



Jack R. Smith, Ph.D.  
Interim State Superintendent of Schools

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December 16, 2015

The Honorable Larry Hogan  
State House  
100 State Circle  
Annapolis, Maryland 21401

The Honorable Joan Carter Conway, Chair  
2 West Miller Senate Office Building  
11 Bladen Street  
Annapolis, Maryland 21401

The Honorable Sheila E. Hixson, Chair  
131 House Office Building  
6 Bladen Street  
Annapolis, MD 21401

RE: Report on Shortage of Child Care Providers (MSAR #10510)

Dear Governor Hogan, Senator Conway and Delegate Hixson:

Senate Bill 677 - Education - Professional Development for Teachers and Providers of Early Childhood Education - Master Plan of 2015 requires the Maryland State Department of Education (MSDE) and the Maryland Higher Education Commission (MHEC) to submit to the Governor, Senate Education, Health, and Environment Affairs Committee and the House Ways and Means Committee a master plan to address the critical shortage of qualified professional teachers and child care providers in the early childhood education workforce.

The MSDE convened a workgroup that included representatives from early childhood teacher education programs from two and four year institutions, Head Start, and early childhood professional development trainers. During the four meetings, the workgroup reviewed and discussed current early childhood associates' and bachelors' teacher education programs, professional development offered to early learning providers following a career pathway, and the Career and Technology Early Childhood Program in Maryland high schools.

In summary, the workgroup recommends that:

- MSDE collaboratively plan and develop degree programs with four-year colleges to increase the number of teacher education programs that provide dual certification in special and general education in early childhood education for children from birth to grade 3;
- MSDE develop a professional development program that emphasizes skill development and training for child care teachers working with infants and toddlers;
- MSDE work with local school systems on the alignment of high school Career and Technology Education program in Early Childhood Education/Childcare with the requirements of the Child Development Associate credential and course

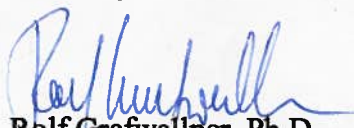
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- content/standards alignment to the community college early childhood education programs.
- Early Learning Leadership Academies be continued, including a focus on supporting students with disabilities (IT/Preschool Special Education); and
- A statewide job board be established to advertise internships and paid positions designed to enhance child care providers' efforts to find qualified applicants.

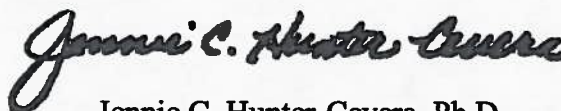
The Division of Early Childhood Development has begun work to implement the workgroup's recommendations in collaboration with the early childhood providers and other early childhood organizations.

Should you have questions or need additional information, please contact Dr. Rolf Grafwallner, Assistant State Superintendent, Division for Early Childhood Development, at (410) 767-0342 or by email at [rolf.grafwallner@maryland.gov](mailto:rolf.grafwallner@maryland.gov).

Sincerely,



Rolf Grafwallner, Ph.D.  
Assistant State Superintendent of Schools  
Division of Early Childhood Development



Jennie C. Hunter-Cevera, Ph.D.  
Acting Secretary  
Maryland Higher Education Commission

C: Dr. Jack Smith, Ph.D  
Senate Bill 677 Work Group Members