

**BILL:** Senate Bill 668  
**TITLE:** Teacher Degree Apprenticeship  
**DATE:** March 29, 2023  
**POSITION:** SUPPORT  
**COMMITTEE:** Ways and Means and Economic Matters  
**CONTACT:** John R. Woolums, Esq.

The Maryland Association of Boards of Education (MABE) supports Senate Bill 668 to establish the Teacher Apprenticeship Startup Grant Program to facilitate the development of teacher apprenticeship programs throughout the State.

All local boards of education value the essential role of the educators and staff persons who work for the public school system as the keys to educating and meeting the needs of our students. Therefore, MABE has consistently supported efforts by the General Assembly to assist local school systems in addressing the critical shortages of highly qualified teachers, principals, and other staff in every school and the classrooms of all students across the State. At this time, Maryland is experiencing critical shortages across all of the educational and related services professional fields; a critical shortage of the staff needed to deliver and support student learning and to administer schools as educational leaders.

In the 2023 legislation session, MABE is supporting several bills, including the Governor's Educator Shortage Act (HB 1219/SB 893), which includes major initiatives to expand the alternative teacher certification program to include educators in prekindergarten programs, create a new Maryland Educator Recruitment, Retention, and Diversity Dashboard, have Maryland join the Interstate Teacher Mobility Compact, reform the Teachers Fellows for Maryland scholarship program, and codify the Grow Our Own Educators Scholarship Program and Educator Internship Stipend Program.

MABE is generally supportive of the state taking bold, innovative steps to build Maryland's teacher pipeline and workforce. MABE believes that the apprenticeship model is worth pursuing in order to make meaningful progress toward recruiting and retaining high-quality and diverse educators in all classrooms from PreK through 12<sup>th</sup> grade. Senate Bill 668, by creating a new Teacher Apprenticeship Program within the Maryland Department of Labor, would meaningfully enhance state efforts to promote the profession of teaching as a career path for many more talented Marylanders who may not be aware of the rapidly improving compensation and working conditions under the Blueprint, and who would benefit for the apprenticeship approach under this new program. The bill would also ensure that apprenticeship programs in high schools provide scheduling flexibility and access to well-rounded and rigorous academic courses during the student's apprenticeship.

Local boards firmly believe that the role of a full complement of qualified staff, including large numbers of new teachers, will be pivotal to the successful implementation of Blueprint for Maryland's Future. The Blueprint features major expansions of full-day PreK, student behavioral health services, college readiness courses, and career and technical education programs. Passage of Senate Bill 668 will certainly advance the statewide effort to recruit, educate, and retain the professional educators essential to meet these objectives.

For these reasons, MABE requests a favorable report on Senate Bill 668.