

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

**Brief Report Update, May 2006**

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

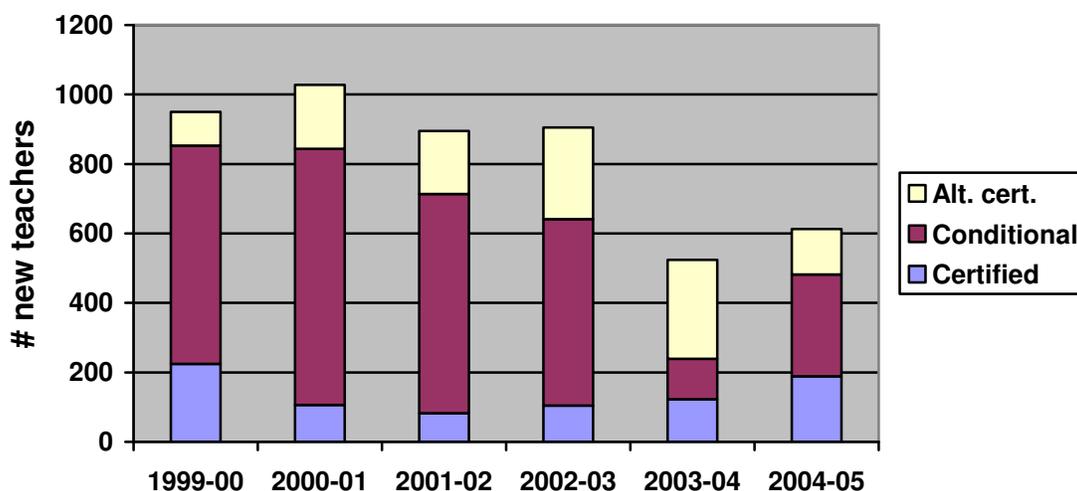
## Brief Report Update, May 2006

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).<sup>1</sup> 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**



<sup>1</sup> 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:

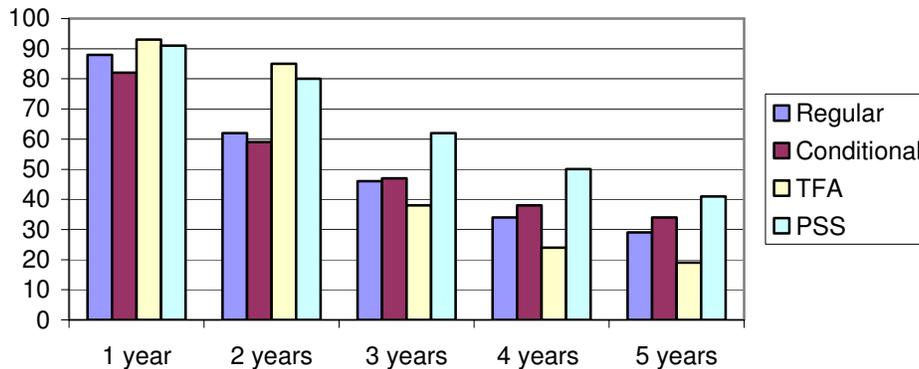
- On average, teachers in alternative certification programs had higher retention rates than either conditionally or regularly certified teachers for each of their first five years of teaching in BCPSS.
- For multiple cohorts there was considerable attrition among alternative certification program participants 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.<sup>2</sup>
- 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.

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<sup>2</sup> 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.<sup>3</sup>
- 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,

