certified teachers, with an anomalous drop in TFA retention for the 2002-03 cohort that lowered the overall 3-year retention rate. (By cohort, TFA teachers had 50%, 45%, 49%, and 31% three-year retention rates compared to 44%, 50%, 51%, and 44% for fully certified teachers.)
- Retention rates for Project Site Support teachers remained considerably higher than those for both conditionally and regularly certified teachers even after year 4.

² The total number of teachers in alternative certification programs includes teachers coded as “Resident Teacher” but not participating in either TFA or PSS. The Baltimore City Teaching Residency program (BCTR) was not fully geared up until 2002-03, and so we do not calculate retention rates separately for that program (though they are included in the analyses of the full number of alternatively certified teachers for the later cohorts).

Because of the high attrition rate of TFA teachers after three years, the overall retention rate for all alternative certification program teachers was similar to those of conditionally and regularly certified teachers by year 4.

Figure 2. Average Retention Percentages for BCPSS New Teachers by Teacher Type



We also examined the progress of BCPSS new teachers to full certification and master’s degrees (Tables 2-13). In general, the alternatively certified teachers were much more likely to successfully gain certification and master’s degrees than were the conditionally certified teachers.

- On average, three years after starting with BCPSS, 30% of all alternatively certified teachers who began had attained full certification and were still teaching in BCPSS, compared to just 10% of the conditionally certified group. Some in each group had gained certification and left and many had left without certification. Some in each group (but considerably fewer in alternative certification programs) were still listed in the BCPSS records as teaching without full certification.³
- Alternatively certified teachers progressed to master’s degrees at higher rates than other members of their teaching cohorts. Five years after their first year of teaching in BCPSS, 33 percent of alternatively certified teachers had attained master’s degrees (weighted average), compared to 7 percent for both fully certified teachers and conditionally certified teachers.

Conclusions

Baltimore is not unlike other urban districts, where teacher recruitment has proved to be a challenge (e.g., Neild, Useem, Travers, & Lesnick, 2003; Neild, Useem, & Farley,

³Anecdotal evidence indicates that there is often a lag between when teachers earn certification and when BCPSS records reflect this fact. The extent to which the BCPSS data records used in these analyses were “out of date” remains unclear.

2005). Though Ingersoll (2001) argues that teacher turnover in urban districts is actually lower than in small private schools, new teacher retention continues to be a major issue for Baltimore. While considerable debate continues to rage over teacher certification and alternative certification (e.g., Darling-Hammond, 1994, 2000, 2002; Darling-Hammond, Berry, & Thoreson, 2001; Decker, Mayer, & Glazerman, 2004; Goldhaber & Brewer, 2000; Goldhaber & Brewer, 2001; Hess, 2001; Laczko-Kerr & Berliner, 2002; Walsh, 2001), recruiting fully certified teachers to urban districts like Baltimore is particularly difficult. During such a challenging period for the Baltimore City Public School System, alternatively certified teachers have not only filled the gap but also have stayed on to become certified and continue teaching in the district. They have been more likely than regularly certified teachers to remain with the district. Though attrition rates were high for Teach for America after three years, the Project Site Support program produced certified teachers who remained with the system at much higher rates than the fully certified teachers who were recruited. The Baltimore City Teaching Residency program has expanded greatly over the past several years and seems to be filling the place that Project Site Support occupied for the system for five years. It is likely that BCTR teachers will demonstrate similarly high retention rates and progression to certification as did those enrolled in Project Site Support.

It is not yet possible with BCPSS data to examine the “effectiveness” of alternatively certified teachers in helping to raise student achievement. Recent studies of alternative certification using data from other districts have found mixed results, with some studies (e.g., Decker, Mayer, & Glazerman, 2004; Kane, Rockoff, & Staiger, 2006; Raymond, Fletcher, & Luque, 2001) more positive than others (e.g., Darling-Hammond, Holtzman, Gatlin, & Heilig, 2005; Laczko-Kerr & Berliner, 2002). In an era when recruiting fully certified teachers is extremely difficult, however, it is important not to underemphasize the findings of positive effects of alternative certification compared to uncertified teachers. There is even some preliminary evidence that TFA teachers in New York City produce enough of a positive achievement effect to offset the negative impact of their high turnover rates (Kane, Rockoff, & Staiger, 2006). In an environment where regularly certified teachers are scarce, it is crucial for districts like BCPSS to use alternative certification programs like TFA and BCTR to staff classrooms while providing opportunities for teachers to earn certification “on the job” in a supportive environment that will help them decide to remain teaching in the district.

