

TO: Members of the State Board of Education

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

DATE: February 25, 2025

SUBJECT: Educator Workforce Data update

Purpose

The purpose of this item is to provide updated data on the Maryland educator workforce based on the most recent staff data collection.

Executive Summary

Local education agencies are required to report staff data on an annual basis. The most recent data collection includes staff on the payroll actively assigned as of October 15, 2024, as well as professional staff and Title I-funded nonprofessional staff who resigned or left the school system between October 16, 2023, and October 15, 2024.

The presentation includes an overview of the Maryland educator workforce and opportunities to diversify and increase the number of high-quality teachers across the state.

Action

No action is required; this information is for discussion only.

Attachment

Educator Workforce Data Update

Division of Educator Effectiveness

Educator Workforce Data Update

February 25, 2025

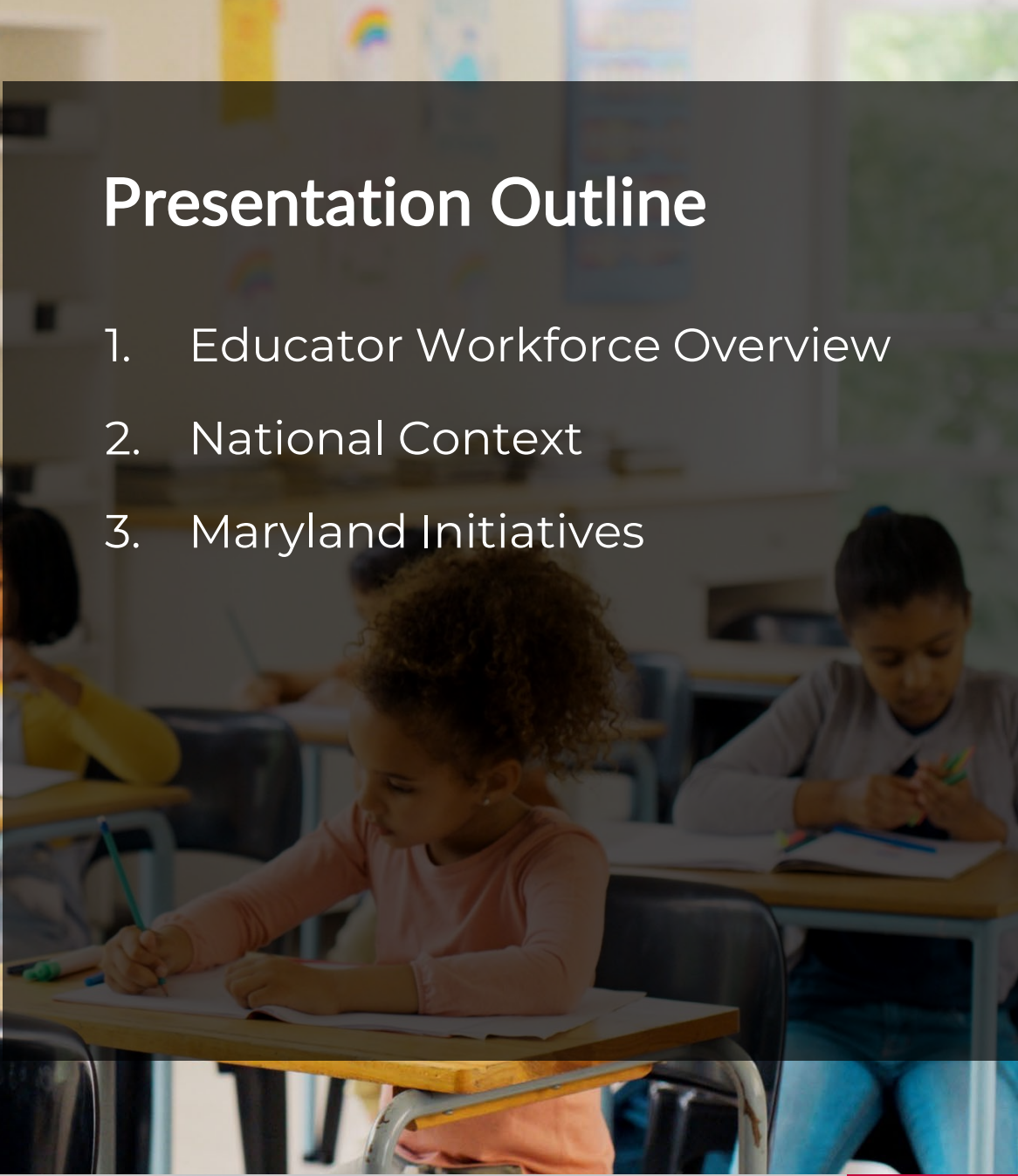
Presented By | Geoff Sanderson, Deputy State Superintendent, Office of Accountability
Kelly Meadows, Assistant State Superintendent, Division of Educator Effectiveness



