



**STEB** PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD  
*Maryland State Department of Education*

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December 13, 2018

Dear Dr. Kirwan and Commission members,

On behalf of the Professional Standards and Teacher Education Board (PSTEB), we appreciate the opportunity to provide feedback on Element 2G.

Element 2G

PSTEB supports the development of career ladders for educators, which result in high quality leadership in schools. As stated previously, PSTEB looks forward to partnering with the Commission and the State Board of Education to build regulations around certification supporting the goal of providing every child with a high quality, world class education.

PSTEB understands the Commission's intent in ultimately having a single track in the ladder, centered on certification by the National Board of Professional Teaching Standards. However, we believe having and maintaining two tracks is critical to honoring the complexity of the profession, and the multiple pathways teachers might pursue to be effective leaders. Maintaining both an NBCT track and a Masters degree track allows the State of Maryland to conduct research as to the efficacy of each of the tracks, as the Commission's recommendations are implemented.

PSTEB acknowledges the value of continued professional learning at Institutions of Higher Education for in-service teachers, to better meet the needs of the children we serve. We also acknowledge the value of reflective practice, in all career stages of an educator. Educators need to know the subjects they teach and how to teach those subjects to children, and the pursuit of such knowledge is accomplished in a myriad of ways, including certification and degree programs. The National Board acknowledges the importance of content knowledge and pedagogy in a teacher's repertoire, which are built over time in a variety of ways, including degree programs at colleges and universities.

The discussion of teacher efficacy is not new, and such efficacy is certainly influenced by a variety of factors. We believe it is best to move with care, recognizing the multitude of ways in which teachers themselves learn, and demonstrate effectiveness.

We appreciate your continued deliberation and discussion in moving toward final recommendations and we stand ready with our partners on the State Board of Education to implement recommendations which will result in high quality teaching and learning in every school in Maryland.

Sincerely,

Christopher W. Lloyd, NBCT  
Chair, PSTEB