

Mississippi Teacher Incentive Programs 2004 - 2005

Teacher Shortage Areas

Approved by State Board of Education, May 20, 2005

Subject Shortage Areas:

Special Education
Science (Biology, Chemistry, Physics)

Mathematics
Foreign Language (French, German, Spanish)

Geographic Shortage Areas by School District:

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

2004-05 Teacher Incentive Program Data

Based on the records in our office listed below are the number of teachers who received a national supplement during FY 05. (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 FY 05 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 FY 05
NBPTS Certification National Board of Professional Teaching Standards	1,901	\$10,345,651	\$1,644,959	\$973,581	\$12,964,191
NCSC Certification National Certified School Counselor	270	\$1,593,527	\$253,371	\$8,788	1,855,686
CCC Certification Certificate of Clinical Competence issued by American Speech & Hearing Association	414	\$2,354,693	\$374,396	\$ 2,725	2,731,814
NCSN Certification National Certified School Nurse	17	102,000	16,218	3,025	121,243
<i>YTD Total</i>	2,602	\$14,395,871	\$2,288,944	\$988,119	\$17,672,934

2004 – 2005 TEACHER INCENTIVE PROGRAM DATA

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.

Overview of CNTSP Recipients

	2004-2005
Number of Awards	292
Amount of funds Expended	\$2,350,942

William Winter Teacher Scholar Loan Program (WWSLP)

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.

Overview of WWSLP Recipients

	2004-2005
# Recipients Paid	760
Amount of funds Expended	\$2,567,010

Mississippi Teacher Fellowship Program (MTFP)

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.

Overview of MTFP

	2004-2005
Number of Fellows	150
CSA's Represented	41
Amount of funds Expended	\$974,622

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

Mississippi 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 maximum loan amount of \$6000 will be available to eligible teachers to assist in paying closing costs associated with the purchase of a house.

Overview of H.A.T.

	2004-2005
# of Awards	27
Amount of funds Expended	\$144,801.93

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.

Overview of Moving Expenses

	2004-2005
<i>Number of Awards</i>	78
<i>Amount of funds of Expended</i>	\$52,114.52

The Mississippi 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.

Overview of MSASP

	2004-2005
Districts Participating	5
Sabbaticals Awarded	12
Amount of funds Expended	\$416,913

Mississippi Troops-To-Teachers

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

	# of Teachers Placed
Contacts at Military Bases	
2,500	30

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 CSA's	# Direct Referrals Hired in CSA's	# High School Contacts	# Asst. Teacher Contacts	# MS College Contact	# Out-of-State College Contacts	# Community College Contacts	# New Teacher Orientation	Conferences	Other
2,535	439	5,531	300	3,475	2,275	1,730	200	6,490	1,447