



STATE OF DELAWARE  
**STATE COUNCIL FOR PERSONS WITH DISABILITIES**  
MARGARET M. O'NEILL BUILDING  
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July 28, 2011

Ms. Susan K. Haberstroh  
Education Associate  
Department of Education  
401 Federal Street, Suite 2  
Dover, DE 19901

RE: 15 DE Reg. 43 [DOE Proposed New Teacher Hiring Date Reporting Regulation]

Dear Ms. Haberstroh:

The State Council for Persons with Disabilities (SCPD) has reviewed the Department of Education's (DOE's) proposal to adopt a new regulation regarding new teacher hiring date reporting. The proposed regulation was published as 15 DE Reg. 43 in the July 1, 2011 issue of the Register of Regulations. SCPD endorses the proposed regulation and has the following observations.

This regulation is being proposed in implementation of S.B. 16 which was enacted in April 2011. S.B. 16 was based on the unanimous recommendations of a Teacher Hiring Task Force which concluded that more than 60% of new teachers hired by districts were hired in August or later. This placed Delaware districts at a competitive disadvantage versus neighboring states and adversely affected opportunities for new teacher training and orientation. The legislation guarantees districts the equivalent of 98% of an estimated unit count conducted in April even if the actual September 30 unit count is lower. The new system is designed to encourage districts to issue offers of employment in the spring and early summer. DOE was directed to issue regulations within 120 days of enactment "to ensure that hiring information collected and reported by school districts uses uniform terminology." Districts will be required to submit reports to the DOE by December 1 of each year in a DOE-approved format which incorporates uniform terms

Thank you for your consideration and please contact SCPD if you have any questions or comments regarding our position on the proposed regulation.

Sincerely,

A handwritten signature in black ink that reads "Daniese McMullin-Powell". The signature is written in a cursive style with a large initial "D".

Daniese McMullin-Powell, Chairperson  
State Council for Persons with Disabilities

cc: The Honorable Lillian Lowery  
Dr. Teri Quinn Gray  
Ms. Martha Toomey  
Ms. Paula Fontello, Esq.  
Ms. Terry Hickey, Esq.  
Mr. John Hindman, Esq.  
Mr. Charlie Michels  
Mr. Brian Hartman, Esq.  
Developmental Disabilities Council  
Governor's Advisory Council for Exceptional Citizens

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