

TO: Members of the State Board of Education

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

DATE: March 25, 2025

SUBJECT: Pathways into Teaching for Federal Employees



Purpose

In collaboration with the Maryland Department of Labor (MDOL), the Maryland Higher Education Commission (MHEC), and the Governor's Office for Children (GOC), the Maryland State Department of Education (MSDE) is engaged in a partnership to recruit federal workers into the teaching profession.

Background

On February 28, 2025, Governor Moore announced a series of actions to help Maryland residents impacted by federal workforce terminations and changes to federal funding, including job fairs across the state, an expansion of resource webpages across state government, and directives for agencies to facilitate public servant transitions to new careers in Maryland.

Governor Moore has charged several agencies with expanding pathways to careers in education. An interagency team that includes leaders from MDOL, MHEC, and GOC is working to finalize a plan. Several MSDE leaders have contributed to work sessions coordinated by the Governor's Office for Innovation on this topic.

Executive Summary

The interagency team has identified a multi-part strategy and has begun work on three initiatives:

****Communication Campaign**** To ensure that interested Marylanders can access information and learn about job opportunities within local school systems, MSDE has launched a new resource page on its Teach Maryland website. Additionally, MSDE has supported the creation of the Maryland Public Servants Resource Website, which has garnered over 69,000 views since its launch.

****Higher Education Support**** Institutions of higher education (IHEs), including community colleges and four-year universities, have shown interest in developing or adapting teacher licensure programs to assist individuals with content knowledge in accessing expedited pathways for teacher preparation. MSDE and MHEC will keep supporting IHEs as they design, launch, and promote these programs.

****Licensure Pathways**** The Professional Standards and Teacher Education Board (PSTEB) formed a subcommittee during their March meeting, tasking the group with exploring alternative pathways to licensure. Specifically, the subcommittee will investigate ways for Maryland to acknowledge content

knowledge and expertise for career changers with experience in the field or those who hold an advanced degree.

This work is currently in development. MSDE looks forward to sharing an update with the State Board of Education at its April 29th meeting.

Action

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

Attachments

Governor Moore Directive - Federal Workforce.pdf

[Press Release - Governor Moore Announces Additional Actions to Support Maryland's Federal Workforce](#)



WES MOORE
GOVERNOR

STATE OF MARYLAND
OFFICE OF THE GOVERNOR

TO: Dr. Sanjay Rai, Secretary, Maryland Higher Education Commission
CC: Dr. Carey Wright, State Superintendent, Maryland State Department of Education
Dr. Josh Michael, President, Maryland State Board of Education
FROM: Governor Wes Moore
RE: Directive – Teaching Opportunities for Impacted Federal Workers
DATE: February 28, 2025

Pursuant to my authority as the head of the Executive Branch of State Government under Article II, Section 1 of the Maryland Constitution, as well as Section 3-302 of the State Government Article of the Maryland Code, I hereby direct you as the Secretary of Higher Education, and formally request the State Board of Education to direct the State Superintendent, to work in partnership to support workers impacted by the mass firings and layoffs in the federal workforce who are interested in pursuing teaching opportunities in Maryland.

The Maryland Higher Education Commission (MHEC) and the Maryland State Department of Education (MSDE) will work together to identify opportunities to help impacted federal workers explore teaching opportunities, which will help to address the teacher shortage in Maryland. Within 45 days of the effective date of this Directive, MHEC and MSDE will present a plan that will identify ways to support impacted federal workers who wish to transition into vacant teaching positions in Maryland. The plan will include guidance for navigating the credentialing process.

This Directive is effective as of the date indicated above.

Wes Moore

Governor