



3300 Metzert Road, Adelphi, MD 20783

MICUA

Maryland Independent College  
and University Association

140 South Street, Annapolis, MD 21401

## Support with Amendments

### Senate Education, Energy, and the Environment Committee *Senate Bill 893 - Maryland Educator Shortage Act of 2023*

Christy Graybeal, Co-Chair, Maryland Education Deans Council, [graybeal@hood.edu](mailto:graybeal@hood.edu)

Rhonda Jeter, Co-Chair, Maryland Education Deans Council, [rjeter@bowiestate.edu](mailto:rjeter@bowiestate.edu)

March 7, 2023

Thank you for the opportunity to provide testimony in support, with amendments, of [Senate Bill 893](#) - the Maryland Educator Shortage Act of 2023. The Maryland Education Deans Council, representing all twenty-one (21) Education Deans and Directors at the University System of Maryland (USM), Maryland Independent College and University Association (MICUA) institutions, Morgan State University, and St. Mary's College of Maryland, is strongly supportive of this bill. We are committed to attracting, retaining and graduating the most highly qualified, diverse teacher candidate pool possible.

We have several suggestions for ensuring a smooth, efficient and effective pipeline for preparing Maryland's teachers:

- 1) 6-120. Alternative Preparation programs for pre-kindergarten and early childhood educators should require that all candidates hold a Bachelor's Degree in Early Childhood/Elementary Education. Teaching our youngest and most vulnerable children should require the same high standards as any other educator, and candidates who hold certification as early childhood educators can teach up to third grade, so they need to be fully prepared with both early childhood and early elementary education skills. A potential alternative path to certification for prekindergarten teachers might be to provide an extended or special conditional certificate to employed prekindergarten teachers that would allow additional time for this group to pursue certification.
- 2) 6-121. Maryland State Department of Education (MSDE) should analyze and report on teacher shortage areas by region and grade level/content area, and MSDE should set targets for reducing and eliminating the teacher shortages in the State. However, we strongly disagree that MSDE should set targets for institutions of higher education (IHE). Rather, the State should provide funding to address the teacher shortages as defined by MSDE, in collaboration with Maryland higher education institutions. Once the IHE has "claimed" a goal, funding can be provided for the institution to meet that goal. MSDE

should assess how IHEs are meeting their targets, and require an action plan from those which have not fulfilled the expectation.

- 3) 18-2201. We understand that placing the Teaching Fellows for Maryland and Grow Your Own scholarship programs at MSDE is a policy decision. However, it is important that MSDE have a structure in place to implement an application and award process. Moving the funds to MSDE may create confusion for teacher candidates as IHEs and eligible students and their families already know how to access State scholarships through the Maryland College Aid Processing System (MDCAPS, the Maryland scholarship access point). Also, we recommend removing the “top 25%” of the high school graduating class as a requirement for the scholarship. That disadvantages students who attend small schools, and there is no evidence basis for that requirement. The 3.0 GPA requirement is evidence-based.
- 4) 18-2801. The Maryland Education Deans Council strongly supports the Educator Internship Stipend Program. We see no need for any reference to a high school GPA or a high school class rank (top 25%) since students eligible for the internship stipend will have successfully completed two or three years of college, and high school GPA and rank are less relevant than college success. We also recommend that the program be fully funded, not pro-rated. Every eligible teacher candidate should receive an internship stipend.

**For these reasons, the Maryland Education Deans Council requests a favorable report of SB 893 with amendments.**

**University System of Maryland Institutions**

Bowie State University	University of Maryland,	University of Maryland
Coppin State University	Baltimore County	Eastern Shore
Frostburg State University	University of Maryland,	University of Maryland
Salisbury University	College Park	Global Campus
Towson University		

**Maryland Independent College and University Association Institutions**

Goucher University	Notre Dame of Maryland	McDaniel College
Hood College	University	Mount St. Mary’s University
Johns Hopkins University	Maryland Institute College of	Stevenson University
Loyola University Maryland	Art	Washington College

**Other Maryland Public Institutions**

Morgan State University  
Saint Mary’s College of Maryland