



Study of State Certification/ Licensure Requirements for Secondary Career and Technical Education Teachers

**National Research Center for
Career and Technical Education**
UNIVERSITY OF MINNESOTA

**Study of State Certification/Licensure Requirements
for Secondary Career and Technical Education Teachers**

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Abstract

Teacher certification/licensure requirements across the United States are in constant flux. Career and technical education (CTE), with its many subject disciplines, has historically had two pathways to certification/licensure: a traditional degree-based program of courses, field experiences, and exit exams, and an alternative pathway based primarily on work experience. For the purposes of comparison, potential state certification/licensure updates, program revision, and perhaps policy changes, this study examined the state-by-state requirements for all CTE fields in both pathways.

Executive Summary

Teacher preparation in vocational/career and technical education has a rich history dating back to the Smith-Hughes Act of 1917, which first defined qualifications for individuals involved in teaching in this field. Historically, there have been two pathways to teacher certification/licensure in career and technical education (CTE). The first follows a traditional teacher preparation model, using colleges and universities with degree programs consisting of general education, technical content, and teacher pedagogy, including student teaching. The second pathway, an alternative to the traditional model, relies more on work experience in the discipline in which certification/licensure is sought. These dissimilar pathways have co-existed for nearly 100 years.

The purpose of this study was to determine the requirements for CTE teacher certification/licensure in all 50 states and the District of Columbia, including education requirements (academic and/or technical preparation), work experience, and entry and exit tests (such as the Praxis assessments). The study determined the traditional routes to certification/licensure as well as any alternative pathways for individuals from business/industry who wish to enter the CTE teaching profession.

Using a phone script, data collection materials, and an e-mail survey, the study sought answers to four research questions designed by the researchers and validated by personnel at the National Research Center for Career and Technical Education and the U.S. Department of Education, Office of Vocational and Adult Education. Individuals involved with teacher certification/licensure in all 50 states and the District of Columbia were contacted and data were collected and put into various tables, based on the research questions. The data were then summarized.

State requirements for traditionally prepared CTE teachers included degree requirements, completion of a teacher preparation program, and entry/exit testing. All of the states required a bachelor's degree and completion of an approved teacher preparation program. Bachelor's degree requirements varied; some states required that the degree be in education, some required a content area major, some did not specify, and some allowed completion of a bachelor's degree in any subject in addition to completing the preparation program. Almost every state required traditionally prepared CTE teachers to pass some entry and/or exit testing for certification/licensure, but the specific requirements varied from state to state. Common tests included those for basic academic skills, teaching pedagogy and principles, and content area, as well as performance exams.

The alternative teacher preparation pathways varied widely from state to state and even within states. Some states offered several different alternative preparation pathways for CTE teachers, some offered specific routes to CTE certification/licensure, and some offered a combination of the two. Many of the alternative pathways required some work experience in addition to a college or high school diploma. Education and work experience requirements varied and often depended on the amount of occupational experience the applicant had. Some additional requirements in the alternative pathways included peer/portfolio reviews and current employment or an employment offer with a school district within the state.

CTE teachers certified/licensed through the traditional pathway often had the same requirements for certification/licensure as teachers in other subject disciplines. Sometimes, though, degree and teacher preparation programs were not offered for the technical (Trade & Industrial) areas. In these cases, teachers must be certified/licensed through alternative routes. In many states, only CTE teachers could seek certification/licensure through alternative routes.

The requirements for renewal and upgrades of certificates and licenses varied. Requirements included college coursework and other forms of professional development, teaching and/or occupational experience, a graduate degree, National Board for Professional Teaching Standards certification, professional certification, and work toward or completion of a professional development plan. Often, two or more of these were required to be completed within the period of eligibility for the certificate or license.

The study results have implications for both teacher preparation policy and research. The Carl D. Perkins Career and Technical Education Improvement Act of 2006 addresses aspects of teacher preparation and professional development related to the findings of this study. These include the implementation of efforts to improve the transition from business and industry to teaching, the recruitment and retention of CTE teachers, and the need for CTE teachers to integrate applied and academic learning in the curriculum.

Introduction

In most professions, the certification/licensure process is designed to help determine who is qualified to practice in a given area. Some type of governing board or agency typically oversees the process and sets the criteria for qualification. Examples include state medical boards, state bar associations, or, in the case of teachers, state departments of education or teaching standards boards. For teachers, these criteria can include the completion of an approved teacher preparation program, receipt of a baccalaureate degree, and passage of teacher examinations.

Historically, vocational/career and technical education (CTE) teachers have not always followed the same pathways to teacher certification/licensure as public school teachers in other subject areas (Lynch, 1997). Work experience in the occupation to be taught has long been a prime consideration in the certification/licensure of CTE teachers, primarily due to a stipulation in the Smith-Hughes Act of 1917 that only personnel with practical work experience be permitted to teach in federally reimbursed programs (Miller, 1982). This heavy reliance on work experience has also been evident in areas related to Trade & Industrial (T&I) fields and Health Occupations programs, but not all areas of CTE rely this heavily on occupational experience. Areas such as Agricultural Education, Business Education, Family and Consumer Sciences Education, and Marketing Education have a more traditional approach to certification/licensure, requiring baccalaureate degrees in a related subject area and professional education coursework (Ruhland & Bremer, 2002). Certification/licensure requirements for teachers of the four areas listed above more closely resemble the requirements of academic areas such as mathematics, language arts, and science.

In one of the first studies of vocational teacher training, Lewis (1926) found that 31 states were offering vocational teacher training courses, primarily through colleges and universities. Much of the research since that time has focused on certification/licensure requirements for the alternative track. This may be due in part to the influence of Charles Prosser, who believed that college-level training for trade teachers was not necessary (Lynch, 1997). The differences in both content knowledge and pedagogical training between CTE teachers prepared in the traditional teacher preparation model and those prepared through the industry route persist today (Gray & Walter, 2001).

Today, in addition to developing students' technical skills, CTE teachers are expected to meet the career development needs of students, help students improve their academic achievement and develop higher order thinking skills, meet the needs for greater accountability, serve a more diverse student clientele, and revise their curricula to include additional and new technology (McCaslin & Parks, 2002). These new responsibilities have prompted renewed discussions of CTE teacher preparation, both for alternatively and traditionally prepared teachers.

Conceptual Framework

Certification/Licensure Requirements

As mentioned previously, vocational teacher certification/licensure has historically placed a premium on the work experience possessed by some prospective teachers and provided these individuals an alternative certification/licensure track. This is especially prevalent in areas related to Trade & Industrial education, the broad subject accounting for approximately 20% of the secondary vocational teaching force (Lynch, 1997). The required years of work experience vary by state and even within a given state, depending on the educational background of the applicant. Ohio, for example, requires an individual with a high school diploma to possess five years of work experience related to the subject area to be taught, while an individual with an associate degree in a related field is required to possess three years. A baccalaureate degree reduces the work experience requirement to two years (Ohio Department of Education, 2006).

In many states, prospective teachers with relevant work experience may be hired and granted a provisional or temporary certificate/license and then required to complete a series of courses focused on teaching skills and knowledge. Upon satisfactory completion of these requirements, they may be issued a professional or permanent certificate/license. These requirements vary but are common in CTE certification/licensure pathways.

Most traditional teacher certification/licensure programs offered by colleges and universities have the same basic requirements. Students complete a specified number of hours in university general education courses, such as English composition, college algebra, history, and psychology. In addition, students develop a content specialty such as mathematics, physical education, or Business Education through content-area coursework. Finally, as part of teacher preparation, students take courses in teaching pedagogy and complete field experiences and supervised student teaching. Some certification/licensure programs are found only at the graduate level, usually as a master's of education program. Students in these programs have usually earned a baccalaureate degree in a subject area and complete the courses in teaching pedagogy as the primary focus of the master's degree.

An exit test may be required for initial certification/licensure for individuals in either the alternative or traditional certification/licensure tracks. The traditional route is more likely to require exit tests, such as the Praxis II. In CTE, teachers entering teaching through the alternative route frequently do not fare well on these tests (Gray & Walter, 2001). This could be a result of the demographics of the alternative CTE teachers, who are more likely to be older, further removed from college (if they have college preparation at all), and less likely to have a baccalaureate degree and at least 60 hours of general education, both norming variables for teacher exit tests (Gray & Walter, 2001). At least one state (Ohio, in 2005) dropped the requirement to pass Praxis II for CTE teachers in the alternative pathway.

CTE Teacher Preparation Programs

CTE teacher preparation programs in colleges and universities have also been the subject of research, including, most recently, research on the declining number of such programs. Over the past 20 years, research has documented the status of vocational teacher certification/licensure pathways and the various requirements (Anderson, 1986; Bruening et al., 2001; Gray & Walter, 2001; Hartley, Mantle-Bromley, & Cobb, 1996; Lynch, 1991, 1996, 1997; Miller, 1982; Pratzner, 1987; Pratzner & Ryan, 1990; Ruhland & Bremer, 2002).

Colleges and universities may offer traditional or alternative CTE teacher certification/licensure pathways or a combination of both. The pathways can be located at state-supported or private educational institutions. Some two-year technical and community colleges are also becoming involved in teacher preparation (St. Arnauld, 2004), and, given these two-year institutions' connection to technical education, this involvement may increase.

Gray and Walter (2001) offered several recommendations for the reform of CTE teacher preparation pathways. They suggested organizing certification/licensure around two missions: a traditional pathway that relies upon a college/university preparation program that generally consists of general education, content/technical specialty coursework, and teaching pedagogy; and a pathway focused on “education through occupations” (p. ix) that has much in common with the alternative pathways now being utilized in academic areas such as mathematics and science. This latter pathway recognizes occupational work experience as equivalent to the content/technical specialty coursework taken within a traditional pathway. The authors list the required preparation for CTE teachers enrolled in either pathway, including training/education in the teaching of academic subjects and of special needs students, supervision of work-based learning, and workforce education and career development (Gray & Walter, 2001).

Teacher Testing

The testing of candidates for teaching credentials dates back to 1834, when Pennsylvania became the first state to require future teachers to pass a test of basic academic skills. By the end of the nineteenth century, most states required teachers to pass a locally administered test—usually consisting of basic skills and American history, geography, spelling, and grammar—to get a state teaching certificate (Ravitch, 2002).

CTE, with its primary focus on the vocational knowledge of teachers, appears to have avoided some of the early calls for teacher testing. However, in 1945, the first call for some type of vocational competency testing came from the University of California (Klehm, 1974). An emphasis on the vocational knowledge of teachers in the field and its relationship to teacher testing became very evident in 1966, when conferences were held at Rutgers University to determine methods to assess and certify the non-degreed teacher in the vocational education field (National Occupational Competency Testing Institute, 2005). These conferences eventually led to the development and implementation of occupational competency examinations nationwide.

The teacher tests most commonly used to assess an individual for the teaching profession are the Praxis assessments, developed by the Educational Testing Service (ETS). The Praxis Series tests are currently required for teacher certification/licensure in 44 states and U.S. jurisdictions (ETS, 2005).

The Praxis I Pre-Professional Skills Test (PPST) is required for several different reasons. Many states require a passing score on the Praxis I for certification/licensure. In addition, many colleges and universities require a qualifying score on this test for entrance into a teacher certification/licensure program regardless of state requirements. Many states also require a passing score on the Praxis II, Principles of Learning and Teaching (PLT), a test of teaching pedagogy knowledge, for certification/licensure. In addition, many states require a passing score on the Praxis II Subject Assessment in the area to be taught. With respect to CTE, ETS has developed subject assessments for Agricultural Education, Business Education, Family and Consumer Sciences Education, Technology Education, and Marketing Education. ETS has also developed an assessment of Vocational General Knowledge, designed for those completing 4-year vocational education programs to assess their knowledge and understanding of various disciplines and their interrelationships, including knowledge of fundamental facts.

Academic Preparation of CTE Teachers

Some recent research on CTE teacher certification/licensure (Bruening et al., 2001; Gray & Walter, 2001; Ruhland & Bremer, 2002) has not discussed the academic preparation of career and technical teachers, while other studies (Bruening et al., 2002; Joerger & Bremer, 2001; McCaslin & Parks, 2002) have stated the need for career-technical teachers to have knowledge and skills in integrating academic and career-technical studies.

