

TO: House Ways and Means Committee

BILL: House Bill (HB) 118 - Interstate Teacher Mobility Compact

DATE: January 19, 2025

POSITION: Support

The Maryland State Board of Education (State Board) and the Maryland State Department of Education (MSDE) support **HB 118 - 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. Districts across the country are facing widespread teacher shortages, including those in Maryland. On the first day of the 2023-2024 school year, Maryland local education agencies (LEAs) reported 1,941.5 teacher vacancies¹ yet Maryland's educator preparation programs produced only 1,768 teacher candidates the preceding spring². Not all Maryland teacher candidates 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 licenses issued to applicants from other states peaked to 63% in 2022³. Like many other states, Maryland allows LEAs to issue a Conditional Teacher License 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 2023⁴. On the first day of the 2023-2024 school year, Maryland local education agencies employed 6,598 conditionally certified teachers, approximately 10% 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 an interstate occupational licensure compact called the Interstate Teacher Mobility Compact (ITMC)⁵. Interstate compacts are constitutionally authorized, legislatively enacted, legally binding agreements among states⁶. 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.

The ITMC utilizes a model different from that of other interstate teacher 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,

¹ 2023-2024 Maryland Vacancy Data Collection

² 2022-2023 Title II Report

³ Maryland Educator Certification Systems

⁴ MSDE Annual Staff Data Collections

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

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

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 compact does not alter member states' ability to regulate the teaching profession or teacher licensure; however, member states do take on the responsibility of granting licenses to out-of-state teachers who hold an eligible license.

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 has the ability to create rules and bylaws to effectuate the compact.

Eligibility to participate in the ITMC requires enacting the model legislation⁷ developed by the Council for State Governments National Center for Interstate Compacts. House Bill 0118 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 **HB 118**. Please contact Dr. Akilah Alleyne (Executive Director of Government Affairs), akilah.alleyne@maryland.gov or Zachary Hands (Executive Director of the State Board), zachary.hand1@maryland.gov for any additional information.

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