

Office of the Superintendent of Schools  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

November 7, 2018

MEMORANDUM

To: Members of the Board of Education  
From: Jack R. Smith, Superintendent of Schools  
Subject: First-year Teacher Data and Teacher Turnover Data

**Question**

Ms. Jill Ortman-Fouse requested data on first-year teacher distribution between higher and lower poverty schools. Ms. Ortman-Fouse also requested the rate of teacher turnover in addition to delineating the data by level.

**Response**

The attached list of schools in Montgomery County Public Schools has been grouped by school level and prioritized by Free and Reduced-price Meals System rates with first-year teacher rates. Teacher turnover information also is included.

If you have questions, please contact Dr. Andrew M. Zuckerman, chief operating officer, at 240-740-3050.

JRS:AMZ:LD:jnc

Attachment

Copy to:

Dr. Navarro  
Dr. Statham  
Dr. Zuckerman  
Mr. Civin  
Dr. Johnson  
Mrs. Dempsey  
Ms. Diamond  
Mr. Turner  
Ms. Webb

### New Teacher Rates and Teacher Turnover Rates by School Level and FARMS Rate

Name	SY 2018–2019			SY 2017–2018			
	Total No. Teachers	Total No. New Teachers	% of New Teachers	Total No. Teachers	Total No. Teacher Turnover	% Teacher Turnover	FARMS Rate
<b>ELEMENTARY SCHOOLS</b>							
JoAnn Leleck ES at Broad Acres	83	11	13.3%	81	14	17.3%	90.20%
New Hampshire Estates ES	57	6	10.5%	53	8	15.1%	89.30%
Gaithersburg Elementary School	85	12	14.1%	83	14	16.9%	85.40%
Harmony Hills Elementary School	70	7	10.0%	70	14	20.0%	85.20%
Wheaton Woods Elementary School	57	4	7.0%	58	12	20.7%	83.30%
Sargent Shriver Elementary School	78	10	12.8%	73	16	21.9%	82.70%
South Lake Elementary School	78	12	15.4%	76	13	17.1%	82.70%
Highland Elementary School	61	5	8.2%	64	11	17.2%	81.30%
Weller Road Elementary School	70	7	10.0%	66	7	10.6%	80.20%
Kemp Mill Elementary School	51	11	21.6%	53	18	34.0%	79.10%
Watkins Mill Elementary School	79	6	7.6%	72	13	18.1%	79.00%
Georgian Forest Elementary School	62	8	12.9%	55	12	21.8%	77.40%
Jackson Road Elementary School	70	5	7.1%	69	12	17.4%	76.60%
Summit Hall Elementary School	68	13	19.1%	69	17	24.6%	76.50%
Arcola Elementary School	69	10	14.5%	68	17	25.0%	76.40%
Roscoe R. Nix Elementary School	52	15	28.8%	53	23	43.4%	73.70%
Washington Grove Elementary School	60	1	1.7%	61	9	14.8%	72.80%
Oak View Elementary School	39	4	10.3%	38	8	21.1%	72.00%
Rolling Terrace Elementary School	83	12	14.5%	80	22	27.5%	71.90%
Capt. James Daly E. Elementary School	58	5	8.6%	59	9	15.3%	70.70%
Twinbrook Elementary School	57	6	10.5%	55	12	21.8%	70.10%
Cresthaven Elementary School	50	1	2.0%	50	4	8.0%	69.60%
Bel Pre Elementary School	56	6	10.7%	57	10	17.5%	68.80%
Brookhaven Elementary School	51	1	2.0%	54	8	14.8%	67.30%
Brown Station Elementary School	61	2	3.3%	59	10	16.9%	66.70%
Strathmore Elementary School	40	6	15.0%	40	8	20.0%	66.10%
Stedwick Elementary School	55	4	7.3%	52	3	5.8%	65.10%
Clopper Mill Elementary School	51	11	21.6%	52	14	26.9%	64.50%
Burnt Mills Elementary School	51	5	9.8%	51	14	27.5%	64.00%
Fairland Elementary School	60	5	8.3%	61	11	18.0%	63.20%
Flower Hill Elementary School	41	7	17.1%	41	11	26.8%	62.10%
Montgomery Knolls Elementary School	55	3	5.5%	56	16	28.6%	61.90%
Viers Mill Elementary School	64	1	1.6%	64	8	12.5%	60.60%
Whetstone Elementary School	72	2	2.8%	75	11	14.7%	60.60%
Cannon Road Elementary School	38	0	0.0%	41	7	17.1%	60.20%
Rosemont Elementary School	60	5	8.3%	60	12	20.0%	59.60%
Fox Chapel Elementary School	52	4	7.7%	51	5	9.8%	57.80%
Greencastle Elementary School	59	11	18.6%	61	17	27.9%	57.80%
Galway Elementary School	67	9	13.4%	70	17	24.3%	57.60%
Lake Seneca Elementary School	54	2	3.7%	56	10	17.9%	56.90%
Glenallan Elementary School	68	10	14.7%	68	15	22.1%	56.60%
Meadow Hall Elementary School	42	3	7.1%	48	10	20.8%	56.50%
Glen Haven Elementary School	49	5	10.2%	50	12	24.0%	54.10%
Judith A. Resnik Elementary School	58	1	1.7%	57	9	15.8%	54.10%
Sequoyah Elementary School	38	1	2.6%	39	4	10.3%	52.30%