A report by Cramer (2004) questioned the academic preparation of the next generation of vocational teachers. In addition to examining the demographic makeup of vocational education teacher candidates, the study compared them to their elementary and secondary education teacher education counterparts on academic indicators such as grade point average, reading, writing, and mathematics skills using the Praxis I PPST assessments. The study also examined the different groups' performance on the Praxis II PLT assessment of teaching pedagogy. The study yielded three key findings:

- Candidates for certification/licensure in vocational fields are not as academically or pedagogically prepared as candidates for certification/licensure in secondary fields.
- Candidates for certification/licensure in vocational fields are not as academically prepared in reading and writing as candidates for certification/licensure in elementary education.
- A potential disconnect may exist between the academic and pedagogical skills of vocational education teacher candidates and the direction of federal policy, which has increasingly emphasized the importance of academic skills for vocational students.

With the present federal and state emphasis on developing mathematics and science knowledge and skills to a high degree in all students, it appears that it is necessary for career-technical teachers to have a firm grounding in these and other academic areas. In addition, in this era of accountability and increased emphasis on academic skill development, the findings from Cramer (2004) present challenges for the field. CTE teachers need to be able partners in students' academic preparation, and CTE offers many opportunities for this to occur through curricular integration. However, if CTE teachers lack appropriate preparation in this area, their students' performance may suffer.

Problem Statement

High-quality CTE teachers are essential for excellent CTE programs. Due to various influences, the requirements of the assorted pathways for CTE teacher certification/licensure have undergone many changes in recent years. In addition, the requirements and pathways for CTE teacher certification/licensure vary greatly among the states. The myriad collection of educational backgrounds, work experiences, testing procedures, and other qualifications for CTE teachers have precluded the construction of an inclusive list of these requirements. Currently, there is a lack of thorough and clear information about the current state of CTE teacher certification/licensure requirements and the recent changes to and trends in these requirements. The lack of an exhaustive, inclusive, and current list of state CTE teacher certification/licensure requirements in the United States is a significant problem.

Purpose of This Study

The purpose of this study was to address the lack of complete and current information about state CTE teacher certification/licensure requirements. Specifically, the study addressed this problem by determining the requirements for CTE teacher certification/licensure in each of the 50 states and the District of Columbia.

The study examined both traditional pathways to certification/licensure and alternative pathways for individuals from business/industry wishing to enter the CTE teaching profession and noted differences between the two. Any differing within-state requirements within subject area taxonomies in CTE (Agricultural Education, business, family and consumer sciences, etc.) were also examined if applicable.

This research examined certification/licensure issues through a state-by-state analysis. Such information will be useful for comparison purposes, certification/licensure updates, program revisions, and policy development.

Research Questions

The research questions for this study were:

1. With respect to each of the states, what are the certification/licensure requirements for CTE teachers in a traditional teacher preparation pathway (degree requirements, academic preparation, work experience, entry/exit tests, etc.)?
2. With respect to each of the states, what are the certification/licensure requirements for CTE teachers in alternative teacher preparation pathways (degree requirements, academic preparation, work experience, entry/exit tests, etc.)?
3. How are certification/licensure requirements for CTE teachers similar to or different from those for teachers of other subject disciplines?
4. What are the state requirements for certificate/license renewal or upgrade, or for obtaining temporary certification/licensure?

Type of Research

This study addressed the four research questions through descriptive research methods. The research included a thorough survey of the states for information regarding the various requirements and pathways for certification/licensure of CTE teachers in each state.

Procedure

Data Sources and Data Collection Procedures

Data were collected via Internet research, personal phone calls, and personal e-mails. A combination of these methods was used to gather information for each of the 50 states and the District of Columbia.

The data collection process began with an exhaustive search of each state's department of education Web site or the Web site for the state's certification/licensure agency (see Appendix A for a complete list). Documents and other relevant information found on the Web sites were collected and stored in electronic and hard copy form. Next, information was entered into the data collection sheets. After determining what information was missing, personal contact was made with state department of education officials to provide missing information and verify the accuracy of the information already collected. This was done either by e-mail or by telephone. If an initial e-mail was sent, the body of the e-mail was similar to the introductory section of the phone script, providing information about the study and requesting information and a time that the researcher could contact the official (see Appendix B for a sample e-mail). The e-mail also included the questionnaire and a data collection sheet containing any information already obtained, as attachments. If the contact was initially made by phone, the phone script was followed. All information was entered into the data collection sheets.

Once all information had been collected and entered, a follow-up e-mail was sent out to each state's director of CTE (or equivalent position). The e-mail requested that the directors look over the information that had already been collected and inform the researchers of any inaccurate or incomplete information (see Appendix C for a sample e-mail). Any necessary changes were made to the data according to the information received from the state directors.

Population

The population for this study was state departments of education (and similar certification/licensure agencies) for the 50 states and District of Columbia. Data were gathered for each of the 50 states and the District of Columbia. The various U.S. territories were not included.

Instrumentation

The study utilized a phone script (see Appendix D), data collection materials (see Appendix E), and a questionnaire sent via e-mail (see Appendix F). The phone script and questionnaire included questions designed to answer the research questions accurately and thoroughly. The phone script provided a guide for researchers to help them ask all of the interview questions accurately. This would, in turn, yield complete answers for each of the research questions. The questionnaire was similar to the phone script and was adapted to be e-mailed to state department of education representatives to be completed and returned via e-mail. The data collection materials were utilized in order to record the information in an organized manner.

Research Strategies

The following research strategies/methods were used to answer the research questions:

Research Question 1: With respect to each of the states, what are the certification/licensure requirements for CTE teachers in a traditional teacher preparation pathway (degree requirements, academic preparation, work experience, entry/exit tests, etc.)?

To determine these requirements, searches of state Web sites for teacher certification/licensure were conducted. Individual state information was located through a Web portal such as the one at the University of Kentucky (<http://www.uky.edu/Education/TEP/usacert.html>). Once the information was located, it was verified through personal conversations and e-mails with state department of education officials in each of the states and the District of Columbia. If the information was not readily available online, the researchers made personal contact with education officials to collect the data needed. All information gathered was verified through personal contact with education officials.

Research Question 2: With respect to each of the states, what are the certification/licensure requirements for CTE teachers in alternative teacher preparation pathways (degree requirements, academic preparation, work experience, entry/exit tests, etc.)?

Alternative routes to certification/licensure can take various forms, and they may be overseen by agencies or individuals different from those which oversee traditional pathways. Information for this research question was obtained by the same methods used in Research Question 1, but personal follow-up with each state using telephone, e-mail, or postal mail was more extensive to ensure accuracy.

Research Question 3: How are certification/licensure requirements for CTE teachers similar to or different from those for teachers of other subject disciplines?

This information was obtained by comparing information on traditional academic teacher certification/licensure requirements with the requirements for CTE teachers in each of the states. Personal conversations and e-mails with state department of education officials in each of the states were also used to obtain this information.

Research Question 4: What are the state requirements for certificate/license renewal or upgrade, or for obtaining temporary certification/licensure?

This information was obtained through the same methods as Research Question 1. To determine these requirements, searches were conducted of state Web sites for teacher certification/licensure. Individual state information was located through a Web portal such as the one at the University of Kentucky. Once the information was located, it was verified through personal conversations and e-mails with state department of education officials in each of the states. If the information was not readily available online, the researchers made personal contact with education officials to collect the data needed. All information gathered was verified through personal contact with education officials.

Limitations

This descriptive research study involved an examination of the career and technical teacher certification/licensure requirements in each of the 50 states. As such, this type of study does not draw any conclusions about cause and effect relationships regarding the data reported.

The information collected and reported in this study relied upon the identification of information on the Internet and individuals knowledgeable about certification/licensure requirements in each state. The information collected could be affected by the accuracy of the information on the Internet as well as the respondents' accuracy of recall, access to information, or comfort with self-disclosure. Each State Director of CTE was asked to identify an individual to review their states' information being reported to eliminate inaccuracies, but his information could also be affected by the individuals' accuracy of recall, access to information, or comfort with self-disclosure.

The certification/licensure requirements are also subject to change, depending upon policy and procedural changes within a given state. Changes in individual states' certification/licensure requirements may have occurred during the completion of this study without the researchers' knowledge.

Results

Results are reported as an outcome of information collected from the various data sources used in this research study. The following sections report results of data collected from the department of education Web site for each state, questionnaires given to state department of education contacts in telephone interviews, questionnaires taken by state department of education contacts via e-mail, and e-mail correspondence.

A majority of the states were found to have more than one alternative pathway to certification/licensure for CTE teachers. The total number of alternative pathways was 105, and the average number of pathways per state was 2.06. (Refer to Appendix G for a complete list of pathways in each state.) For this reason, $N > 51$ in the tables and appendices referring to alternative certification pathways.

Results: Research Question 1: With respect to each of the states, what are the certification/licensure requirements for CTE teachers in a traditional teacher preparation pathway (degree requirements, academic preparation, work experience, entry/exit tests, etc.)?

Traditionally prepared CTE teachers completed the same teacher preparation programs as academic teachers. The state requirements of traditionally prepared CTE teachers were often the same as those for academic subject teachers, but others varied slightly at times. Variances included work experience requirements for CTE teachers, different testing requirements, and professional certification.

Degree and teacher preparation program requirements for traditionally prepared CTE teachers. Every state that offered a traditional preparation pathway for CTE teachers required those teachers to hold a bachelor's degree in addition to completing a teacher preparation program. All but two states were found to offer traditional preparation pathways. This information is summarized in Appendix H.

Testing requirements for traditionally prepared CTE teachers. Another common requirement was that teachers must pass various entry or exit assessments to obtain an initial certificate or license. Many colleges or universities required applicants to pass tests such as the Praxis I PPST test to qualify for entry into a teacher preparation program. In addition, some states required students to pass exit tests upon completion of their preparation pathway in order to qualify for certification/licensure. The most commonly used set of tests was found to be the Praxis Series Assessments. Different states required different combinations of the tests. Twenty-five states required traditionally prepared teachers to pass the Praxis I PPST, 28 required them to pass the Praxis II Subject Assessment, and 27 required them to pass the Praxis II PLT. In addition, 15 states had their own state-developed tests that they required traditionally prepared CTE teachers to pass. This information is summarized in Appendix J.

Other requirements for traditionally prepared teachers. Most states also had additional requirements for traditionally prepared teachers. Work experience was a requirement in nine states, and three states varied their work experience requirements according to the type of college degree

the teacher candidate had obtained; teachers who held higher degrees were not required to have as much occupational experience. Less common requirements were that the teacher complete an induction or mentor program, already have employment or an offer of employment with a school district, submit a portfolio for review, and/or hold professional certification in the field for which he/she was seeking certification/licensure. This information is summarized in Appendix M.

Results: Research Question 2: With respect to each of the states, what are the certification/licensure requirements for CTE teachers in alternative teacher preparation pathways (degree requirements, academic preparation, work experience, entry/exit tests, etc.)?

Certification/licensure of CTE teachers in alternative teacher preparation pathways varied from state to state and included many different requirements. The alternative pathways fit into four broad types. The first type of pathway included those intended to be used only by teachers in the technical and trade areas. These pathways required college degrees less often, required more work experience, and required that the teacher candidate already be employed by a school district. The second category of pathway included those that were intended to be used only by teachers in the degreed CTE areas of agriculture education, Business Education, agriculture education, Marketing Education, and often health care education areas. These pathways required college degrees and relied less heavily on work experience. The third type of pathway was intended for all CTE teachers. This pathway often involved different combinations of degree and work experience requirements. Finally, the fourth category was a more generalized alternative pathway that could be used by any teacher, not just CTE teachers. The requirements for these programs varied greatly. The number of each type of program, broken down by state, is summarized in Appendix K.

Degree and preparation program requirements for alternatively prepared teachers.

Though bachelor's degrees were not as commonly required for alternatively prepared teachers, 53 of 105 alternative pathways did require them, whereas 22 pathways required only a high school diploma or GED. In addition to requiring various degrees, 32 alternative preparation pathways required teachers to complete an organized teacher preparation program similar to the ones required by the traditional pathway. Degree requirements for alternatively certified/licensed CTE teachers were often more flexible than those for traditionally prepared teachers. Often the degree requirement could be waived if the candidate was able to prove competence in his/her profession through occupational testing, professional certification, or extensive work experience. Degree and preparation program requirements for alternatively prepared CTE teachers are summarized in Appendix I.

