

Department of Legislative Services  
Maryland General Assembly  
2013 Session

FISCAL AND POLICY NOTE  
Revised

House Bill 1168  
Ways and Means

(Delegate Hixson)

Education, Health, and Environmental Affairs

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Education - Minority Teacher Recruitment - Study and Report

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This bill requires the Maryland State Department of Education (MSDE), the Maryland Higher Education Commission (MHEC), and the University System of Maryland (USM) to study and make recommendations on strategies to increase and improve the recruitment, preparation, development, and retention of high-quality minority teachers in elementary and secondary education in the State. A final report with any recommendations must be submitted by December 1, 2013.

The bill takes effect July 1, 2013, and terminates June 30, 2014.

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Fiscal Summary

**State Effect:** MSDE, MHEC, and USM can complete the required study and report using existing resources. Revenues are not affected.

**Local Effect:** None.

**Small Business Effect:** None.

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Analysis

**Background:** As of October 2012, 76.4% of teachers in Maryland were White, 16.6% were African American, and 7.0% were another race (**Exhibit 1**). As of September 2012, the student population in Maryland public schools was as follows: 0.3% American Indian or Alaskan Native, 6.0% Asian, 35.1% African American, 41.8% White, 12.9% Hispanic, 0.1% Native Hawaiian or other Pacific Islander, and 3.9% were two or more races (**Exhibit 2**).

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## Additional Information

**Prior Introductions:** None.

**Cross File:** SB 548 (Senator Pugh, *et al.*) - Education, Health, and Environmental Affairs.

**Information Source(s):** Maryland State Department of Education, U.S. Census Bureau, Department of Legislative Services

**Fiscal Note History:** First Reader - February 27, 2013  
ncs/rhh Revised - House Third Reader - March 22, 2013

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**Exhibit 1**  
**Racial Composition of Maryland Public School Teachers**  
**October 2012**

<u>County</u>	<u>African American</u>			<u>Percent Minority</u>	
	<u>White</u>	<u>American</u>	<u>Other</u>		
Allegany	98.8%	1.1%	0.2%	1. Prince George's	64.1%
Anne Arundel	87.9%	6.7%	5.4%	2. Baltimore City	54.8%
Baltimore City	45.2%	39.1%	15.7%	3. Montgomery	22.8%
Baltimore	87.0%	10.0%	3.0%	4. Howard	16.3%
Calvert	93.6%	5.3%	1.0%	5. Charles	14.9%
Caroline	94.0%	4.7%	1.2%	6. Baltimore	13.0%
Carroll	96.7%	1.3%	2.0%	7. Wicomico	12.4%
Cecil	94.3%	2.9%	2.8%	8. Anne Arundel	12.1%
Charles	85.1%	11.9%	3.0%	9. Somerset	11.5%
Dorchester	90.1%	6.9%	2.9%	10. Dorchester	9.8%
Frederick	94.0%	2.2%	3.8%	11. St. Mary's	9.3%
Garrett	100.0%	0.0%	0.0%	12. Kent	7.4%
Harford	94.7%	3.7%	1.7%	13. Worcester	6.4%
Howard	83.7%	10.0%	6.3%	14. Calvert	6.3%
Kent	92.6%	6.7%	0.7%	15. Frederick	6.0%
Montgomery	77.2%	10.7%	12.1%	16. Talbot	6.0%
Prince George's	36.0%	53.3%	10.8%	17. Caroline	5.9%
Queen Anne's	94.2%	4.0%	1.8%	18. Queen Anne's	5.8%
St. Mary's	90.7%	6.0%	3.3%	19. Cecil	5.7%
Somerset	88.6%	11.0%	0.5%	20. Harford	5.4%
Talbot	94.0%	4.4%	1.6%	21. Carroll	3.3%
Washington	97.4%	0.7%	1.9%	22. Washington	2.6%
Wicomico	87.6%	8.3%	4.1%	23. Allegany	1.3%
Worcester	93.6%	5.2%	1.2%	24. Garrett	0.0%
<b>Maryland</b>	<b>76.4%</b>	<b>16.6%</b>	<b>7.0%</b>	<b>Statewide</b>	<b>23.6%</b>

