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March 10, 2026

**Written Testimony in Support of House Bill 1574
Child Care Providers – Licensing and Registration Alterations**

Position: **Support**

Dear Chair, Vice Chair, and Members of the Committee,

My name is Morgan Horvath, and I am writing in support of House Bill 1574, particularly the provision that adjusts experiential requirements for child care teachers. I have more than 20 years of experience working in early childhood education and workforce development. Through my work with Project ACT supporting child care providers across Maryland, I regularly partner with programs to strengthen teacher preparation, leadership development, and professional growth within the early childhood workforce. This work gives me direct insight into the workforce challenges child care programs face every day.

HB 1574 requires that child care teachers meet experiential and educational requirements that require not more than six months or 750 hours of work with young children in a supervisory setting. This adjustment is a practical and necessary step to help address Maryland's child care workforce shortage. Many programs currently employ staff who have completed required education and training but must wait to accumulate a full year of experience before they can serve as lead teachers. During that time, programs may struggle to meet licensing requirements for staffing ratios, forcing them to reduce enrollment or close classrooms. These disruptions affect both children and families who rely on stable child care.

Reducing the experiential requirement from one year to six months will allow qualified educators to move into lead teacher roles more quickly, helping programs maintain appropriate supervision and remain in compliance with licensing requirements. Importantly, the bill maintains strong expectations for educator preparation. Teachers will still need appropriate training and education, and the bill also strengthens safety practices by requiring active supervision training within 90 days of hire.

Based on my experience working directly with child care programs and workforce development initiatives, this change reflects the realities of how educators develop the competencies needed to lead a classroom. With appropriate training and program leadership, many teachers are ready to take on lead responsibilities well before the one-year mark.

House Bill 1574 offers a balanced approach that supports workforce development while continuing to prioritize the safety, stability, and well-being of children in Maryland's child care programs. For these reasons, I respectfully urge the Committee to issue a favorable report on House Bill 1574.

Sincerely,

A handwritten signature in black ink that reads "Morgan D. Horvath".

Morgan D. Horvath, M.E.d
Director of Project ACT
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