Testing requirements for alternatively prepared teachers. Alternative preparation pathways have also incorporated testing into their requirements. Similarly to the traditional preparation pathways, the most common assessments were the Praxis Series: Praxis I was required in 45 pathways, Praxis II Subject Assessment was required in 44, and Praxis II PLT was required in 27. In addition to the Praxis exams, alternative pathways also utilized occupational exams such as those given by the National Occupational Competency Testing Institute (NOCTI), which were required in 14 pathways; state-designed exams, which were required in 20 pathways; and assessments of classroom performance including the Praxis III, which were required in 5 pathways. This information is summarized in Appendix L.

Other requirements for alternatively prepared teachers. Other requirements in alternative preparation pathways varied greatly and were more common than in traditional preparation programs. As previously mentioned, organized preparation programs were used in some alternative preparation pathways, but more common was the use of college or other educational courses to give the alternatively prepared CTE teacher the necessary knowledge of pedagogy, philosophy, practice, and CTE education in general. The specific courses required were often based upon the individual's past experience and background and varied from person to person. This type of additional coursework was utilized in 55 alternative preparation pathways.

Another common requirement in alternative preparation pathways was that teachers have occupational work experience. This was a requirement in 54 pathways and was much more commonly used in alternative preparation pathways than in traditional pathways. Many alternative preparation pathways were occupation-based and relied mainly upon the teachers' work experience in their field of certification/licensure. Twenty pathways varied the level of work experience required depending on the level of the degree the teacher candidate held: teacher candidates with higher degrees were not required to have as much work experience as others. In total, 74 of the 105 alternative preparation pathways required teachers to have at least some occupational work experience.

A current offer of employment was also a more common requirement for alternative preparation pathways. In 37 pathways, the teacher was required to have a current offer of employment in order to begin completing educational and other requirements of the pathway. Most teachers were able to attend classes or summer workshops/programs while teaching until they had met all initial requirements of the pathway.

Participation in induction or mentor programs was an initial requirement in 21 pathways. Another less common requirement (15 pathways) was that the teacher be professionally certified in his/her area of certification/licensure. This requirement could often be waived depending on the candidate's level of occupational experience or testing and was not required unless certification existed for the particular profession. All of the information on other requirements of alternative certification/licensure pathways is summarized in Appendix N.

Results: Research Question 3: How are certification/licensure requirements for CTE teachers similar to or different from those for teachers of other subject disciplines?

Requirements for the certification/licensure of CTE teachers were similar to the requirements for teachers in other subject disciplines if the CTE teacher candidates followed the traditional preparation pathways or general alternative preparation pathways previously discussed. The only time the requirements for traditionally prepared CTE teachers differed from those for teachers of other disciplines was when work experience was required for traditionally prepared CTE teachers.

For CTE teachers prepared through alternative pathways, the requirements fell into four general categories. Work experience was always a requirement for CTE teachers but not always for teachers of other subject disciplines in 47 states. Not all CTE teachers were required to have a bachelor's degree in 45 states, while teachers of other disciplines were always required to hold

the degree. Testing requirements were also different for CTE teachers in 33 states, and 12 states required professional certification for CTE teachers but not for teachers of other disciplines.

Only two states had identical requirements for CTE teachers and for teachers of other subject disciplines. The information regarding this question is summarized in Appendix O.

An additional inquiry on the questionnaire addressed the highly qualified teacher provision of the No Child Left Behind Act. States were asked if a definition of a highly qualified CTE teacher had been created in their state. Forty-three states had no such definition, with most stating that CTE teachers were not required to have “highly qualified” status because they were not teaching in a core academic area. The seven states with requirements for highly qualified CTE teachers were Alabama, Arizona, Louisiana, Missouri, Montana, Oklahoma, and South Dakota.

Results: Research Question 4: What are the state requirements for certificate/license renewal or upgrade, or for obtaining temporary certification/licensure?

Certification/licensure renewal and upgrade requirements for CTE teachers varied from state to state, and even from pathway to pathway within each state. In addition, the renewal requirements were often different for traditionally and alternatively prepared CTE teachers. Many states also had requirements for temporary or substitute certification/licensure.

Renewal requirements. The most common requirements for renewing a certificate/license obtained under a traditional route to certification/licensure were completion of college coursework and/or completion of various professional development activities. Completion of a set number of hours of college credit was a renewal requirement in 26 states, and completion of professional development activities was a renewal requirement in 36 states. College coursework was often an option for professional development. Some less common renewal requirements were National Board Certification (four states), completion of an organized professional development program (three states), the completion of a higher degree (two states), and teaching experience (one state).

Renewal of certification/licensure for traditionally prepared CTE teachers often required a combination of the requirements described above. Many states required teachers to choose between several of the requirements in order to renew their certification/licensure. Often, different levels of certification/licensure within the same state had different renewal requirements. This information is summarized in Appendix P.

Renewal requirements for alternatively prepared teachers were similar to those for traditionally prepared teachers; 84 of the 105 alternative pathways had the same set of requirements for renewal of certificates/licenses obtained through an alternative route as for certificates/licenses obtained through a traditional route. The pathways with different renewal requirements from the traditional pathways in their state most often required completion of college coursework or professional development activities. This information is summarized in Appendix Q.

Upgrade requirements. Requirements for upgrading from one level of certification/licensure to another varied quite a bit for both the traditional and alternative pathways. Often different combinations or choices of requirements were available under the same pathway. The require-

ments were usually different when upgrading to different levels of licensure/certification within the same pathway.

The most common requirement for certification/licensure upgrades under the traditional pathway was teaching experience; 27 states required teachers to have a set number of years of classroom experience before advancing to the next level of certification/licensure. Another common requirement (21 states) was that teachers earn a higher degree to advance their certification/licensure to a higher level. Certification by the National Board for Professional Teaching Standards was a requirement or an option for upgrading a certificate/license in 14 states. Ten states required additional testing or completion of an induction or mentorship program for certification/licensure upgrades. Information about certification/licensure upgrades for traditionally prepared CTE teachers is summarized in Appendix R.

Upgrade requirements were similar in alternative preparation pathways; 82 of the 105 pathways had the same requirements as those for the traditional pathway in that state. A major upgrade requirement that was different from those of the traditional pathway was for alternatively prepared teachers to complete initial requirements to move from a temporary or provisional certificate/license to a full certificate/license. This was a requirement of 32 alternative pathways. Additional requirements included teaching experience (eight pathways). Five pathways did not offer upgrades at all. Information about certification/licensure upgrades for alternatively prepared CTE teachers is summarized in Appendix S.

Requirements for substitute/temporary certification/licensure. Requirements for substitute/temporary licensure in traditional preparation programs were very diverse across the states. Eighteen states required that all substitute teachers have at least a bachelor's degree, and 13 required them to be fully certified/licensed or to meet the same requirements as fully certified/licensed teachers. Four states required substitute/temporary teachers to pass licensure tests, and 4 required them to have completed a teacher preparation program. Three states required substitute/temporary teachers to hold only a high school diploma. Finally, 19 states left the decision for substitute/temporary licensure up to individual school districts. This information is summarized in Appendix T.

In 95 alternative preparation pathways, the requirements for substitute/temporary teaching were the same as those for the traditional pathway in that state. Five pathways that did not have the same requirements as the traditional pathways in their states required substitute/temporary teachers to have only occupational experience. An additional 4 pathways gave districts the final decision on alternatively prepared substitute/temporary teachers. One alternative preparation pathway required substitute/temporary teachers to hold a full certificate/license. This information is summarized in Appendix U.

Results Summary/Comparison

A complete list of the information obtained for each state is provided in Appendix V. Tables 1 and 2 are offered for purposes of comparison. They summarize the information presented above, but combine the information for the traditional and alternative pathways that was split up among the research questions. Each column indicates the total number of pathways that

utilize each requirement listed. Table 1 shows initial certification/licensure requirements for both the traditional and alternative pathways. Table 2 compares renewal and upgrade requirements for traditional and alternative pathways.

Table 1
Requirements for Initial Certification/Licensure

Requirement	Traditional Preparation <i>N</i> = 51	Alternative Preparation <i>N</i> = 105
High school diploma Only	0	22
Some College	0	4
Associate Degree	1	3
Bachelor's Degree	49	53
Master's Degree	1	3
Teacher Preparation Program	49	32
Additional Coursework	0	55
Testing		
Praxis I PPST	25	45
Praxis II Subject Assessment	28	44
Praxis II PLT	0	27
Occupational Assessment	27	14
State Tests	15	20
Performance	0	5
Other	0	10
Work Experience	9	54
Portfolio Review	1	0
Must be Employed	1	37
Experience/Degree Combination	3	20
Professional Certification	2	15
Induction/Mentor Program	2	21
Other	2	27

Table 2
Certification/Licensure Renewal and Upgrade Requirements

Requirement	Traditional Preparation N = 51		Alternative Preparation N = 105	
	Renewal	Upgrade	Renewal	Upgrade
College Coursework	26	4	15	3
Professional Development	36	3	12	2
Teaching Experience	2	27	0	8
Obtain Higher Degree	1	21	1	3
National Board Certification	4	14	0	0
Professional Certification	0	0	0	0
Same as Traditional	N/A	N/A	84	82
Complete Professional Development Plan	3	5	0	0
No Upgrades Available	0	0	0	5
Complete Initial Requirements	0	0	0	32
Induction/Mentor Program	0	10	0	2
Completion of Preparation Program	0	2	0	2
Testing/Performance Assessment	0	10	0	0
Other	4	8	0	7

Conclusions

As noted in previous studies, two routes to certification/licensure exist in CTE, a traditional and a non-traditional route. The traditional route consists of an approved degree-based teacher education program that includes pedagogical preparation, general education, content coursework, and field experiences. The non-traditional or alternative routes differ greatly and include requirements such as work experience, portfolio reviews, completion of coursework, completion of teacher preparation programs, entry and exit tests, peer reviews, and professional certification.

All but a handful of states offer traditional preparation pathways for agriculture, business, marketing, and family and consumer sciences. Many also offer traditional pathways for Technology Education and health sciences, but few have traditional university-based preparation programs for technical (trade & industrial) areas.

Pathways for certification/licensure of technical areas rely more heavily on work experience and assessments, including subject matter/occupational, pedagogy, and basic skills tests. These pathways often do not require teachers to have a college degree, but do require significant amounts of work experience and/or professional certification/licensure. New teacher induction programs are also often required of teachers in preparation pathways for the technical areas and alternative certification/licensure pathways. Some of these pathways require new teachers to complete the pedagogy and methods portions of teacher preparation programs, but most of them include just on-site, school-facilitated learning and performance evaluation.

Other alternative certification/licensure routes require the prospective teacher to already have an offer of employment, to operate under a provisional or temporary certificate/license, and/or to complete testing and coursework requirements. These pathways are available for both academic and CTE teachers and are not as likely to require work experience. They are often university-based and involve specific courses of study, many are deficiency-based and teachers must complete coursework to remove deficiencies in order to be fully certificated/licensed, some are simply assessment-based, and others include peer or portfolio reviews.

Testing is a common requirement of both traditional and alternative pathways to certification/licensure. Basic skills, subject matter, and principles of learning and teaching (pedagogy) are most commonly assessed. Many pathways also require new teachers to pass occupational assessments and performance exams; this is most common in the CTE-specific preparation pathways.

Work experience is also highly emphasized in the alternative preparation pathways, since alternatively-prepared CTE teachers are expected not only to have content knowledge, but also to be experienced in their profession. They often must demonstrate their knowledge and experience (through content examinations and documented work experience) before beginning their preparation program and then obtain the pedagogical and educational training needed for full certification/licensure. In addition, nine states require work experience of their traditionally-prepared CTE teachers.

Implications for CTE Teacher Preparation Policy and Research

This study sought to determine the requirements for CTE teacher certification/licensure in all 50 states and the District of Columbia. These requirements vary from state to state, and no two states have exactly the same requirements. This variation has implications for teacher preparation policy and research.

