



## PERSONNEL

The quality of our educational program is directly related to our ability and effort to attract and retain outstanding new teachers, and to provide continuous stimulation for our current staff members to grow professionally.

We need to have a professional staff large enough to offer the number and variety of courses to meet all of the educational needs of our students. It is necessary to continue to reduce class size at all grade levels, and to provide essential supervision.

The additional financial support provided by the community as a result of the November, 1961 millage election has enabled us to make gains in all areas.

What specific gains have we made?

- Reduced turnover rate
- Fewer inexperienced teachers
- More new teachers with MA degrees
- Average experience of new teachers up ½ year
- Reduced number of pupils per counselor
- Decrease in elementary school class size
- Professional growth program begun
- Increased number of men teachers in elementary schools
- Increase in number of applications for teaching positions.

Results of the recruiting program last year would indicate an improved competitive position. Of 2,700 contacts with candidates, including 933 interviews, 2,100 applications were issued

and 1,126 returned. Of these, 127 were hired. As yet, however, we are not competitive with comparable school districts in the east and northeast. Ninety-three came from Michigan, seven from eastern seaboard states and the remainder from mid-western states.

Of equal importance to a strong professional staff is an effective professional growth program which will stimulate, up-date and challenge the professional on the job. Initiated by teachers, developed cooperatively with administration and approved by the Board of Education, the required professional program became effective on July 1. All professionals must earn their salary increments by completing six semester credit hours or their equivalent each three-year period. The Board of Education supports the program by reimbursing those who successfully complete approved courses in the amount of \$10.00 per semester credit hour. Reimbursement is limited to one course per term of enrollment.

Also completed the past year has been a revision, updating and reissuing of the district's personnel policies. Changes reflect the close cooperation of all professionals as well as pertinent suggestions of the Citizens' Curriculum Committee. A new sabbatical leave policy is in effect.

With continued community support, we feel confident the results of our combined efforts to provide each pupil with the best possible teacher will show further gains. In reality, however, these improvements are the beginning of fulfilling the aspirations of the Birmingham School community to develop and maintain a quality school system.

### A PROFILE OF BIRMINGHAM'S PROFESSIONAL STAFF

|                       | TOTAL STAFF  |              |                    | NEW STAFF             |          |              |     |
|-----------------------|--------------|--------------|--------------------|-----------------------|----------|--------------|-----|
|                       | 1961-62      | 1962-63      | Future Goals       | 1961-62               | 1962-63  | Future Goals |     |
| Number                | 605          | 647          | ----               | 151                   | 127      |              |     |
| Elementary Teachers   | 282          | 304          | ----               | 41%                   | 28.6%    | 20%          |     |
| Men                   | 14%          | 17.2%        | 25%                | M.A. Degree           | 19.2%    | 26.8%        | 50% |
| Women                 | 86%          | 82.8%        | 75%                | Average experience    | 3.1 yrs. | 3.7 yrs.     | 5-6 |
| Secondary Teachers    | 264          | 279          | ----               | 4-7 years experience  | 20.5%    | 26.2%        | 60% |
| Men                   | 55%          | 55%          | ----               | Recruitment:          |          |              |     |
| Women                 | 45%          | 45%          | ----               | Applications returned | 43%      | 53.6%        |     |
| Supporting Personnel  | 59           | 64           | ----               |                       |          |              |     |
| M.A. Degrees          | 32.6%        | 37.2%        | 60%                |                       |          |              |     |
| Turnover              | 18.1%        | 11.5%        | 8%                 |                       |          |              |     |
| Counselor-pupil ratio | 1-327 pupils | 1-305 pupils | 1-250 pupils       |                       |          |              |     |
| Professionals         |              |              | 50 (min. standard) |                       |          |              |     |
| per 1000 students     | 47.4         | 49.3         |                    |                       |          |              |     |