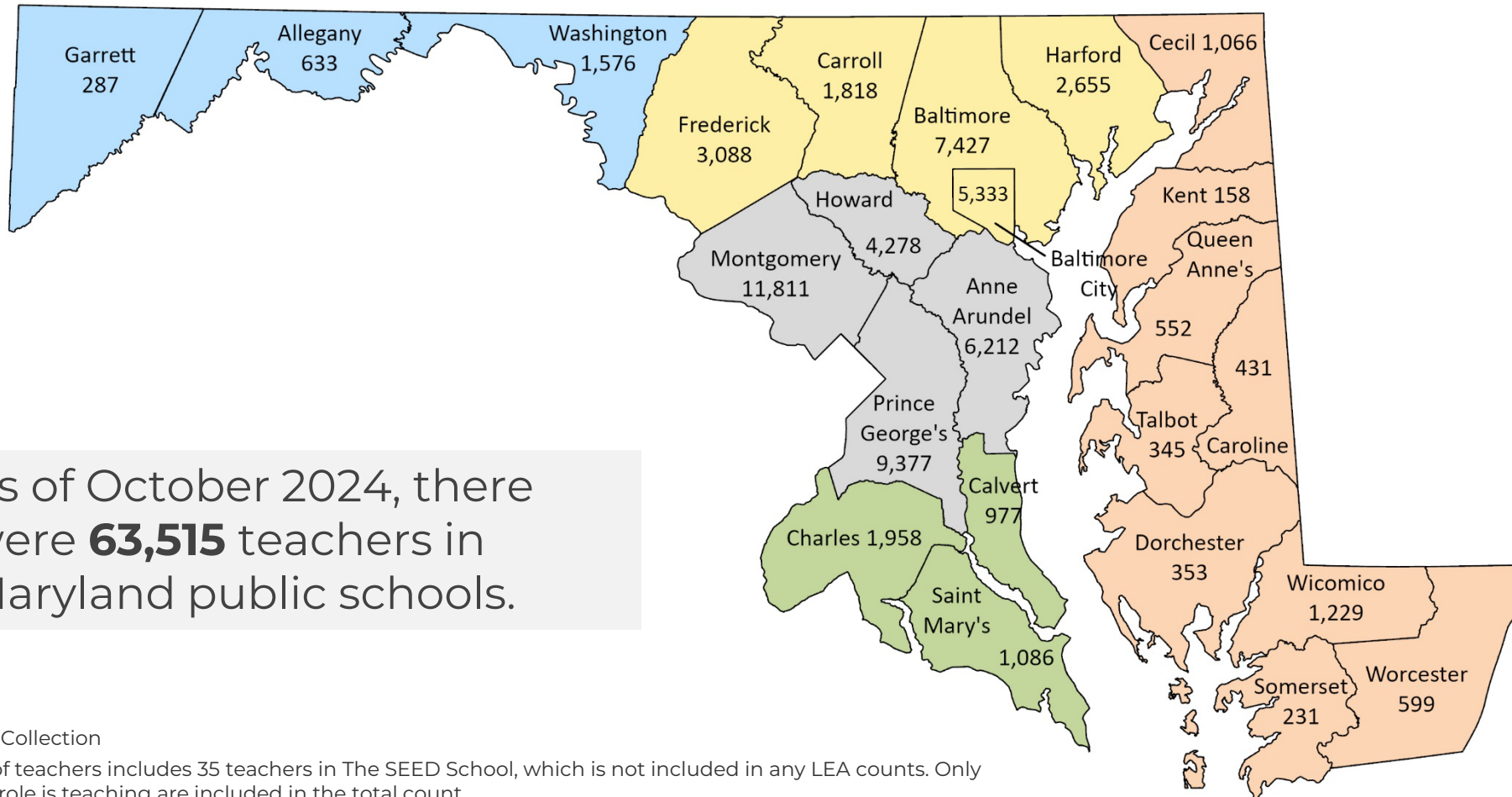


Presentation Outline

1. Educator Workforce Overview
2. National Context
3. Maryland Initiatives



Overview: Maryland Educator Workforce, SY 2024-2025



As of October 2024, there were **63,515** teachers in Maryland public schools.