Signed into law in August 2006, the Carl D. Perkins Career and Technical Education Improvement Act of 2006 contains legislative aspects or indicators related to CTE certification/licensure. One key focus of the legislation is improving the transition from business and industry to teaching; the alternative certification/licensure pathways offered by states reflect this priority. Future studies might more closely examine these alternative pathways in order to discern which requirements are most appropriate for recruiting talented professionals, especially those from underrepresented groups, into CTE teaching positions.

The retention of CTE teachers is also mentioned in the new Perkins legislation. It is well-known that almost half of all teachers leave the profession within their first five years of teaching. Again, a review of the data collected by this study may yield opportunities to examine which states are developing strategies to address teacher retention issues. This study determined that some states have instituted teacher mentoring for both traditionally and alternatively certified/licensed CTE teachers. Additionally, as demonstrated by this study, states are requiring paper-and-pencil tests such as Praxis I and II and the NOCTI exams along with performance assessments

such as Praxis III as part of the certification/licensure process. Some of these tests and assessments are required for entry into certification/licensure pathways, while others are required for exit. An examination of whether these tests and assessments are correlated with teacher retention may prove beneficial.

In reviewing CTE teacher certification/licensure requirements from previous studies, it appears that the use of tests and assessments has increased in recent years. CTE leaders nationwide may want to determine which of these are most suitable and, if appropriate, advocate for their inclusion in all CTE teacher certification/licensure requirements. Doing so may make reciprocity between states more uniform and may help to make teacher preparation curriculum more consistent across states.

The new Perkins legislation mandates that teacher professional development focus on applied learning. The ability to plan curriculum focused on real-world situations with academic teachers is also discussed; doing so requires knowledge of the workplace on the part of the CTE teacher. This study demonstrates that few states require work experience for their traditional pathways to CTE certification/licensure. Requiring a minimum level of work experience may be helpful to new CTE teachers.

Many states require only a high school credential, such as a diploma, with appropriate work experience for initial certification/licensure in their alternative pathways. This requirement has long been a reason the CTE teaching profession has been seen as of lesser quality by its academic counterparts. States may wish to examine ways to encourage these alternatively certified/licensed CTE teachers to continue on to a degree, as Ohio has recently done by instituting the requirement of an associate degree in the CTE teaching field/area or in education for the professional certificate/license.

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Cheyenne, WY 82002-0050

(307) 777-6256

avanpa@state.wy.us

<http://ptsb.state.wy.us/>

Appendix B
Sample Initial E-mail

Mr./Ms. _____,

Hello. My name is Lindsey Martin and I work for The Ohio State University in the College of Education and Human Ecology. We are conducting a study of State Requirements for the Certification/Licensure of Secondary Career and Technical Education Teachers for the U.S. Department of Education, Office of Adult and Vocational Education. We are compiling information related to the state requirements for certification/licensure in the area of career and technical education.

I was referred to you as the best person to speak with regarding this study and I have a short survey (5-10 minutes) with several questions about the various programs or pathways for certification/licensure available to CTE teachers in your state. Would you be able to speak with me about this? We can do the survey over the phone, or I can e-mail you a copy of the questions for you to respond to at your convenience.

I can be reached at the phone number or e-mail address below to set up a time to talk or if you have any questions.

Thank you,

Lindsey Martin
Graduate Research Assistant
The Ohio State University
Workforce Development & Education
(614) 247-7239
martin.985@osu.edu

Appendix C
Sample Follow-Up E-mail to State Directors of Career and Technical Education

Mr./Ms. _____,

Hello. My name is Chris Zirkle and I work for The Ohio State University in the College of Education and Human Ecology. We are conducting a study of State Requirements for the Certification/Licensure of Secondary Career and Technical Education Teachers for the U.S. Department of Education, Office of Adult and Vocational Education. We are in the final process of verifying information and completing the paper.

Previously, we used your state's Web site to gather information and spoke with an individual in certification/licensure or career and technical education regarding your state's requirements for certification/licensure in the area of career and technical education. We collected information regarding requirements for traditional and alternative pathways for certification/licensure in the various areas of career and technical education.

I have attached a document summarizing the information we have gathered. To ensure our accuracy, we ask that you look through this document and inform us if we have left anything out or have any incorrect information. You can either make any corrections directly in the document and return it to us, or call us to discuss this. If we do not hear back from you by *February 6th, 2007*, we will assume our information is correct and complete our paper with the information we already have.

Thank you very much for your time and assistance with this study. If you have any questions or concerns, please feel free to contact us at your convenience.

Thank you,

Chris Zirkle, Ph.D.
The Ohio State University
College of Education and Human Ecology
283 Arps Hall
1945 North High Street
Columbus, OH 43210
(614) 247-6227
(614) 292-0102 FAX
zirkle.6@osu.edu
<http://www.coe.ohio-state.edu/czirkle/>

Appendix D Phone Script

Hello. My name is _____ and I work for The Ohio State University in the College of Education and Human Ecology. We are conducting a study of State Requirements for the Certification/Licensure of Secondary Career and Technical Education Teachers for the U.S. Department of Education, Office of Adult and Vocational Education. We are compiling information related to state requirements for certification/licensure in the area of career and technical education.

Are you the best person to speak with regarding CTE teacher preparation pathways?

If Yes: Your participation is completely voluntary and you may stop this interview at any time. If you would be willing to participate, the interview should only take 5-10 minutes. May we continue?

If No: Can you tell me who would be best qualified to answer my questions?

Questionnaire:

Pathways for Certification/Licensure:

1. Does [state] have more than one pathway for initial (results in/qualifies school for CTE funding) certification/licensure?
2. If so, how many distinct pathways in addition to the traditional teacher preparation pathway are available to those seeking CTE certification/licensure?

Regarding the Traditional Teacher Preparation Pathway:

1. What are the degree requirements?
2. Explain the academic preparation required.
3. Is any work experience required? If so, how much and what kind of experience qualifies?
4. Do you require students in the traditional preparation pathway to pass an entry or exit test?
5. If so, what test(s) do you use?
6. How long does this pathway typically take to complete?
7. What are the requirements for renewal of the certificate/license through the traditional pathway?
8. What are the requirements for upgrading the certificate/license through the traditional pathway?
9. What are requirements for temporary/substitute certification/licensure through the traditional pathway?

Regarding the Alternative Teacher Preparation Pathway(s):*

1. What is this pathway called or what is its classification?
2. What are the degree requirements, if any?
3. What are the non-degree academic requirements?

4. Is any work experience required? If so, how much and what kind of experience qualifies?
5. Do you require students in this alternative preparation pathway to pass an entry or exit test?
6. If so, what test(s) do you use?
7. How long does this pathway typically take to complete?
8. What are the requirements for renewal of the certificate/license through this alternative pathway?
9. What are the requirements for upgrading the certificate/license through this alternative pathway?
10. What are requirements for temporary/substitute certification/licensure through this alternative pathway?

**This section will be repeated for each different alternative certification/licensure pathway*

CTE Teacher Certification/Licensure vs. Academic Teacher Certification/Licensure:

1. Are the certification/licensure requirements for CTE teachers similar or different from teachers of academic or other disciplines such as science, mathematics, English, social studies, etc.?
2. If so, please explain any significant differences.

Does your state have a definition for a “Highly Qualified CTE Teacher” at the secondary and/or postsecondary level?

Do you have any additional comments or information to share?

Thank you for your time. May I contact you with any further questions should the need arise?

Appendix E
Data Collection Sheet: STATE

Name: _____
 Title: _____
 Phone: _____
 E-mail: _____
 Date: _____

Pathways for Certification/Licensure:
Does state have alternative programs?
of alternative programs

Traditional Teacher Preparation Program:
Degree Requirements
Academic Preparation
Work Experience
Entry/Exit Tests
Length of Program
Certificate/License Acquired
Requirements for License Renewal
Requirements for License Upgrades
Requirements for Temporary/Substitute Licensure
Additional Requirements

Alternative Teacher Preparation Program(s)*:
Program Name/Classification
Degree Requirements
Academic Preparation
Work Experience
Entry/Exit Tests
Length of Program
Certificate/License Acquired
Requirements for License Renewal
Requirements for License Upgrades
Requirements for Temporary/Substitute Licensure
Additional Requirements

*Repeated for each alternative program

CTE vs. Academic Teacher Certification/Licensure:
Differences Between CTE and Academic Certification/Licensure

Highly Qualified CTE Teacher:
Definition of secondary/postsecondary highly qualified CTE teacher

Additional Comments:

Appendix F
E-mail Questionnaire

Survey: State Requirements for the Certification/Licensure of Secondary CTE Teachers
The Ohio State University
Office of Adult and Vocational Education, U.S. Department of Education

Pathways for Certification/Licensure:

1. Does [state] have more than one pathway for initial (results in/qualifies school for CTE funding) certification/licensure?
2. If so, how many distinct pathways in addition to the traditional teacher preparation pathway are available to those seeking CTE certification/licensure?

Regarding the Traditional Teacher Preparation Pathway:

1. What are the degree requirements?
2. Explain the academic preparation required.
3. Is any work experience required? If so, how much and what kind of experience qualifies?
4. Do you require students in the traditional preparation pathway to pass an entry or exit test?
5. If so, what test(s) do you use?
6. What is the name of the certificate/license that is received upon completion of the pathway?
7. How long does this pathway typically take to complete?
8. What are the requirements for renewal of the certification/licensure through the traditional pathway?
9. What are the requirements for upgrading the certification/licensure through the traditional pathway?
10. What are requirements for temporary/substitute certification/licensure through the traditional pathway?
11. Are there any additional requirements?

Regarding the Alternative Teacher Preparation Pathway(s):*

1. What is this pathway called or what is its classification?
2. What are the degree requirements, if any?
3. What are the non-degree academic requirements?
4. Is any work experience required? If so, how much and what kind of experience qualifies?
5. Do you require students in this alternative preparation pathway to pass an entry or exit test?
6. If so, what test(s) do you use?
7. What is the name of the certificate/license that is received upon completion of the pathway?
8. How long does this pathway typically take to complete?
9. What are the requirements for renewal of the certification/licensure through this alternative pathway?
10. What are the requirements for upgrading the certification/licensure through this alternative pathway?

11. What are requirements for temporary/substitute certification/licensure through this alternative pathway?
12. Are there any additional requirements?

*Please repeat this section for each alternative pathway

CTE Teacher Certification/Licensure vs. Academic Teacher Certification/Licensure:

1. Are the certification/licensure requirements for CTE teachers similar or different from teachers of academic or other disciplines such as science, mathematics, English, social studies, etc.?
2. If so, please explain any significant differences.

Does your state have a definition for a “Highly Qualified CTE Teacher” at the secondary and/or postsecondary level?

Do you have any additional comments or information to share?

Questions or comments? Please contact Lindsey Martin at (614)247-7239 or martin.985@osu.edu

Appendix G
Alternative Pathway List

State	Letter*	Name of Pathway
AL	A	Career/Technical Alternative Baccalaureate-Level Certificate Approach
	B	Career/Technical Certificates Endorsed in Technical Education
AK	A	Type M Limited Certificate (no preparation program available)
AZ	A	Option A (degree and work experience)
	B	Option B (degree and work experience)
	C	Option C (work experience)
AR	A	Non-Traditional Licensure Program
	B	CTE Licensure - Degreed Teacher Licensure
	C	Career and Technical Permit
CA	A	Vocational Credentialing
CO	A	Alternative Teacher Preparation Program
	B	Teacher in Residence Program
CT	A	Alternative Teacher Preparation Program
	B	Alternative for Trade Teachers
DC	A	Alternative Route License
	B	Restricted License
DE	A	Alternative Route to Certification Program
	B	Vocational (Trade & industry)
FL	A	Alternative Program for Bus, Mkt, Ag, FCS, and Tech Ed (degreed areas)
	B	Alternative Program for Trade Areas
GA	A	Georgia Teacher Alternative Preparation Program (TAPP)
	B	Non-Renewable, Certificate-Based Option
	C	Non-Renewable, Test-Based Option
HI	A	Alternate Licensing Program
ID	A	Standard Certificate with Occupational Endorsement
	B	Industry-Based Prof-Tech Certification (no preparation programs available)
	C	Alternative Route Certification
IA	A	Alternative Licensure Program
	B	Occupational License
IL	A	Alternative Teaching Certification and Alternative Route to Certification
	B	Provisional Vocational Certification
IN	A	Occupational Specialist Licensure
KS	A	Alternative Route to Licensure
	B	Technical Education Certificate

* The letters assigned to each state in the Letter column are for reference purposes with Appendices L, M, N, Q, S, and U.

