

The Shortage

Maryland graduates about 2,500 newly certified teachers each year. However, Maryland schools need about 7,500 to 8,000 new teachers each year. Because of the shortage of teachers, school systems must compete for new graduates, as well as go across state borders to seek new teachers.

The teacher shortage does not affect every teaching area. In fact, there is an abundance of elementary education teachers. The shortage does greatly impact areas of specialization such as mathematics, science, special education, technology education, foreign language, and ESOL (English to Speakers of Other Languages). These areas that are the hardest hit by the teacher shortage are referred to as “critical shortage” areas.

School systems must be innovative in attracting new, specialized teachers.

Growing our own for the future!



Dr. Jon M. Andes Teacher Scholarship Fund

Worcester County Public Schools has created a Teacher Scholarship Fund in an effort to “grow” our own teachers for the future. The initiative works like this:

1. Members of the community donate funds to the Dr. Jon M. Andes Teacher Scholarship Fund, maintained and managed by the Community Foundation of the Eastern Shore.
2. Graduating seniors are eligible to apply for the teacher scholarship from Worcester County Public Schools if they:
 - Will attend a college/university and pursue teacher certification in a critical shortage area; and
 - Agree to apply for a teaching position in our school system.

This initiative will help our school system attract high-quality candidates into the teaching profession. It will also help assure that these high-quality candidates come back to Worcester County and apply for teaching positions with our school system.

Please review the back panel for information on how to participate.



Dear Community Member,

Worcester County Public Schools is blessed with having the very best teachers for our students. In order to continue to provide our students with this level of excellence, we must continue to attract the finest teachers into the teaching profession and into our school system. This effort has many challenges.

About 15 years ago, Maryland began to experience a teacher shortage — a reality that has continued to grow. In order to address the shortage, we must begin to “grow” our own teachers for the future. The Teacher Scholarship Fund nurtures our school system’s “growing our own” initiative.

Through this scholarship, our school system awards a \$1,000 scholarship to a student who is seeking a teaching degree in a critical shortage area.

Thank you for helping to ensure that we will be able to continue to place the very best teachers in our classrooms.

Dr. Jon M. Andes,
Former Superintendent of Schools
1996 to 2012

GETTING INVOLVED:

If you would like to distribute brochures to local businesses and ask for donations, please contact the Community Foundation of the Eastern Shore for brochure supplies.

Call: **410-742-9911**

You may also call the Board of Education’s Public Relations Office.

Call: **410-632-5092**

MAKING A DONATION:

Donations are tax-deductible. To make a donation, please make the check payable to:

Community Foundation of the Eastern Shore, Inc.

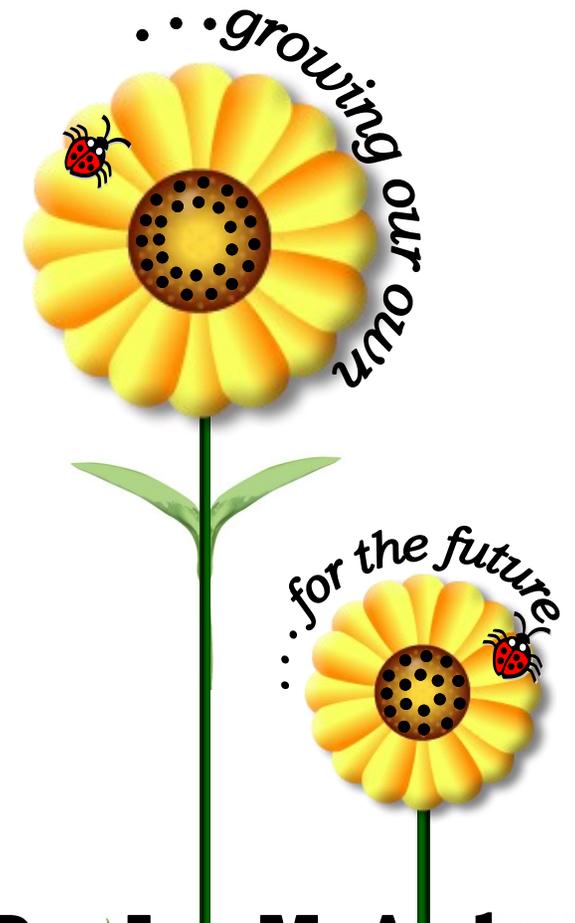
In the Memo section on the check, write:

**Dr. Jon M. Andes
Teacher Scholarship Fund**

Mail your check to:

**Community Foundation
of the Eastern Shore**
c/o Dr. Jon M. Andes
Teacher Scholarship Fund
1324 Belmont Avenue, Suite 401
Salisbury, Maryland 21804

Worcester County Public Schools



**Dr. Jon M. Andes
Teacher
Scholarship
Fund**