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Legislative District 14  
Montgomery County

Ways and Means Committee

Subcommittees

Early Childhood

Local Revenues



The Maryland House of Delegates  
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THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

**Testimony in Support of House Bill 1303: Child Care Centers – Teacher Qualifications Alterations  
March 5<sup>th</sup>, 2025**

Chair Atterbeary, Vice Chairs Wilkins, and esteemed members of the Ways and Means committee, it is my pleasure to come before you and offer testimony in favor of **House Bill 1303: Child Care Centers – Teacher Qualifications – Alterations**.

Through conversations with Montgomery County’s vibrant and growing refugee community, I have witnessed firsthand the transformative impact that access to work provides. Many refugees arrive in Maryland after fleeing political or economic strife, often with little more than the clothes on their backs. In the process, they may lose critical documentation, including proof of education. Without access to these documents, the process of otherwise qualified individuals finding work becomes immensely harder.

At the same time, Maryland’s child care facilities are struggling to hire and retain qualified teachers. House Bill 1303 addresses both challenges by modifying the qualification standards for child care teachers. The bill allows for provisional employment, provided that individuals complete relevant workforce training and obtain a high school equivalency certificate within two years of being hired.

Additionally, the bill codifies existing regulatory requirements into law by establishing minimum experiential qualifications for child care teachers. These include holding a high school diploma or equivalent, successfully completing certain courses for credit, and having successfully been employed for two years in a registered family child care home or licensed child care center. These requirements are already required through regulation; however, House Bill 1303 codifies them into law. Crucially, the bill also creates probationary employment pathways for individuals who may not have immediate access to their documentation, ensuring they are not shut out of the workforce.

[From the Maryland Department of Education two million in short-term grants](#) for early child care providers to [the expansion of Pre-K access through the Blueprint for Maryland’s Future](#), we are making meaningful progress in addressing the child care crisis. However, there is still more to be done. Furthermore, in the face of federal policies that send a message of exclusion to refugees and immigrants, Maryland must reaffirm its commitment to inclusion, opportunity, and economic mobility.

For the benefit of our children, families, and workforce, I respectfully urge a favorable report on **House Bill 1303**.

*Bernice Mireku-North*