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Table 2: Progression to Full Certification - Comparison of Cohorts Three Years After Hire

	1999-00 Cohort			2000-01 Cohort		
	Total w/o Full Cert. at hire	Cumulative total of teachers gaining certification by end of 3rd year (01-02)	Cumulative total of teachers gaining certification by end of 3rd year less attrition	Total w/o Full Cert. at hire	Cumulative total of teachers gaining certification by end of 3rd year (02-03)	Cumulative total of teachers gaining certification by end of 3rd year less attrition
TOTAL	726	110 (15.2%)	90 (12.4%)	922	132 (14.3%)	113 (12.3%)
Conditional Alternative Cert.	629	68 (10.8%)	52 (8.3%)	738	78 (10.6%)	64 (8.7%)
	97	42 (43.3%)	38 (39.2%)	184	54 (29.3%)	49 (26.6%)
Resident Teacher*	36	14 (38.9%)	12 (33.3%)	20	8 (40.0%)	8 (40.0%)
Project Site Support	21	10 (47.6%)	9 (42.9%)	108	26 (24.1%)	24 (22.2%)
Teach For America	35	14 (40.0%)	13 (37.1%)	11	0 (0.0%)	0 (0.0%)
PSS and TFA	5	4 (80.0%)	4 (80.0%)	45	20 (44.4%)	17 (37.8%)
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A

	2001-02 Cohort			2002-03 Cohort		
	Total w/o Full Cert. at hire	Cumulative total of teachers gaining certification by end of 3rd year (03-04)	Cumulative total of teachers gaining certification by end of 3rd year less attrition	Total w/o Full Cert. at hire	Cumulative total of teachers gaining certification by end of 3rd year (04-05)	Cumulative total of teachers gaining certification by end of 3rd year less attrition
TOTAL	813	163 (20.0%)	143 (17.6%)	801	212 (26.5%)	135 (16.9%)
Conditional Alternative Cert.	632	97 (15.3%)	80 (12.7%)	537	103 (19.2%)	64 (11.9%)
	181	66 (36.5%)	63 (34.8%)	264	109 (41.3%)	71 (26.9%)
Resident Teacher*	2	0 (0.0%)	0 (0.0%)	34	15 (44.1%)	11 (32.4%)
Project Site Support	130	46 (35.4%)	44 (33.8%)	128	48 (37.5%)	36 (28.1%)
Teach For America	49	20 (40.8%)	19 (38.8%)	102	46 (45.1%)	24 (23.5%)
PSS and TFA	N/A	N/A	N/A	N/A	N/A	N/A
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 3: Progression to Full Certification - Comparison of Cohorts Four Years After Hire

	1999-00 Cohort			2000-01 Cohort		
	Total w/o Full Cert. at hire	Cumulative total of teachers gaining certification by end of 4th year (02-03)	Cumulative total of teachers gaining certification by end of 4th year less attrition	Total w/o Full Cert. at hire	Cumulative total of teachers gaining certification by end of 4th year (03-04)	Cumulative total of teachers gaining certification by end of 4th year less attrition
TOTAL	726	131 (18.0%)	74 (10.2%)	922	328 (35.6%)	281 (30.5%)
Conditional Alternative Cert.	629	89 (14.1%)	55 (8.7%)	738	246 (33.3%)	217 (29.4%)
	97	42 (43.3%)	19 (19.6%)	184	82 (44.6%)	64 (34.8%)
Resident Teacher*	36	14 (38.9%)	8 (22.2%)	20	8 (40.0%)	7 (35.0%)
Project Site Support	21	10 (47.6%)	6 (28.6%)	108	49 (45.4%)	40 (37.0%)
Teach For America	35	14 (40.0%)	3 (8.6%)	11	0 (0.0%)	0 (0.0%)
PSS and TFA	5	4 (80.0%)	2 (40.0%)	45	25 (55.6%)	17 (37.8%)
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A

	2001-02 Cohort		
	Total w/o Full Cert. at hire	Cumulative total of teachers gaining certification by end of 4th year (04-05)	Cumulative total of teachers gaining certification by end of 4th year less attrition
TOTAL	813	189 (23.2%)	124 (15.3%)
Conditional Alternative Cert.	632	114 (18.0%)	73 (11.6%)
	181	75 (41.4%)	51 (28.2%)
Resident Teacher*	2	0 (0.0%)	0 (0.0%)
Project Site Support	130	53 (40.8%)	41 (31.5%)
Teach For America	49	22 (44.9%)	10 (20.4%)
PSS and TFA	N/A	N/A	N/A
RT & PSS	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 4: 1999-2000 Cohort Teachers' Progression to Full Certification

