

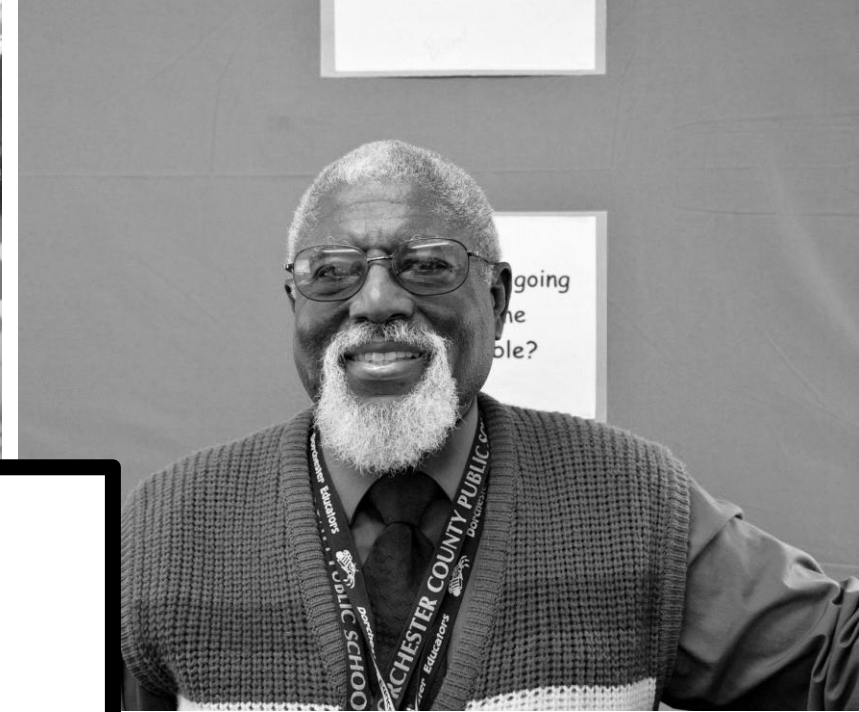
STAKEHOLDER ENGAGEMENT WITH STATE BOARD OF EDUCATION

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EDUCATORSTOGETHER



Who is MSEA?

- 76,000 educators statewide
- 23 of 24 school districts
- 42 local associations
- Teachers, counselors, education support professionals, administrators, higher ed staff, related service providers, aspiring educators, retirees



EDUCATOR VOICE: OUR MISSION AND OUR PARTNERSHIP



Exclusive Bargaining Representative

- Collective bargaining supports better working conditions for educators and learning conditions for students – benefitting both employees and employers.
- Wages, benefits, working conditions, planning time, and professional autonomy, are top tier priorities in collective bargaining.

Statewide Advocacy

- Problem solvers in working with the State Board, AIB, Maryland General Assembly and other partners. This engagement allows educators to engage in the decision-making at worksites, school system, county, and state levels.

Professional Learning

- A leader in supporting professional excellence.
- MSEA offers educator-led professional learning and career-long support to prioritize student success.

TOP PRIORITY: EDUCATION AS A VIABLE CAREER



Strategies to Address Educator Shortages

- Wages and benefits
- Time to do the job
- Grow Your Own (GYO) and apprenticeships
- Professional support and mentorship for conditional teachers and early educators

Education Support Professionals Bill of Rights: One Job Should Be Enough

- Essential, Not Optional: Education Support Professionals (ESPs) are essential employees and critical to the success of our public schools.
- The "ESP Bill of Rights" campaign advocates for fair pay, respect, safe workplaces, affordable healthcare, and improved conditions for ESPs.

CRYSTAL BALL: ISSUES AHEAD



No Backing Down on Blueprint

- State and local funding commitments must be met.
- The pause in Collaborative Time must not last beyond FY28.
- Community Schools are a major success, and continued expansion in districts without previous community school supports need more to ensure faithful implementation that addresses all pillars of community schools, especially student achievement.
- National Board is a great credential, but educators of every kind need a pathway to demonstrate excellence while remaining in direct service to students.

Empowered Educator Voice

- Forward-facing partnerships with SBOE, AIB, MABE, PSSAM, Legislature, etc.
- Feedback on statewide standards and representation on MSDE workgroups.

CRYSTAL BALL: ISSUES AHEAD



Pushing Back Against Local Bad Actors

- Our classrooms and students should not be the battleground and soldiers in politicized culture wars. Local boards with this mindset must be held accountable.
- Evaluate and consider more restorative consequences in the Freedom to Read law.