### New Teacher Rates and Teacher Turnover Rates by School Level and FARMS Rate

Name	SY 2018–2019			SY 2017–2018			
	Total No. Teachers	Total No. New Teachers	% of New Teachers	Total No. Teachers	Total No. Teacher Turnover	% Teacher Turnover	FARMS Rate
Waters Landing Elementary School	61	4	6.6%	61	11	18.0%	52.00%
East Silver Spring Elementary School	51	7	13.7%	51	11	21.6%	51.40%
Mill Creek Towne Elementary School	42	1	2.4%	39	6	15.4%	49.90%
Dr. Sally K. Ride Elementary School	49	3	6.1%	47	8	17.0%	49.00%
Dr. Charles R. Drew Elementary School	42	3	7.1%	48	11	22.9%	48.60%
Rock View Elementary School	62	3	4.8%	62	8	12.9%	48.20%
Pine Crest Elementary School	37	4	10.8%	36	9	25.0%	48.10%
S. Christa McAuliffe Elementary School	47	3	6.4%	53	12	22.6%	46.20%
William Tyler Page Elementary School	46	9	19.6%	35	5	14.3%	46.20%
Highland View Elementary School	39	2	5.1%	39	11	28.2%	45.10%
Maryvale Elementary School	57	5	8.8%	58	9	15.5%	44.00%
Fields Road Elementary School	47	5	10.6%	42	9	21.4%	43.50%
Strawberry Knoll Elementary School	64	5	7.8%	66	11	16.7%	43.30%
Goshen Elementary School	52	0	0.0%	55	6	10.9%	41.50%
Flora M. Singer Elementary School	66	5	7.6%	66	12	18.2%	40.30%
Great Seneca Creek Elementary School	53	4	7.5%	53	8	15.1%	39.80%
Burtonsville Elementary School	49	5	10.2%	44	5	11.4%	39.30%
Germantown Elementary School	37	2	5.4%	39	10	25.6%	34.00%
Thurgood Marshall Elementary School	51	0	0.0%	52	8	15.4%	33.20%
Oakland Terrace Elementary School	50	4	8.0%	50	9	18.0%	33.00%
Forest Knolls Elementary School	65	4	6.2%	65	9	13.8%	32.60%
William B. Gibbs, Jr. Elementary School	55	0	0.0%	54	5	9.3%	32.60%
Piney Branch Elementary School	49	5	10.2%	44	15	34.1%	31.10%
Clearspring Elementary School	57	1	1.8%	52	6	11.5%	30.90%
Lucy V. Barnsley Elementary School	62	3	4.8%	57	11	19.3%	29.10%
Damascus Elementary School	34	1	2.9%	29	5	17.2%	28.70%
Rock Creek Valley Elementary School	44	2	4.5%	46	9	19.6%	28.60%
Takoma Park Elementary School	51	3	5.9%	51	7	13.7%	28.60%
Brooke Grove Elementary School	39	0	0.0%	38	5	13.2%	26.50%
Jones Lane Elementary School	33	1	3.0%	40	15	37.5%	26.40%
Rosemary Hills Elementary School	48	4	8.3%	47	6	12.8%	26.30%
Westover Elementary School	30	5	16.7%	29	6	20.7%	26.30%
Beall Elementary School	47	0	0.0%	58	18	31.0%	25.00%
Rock Creek Forest Elementary School	65	3	4.6%	66	11	16.7%	24.70%
Cashell Elementary School	38	3	7.9%	40	10	25.0%	24.60%
Stonegate Elementary School	41	5	12.2%	38	5	13.2%	24.50%
Ronald McNair Elementary School	58	2	3.4%	58	7	12.1%	24.00%
Flower Valley Elementary School	41	3	7.3%	39	7	17.9%	23.60%
Ritchie Park Elementary School	33	1	3.0%	37	7	18.9%	20.90%
Spark M. Matsunaga Elementary School	52	1	1.9%	49	5	10.2%	20.90%
Rachel Carson Elementary School	64	4	6.3%	64	7	10.9%	20.80%
Candlewood Elementary School	35	2	5.7%	36	6	16.7%	20.70%
Woodlin Elementary School	49	7	14.3%	44	5	11.4%	20.60%
Chevy Chase Elementary School	29	5	17.2%	28	7	25.0%	19.40%
Clarksburg Elementary School	37	4	10.8%	31	1	3.2%	19.20%
Cloverly Elementary School	43	1	2.3%	47	7	14.9%	19.20%