Source: MSDE Staff Data Collection

Note: The total number of teachers includes 35 teachers in The SEED School, which is not included in any LEA counts. Only teachers whose primary role is teaching are included in the total count.

Maryland Teacher Race/Ethnicity Trends

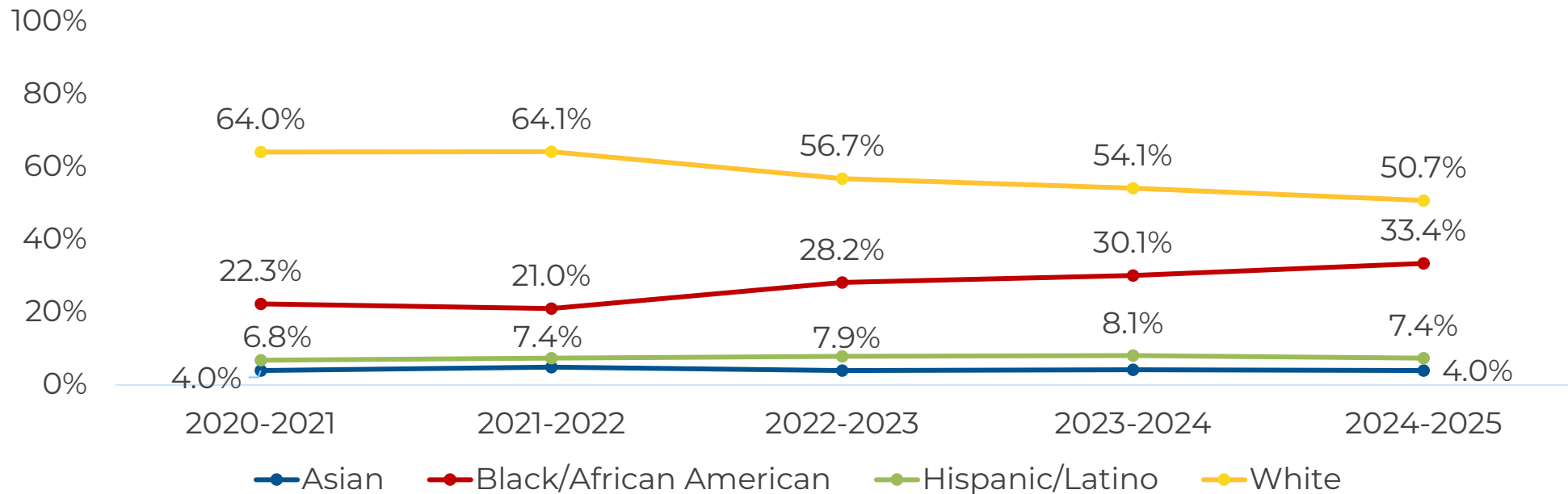
The teacher workforce in Maryland is gradually diversifying, although it remains predominantly white.

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Asian	4.1%	4.3%	4.4%	4.6%	4.8%
Black/African American	18.9%	18.8%	19.5%	20.4%	21.4%
Hispanic/Latino	4.0%	4.2%	4.5%	4.7%	4.9%
White	71.0%	70.6%	69.5%	68.1%	66.6%

Source: MSDE Staff Data Collection.

Maryland First-Year Teacher by Race/Ethnicity Trends

The percentage of first-year teachers who are teachers of color has increased over the past five years.



Note: A new teacher is defined as one with less than one year of experience at the start of the given school year.

Source: MSDE Staff Data Collection.

Maryland Teacher Attrition Trends

Maryland's teacher attrition rate decreased by 1.3 percentage points in 2024-2025.

