



Karen B. Salmon, Ph.D.
State Superintendent of Schools

December 14, 2018

Cheryl Bost, President
Maryland State Education Association
140 Main Street
Annapolis, MD 21401-2003

Dear Ms. Bost:

Thank you for your correspondence on behalf of educators in the state of Maryland. In your letter you discuss concerns regarding the critical shortage of teachers for students who are visually impaired. Specifically, you stated, "I am urging MSDE to develop and implement a national recruitment campaign to increase the availability of teachers of students who are visually impaired."

During the 2018 Legislative Session, House Bill 1415 (Bill) was passed requiring the Maryland State Department of Education (MSDE) to create an outreach program and Digital Recruitment Platform. As required, the MSDE is developing a plan to encourage individuals to enter the teaching profession in Maryland. While this Bill emphasizes the recruitment of individuals from diverse ethnic, racial, and underrepresented demographic groups in the teaching profession, the MSDE remains committed to assuring recruitment efforts are inclusive of all areas of shortage, focusing on enticing the best and brightest educators to teach in Maryland.

Please know that your concerns regarding teacher shortages in critical areas are shared by the MSDE. Once a recruitment plan is developed, the MSDE will share this information with its stakeholders and partners.

Best Regards,

Karen B. Salmon, Ph.D.
State Superintendent of Schools