<sup>3</sup>Anecdotal 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 |
| <b>TOTAL</b>                         | 726                          | 110 (15.2%)   | 90 (12.4%)   | 922                          | 132 (14.3%)   | 113 (12.3%)  |
| <b>Conditional Alternative Cert.</b> | 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%)   |
| <b>Resident Teacher*</b>             | 36                           | 14 (38.9%)  | 12 (33.3%)   | 20                           | 8 (40.0%)   | 8 (40.0%)  |
| <b>Project Site Support</b>          | 21                           | 10 (47.6%)  | 9 (42.9%)  | 108                          | 26 (24.1%)  | 24 (22.2%)   |
| <b>Teach For America</b>             | 35                           | 14 (40.0%)  | 13 (37.1%)   | 11                           | 0 (0.0%)  | 0 (0.0%)   |
| <b>PSS and TFA</b>                   | 5                            | 4 (80.0%)   | 4 (80.0%)  | 45                           | 20 (44.4%)  | 17 (37.8%)   |
| <b>RT &amp; PSS</b>                  | 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 |
| <b>TOTAL</b>                         | 813                          | 163 (20.0%)   | 143 (17.6%)  | 801                          | 212 (26.5%)   | 135 (16.9%)  |
| <b>Conditional Alternative Cert.</b> | 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%)   |
| <b>Resident Teacher*</b>             | 2                            | 0 (0.0%)  | 0 (0.0%)   | 34                           | 15 (44.1%)  | 11 (32.4%)   |
| <b>Project Site Support</b>          | 130                          | 46 (35.4%)  | 44 (33.8%)   | 128                          | 48 (37.5%)  | 36 (28.1%)   |
| <b>Teach For America</b>             | 49                           | 20 (40.8%)  | 19 (38.8%)   | 102                          | 46 (45.1%)  | 24 (23.5%)   |
| <b>PSS and TFA</b>                   | N/A                          | N/A   | N/A  | N/A                          | N/A   | N/A  |
| <b>RT &amp; PSS</b>                  | 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 |
| <b>TOTAL</b>                         | 726                          | 131 (18.0%)   | 74 (10.2%)   | 922                          | 328 (35.6%)   | 281 (30.5%)  |
| <b>Conditional Alternative Cert.</b> | 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%)   |
| <b>Resident Teacher*</b>             | 36                           | 14 (38.9%)  | 8 (22.2%)  | 20                           | 8 (40.0%)   | 7 (35.0%)  |
| <b>Project Site Support</b>          | 21                           | 10 (47.6%)  | 6 (28.6%)  | 108                          | 49 (45.4%)  | 40 (37.0%)   |
| <b>Teach For America</b>             | 35                           | 14 (40.0%)  | 3 (8.6%)   | 11                           | 0 (0.0%)  | 0 (0.0%)   |
| <b>PSS and TFA</b>                   | 5                            | 4 (80.0%)   | 2 (40.0%)  | 45                           | 25 (55.6%)  | 17 (37.8%)   |
| <b>RT &amp; PSS</b>                  | 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 |
| <b>TOTAL</b>                         | 813                          | 189 (23.2%)   | 124 (15.3%)  |
| <b>Conditional Alternative Cert.</b> | 632                          | 114 (18.0%)   | 73 (11.6%)   |
|                                      | 181                          | 75 (41.4%)  | 51 (28.2%)   |
| <b>Resident Teacher*</b>             | 2                            | 0 (0.0%)  | 0 (0.0%)   |
| <b>Project Site Support</b>          | 130                          | 53 (40.8%)  | 41 (31.5%)   |
| <b>Teach For America</b>             | 49                           | 22 (44.9%)  | 10 (20.4%)   |
| <b>PSS and TFA</b>                   | N/A                          | N/A   | N/A  |
| <b>RT &amp; PSS</b>                  | 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) |  |  |
| <b>TOTAL</b>                         | 726                          | 5                             | 5  | 39                             | 44   | 42   | 66                            | 110  | 90   |
| <b>Conditional Alternative Cert.</b> | 629                          | 0                             | 0  | 39                             | 39   | 37   | 29                            | 68   | 52   |
|                                      | 97                           | 5                             | 5  | 0                              | 5  | 5  | 37                            | 42   | 38   |
| <b>Resident Teacher*</b>             | 36                           | 0                             | 0  | 0                              | 0  | 0  | 14                            | 14   | 12   |
| <b>Project Site Support</b>          | 21                           | 4                             | 4  | 0                              | 4  | 4  | 6                             | 10   | 9  |
| <b>Teach For America</b>             | 35                           | 1                             | 1  | 0                              | 1  | 1  | 13                            | 14   | 13   |
| <b>PSS and TFA</b>                   | 5                            | 0                             | 0  | 0                              | 0  | 0  | 4                             | 4  | 4  |
| <b>RT &amp; PSS</b>                  | 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 |
|--------------------------------------|---------------------------------------|--|--|--------------------------------------|--|--|--------------------------------------|--|--|
| <b>TOTAL</b>                         | 21                                    | 131  | 74   | 23                                   | 154  | 88   | 13                                   | 167  | 76   |
| <b>Conditional Alternative Cert.</b> | 21                                    | 89   | 55   | 21                                   | 110  | 67   | 12                                   | 122  | 59   |
|                                      | 0                                     | 42   | 19   | 2                                    | 44   | 21   | 1                                    | 45   | 17   |
| <b>Resident Teacher*</b>             | 0                                     | 14   | 8  | 0                                    | 14   | 8  | 1                                    | 15   | 8  |
| <b>Project Site Support</b>          | 0                                     | 10   | 6  | 2                                    | 12   | 9  | 0                                    | 12   | 5  |
| <b>Teach For America</b>             | 0                                     | 14   | 3  | 0                                    | 14   | 2  | 0                                    | 14   | 2  |
| <b>PSS and TFA</b>                   | 0                                     | 4  | 2  | 0                                    | 4  | 2  | 0                                    | 4  | 2  |
| <b>RT &amp; PSS</b>                  | 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 |
|--------------------------------------|------------------------------|--------------------------------------|--|---------------------------------------|--|---|--------------------------------------|--|
| <b>TOTAL</b>                         | 922                          | 4                                    | 4  | 61                                    | 65   | 61  | 67                                   | 132  |
| <b>Conditional Alternative Cert.</b> | 738                          | 0                                    | 0  | 53                                    | 53   | 49  | 25                                   | 78   |
|                                      | 184                          | 4                                    | 4  | 8                                     | 12   | 12  | 42                                   | 54   |
| <b>Resident Teacher*</b>             | 20                           | 0                                    | 0  | 2                                     | 2  | 2   | 6                                    | 8  |
| <b>Project Site Support</b>          | 108                          | 4                                    | 4  | 5                                     | 9  | 9   | 17                                   | 26   |
| <b>Teach For America</b>             | 11                           | 0                                    | 0  | 0                                     | 0  | 0   | 0                                    | 0  |
| <b>PSS and TFA</b>                   | 45                           | 0                                    | 0  | 1                                     | 1  | 1   | 19                                   | 20   |
| <b>RT &amp; PSS</b>                  | 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 |
|--------------------------------------|---|---------------------------------------|--|---|--------------------------------------|--|---|