School

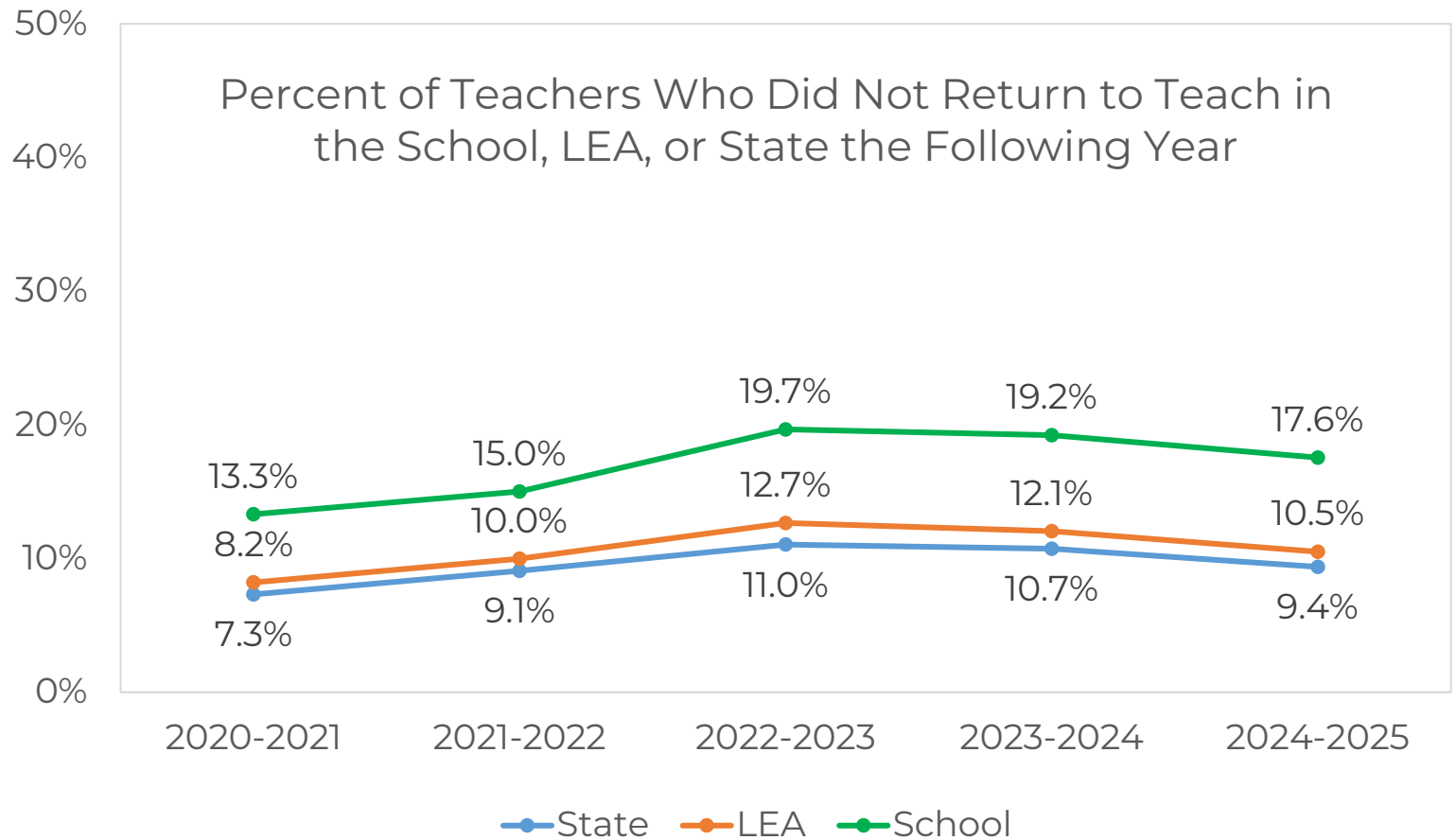
The percentage of Maryland public school teachers in the prior year who did not return as a teacher in the same school in the following year

LEA

The percentage of Maryland public school teachers in the prior year who did not return as a teacher in the same LEA in the following year