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Lois P. Rockwell Elementary School	41	0	0.0%	41	2	4.9%	18.90%
Olney Elementary School	48	1	2.1%	47	8	17.0%	18.50%
Woodfield Elementary School	34	0	0.0%	34	3	8.8%	18.10%
Monocacy Elementary School	17	0	0.0%	18	5	27.8%	17.80%
Little Bennett Elementary School	52	0	0.0%	52	2	3.8%	17.50%
Luxmanor Elementary School	49	3	6.1%	44	9	20.5%	17.40%
Laytonville Elementary School	35	2	5.7%	34	9	26.5%	17.20%
Sherwood Elementary School	46	4	8.7%	45	10	22.2%	16.40%
DuFief Elementary School	36	2	5.6%	35	3	8.6%	15.70%
Garrett Park Elementary School	55	1	1.8%	58	9	15.5%	15.10%
North Chevy Chase Elementary School	23	1	4.3%	25	3	12.0%	13.90%
College Gardens Elementary School	49	4	8.2%	58	15	25.9%	12.80%
Ashburton Elementary School	61	7	11.5%	61	15	24.6%	12.70%
Poolesville Elementary School	33	0	0.0%	32	5	15.6%	11.80%
Stone Mill Elementary School	48	0	0.0%	50	8	16.0%	10.00%
Fallsmead Elementary School	38	0	0.0%	36	3	8.3%	9.90%
Sligo Creek Elementary School	48	2	4.2%	47	6	12.8%	9.80%
Wilson Wims Elementary School	81	5	6.2%	137	10	7.3%	9.80%
Bells Mill Elementary School	44	4	9.1%	43	6	14.0%	9.50%
Cedar Grove Elementary School	45	3	6.7%	44	5	11.4%	9.50%
Diamond Elementary School	58	1	1.7%	55	10	18.2%	9.50%
Kensington Parkwood Elementary School	43	3	7.0%	45	9	20.0%	8.50%
Greenwood Elementary School	35	0	0.0%	34	3	8.8%	8.20%
Belmont Elementary School	30	2	6.7%	26	2	7.7%	7.50%
Travilah Elementary School	28	0	0.0%	31	5	16.1%	7.50%
Somerset Elementary School	41	1	2.4%	43	7	16.3%	7.10%
Farmland Elementary School	61	5	8.2%	56	7	12.5%	6.90%
Lakewood Elementary School	35	2	5.7%	37	4	10.8%	6.60%
Bethesda Elementary School	49	2	4.1%	49	8	16.3%	6.50%
Burning Tree Elementary School	38	2	5.3%	41	11	26.8%	6.00%
Beverly Farms Elementary School	37	0	0.0%	38	1	2.6%	5.70%
Bannockburn Elementary School	31	2	6.5%	31	6	19.4%	<5.0%
Bradley Hills Elementary School	36	1	2.8%	42	10	23.8%	<5.0%
Carderock Springs Elementary School	30	2	6.7%	30	6	20.0%	<5.0%
Cold Spring Elementary School	27	3	11.1%	25	7	28.0%	<5.0%
Darnestown Elementary School	32	4	12.5%	25	3	12.0%	<5.0%
Potomac Elementary School	31	3	9.7%	32	6	18.8%	<5.0%
Seven Locks Elementary School	33	3	9.1%	33	8	24.2%	<5.0%
Wayside Elementary School	41	3	7.3%	42	6	14.3%	<5.0%
Westbrook Elementary School	30	2	6.7%	34	11	32.4%	<5.0%
Wood Acres Elementary School	48	4	8.3%	47	8	17.0%	<5.0%
Wygate Elementary School	47	3	6.4%	47	9	19.1%	<5.0%
Bayard Rustin Elementary School	47	5	10.6%				

