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TO: Members of the State Board of Education

FROM: Nancy S. Grasmick 

DATE: December 17-18, 2008

SUBJECT: Report of the Maryland Teacher Shortage Task Force &  
Governor's Workforce Investment Board Education Industry Report

**PURPOSE:**

The purpose of this item is to share with the State Board of Education the final published report of the Maryland Teacher Shortage Task Force and the Education Industry Report prepared by the Education Industry Initiative Steering Committee, Governor's Workforce Investment Board.

**HISTORICAL BACKGROUND:**

For many years, the *Teacher Staffing Report* has shown that Maryland schools face critical and persistent shortages of qualified teachers, especially in designated areas of expertise and need. According to a recent Towson University study, teachers prepared in Maryland professional development schools (PDS) remain in teaching longer than teachers not prepared in PDS. In spite of that, however, many teachers leave the profession after a few years. School districts recruit with increasing focus, sophistication, and geographic reach, but the same shortages exist across the state and country. Annually, open teaching positions in Maryland outnumber the teacher education graduates in the state, and many of the graduates are prepared in areas that are not high-demand fields.

In this context, the PreK-16 Leadership Council charged and appointed a task force to develop a comprehensive set of recommendations to make significant progress in resolving this crisis. Co-chairs of this task force were Dr. Edward L. Root, past president of the Maryland State Board of Education and former Dean of Education at Frostburg State University, and Dr. Patricia S. Florestano, chair of the Education Policy Committee and Treasurer of the University System of Maryland Board of Regents. While the task force met and gathered testimony from stakeholders, the PreK-16 Council transitioned to the Governor's P-20 Leadership Council. In June, this report was presented to the P-20 Council. The Council agreed that the report should be presented to the governing boards of the three State education entities for approval as the first step in moving the report recommendations to implementation.



## **EXECUTIVE SUMMARY:**

The 24 task force recommendations break down into four general themes:

1. preparation in critical shortage areas;
2. recruitment;
3. retention; and
4. data.

The recommendations are of varying scope: some can be implemented quickly and inexpensively, while others will require substantial staff time, broad support, and financial resources. Responsible parties are named or identifiable within the recommendations based on their role within State government or Maryland education. The recommendations call for action on the part of educators across the P-20 spectrum, as well as legislators and several agencies, especially the Maryland State Department of Education and the Maryland Higher Education Commission. Most of the recommendations call for several parties to work together to accomplish the goal.

The recommendations in this task force report dovetail with those that appear in the report of the Education Industry Initiative of the Governor's Workforce Investment Board (GWIB), which was also presented to the P-20 Council in June 2008. This GWIB report was developed by the steering committee of the education initiative, which is chaired by Dr. Robert Caret, President of Towson University. The GWIB report has a broader scope than the Teacher Shortage Task Force report and looks at education from the demand side to address the needs of education employers across the P-20 spectrum. Its recommendations pertain to both higher education and preK-12.

## **ACTION:**

It is requested that the Maryland State Board of Education accept the reports and support the recommendations therein.