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

State	Letter	Name of Pathway
KY	A	Occupation-Based Career and Technical Education Certification
	B	Adjunct Instructor Certification (part-time position)
	C	Veterans of the Armed Services
	D	University-Based Alt. Route to Certification - Master of Arts in Teaching
LA	A	Practitioner Teacher Alternative Certification Program
	B	Master's Degree Alternative Certification Program
	C	Non-Master's Degree Certification Only Alternative Certification Program
	D	Career and Technical Degreed Teacher Licensure
	E	Career and Technical Trade & Industrial Education Certificate
ME	A	CTE Certification and Endorsements
MD	A	Resident Teacher Certification
	B	Alternative Certification Options for Career/Technical Teachers
MA	A	Vocational Licensure
MI	A	Vocational Teacher Certification
MN	A	Portfolio Evaluation Process
MS	A	Mississippi Alternative Path to Quality Educators (Bus, FCS, Mkt, and Tech Ed)
	B	Teach Mississippi Institute (Bus, FCS, Mkt, and Tech Ed)
	C	Master of Arts in Teaching (Bus, FCS, Mkt, and Tech Ed)
	D	3-Year Vocational Educator License for Non-Degree Applicants
	E	3-Year Vocational Educator License for Non Education-Degree Applicants
MO	A	Alternative Route
	B	Career Education License to Teach (secondary)
MT	A	Class 4A License: Career and Vocational/Technical Education License
	B	Class 4B License: Career and Vocational/Technical Education License
	C	Class 4C License: Vocational Career License
NE	A	Provisional Trades Teaching Certificate (when no prep program is available)
	B	Transitional Teaching Certification
NV	A	Business and Industry Licensure
	B	Special Qualifications
NH	A	Career and Technical Specialty: Alternative IV
	B	Alternative V (Comprehensive Agriculture, Business, and Marketing)
NJ	A	College-Based Alternate Route (for degreed CTE teachers)
	B	Vocational Certification - only choice for the Trade & Industry Areas
NM	A	Alternative Licensure Route
	B	Secondary Vocational-Technical Licensure
NY	A	Individual Evaluation/National Board Certification
NC	A	Lateral Entry Route
ND	A	Alternative Access Route

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

State	Letter	Name of Pathway
OH	A	Alternative Educator License
	B	Route B Program
OK	A	FCS, Agriculture Education, Business and IT, and Technology Education
	B	Trades Areas and Technical Education and some Health Careers Areas
	C	Oklahoma Alternative Placement Program
OR	A	Professional Technical License
PA	A	Vocational Certification
	B	Teacher Intern Program (not available for trades/vocational areas)
RI	A	Vocational Education Certification Program
SC	A	Pace - Alternative Route
	B	CTE Work-Based Certification
SD	A	Alternative Certification (Trade & Industry)
	B	Degree Programs for Career Areas
TN	A	Alternative License A/C
	B	Alternative License E (specifically for career switchers)
	C	Occupational Education License
TX	A	Alternative Route
	B	Trade & Industrial Education
UT	A	Alternative Route to Licensure
	B	Applied Technology Education Licensure
VT	A	Alternative Licensure Route: Peer Review
	B	Transcript Review
	C	CTE Licensure
VA	A	Alternative Route to Licensure
	B	Career Switcher Alternative Route to Licensure Program
	C	Experiential Learning
	D	Technical Professional License
WA	A	CTE Teaching Certificate - College/University Route
WV	A	Alternative Route to Certification
	B	Career/Technical Education Certificates
WI	A	License by Equivalency
	B	Technical Education License
	C	Career Licenses in Marketing, Business, Agriculture, and FCS
	105	Total Number of Alternative Pathways
	2.06	Average Number of Alternative Pathways Per State

Appendix H

Traditional Pathway Degree/Preparation Program Requirements

	Associate	Bachelor's	Master's	Preparation Program
AL		X		X
AK		X		X
AZ		X		X
AR		X		X
CA		X		X
CO		X		X
CT		X		X
DE		X		X
DC		X		X
FL		X		X
GA		X		X
HA		X		X
ID		X		X
IL		X		X
IN		X		X
IA		X		X
KS		X		X
KY		X		X
LA		X		X
ME		X		X
MD		X		X
MA		X		X
MI		X		X
MN		X		X
MS		X		X
MO		X		X
MT		X		X
NE		X		X
NV		X		X
NH				
NJ				
NM		X		X
NY		X		X
NC		X		X

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	Associate	Bachelor's	Master's	Preparation Program
ND		X		X
OH		X		X
OK		X		X
OR		X		X
PA		X		X
RI		X		X
SC		X		X
SD		X	X	X
TN		X		X
TX		X		X
UT		X		X
VT		X		X
VA		X		X
WA		X		X
WV	X	X		X
WI		X		X
WY		X		X
Totals	1	49	1	49

Appendix I

Alternative Pathway Degree/Preparation Program Requirements

	# of Pathways	H.S. Degree	Some College	Associate	Bachelor's	Master's	Experience/ Degree Combo	Preparation Program
AL	2				A		B	
AK	1	A						
AZ	3	C			A,B			
AR	3				A,B		C	A
CA	1	A	A					
CO	2				A,B			
CT	2	B			A			
DE	2						A,B	
DC	2		B					A,B
FL	2				A			A
GA	3				A,B,C			
HA	1				A			A
ID	3	B			A,C			A
IL	2		B		A			
IN	1	A					A	
IA	2				A			
KS	2				A			
KY	4	A,B,C			D			D
LA	5	E			A,C,D	B	E	A,B,C
ME	1						A	A
MD	2				A		B	
MA	1	A					A	
MI	1				A			A
MN	1				A			
MS	5	D		E	A,B,E	C		A,C,D,E
MO	2				A		B	A
MT	3	C		B				
NE	2	A			B			B
NV	2	A				B		
NH	2				B		A	

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	# of Pathways	H.S. Degree	Some College	Associate	Bachelor's	Master's	Experience/ Degree Combo	Preparation Program
NJ	2				A		B	A,B
NM	2						A,B	A
NY	1						A	A
NC	1				A			
ND	1				A			
OH	2						A,B	
OK	3	B			A,C			
OR	1			A				
PA	2	A			B			A
RI	1	A						
SC	2				A		B	
SD	2		A		B			A
TN	3	C			A,B			A
TX	2				A		B	A
UT	2				A		B	
VT	3	C			A,B			
VA	4	D			A,B,C			
WA	1				A			A
WV	2	B			A			A,B
WI	3				A,B,C			A,B,C
WY	0							
Totals	105	22	4	3	53	3	20	32

Note: The letters A, B, C, D, and E represent the different pathways within each state. They are used to differentiate the pathways from one another within each state. Please refer to Appendix G for a list of pathways and the letters assigned to them for each state.

Appendix J

Traditional Pathway Testing Requirements

	Praxis I	Praxis II Subject Assessment	Praxis II PLT	State Tests
AL				X
AK	X			X
AZ				X
AR	X		X	
CA		X		X
CO		X		
CT	X	X	X	
DE	X	X	X	
DC	X	X		
FL				X
GA	X	X	X	
HA	X	X	X	
ID		X	X	X
IL	X	X	X	
IN	X	X	X	
IA	X			
KS		X	X	
KY		X	X	
LA		X	X	
ME	X		X	
MD	X	X	X	
MA				X
MI				X
MN	X	X	X	
MS		X	X	
MO	X	X	X	
MT				
NE	X			
NV	X			
NH				
NJ				
NM				X
NY				X
NC	X	X	X	

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	Praxis I	Praxis II Subject Assessment	Praxis II PLT	State Tests
ND	X			
OH		X	X	
OK				X
OR	X	X		X
PA	X	X	X	
RI			X	
SC		X	X	
SD		X	X	
TN	X	X	X	
TX				X
UT	X		X	
VT	X	X		
VA		X	X	X
WA	X	X		X
WV			X	
WI	X	X		
WY			X	
Totals	25	28	27	15

Appendix K

Alternative Pathway Types by State

State	Degreed CTE	Non-Degreed CTE	Combined CTE	General Alternative
AL	1	1	0	0
AK	0	0	0	1
AZ	0	0	0	3
AR	1	1	0	1
CA	0	1	0	0
CO	0	0	0	2
CT	0	1	0	1
DC	0	0	0	2
DE	0	0	1	1
FL	1	1	0	0
GA	0	0	0	3
HI	0	0	0	1
ID	1	1	0	1
IA	0	0	1	1
IL	0	1	0	2
IN	0	1	0	0
KS	0	1	0	1
KY	0	1	0	3
LA	1	1	0	3
ME	0	0	1	0
MD	0	0	1	1
MA	0	0	1	0
MI	0	0	1	0
MN	0	0	0	1
MS	1	1	0	3
MO	0	0	1	1
MT	2	1	0	0
NB	0	1	0	1
NV	0	1	0	1
NH	1	1	0	0
NJ	0	1	0	1
NM	0	1	0	1
NY	0	0	0	1
NC	0	0	0	1
ND	0	0	0	1

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

State	Degreed CTE	Non-Degreed CTE	Combined CTE	General Alternative
ND	0	0	0	1
OH	0	1	0	1
OK	1	1	0	1
OR	0	0	1	0
PA	0	1	0	1
RI	0	1	0	0
SC	0	0	1	1
SD	1	1	0	0
TN	0	1	0	2
TX	0	0	1	1
UT	0	0	1	1
VT	0	0	1	2
VA	0	0	1	3
WA	1	0	0	0
WV	0	0	1	1
WI	1	1	0	1
WY	0	0	0	0
Totals	13	25	14	54

Appendix L

Alternative Pathway Testing Requirements

	# of Pathways	Praxis I	Praxis II Subject Assessment	Occupational	Praxis II PLT	State Tests	Performance	Other Tests
AL	2			A,B		A		
AK	1							
AZ	3					A,B,C		
AR	3	A,B,C	B	C	A,B		A,B	
CA	1							A
CO	2		A,B			A,B		
CT	2	A	A		A			
DE	2	A,B	A		A			
DC	2	A,B	A,B					
FL	2					A		A,B
GA	3	A,B,C	A,C		A,C			
HA	1	A	A		A			
ID	3		A		A	A,C	C	
IL	2	A	A					
IN	1			A				
IA	2							
KS	2		A	B				
KY	4		B,D	A	D	A		
LA	5	A-E	A,B,C,D	E	A,B,C,D		D	A,B,C
ME	1	A	A		A			
MD	2	A,B	A		A			
MA	1							A
MI	1					A		
MN	1	A	A		A			
MS	5	A,B,C	A,B,C	D,E				D,E
MO	2	A	A		A			
MT	3							
NE	2	A,B						
NV	2	A,B						
NH	2	A,B						

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	# of Pathways	Praxis I	Praxis II Subject Assessment	Occupational	Praxis II PLT	State Tests	Performance	Other Tests
NJ	2							
NM	2					A		
NY	1					A		
NC	1		A					
ND	1	A						
OH	2	B	A		A			
OK	3			A,B		A,C		
OR	1	A				A		
PA	2	A,B	A,B	A	A,B			
RI	1			A	A			
SC	2		A		A			A
SD	2		B		B			
TN	3	B	A,B		A,B			
TX	2					A		
UT	2		A	B			A	
VT	3	A,B,C	A,B					
VA	4		A,B,C		A,B	A,B		
WA	1		A			A		
WV	2	A,B	A					
WI	3	B,C	B,C					
WY	0							
Totals	105	45	44	14	27	20	5	10

Note: The letters A, B, C, D, and E represent the different pathways within each state. They are used to differentiate the pathways from one another within each state. Please refer to Appendix G for a list of pathways and the letters assigned to them for each state.