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<b>MIDDLE SCHOOLS</b>							
Montgomery Village Middle School	66	6	9.1%	65	20	30.8%	67.30%
Col. E. Brooke Lee Middle School	69	13	18.8%	65	14	21.5%	66.80%
Neelsville Middle School	77	8	10.4%	76	14	18.4%	63.40%
Francis Scott Key Middle School	80	14	17.5%	76	18	23.7%	63.10%
White Oak Middle School	63	3	4.8%	68	11	16.2%	62.20%
A. Mario Loiederman Middle School	77	11	14.3%	75	14	0.0%	58.90%
Forest Oak Middle School	73	8	11.0%	69	12	17.4%	56.60%
Parkland Middle School	81	4	4.9%	77	14	18.2%	55.00%
Argyle Middle School	79	15	19.0%	74	17	23.0%	53.80%
Eastern Middle School	83	9	10.8%	81	12	14.8%	50.20%
Benjamin Banneker Middle School	68	10	14.7%	70	19	27.1%	48.70%
Dr. Martin Luther King, Jr. Middle School	53	7	13.2%	53	14	26.4%	48.30%
Newport Mill Middle School	63	3	4.8%	55	6	10.9%	47.40%
Gaithersburg Middle School	80	8	10.0%	75	12	16.0%	47.00%
Briggs Chaney Middle School	73	4	5.5%	75	10	13.3%	46.00%
Shady Grove Middle School	54	3	5.6%	57	13	22.8%	43.20%
Silver Spring International Middle School	90	8	8.9%	86	10	11.6%	41.20%
Redland Middle School	50	2	4.0%	50	5	10.0%	41.10%
Sligo Middle School	62	6	9.7%	67	15	22.4%	40.90%
Earle B. Wood Middle School	87	7	8.0%	85	12	14.1%	35.70%
Roberto W. Clemente Middle School	96	5	5.2%	96	20	20.8%	33.40%
Takoma Park Middle School	78	5	6.4%	76	6	7.9%	28.10%
Ridgeview Middle School	57	3	5.3%	58	10	17.2%	27.80%
Silver Creek Middle School	59	10	16.9%	128	13	10.2%	24.40%
Julius West Middle School	95	7	7.4%	93	12	12.9%	23.60%
Lakelands Park Middle School	88	3	3.4%	84	6	7.1%	22.80%
John T. Baker Middle School	64	4	6.3%	64	7	10.9%	22.00%
Rocky Hill Middle School	61	0	0.0%	62	2	3.2%	21.90%
Kingsview Middle School	69	1	1.4%	69	6	8.7%	19.60%
Hallie Wells Middle School	58	2	3.4%	66	7	10.6%	17.20%
William H. Farquhar Middle School	54	2	3.7%	53	10	18.9%	14.70%
Tilden Middle School	72	4	5.6%	72	9	12.5%	12.10%
Rosa M. Parks Middle School	63	2	3.2%	62	5	8.1%	10.90%
John Poole Middle School	33	0	0.0%	32	1	3.1%	10.40%
Westland Middle School	60	1	1.7%	79	23	29.1%	8.20%
Cabin John Middle School	76	2	2.6%	74	6	8.1%	7.20%
North Bethesda Middle School	81	6	7.4%	75	11	14.7%	7.00%
Robert Frost Middle School	68	2	2.9%	71	8	11.3%	5.90%
Herbert Hoover Middle School	73	5	6.8%	72	12	16.7%	<5.0%
Thomas W. Pyle Middle School	103	0	0.0%	101	11	10.9%	<5.0%