	Total w/o Full Cert. at hire	Gained	Cumulative total of teachers gaining certification, less attrition at end of 99-00	Gained	Cumulative total of teachers gaining certification by end of 00-01	Cumulative total of teachers gaining certification, less attrition at end of 00-01	Gained	Cumulative total of teachers gaining certification by end of 01-02	Cumulative total of teachers gaining certification, less attrition at end of 01-02
		SPC/APC in First year (99-00)		SPC/APC in Second year (00-01)			SPC/APC in Third year (01-02)		
TOTAL	726	5	5	39	44	42	66	110	90
Conditional Alternative Cert.	629	0	0	39	39	37	29	68	52
	97	5	5	0	5	5	37	42	38
Resident Teacher*	36	0	0	0	0	0	14	14	12
Project Site Support	21	4	4	0	4	4	6	10	9
Teach For America	35	1	1	0	1	1	13	14	13
PSS and TFA	5	0	0	0	0	0	4	4	4
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Gained SPC/APC in Fourth year (02-03)	Cumulative total of teachers gaining certification by end of 02-03	Cumulative total of teachers gaining certification, less attrition at end of 02-03	Gained SPC/APC in Fifth year (03-04)	Cumulative total of teachers gaining certification by end of 03-04	Cumulative total of teachers gaining certification, less attrition at end of 03-04	Gained SPC/APC in Sixth year (04-05)	Cumulative total of teachers gaining certification by end of 04-05	Cumulative total of teachers gaining certification, less attrition at end of 04-05
TOTAL	21	131	74	23	154	88	13	167	76
Conditional Alternative Cert.	21	89	55	21	110	67	12	122	59
	0	42	19	2	44	21	1	45	17
Resident Teacher*	0	14	8	0	14	8	1	15	8
Project Site Support	0	10	6	2	12	9	0	12	5
Teach For America	0	14	3	0	14	2	0	14	2
PSS and TFA	0	4	2	0	4	2	0	4	2
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 5: 2000-2001 Cohort Teachers' Progression to Full Certification

	Total w/o Full Cert. at hire	Gained SPC/APC in First year (00-01)	Cumulative total of teachers gaining certification, less attrition at end of 00-01	Gained SPC/APC in Second year (01-02)	Cumulative total of teachers gaining certification by end of 01-02	Cumulative total teachers gaining certification, less attrition at end of 01-02	Gained SPC/APC in Third year (02-03)	Cumulative total of teachers gaining certification by end of 02-03
TOTAL	922	4	4	61	65	61	67	132
Conditional Alternative Cert.	738	0	0	53	53	49	25	78
	184	4	4	8	12	12	42	54
Resident Teacher*	20	0	0	2	2	2	6	8
Project Site Support	108	4	4	5	9	9	17	26
Teach For America	11	0	0	0	0	0	0	0
PSS and TFA	45	0	0	1	1	1	19	20
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Cumulative total teachers gaining certification, less attrition at end of 02-03	Gained SPC/APC in Fourth year (03-04)	Cumulative total of teachers gaining certification by end of 03-04	Cumulative total teachers gaining certification, less attrition at end of 03-04	Gained SPC/APC in Fifth year (04-05)	Cumulative total of teachers gaining certification by end of 04-05	Cumulative total teachers gaining certification, less attrition at end of 04-05
TOTAL	113	196	328	281	34	362	245
Conditional Alternative Cert.	64	168	246	217	23	269	185
	49	28	82	64	11	93	60
Resident Teacher*	8	0	8	7	0	8	5
Project Site Support	24	23	49	40	9	58	42
Teach For America	0	0	0	0	0	0	0
PSS and TFA	17	5	25	17	2	27	13
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 6: 2001-2002 Cohort Teachers' Progression to Full Certification

	Total w/o Full Cert. at hire	Gained SPC/APC in First year (01-02)	Cumulative total of teachers gaining certification, less attrition at end of 01-02	Gained SPC/APC in Second year (02-03)	Cumulative total of teachers gaining certification, by end of 02-03	Cumulative total of teachers gaining certification, less attrition at end of 02-03
TOTAL	813	5	5	47	52	49
Conditional Alternative Cert.	632	0	0	45	45	43
	181	5	5	2	7	6
Resident Teacher*	2	0	0	0	0	0
Project Site Support	130	3	3	1	4	4
Teach For America	49	2	2	1	3	2
PSS and TFA	N/A	N/A	N/A	N/A	N/A	N/A
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A

