

FAVORABLE
House Bill 1326
Primary and Secondary Education - Teachers - Retention and Support
Policies, Guidelines, and Training

House Ways and Means Committee
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The Maryland State Education Association supports House Bill 1326, which would require each county board of education to adopt a new teacher retention policy, alter the content required to be included in certain teacher support and retention guidelines developed by the State Board of Education, and alter the content required to be included in school leadership training.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our almost 900,000 students so they can pursue their dreams. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

It is critically important that as Maryland addresses its educator shortage, we are also diversifying the education profession to look more like our state's student body and retaining new teachers. We know that one of the reasons educators of color are leaving the teaching profession at higher rates than their white counterparts is an "invisible tax," meaning additional responsibilities, pressures, or expectations placed on certain educators because of their racial, ethnic, or linguistic background.¹ As we focus on recruiting teachers and diversifying the profession, we must also ensure that

¹Maryland's Teacher Workforce: Supply, Demand, and Diversity. Maryland State Department of Education (2022). <https://www.marylandpublicschools.org/stateboard/Documents/2022/0726/TabGBlueprintAndDataDeepDiveTeacherPipelineAndDiversity.pdf>



those already teaching in Maryland classrooms feel supported, respected, and that their role is sustainable long term.

To provide Maryland students with a world-class public education, retaining staff, and especially educators of color, should be a central focus across our state. This bill would establish guidance and highlight best practices to that end and ensure that school administrators are trained on creating an equitable school environment where all educators are fully supported.

We urge the committee to issue a Favorable Report on House Bill 1326.