



February 26, 2024

The Honorable Delegate Vanessa E. Atterbeary, Chair
The Honorable Delegate Jheanelle K. Wilkins, Vice Chair
House Ways and Means Committee

RE: Support for HB1191 Interstate Teacher Mobility Compact

Dear Chair Atterbeary, Vice Chair Wilkins, Committee Members, and Bill Sponsor,

The Maryland Alliance for Racial Equity in Education (MAREE), a coalition of education advocacy, civil rights, and community-based organizations committed to eliminating racial disparities in Maryland's education system, is pleased to submit favorable testimony in support of HB0945 as introduced by Delegate Mireku-North.

The Interstate Teaching Mobility Compact (ITMC) is an interstate occupational licensure compact. Interstate compacts are constitutionally authorized, legislatively enacted, legally binding agreements among states. The ITMC will allow teachers to use an eligible license held in a compact member state to be granted an equivalent license in another compact member state, lowering barriers to teacher mobility and getting teachers back into the classroom more seamlessly. Under the ITMC a teacher can teach immediately and not need to complete other state-specific requirements, except as a condition of later license renewal.¹

Ten states signed on to the ITMC this spring. The initial ten states are Alabama, Colorado, Florida, Kansas, Kentucky, Nevada, Nebraska, Oklahoma, Oregon, and Utah. Five states in our immediate area have legislation pending. They are Ohio, Pennsylvania, New York, New Jersey, and Delaware. The Interstate Teacher Mobility Compact can increase the supply of teachers and help with filling vacancies. Currently, for a teacher moving from one state to a new state the process is confusing, expensive, time consuming and the licensed teacher may have to pay out of their own pocket to take additional courses or tests before they are issued a professional license.

For four years i worked as a contractor for a Maryland public school district to create a viable pathway for those hired on a conditional certificate. Hundreds are hired each year in our state on a conditional certificate. Those holding an active out-of-states license are too often issued a conditional certificate. Imagine you are a professionally licensed teacher from another state, you are hired but placed on a conditional certificate until a full review of your documents are submitted to the TEACH portal which you should not upload until your hire effective date to avoid being rejected. So you wait until your hire effective date sometime in mid August and

¹ National Center for Interstate Compacts The Council of State Governments. Interstate Teacher Mobility Compact (ITMC). Retrieved February 26, 2024. From <https://teachercompact.org/wp-content/uploads/sites/28/2022/11/ITMC-Overview.pdf>.

then upload all necessary documents to the TEACH portal. You wait up to 120 days for your application to be reviewed and processed by your LEA. So now you are four months in before you learn if your certification from out of state is accepted or that you must remain on a conditional cert until you complete courses and/or tests. Here is what I can tell you. These folks quit. They are enraged that their teaching license for which they worked hard has little to no value here in MD and it took months before they were told what they were lacking. If they do not quit they are seething angry and ask why am i doing this? Why am I doing this? Why do I even bother? This anger and frustration shows up in the climate and culture of our schools. Why is this so hard? I just want to teach? I have my college degree. I have a professional certificate. I took the test in my state. I just want to teach.

The ITMC offers many benefits to those in the teaching profession. It would:

- Eliminate barriers to teaching licensure while maintaining a high level of teaching practice.
- Remove the need for reexamination and additional testing and administrative fees after moving between states; and
- Increase the ability to seek employment from a broader pool of schools and districts to find the best fit for their teaching experience and career.

The ITMC benefits the state teaching force. It will increase the ability of the state to attract teachers from across the country.

ITMC does not affect state licensing authority. Maryland will not have to make any changes to its current regs and/or anticipated regs coming in April. The compact will not close any existing pathways to teacher licensure or teacher mobility. The ITMC aims to provide additional tools to state licensing authorities to license out of state teachers more effectively to get them into the classroom.

We must make the process for highly qualified teachers coming from another state bearable, affordable, seamless, and welcoming.

For these reasons, MAREE urges a favorable report on HB1191 Teacher Mobility Compact.

peace and truth,
sharlimar douglass
Chair
Maryland Alliance for Racial Equity in Education

Maryland Education Coalition (MEC)
Elli Mitchell & Rick Tyler, Jr., Co-Chairs