State

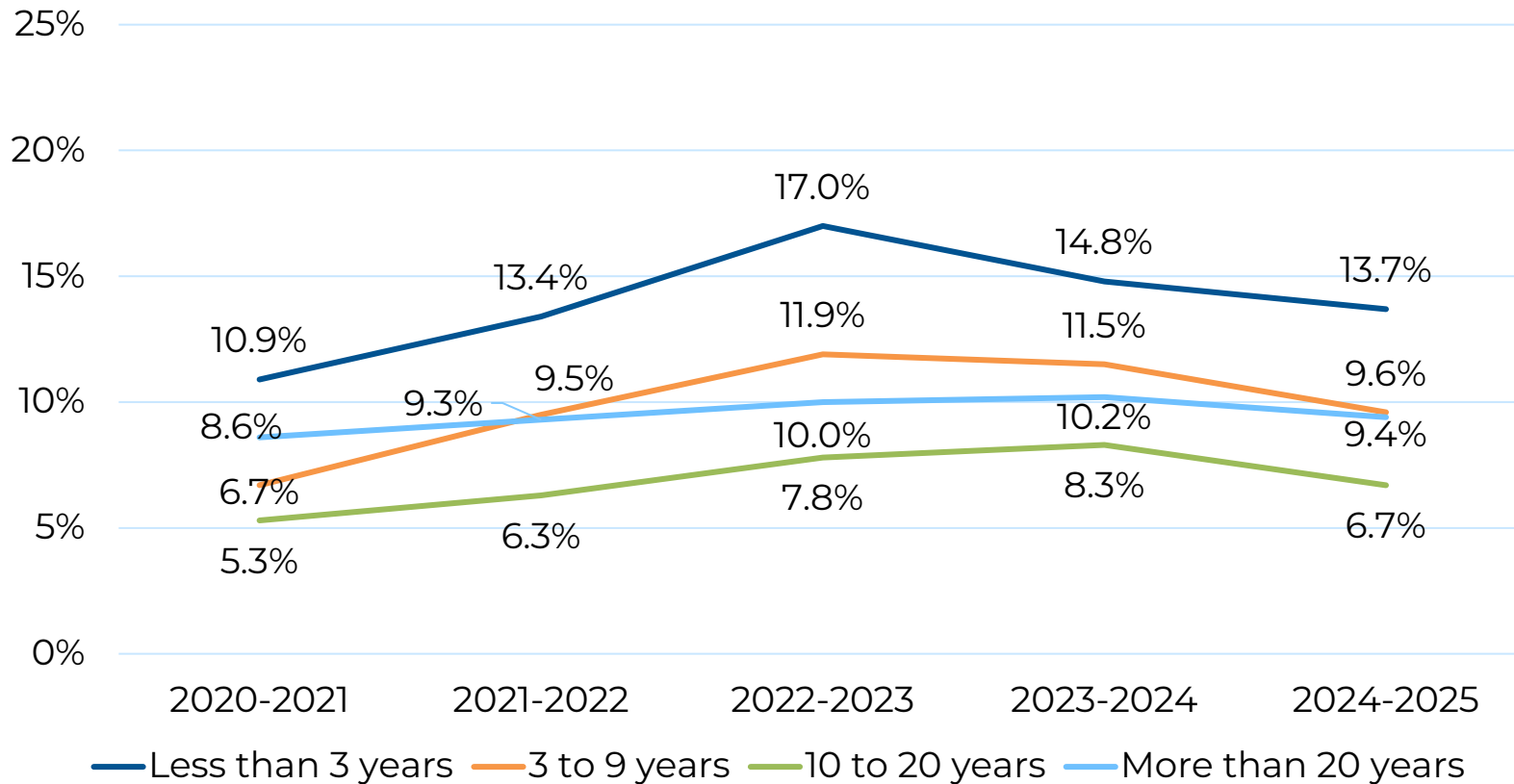
The percentage of Maryland public school teachers in the prior year who did not return as a teacher in Maryland in the following year



Source: MSDE Staff Data.