	Gained SPC/APC in Third year (03-04)	Cumulative total of teachers gaining certification by end of 03-04	Cumulative total of teachers gaining certification, less attrition at end of 03-04	Gained SPC/APC in Fourth year (04-05)	Cumulative total of teachers gaining certification by end of 04-05	Cumulative total of teachers gaining certification, less attrition at end of 04-05
TOTAL	111	163	143	26	189	124
Conditional Alternative Cert.	52	97	80	17	114	73
	59	66	63	9	75	51
Resident Teacher*	0	0	0	0	0	0
Project Site Support	42	46	44	7	53	41
Teach For America	17	20	19	2	22	10
PSS and TFA	N/A	N/A	N/A	N/A	N/A	N/A
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 7: 2002-2003 Cohort Teachers' Progression to Full Certification

	Total w/o Full Cert. at hire	Gained SPC/APC in First year (02-03)	Cumulative total of teachers gaining certification, less attrition at end of 02-03	Gained SPC/APC in Second year (03-04)	Cumulative total of teachers gaining certification by end of 03-04	Cumulative total of teachers gaining certification, less attrition at end of 03-04
TOTAL	801	3	2	174	177	170
Conditional Alternative Cert.	537	0	0	87	87	81
	264	3	2	87	90	89
Resident Teacher*	34	0	0	13	13	13
Project Site Support	128	2	2	30	32	32
Teach For America	102	1	0	44	45	44
PSS and TFA	N/A	N/A	N/A	N/A	N/A	N/A
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A

	Gained SPC/APC in Third year (04-05)	Cumulative total of teachers gaining certification by end of 04-05	Cumulative total of teachers gaining certification, less attrition at end of 04-05
TOTAL	35	212	135
Conditional Alternative Cert.	16	103	64
	19	109	71
Resident Teacher*	2	15	11
Project Site Support	16	48	36
Teach For America	1	46	24
PSS and TFA	N/A	N/A	N/A
RT & PSS	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 8: 2003-2004 Cohort Teachers' Progression to Full Certification

	Total w/o Full Cert. at hire	Gained SPC/APC in First year (03-04)	Cumulative total of teachers gaining certification, less attrition at end of 03-04	Gained SPC/APC in Second year (04-05)	Cumulative total of teachers gaining certification by end of 04-05	Cumulative total of teachers gaining certification, less attrition at end of 04-05
TOTAL	364	34	34	46	80	70
Conditional Alternative Cert.	95	0	0	7	7	7
Resident Teacher*	269	34	34	39	73	63
Project Site Support	78	24	24	8	32	25
Teach For America	129	6	6	15	21	19
PSS and TFA	61	4	4	15	19	18
RT & PSS	1	0	0	1	1	1
	N/A	N/A	N/A	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 9: 1999-2000 Cohort Teachers' Progression to Master's Degrees

	Total w/o Master's in first year	Gained Master's in Second year (00-01)	Cumulative total of teachers gaining Master's, less attrition at end of 00-01	Gained Master's in Third year (01-02)	Cumulative total of teachers gaining Master's by end of 01-02	Cumulative total of teachers gaining Master's, less attrition at end of 01-02	Gained Master's in Fourth year (02-03)	Cumulative total of teachers gaining Master's by end of 02-03
TOTAL	801	6	6	28	34	34	22	56
Certified	170	1	1	2	3	3	3	6
Conditional	542	2	2	4	6	6	18	24
Alternative Cert.	89	3	3	22	25	25	1	26
Resident Teacher*	28	0	0	0	0	0	0	0
Project Site Support	21	3	3	6	9	9	1	10
Teach For America	35	0	0	13	13	13	0	13
PSS and TFA	5	0	0	3	3	3	0	3
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Cumulative total of teachers gaining Master's, less attrition at end of 02-03	Gained Master's in Fifth year (03-04)	Cumulative total of teachers gaining Master's by end of 03-04	Cumulative total of teachers gaining Master's, less attrition at end of 03-04	Gained Master's in Sixth year (04-05)	Cumulative total of teachers gaining Master's by end of 04-05	Cumulative total of teachers gaining Master's, less attrition at end of 04-05
TOTAL	52	16	72	49	3	75	52
Certified	5	2	8	6	1	9	7
Conditional	22	12	36	31	2	38	32
Alternative Cert.	25	2	28	12	0	28	13
Resident Teacher*	0	1	1	0	0	1	1
Project Site Support	9	1	11	8	0	11	9
Teach For America	13	0	13	2	0	13	2
PSS and TFA	3	0	3	2	0	3	1
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 10: 2000-2001 Cohort Teachers' Progression to Master's Degrees

