



BILL: House Bill 823  
TITLE: Education – Public School Teachers – Preparation  
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POSITION: Support  
COMMITTEE: Ways and Means  
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House Bill 823 requires certain county boards of education to offer a Teacher Academy of Maryland Program to certain students; authorizing certain county boards to partner with and enter into an agreement with certain neighboring counties under certain circumstances; requiring that a supervising teacher meet certain requirements; requiring the State Department of Education to develop a certain digital recruitment platform aimed at encouraging individuals to enter the teaching profession; etc.

PSSAM **supports the concept** of House Bill 823. Historically, Maryland has had a shortage of qualified teachers in certain content areas. Maryland has long been an import state, hiring a significant number of teachers prepared in other states. Early-career attrition, flat teacher preparation program completion rates, and teacher retirements all contribute to shortages. Maryland has instituted state scholarships in all workforce shortage areas including those in education, and has implemented certain strategies to attract and retain teachers.

Despite various programs and financial incentives to address the issue, Maryland still faces critical shortages in the following areas as reported for 2017-18: Career and technology areas, Computer science, Business Education, English, English for Speakers of Other Languages (ESOL), Mathematics, Middle School Education, Science, Special education, World Language, and the Arts.

PSSAM appreciates the sponsors' focus on Maryland's need to expand statewide teacher recruitment efforts. Local superintendents understand the urgency of this issue and have expanded local school system recruitment efforts. However, we recognize the fact that more needs to be done to solve the problem, including providing targeted teacher preparation programs for prospective candidates.

Again, we reiterate that PSSAM **supports the concept** of House Bill 823. We would welcome the opportunity to work collaboratively with the subcommittee to address some of the requirements of this legislation.