Maryland Teacher Attrition by Years of Experience Trends

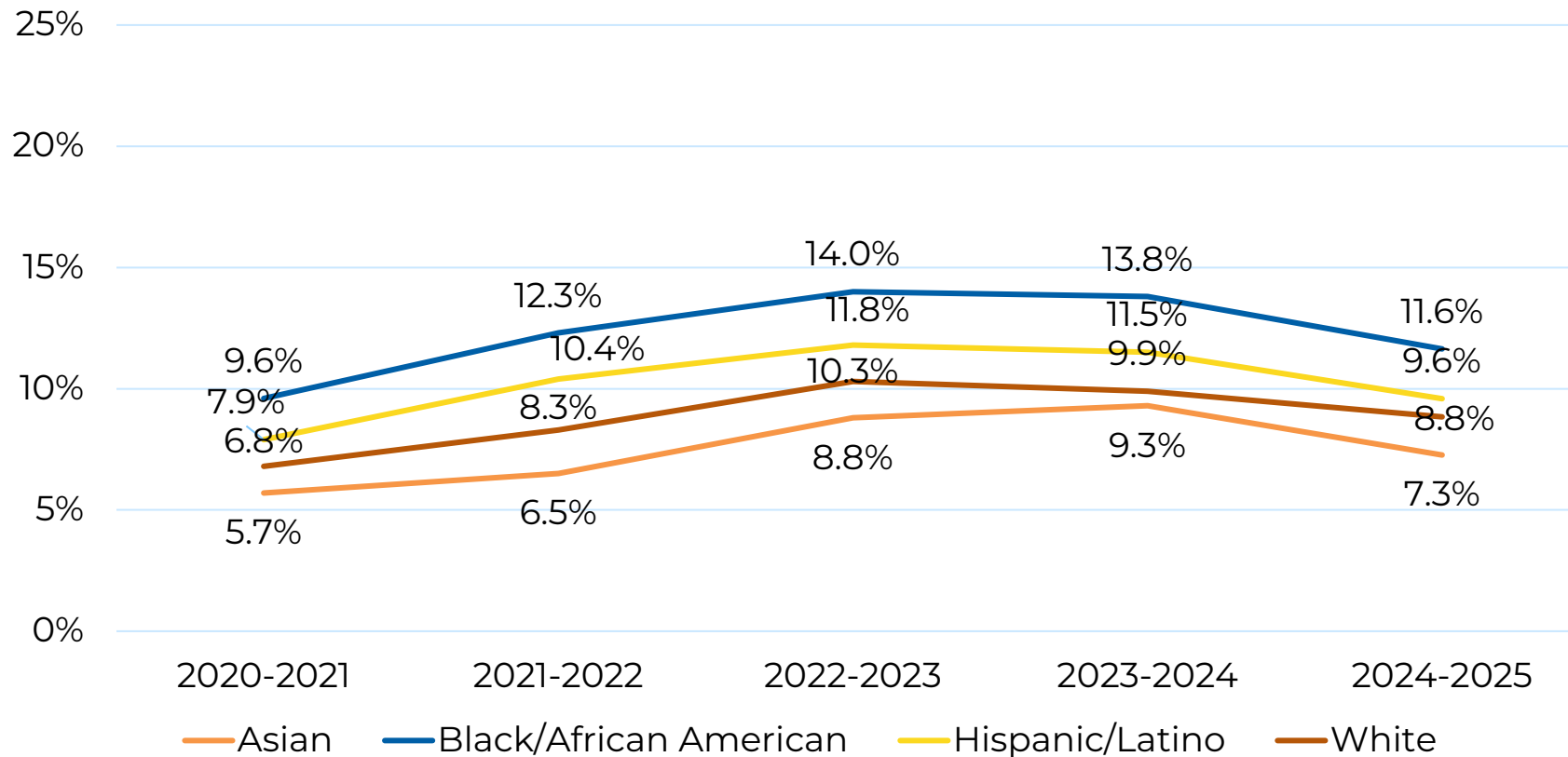
Over the past year, attrition rates declined at all levels of experience, but novice Maryland teachers remain the most likely to leave.



Source: MSDE Staff Data Collection

Maryland Teacher Attrition by Race/Ethnicity Trends

In 2024-2025, attrition rates declined for all race/ethnicity groups but remain highest for Black/African American teachers.