Note: Other includes Asian, Hispanic, American Indian or Alaskan Native, Native Hawaiian or other Pacific Islander, and two or more races  
Source: Maryland State Department of Education

**Exhibit 2**  
**Racial Composition of Maryland Public School Students**  
**September 2012**

<b>County</b>	<b>White</b>	<b>African American</b>	<b>Hispanic/Latino</b>	<b>Asian</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>Two or More Races</b>	<b>Percent Minority</b>
Allegany	90.3%	3.4%	1.3%	0.8%	0.3%	0.0%	4.0%	1. Prince George's 95.5%
Anne Arundel	60.3%	20.3%	10.1%	3.5%	0.3%	0.3%	5.2%	2. Baltimore City 92.1%
Baltimore City	8.0%	84.7%	5.4%	1.0%	0.4%	0.2%	0.4%	3. Charles 67.3%
Baltimore	44.4%	38.6%	6.6%	6.3%	0.4%	0.1%	3.6%	4. Montgomery 67.1%
Calvert	74.2%	14.1%	4.3%	1.5%	0.2%	0.1%	5.5%	5. Baltimore 55.6%
Caroline	68.4%	15.8%	9.3%	0.6%	0.3%	0.1%	5.5%	6. Somerset 55.2%
Carroll	87.7%	3.6%	4.0%	2.2%	0.2%	0.1%	2.2%	7. Howard 53.9%
Cecil	80.4%	8.4%	5.2%	0.9%	0.3%	0.1%	4.7%	8. Wicomico 51.8%
Charles	32.7%	52.3%	5.7%	3.0%	0.5%	0.1%	5.7%	9. Dorchester 49.3%
Dorchester	50.8%	36.9%	5.8%	1.0%	0.2%	0.1%	5.3%	10. Anne Arundel 39.7%
Frederick	66.6%	10.9%	11.9%	4.9%	0.4%	0.2%	5.1%	11. Kent 36.2%
Garrett	96.1%	0.2%	1.1%	0.3%	0.0%	0.0%	2.1%	12. Talbot 33.9%
Harford	67.4%	17.8%	5.7%	3.2%	0.3%	0.2%	5.5%	13. Frederick 33.4%
Howard	46.1%	21.1%	8.7%	17.6%	0.2%	0.1%	6.2%	14. Worcester 33.0%
Kent	63.8%	22.7%	7.5%	0.6%	0.2%	0.0%	5.2%	15. Harford 32.7%
Montgomery	33.0%	21.3%	26.6%	14.3%	0.2%	0.1%	4.6%	16. Caroline 31.6%
Prince George's	4.5%	66.1%	24.2%	2.9%	0.4%	0.2%	1.7%	17. St. Mary's 31.6%
Queen Anne's	83.2%	7.1%	4.7%	1.4%	0.3%	0.1%	3.1%	18. Washington 26.8%
St. Mary's	68.3%	18.6%	5.6%	2.5%	0.4%	0.2%	4.3%	19. Calvert 25.7%
Somerset	44.8%	41.1%	7.4%	1.0%	0.2%	0.1%	5.4%	20. Cecil 19.6%
Talbot	66.1%	16.9%	11.1%	1.9%	0.2%	0.0%	3.8%	21. Queen Anne's 16.7%
Washington	73.4%	12.3%	6.1%	1.8%	0.2%	0.1%	6.3%	22. Carroll 12.3%
Wicomico	48.2%	35.2%	6.9%	3.5%	0.5%	0.0%	5.7%	23. Allegany 9.8%
Worcester	67.1%	20.1%	6.1%	1.9%	0.3%	0.0%	4.6%	24. Garrett 3.7%
<b>Maryland</b>	<b>41.8%</b>	<b>35.1%</b>	<b>12.9%</b>	<b>6.0%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>3.9%</b>	<b>Statewide 58.3%</b>

Note: Native American includes American Indian and Alaskan Native. Pacific Islander includes Native Hawaiian.

Source: Maryland State Department of Education