

# HOUSE BILL 1287

F1, F2

4lr0598

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By: **The Speaker and Delegates Atterbeary and Wilkins**

Introduced and read first time: February 9, 2024

Assigned to: Ways and Means

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Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 8, 2024

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 ~~State and County Superintendents of Schools – Employment Contracts – School~~  
3 ~~Leadership Course or Program~~  
4 School Leadership Training Program – Alterations

5 FOR the purpose of ~~requiring, beginning on a certain date, that an employment contract~~  
6 ~~for the State Superintendent of Schools, a county superintendent of schools, or the~~  
7 ~~Chief Executive Officer of the Baltimore City Board of School Commissioners include~~  
8 ~~a provision requiring the completion of a certain school leadership course or program~~  
9 ~~during a certain period of time; requiring a public institution of higher education~~  
10 ~~that offers a certain school leadership course or program in which the State~~  
11 ~~Superintendent, a county superintendent, or the Chief Executive Officer enrolls to~~  
12 ~~offer the enrollee the option to participate in a virtual format; and generally relating~~  
13 ~~to a school leadership course or program for the State Superintendent of Schools,~~  
14 ~~county superintendents of schools, and the Chief Executive Officer of the Baltimore~~  
15 ~~City Board of School Commissioners~~ altering the school leadership training program  
16 developed by the State Department of Education and the Accountability and  
17 Implementation Board to require that certain individuals complete the training at  
18 least once; combining two leadership trainings into a single training; providing for  
19 the content of the school leadership training; and generally relating to the school  
20 leadership training program.

21 BY repealing and reenacting, with amendments,  
22 Article – Education  
23 Section ~~2-302~~, ~~4-201~~, ~~4-201.1~~, and ~~4-304~~ 6-124  
24 Annotated Code of Maryland

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



(2022 Replacement Volume and 2023 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
That the Laws of Maryland read as follows:

**Article – Education**

~~2-302.~~

(a) ~~The State Superintendent shall be appointed by the State Board for a term of 4 years beginning on July 1 after the Superintendent's appointment and serves until a successor is appointed and qualifies.~~

(b) ~~The State Board shall fix the STATE Superintendent's salary and pay it from the appropriation for the expenses and maintenance of the Department.~~

~~(e) (1) BEGINNING JULY 1, 2024, A CONTRACT OF EMPLOYMENT EXECUTED BETWEEN A STATE SUPERINTENDENT AND THE STATE BOARD FOR THE STATE SUPERINTENDENT'S INITIAL TERM OF OFFICE SHALL INCLUDE A PROVISION THAT REQUIRES THE STATE SUPERINTENDENT TO COMPLETE, DURING THE TERM OF THE CONTRACT, A SCHOOL LEADERSHIP COURSE OR PROGRAM:~~

~~(i) OFFERED BY A PUBLIC INSTITUTION OF HIGHER EDUCATION IN THE STATE; OR~~

~~(ii) ESTABLISHED UNDER § 6-124 OF THIS ARTICLE.~~

~~(2) A PUBLIC INSTITUTION OF HIGHER EDUCATION THAT OFFERS A SCHOOL LEADERSHIP COURSE OR PROGRAM IN WHICH THE STATE SUPERINTENDENT ENROLLS SHALL OFFER THE STATE SUPERINTENDENT THE OPTION TO PARTICIPATE IN A VIRTUAL FORMAT.~~

~~(D) The State Superintendent shall:~~

~~(1) Be an experienced and competent educator;~~

~~(2) Be a graduate of an accredited college or university;~~

~~(3) Have at least 2 years of special academic and professional graduate preparation in an accredited college or university; and~~

~~(4) Have at least 7 years of experience in teaching and administration.~~

~~[(d)] (E) (1) The State Board may remove the State Superintendent for:~~

~~(i) Immorality;~~

1                   (ii) ~~Misconduct in office;~~

2                   (iii) ~~Insubordination;~~

3                   (iv) ~~Incompetency; or~~

4                   (v) ~~Willful neglect of duty.~~

5                   (2) ~~Before removing the State Superintendent, the State Board shall send~~  
6 ~~the Superintendent a copy of the charges against the Superintendent and give the~~  
7 ~~Superintendent an opportunity within 10 days to request a hearing.~~

8                   (3) ~~If the State Superintendent requests a hearing within the 10-day~~  
9 ~~period:~~

