3/4/2026

Re: Support of SF3626 the Interstate Teacher Mobility Compact

I am Jimmy Adams. I am the Executive Director of the National Association of State Directors of Teacher Education and Certification (NASDTEC).

We know that teachers don't move very often, but when they do, it is typically because of life circumstances such as a spouse being transferred, be it military or other employment, or possibly to care for an aging relative. Whatever the circumstance, they find it difficult to obtain a license due to state specific requirements such as having to take an additional graduate course or taking a content assessment. These things can be costly, and they do not recognize years of professional experience by the teacher. We have found that many leave the profession as a result.

For over 95 years, NASDTEC has worked to improve the portability of educator licenses. In 1965 NASDTEC established the first agreement between states to support educators who were relocating across state lines. Since then, the agreements between states have had many names. Our current version is known as the NASDTEC Interstate Agreement. This agreement was successful in that it opened lines of communication and resulted in established agreements regarding the minimum requirements for a professional license, but the NASDTEC Interstate Agreement is not reciprocity, it is not binding on the jurisdiction, and it is not an interstate compact.

Thanks to funding through the Department of Defense and technical support from the Council on State Government's National Center for Interstate Compacts, NASDTEC was selected to serve as the host for states interested in using an interstate compact to facilitate the portability of educator licenses.

The Interstate Teacher Mobility Compact, which you are discussing today as SF3626, allows each member state to identify those high-level licenses within their state that meet the same level of professionalism as in other states where the professional teacher holds a bachelor's degree, has completed a state approved education preparation program with no outstanding requirements, and is subject to a criminal records background check by the receiving state. By meeting these criteria, the receiving state can issue an equivalent or close to equivalent license based on the three components of content, grade range, and student population, eliminating the overhead of processing paperwork and delays due to the teacher having to provide additional verifying documentation, already verified by the sending state.

Through the Compact, states maintain their autonomy and have full control over the licenses they issue. The compact simply creates a streamlined process by which a teacher can receive a license and become eligible for employment. This is a win-win, as professional educators gain increased mobility which is consistent with being a professional, and states benefit from a wider door for effective educators and reclaiming those who left the profession rather than trying to navigate the out-of-state requirements for licensure.

Thank you for your time and consideration.

James W. Adams
Executive Director
NASDTEC