| <b>TOTAL</b>                         | 113   | 196                                   | 328  | 281   | 34                                   | 362  | 245   |
| <b>Conditional Alternative Cert.</b> | 64  | 168                                   | 246  | 217   | 23                                   | 269  | 185   |
|                                      | 49  | 28                                    | 82   | 64  | 11                                   | 93   | 60  |
| <b>Resident Teacher*</b>             | 8   | 0                                     | 8  | 7   | 0                                    | 8  | 5   |
| <b>Project Site Support</b>          | 24  | 23                                    | 49   | 40  | 9                                    | 58   | 42  |
| <b>Teach For America</b>             | 0   | 0                                     | 0  | 0   | 0                                    | 0  | 0   |
| <b>PSS and TFA</b>                   | 17  | 5                                     | 25   | 17  | 2                                    | 27   | 13  |
| <b>RT &amp; PSS</b>                  | 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 |
|--------------------------------------|------------------------------|--------------------------------------|--|---------------------------------------|---|--|
| <b>TOTAL</b>                         | 813                          | 5                                    | 5  | 47                                    | 52  | 49   |
| <b>Conditional Alternative Cert.</b> | 632                          | 0                                    | 0  | 45                                    | 45  | 43   |
|                                      | 181                          | 5                                    | 5  | 2                                     | 7   | 6  |
| <b>Resident Teacher*</b>             | 2                            | 0                                    | 0  | 0                                     | 0   | 0  |
| <b>Project Site Support</b>          | 130                          | 3                                    | 3  | 1                                     | 4   | 4  |
| <b>Teach For America</b>             | 49                           | 2                                    | 2  | 1                                     | 3   | 2  |
| <b>PSS and TFA</b>                   | N/A                          | N/A                                  | N/A  | N/A                                   | N/A   | N/A  |
| <b>RT &amp; PSS</b>                  | 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 |
|--------------------------------------|--------------------------------------|--|--|---------------------------------------|--|--|
| <b>TOTAL</b>                         | 111                                  | 163  | 143  | 26                                    | 189  | 124  |
| <b>Conditional Alternative Cert.</b> | 52                                   | 97   | 80   | 17                                    | 114  | 73   |
|                                      | 59                                   | 66   | 63   | 9                                     | 75   | 51   |
| <b>Resident Teacher*</b>             | 0                                    | 0  | 0  | 0                                     | 0  | 0  |
| <b>Project Site Support</b>          | 42                                   | 46   | 44   | 7                                     | 53   | 41   |
| <b>Teach For America</b>             | 17                                   | 20   | 19   | 2                                     | 22   | 10   |
| <b>PSS and TFA</b>                   | N/A                                  | N/A  | N/A  | N/A                                   | N/A  | N/A  |
| <b>RT &amp; PSS</b>                  | 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 |
|--------------------------------------|------------------------------|--------------------------------------|--|---------------------------------------|--|--|
| <b>TOTAL</b>                         | 801                          | 3                                    | 2  | 174                                   | 177  | 170  |
| <b>Conditional Alternative Cert.</b> | 537                          | 0                                    | 0  | 87                                    | 87   | 81   |
|                                      | 264                          | 3                                    | 2  | 87                                    | 90   | 89   |
| <b>Resident Teacher*</b>             | 34                           | 0                                    | 0  | 13                                    | 13   | 13   |
| <b>Project Site Support</b>          | 128                          | 2                                    | 2  | 30                                    | 32   | 32   |
| <b>Teach For America</b>             | 102                          | 1                                    | 0  | 44                                    | 45   | 44   |
| <b>PSS and TFA</b>                   | N/A                          | N/A                                  | N/A  | N/A                                   | N/A  | N/A  |
| <b>RT &amp; PSS</b>                  | 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 |
|--------------------------------------|--------------------------------------|--|--|
| <b>TOTAL</b>                         | 35                                   | 212  | 135  |
| <b>Conditional Alternative Cert.</b> | 16                                   | 103  | 64   |
|                                      | 19                                   | 109  | 71   |
| <b>Resident Teacher*</b>             | 2                                    | 15   | 11   |
| <b>Project Site Support</b>          | 16                                   | 48   | 36   |
| <b>Teach For America</b>             | 1                                    | 46   | 24   |
| <b>PSS and TFA</b>                   | N/A                                  | N/A  | N/A  |
| <b>RT &amp; PSS</b>                  | 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 teachers gaining certification, less attrition at end of 04-05 |
|--------------------------------------|------------------------------|--------------------------------------|--|---------------------------------------|--|---|
| <b>TOTAL</b>                         | 364                          | 34                                   | 34   | 46                                    | 80   | 70  |
| <b>Conditional Alternative Cert.</b> | 95                           | 0                                    | 0  | 7                                     | 7  | 7   |
| <b>Resident Teacher*</b>             | 269                          | 34                                   | 34   | 39                                    | 73   | 63  |
| <b>Project Site Support</b>          | 78                           | 24                                   | 24   | 8                                     | 32   | 25  |
| <b>Teach For America</b>             | 129                          | 6                                    | 6  | 15                                    | 21   | 19  |
| <b>PSS and TFA</b>                   | 61                           | 4                                    | 4  | 15                                    | 19   | 18  |
| <b>RT &amp; PSS</b>                  | 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<br>in first year | Gained Master's<br>in<br>Second year<br>(00-01) | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 00-01 | Gained Master's<br>in<br>Third year<br>(01-02) | Cumulative total<br>of teachers<br>gaining Master's<br>by end of 01-02 | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 01-02 | Gained Master's<br>in<br>Fourth year<br>(02-03) | Cumulative total<br>of teachers<br>gaining Master's<br>by end of 02-03 |
|-----------------------------|-------------------------------------|---|---|--|--|---|---|--|
| <b>TOTAL</b>                | 801                                 | 6   | 6   | 28   | 34   | 34  | 22  | 56   |
| <b>Certified</b>            | 170                                 | 1   | 1   | 2  | 3  | 3   | 3   | 6  |
| <b>Conditional</b>          | 542                                 | 2   | 2   | 4  | 6  | 6   | 18  | 24   |
| <b>Alternative Cert.</b>    | 89                                  | 3   | 3   | 22   | 25   | 25  | 1   | 26   |
| <b>Resident Teacher*</b>    | 28                                  | 0   | 0   | 0  | 0  | 0   | 0   | 0  |
| <b>Project Site Support</b> | 21                                  | 3   | 3   | 6  | 9  | 9   | 1   | 10   |
| <b>Teach For America</b>    | 35                                  | 0   | 0   | 13   | 13   | 13  | 0   | 13   |
| <b>PSS and TFA</b>          | 5                                   | 0   | 0   | 3  | 3  | 3   | 0   | 3  |
| <b>RT &amp; PSS</b>         | N/A                                 | N/A   | N/A   | N/A  | N/A  | N/A   | N/A   | N/A  |