	Total w/o Master's in first year	Gained Master's in Second year (01-02)	Cumulative total of teachers gaining Master's, less attrition at end of 01-02	Gained Master's in Third year (02-03)	Cumulative total of teachers gaining Master's by end of 02-03	Cumulative total of teachers gaining Master's, less attrition at end of 02-03
TOTAL	908	13	13	69	82	75
Certified	76	2	2	3	5	5
Conditional	659	8	8	19	27	24
Alternative Cert.	173	3	3	47	50	46
Resident Teacher*	16	0	0	1	1	1
Project Site Support	102	1	1	25	26	25
Teach For America	11	0	0	0	0	0
PSS and TFA	44	2	2	21	23	20
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A

	Gained Master's in Fourth year (03-04)	Cumulative total of teachers gaining Master's by end of 03-04	Cumulative total of teachers gaining Master's, less attrition at end of 03-04	Gained Master's in Fifth year (04-05)	Cumulative total of teachers gaining Master's by end of 04-05	Cumulative total of teachers gaining Master's, less attrition at end of 04-05
TOTAL	15	97	67	25	122	75
Certified	1	6	3	3	9	6
Conditional	13	40	28	14	54	35
Alternative Cert.	1	51	36	8	59	34
Resident Teacher*	0	1	1	0	1	1
Project Site Support	1	27	20	7	34	22
Teach For America	0	0	0	0	0	0
PSS and TFA	0	23	15	1	24	11
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 11: 2001-2002 Cohort Teachers' Progression to Master's Degrees

	Total w/o Master's in first year	Gained Master's in Second year (02-03)	Cumulative total of teachers gaining Master's, less attrition at end of 02-03	Gained Master's in Third year (03-04)	Cumulative total of teachers gaining Master's by end of 03-04
TOTAL	807	32	28	48	80
Certified	67	5	5	1	6
Conditional	565	24	20	7	31
Alternative Cert.	175	3	3	40	43
Resident Teacher*	2	0	0	0	0
Project Site Support	125	2	2	32	34
Teach For America	48	1	1	8	9
PSS and TFA	N/A	N/A	N/A	N/A	N/A
RT & PSS	N/A	N/A	N/A	N/A	N/A

	Cumulative total of teachers gaining Master's, less attrition at end of 03-04	Gained Master's in Fourth year (04-05)	Cumulative total of teachers gaining Master's by end of 04-05	Cumulative total of teachers gaining Master's, less attrition at end of 04-05
TOTAL	66	10	90	59
Certified	3	0	6	2
Conditional	21	4	35	19
Alternative Cert.	42	6	49	38
Resident Teacher*	0	0	0	0
Project Site Support	33	6	40	33
Teach For America	9	0	9	5
PSS and TFA	N/A	N/A	N/A	N/A
RT & PSS	N/A	N/A	N/A	N/A

* includes those in the Teacher Residency program and resident teachers in no program

Table 12: 2002-2003 Cohort Teachers' Progression to Master's Degrees

	Total w/o Master's in first year	Gained Master's in Second year (03-04)	Cumulative total of teachers gaining Master's, less attrition at end of 03-04	Gained Master's in Third year (04-05)	Cumulative total of teachers gaining Master's by end of 04-05	Cumulative total of teachers gaining Master's, less attrition at end of 04-05
TOTAL	744	46	46	10	56	44
Certified	69	2	2	2	4	3
Conditional	442	3	3	3	6	5
Alternative Cert.	233	41	41	5	46	36
Resident Teacher*	27	0	0	1	1	1
Project Site Support	108	18	18	2	20	16
Teach For America	98	23	23	2	25	19
PSS and TFA	N/A	N/A	N/A	N/A	N/A	N/A
RT & PSS	N/A	N/A	N/A	N/A	N/A	N/A