10                   (i) ~~The State Board promptly shall hold a hearing, but a hearing~~  
11 ~~may not be set within 10 days after the State Board sends the State Superintendent a notice~~  
12 ~~of the hearing; and~~

13                   (ii) ~~The State Superintendent shall have an opportunity to be heard~~  
14 ~~publicly before the State Board in the Superintendent's own defense, in person or by~~  
15 ~~counsel.~~

16                   ~~[(e)] (F) The State Board shall appoint a new State Superintendent to fill a~~  
17 ~~vacancy in that office for the remainder of the unexpired term.~~

18 ~~4-201.~~

19                   (a) (1) ~~This section does not apply to Baltimore City.~~

20                   (2) ~~Subsections (b), (c), (d), and (f) of this section do not apply in Prince~~  
21 ~~George's County.~~

22                   (b) (1) ~~The term of a county superintendent is 4 years beginning on July 1. A~~  
23 ~~county superintendent continues to serve until a successor is appointed and qualifies.~~

24                   (2) ~~By February 1 of the year in which a term ends, the county~~  
25 ~~superintendent shall notify the county board whether the superintendent is a candidate for~~  
26 ~~reappointment.~~

27                   (3) ~~In the year in which a term begins, the county board shall appoint a~~  
28 ~~county superintendent between February 1 and June 30. However, if the county board~~  
29 ~~decides to reappoint the incumbent superintendent, the county board shall take final action~~  
30 ~~at a public meeting no later than March 1 of that year.~~

~~(4) If a county board is unable to appoint a county superintendent by July 1 of a year in which a term begins, the provisions of subsection (d) of this section apply.~~

~~(e) (1) An individual may not be appointed as county superintendent unless the individual:~~

~~(i) Is eligible to be issued a certificate for the office by the State Superintendent;~~

~~(ii) Has graduated from an accredited college or university; and~~

~~(iii) Has completed 2 years of graduate work at an accredited college or university, including public school administration, supervision, and methods of teaching.~~

~~(2) (1) BEGINNING JULY 1, 2024, AN EMPLOYMENT CONTRACT EXECUTED BETWEEN A COUNTY SUPERINTENDENT AND A COUNTY BOARD FOR THE COUNTY SUPERINTENDENT'S INITIAL TERM OF OFFICE SHALL INCLUDE A PROVISION THAT REQUIRES THE COUNTY SUPERINTENDENT TO COMPLETE, DURING THE TERM OF THE CONTRACT, A SCHOOL LEADERSHIP COURSE OR PROGRAM:~~

~~1. OFFERED BY A PUBLIC INSTITUTION OF HIGHER EDUCATION IN THE STATE; OR~~

~~2. ESTABLISHED UNDER § 6-124 OF THIS ARTICLE.~~

~~(H) A PUBLIC INSTITUTION OF HIGHER EDUCATION THAT OFFERS A SCHOOL LEADERSHIP COURSE OR PROGRAM IN WHICH A COUNTY SUPERINTENDENT ENROLLS SHALL OFFER THE COUNTY SUPERINTENDENT THE OPTION TO PARTICIPATE IN A VIRTUAL FORMAT.~~

~~[(2)] (3) The appointment of a county superintendent is not valid unless approved in writing by the State Superintendent.~~

~~[(3)] (4) If the State Superintendent disapproves an appointment, the State Superintendent shall give the reasons for disapproval in writing to the county board.~~

~~(d) If a vacancy occurs in the office of county superintendent, the county board shall appoint an interim county superintendent who serves until July 1 after the interim county superintendent's appointment.~~

~~(e) (1) Subject to the provisions of this subsection, the State Superintendent or a county board may remove a county superintendent for:~~

~~(i) Immorality;~~

~~(ii) Misconduct in office;~~

1                   ~~(iii) Insubordination;~~

2                   ~~(iv) Incompetency; or~~

3                   ~~(v) Willful neglect of duty.~~

4                   ~~(2) (i) The State Superintendent may remove a county superintendent~~  
5 ~~under this subsection if the State Superintendent provides the county superintendent with:~~

6                                 ~~1. The reason for removal, chosen from one or more of the~~  
7 ~~items in paragraph (1) of this subsection;~~

8                                 ~~2. Documentation supporting the case for removal; and~~

9                                 ~~3. The opportunity to request a hearing within 10 days before~~  
10 ~~the State Superintendent in accordance with this subsection.~~

