

Department of Legislative Services
Maryland General Assembly
2016 Session

FISCAL AND POLICY NOTE
Third Reader

Senate Bill 512

(Senator Waugh)

Education, Health, and Environmental Affairs

Ways and Means

Task Force to Study the Recruitment, Retention, and Promotion of Teachers in Maryland

This bill establishes the Task Force to Study the Recruitment, Retention, and Promotion of Teachers in Maryland. The Maryland State Department of Education (MSDE) and the Maryland Higher Education Commission (MHEC) must provide staff for the task force. By June 1, 2017, the task force must report its findings and recommendations to the Governor and the Senate Education, Health, and Environmental Affairs Committee and the House Committee on Ways and Means.

The bill takes effect July 1, 2016, and terminates June 30, 2017.

Fiscal Summary

State Effect: None. MSDE and MHEC can likely provide staff support to the task force with existing budgeted resources, as discussed below. Any expense reimbursements for members of the task force are presumed to be minimal and absorbable within existing budgeted resources. No effect on revenues.

Local Effect: None.

Small Business Effect: None.

Analysis

Bill Summary: The task force includes one member of the Senate and one member of the House of Delegates. The Governor must designate the chair of the task force. A member of the task force may not receive compensation but is entitled to reimbursement for standard travel expenses.

The task force must study methods to recruit, retain, and promote quality teachers at all levels of education in the State. It also has to identify existing laws and regulations relating to the regulation of teachers and analyze how those laws and regulations impact teacher recruitment, retention, and promotion for individual and team competency; performance measurement and management; reward and recognition for excellent work; and discipline in the classroom.

The task force must make recommendations regarding (1) proposed legislation, regulations, or policies that implement the best methods to recruit, retain, and promote quality teachers identified by the task force and (2) a coordinated statewide strategy for recruiting, retaining, and promoting quality teachers at all levels of education by MSDE, MHEC, the University System of Maryland, and other education stakeholders.

Current Law/Background: In Maryland, local school systems are responsible for the recruitment, retention, and promotion of teachers in their districts. Currently, two State organizations assist the local education agencies in this process: the Maryland Association of School Personnel Administrators (MASPA) and the Maryland Education Recruitment Consortium (MERC).

MASPA, the State organization for school personnel practitioners, presents a unified voice on personnel issues for Maryland public school systems and provides leadership in promoting effective human resources practices through professional activities and broad-based networking. MASPA is committed to the recruitment and retention of a highly qualified workforce at all levels in Maryland public schools and is dedicated to continuous learning and improvement. MASPA serves as a statewide advocate for legislation, regulations, policy, and initiatives that promote and support positive and effective human resources practices.

MERC is a collaboration between MASPA and MSDE. The primary goal of MERC is to provide prospective educators with the opportunity to discover working and living in Maryland. Presently, MERC sponsors an annual recruitment fair for potential teachers interested in teaching in Maryland. Each of the 24 local school systems is represented at the fair as well as the Certification Branch of MSDE, which assists potential teachers in determining their certification status and helps them navigate the certification process. Local school systems hold on-site interviews the day of this fair.

MSDE, in conjunction with local school systems and institutions of higher education, publishes the [*Maryland Teacher Staffing Report*](#) biennially. In addition to content areas that are considered to be teacher shortage areas, the report provides information on programs to recruit and retain teachers in the State. The report also provides information on the number of teacher candidates produced through traditional teacher education

programs, Maryland Approved Programs, and alternative routes, including Maryland Approved Alternative Preparation Programs.

Maryland has instituted State scholarships in workforce shortage areas, including those in education, and has implemented certain strategies to attract and retain teachers. The federal government also has several programs, such as the TEACH Act, loan deferment and loan forgiveness programs, and Troops to Teachers (to attract retiring military personnel into second careers as teachers). An overview of select incentives and strategies is provided in the *Maryland Teacher Staffing Report*.

State Expenditures: MSDE and MHEC can likely provide staff support to the task force with existing budgeted resources. Due to the focus of the task force, it is assumed that MSDE provides primary staff support with minimal support from MHEC. If MHEC is required to provide more than minimal support for the task force, MHEC may need to hire a half-time contractual staff member to provide support. Any expense reimbursements for members of the task force are presumed to be minimal and absorbable within existing budgeted resources.

Additional Information

Prior Introductions: SB 935 of 2015, a similar bill, received a hearing in the Senate Education, Health, and Environmental Affairs Committee, but no further action was taken.

Cross File: None.

Information Source(s): Maryland State Department of Education, Maryland Higher Education Commission, Department of Legislative Services

Fiscal Note History: First Reader - February 23, 2016
min/rhh

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