|                             | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 02-03 | Gained Master's<br>in<br>Fifth year<br>(03-04) | Cumulative total<br>of teachers gaining<br>Master's<br>by end of 03-04 | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 03-04 | Gained Master's<br>in<br>Sixth year<br>(04-05) | Cumulative total<br>of teachers gaining<br>Master's<br>by end of 04-05 | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 04-05 |
|-----------------------------|---|--|--|---|--|--|---|
| <b>TOTAL</b>                | 52  | 16   | 72   | 49  | 3  | 75   | 52  |
| <b>Certified</b>            | 5   | 2  | 8  | 6   | 1  | 9  | 7   |
| <b>Conditional</b>          | 22  | 12   | 36   | 31  | 2  | 38   | 32  |
| <b>Alternative Cert.</b>    | 25  | 2  | 28   | 12  | 0  | 28   | 13  |
| <b>Resident Teacher*</b>    | 0   | 1  | 1  | 0   | 0  | 1  | 1   |
| <b>Project Site Support</b> | 9   | 1  | 11   | 8   | 0  | 11   | 9   |
| <b>Teach For America</b>    | 13  | 0  | 13   | 2   | 0  | 13   | 2   |
| <b>PSS and TFA</b>          | 3   | 0  | 3  | 2   | 0  | 3  | 1   |
| <b>RT &amp; PSS</b>         | 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<br>in first year | Gained Master's<br>in<br>Second year<br>(01-02) | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 01-02 | Gained Master's<br>in<br>Third year<br>(02-03) | Cumulative total<br>of teachers gaining<br>Master's<br>by end of 02-03 | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 02-03 |
|-----------------------------|-------------------------------------|---|---|--|--|---|
| <b>TOTAL</b>                | 908                                 | 13  | 13  | 69   | 82   | 75  |
| <b>Certified</b>            | 76                                  | 2   | 2   | 3  | 5  | 5   |
| <b>Conditional</b>          | 659                                 | 8   | 8   | 19   | 27   | 24  |
| <b>Alternative Cert.</b>    | 173                                 | 3   | 3   | 47   | 50   | 46  |
| <b>Resident Teacher*</b>    | 16                                  | 0   | 0   | 1  | 1  | 1   |
| <b>Project Site Support</b> | 102                                 | 1   | 1   | 25   | 26   | 25  |
| <b>Teach For America</b>    | 11                                  | 0   | 0   | 0  | 0  | 0   |
| <b>PSS and TFA</b>          | 44                                  | 2   | 2   | 21   | 23   | 20  |
| <b>RT &amp; PSS</b>         | N/A                                 | N/A   | N/A   | N/A  | N/A  | N/A   |

