

# High-Quality & Diverse Educators



## WHY DO WE NEED HIGH-QUALITY AND DIVERSE EDUCATORS IN OUR SCHOOLS?

High-quality teachers and school leaders are vital for world-class education, and a match between the diversity of staff members and students leads to better student outcomes. However, Maryland schools fail to provide high-quality and diverse educators that schools and children need to help them achieve success. The Blueprint elevates the teaching profession and creates different incentives that lays a strong, person-focused foundation for the future world class education.

## HIGH-QUALITY AND DIVERSE EDUCATOR INITIATIVES

### SCHOLARSHIPS AND LOAN ASSISTANCE

Funding for several programs to attract racially and economically diverse candidates to the teaching profession.

### SALARY INCREASES AND CAREER LADDER

Increase teachers' base salary to \$60,000 by 2026 and provide corresponding salary increases as professionals move up the career ladder.

### SCHOOL LEADERSHIP TRAINING PROGRAMS

Training programs geared towards superintendents and instructional content leaders as well as board of education members and school principals to ensure alignment in vision and implementation.

### SUPPORT FOR HBCUs AND HSIs

Teacher Quality and Diversity Grant program administered by the Maryland Higher Education Commission that prioritizes \$500,000 annually for Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and other institutions of higher education.

Learn more at: [www.strongschoolsmaryland.org](http://www.strongschoolsmaryland.org)



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## TEACHER PREPARATION PROGRAMS

The Blueprint established requirements for teacher preparation programs at institutions of higher education and alternative teacher preparation programs, including course content, teacher training practicums, and mentor teacher selection criteria. The Teacher Collaborative Grant Program provides funding for teacher training practicums.

Maryland State Department of Education to develop guidelines for comprehensive teacher induction programs that incorporate the framework of the Teacher Induction, Retention, and Advancement Pilot Program. The teachers selected as mentors must be high quality and selected using specified criteria.

## TEACHER INDUCTION PROGRAMS

## REORGANIZED SCHOOL DAYS

Reorganizing schools and focus to provide teachers with time to pursue professional learning and collaboration with teams or other teachers during the school day.

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