PSTEB
PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD

AGENDA
November 5, 2026

9:30 a.m.	Call to Order	Chair
9:30 a.m. – 9:40 a.m.	Public Comment	Chair
9:40 a.m. – 9:50 a.m.	State Board Update	Hannah Oakley
9:50 a.m. – 10:00 a.m.	COMAR 13A.12.04.11 School Social Worker **PERMISSION TO ADOPT**	Kelly Meadows
10:00 a.m. – 10:20 a.m.	Teacher Recruitment Update	Kelly Meadows
10:20 a.m. – 10:30 a.m.	2027 Calendar	Chair
10:30 a.m. – 10:35 a.m.	December Agenda	Chair
10:35 a.m. – 10:45 a.m.	Announcements/Communication Update	PSTEB Members
10:45 a.m.	Adjourn	Chair

Appropriate accommodations for individuals with disabilities will be provided upon request. Eight business days' notice prior to an event is required. In the event of inclement weather, meetings will be canceled when Baltimore County Public Schools are either delayed or canceled.

N.B. - Chapter IV, §II of the Procedures for the State of Maryland Professional Standards and Teacher Education Board (PSTEB) requires attendance for at least 50% of PSTEB meetings for all members. Please be mindful that in order for decisions to be made on action items, a quorum must be present at each PSTEB meeting. **200 West Baltimore Street, Baltimore, Maryland 21201-2595 (410) 767-0385**

Maryland
STATE DEPARTMENT OF EDUCATION

Carey M. Wright, Ed.D.
State Superintendent of Schools

TO: Local Education Agency Superintendents

FROM: Carey M. Wright, Ed.D., State Superintendent of Schools

DATE: November 5, 2026

SUBJECT: Summary of Actions Taken by the State Board of Education on September 29, 2026

ACTION ITEMS

- The State Board granted permission to adopt COMAR 13A.06.03 Interscholastic Athletics and COMAR 13A.08.01.10-.10-01 Student Expression.
- The State Board granted permission to publish COMAR 13A.16.06.09-1 Probationary Child Care Teachers in Preschool Centers and COMAR 13A.18.06.06-1 Probationary Family Child Care Teachers.
- The State Board approved for submission to the Governor MSDE's FY 2028 Budget Estimates and Requests.
- The State Board granted permission to publish COMAR 13A.04.02.02 Secondary School Career and Technical Education.
- The State Board granted permission to publish COMAR 13A.11.03 Independent Living Services (Regulations .01–.14).
- The State Board granted permission to publish COMAR 13A.11.02 Maryland Disability Employment Tax Credit (Regulations .03 and .04).
- The State Board granted permission to publish COMAR 13A.11.06 Records of Services (Regulations .11 and .16).
- The State Board granted permission to publish COMAR 13A.11.08 Workforce and Technology Center (Regulations .02, .04–.15, .17, and .18).
- The State Board granted the State Superintendent of Schools the authority to approve, upon request of the head of a Maryland nonpublic school, flexibility for nonpublic schools to be open for pupil attendance on a State holiday.

The Board issued the following opinions and orders:

- *Christopher Chase v. Baltimore City Board of School Commissioners* – Opinion No. 26-33. The Board affirmed the local board decision.
- *Donya Johnson v. Baltimore City Board of School Commissioners* – Opinion No. 26-34. The Board remanded the case to the local board for a hearing.
- *N.V. v. Howard County Board of Education* – Opinion No. 26-35. The Board affirmed in-part and remanded in-part.
- *S.A. v Montgomery County Board of Education* – Opinion No. 26-36. The Board affirmed the local board's decision.
- *Thomas Sitar v. Queen Anne's County Board of Education* – Opinion No. 26-37. The Board affirmed the local board's decision.

- *M.D. and J.D. v. Carroll County Board of Education* – Opinion No. 26-38. The Board reversed the local board's decision and remanded it back to the local board. Issued on October 2, 2026.
- *Student X. v. Harford County Board of Education* – Opinion No. 26-39. The Board overturned the local board's decision. Issued on October 2, 2026.
- *L.D. v. Anne Arundel County Board of Education* – Order No. OR26-30. The Board affirmed the local board's dismissal of the appeal for untimeliness.