|                             | Gained Master's<br>in<br>Fourth year<br>(03-04) | Cumulative total<br>of teachers gaining<br>Master's<br>by end of 03-04 | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 03-04 | Gained Master's<br>in<br>Fifth year<br>(04-05) | Cumulative total<br>of teachers gaining<br>Master's<br>by end of 04-05 | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 04-05 |
|-----------------------------|---|--|---|--|--|---|
| <b>TOTAL</b>                | 15  | 97   | 67  | 25   | 122  | 75  |
| <b>Certified</b>            | 1   | 6  | 3   | 3  | 9  | 6   |
| <b>Conditional</b>          | 13  | 40   | 28  | 14   | 54   | 35  |
| <b>Alternative Cert.</b>    | 1   | 51   | 36  | 8  | 59   | 34  |
| <b>Resident Teacher*</b>    | 0   | 1  | 1   | 0  | 1  | 1   |
| <b>Project Site Support</b> | 1   | 27   | 20  | 7  | 34   | 22  |
| <b>Teach For America</b>    | 0   | 0  | 0   | 0  | 0  | 0   |
| <b>PSS and TFA</b>          | 0   | 23   | 15  | 1  | 24   | 11  |
| <b>RT &amp; PSS</b>         | 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<br>in first year | Gained Master's<br>in<br>Second year<br>(02-03) | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 02-03 | Gained Master's<br>in<br>Third year<br>(03-04) | Cumulative total<br>of teachers gaining<br>Master's<br>by end of 03-04 |
|-----------------------------|-------------------------------------|---|---|--|--|
| <b>TOTAL</b>                | 807                                 | 32  | 28  | 48   | 80   |
| <b>Certified</b>            | 67                                  | 5   | 5   | 1  | 6  |
| <b>Conditional</b>          | 565                                 | 24  | 20  | 7  | 31   |
| <b>Alternative Cert.</b>    | 175                                 | 3   | 3   | 40   | 43   |
| <b>Resident Teacher*</b>    | 2                                   | 0   | 0   | 0  | 0  |
| <b>Project Site Support</b> | 125                                 | 2   | 2   | 32   | 34   |
| <b>Teach For America</b>    | 48                                  | 1   | 1   | 8  | 9  |
| <b>PSS and TFA</b>          | N/A                                 | N/A   | N/A   | N/A  | N/A  |
| <b>RT &amp; PSS</b>         | N/A                                 | N/A   | N/A   | N/A  | N/A  |

