



**Catholic Schools**  
A Faith-Based Education  
that Lasts a Lifetime

Dear Catholic School Parents,

As we continue to provide a high-quality Catholic education rooted in faith and academic excellence, I want to take a moment to address an ongoing challenge facing schools across the nation. The teacher shortage has impacted public, private, and parochial schools alike, creating difficulties in recruiting and retaining educators who are essential to fulfilling our mission (Garcia & Weiss, 2019).

The Catholic Schools Office of the Archdiocese of Washington remains steadfast in its commitment to attracting and retaining dedicated teachers for our schools. This school year, the Catholic Schools Office has actively participated in more than six job fairs and will continue to attend additional events through June. Through these efforts, we aim to connect with highly qualified candidates who are passionate about Catholic education and eager to serve in our school communities (Ingersoll et al., 2021).

While the recruitment of new educators is a priority, it is equally important to foster a culture that encourages current teachers to remain in the profession. Research indicates that a supportive school environment, strong leadership, and recognition of teachers' contributions significantly impact their decision to stay in the classroom (Carver-Thomas & Darling-Hammond, 2017). For those who possess at least a bachelor's degree but have not yet met all requirements for professional licensure, the Maryland State Department of Education extends a timeline of five years to achieve licensure. In alignment with the Maryland Department of Education, individuals who possess at least a bachelor's degree but have not yet met all the requirements for professional licensure are extended five years to earn a teacher license. ADW teachers falling within the 5-year window are to be considered in compliance with policy.

As part of this effort, we encourage a holistic approach to sharing the positive aspects of our school communities. Families can support this initiative by celebrating the good happening in our schools through social media, parish bulletins, and word-of-mouth advocacy. By highlighting the dedication of our teachers and the success of our students, we can collectively contribute to a stronger sense of community and support for Catholic education.

We are grateful for your partnership and continued prayers as we navigate this challenge together. Please know that we remain committed to providing an enriching and faith-filled educational experience for your children. Thank you for your support in helping us sustain and strengthen our school community.

In Christ,

Kelly Branaman  
Superintendent of Schools

#### References

- Garcia, E., & Weiss, E. (2019). The teacher shortage is real, large and growing, and worse than we thought. *Economic Policy Institute*.
- Ingersoll, R., Merrill, L., Stuckey, D., & Collins, G. (2021). Teacher shortages: Trends and policies. *Education Policy Analysis Archives*, 29, 35-54.
- Carver-Thomas, D., & Darling-Hammond, L. (2017). Teacher turnover: Why it matters and what we can do about it. *Learning Policy Institute*.

**ARCHDIOCESE OF WASHINGTON CATHOLIC SCHOOLS**

Archdiocesan Pastoral Center: 5001 Eastern Avenue, Hyattsville, Maryland 20782 | Mailing Address: Post Office Box 29260, Washington, DC 20017-0260 [www.adwcatholicschools.org](http://www.adwcatholicschools.org) | 301-853-4518 | [schools@adw.org](mailto:schools@adw.org)