11                                 ~~(ii) The county superintendent may appeal the decision of the State~~  
12 ~~Superintendent to the State Board.~~

13                   ~~(3) If the county superintendent requests a hearing before the State~~  
14 ~~Superintendent within the 10-day period:~~

15                                 ~~(i) The State Superintendent promptly shall hold a hearing, but a~~  
16 ~~hearing may not be set within 10 days after the State Superintendent sends the county~~  
17 ~~superintendent a notice of the hearing; and~~

18                                 ~~(ii) The county superintendent shall have an opportunity to be heard~~  
19 ~~publicly before the State Superintendent in the county superintendent's own defense, in~~  
20 ~~person or by counsel.~~

21                   ~~(4) (i) A county board may remove a county superintendent under this~~  
22 ~~subsection if the county board provides the county superintendent with:~~

23                                 ~~1. The reason for removal, chosen from one or more of the~~  
24 ~~items in paragraph (1) of this subsection;~~

25                                 ~~2. Documentation supporting the case for removal; and~~

26                                 ~~3. The opportunity to request a hearing within 10 days before~~  
27 ~~the county board in accordance with this subsection.~~

28                                 ~~(ii) The county superintendent may appeal the decision of the county~~  
29 ~~board to the State Board.~~

~~(f) On notification of pending criminal charges against a county superintendent as provided under § 4-206 of this subtitle, the county board may suspend the county superintendent with pay until the final disposition of the criminal charges.~~

~~4-201.1.~~

~~(a) This section applies only in Prince George's County.~~

~~(b) Subject to the provisions of subsection (c) of this section, the County Superintendent of the Prince George's County public school system shall be:~~

~~(1) Selected by the County Executive in accordance with subsection (c) of this section; and~~

~~(2) Appointed by the county board after agreement on contract terms negotiated by the chair of the county board.~~

~~(c) (1) The County Executive shall select a County Superintendent from a list of three nominees recommended by a search committee that is comprised of:~~

~~(i) One member of the State Board, appointed by the State Superintendent; and~~

~~(ii) Two residents of Prince George's County, appointed by the Governor.~~

~~(2) The search committee shall be chaired by a member selected by the State Superintendent.~~

~~(d) (1) The term of the County Superintendent is 4 years beginning on July 1.~~

~~(2) The County Superintendent continues to serve until a successor is appointed and qualifies.~~

~~(3) By February 1 of the year in which a term ends, the County Superintendent shall notify the County Executive and the county board if the County Superintendent is a candidate for reappointment.~~

~~(4) (i) In the year a term begins, the County Executive shall select a County Superintendent between February 1 and June 1, and the county board shall complete the appointment on or before June 30.~~

~~(ii) If the County Executive decides to select the incumbent County Superintendent, the county board shall complete the reappointment no later than March 1 of that year.~~

1 ~~(5) If the county board is unable to appoint a County Superintendent by~~  
2 ~~July 1 of the year a term begins, the provisions of subsection [(f)] (G) of this section apply.~~

3 ~~(e) (1) An individual may not be appointed as County Superintendent unless~~  
4 ~~the individual:~~

5 ~~(i) Is eligible to be issued a certificate for the office by the State~~  
6 ~~Superintendent;~~

7 ~~(ii) Has graduated from an accredited college or university; and~~

8 ~~(iii) Has completed 2 years of graduate work at an accredited college~~  
9 ~~or university, including public school administration, supervision, and methods of teaching.~~

10 ~~(2) The appointment of the County Superintendent is not valid unless~~  
11 ~~approved in writing by the State Superintendent.~~

12 ~~(3) If the State Superintendent disapproves an appointment, the State~~  
13 ~~Superintendent shall give the reasons for disapproval in writing to the county board and~~  
14 ~~the County Executive.~~

15 ~~(F) (1) BEGINNING JULY 1, 2024, A CONTRACT OF EMPLOYMENT~~  
16 ~~EXECUTED BETWEEN THE COUNTY SUPERINTENDENT AND THE COUNTY BOARD FOR~~  
17 ~~THE COUNTY SUPERINTENDENT'S INITIAL TERM OF OFFICE SHALL INCLUDE A~~  
18 ~~PROVISION THAT REQUIRES THE COUNTY SUPERINTENDENT TO COMPLETE,~~  
19 ~~DURING THE TERM OF THE CONTRACT, A SCHOOL LEADERSHIP COURSE OR~~  
20 ~~PROGRAM:~~

