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State Superintendent of Schools
Joshua L. Michael, Ph.D.
President, State Board of Education

TO: House Committee on Ways and Means
BILL: House Bill (HB) 324 – County Boards of Education– Antibias Training for Members – Requirement (County Board Member Antibias Training Act)
DATE: January 29, 2025
POSITION: Support

The Maryland State Board of Education (State Board) and the Maryland State Department of Education (MSDE) supports **HB 324 – County Boards of Education– Antibias Training for Members – Requirement (County Board Member Antibias Training Act)** which requires local board of education members to participate in antibias training, provided by the local education agency (LEA) at least once during the board members’ term of services.

MSDE is developing guidelines for antibias training programs to support LEAs in implementing antibias training for public school employees. This requirement was enacted in the Maryland Code, Education Article, § 6-126 in 2024 (HB 1386, CH. 128, 2024). Each county board is responsible for developing antibias training for staff based on the guidelines developed by the State.

The State Board and MSDE support the requirement of HB 324 which would add school board members to the groups that receive training. School board members that undergo anti-bias training may find that it helps to ensure they are aware of and actively combat potential biases in their decision-making processes, which could impact student experiences, curriculum development, and resource allocation, ultimately creating a more equitable learning environment for all students from diverse backgrounds.

We respectfully request that you consider this information as you deliberate **HB 324**. Please contact Akilah Alleyne, Ph.D., Executive Director of Government Affairs, at akilah.alleyne@maryland.gov or Zachary Hands, Executive Director of the State Board, at Zachary.hands1@maryland.gov for any additional information.