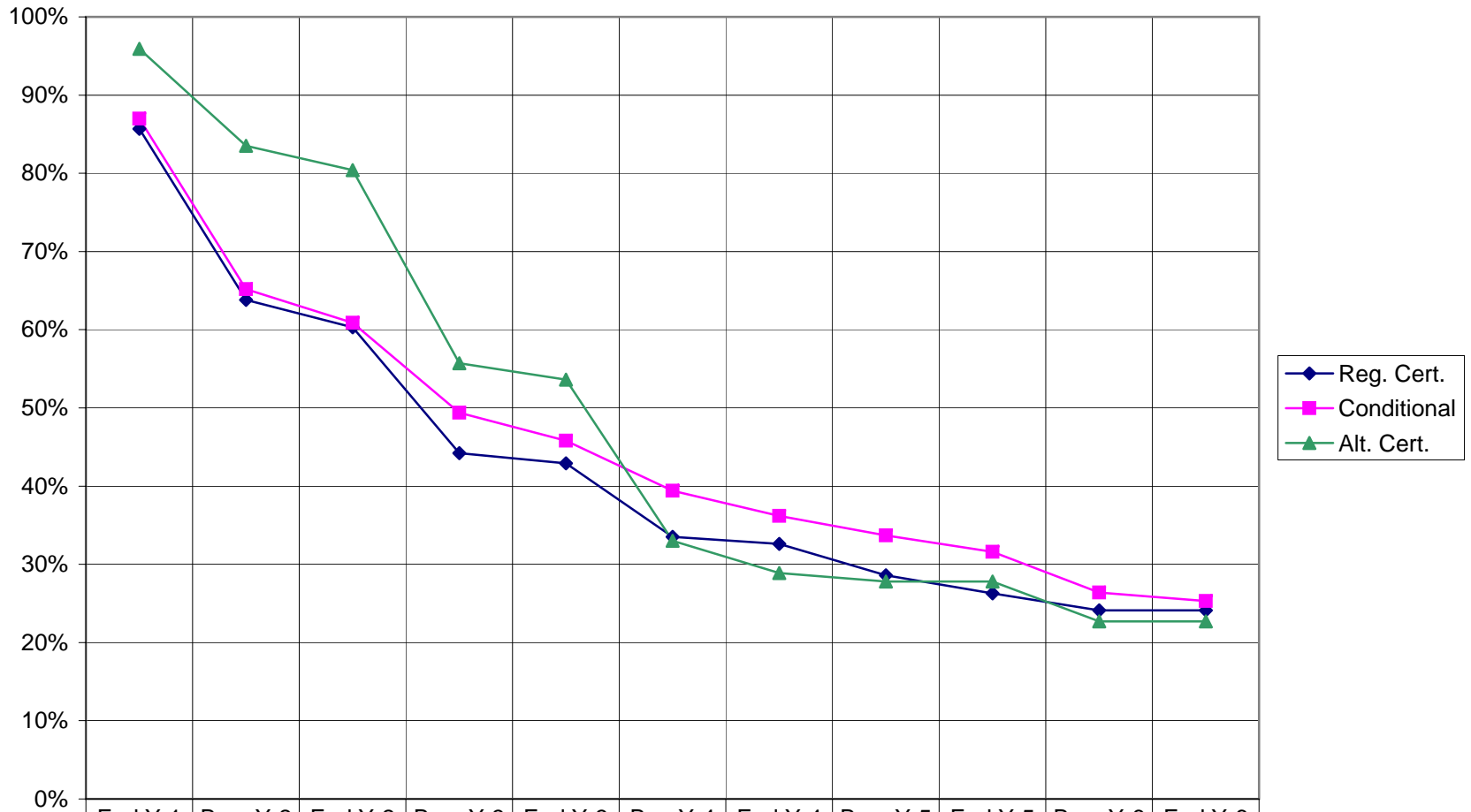
* includes those in the Teacher Residency program and resident teachers in no program

Table 13: 2003-2004 Cohort Teachers' Progression to Master's Degrees

	Total w/o Master's in first year	Gained Master's in Second year (04-05)	Cumulative total of teachers gaining Master's, less attrition at end of 04-05
TOTAL	451	28	27
Certified	96	1	0
Conditional	96	0	0
Alternative Cert.	259	27	27
Resident Teacher*	67	0	0
Project Site Support	126	20	20
Teach For America	65	6	6
PSS and TFA	N/A	N/A	N/A
RT & PSS	1	1	1

* includes those in the Teacher Residency program and resident teachers in no program

