

HOUSE BILL 986

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5lr1350

By: **Delegates Ebersole, Guyton, Kaufman, Miller, Palakovich Carr, Pasteur, Patterson, White Holland, Williams, and Young**

Introduced and read first time: January 31, 2025

Assigned to: Ways and Means

A BILL ENTITLED

1 AN ACT concerning

2 **Primary and Secondary Education – New Teachers – Retention Program**

3 FOR the purpose of requiring each county board of education to establish a new teacher
4 retention program; altering the content required to be included in certain teacher
5 support and retention guidelines developed by the State Board of Education; and
6 generally relating to teacher retention and support programs, guidelines, and
7 training.

8 BY adding to

9 Article – Education

10 Section 4–147

11 Annotated Code of Maryland

12 (2022 Replacement Volume and 2024 Supplement)

13 BY repealing and reenacting, with amendments,

14 Article – Education

15 Section 6–119

16 Annotated Code of Maryland

17 (2022 Replacement Volume and 2024 Supplement)

18 BY repealing and reenacting, without amendments,

19 Article – Education

20 Section 6–128

21 Annotated Code of Maryland

22 (2022 Replacement Volume and 2024 Supplement)

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

24 That the Laws of Maryland read as follows:

25 **Article – Education**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 4-147.

2 (A) IN THIS SECTION, "NEW TEACHER" MEANS A TEACHER WHO HAS TAUGHT
3 FOR LESS THAN 2 COMPLETE SCHOOL YEARS.

4 (B) (1) EACH COUNTY BOARD SHALL ESTABLISH A NEW TEACHER
5 RETENTION PROGRAM.

6 (2) THE PURPOSE OF A NEW TEACHER RETENTION PROGRAM IS TO
7 PROVIDE SUPPORT TO NEW TEACHERS TO ENSURE THAT NEW TEACHERS CONTINUE
8 TO BE MOTIVATED AND RETAIN THEIR PASSION TO TEACH.

9 (C) A NEW TEACHER RETENTION PROGRAM ESTABLISHED UNDER
10 SUBSECTION (B) OF THIS SECTION SHALL:

11 (1) PROVIDE NEW TEACHERS IN THE COUNTY WITH REGULAR
12 COHORT-BASED OPPORTUNITIES TO SHARE EXPERIENCES AND LESSONS LEARNED
13 ON THE JOB;

14 (2) ASSIGN AN EXPERIENCED TEACHER TO EACH NEW TEACHER
15 COHORT TO PROVIDE OVERSIGHT AND GUIDANCE FOR THE COHORT;

16 (3) ASSIGN EACH NEW TEACHER TO A TEACHER MENTOR IN THE
17 COUNTY, WHO COULD BE A RETIRED TEACHER, TO PROVIDE SUPPORT AND
18 INFORMATION AT THE SCHOOL OF THE NEW TEACHER;

19 (4) SURVEY NEW TEACHERS ON THEIR TEACHING CHALLENGES AND
20 SCHOOL CLIMATE;

21 (5) PROVIDE PRINCIPALS WITH THE RESOURCES AND SUPPORT
22 NEEDED TO HELP NEW TEACHERS IN THEIR SCHOOLS SUCCEED IN THEIR FIRST
23 YEARS OF TEACHING AND REMAIN TEACHING AT THEIR SCHOOLS; AND

24 (6) INCORPORATE THE GUIDELINES DEVELOPED BY THE STATE
25 BOARD UNDER § 6-119 OF THIS ARTICLE.

26 (D) IN ESTABLISHING A PROGRAM UNDER THIS SECTION, A COUNTY BOARD
27 SHALL PRIORITIZE ADDRESSING ISSUES FACED BY NEW TEACHERS:

28 (1) FROM A DIVERSE BACKGROUND; AND

1 **(2) IN SCHOOLS OR TEACHING SUBJECT AREAS WITH HIGH RATES OF**
2 **TEACHER TURNOVER.**

3 **(E) (1) A COUNTY BOARD SHALL COMPENSATE A PUBLIC SCHOOL**
4 **EMPLOYEE WHO OVERSEES A NEW TEACHER COHORT OR SERVES AS A TEACHER**
5 **MENTOR IN ACCORDANCE WITH A TEACHER RETENTION PROGRAM THROUGH**
6 **ADDITIONAL PAY OR PAID LEAVE.**

7 **(2) TO THE EXTENT PRACTICABLE, A COUNTY BOARD SHALL PROVIDE**
8 **COMPENSATION TO A RETIRED TEACHER WHO SERVES AS A TEACHER MENTOR IN**
9 **ACCORDANCE WITH A TEACHER RETENTION PROGRAM.**

10 6–119.