Meeting materials, Opinions, and Orders can be found at:
https://marylandpublicschools.org/stateboard/pages/meetings-2026.aspx

The next Maryland State Board of Education meeting will be held on Thursday, October 29, 2026 at the Nancy S. Grasmick State Education Building, 200 West Baltimore Street, 7th Floor Board Room, Baltimore, Maryland 21201.

Maryland
STATE DEPARTMENT OF EDUCATION

Carey M. Wright, Ed.D.
State Superintendent of Schools

TO: Local Education Agency Superintendents

FROM: Carey M. Wright, Ed.D., State Superintendent of Schools

DATE: November 5, 2026

SUBJECT: Summary of Actions Taken by the State Board of Education on October 29, 2026

ACTION ITEMS

- The State Board granted permission to adopt COMAR 13A.02.01.01 Rules for Meetings.
- The State Board granted permission to adopt COMAR 13A.12.04.11 Educator Licensure, Specialists, School Social Workers; 13A.05.05.01 General Requirements; 13A.05.05.16 School Social Worker Program.
- The State Board granted permission to adopt COMAR 13A.16 Child Care Centers and COMAR 13A.18 Large Family Child Care Homes.
- The State Board received a presentation on the release of the 2025-2026 Maryland School Report Card.
- The State Board received a presentation on the results of the 2025-2026 MCAP results for Science and Social Studies.
- The State Board adopted the PreK-12 Comprehensive Literacy Policy.
- The State Board granted permission to publish COMAR 13A.08.08 Electronic Communication Device Use for public comment.
- The State Board authorized the State Superintendent to notify the Comptroller to withhold 10% of the November State aid payment and each subsequent installment for any local school system that is not in compliance with the provisions of §5-114 of the Education Article.
- The State Board reviewed the recommendations from the School Calendar and Instructional Requirements Workgroup and voted to extend the guidance adopted in Resolution 26-01 pertaining to school calendars for the 2027-2028 school year.

The Board issued the following opinions and orders:

- *A.B. v. Carroll County Board of Education* – Opinion No. 26-40. The Board affirmed the local board's decision.
- *A.D. and N.D. v. Montgomery County Board of Education* – Opinion No. 26-41. The Board affirmed the local board's decision.
- *D.B. and R.B. v. St. Mary's County Board of Education* – Opinion No. 26-42. The Board affirmed the local board's decision.
- *Chad Edwards v. Harford County Board of Education* – Opinion No. 26-43. The Board affirmed the local board's decision.
- *John David v. Montgomery County Board of Education* – Opinion No. 26-44. The Board affirmed the local board's decision.
- *S.K. v. Harford County Board of Education* – Opinion No. 26-45. The Board affirmed the local

board's decision.

- *Marcellous Grayson v. Prince George's County Board of Education* – Order No. OR26-31. The Board dismissed the appeal for untimeliness.
- *K.M. v. Anne Arundel County Board of Education* – Order No. OR26-32. The Board affirmed the local board's decision.
- *T.P. v. Wicomico County Board of Education* – Order No. OR26-33. The Board dismissed the appeal as moot.
- The State Board issued charges for removal of local board member Matthew Lankford from the Somerset County Board of Education.

Meeting materials, Opinions, and Orders can be found at:
https://msde.maryland.gov/state-board/2026-board-meetings

The next Maryland State Board of Education meeting will be held on Tuesday, December 8, 2026 at the Nancy S. Grasmick State Education Building, 200 West Baltimore Street, 7th Floor Board Room, Baltimore, Maryland 21201.

Maryland
STATE DEPARTMENT OF EDUCATION

Carey M. Wright, Ed.D.
State Superintendent of Schools

TO: Members of the Professional Standards and Teacher Education Board

FROM: Kelly Meadows, Assistant State Superintendent, Educator Effectiveness

DATE: November 5, 2026

SUBJECT: COMAR 13A.12.04.11 *School Social Worker*
Permission to Adopt

Purpose

The purpose of this item is to request permission to adopt amendments to Code of Maryland Regulations (COMAR) 13A.12.04.11 *School Social Worker***.**

Background

Under Maryland law, the Professional Standards and Teacher Education Board (PSTEB) shares joint authority with the State Board of Education (SBOE) to develop regulations governing teacher certification and preparation. When the PSTEB initiates a regulatory change, the SBOE must also review the proposed regulation. If a majority of the SBOE members approve of the regulation, the regulation promulgation process continues.