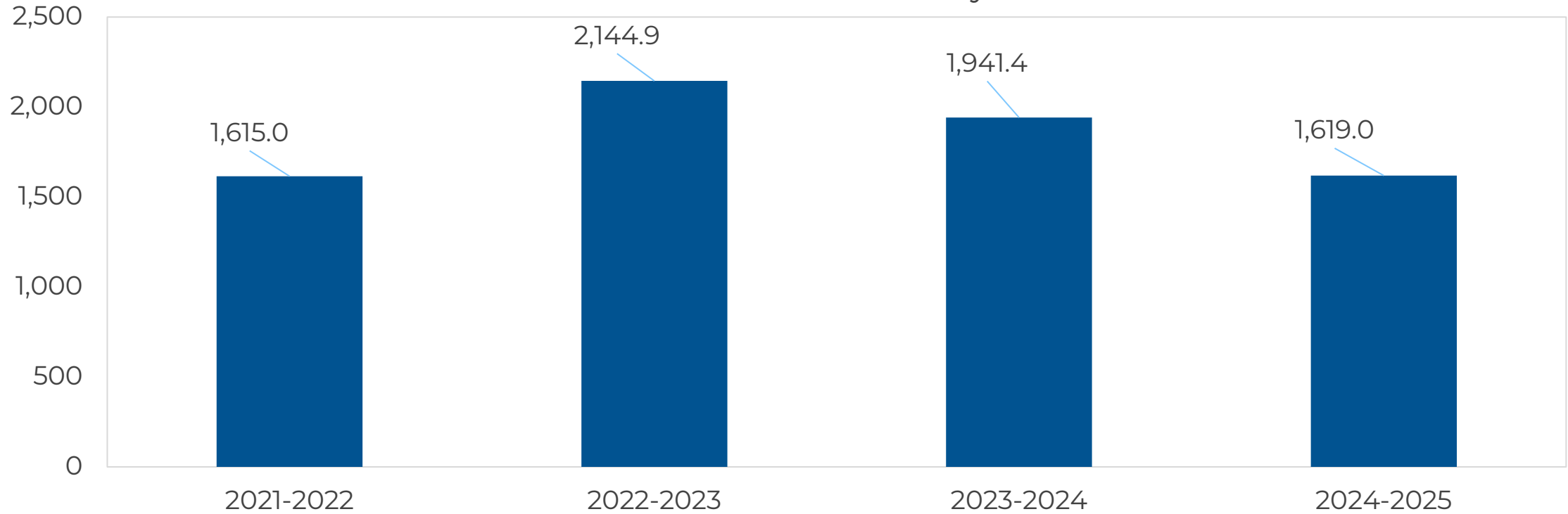


Source: MSDE Staff Data Collection

Teacher Vacancies

Teacher vacancies declined by 17% in SY 2024-2025.

Teacher Vacancies on the First Day of School

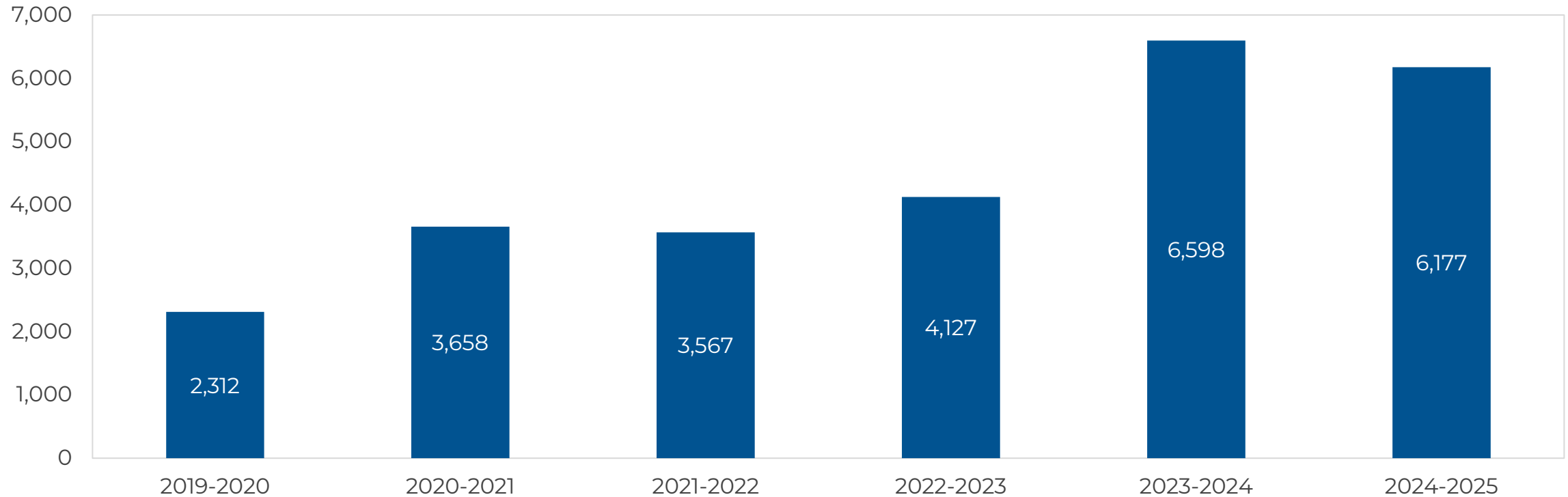


Source: MSDE Annual Vacancy Data Collection

Maryland Conditional Licensure Trends

The number of teachers with a conditional license decreased by 6% in SY 2024-2025 and make up 10% of Maryland's teacher workforce.