Appendix M

Traditional Pathway Other Requirements

	Experience/ Degree Combos	Induction/ Mentor Program	Must be Employed	Portfolio	Professional Certification	Work Experience	Other
AL							
AK							
AZ							
AR							
CA							
CO						X	
CT							
DE	X						
DC							
FL							
GA							
HA						X	
ID						X	
IL							
IN		X		X			
IA							
KS							
KY			X				
LA							
ME							
MD							
MA							
MI							
MN							
MS							
MO							
MT							
NE							
NV					X	X	X
NH							

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	Experience/ Degree Combos	Induction/ Mentor Program	Must be Employed	Portfolio	Professional Certification	Work Experience	Other
NJ							
NM	X	X					
NY					X		
NC							
ND	X						X
OH							
OK							
OR							
PA							
RI							
SC							
SD						X	
TN							
TX						X	
UT							
VT							
VA							
WA						X	
WV						X	
WI							
WY						X	
Totals	3	2	1	1	2	9	2

Appendix N

Alternative Pathway Other Requirements

	# of Pathways	Additional Coursework	Work Experience	Must be Employed	Professional Certification	Induction/Mentor Program	Other
AL	2	A,B	A				
AK	1		A	A			A
AZ	3	A,B	A,B,C				B
AR	3	C			C		
CA	1		A				
CO	2	A,B		B		B	
CT	2	A,B	B	A			A
DE	2	A,B		A			
DC	2			A,B			
FL	2	B	A,B				
GA	3	A,B,C		A			A,B
HA	1			A			
ID	3	B,C	A,B			C	
IL	2	A	B	A			A
IN	1	A			A		A
IA	2	A	A,B			A,B	A
KS	2	A,B	A,B	A	B		
KY	4	A	A,B,C	A,B,D		B,D	C
LA	5		A,E	A,B,C		A	
ME	1				A		
MD	2	A,B		A		A	
MA	1		A				
MI	1		A				
MN	1	A					A
MS	5	B	D,E	B		A,B,D,E	
MO	2	B		A	B		
MT	3		A,B,C				A
NE	2		A				A
NV	2	A	A,B		A,B	B	B
NH	2	B		B		A	

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	# of Pathways	Additional Coursework	Work Experience	Must be Employed	Professional Certification	Induction/Mentor Program	Other
NJ	2			A,B		A	A
NM	2	B		A,B		A,B	A
NY	1				A		A
NC	1	A		A			
ND	1		A				A
OH	2	A,B		B	B		
OK	3	B,C	A,B,C			C	C
OR	1	A	A	A			
PA	2	B	A				
RI	1	A	A	A			
SC	2	A,B	A	A	B	A	B
SD	2	B	A,B	A			
TN	3	B,C	C		C	A	A
TX	2	B			B	A	B
UT	2	A,B		A,B	B		A
VT	3	A,B,C	A,B,C				A,B,C
VA	4	A,B,C,D	B,C,D	A,B,C,D	D		C
WA	1	A	A				
WV	2		B	A	B		
WI	3		A,B				A
WY	0						
Totals	105	55	54	37	15	21	27

Note: The letters A, B, C, D, and E represent the different pathways within each state. They are used to differentiate the pathways from one another within each state. Please refer to Appendix G for a list of pathways and the letters assigned to them for each state.

Appendix O

Requirement Differences Between CTE and Other Disciplines

	Work Experience	Degree	Testing	Professional Certification	Other
AL	X	X			
AK	X	X			
AZ	X	X	X		
AR	X	X		X	
CA	X	X	X		
CO	X				
CT	X	X	X		
DC					
DE	X	X	X		X
FL	X	X	X		X
GA	X	X	X		
HI	X				
ID	X	X			
IA	X	X			
IL	X	X	X		
IN	X	X	X		
KS	X	X	X	X	
KY	X	X	X		
LA	X	X	X		
ME	X	X	X	X	
MD	X	X	X		
MA	X	X	X		
MI	X	X			
MN			X		
MS	X	X	X	X	X
MO	X	X	X	X	
MT	X	X			
NB	X	X			
NV	X	X	X	X	X
NH	X	X			X
NJ	X	X			X
NM	X	X	X		
NY	X	X	X	X	

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	Work Experience	Degree	Testing	Professional Certification	Other
NC					
ND	X	X			
OH	X	X			
OK	X	X	X		
OR	X	X	X		
PA	X	X	X		
RI	X	X	X		
SC	X	X	X	X	X
SD	X	X	X		
TN	X	X	X	X	
TX	X	X	X		
UT	X	X	X	X	
VT		X	X		
VA	X	X	X	X	
WA	X	X	X		X
WV	X	X	X	X	
WI	X	X			
WY	X				
Totals	47	45	33	12	8

Appendix P

Traditional Pathway Renewal Requirements

	College Credit	National Board Certification	Professional Development	Development Program	Obtain Higher Degree	Teaching Experience	Other
AL	X	X	X			X	
AK	X						X
AZ	X		X				
AR			X				
CA			X				
CO	X		X				
CT			X				
DE		X	X				
DC	X		X				
FL	X						
GA	X						
HA			X				
ID	X						
IL			X				
IN			X				
IA			X				
KS	X		X				
KY	X		X		X	X	
LA			X				
ME	X						
MD	X						
MA			X				
MI			X	X			
MN	X	X	X				
MS	X	X	X				
MO	X		X				X
MT	X		X				
NE	X						
NV	X						
NH							

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	College Credit	National Board Certification	Professional Development	Development Program	Obtain Higher Degree	Teaching Experience	Other
NJ							
NM			X				
NY			X				
NC	X		X				
ND	X						
OH							
OK			X				
OR	X		X				X
PA	X		X				
RI				X			
SC	X		X				
SD			X				
TN			X				
TX			X				
UT	X		X				
VT			X				
VA	X		X				
WA			X				
WV	X						X
WI				X			
WY			X				
Totals	26	4	36	3	1	2	4

Appendix Q

Alternative Pathway Renewal Requirements

	# of Pathways	College Credit	Professional Development	Obtain Higher Degree	Same as Traditional
AL	2				A,B
AK	1	A	A		
AZ	3	A,B,C			A,B,C
AR	3				A,B
CA	1		A		
CO	2				A,B
CT	2				A,B
DE	2				A,B
DC	2				A,B
FL	2				A,B
GA	3				A,B,C
HA	1				A
ID	3				A,B,C
IL	2				A
IN	1	A			
IA	2		B		A
KS	2		B		A
KY	4	A,D			A,C,D
LA	5	E			A,B,C,D,E
ME	1				A
MD	2				A,B
MA	1				A
MI	1	A			
MN	1				A
MS	5				A,B,C,D,E
MO	2		B		A
MT	3	A,B,C	A,B,C		
NE	2				A,B
NV	2				A,B
NH	2		A,B		
NJ	2				
NM	2				A,B
NY	1				A

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	# of Pathways	College Credit	Professional Development	Obtain Higher Degree	Same as Traditional
NC	1				A
ND	1				A
OH	2	B		B	A
OK	3				A,B,C
OR	1		A		
PA	2				A,B
RI	1				A
SC	2				A,B
SD	2				A,B
TN	3	A,B			A,B
TX	2				A,B
UT	2				A,B
VT	3				A,B,C
VA	4				A,B,C,D
WA	1		A		
WV	2				A,B
WI	3				A,B,C
WY	0				
Totals	105	15	12	1	84

Note: The letters A, B, C, D, and E represent the different pathways within each state. They are used to differentiate the pathways from one another within each state. Please refer to Appendix G for a list of pathways and the letters assigned to them for each state.

Appendix R

Traditional Pathway Upgrade Requirements

	Testing	College Coursework	Induction/Mentor Program	National Board Certification	Obtain Higher Degree	Professional Development	Pro. Development Program	Preparation Program	Teaching Experience	Other
AL					X					
AK	X	X		X				X		X
AZ	X								X	
AR	X		X							
CA			X	X						
CO			X							
CT			X						X	
DE			X	X						
DC										X
FL										
GA					X					
HA										
ID										
IL				X		X			X	
IN					X				X	
IA					X				X	
KS	X			X						
KY		X		X	X					
LA	X				X				X	
ME				X					X	X
MD		X			X		X		X	
MA			X		X				X	
MI							X		X	X
MN										
MS					X					
MO			X	X	X	X			X	
MT					X				X	
NE					X				X	
NV					X				X	

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	Testing	College Coursework	Induction/Mentor Program	National Board Certification	Obtain Higher Degree	Professional Development	Pro. Development Program	Preparation Program	Teaching Experience	Other
NH										
NJ										
NM				X	X		X		X	
NY	X								X	
NC	X					X			X	X
ND				X	X				X	
OH	X							X	X	
OK			X							
OR					X				X	X
PA		X	X						X	
RI										X
SC	X			X						
SD					X					
TN									X	
TX										
UT	X			X	X				X	
VT							X		X	
VA					X					
WA				X					X	X
WV			X		X				X	
WI				X	X		X		X	
WY										
Totals	10	4	10	14	21	3	5	2	27	8

Appendix S

Alternative Pathway Upgrade Requirements

	# of Pathways	College Credit	Professional Development	Teaching Experience	Obtain Higher Degree	Same as Traditional	Induction/Mentor Program	Preparation Program	Complete Initial Requirements	No Upgrades	Other
AL	2	B			B	A		B	A		
AK	1									A	
AZ	3	A				A,B,C					B,C
AR	3					A,B,C			C		
CA	1			A							A
CO	2					A			B		
CT	2					A,B					
DE	2					A,B					
DC	2					A,B			A,B		
FL	2					A,B					
GA	3					A,B,C					
HA	1					A					
ID	3					A,B,C					
IL	2					A					
IN	1						A				A
IA	2			B	B	A			A		
KS	2					A			B		
KY	4					A,C,D			A,D		
LA	5					A-E			A-E		
ME	1					A					
MD	2					A,B					
MA	1					A					
MI	1		A	A							
MN	1					A					
MS	5					A-E					
MO	2		B	B		A	B				B
MT	3									A,B,C	
NE	2					A,B		A			
NV	2					B				A	

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	# of Pathways	College Credit	Professional Development	Teaching Experience	Obtain Higher Degree	Same as Traditional	Induction/Mentor Program	Preparation Program	Complete Initial Requirements	No Upgrades	Other
NH	2			A,B							
NJ	2								A,B		B
NM	2					A,B			A,B		
NY	1					A					
NC	1					A			A		
ND	1					A					
OH	2					A,B			A,B		
OK	3					A,B,C					
OR	1								A		
PA	2					A,B			A,B		
RI	1					A					
SC	2					A,B			B		
SD	2					A,B			A,B		
TN	3					A,B			A,B		
TX	2					A,B					
UT	2					A,B			B		
VT	3					A,B,C					
VA	4			A		A-D			A		
WA	1	A									
WV	2			B	B	A			A		B
WI	3					A,B,C					
WY	0										
Totals	105	3	2	8	3	82	2	2	32	5	7

Note: The letters A, B, C, D, and E represent the different pathways within each state. They are used to differentiate the pathways from one another within each state. Please refer to Appendix G for a list of pathways and the letters assigned to them for each state.