After the PSTEB and SBOE vote to approve a regulation, the proposed regulation is sent to the Administrative, Executive, and Legislative Review Committee (AELR) for a 15-day review period. If the AELR Committee does not hold up the proposed regulation for further review, it is published in the Maryland Register for a 30-day public comment period. At the end of the comment period, Maryland State Department of Education (MSDE) staff reviews and summarizes the public comments, which are presented to both boards. Thereafter, MSDE staff will present a recommendation to both the PSTEB and SBOE to either: (1) adopt the regulation in the form it was proposed; or (2) revise the regulation and adopt it as final because the suggested revision is not a substantive change; or (3) withdraw the regulation and re-propose it because the suggested revision is a substantive change. At any time during this process, the AELR Committee may stop the promulgation process and hold a hearing. Thereafter, it may recommend to the Governor that the regulation not be adopted as a final regulation, or the AELR Committee may release the regulation for final adoption. The PSTEB and SBOE would then vote to adopt the regulation.

On June 23, 2026, and July 9, 2026, the SBOE and PSTEB, respectively, granted permission to publish COMAR 13A.12.04.11 *School Social Worker* in the Maryland Register for public comment. The draft regulations were published in the Maryland Register from September 5, 2026, to October 5, 2026, for public comment. No comments regarding this regulation were received. On October 29, 2026, the SBOE adopted amendments to COMAR 13A.12.04.11.

Executive Summary

COMAR 13A.12.04.11 *School Social Worker* defines a school social worker and aligns licensure language from the Maryland State Board of Social Work Examiners.

Action

MSDE is requesting that the PSTEB grant permission to adopt amendments to COMAR 13A.12.04.11 *School Social Worker*

Attachment

COMAR 13A.12.04.11 School Social Worker

COMAR 13A.12 – Educator Licensure

Chapter 04 Specialists

.11 School Social Worker.

A. Definition. "School social worker" means an individual who is a mental health professional, with a license in social work, who provides services related to a person's social, emotional, and life adjustment to school and/or society.

B. To obtain *an MSDE* educator licensure as a school social worker, the applicant shall:

[A.] *(1)* Be licensed by the Maryland State Board of Social Work Examiners*, Health Occupation Title 19. Social Workers, Subtitle 3 Licensing § 19-301.,* as a:

[(1)] *(a)* Licensed Masters Social Worker *(LMSW)*;

[(2)] *(b)* Licensed Certified Social Worker *(LCSW)*; or

[(3)] *(c)* Licensed Certified Social Worker – Clinical *(LCSW-C)*.

[B.] *(2)* Complete 3 semester hours or State-approved CPD credits in special education coursework.



Teacher Recruitment and Vacancy Update

DIVISION OF EDUCATOR EFFECTIVENESS

Presented By | Kelly Meadows, Assistant State Superintendent

November 5, 2026

Maryland
STATE DEPARTMENT OF EDUCATION

MSDE Strategic Plan Goals

1

Every child has access to a high-quality early childhood program.



PILLAR 1: EARLY CHILDHOOD EDUCATION

2

Every school has high-quality and diverse teachers and leaders.



PILLAR 2: HIGH-QUALITY & DIVERSE TEACHERS AND LEADERS

3

Every student graduates high school college and career ready.



PILLAR 3: COLLEGE AND CAREER READINESS



Every student is matched with the resources they need to ensure their success.

4

PILLAR 4: MORE RESOURCES FOR STUDENT SUCCESS



Every school and district receives a rating of ___ or higher.

5

PILLAR 5: GOVERNANCE AND ACCOUNTABILITY

Visit the Maryland State Department of Education website to learn more about the Strategic Plan!

strategicplan.marylandpublicschools.org

STRATEGIC PLAN ALIGNMENT



GOAL 2

Every school has high-quality and diverse teachers and leaders.