11 (a) The State Board shall develop guidelines for [an incentive program to
12 encourage] public school systems to:

13 (1) Adopt a teacher support system that provides year–long assistance and
14 support to teachers [through a teacher consulting program in which consulting teachers
15 are fully trained and apply rigorous teaching standards]; and

16 (2) Improve teacher retention during the first 5 years of service.

17 (b) In developing the guidelines under subsection (a) of this section, the State
18 Board shall [conduct]:

19 **(1) INCORPORATE RESEARCH ON SUCCESSFUL APPROACHES TO**
20 **RETAINING NEW TEACHERS AND KEEPING NEW TEACHERS MOTIVATED;**

21 **(2) ANALYZE THE INFORMATION PROVIDED BY THE MARYLAND**
22 **EDUCATOR RECRUITMENT, RETENTION, AND DIVERSITY DASHBOARD UNDER §**
23 **6–128 OF THIS SUBTITLE TO DEVELOP STRATEGIES TO SUPPORT THE MOST**
24 **VULNERABLE TEACHERS;**

25 **(3) EXAMINE ISSUES FACED BY TEACHERS FROM A DIVERSE**
26 **BACKGROUND AND THE POLICIES NECESSARY TO PRESERVE A TEACHING**
27 **WORKFORCE THAT REFLECTS THE DIVERSITY OF THE PUBLIC SCHOOL STUDENTS IN**
28 **THE STATE;**

29 **(4) ADDRESS THE UNIQUE NEEDS OF TEACHERS IN SCHOOLS OR WHO**
30 **TEACH SUBJECTS WITH HIGH RATES OF TEACHER TURNOVER; AND**

31 **(5) CONDUCT** an assessment of the advisability and feasibility of
32 providing [competitive grants] **SUPPORT** to county boards, **INCLUDING THROUGH**

1 **COMPETITIVE GRANTS, PROFESSIONAL DEVELOPMENT, AND SUSTAINED**
2 **PROGRAMMATIC SUPPORT**, to assist in the development and implementation of a teacher
3 support [incentive] program.

4 (c) It is the intent of the General Assembly that, if money becomes available, the
5 Governor include an appropriation in the State budget for grants for teacher support
6 [incentive] programs established in accordance with the guidelines developed under this
7 section.

8 6–128.

9 (a) (1) On or before January 1, 2025, the Department shall establish and
10 maintain a Maryland Educator Recruitment, Retention, and Diversity Dashboard.

11 (2) Subject to paragraph (3) of this subsection, the Dashboard shall include
12 demographic information and key data points regarding:

13 (i) Certificated and noncertificated personnel in public schools; and

14 (ii) Prospective educators within teacher preparation programs
15 throughout the State who are participating in teacher internships.

16 (3) (i) The Dashboard may not include any demographic information
17 that could be used to identify specific individuals.

18 (ii) Any demographic that is less than 5% of the relevant population
19 may be reported simply as “< 5%”.

20 (b) (1) On or before December 1, 2024, and each December 1 thereafter, each
21 county board shall report to the Department demographic and job status information on
22 educators employed by, and teacher interns placed in, the public schools within the
23 jurisdiction of the county board during the previous school year.

24 (2) Each county board shall report the information required under
25 paragraph (1) of this subsection disaggregated by:

26 (i) School;

27 (ii) Gender;

28 (iii) Race;

29 (iv) Ethnicity;

30 (v) Average length of service;

1 (vi) Status on the career ladder established under § 6–1002 of this
2 title;

3 (vii) Number of educators hired during the reporting period; and

4 (viii) Attrition rates of educators during the reporting period.

5 SECTION 2. AND BE IT FURTHER ENACTED, That, on or before July 1, 2026, the
6 State Board of Education shall update the teacher support and retention guidelines
7 required under § 6–119 of the Education Article as enacted under Section 1 of this Act.

8 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July
9 1, 2025.