

ADDRESSING MARYLAND'S TEACHER SHORTAGES

BACKGROUND:

Maryland is fortunate to have strong schools, educators, stakeholders, and parents dedicated to ensuring that every student has the opportunity to succeed. But our state is dealing with debilitating teacher shortages, fueled by teachers leaving the profession—more than 5,500 in 2022 alone—and a 33% decline in completion rates for teacher education programs. Additionally, nearly half of Maryland's educators are leaving the profession within their first three years. To ensure the success of the Blueprint for Maryland's Future and provide our students with a bright future in the workforce, we must address our educator shortages and better support our educator workforce.

WES' EXPERIENCE:

Wes comes from a long line of educators and strongly believes in the power of education. Wes has dedicated his career to improving access to education. He founded a Baltimore-based small business geared towards improving college completion rates for historically underserved Marylanders, and during his tenure, retention rates increased by nearly 20%. Wes then went on to be the CEO of one of the nation's largest poverty-fighting organizations, where he helped secure and invest over \$100 million in education funding and support for students and educators. He also formed a partnership with other organizations to close the racial wealth gap in America, which led to investments in 74 new community schools.

WES' VISION:

Wes will always make education a top priority. He will work closely with local leaders, educators, parents, and community organizations to address our most pressing challenges. As governor, Wes will:

- Raise teachers' and education support professionals' salaries throughout the state to make it clear that Maryland values its teachers and Education Support Professionals (ESPs), and ensure that educators have their voices heard by assisting in making teaching a more financially appealing career choice to attract the best talent to teach in our schools.
- Support Maryland's early childhood workforce by reflecting the value of early childhood education work in the pay that these educators receive.
- Expand pipelines to becoming a teacher by providing funding to expand the Teaching Fellows for Maryland Scholarship and "Grow Your Own" teacher preparation programs, Student Loan Debt Relief Tax Credit program, and partnering with organizations and Maryland HBCUs to recruit, prepare, and support diverse teacher candidates.
- Explore opportunities to provide funding for a marketing campaign centered around recruiting diverse educators, exam stipends, specialized mentorship programs, job placement services, and more.
- Expand innovative teacher mentorship and career ladder programs proven to improve both student outcomes and teacher retention, leveraging the experience of our teacher workforce to train and support newer professionals in exchange for additional compensation or other benefits.
- Strengthen collective bargaining rights for educators and ESPs and ensure teachers have the ability to include class sizes in their collective bargaining agreements.
- Address the shortages in the ranks of ESPs by celebrating their work, so they know they are supported, appreciated, and respected for the critical roles they play in our schools and for students and families.
- Invest in trauma-informed mental and behavioral health care in public schools to ensure teachers and students have access to the care they need.



"Despite the challenges facing teachers in the classrooms over the past few years, our teachers and educators have been working tirelessly to ensure our students have a world-class education. We must meet this moment by addressing our teacher shortages by providing the pay, benefits, and supports they need to be successful inside and outside the classroom. As governor, that's exactly what I'll do." — **Wes Moore**