2.A	Increase the percentage of teachers with a professional license.
2.B	Increase the percentage of teachers retained over the last three years.
2.D	Increase the percentage of new teachers of color.

State-Level Recruitment Initiatives

National Teacher Recruitment Campaign

TEACH MARYLAND.ORG

A three-stage model that feeds Maryland's educator pipeline

01 IDENTIFY

Potential future teachers are reached wherever they are — through digital advertising, social media, TV/radio PSAs, job boards (LinkedIn, Indeed), and education fairs across Maryland.

02 CULTIVATE

Aspiring educators' interest is nurtured through strategic touchpoints: email sequences, event invitations, virtual info sessions, and connections to Maryland EPPs.

03 SUPPORT

Candidates receive 1-on-1 coaching, financial assistance, application checklists, how-to guides, and deadline reminders to help them complete and submit their EPP application.

Recruitment Campaign - Partnership Structure & Roles

How MSDE, TEACH Maryland, EPPs, and LEAs each contribute

MSDE

State Education Agency (SEA)

- Serves as the SEA partner — authorizes and anchors the initiative statewide
- Partners with TEACH to attend recruitment events and boost marketing
- Connects TEACH Maryland to EPPs and LEAs across Maryland
- Receives annual data reports on pipeline progress

TEACH Maryland

Recruitment & Support Platform

- Manages all candidate outreach, marketing, and coaching
- Operates teachmaryland.org and all digital tools
- Provides financial support (scholarships, fee reimbursements)
- Reports data to MSDE and partner institutions

EPPs

Educator Preparation Programs

- Lists programs in the TEACH Maryland program explorer
- Shares trackable links with prospective applicants
- Receives qualified, coached leads from TEACH Maryland
- Partners with TEACH Maryland to measure impact

LEAs

Local Education Agencies

- Deploys career interest surveys to staff and students
- Promotes TEACH Maryland through district communications
- Identifies Grow Your Own candidates (paras, substitutes, staff)
- Co-hosts info sessions with TEACH Maryland

TEACH MARYLAND.ORG

Teach Maryland Snapshot, October 2026

- 29,038 unique website visitors
- 2,439 subscribers
- 24,277 promotional emails sent
- 18 Institutions of Higher Education partners
- 10 local education agency partners

Race / Ethnicity	% of Users
White	19.06%
Black or African American	25.00%
Hispanic or Latino	5.42%
Native Hawaiian or Pacific Islander	0.32%
American Indian or Alaska Native	0.24%
Unknown / not reported	43.06%

Education Level	Count
Master's Degree	496
Bachelor's Degree	449
High School Diploma or GED	295
Four-Year College Student	96
Community College Student	84
Graduate Student	83
Associate's Degree	65

Source: Teach.org Monthly Results & ROI Update, October 1, 2026

Relocation Incentive Grant

Two-Year Commitment

Teachers must agree to teach for at least two years.

Unencumbered License

The license must be unrestricted and fully valid.



Out-of-State License

Teachers must hold a valid license from another state.

Signed Contract

A contract to teach in a Maryland public school is required.

- Up to $2000 per teacher
- $1 million allocated for FY26
  - Districts encumbered $912,000
  - Spent $ 275,870 as of October 15th
- $2 million allocated for FY27

