



## TESTIMONY FOR HB0986

### Primary and Secondary Education - New Teachers - Retention Program

**Bill Sponsors:** Delegate Ebersole

**Committee:** Ways and Means

**Organization Submitting:** Maryland Legislative Coalition

**Person Submitting:** Aileen Alex, co-chair

**Position:** FAVORABLE

I am submitting this testimony in favor of HB0986 on behalf of the Maryland Legislative Coalition. The Maryland Legislative Coalition is an association of individuals and grassroots groups representing every district in the state and serving well over 30,000 members.

Despite the Blueprint legislation and the Maryland Educator Shortage Reduction Act, Maryland continues to experience a teacher shortage. Teaching is not a relatively high-paying occupation, and it has become much more fraught with the possibility of having to deal with school board and parent overreach into classrooms in an era of pandemics and other disruptions. This is especially true for new teachers.

HB0986 would establish a New Teacher Retention Program in each county. The purpose of these programs is to provide support to new teachers, helping to ensure that they remain motivated and passionate about teaching. The support provided would be through paid mentors, when possible, and school principals. In addition, new teachers would be asked to complete surveys to unearth other helpful ideas. Special emphasis would be paid to teachers from diverse backgrounds.

This is important to Marylanders because it addresses the high turnover rate among new teachers, which can negatively impact the quality of education. By supporting new teachers, the bill aims to improve student outcomes and create a more stable and effective educational environment. We find this legislation necessary to the state's ability to effectively teach our future generations and to meet the goals set out in the Blueprint.

We support this bill and recommend a **FAVORABLE** report in committee.