Appendix T

Traditional Pathway Substitute/Temporary Requirements

	Bachelor's	District Decision	H.S. Diploma	Certified/Licensed	Testing	Some College	Prep. Program	Other
AL		X						
AK		X						
AZ	X							
AR	X							
CA	X				X			
CO	X		X	X				
CT	X				X	X	X	
DE				X				
DC	X					X		
FL		X						
GA		X						
HA	X							
ID		X						
IL	X			X		X		X
IN		X						
IA				X				
KS	X					X	X	
KY				X				
LA		X						
ME	X			X				X
MD		X						
MA					X			X
MI						X		
MN				X				
MS		X						
MO	X					X		
MT		X						
NE		X		X				
NV						X		
NH								
NJ								
NM			X	X			X	
NY				X				

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	Bachelor's	District Decision	H.S. Diploma	Certified/Licensed	Testing	Some College	Prep. Program	Other
NC		X						
ND				X				
OH	X							
OK		X						
OR	X							
PA	X				X		X	
RI	X							
SC		X						
SD		X						
TN		X						
TX		X						
UT		X						
VT	X		X					
VA		X						
WA				X				
WV	X							
WI	X			X				
WY						X		
Totals	18	19	3	13	4	8	4	3

Appendix U

Alternative Pathway Substitute/Temporary Requirements

	# of Pathways	District Decision	Same as Traditional	Certified/ Licensed	Occupational Experience
AL	2		A,B		
AK	1		A		
AZ	3		A,B,C		
AR	3		A,B,C		
CA	1		A		
CO	2		A,B		
CT	2		A,B		
DE	2	B	A		
DC	2		A,B		
FL	2		A,B		
GA	3		A,B,C		
HA	1		A		
ID	3		A,B,C		
IL	2		A		B
IN	1		A		
IA	2		A,B		
KS	2	B	A		
KY	4		B,C,D		A
LA	5		A,B,C,D,E		
ME	1		A		
MD	2		A,B		
MA	1		A		
MI	1				A
MN	1		A		
MS	5		A,B,C,D,E		
MO	2		A,B		
MT	3		A,B,C		
NE	2		A,B		
NV	2		A,B		
NH	2	A,B			
NJ	2		A		B
NM	2		A,B		
NY	1		A		

Study of State Certification/Licensure Requirements for Secondary CTE Teachers

	# of Pathways	District Decision	Same as Traditional	Certified/Licensed	Occupational Experience
NC	1		A		
ND	1		A		
OH	2		A,B		
OK	3		A,B,C		
OR	1			A	
PA	2		A,B		
RI	1		A		
SC	2		A,B		
SD	2		A,B		
TN	3		A,B,C		
TX	2		A,B		
UT	2		A,B		
VT	3		A,B,C		
VA	4		A,B,C,D		
WA	1		A		
WV	2		A		B
WI	3		A,B,C		
WY	0				
Totals	105	4	95	1	5

Note: The letters A, B, C, D, and E represent the different pathways within each state. They are used to differentiate the pathways from one another within each state. Please refer to Appendix G for a list of pathways and the letters assigned to them for each state.

Appendix V
Summaries of State Requirements for Certification/Licensure of CTE Teachers

Alabama

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate/licensure is awarded by the state upon completion of the following requirements:

- Completion of a bachelor's degree or higher
- Completion of a state-approved teacher preparation program including student teaching experience
- Passing score on the Alabama Prospective Teacher Testing Program (basic skills and subject assessments)

Requirements for license renewals include the following:

- Three years of successful teaching experience and 50 clock hours of professional development activities *or*
- Three years of successful teaching experience and 3 semester hours of allowable credit *or*
- 50 clock hours of professional development activities and 3 semester hours of allowable credit *or*
- Initial issuance of National Board Certification

Requirements for certificate/license upgrades include the following:

- Completion of a master's, doctoral, or 6th year program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route(s)

Career/Technical Alternative Baccalaureate-Level Certificate Approach

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Completion of a bachelor's degree or higher
- At least 32 semester hours with at least 19 upper division-level hours from an accredited institution in the field for which certification/licensure is sought
- At least 3 years of full-time work experience in business and industry within the last 7 years in the field for which certification/licensure is sought
- Passing score on the Alabama Prospective Teacher Testing Program and State Board of Education-approved occupational proficiency examination in the area to be taught

- Requirements are completed under a temporary certificate/license (Career/Technical Alternative Baccalaureate-Level Certificate is valid for a maximum of 3 years). It is renewable with completion of 2 of 4 required courses each year.

Requirements for certificate/license renewals include the following:

- Three years of successful teaching experience and 50 clock hours of professional development activities *or*
- Three years of successful teaching experience and 3 semester hours of allowable credit *or*
- 50 clock hours of professional development activities and 3 semester hours of allowable credit *or*
- Initial issuance of National Board Certification

Requirements for certificate/license upgrades include the following:

- Completion of all initial requirements to upgrade to the Professional Certificate
- Completion of a master's, doctoral, or 6th year program to further upgrade the certificate/license

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Career/Technical Certificates Endorsed in Technical Education (Previously known as Day Trade Certificates – Five Levels)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Option 1: High school diploma or GED (Level 1) *or*
- Option 2: Completion of an approved postsecondary career/technical program in the technical enterprise to be taught (Level 1)
- *and* Completion of specific coursework in technical education topics is required for each of the different levels
- Option 1: 14,000 clock hours of full-time work experience within the last 10 years as a wage earner in the technical enterprise to be taught *or*
- Option 2: 6,000 clock hours of full-time work experience within the last 10 years as a wage earner in the technical enterprise to be taught
- *and* Passing score on the applicable Occupational Proficiency Examination

Requirements for certificate/license renewals include the following:

- Level 1 and Level 2 are not renewable, the applicant must qualify for the higher certificate
- Refer to renewal requirements under the traditional route for renewal of Levels 3-5

Requirements for certificate/license upgrades include the following:

- Upgrade to Level 2: Completion of 5 specific classes in a state-approved teacher education program in CTE (with a C or above), completion of the appropriate department-approved new teacher institute, and passing score on the Occupational Proficiency Examination
- Upgrade to Level 3: 45 semester hours with a C or above in required courses in the CTE teacher education program
- Upgrade to Level 4: completion of the state-approved teacher education program at the bachelor's degree level
- Upgrade to Level 5: completion of the state-approved teacher education program at the master's degree level

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Alternative preparation programs are available only for CTE teachers
- Work experience requirements apply only in the alternative preparation programs for CTE teachers
- Not all CTE teachers are required to have a bachelor's degree

Alaska

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Completion of a bachelor's degree or higher
- Completion of or current enrollment in a teacher preparation program
- Passing scores on the Praxis I PPST, CBEST, or WEST-B exams

Requirements for certificate/license renewals include the following:

- The Initial Certificate is non-renewable and applicants must upgrade to the Professional Certificate
- The Professional Certificate is renewable with 6 semester hours of approved courses and current employment verification
- The Master Certificate is renewable with current or renewed National Board Certification, 6 semester hours of courses, and current employment verification

Requirements for certificate/license upgrades include the following:

- To upgrade from Initial to Professional: hold a valid Initial Certificate, completion of a teacher preparation program, completion of approved Alaska Studies coursework, completion of approved Multicultural/Cross-Cultural Communications coursework, 6 semester hours of approved courses, and passing score on a content area examination
- To upgrade from Professional to Master: meet all requirements for the Professional Certificate, hold a current Initial or Professional certificate, and hold current National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Type M Limited Certificate

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- This certificate is given when no teacher preparation program at the baccalaureate level is available, so no degree is required
- Four years of full-time work experience in a trade or vocational pursuit, no more than 2 years of which is formal training in a trade school or technical institute
- The Type M Limited Certificate must be requested by the employing district and is only valid in that district. The holder of the certificate can teach only in the area(s) of endorsement
- Two letters of recommendation verifying the applicant's duration of experience and competency in the specialty field

Requirements for certificate/license renewals include the following:

- Current employment with the requesting district
- Three semester hours of academic credit *or*
- Training or work experience beyond the certified employment

There are no upgrades from a Type M Limited Certificate

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Academic teachers cannot obtain certification/licensure using the Type M Limited Certificate
- Not all CTE teachers must have a bachelor's degree (Type M certified ones do not)
- Some CTE teachers (Type M certified) are required to have work experience

Arizona

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Completion of a bachelor's degree or higher from an accredited institution
- Completion of a teacher preparation program, 30 semester hours of education courses, or a valid secondary certificate from another state
- Passing score on the Arizona Educator Proficiency Assessment (subject knowledge and performance portions)

Requirements for certificate/license renewals include the following:

- The Provisional License is not renewable
- 180 clock hours of professional development activities *or*
- Twelve semester hours of education coursework

Requirements for certificate/license upgrades include the following:

- Qualify for and hold the Provisional License for 2 years
- Passing score on the performance portion of the Arizona Educator Proficiency Assessment
- Two years of verified full-time teaching experience during the valid time of the certificate

Requirements for substitute/temporary certification/licensure include the following:

- Bachelor's degree or higher

Certification and Licensure Requirements: Alternative Route

Option A

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in the CTE subject area
- Eighteen semester hours of courses in professional knowledge
- 240 clock hours of verified experience (Health Careers requires 6,000)
- Passing score on the professional knowledge portion of the Arizona Educator Proficiency Assessment

Requirements for certificate/license renewals include the following:

- To renew the Provisional Certificate: 9 semester hours of required coursework
- Requirements for renewing the Standard Certificate are the same as those noted under the Traditional Route

Requirements for certificate/license upgrades include the following:

- Completion of the professional knowledge coursework

Requirements for substitute/temporary certification/licensure include the following:

- Bachelor's degree or higher

Option B

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Hold a degree in accordance with requirements for any Standard License in Arizona
- Three semester hours of courses in CTE methods
- 480 clock hours of verified experience (Health Occupations requires 6,000 hours)
- Passing score on the professional knowledge portion of the Arizona Educator Proficiency Assessment
- Must already hold a valid Arizona Standard Teaching Certificate in another subject

Requirements for certificate/license renewals include the following:

- To renew the Provisional Certificate: 9 semester hours of required coursework
- Requirements for renewing the Standard Certificate are the same as noted under the Traditional Route

Requirements for certificate/license upgrades include the following:

- Two years of teacher evaluations approved by a certified administrator
- Twelve semester hours of courses in subject knowledge and technical education classroom management

Requirements for substitute/temporary certification/licensure include the following:

- Bachelor's degree or higher

Option C

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- 6,000 hours of verified work experience in the area where certification/licensure is sought
- Passing score on the professional knowledge portion of the Arizona Educator Proficiency Assessment

Requirements for certificate/license renewals include the following:

- To renew the Provisional Certificate: 9 semester hours of required coursework
- Requirements for renewing the Standard Certificate are the same as those noted under the Traditional Route

Requirements for certificate/license upgrades include the following:

- Two years of teacher evaluations approved by a certified administrator
- Fifteen semester hours of courses in professional knowledge
- Nine semester hours of courses in subject knowledge

Requirements for substitute/temporary certification/licensure include the following:

- Bachelor's degree or higher

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- CTE teachers do not have to have a bachelor's degree
- CTE teachers have an option to use work experience
- CTE teachers must take a professional knowledge test that academic teachers are not required to take

Arkansas

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of an approved teacher preparation program
- Passing score on the Praxis I PPST and the Praxis II PLT Test

Requirements for certificate/license renewals include the following:

- 60 hours of professional development activities a year

Requirements for certificate/license upgrades include the following:

- Teacher and mentor decide that all requirements have been met
- Passing score on the Praxis III Performance Evaluation (Upgrade to a Standard License)

Requirements for substitute/temporary certification/licensure include the following:

- No requirements for short-term substitutes
- Long-term substitutes must have a bachelor's degree

Certification and Licensure Requirements: Alternative Route

Non-Traditional Licensure Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Two-year program with instructional modules that cover standards, assessment, accountability, and professional knowledge
- Passing score on the Praxis I, II, and III

Requirements for certificate/license renewals include the following:

- 60 hours of professional development activities a year

Requirements for certificate/license upgrades include the following:

- Teacher and mentor decide that all requirements have been met
- Passing score on the Praxis III Performance Evaluation (Upgrade to a Standard License)

Requirements for substitute/temporary certification/licensure include the following:

- No requirements for short-term substitutes
- Long-term substitutes must have a bachelor's degree

CTE Licensure – Degreed Teacher Licensure

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor’s degree in an approved program of study within the corresponding area of certification/licensure
- Passing score on the Praxis I, Praxis II (PLT and Subject Assessment), and Praxis III

Requirements for certificate/license renewals include the following:

- 60 hours of professional development activities a year

Requirements for certificate/license upgrades include the following:

- Completion of testing requirements
- Completion of an initial mentorship program

Requirements for substitute/temporary certification/licensure include the following:

- No requirements for short-term substitutes
- Long-term substitutes must have a bachelor’s degree

Career and Technical Permit

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor’s degree in the program area to be taught *or*
- Four years of work experience in the specialty area to be taught and a high school diploma or GED
- Completion of 9 semester hours of CTE courses (6 hours per year until all deficiencies are removed)
- Passing score on the Praxis I and the NOCTI Test in the area to be taught
- Some areas require professional certification/licensure

Requirements for certificate/license renewals include the following:

- 60 hours of professional development activities a year

Requirements for certificate/license upgrades include the following:

- Teacher and mentor decide that all requirements have been met
- Passing score on the Praxis III Performance Evaluation (Upgrade to a Standard License)

Requirements for substitute/temporary certification/licensure include the following:

- No requirements for short-term substitutes
- Long-term substitutes must have a bachelor’s degree

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- CTE teachers are able to use a combination of education and professional work experience; academic teachers are not able to use this option
- Teachers of some CTE areas must have professional certification

