



Blueprint for Maryland's Future Accountability & Implementation Board

Legend		Start and/or end date included in Blueprint statute
		Start and/or end date not included in Blueprint statute; dates in table are estimated based on Kirwan Commission final timeline

Pillar 2 High-Quality and Diverse Teachers & Leaders

2.1	Recruit and maintain a high-quality and diverse teacher workforce	FY22	FY23	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY 32
2.1.1	Implement a statewide marketing campaign to attract high quality and diverse teaching candidates	←										
2.1.1(a)	Governor appropriates at least \$250,000 in annual state budget for MSDE to implement the statewide marketing campaign	←										
2.1.1(b)	MSDE establishes a diverse steering committee	←										
	Steering committee includes both faculty and student representatives of historically Black colleges and universities and other institutions of higher education	←										
	Steering committee meets at least annually to review MSDE's activities related to the recruitment of high-quality and diverse teaching candidates											
	MSDE develops process to solicit feedback from LEAs regularly											
2.1.1(c)	MSDE builds a digital recruitment platform and outreach program focused on candidates from historically underrepresented populations and fields experiencing teacher shortages	←										
	The outreach program and recruitment platform shall use both free public service media and paid media, online resources, email, and social media											
2.1.1(d)	MSDE works with MLDS and MHEC to develop a robust data infrastructure to gather information on employment outcomes	←										
	MSDE gathers contact information of potential teaching candidates and provides them with information about teaching profession											
	MSDE uses data infrastructure to gather real-time information from LEAs about open positions and match them efficiently with potential candidates											
	MSDE uses data infrastructure to assess the success of recruitment efforts on the supply of high-quality and diverse Maryland teachers											
2.1.1(e)	MSDE engages prospective teachers with messaging that cultivates their interest in the profession	←										
	MSDE bases messaging off of information gathered from community engagement activities and events with current and prospective teacher candidates											
2.1.1(f)	MSDE implements the "Talk to a Teacher" program to create opportunities for prospective teachers to communicate with role model teachers	←										
	MSDE identifies Talk to a Teacher coordinator to implement the program											
	Talk to a Teacher coordinator evaluates program's effectiveness by tracking employment outcomes of prospective teachers and administering a feedback survey among teacher candidates											
2.1.1(g)	MSDE provides information to increase awareness of available state incentives for individuals pursuing a teaching certificate (e.g., Maryland Teaching Fellows Scholarship and LARP)	←										
	MSDE works with MHEC, LEAs and IHEs to share this information with current students											
2.1.1(h)	MSDE provides information to increase awareness of persistent opportunity gaps and racial disparities between students and teachers in Maryland schools	←										
2.1.1(i)	MSDE markets to counselors and career centers in secondary and postsecondary institutions through the outreach and digital recruitment platform	←										
	MSDE identifies career counselors and career center staff in secondary and postsecondary institutions to serve as points of contact for the outreach and recruitment campaign											
2.1.2	Provide funding to the Maryland Teaching Fellows Scholarship to encourage highly-skilled and diverse candidates to teach in high-need schools	★										
2.1.2(a)	Annual allocation in State budget for MHEC phases up to award scholarships to at least \$18,000,000 for FY25 and beyond	★										
2.1.2(b)	MHEC awards scholarships to eligible students so as to reflect the geographic and racial diversity of Maryland's public schools students	★										
	MHEC reviews criteria for Maryland Teaching Fellows Scholarship and identifies core reasons for rejecting applicants	●										
	MHEC provides technical assistance to candidates for Maryland Teaching Fellows Scholarship candidates in completing applications	●										
2.1.3	Expand Maryland's loan assistance repayment program (LARP) for public school teachers	★										
2.1.3(a)	MHEC provides technical assistance to public school teachers in completing initial application and renewal materials for LARP	●										
2.1.4	MHEC implements and administers the new Teacher Quality and Diversity Program to support students from historically underrepresented populations	★										
2.1.4(a)	State budget includes at least \$1,000,000 appropriation to the Teacher Quality and Diversity Program annually	★										
	MHEC prioritizes historically black colleges and university and Hispanic-serving institutions with a track record of preparing diverse and high-quality teachers	●										