|                             | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 03-04 | Gained Master's<br>in<br>Fourth year<br>(04-05) | Cumulative total<br>of teachers gaining<br>Master's<br>by end of 04-05 | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 04-05 |
|-----------------------------|---|---|--|---|
| <b>TOTAL</b>                | 66  | 10  | 90   | 59  |
| <b>Certified</b>            | 3   | 0   | 6  | 2   |
| <b>Conditional</b>          | 21  | 4   | 35   | 19  |
| <b>Alternative Cert.</b>    | 42  | 6   | 49   | 38  |
| <b>Resident Teacher*</b>    | 0   | 0   | 0  | 0   |
| <b>Project Site Support</b> | 33  | 6   | 40   | 33  |
| <b>Teach For America</b>    | 9   | 0   | 9  | 5   |
| <b>PSS and TFA</b>          | N/A   | N/A   | N/A  | N/A   |
| <b>RT &amp; PSS</b>         | 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<br>in first year | Gained Master's<br>in<br>Second year<br>(03-04) | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 03-04 | Gained Master's<br>in<br>Third year<br>(04-05) | Cumulative total<br>of teachers gaining<br>Master's<br>by end of 04-05 | Cumulative total<br>of teachers gaining<br>Master's,<br>less attrition<br>at end of 04-05 |
|-----------------------------|-------------------------------------|---|---|--|--|---|
| <b>TOTAL</b>                | 744                                 | 46  | 46  | 10   | 56   | 44  |
| <b>Certified</b>            | 69                                  | 2   | 2   | 2  | 4  | 3   |
| <b>Conditional</b>          | 442                                 | 3   | 3   | 3  | 6  | 5   |
| <b>Alternative Cert.</b>    | 233                                 | 41  | 41  | 5  | 46   | 36  |
| <b>Resident Teacher*</b>    | 27                                  | 0   | 0   | 1  | 1  | 1   |
| <b>Project Site Support</b> | 108                                 | 18  | 18  | 2  | 20   | 16  |
| <b>Teach For America</b>    | 98                                  | 23  | 23  | 2  | 25   | 19  |
| <b>PSS and TFA</b>          | N/A                                 | N/A   | N/A   | N/A  | N/A  | N/A   |
| <b>RT &amp; PSS</b>         | N/A                                 | N/A   | N/A   | N/A  | N/A  | N/A   |

