

# Interstate Teacher Mobility Compact

SREB Presentation

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Atlanta, Georgia

# Interstate Mobility

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In 1965 Arlene S. Holen defined interstate mobility as the ability of a person duly trained and qualified in his profession to become licensed and to practice in a state of his choice.

# Informing our discussion...

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- Public education is largest profession in U.S. (3.6 million educators).
- Public education is arguably one of the most heavily regulated of professions.
- Regulation of public education is complicated with a push and pull between local, state, and federal regulators.
- All 50 states require certificates or licenses for professional K-12 educators
- Each jurisdiction has dozens of “types” of certificates, tiers, and related endorsements
- All certificates, however, are built upon three common components:
  - *Content, Student population, and Grade range*

# Informing our discussion...

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- Agreement regarding certification has proven difficult to maintain within a state and more so across states
- Teacher labor markets vary within states and across states
- Related issue is the lack of equitable distribution of effective teachers within districts and states
- Each state struggles to accommodate the tension between certifying high-quality teachers and shrinking pool of applicants
- State sovereignty permits states to develop and administer teacher licensure policies
- Growing awareness by state certification agencies to develop policies to support mobility
- No state shares certification data with another state

# Informing our discussion...

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- The NASDTEC Interstate Agreement is the largest and oldest interstate agreement on educator licensure.
  - First established in 1966 with many versions over the years
  - High-level and non-binding agreement on requirements for basic professional teaching certificate but not reciprocity
  - Each jurisdiction has Jurisdiction Specific Requirements (JSRs)
  - 48 states, DC, Guam, and DoDEA have signed current agreement
  - Reviewed and renewed every five years by the NASDTEC Executive Board
  - Available to public at <https://www.nasdtec.net/page/Interstate>.
  - Most variability is related to experience

# Informing our discussion...

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## NASDTEC Interstate Agreement

- Managed by NASDTEC Executive Board
- Informal Agreement
- Non-enforceable
- Varies by state to the degree of enforcement
- No required sharing of license information
- No alignment of licenses
- Does not improve teacher mobility
- Primarily supports state licensing agencies

## Teacher Mobility Interstate Compact

- Managed by each participating jurisdiction
- Contractual Agreement
- Process for enforcement
- Adopting jurisdictions agree to uniformity of implementation
- Alignment of all licenses under the compact
- Supports both teacher mobility and state licensing agencies

# How Did We Get Here...

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- In-depth conversations over last five years by many national organizations
- Renewed interest expressed by key state legislators
- Continued interest by Department of Defense (rooted in assisting spouses of military personnel)
- State education offices begin to explore ways to address teacher shortages
- National convening of a wide array of organizations interested in educator licensure
- Allocation in 2019 National Defense Authorization Act to assist with funding the development of interstate compacts on licensed occupations...in order to alleviate burden with relicensing by spouse of members of military

# Contributing Organizations

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- American Association of Colleges for Teacher Education
- American Association of School Administrators
- Council of Chief State School Officers
- Council of State Governments
- Education Commission of the States
- National Association of Elementary School Principals
- National Association of State Boards of Education
- National Association of State Directors of Teacher Education and Certification
- National Conference of State Legislatures
- National Council on Teacher Quality
- National Education Association
- National Governors Association
- National School Boards Association
- Southern Regional Education Board



# Background of Compact Development

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- Department of Defense (Military Spouses) grant
- National Center for Interstate Compacts within the Council of State Governments (CSG)
- Webinar Sessions in the Fall of 2020 <https://licensing.csg.org/webinars/>
  - *The Urgency of Interstate Portability* (Sept. 17, 2020)
  - *Barriers and Challenges to Teacher Mobility* (Oct. 19, 2020)
  - *Interstate Compacts – Lessons from Other Professions* (Nov. 17, 2020)
  - *Building Lasting Solutions* (Dec. 10, 2020)
- NASDTEC was named as the “Home” for the Compact Commission by CSG

# What is an Interstate Compact?

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- A legislatively enacted agreement between/among states in their sovereign capacity as states
- Allows states to respond to national priorities and regional problems with one voice
- Retains collective state sovereignty over issues belonging to states
- Simple, versatile, proven, and effective

# Benefits of Occupational Licensure Compacts

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- States retain control of regulation and licensing inside state boundaries
- FBI Fingerprint-Based Criminal Background Checks
- Addresses access to care issues
- Interstate Commission Governance
- Enhance the exchange of licensure, investigatory, and discipline information between member states
- Support for spouses of military personnel

# Current Licensure Compacts

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- Interstate Medical Licensure Compact (38 states)
- Advanced Practice Registered Nurse Compact (3 states)
- Audiology and Speech-Language Pathology Interstate Compact (21 states)
- Physical Therapy Compact (34 states)
- EMS Compact (21 states)
- Occupational Therapy Licensure Compact (21 states)
- Nurse Licensure Compact (39 states)
- Psychology Interjurisdictional Compact (32 states)
- Counseling Compact (12 states)

# Licensure Compacts in Process

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- Teachers
- Social Workers
- Dentists/Dental Hygienists
- School Psychologists
- Dieticians and Nutritionists
- Cosmetologists and Barbers
- Massage Therapists
- Physician Associates