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<b>HIGH SCHOOLS</b>							
Northwood High School	139	13	9.4%	136	25	18.4%	52.50%
Watkins Mill High School	138	6	4.3%	129	15	11.6%	50.20%
Wheaton High School	149	16	10.7%	140	24	17.1%	49.70%
John F. Kennedy High School	142	18	12.7%	132	17	12.9%	46.90%
Springbrook High School	143	10	7.0%	137	17	12.4%	45.60%
Thomas Edison HS of Technology	30	8	26.7%	24	5	20.8%	42.80%
Gaithersburg High School	190	19	10.0%	193	36	18.7%	40.10%
Albert Einstein High School	140	10	7.1%	143	21	14.7%	39.70%
Seneca Valley High School	98	6	6.1%	100	16	16.0%	37.00%
Montgomery Blair High School	220	10	4.5%	216	22	10.2%	36.30%
Paint Branch High School	144	5	3.5%	143	14	9.8%	34.90%
James Hubert Blake High School	117	6	5.1%	111	11	9.9%	34.50%
Col. Zadok Magruder High School	121	9	7.4%	116	14	12.1%	33.40%
Rockville High School	116	11	9.5%	118	18	15.3%	31.40%
Clarksburg High School	155	5	3.2%	147	18	12.2%	26.80%
Northwest High School	167	14	8.4%	159	22	13.8%	22.50%
Quince Orchard High School	145	8	5.5%	139	13	9.4%	21.30%
Richard Montgomery High School	157	7	4.5%	160	19	11.9%	19.50%
Sherwood High School	136	8	5.9%	128	13	10.2%	15.20%
Damascus High School	90	2	2.2%	87	8	9.2%	14.60%
Bethesda-Chevy Chase High School	133	13	9.8%	131	21	16.0%	11.10%
Walter Johnson High School	160	5	3.1%	154	13	8.4%	7.50%
Poolesville High School	79	4	5.1%	80	12	15.0%	6.20%
Thomas S. Wootton High School	134	3	2.2%	135	7	5.2%	<5.0%
Walt Whitman High School	143	2	1.4%	137	10	7.3%	<5.0%
Winston Churchill High School	143	4	2.8%	136	11	8.1%	<5.0%
<b>SPECIAL SCHOOLS</b>							
Carl Sandburg Learning Center	34	4	11.8%	33	9	27.3%	48.30%
Stephen Knolls School	36	4	11.1%	36	7	19.4%	45.70%
Longview School	22	1	4.5%	22	4	18.2%	35.80%
RICA–Regional Institute for Child/Adol	27	3	11.1%	28	7	25.0%	34.30%
Rock Terrace School	30	5	16.7%	26	7	26.9%	26.70%
Lathrop E. Smith Center	5	0	0.0%	5	0	0.0%	