Source: MD Code, Education Article §6-131

Grow Your Own Grant Program

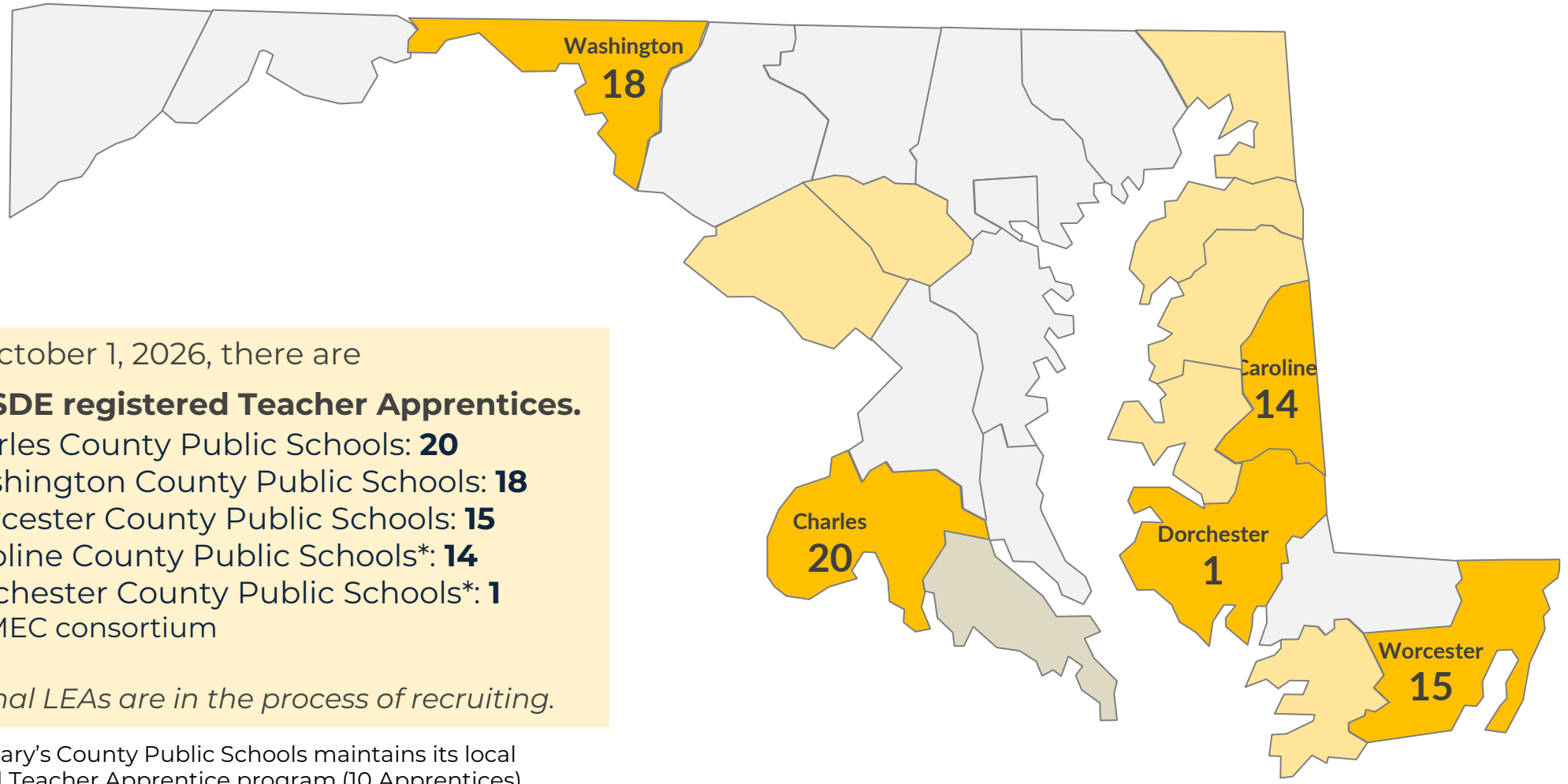
20 grants were awarded to collaboratives comprised of 16 LEAs, 16 Association Partners, and 18 IHE partners

Pathway Model	Target Audience	Key Structures & Delivery	LEAs/Consortia
Registered Apprenticeship (RTAP)	Paraprofessionals, Career Changers	Earn-as-you-learn, full salary + tuition, side-by-side journeyworker mentor	**12 LEAs** Charles, Montgomery, Howard*, Washington, Worcester, Eastern Shore Consortium
Para-to-Teacher Pathways	Current Paraprofessionals / ESPs	Coordinated coursework with IHEs while retaining school employment	**6 LEAs** Anne Arundel, Frederick, Howard, Montgomery, Prince George's, St. Mary's
Teacher Residencies	Degree Holders / Career Changers	1-year immersive clinical co-teaching model with expert mentor	**1 LEA** Prince George's
In-District & Alt. Licensure	Conditional Hires / Career Changers	On-site coaching & targeted coursework for fast-track licensure	**12 LEAs** Anne Arundel, Charles, Montgomery, Eastern Shore Consortium

*HCPSS is registered with the RTAP outside of grant funding

Combined goals of 1400+ new teachers by 2030

MSDE Registered Teacher Apprenticeship- Inaugural Cohort



As of October 1, 2026, there are

68 MSDE registered Teacher Apprentices.

- Charles County Public Schools: **20**
- Washington County Public Schools: **18**
- Worcester County Public Schools: **15**
- Caroline County Public Schools*: **14**
- Dorchester County Public Schools*: **1**

*ESMEC consortium

Additional LEAs are in the process of recruiting.

