

July 26, 2022

On Tuesday, July 26, 2022, Board President Clarence Crawford convened the meeting and was joined by Vice President Charles Dashiell, Jr., Shawn Bartley, Gail Bates, Chuen-Chin Bianca Chang, Vermelle Greene, Jean Halle, Rachel McCusker, Lori Morrow, Warner Sumpter, and newly appointed student member Merin Thomas, from Wicomico County.

[Link to meeting agenda, materials, and video](#)

Consent Agenda

The Board approved the consent agenda including personnel actions, budget adjustments, and their [meeting schedule for 2023](#).

Public Comments

Public comments were delivered by the following individuals: Dr. Monica Goldson, Prince George's County Public Schools CEO, described the severe teacher shortage and requested that the State Board approve a waiver of the terms of the conditional teacher certificate to enable school systems to retain these teachers in the 2022-2023 school year. Also, she urged a review and reforms to the current educator certification assessments and requirements to address bias and reduce barriers to minority educators entering the profession. Bill Hudson, Executive Director of the Family Childcare Alliance of Maryland, requested the elimination of barriers to potential childcare workers entering the profession. Lisa Wilson, a parent of a disabled student in the Prince George's County school system, highlighted her concerns with a recently revised administrative procedure. Sharon Saroff identified her concerns with the department's strategic plan survey regarding virtual learning, and also concerns with the emphasis on student grades and pressures to inflate and change grades. Shamoyia Gardiner, Executive Director of Strong Schools Maryland, raised concerns with delays in school systems submitting their Blueprint for Maryland's Future Hiring Practices and Diversity Reports, and overreliance on the role of HBCUs in achieving greater diversity. David Bromwell, Dorchester County Public Schools Superintendent, described the unusually large numbers of vacant certificated teaching positions as the 2022-2023 school year rapidly approaches, citing inequity in the Blueprint that makes competition on teacher pay among neighboring school systems very difficult for less wealthy school systems in efforts to retain and recruit teachers. Cheryl Bost, President of the Maryland State Education Association, requested statewide systemic reforms to ensure that teachers and other staff receive pay raises and supports to improve working conditions to assist with recruitment and retention. A representative from Athletes Global Maryland (AGC) promoted the services of the company to the department. (Board President Crawford addressed the

remarks by stressing that public comments before the State Board are not intended for business promotions and that the rules would be clarified.) Grace Jennings, a Montgomery County student and athlete, and Dana Johnson, an athletic director in the Baltimore City school system, each spoke in favor of proposed changes to state regulations governing interscholastic athletics to allow schools to participate in National Federation of State High School (NFHS)- and MPSSAA-sanctioned events outside the defined sport season, and allow school systems to sponsor summer camps to encourage student participation and provide equitable access to skill development sessions.

A Message from Newsela

At Newsela, we believe **every student** deserves access to instructional content that excites, empowers, and unlocks their potential. Working with MABE on their ongoing educational equity project strengthens our ability to support educators and their efforts to teach a generation of students who are well-informed, culturally inclusive and aware, open to views that challenge their assumptions, and capable of making discerning choices on what to read and trust. Our dedicated team at Newsela provides materials that serve as mirrors and windows for a diverse student body, giving learners opportunities to see themselves, and teaching them about those who are different. [Learn more.](#)



Maryland Association of Student Councils (MASC) Stakeholder Engagement

Maja Durkovic, MASC President, shared remarks from Croatia, and the Board received information from a panel including MASC's 1st Vice President Angelina Xu, 2nd Vice President David Arowolo, and Treasurer Shruti Vadlakonda, joined by MASC staff Ms. Nicete Moodie and Karen Crawford. The panel provided a comprehensive overview of the various committees and initiatives organized by MASC.

Elections of Officers for 2022-2023

The State Board elected Clarence Crawford to another term as Board President and Susan Getty to her first term as Vice President, replacing Chip Dashiell.

Local Virtual Learning Program Updates

The State Board received a briefing from Assistant State Superintendent Dr. Deann Collins on third quarter virtual program attendance and demographics data, including comparisons from the second quarter on attendance and failure rates for virtual students compared to all students. The report also highlighted modifications school systems made to their virtual programs based on lessons learned from the first semester.

Superintendent Choudhury emphasized that virtual learning is here to stay but in need of dramatic improvements. Dr. Collins noted that the Prince George's County school system saw a decrease in

virtual enrollment of more than 9,000 students, reflecting the elimination of the elementary level virtual option.

[Presentation](#)

Covid Transmission Rates and School Logistics

Superintendent Choudhury presented recent data for the monthly update on state logistics and transmission rates related to the COVID-19 pandemic, including data on the number of students and staff who have needed to be quarantined, positivity rates, 7-Day moving average case rates per 100K by jurisdiction, community transmission levels, and statewide hospitalizations.

Highlights of the presentation include:

- Data collected related to COVID-19 logistics from the 24 local education agencies (LEAs) through July 26, 2022 (LEAs update the data weekly)
- Data published by the Maryland Department of Health (MDH) and the Centers for Disease Control (CDC) on positivity rates, 7-day moving average new daily case rates per 100K population, vaccination rates, hospitalization rates, and death rates for each jurisdiction
- Information on vaccines for children five and under per the CDC's new COVID-19 community levels metric
- MDH and federal guidance and testing programs
- MDH/MSDE's Updated PreK-12 School and Child Care COVID-19 Guidance
- Information on Omicron variants
- Summary of COVID-Ready Maryland, the state's new long-term COVID-19 preparedness plan

[Presentation](#)

Blueprint and Data Deep Dive: Maryland's Teacher Workforce: Supply, Demand, and Diversity

Superintendent Choudhury opened the presentation by highlighting the concerns raised at a recent meeting of the Blueprint Accountability and Implementation Board concerning the teacher shortage challenge and the need for short-term and long-term solutions. He described the amazing piece of legislation in the Blueprint, challenges of operating in the post-COVID world, and working toward teaching being among the most sought-after professions. In the short term the challenge is to turn the tide before the teacher shortage becomes a complete disaster.