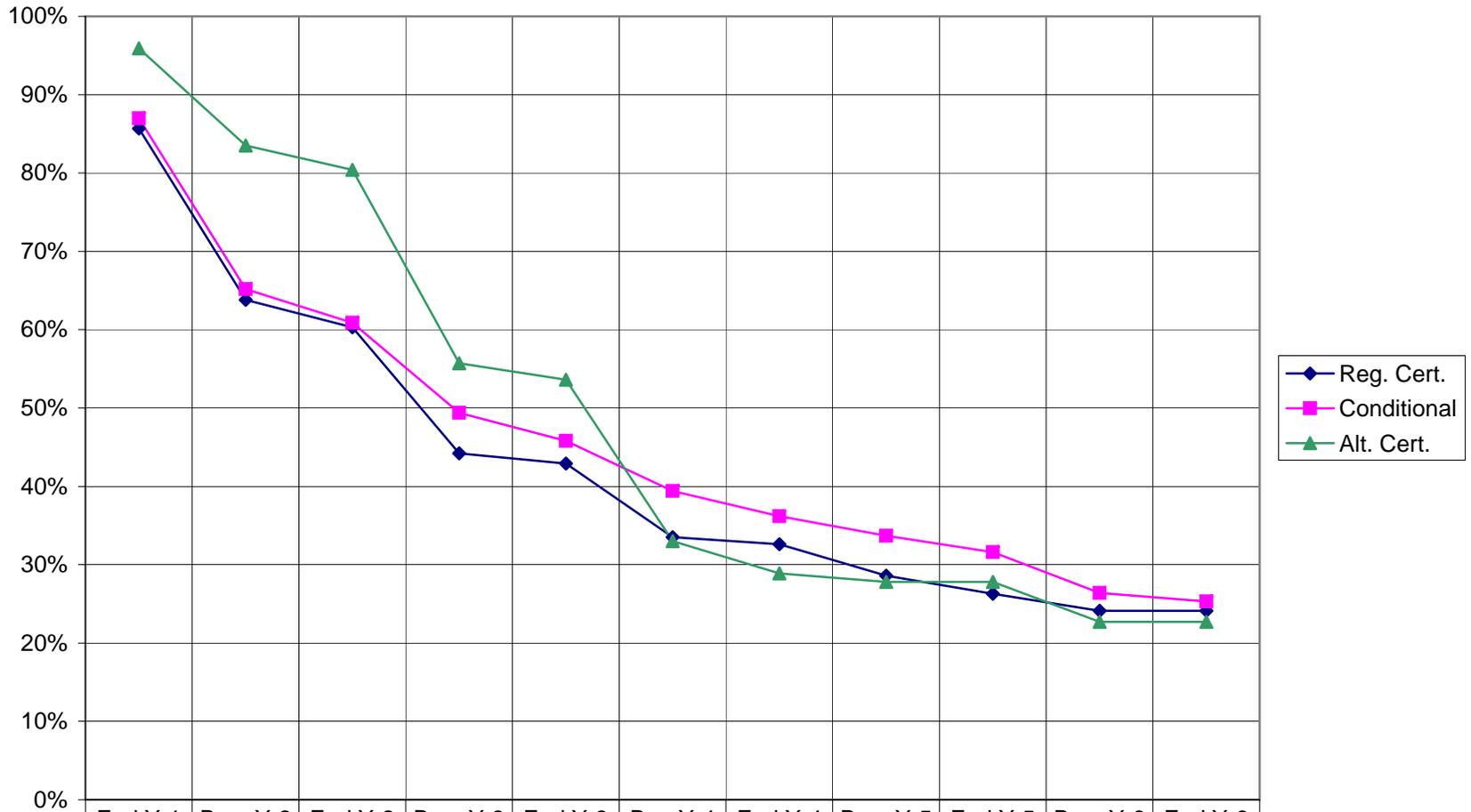
\* includes those in the Teacher Residency program and resident teachers in no program