Note: St. Mary's County Public Schools maintains its local Registered Teacher Apprentice program (10 Apprentices)

Alternative Pathways to Teacher Licensure

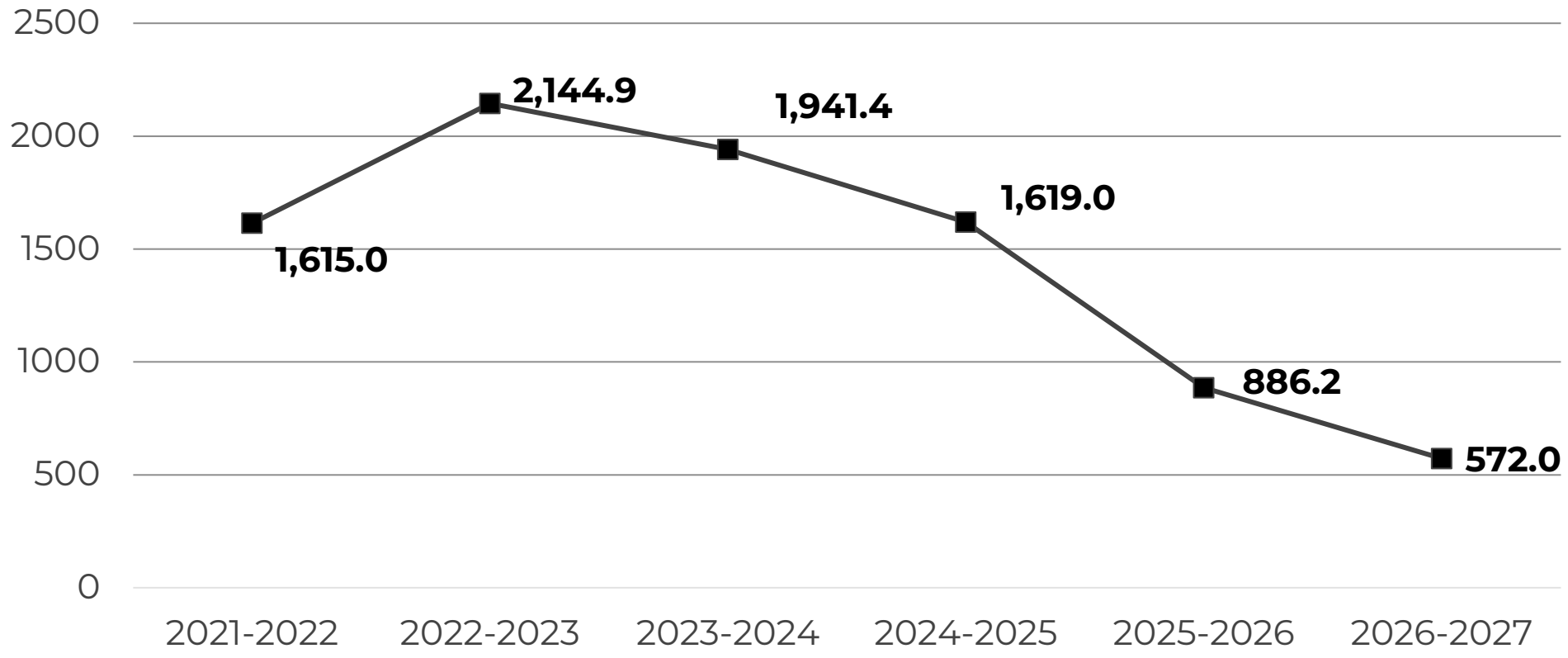
- The State Board and Professional Standards Board adopted an alternative pathway to licensure designed for individuals with content expertise (coursework or work experience) in the fine arts and secondary content areas
- Eligible individuals may take 7 pedagogical courses and pass a test of teaching ability to earn professional licensure
- Applies to the following areas:

