



# Montgomery County

## Office of Intergovernmental Relations

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**HB 1303**

**DATE: March 5, 2025**

**SPONSOR: Delegates Mireku-North and Wims**

**ASSIGNED TO: Ways and Means**

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**POSITION: FAVORABLE (Montgomery Department of Health and Human Services)**

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### **Child Care Centers - Teacher Qualifications – Alterations**

House Bill 1303 alters the qualifications for teachers within a child care center serving children age three or older by setting minimum experiential requirements for individuals to qualify as a child care teacher. The bill stipulates that a teacher must have: a high school diploma; a GED; enough credit hours from an accredited institution of higher learning sufficient to qualify as a child care teacher; have successfully been employed for two years in a position other than in family child care home, a large family child care or a licensed child care center; or meet probationary employment qualifications under the bill.

Currently in regulations, early care and education teachers must hold a high school diploma. House Bill 1303 established alternative qualifications for individuals to become a teacher in a child care center. These alternatives would be especially helpful for individuals from other countries that might not have been able to secure their high school documentation before arriving in the U.S. Providing for alternative qualifications will increase the number of individuals who could work as a child care teacher, which is critical at a time when Maryland is facing a shortage of child care teacher and child care seats. Between 2019 and 2022, the number of child care workers fell in the State by 26%, and it has been noted that new workers are not entering the field of early care and education at previous rates.<sup>1</sup> House Bill 1303 would be a tool in the toolbox to bring more teachers into the child care workforce. Montgomery County Department of Health and Human Services respectfully urges the committee to issue a favorable report.

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<sup>1</sup> See pg. 24: <https://marylandtaxes.gov/reports/static-files/research/childcare.pdf>