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

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

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

Figure 3: Chart of 1999-2000 Cohort Retention



|               | End Yr1 | Beg. Yr2 | End Yr2 | Beg. Yr3 | End Yr3 | Beg Yr4 | End Yr4 | Beg. Yr5 | End Yr5 | Beg. Yr6 | End Yr6 |
|---------------|---------|----------|---------|----------|---------|---------|---------|----------|---------|----------|---------|
| ◆ 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

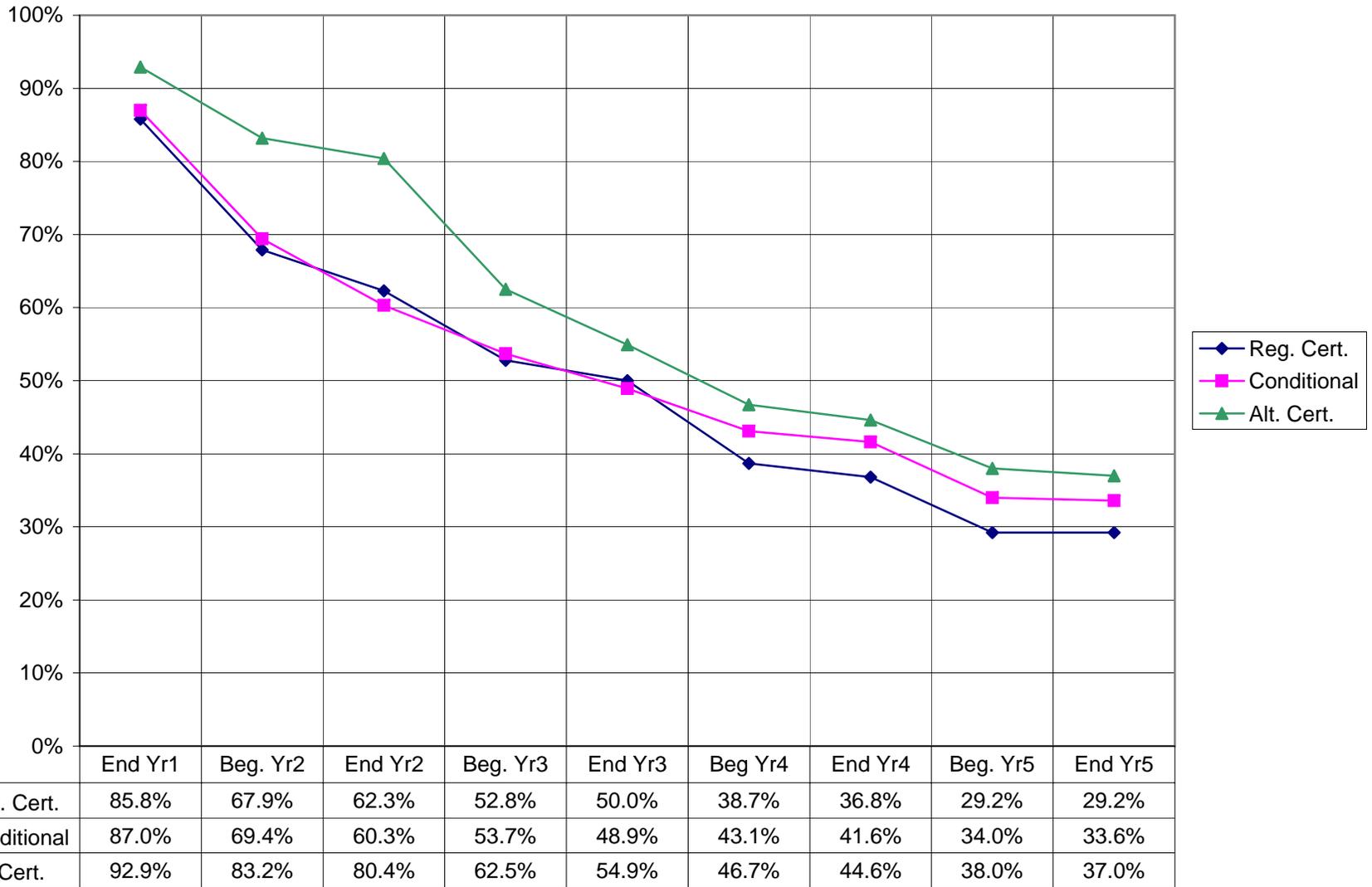
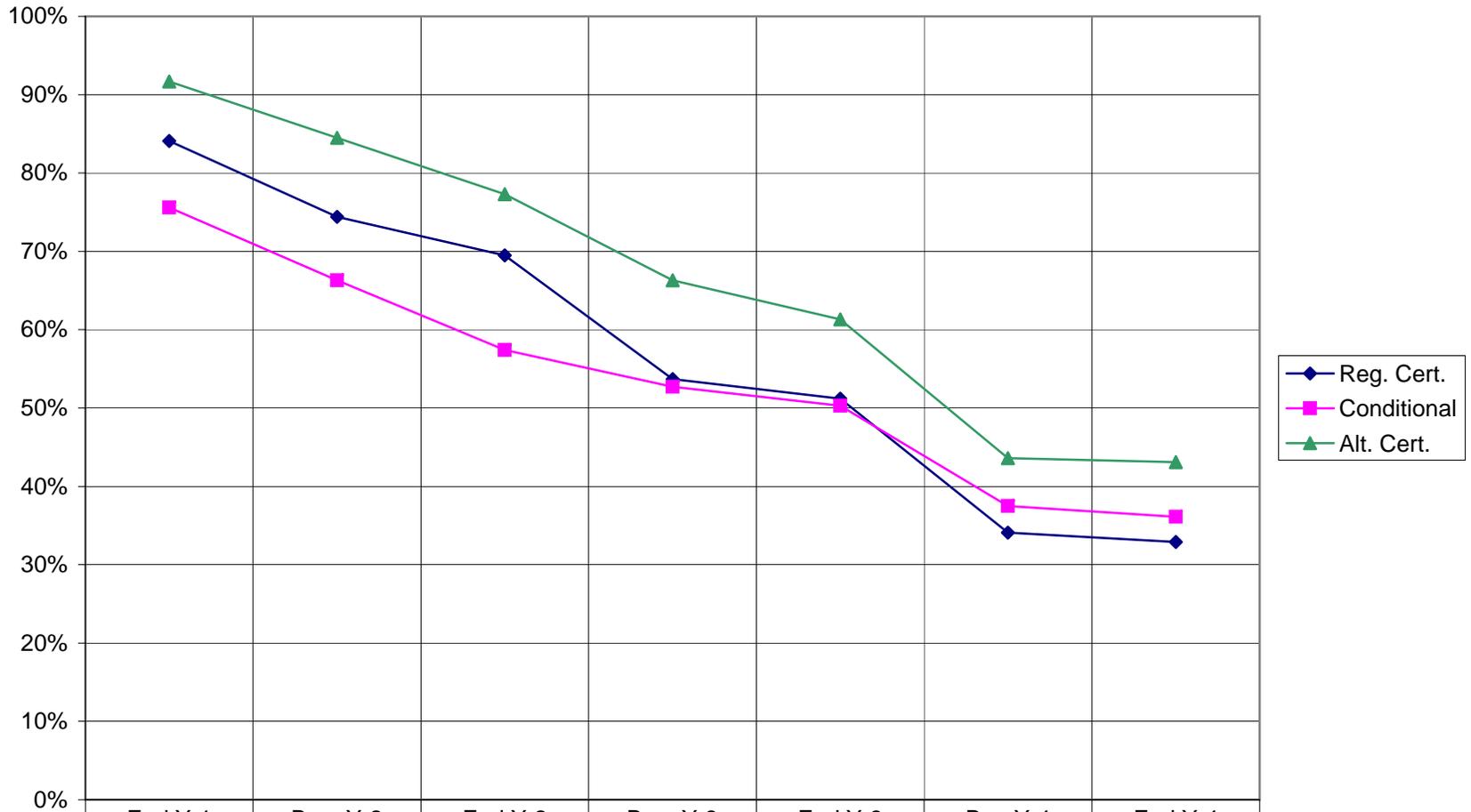


Figure 5: Chart of 2001-2002 Cohort Retention



|               | 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**