Art	Agriculture/ Agribusiness	Computer Science	Environmental Science	Marketing	Social Studies
Music	Biology	Earth/Space Science	Family & Consumer Sciences	Mathematics	Speech Communication
Theatre	Business Education	Economics	Geography	Physical Science	Technology Education
Dance	Chemistry	English	History	Political Science	

Teacher Vacancies

Teacher Vacancies

Teacher vacancies decreased by 45.5% in 2026-2027 from the previous year. Special education vacancies decreased by 44.4% and elementary education vacancies decreased by 36.6%



Since 2022-2023, teacher vacancies have decreased by nearly three fourths (73.3%).

Source: MSDE Annual Vacancy Data Collection

Maryland Teacher Vacancies, 2022 to 2026

- Maryland teacher vacancies dropped below pre-pandemic levels at the start of the 2026–2027 school year
- Total statewide teacher vacancies dropped from a peak of 2,145 down to 572, representing a nearly 73% reduction in staffing shortages across Maryland school districts
- The sharpest reductions occurred in large districts

Local Education Agency	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Allegany	0	4	7	13.6	9.6
Anne Arundel	217	150	67	25.17	14
Baltimore City	196.5	240	188	69.5	57
Baltimore County	337.3	171.5	74	33.4	27.2
Calvert	14	16	10	7.5	2
Caroline	1	12	0	0	0
Carroll	9	11	5	3	2.6
Cecil	0	4	0	0	1
Charles	82	123	62	59	21
Dorchester	22	16.2	12	10	4.5
Frederick	68	77	38	27.8	24
Garrett	1	3	1	2	2
Harford	2	2	2	0	1
Howard	65	47.2	52	32.8	44.4
Kent	4	4	4	0	0
Montgomery	173	172	157	114.05	102.2
Prince George's	896.6	815	901	434.4	215.5
Queen Anne's	2	3	0	4	4
St. Mary's	25	35	15	14	7
Somerset	8	4	8	10	7
Talbot	5	11	5	4	5
Washington	6	9	3	10	10
Wicomico	11	6	5	5	7
Worcester	0	6	4	7	4
Totals	**2,144.9**	**1,941.4**	**1,619.0**	**886.2**	**572.0**

Source: MSDE Annual Vacancy Data Collection

Top Teacher Vacancy Areas, 2026

- Special Education faces the highest shortage by a wide margin
- Math, ESOL, Fine Arts, and Sciences make up a significant portion of the remaining vacancies
- It is worth noting that there were 26 assistant principal vacancies at the beginning of the 2026-2027 school year (not included in the teacher vacancy count)

Licensure Areas	Vacancies
Special Education	200.4
Elementary Education	92.1
Math	36.6
ESOL	36.0
Fine Arts	33.9
Sciences	33.2

Source: MSDE Annual Vacancy Data Collection

National Teacher Vacancies

- In 2026, 50 states plus the District of Columbia employed an estimated 387,843 teachers who were not fully licensed for their assignment
- Twenty-nine states plus the District of Columbia published data on vacancies, showing 37,569 unfilled teaching positions
- At a minimum, 425,412 positions were either unfilled or filled by teachers not fully certified for their assignments, representing about 1 in 8 of all teaching positions nationally
- States most commonly reported shortage areas in special education (45 states), science (41 states), and math (40 states)
- Compared to 2025, these estimates represent an increase in teaching positions that were either unfilled or filled with teachers not fully certified for their assignments, among states that reported data
- Over the past four years, this is the third consecutive year of increases - particularly in the estimated number of positions filled by teachers who are not fully licensed

Source: Learning Policy Institute. (2026). An Overview of Teacher Shortages: 2026 [Fact sheet]

Questions

2027 PSTEB Meeting Calendar

January 7, 2027

(inclement weather makeup date- January 14, 2027)

February 4, 2027

(inclement weather makeup date- February 11, 2027)

March 4, 2027

April 8, 2027

May 6, 2027

June 3, 2027

July 1, 2027

August 5, 2027

September 9, 2027

October 7, 2027

November 4, 2027

December 2, 2027