

SENATE BILL 935

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By: **Senator Waugh**

Constitutional Requirements Complied with for Introduction in the last 35 Days of Session
Introduced and read first time: March 17, 2015

Assigned to: Rules

A BILL ENTITLED

1 AN ACT concerning

2 **Task Force to Study the Recruitment, Retention, and Promotion of Teachers in**
3 **Maryland Using the Principles of Human Capital Strategy**

4 FOR the purpose of establishing the Task Force to Study the Recruitment, Retention, and
5 Promotion of Teachers in Maryland Using the Principles of Human Capital Strategy;
6 providing for the membership, chair, and staff for the Task Force; providing that
7 members of the Task Force may not receive certain compensation but are entitled to
8 certain reimbursement for certain expenses; requiring the Task Force to study and
9 make certain recommendations relating to the recruitment, retention, and
10 promotion of teachers at all education levels in the State using the principles of
11 human capital strategy; requiring the Task Force to submit a certain report to the
12 Governor and certain committees of the General Assembly on or before a certain
13 date; providing for the termination of this Act; and generally relating to the Task
14 Force to Study the Recruitment, Retention, and Promotion of Teachers in Maryland
15 Using the Principles of Human Capital Strategy.

16 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

17 That:

18 (a) There is a Task Force to Study the Recruitment, Retention, and Promotion of
19 Teachers in Maryland Using the Principles of Human Capital Strategy.

20 (b) The Task Force consists of the following members:

21 (1) one member of the Senate of Maryland, appointed by the President of
22 the Senate;

23 (2) one member of the House of Delegates, appointed by the Speaker of the
24 House; and

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (3) the following members, appointed by the Governor:

2 (i) two current or retired school superintendents employed or
3 formerly employed in the public school system in the State;

4 (ii) two current or retired elementary or secondary school teachers
5 who are teaching or taught in the public school system in the State;

6 (iii) two current or retired professors who are teaching or taught at
7 an institution of higher education in the State;

8 (iv) one representative of a county board of education;

9 (v) one representative of a local government;

10 (vi) one representative of the business community with knowledge of
11 developing and implementing human capital strategy; and

12 (vii) one student attending an institution of higher education in the
13 State whose major is education.

14 (c) The Governor shall designate the chair of the Task Force.

15 (d) The State Department of Education and the Maryland Higher Education
16 Commission shall provide staff for the Task Force.

17 (e) A member of the Task Force:

18 (1) may not receive compensation as a member of the Task Force; but

19 (2) is entitled to reimbursement for expenses under the Standard State
20 Travel Regulations, as provided in the State budget.

21 (f) The Task Force shall:

22 (1) study methods to recruit, retain, and promote quality teachers at all
23 levels of education in the State using the principles of human capital strategy;

24 (2) identify existing laws and regulations relating to the regulation of
25 teachers and analyze how the laws and regulations impact teacher recruitment, retention,
26 and promotion for each of the following areas:

27 (i) individual and team competency;

28 (ii) performance measurement and management;

29 (iii) reward and recognition for excellent work;

1 (iv) organization and job design;

2 (v) change management;

3 (vi) administrative leadership; and

4 (vii) values and culture; and

5 (3) make recommendations regarding:

6 (i) proposed legislation, regulations, or policies that implement the
7 best methods to recruit, retain, and promote quality teachers identified by the Task Force;
8 and

9 (ii) a coordinated statewide strategy for recruiting, retaining, and
10 promoting quality teachers at all levels of education by the State Department of Education,
11 the Maryland Higher Education Commission, the University System of Maryland, and
12 other education stakeholders.

13 (g) On or before June 1, 2016, the Task Force shall report its findings and
14 recommendations to the Governor and, in accordance with § 2-1246 of the State
15 Government Article, the Senate Education, Health, and Environmental Affairs Committee
16 and the House Committee on Ways and Means.

17 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
18 1, 2015. It shall remain effective for a period of 1 year and, at the end of June 30, 2016,
19 with no further action required by the General Assembly, this Act shall be abrogated and
20 of no further force and effect.