



**Delegate Kaiser, Delegate Washington and the esteemed members of the Ways & Means Committee:**

The goal of this Amendment is to ensure the quality care & early education for children by qualified and high-caliber teachers in light of the critical workforce shortage experienced in the childcare industry. As the person who has been responsible for the recruitment of teacher/classroom positions for all of our schools for the last 12 .5 years, this amendment will be a tremendous help in widening the pool of degreed candidates needed to provide quality early education to children ages 2-12 in childcare. Opening the requirements up to include degrees in more majors, provided that the candidates are enrolled in the 90-hour classes, will:

- Increase the ability for childcare providers to deliver **quality, early education & care to more children**, ensuring more children are prepared for school
- Expedite the process for qualifying candidates or receiving a variance for candidates to guarantee the ongoing quality education & care in every classroom for every child
- Help to alleviate the current workforce shortage by widening the candidate pool to include possible career-changers, as the City Residency Teacher Program increased teachers for Baltimore City Schools
- Diminish the adverse effects that critical workforce shortage in the field is having on the families, the children and on the businesses, both large and small
- Engage more candidates with degrees in the education field who previously had not considered this industry or discovered late that teaching was their passion
- Diversify the teacher pool to provide a more diverse learning experience for all children

This amendment will positively impact children in so many ways! It will allow companies like the Celebree School to truly find the best candidates. Having consistent teacher requirements that allow for educational diversity of the candidate pool will only benefit the children.

**The Celebree School fully supports HB-1386 and respectfully requests that you vote in favor of Bill HB 1386.** Thank you.

**Celeste Wilhelm**, Talent Engagement Specialist

The Celebree School – 24 schools in 7 Maryland Counties

Approx. 800 employees, 2300 children      [celebree.com](http://celebree.com) | 410.515.8750



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