School Accountability

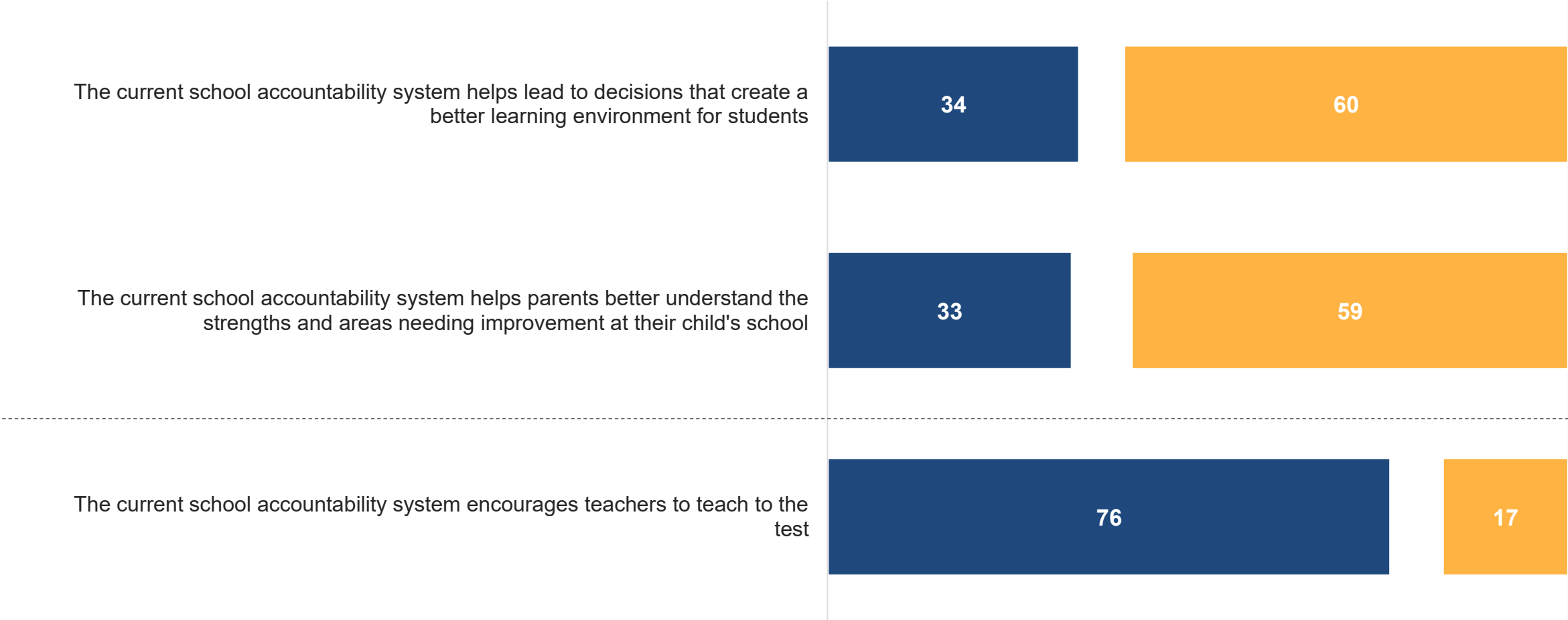
- Measure what is important and what LEAs and educators can uniquely influence and be attributed to them.
- Changes in measuring student growth should be considered without increasing the percentage of school performance linked to standardized testing.
- Be mindful of how school accountability impacts teacher evaluations and narrows teaching and learning.

Members Feel That Accountability System Promotes Teaching To The Test – Not Better Learning Or Improvements For Students, Schools

Figure 7

School Accountability Statements

● Total Agree ● Total Disagree



BUILDING THE PUBLIC EDUCATION SYSTEM MARYLAND DESERVES



We all have a role in making our system the best in the country:

- Elevate the teaching profession
- Ensure equitable and adequate funding
- Reduce overreliance on standardized testing
- Strengthen the educator pipelines (all education jobs!)
- Support safe and supportive schools
- Embed educator voice in decision-making
- Modernize and align curriculum and standards



We appreciate the partnership



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**THANK YOU,
RACHEL!**



MARYLAND STATE
EDUCATION



ASSOCIATION