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# BLUEPRINT FOR MARYLAND'S FUTURE

**BILL:** House Bill 732

**TITLE:** Public Schools - Career Ladder – Teacher Classroom Teaching Time

**SPONSOR:** Delegate Miller

**HEARING DATE:** February 25, 2025

**COMMITTEE:** Education, Energy, and the Environment

**POSITION:** **OPPOSE**

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The Accountability and Implementation Board (AIB) for the Blueprint for Maryland's Future **OPPOSES House Bill 732 – Public Schools – Career Ladder – Teacher Classroom Teaching Time**, which eliminates Teacher Collaborative Time established in the Blueprint for Maryland's Future.

Overall, in Maryland, teachers spend 80% of their time in direct classroom instruction and up to 20% of their time is planning time, typically working alone. The Blueprint calls for all teachers to have additional time (increased from 20% to 40% of time) when they are not solely teaching in front of the classroom to work with colleagues on strategies to improve student outcomes. During this time, they analyze student data to identify students who may be falling behind, determine needed interventions, work with students one-on-one and in small groups to get them back on track, and work on ways to strengthen the curriculum and pedagogical practices.

This is called “collaborative time” in the Blueprint. To support collaborative time, the Blueprint phases in additional funding over an 8-year period beginning in FY 2026 (SY 25-26). LEAs are required to submit an eight-year plan to implement collaborative time for all teachers by July 1, 2025. In accordance with the Blueprint's requirements for career ladders, current law states that teachers on career ladder levels one, two and three shall teach in the classroom on average 60% of their working time and spend the remaining time on other related activities, including improving instruction, identifying and working with students who need additional help, and leading or participating in professional learning.

In December, the AIB received data from the Maryland State Department of Education indicating a substantial shortage of teachers. This information prompted the AIB, on January 10, 2025, to take the position that, at this time, collaborative time could not be carried out on the original eight-year phase-in timeline called for in the Blueprint to begin next year. Further, the AIB acknowledged that there was an urgent need to support the implementation of additional strategies to increase the teacher pipeline so that the State can meet the goal of providing 40% collaborative time for teachers, albeit on a revised timeline.

This position is aligned to the AIB's approach to adjust the Blueprint when and if those adjustments are rooted in research and data. Further, this position affirms the AIB's commitment to collaborative time as a proven component of high-performing school systems and key to the successful implementation of the Blueprint.

If enacted, HB 732 would effectively eliminate collaborative time, disposing of a valuable and substantiated tool that improves instruction and student outcomes. Collaborative time is critical to meeting the Blueprint's goal that every student is college and career ready before leaving high school.

For these reasons, the AIB **OPPOSES House Bill 732** and strongly urges an **UNFAVORABLE** report. For more information, please contact Joy Schaefer, Government Relations Director at [joy.schaefer@maryland.gov](mailto:joy.schaefer@maryland.gov) or (410) 991-7326.