Number of Conditionally Licensed Teachers Employed in LEAs

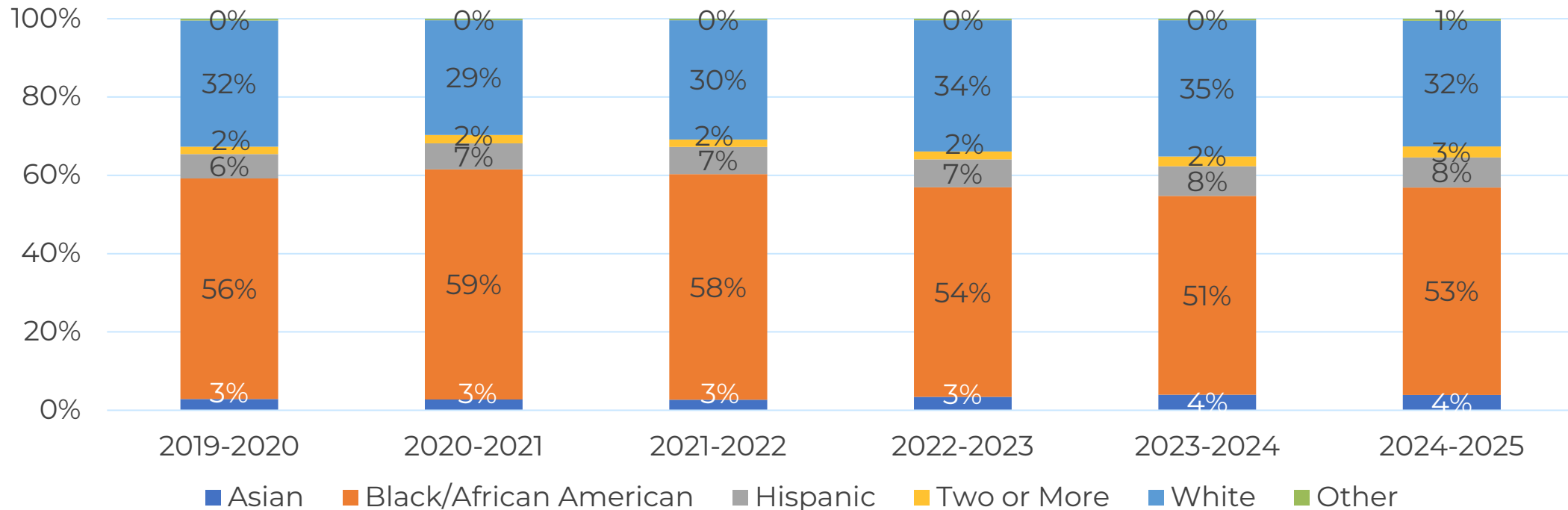


Source: MSDE Staff Data Collection and MSDE Educator Licensure System.

Maryland Conditional Licensure Demographic Trends

Teachers with a conditional license are more likely to be Black/African American and less likely to be white than the overall Maryland teaching workforce.

Conditional Licensure by Year and Race/Ethnicity



Source: MSDE Staff Data Collection and MSDE Educator Licensure System.

Note: Other includes American Indian/Alaska Native and Native Hawaiian or Other Pacific Islander.

National Teacher Shortages- 2024 Update

- Forty-nine states plus the District of Columbia employed an estimated 365,044 teachers who were not fully certified for their teaching assignments
- Thirty states plus the District of Columbia had published data on vacancies, with 41,920 unfilled teacher positions
- Estimates indicate that, at a minimum, 406,964 positions were either unfilled or filled by teachers not fully certified for their assignments, representing about 1 in 8 of all teaching positions nationally

Blueprint Initiatives

- The Career Ladder establishes a Teacher Leadership Track for those teachers who want to stay in the classroom
- Minimum base salary for teachers will be \$60,000 by July 1, 2026
- Salary incentives for eligible National Board Certified Teachers:
 - \$10,000 for NBC
 - \$7000 NBC in a low-performing school
 - Additional increases for maintaining NBC
- Each local education agency has a recruitment plan for hiring and supporting high-quality and diverse teachers that is approved by the Accountability and Implementation Board
- Local education agencies established plans for Grow Your Own initiatives targeting a diverse pool of high school students, educational support personnel, and career changers in 2023 as part of the Blueprint Implementation Plans
- The Governor's Excellence in Maryland Public Schools Act (2025) expands and fully funds the State Grow Your Own Grant Program established in 2024

Interstate Teacher Mobility Compact

- The Council of State Governments partnered with the Department of Defense and the National Association of State Directors of Teacher Education to draft the Interstate Teacher Mobility Compact (ITMC)
- The ITMC is an occupational licensure compact that aims to facilitate the licensure of teachers across member states
- Members will enter into a legally binding agreement
- Each member state will identify eligible licenses that will be considered equivalent and provided under the compact
- Currently, 12 states are members of the ITMC
- The Governor's Excellence in Maryland Public Schools Act (2025) establishes Maryland as a member of the ITMC

Glossary of Terms

New Teacher a teacher with less than one year of experience.

Inexperienced Teacher a teacher with three or less years of experience.

Conditionally Licensed Teacher: A teacher employed with an LEA who has a bachelor's degree and who has not yet completed the requirements for professional licensure.

Out-of-Field Teachers: teachers teaching in a subject they are not licensed to teach.

Emergency or Provisional Credentials are issued only to applicants employed in a local school system or publicly funded nonpublic school who do not meet all professional licensure requirements (e.g., Conditional License).