The superintendent presented data and led discussion on teacher supply, district demand, barriers to certification, and opportunities to diversify the teacher workforce. The presentation featured five sections: 1. Teacher Workforce Demand 2. Teacher Workforce Supply 3. Diversity of the Teacher Workforce and Pipeline 4. National Initiatives to Removing Barriers 5. Maryland Initiatives and Opportunities.

Mr. Choudhury presented on teacher workforce supply and demand and "why it matters":

- Lack of sufficient qualified teachers and staff instability threaten students' ability to learn

- High teacher turnover consumes economic resources that could be used elsewhere. Separation, recruitment, hiring, and training is estimated to cost between \$9k-\$21k per teacher
- High turnover makes it difficult to build a solid reputation for the profession
- Newer teachers are generally less effective and less familiar with students' needs
- A study of 14 states found that between 8 and 18 percent of teachers left the profession in the three years leading up to the pandemic
- Some teacher turnover is unavoidable: teachers retiring, moving into administration, or pursuing other careers
- Teacher shortages are driven by local conditions and issues vary by location

Board members asked about the role of student behavior, pay, and other factors in teachers' decisions to voluntarily leave their positions. Board members also raised questions and requested additional data on shortages of school psychologists, speech pathologists, and other professionals.

Superintendent Choudhury described teacher preparation program enrollment trends which show that in Maryland and the nation fewer and fewer students are pursuing careers in teaching. He stressed that MSDE, local school systems, and higher education programs must do a better job at communicating. He also shared that there is a longstanding body of research which finds that certification exams are not strong predictors of teaching effectiveness, and there is little evidence that testing translates to better teachers overall.

Superintendent Choudhury outlined the state and national context of teacher workforce diversity and the fact that racial diversity has not improved over the past five years.

[Memo & Presentation](#)

Conditional Teacher Certificate Waiver

The State Board approved the Superintendent's recommendation to grant a statewide waiver of state regulations under COMAR 13A.12.01.11C, which govern the renewal of Conditional Teacher Certificates. The department cited a letter from Dr. Goldson, CEO of Prince George's County Public Schools (PGCPS), highlighting that PGCPS lost 800 or 8% of the district's teachers this year due to Conditional Teacher Certificate holders not having met the requirements to renew. From a statewide perspective, the department's request for the waiver also stated:

"Maryland districts employed 3,567 conditionally certified teachers during the 2021-2022 school year, double the number employed five years ago. Additionally, Conditional Teacher Certificate holders are significantly more likely to be Black or African-American. Recruiting career changers into the classroom by means of issuing a Conditional Teacher Certificate is a critical means of diversifying the teaching profession."

Specifically, the waiver provides:

- Effective July 26, 2022, a local education agency, State-operated school, or nonpublic school approved under COMAR 13A.09.10 may issue a one-time two-year renewal of a Conditional Teacher Certificate with an expiration date between July 1, 2020, and July 1, 2023, without the submission of the requirements under existing state regulations. This includes those certificate holders who have already held both the initial and renewed Conditional Teacher Certificate for a total of four years.

[Memo & Regulations](#)

Resident Teacher Certificate Waiver

The State Board approved the Superintendent's recommendation to grant a statewide waiver of state regulations under COMAR 13A.12.01.07C, which govern Resident Teacher Certificates. Under the waiver, effective July 26, 2022, local school systems, State-operated schools, and nonpublic schools may issue a Resident Teacher Certificate if the applicant meets the requirements established under COMAR 13A.12.01.07, to include a minimum overall GPA of 3.0 on their most recently earned degree or a qualifying score on a Department-approved basic skills assessment battery.

[Memo & Regulations](#)

Interscholastic Athletics Regulations

The State Board granted final approval to revised state regulations administered by the Maryland Public Secondary Schools Athletic Association (MPSSAA) which limit the participation of students to the defined timeframes of the first available practice date to the last competition date of each school's competitive season. The adopted amendments:

- Strike the language that requires all school athletic teams to have their schedules set by the first available playdate to provide greater flexibility in scheduling options for local school systems;
- Allow for schools to participate in National Federation of State High School (NFHS)- and MPSSAA-sanctioned events outside the defined sport season; and
- Allow local school systems to sponsor summer camps to encourage student participation and provide equitable access to skill development sessions.

[Memo & Regulations](#)

Board Opinions

The State Board issues legal opinions for the following cases:

- *Andrea Barr v. Baltimore County Board of Education*, staying the appeal of the local board's employment decision until the Circuit Court rules on the pending case.
- *Kristin H. v. Howard County Board of Education*, affirming the local board's student residency decision.
- *John and Tammy W. v. Howard County Board of Education*, dismissing the appeal for untimeliness.
- In the Matter of Howard County Maintenance of Effort Nonrecurring Cost Appeal, affirming the local school system's decision to deny for exclusion as nonrecurring costs the fourteen items requested by the county government.
- In the Matter of Request for Removal of Local Board Members Kathleen Causey, Julie Henn, Russell Kuehn, Lisa Mack, and Lily Rowe, dismissing the request as facially deficient (complainant not a resident of the county).