# State Participation in Licensure Compacts (OLCs)

States with 9 OLCs	1	UT
States with 8 OLCs	6	AL, CO, GA, NE, TN, WV
States with 7 OLCs	2	KY, MD
States with 6 OLCs	8	DE, IA, IN, KS, MS, NH, OH, WY
States with 5 OLCs	11	AZ, ID, LA, MO, NC, ND, OK, SC, TX, VA, WI
States with 4 OLCs	4	ME, NJ, PA, SD
States with 3 OLCs	3	AR, DC, MT
States with 2 OLCs	8	CT, FL, GU, IL, MN, NV, VT, WA
States with 1 OLC	4	MI, NM, OR, VI
States with ZERO OLCs		AK, CA, HI, MA, NY, PR, RI

# Compact Development Process

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- Phase I: Technical Assistance Group (TAG) develops recommendations for the Compact Document Team (CDT) Fall 2021
- Phase II: CDT drafts compact language based on recommendations from the TAG, reviewed it with TAG (January-May 2022)
- Phase III: Stakeholder Review – CDT circulates draft language to the TAG and other interested stakeholders for review and feedback. CDT considers suggested edits and changes based on stakeholder review.
- Phase IV: Consensus Building – CDT shares updated language with TAG and both groups come to a consensus on finalized language (Late Fall 2022)
- Phase V: CSG and the TAG introduce finalized compact to policymakers to promote the activation of the new compact

# Technical Advisory Group (TAG)

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- Composed of state officials and other critical stakeholders,
- Examines the scope of the problem,
- Suggests possible solutions, and
- Makes recommendations about the structure of the compact.



# Compact Document Writing Team

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- Articulates the thoughts, ideas, and suggestions of TAG
- Composed of issue experts, attorneys, and organizational advisors
- Translate the recommendations, as well as their own thoughts and expertise into a draft compact document
- Circulate draft compact for wide public comment

# Key Components of the Teacher Compact

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- A teacher with a full unencumbered license in a member state can receive an equivalent license in another member state with a current background check
- Discipline is the responsibility of the member state where the teacher is working. The NASDTEC Clearinghouse will be the repository of information about previous disciplinary actions.
- Teachers may maintain licenses in multiple states but are responsible for continuing education and fees in each state where they hold an active license
- Teachers wishing to teach in multiple states can use the compact to expedite receiving a license other than their initial state license, allowing for teaching across state lines or the potential for virtual teaching
- Special accommodations for military spouses and Career Technical Educators

# Teacher Conditions

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- Holds a valid, unencumbered license in a compact member state
- Holds a bachelor's degree
- Has graduated from a state-approved teacher prep program
- Has no pending disciplinary actions
- Has undergone a criminal background check
- Special accommodations for military spouses and Career Technical Educators

# State Membership Conditions

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- The state agrees to participate in the compact's information exchange
- The state agrees to notify the commission of disciplinary actions using the NASDTEC Clearinghouse
- The state requires a criminal background check
- The state agrees to comply with the rules of the commission
- The state agrees to accept teachers from other compact member states

# Teacher Licensed in State X moves to State Y

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State X



- Both states are Compact Members
- State Y confirms Teacher's eligibility through Compact Information Exchange
- State Y awards teacher its license
- Teacher is not asked to complete other state specific requirements until it is time to renew the newly issued license

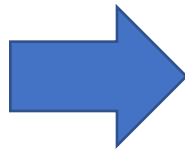
State Y



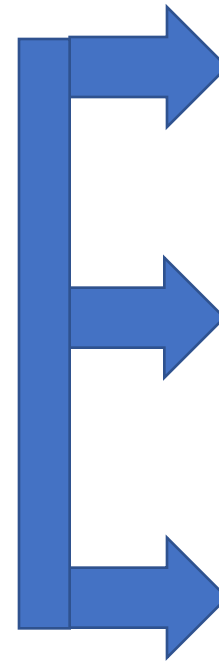
# Teacher Lives on Border State X

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State X



- All states are Compact Members
- Teacher holds license in State X
- State Y awards teacher its license
- State Z awards teacher its license



# Next Steps in Process

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- Stakeholder Review – Compact Document Team (CDT) circulates draft language to the TAG and other interested stakeholders for review and feedback.
  - <https://www.surveymonkey.com/r/teachermobilitycompact>
- CDT considers suggested edits and changes based on stakeholder review
- Consensus Building – CDT shares updated language with the Technical Advisory Group and both groups come to a consensus on finalized language
- CSG and the NASDTEC introduce finalized compact to policymakers to promote the enactment of the new compact

# Resources

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- CSG

- Website for ITMC: <https://compacts.csg.org/compact-updates/teaching/>
- Weekly Compact Review Meetings
- Feedback on TMIC: <https://www.surveymonkey.com/r/teachermobilitycompact>
- Questions: [teachingcompact@csg.org](mailto:teachingcompact@csg.org)

- NASDTEC

- Interstate Teacher Mobility Compact Website: [https://www.nasdtec.net/general/custom.asp?page=Teacher\\_Mobility\\_Interstate\\_Compact](https://www.nasdtec.net/general/custom.asp?page=Teacher_Mobility_Interstate_Compact)
- Educator Job Posting Map: [https://www.nasdtec.net/general/custom.asp?page=Educator\\_Job\\_Posting\\_Map](https://www.nasdtec.net/general/custom.asp?page=Educator_Job_Posting_Map)
- Questions: [Jimmy.Adams@nasdtec.org](mailto:Jimmy.Adams@nasdtec.org)