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**TO:** House Ways and Means Committee  
**BILL:** House Bill (HB) 1191 - Interstate Teacher Mobility Compact  
**DATE:** February 28, 2024  
**POSITION:** Support

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The Maryland State Board of Education (State Board) and the Maryland State Department of Education (MSDE) support **House Bill (HB) 1191 - Interstate Teacher Mobility Compact**.

The State Board and MSDE are dedicated to ensuring that Maryland students have access to a highly qualified and diverse teacher workforce. By being the 11<sup>th</sup> state to join the Interstate Teacher Mobility Compact, Maryland will lower nationwide barriers to teacher mobility and position itself to attract and retain high-quality out-of-state educators to serve in our classrooms.

Districts across the country are facing widespread teacher shortages, including those in Maryland. On the first day of the 2022-2023 school year, Maryland local education agencies (LEAs) reported 2,572 teacher vacancies<sup>1</sup> yet Maryland's educator preparation programs produced only 1,553 certificate-eligible teacher candidates the preceding spring<sup>2</sup>, not all of whom were prepared in areas of certification that are in demand or remained in Maryland after graduation.

While Maryland has historically been dependent on educators prepared out of state to staff Maryland classrooms, the number of certificates issued to applicants from other states rose to 63% in 2022<sup>3</sup>. Like many other states, Maryland allows LEAs to issue a Conditional Teacher Certificate to an individual who has not yet met the requirements for professional certification if the position cannot be filled with a certified teacher. The issuance of Conditional Teacher Certificates in Maryland increased 251% from 2018 to 2023<sup>4</sup>. As of January 31, 2024, Maryland local education agencies employed 5,304 conditionally certified teachers, approximately 8% of the teacher workforce.

The Council of State Governments (CSG), in partnership with the Department of Defense (DoD) and the National Association of State Directors of Teacher Education and Certification (NASDTEC) developed a new interstate occupational licensure compact called the Interstate Teacher Mobility Compact (ITMC)<sup>5</sup>. Interstate compacts are constitutionally authorized, legislatively enacted, legally binding agreements among states<sup>6</sup>. The ITMC allows teachers to use an eligible license held in a compact member state to be granted an equivalent license in another compact member state.

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<sup>1</sup> 2022-2023 Maryland Vacancy Data Collection

<sup>2</sup> 2021-2022 Traditional Program Annual Report and 2021-2022 Alternative Program Annual Report

<sup>3</sup> Maryland Educator Certification Systems

<sup>4</sup> MSDE Annual Staff Data Collections

<sup>5</sup> <https://teachercompact.org/wp-content/uploads/sites/28/2023/02/ITMC-Model-Legislation-Updated.pdf>

<sup>6</sup> <https://licensing.csg.org/compacts/>

The ITMC utilizes a different model than other interstate occupational licensure compacts. Compact Member states submit licenses that are eligible for the compact and meet a set of criteria outlined in the legislation. To be eligible, a license must require a bachelor's degree and completion of a state-approved program for teacher licensure like a teacher preparation program at a college or university. Furthermore, for a license to be eligible under the compact it must be unencumbered (i.e., not restricted, probationary, provisional, substitute, or temporary). Teachers holding a compact-eligible license can apply for licensure in another member state and receive the closest equivalent license without submitting additional materials, taking state-specific exams, or completing additional coursework.

The ITMC is governed by an intergovernmental agency known as the Interstate Teacher Mobility Compact Commission (The Commission). The Commission is made up of one commissioner from each member state who is the principal administrative officer of the state licensing authority or their designee. The Commission holds regular, public meetings and can create rules and bylaws to effectuate the compact.

Eligibility to participate in the ITMC requires enacting the model legislation<sup>7</sup> developed by the Council for State Governments National Center for Interstate Compacts. House Bill 1191 paves the way for Maryland to enter the ITMC by codifying the model legislation and amending the laws that would prevent Maryland from participating in the compact.

The State Board and MSDE are not advocating for comprehensive changes to the core structure of the Blueprint for Maryland's Future. However, we believe there are opportunities in this bill to open the teacher pipeline without lowering standards or sacrificing quality.

We respectfully request that you consider this information as you deliberate **HB1191**. Please contact Dr. Akilah Alleyne, Executive Director of Government Affairs, Education Policy, and Government Relations, at [Akilah.alleyne@maryland.gov](mailto:Akilah.alleyne@maryland.gov) or at 410-767-0504 or Zach Hands, Executive Director of the State Board, at [Zachary.hands1@maryland.gov](mailto:Zachary.hands1@maryland.gov) or at 443-915-6094, if you would like any additional information.

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<sup>7</sup> <https://teachercompact.org/wp-content/uploads/sites/28/2023/02/ITMC-Model-Legislation-Updated.pdf>