21 ~~(I) OFFERED BY A PUBLIC INSTITUTION OF HIGHER~~  
22 ~~EDUCATION IN THE STATE; OR~~

23 ~~(II) ESTABLISHED UNDER § 6-124 OF THIS ARTICLE.~~

24 ~~(2) A PUBLIC INSTITUTION OF HIGHER EDUCATION THAT OFFERS A~~  
25 ~~SCHOOL LEADERSHIP COURSE OR PROGRAM IN WHICH THE COUNTY~~  
26 ~~SUPERINTENDENT ENROLLS SHALL OFFER THE COUNTY SUPERINTENDENT THE~~  
27 ~~OPTION TO PARTICIPATE IN A VIRTUAL FORMAT.~~

28 ~~[(f)] (C) If a vacancy occurs in the office of County Superintendent, the County~~  
29 ~~Executive shall select and the county board shall appoint an interim County~~  
30 ~~Superintendent to serve until July 1 after the appointment.~~

31 ~~[(g)] (H) On notification of pending criminal charges against the County~~  
32 ~~Superintendent as provided under § 4-206 of this subtitle, the county board may suspend~~  
33 ~~the County Superintendent with pay until the final disposition of the criminal charges.~~

1 ~~4-304.~~

2 ~~(a) There is a Chief Executive Officer of the board.~~

3 ~~(b) The Chief Executive Officer shall:~~

4 ~~(1) Be responsible for the overall administration of the Baltimore City~~  
5 ~~Public School System;~~

6 ~~(2) Report directly to the board;~~

7 ~~(3) Be a member of the cabinet of the Mayor; and~~

8 ~~(4) Designate individuals with primary responsibility for each of the~~  
9 ~~following functions:~~

10 ~~(i) Management and administration of the Baltimore City Public~~  
11 ~~School System;~~

12 ~~(ii) Assessment and accountability of the academic performance of~~  
13 ~~the students in the Baltimore City Public School System;~~

14 ~~(iii) Provision of services to students with disabilities in accordance~~  
15 ~~with federal and State law;~~

16 ~~(iv) Development and implementation of initiatives for educational~~  
17 ~~reform; and~~

18 ~~(v) Professional hiring and development.~~

19 ~~(e) Notwithstanding the provisions of subsection (b)(4) of this section, the Chief~~  
20 ~~Executive Officer and the board shall be held accountable for the delegated functions.~~

21 ~~(d) The board shall employ the Chief Executive Officer and establish the salary~~  
22 ~~of the Chief Executive Officer at an amount commensurate with the credentials, experience,~~  
23 ~~and prior positions of responsibility of the Chief Executive Officer.~~

24 ~~(e) (1) The employment contract of the Chief Executive Officer shall provide,~~  
25 ~~at a minimum, that continued employment is contingent on demonstrable improvement in~~  
26 ~~the academic performance of the students in the Baltimore City Public School System and~~  
27 ~~the successful management of the Baltimore City public schools.~~

28 ~~(2) (i) BEGINNING JULY 1, 2024, AN EMPLOYMENT CONTRACT~~  
29 ~~EXECUTED BETWEEN THE CHIEF EXECUTIVE OFFICER AND THE BOARD FOR THE~~  
30 ~~CHIEF EXECUTIVE OFFICER'S INITIAL TERM OF OFFICE SHALL INCLUDE A~~  
31 ~~PROVISION THAT REQUIRES THE CHIEF EXECUTIVE OFFICER TO COMPLETE,~~



~~DURING THE TERM OF THE CONTRACT, A SCHOOL LEADERSHIP COURSE OR PROGRAM:~~

~~1. OFFERED BY A PUBLIC INSTITUTION OF HIGHER EDUCATION IN THE STATE; OR~~

~~2. ESTABLISHED UNDER § 6-124 OF THIS ARTICLE.~~

~~(H) A PUBLIC INSTITUTION OF HIGHER EDUCATION THAT OFFERS A SCHOOL LEADERSHIP COURSE OR PROGRAM IN WHICH THE CHIEF EXECUTIVE OFFICER ENROLLS SHALL OFFER THE CHIEF EXECUTIVE OFFICER THE OPTION TO PARTICIPATE IN A VIRTUAL FORMAT.~~

~~(f) The initial contract and any renewal may not exceed 4 years.~~

6-124.

