

Recruit teaching talent into the Empire State

Improve interstate teacher
certification reciprocity

New York needs to alter our laws to make
it easier to recruit great teachers from
other states into our classrooms



EMPIRESTATESTRIKESBACK.ORG

THE
**EMPIRE
STATE
STRIKES BACK**

The problem: Great teachers are locked out of our classrooms

In order for a teacher from another state to become certified in New York State under our current rules, he or she must either have taught for three years under an approved certificate within the previous seven years, or come through a teacher certification program approved by the New York State Education Department. The list of acceptable certification programs is limited and does not include alternative certification programs in other states. So, for example, if a talented Teach For America corps member is alternatively certified to teach in another state and clocks two successful years there closing that state's achievement gap and then wants to move to New York, he or she would be locked out of our classrooms.

Teachers trained in alternate routes are effective

Studies have shown alternate certification programs to be just as effective, if not more effective, than traditional routes to teacher certification. A 2005 study that examined the effectiveness of teachers from traditional backgrounds and alternative education backgrounds in New York City found that there was no difference in teacher effectiveness between the two. In fact, the study found that in math, Teach For America corps members, the majority of whom attend alternative certification programs, were slightly more effective than traditional teachers.¹

¹ http://www.gse.harvard.edu/~pfpie/pdf/What_Does_Certification_Tell_Us.pdf

We already recognize the importance of alternate routes

New York already recognizes the value that alternative pathways bring to the state through its establishment of alternative certification programs. New York also recently expanded the pool of in-state alternative teacher preparation programs as a part of the winning *Race to the Top* application, affording the Museum of Natural History a grant to establish an approved teacher preparation program, for example. We should expand our support to include recognition of high-quality alternate certification programs in other states.

We're losing great teaching talent to our neighbors

Our neighbors in New Jersey are more open to alternative certification measures for teachers from out-of-state.² Teachers from other states who obtain a teaching certificate from an alternative program must have completed an out-of-state non-traditional or alternative route teacher preparation program and have completed one year of teaching outside the state to be eligible for standard certification. Massachusetts allows out-of-state teachers who complete their state's approved "alternative/non-traditional" educator preparation program and hold an initial teacher certificate to qualify for a teacher license.

² <http://www.nj.gov/education/educators/license/out/reciprocity.htm>

The solution: Grant certification to out-of-state teachers trained in alternate programs with track records of success

In addition to granting licenses to traditionally certified teachers from other states, the New York State Education Department should grant licenses to teachers prepared in high quality, out-of-state alternate routes as well. This policy change will expand the pool of high-quality teachers and maximize talent coming into our state.