Figure 3: Chart of 1999-2000 Cohort Retention



◆ Reg. Cert.	85.7%	63.8%	60.3%	44.2%	42.9%	33.5%	32.6%	28.6%	26.3%	24.1%	24.1%
■ Conditional	87.0%	65.2%	60.9%	49.4%	45.8%	39.4%	36.2%	33.7%	31.6%	26.4%	25.3%
▲ Alt. Cert.	95.9%	83.5%	80.4%	55.7%	53.6%	33.0%	28.9%	27.8%	27.8%	22.7%	22.7%

Figure 4: Chart of 2000-2001 Cohort Retention

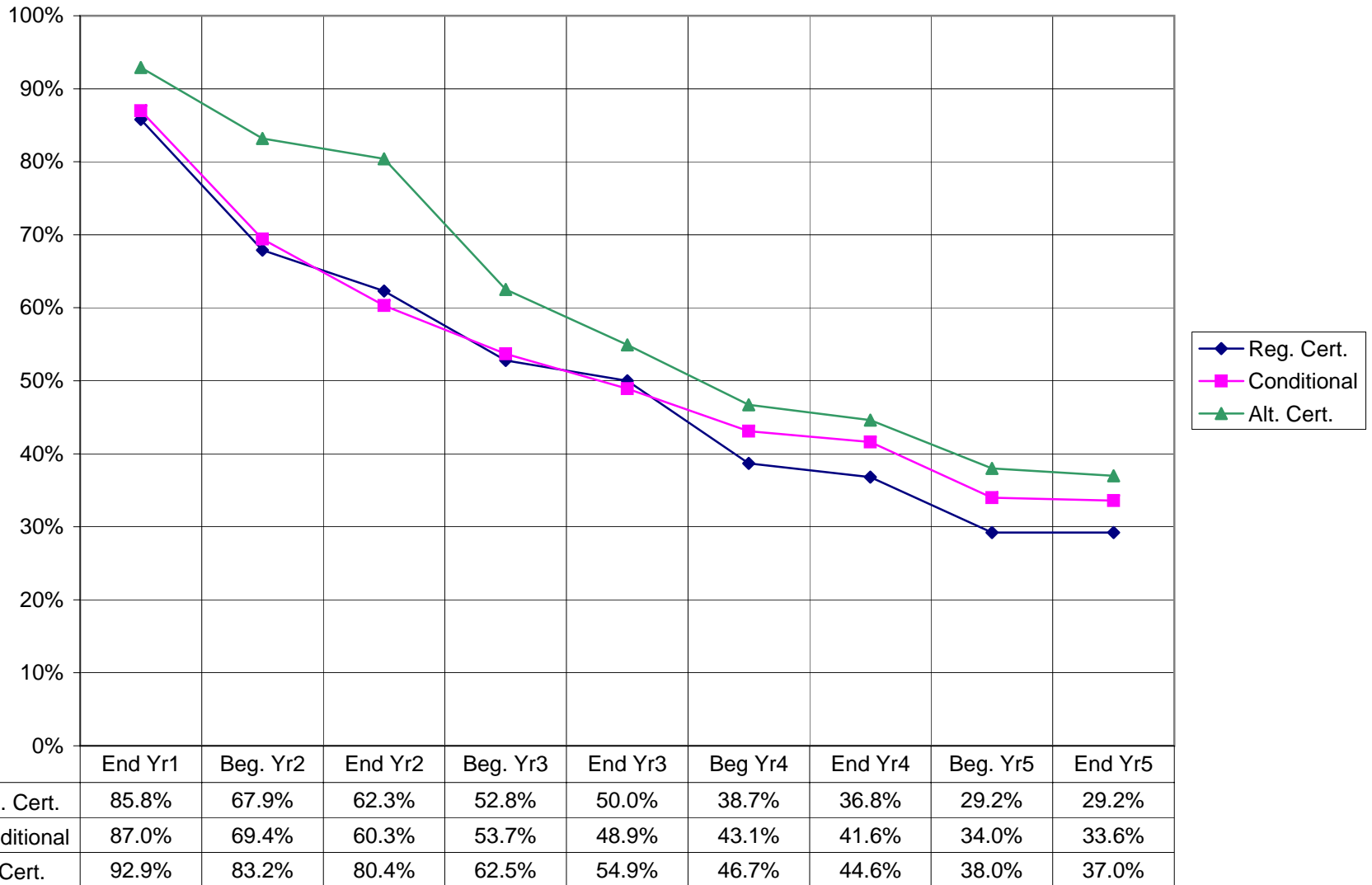