(a) (1) The Department shall establish, in collaboration with the Accountability and Implementation Board established under § 5-402 of this article, [separate] A school leadership training [programs] PROGRAM for[:

(1) The] THE State Superintendent, [local school] COUNTY superintendents, [and] senior instruction-related staff[: and

(2) Members], MEMBERS OF THE ACCOUNTABILITY AND IMPLEMENTATION BOARD, MEMBERS of the State Board, members of county boards, and school principals.

(2) AN INDIVIDUAL LISTED UNDER PARAGRAPH (1) OF THIS SUBSECTION SHALL COMPLETE THE SCHOOL LEADERSHIP TRAINING PROGRAM AT LEAST ONCE.

(b) [Both programs] THE SCHOOL LEADERSHIP TRAINING PROGRAM shall:

(1) Be:

(i) For a duration of 12 to 24 months;

(ii) Cohort-based to encourage collaboration and shared learning, INCLUDING THROUGH REGIONAL GATHERINGS OF EDUCATION LEADERS AND OTHER MEETINGS WHEN APPROPRIATE;

(iii) [Job-embedded] TO THE EXTENT PRACTICABLE, JOB-EMBEDDED to allow for application of knowledge and techniques;

1 (iv) Tailored to program participants using self-diagnostics and  
2 school-level diagnostics; [and]

3 (v) Evidence-based in accordance with the guidelines for the federal  
4 Every Student Succeeds Act; and

5 **(VI) PROVIDED THROUGH BOTH IN-PERSON AND VIRTUAL**  
6 **SESSIONS; AND**

7 (2) Include training on the Blueprint for Maryland's Future, as defined in  
8 § 5-401 of this article.

9 (c) [A] THE SCHOOL LEADERSHIP TRAINING program [for school  
10 superintendents and senior, instruction-related staff] shall include:

11 (1) A review of education in the United States relative to countries with top  
12 performing education systems and the implications of high performance for students, the  
13 economic security of the United States, and quality of life;

14 (2) A model for strategic thinking that will assist education leaders to  
15 transform districts AND REDESIGN SCHOOLS under their leadership;

16 (3) Training to provide a working knowledge of research on how students  
17 learn and the implications for instructional redesign, curriculum plans, and professional  
18 learning;

19 (4) A research-based model for coaching school leaders AND  
20 INSTRUCTIONAL COACHES; [and]

21 **(5) A REVIEW OF RESEARCH REGARDING:**

22 **(I) THE BENEFITS TO STUDENTS FROM ACCESS TO**  
23 **HIGH-QUALITY AND DIVERSE TEACHERS;**

24 **(II) METHODS TO ATTRACT HIGHLY QUALIFIED TEACHERS**  
25 **FROM DIVERSE BACKGROUNDS WHO REFLECT THE DEMOGRAPHICS OF THE**  
26 **STUDENTS THEY TEACH; AND**

27 **(III) BEST PRACTICES FOR TEACHER RETENTION, INCLUDING**  
28 **RETENTION OF TEACHERS FROM DIVERSE BACKGROUNDS;**

29 **[5] (6) Lessons in transformational leadership[.];**

30 **[(d) A program for board of education members and school principals shall include:**

1            ~~(1)~~ **(7)**        A method for organizing schools to achieve high performance,  
 2 including:

3                            (i)    Building instructional leadership teams;

4                            (ii)   Implementing career ladders for teachers;

5                            (iii) Overseeing teacher induction and mentoring systems; and

6                            (iv) Identifying, recruiting, and retaining high-quality AND  
 7 DIVERSE school leaders;

8                            ~~[(2)~~ A model for strategic thinking that will assist school leaders in driving  
 9 redesign efforts in their schools;

10                           ~~(3)~~ **(8)**        Training to provide a deep understanding of standards-aligned  
 11 instructional systems;

12                           ~~[(4)~~ Training to provide a working knowledge of the research on how  
 13 students learn and the implications of this research for instructional redesign, curriculum,  
 14 and professional learning;

15                           (5)    A research-based model for instructional coaching;

16                           ~~(6)~~ **(9)**        An overview of ethical leadership directly tied to the [school]  
 17 EDUCATIONAL leaders' responsibility to drive equitable learning in their schools; and

18                           **(10) A REVIEW OF RESEARCH REGARDING METHODS TO ATTRACT AND**  
 19 **RETAIN AN INCLUSIVE WORKFORCE.**

20                           ~~[(7)~~ Lessons in transformational leadership.]

21                           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect June  
 22 1, 2024.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.