



Finally, one district Calvert County connected their plans to students educational experiences, noting in their plan the need to ensure culturally responsive educational practices

## **RESEARCH METHODS**

This brief synthesizes findings from a qualitative analysis of all Maryland school districts' Blueprint implementation plans. We analyzed two sections of Blueprint plans: "Monitor the quality and diversity of State teacher candidates and existing teacher workforce" and "Recruit and develop the diverse teacher candidates." The first sub-section of "Recruit and develop the diverse teacher candidates" focuses on pathways for paraprofessionals to become certified teachers. We coded the points along the teacher pipeline that the district focused on, the types of strategies they prioritized, and the prospective teacher pools they targeted.

## **POLICY RECOMMENDATIONS**

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