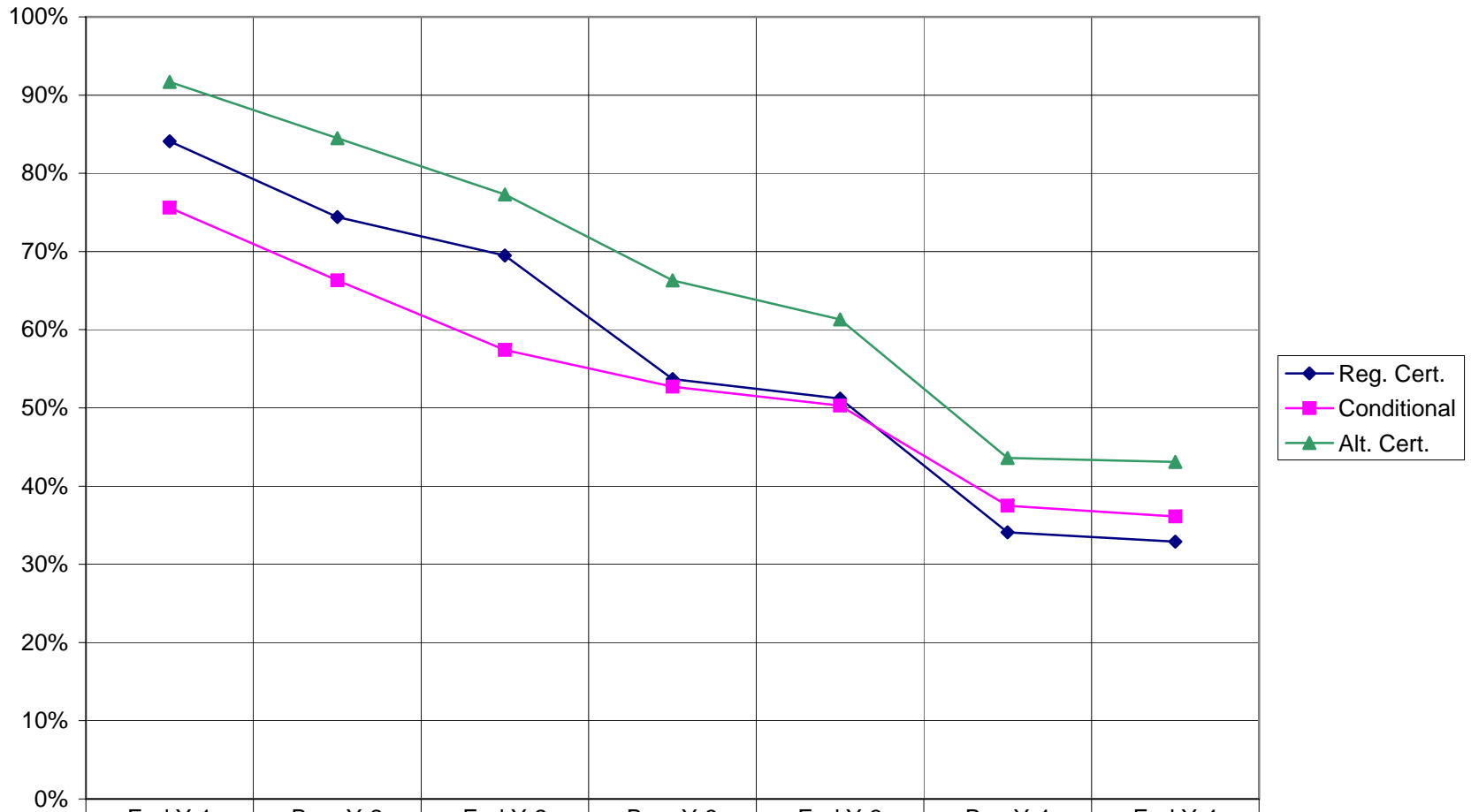


Figure 5: Chart of 2001-2002 Cohort Retention



	End Yr1	Beg. Yr2	End Yr2	Beg. Yr3	End Yr3	Beg Yr4	End Yr4
◆ Reg. Cert.	84.1%	74.4%	69.5%	53.7%	51.2%	34.1%	32.9%
■ Conditional	75.6%	66.3%	57.4%	52.7%	50.3%	37.5%	36.1%
▲ Alt. Cert.	91.7%	84.5%	77.3%	66.3%	61.3%	43.6%	43.1%

Figure 6: Chart of 2002-2003 Cohort Retention

