

DIVERSIFYING THE TEACHER WORKFORCE IN MARYLAND

Recruiting a diverse teacher workforce is a key priority of the Blueprint for Maryland's Future, the state's comprehensive education reform. This policy goal is critically important and highly challenging. This infographic outlines the challenges and strategies Maryland districts report with recruiting a more diverse teacher workforce, and highlights particularly promising strategies from three districts.

Ample Strategies in the Face of Challenges

The vast majority of districts reported encountering challenges with recruiting a diverse teacher workforce, including small candidate pools and limited diversity, as well as financial constraints and onerous certification requirements that make it difficult for prospective candidates to enter the career.



Despite these challenges, districts reported implementing a range of strategies to diversify their workforces, including grow-your-own programs such as the Teacher Academy of Maryland (TAM), building partnerships with institutions of higher education (IHEs) and community partners, modifying recruitment and hiring practices, hosting recruitment events, engaging in intentional marketing, and collecting recruitment demographic data.



Districts also targeted various pools of prospective teacher candidates—most commonly, high schoolers, paraeducators, undergraduate students, and conditionally certified teachers.

Promising Examples

The strategies described below are especially likely to help districts diversify their teacher workforces. The most promising strategies were those focused on expanding the teacher candidate pool, as opposed to merely recruiting from the existing pool.



Early pathways to teaching in Kent County. KCPS described a multifaceted approach to generating an early interest in teaching among students through the TAM program. This included offering the introductory course for TAM every year and fostering interest in TAM among middle schoolers through the district's career counseling program.



Connecting with the local community in Anne Arundel County. AACPS sought to expand and diversify their pool of prospective teacher candidates by building connections with the local community. This included connecting with residents at community events to encourage them to consider careers in the district.



Overhauling hiring practices in Frederick County. FCPS focused their efforts on adopting hiring practices that support diversification. This included providing hiring managers with equitable assessment tools for teacher candidates and training for administrators on equitable interview and hiring processes.