

HOUSE BILL 895

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HB 760/10 – W&M

1lr2665

By: **Delegates Kaiser, Barkley, Carr, Healey, Hucker, Luedtke,
Nathan–Pulliam, B. Robinson, and V. Turner**

Introduced and read first time: February 11, 2011

Assigned to: Ways and Means

A BILL ENTITLED

1 AN ACT concerning

2 **Public Schools – Substitute Teachers – Qualifications, Training, and Study**

3 FOR the purpose of requiring each county board of education to establish certain
4 qualifications for substitute teachers employed by a county board; requiring a
5 county board to require each substitute teacher to complete a certain
6 orientation and training program; requiring county boards to train certain
7 school administrators in certain issues related to substitute teachers; requiring
8 a county superintendent to develop a certain in–service training program;
9 requiring the State Department of Education to commission a certain study
10 regarding substitute teaching in the State; requiring the study to include
11 certain data; requiring the Department to submit a certain report to certain
12 committees of the General Assembly on or before a certain date; and generally
13 relating to qualifications, training, and a study of substitute teachers in public
14 schools.

15 BY adding to

16 Article – Education

17 Section 6–201.1

18 Annotated Code of Maryland

19 (2008 Replacement Volume and 2010 Supplement)

20 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
21 MARYLAND, That the Laws of Maryland read as follows:

22 **Article – Education**

23 **6–201.1.**

24 **(A) (1) EACH COUNTY BOARD SHALL ESTABLISH QUALIFICATIONS**
25 **FOR SUBSTITUTE TEACHERS EMPLOYED BY THE COUNTY BOARD.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(2) THE QUALIFICATIONS ESTABLISHED UNDER PARAGRAPH (1)**
2 **OF THIS SUBSECTION SHALL INCLUDE THE SUBMISSION OF:**

3 **(I) A COMPLETE SET OF AN APPLICANT'S FINGERPRINTS;**
4 **AND**

5 **(II) EVIDENCE OF THE APPLICANT'S SUCCESSFUL**
6 **GRADUATION FROM A REQUIRED EDUCATIONAL INSTITUTION.**

7 **(B) A COUNTY BOARD SHALL REQUIRE EACH SUBSTITUTE TEACHER TO**
8 **COMPLETE AN ORIENTATION AND TRAINING PROGRAM THAT INCLUDES:**

9 **(1) CLASSROOM MANAGEMENT TECHNIQUES;**

10 **(2) STRATEGIES FOR ADDRESSING VARIOUS STUDENT LEARNING**
11 **NEEDS AND STYLES;**

12 **(3) SCHOOL SAFETY AND SECURITY PROCEDURES;**

13 **(4) TEACHER PROFESSIONALISM; AND**

14 **(5) AN OVERVIEW OF RELEVANT EDUCATION LAW.**

15 **(C) A COUNTY BOARD SHALL TRAIN SCHOOL ADMINISTRATORS,**
16 **INCLUDING PRINCIPALS, IN:**

17 **(1) THE BEST PRACTICES IN RECRUITING AND RETAINING**
18 **EFFECTIVE SUBSTITUTE TEACHERS;**

19 **(2) THE USE OF PERMANENT SUBSTITUTE TEACHERS; AND**

20 **(3) EFFECTIVELY INTEGRATING SUBSTITUTE TEACHERS INTO**
21 **SCHOOL OPERATIONS.**

22 **(D) THE COUNTY SUPERINTENDENT SHALL DEVELOP A PROGRAM OF**
23 **IN-SERVICE TRAINING FOR ALL PERMANENT TEACHERS ON THE BEST**
24 **PRACTICES FOR PREPARING THE CLASSROOM FOR A SUBSTITUTE TEACHER,**
25 **INCLUDING:**

26 **(1) PREPARING STUDENTS FOR A SUBSTITUTE TEACHER;**

27 **(2) PROPER ACADEMIC PLANNING AND FOLLOW-UP; AND**

1 **(3) DEVELOPMENT OF A SUBSTITUTE TEACHER RESOURCE KIT**
2 **THAT INCLUDES:**

3 **(I) SHORT WHOLE-CLASS CRITICAL THINKING ACTIVITIES;**

4 **(II) INDEPENDENT STUDENT ACTIVITIES;**

5 **(III) TEACHER-DIRECTED ACTIVITIES; AND**

6 **(IV) LESSON PLANS ORGANIZED BY SUBJECT MATTER.**

7 SECTION 2. AND BE IT FURTHER ENACTED, That:

8 (a) (1) The State Department of Education shall commission an
9 independent study on the prevalence and effectiveness of substitute teaching in the
10 State.

11 (2) The study conducted under paragraph (1) of this subsection shall
12 include the following data from each local jurisdiction:

13 (i) demand for substitute teachers;

14 (ii) substitute teacher qualifications;

15 (iii) existing orientation and training programs for substitute
16 teachers;

17 (iv) number of and types of complaints filed against substitute
18 teachers; and

19 (v) percentage of time students are being instructed by
20 substitute teachers.

21 (b) On or before June 30, 2012, the State Department of Education shall
22 submit a report of its findings of the study conducted under this section, in accordance
23 with § 2-1246 of the State Government Article, to the Senate Education, Health, and
24 Environmental Affairs Committee and the House Committee on Ways and Means.

25 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect
26 July 1, 2011.