California

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of a single subject teacher preparation program including successful student teaching with formal recommendation by the college or university where the program was completed
- Passing score on the California Basic Educational Skills Test (CBEST) and subject matter assessment (this requirement can be met through other methods)

Requirements for certificate/license renewals include the following:

- 100 clock hours of professional development activities

Requirements for certificate/license upgrades include the following:

- Completion of a commission-approved professional teacher induction program *or*
- National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Bachelor's degree
- Passing score on the California Basic Educational Skills Test (CBEST)

Certification and Licensure Requirements: Alternative Route

Vocational Credentialing

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- Specific academic preparation requirements differ among the local education authorities
- Five years of work experience directly related to the subject to be named on the credential (can make substitutions for postsecondary vocational training)
- Local education authorities require tests, but there is no state requirement for entry/exit exams

Requirements for certificate/license renewals include the following:

- 150 clock hours of professional development activities

Requirements for certificate/license upgrades include the following:

- To upgrade to the Professional Clear Credential: Verification of successful teaching of at least 1 course in each of 4 terms during a 5-year preliminary period
- Additional requirements vary by local education authority

Requirements for substitute/temporary certification/licensure include the following:

- Bachelor's degree
- Passing score on the California Basic Educational Skills Test (CBEST)

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Academic teachers must be certified through a traditional preparation program
- Testing requirements are different
- CTE teachers have a vocational certification/licensure process available to them with different degree and work experience requirements

Colorado

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher in education
- Completion of an approved teacher preparation program at a regionally accredited university
- Work experience is required, but varies with the different CTE credentials
- Passing score on the PLACE or Praxis II Subject Assessment

Requirements for certificate/license renewals include the following:

- Six semester hours of approved coursework *or*
- 90 hours of professional development activities (every 5 years)

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional: completion of the Colorado State Board of Education-approved induction program

Requirements for substitute/temporary certification/licensure include the following:

- 1-Year: High school diploma or GED
- 3-Year: Bachelor's degree
- 5-Year: Certificate/license from Colorado or another state

Certification and Licensure Requirements: Alternative Route

Alternative Teacher Preparation Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from a regionally accredited institution
- 30+ semester hours of content credit in the endorsement area sought
- Passing score on the Praxis II or PLACE content area exam prior to program entry

Requirements for certificate/license renewals include the following:

- Six semester hours of approved coursework *or*
- 90 hours of professional development activities (every 5 years)

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional: completion of the Colorado State Board of Education-approved induction program

Requirements for substitute/temporary certification/licensure include the following:

- 1-Year: High school diploma or GED
- 3-Year: Bachelor's degree
- 5-Year: Certificate/license from Colorado or another state

Teacher-in-Residence Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Same requirements as the Alternative Teacher Preparation Program
- Must be employed by a school district
- Complete an introductory program including an annual minimum of 100 hours of supervision and observation in the classroom

Requirements for certificate/license renewals include the following:

- Six semester hours of approved coursework *or*
- 90 hours of professional development activities (every 5 years)

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional: completion of the Colorado State Board of Education-approved induction program

Requirements for substitute/temporary certification/licensure include the following:

- 1-Year: High school diploma or GED
- 3-Year: Bachelor's degree
- 5-Year: Certificate/license from Colorado or another state

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Teachers seeking CTE authorization must meet job experience requirements to qualify for vocational credential

Connecticut

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- College degree from a state-approved teacher preparation program that includes student teaching
- Passing score on the Praxis I and Praxis II Tests

Requirements for certificate/license renewals include the following:

- The Professional License can be renewed with 9 continuing education credits during a 5-year period

Requirements for certificate/license upgrades include the following:

- Upgrade from Initial (3-year) to Provisional (8-year): 10 months of successful teaching experience and completion of the Beginning Educator Support and Training program *or*
- 30 months of experience within 10 years
- Upgrade from the Provisional to the Professional (5-year): 30 months of successful teaching experience and any additional requirements for the endorsement requested

Requirements for substitute/temporary certification/licensure include the following:

- Durational Shortage Area Permit: Passing score on the Praxis I, enrollment in a teacher preparation program, and completion of at least 12 credits in the subject requested
- Substitute Teacher: Must have a bachelor's degree
- Substitute Authorization (for individuals without a bachelor's degree): At least 12 credits in the subject being taught

Certification and Licensure Requirements: Alternative Route

Alternative Teacher Preparation Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree with a major in the subject requested (additional courses may be required)
- Observations, educational philosophy, and pedagogy coursework
- Life experience with school-aged children is preferable
- Passing score on the Praxis I (or waiver) and Praxis II Tests
- Either completed an 8-week summer program or a weekend program from October to May followed by close supervision for 2 years
- Must be employed by a school district
- The superintendent must recommend the applicant for an Initial Educator Certificate

Requirements for certificate/license renewals include the following:

- The Professional License can be renewed with 9 continuing education credits during a 5-year period

Requirements for certificate/license upgrades include the following:

- Upgrade from Initial (3-year) to Provisional (8-year): 10 months of successful teaching experience and completion of the Beginning Educator Support and Training program *or*
- 30 months of experience within 10 years
- Upgrade from the Provisional to the Professional (5-year): 30 months of successful teaching experience and any additional requirements for the endorsement requested

Requirements for substitute/temporary certification/licensure include the following:

- Durational Shortage Area Permit: Passing score on the Praxis I, enrollment in a teacher preparation program, and completion of at least 12 credits in the subject requested
- Substitute Teacher: Must have a bachelor's degree
- Substitute Authorization (for individuals without a bachelor's degree): At least 12 credits in the subject being taught

Alternative for Trade Teachers

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- Six credits in preparation for teaching trade & industrial education and a course in special education
- Eight years of applicable experience
- Coursework must be completed within 2 years under the Initial Educator Certificate, then move into the three-tiered system

Requirements for certificate/license renewals include the following:

- The Professional License can be renewed with 9 continuing education credits during a 5-year period

Requirements for certificate/license upgrades include the following:

- Upgrade from Initial (3-year) to Provisional (8-year): 10 months of successful teaching experience and completion of the Beginning Educator Support and Training program *or*
- 30 months of experience within 10 years
- Upgrade from the Provisional to the Professional (5-year): 30 months of successful teaching experience and any additional requirements for the endorsement requested

Requirements for substitute/temporary certification/licensure include the following:

- Durational Shortage Area Permit: Passing score on the Praxis I, enrollment in a teacher preparation program, and completion of at least 12 credits in the subject requested
- Substitute Teacher: Must have a bachelor's degree
- Substitute Authorization (for individuals without a bachelor's degree): At least 12 credits in the subject being taught

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Academic and degree-requiring CTE fields (business, marketing, etc.) must complete a Traditional Program or Alternative Route to Certification
- Trade technology teachers need to have only a high school diploma and 8 years of trade experience
- Testing requirements are different for CTE teachers

District of Columbia

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from an accredited institution
- Completion of an approved teacher preparation program with a major course of study in the subject area of the certificate/license being sought
- Passing score on the Praxis I and Praxis II Subject Assessment tests

Requirements for certificate/license renewals include the following:

- At least 6 semester hours of approved coursework *or*
- 90 clock hours of approved professional development training completed during the preceding 5-year period

Requirements for certificate/license upgrades include the following:

- Documentation of permanent status by the teacher's employer

Requirements for substitute/temporary certification/licensure include the following:

- Regular substitute requires a bachelor's degree or higher
- Limited substitute requires a minimum of 60 semester hours at an accredited institution

Certification and Licensure Requirements: Alternative Route

Alternative Route License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Enrollment in a state-approved teacher education program
- Passing score on the Praxis I and Praxis II Subject Assessment tests
- Confirmed employment in a DC public, private, or charter school

Requirements for certificate/license renewals include the following:

- At least 6 semester hours of approved coursework *or*
- 90 clock hours of approved professional development training completed during the preceding 5-year period

Requirements for certificate/license upgrades include the following:

- Upgrade from Provisional to Standard: completion of a state-approved program of teacher preparation and completion of all testing requirements

Requirements for substitute/temporary certification/licensure include the following:

- Regular substitute requires a bachelor's degree or higher
- Limited substitute requires a minimum of 60 semester hours at an accredited institution

Restricted License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- A minimum of 33 semester hours *or*
- An undergraduate degree *or*
- A graduate degree from an accredited institution of higher education with a major in a licensing area not identified as a core content area under NCLB legislation
- Completion of a state-approved teacher preparation program under the Restricted Provisional Certificate/License
- Passing score on the Praxis I Test
- Confirmed employment in a DC public, private, or charter school

Requirements for certificate/license renewals include the following:

- At least 6 semester hours of approved coursework *or*
- 90 clock hours of approved professional development training completed during the preceding 5-year period

Requirements for certificate/license upgrades include the following:

- Documentation of permanent status by the teacher's employer

Requirements for substitute/temporary certification/licensure include the following:

- Regular substitute requires a bachelor's degree or higher
- Limited substitute requires a minimum of 60 semester hours at an accredited institution

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- None

Delaware

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree (either in education or in the subject to be taught)
- Completion of a state-approved teacher preparation program
- Some certificates allow for a combination of education and work experience
- Passing score on the Praxis I and II Tests

Requirements for certificate/license renewals include the following:

- The initial certificate/license is not renewable
- The Continuing License is renewable with completion of 90 clock hours of professional development activities every 5 years
- The Advanced License is renewable by keeping National Board Certification renewed

Requirements for certificate/license upgrades include the following:

- Initial to Continuing: completion of the 3-year mentoring program
- Continuing to Advanced: National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Must be certified in all subject areas to be taught

Certification and Licensure Requirements: Alternative Route

Alternative Route to Certification Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Equivalent of a content major (30 or more semester hours) in a specified area
- Courses in pedagogy, methods, and techniques of teaching taught at the University of Delaware
- Some certificates allow for the combination of education and work experience
- Passing score on the Praxis I and II Tests
- Must have a sponsoring district

Requirements for certificate/license renewals include the following:

- The initial certificate/license is not renewable
- The Continuing License is renewable with completion of 90 clock hours of professional development activities every 5 years
- The Advanced License is renewable by keeping National Board Certification renewed

Requirements for certificate/license upgrades include the following:

- Initial to Continuing: completion of the 3-year mentoring program
- Continuing to Advanced: National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Must be certified in all subject areas to be taught

Vocational (Trade & Industry)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Different areas require different degree levels to be completed
- Coursework requirements are determined based on deficiencies
- Work experience requirement varies with education level
- Passing score on the Praxis I Test

Renewal and upgrade requirements are the same as under the Traditional Route

- The only difference is that under the vocational classification, applicants have 6 years to advance from the Initial to the Standard License instead of 3 (under the Traditional and Alternative Routes)

Requirements for substitute/temporary certification/licensure include the following:

- Substitute requirements are decided upon at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- CTE teachers do not all must have bachelor's degrees
- Some areas of CTE require work experience
- CTE teachers have 6 years to move from the Initial to the Standard levels and academic teachers have only 3 years
- Different testing requirements

Florida

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from a state-approved institution (only available for Business, Technology, and Health Occupations)
- Passing scores on all three portions of the Florida Teacher Certification Examination

Requirements for certificate/license renewals include the following:

- Six semester hours of college credit in approved subjects every 5 years

There are no upgrades available.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Alternative Program for Business, Marketing, Agriculture, Family and Consumer Sciences, and Technical Education (degreed areas)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in the subject area to be taught
- Completion of the certification/licensure process at an approved institution
- Six years of valid work experience
- Assessments to determine competencies and ensure mastery of required competencies
- Passing scores on all three portions of the Florida Teacher Certification Examination
- Complete coursework under a Temporary license, then move to the Professional upon completion of all coursework and other requirements

Requirements for certificate/license renewals include the following:

- Six semester hours of college credit in approved subjects every 5 years

There are no upgrades available

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Alternative Program for Trade Areas

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Determine competency in required subjects (assessments are used to determine competencies)
- Complete requirements while under the Temporary license, then upgrade to Professional
- Pre-assessments to determine competencies and ensure mastery of all required competencies

Requirements for certificate/license renewals include the following:

- Six semester hours of college credit in approved subjects every 5 years

There are no upgrades available.

Requirements for substitute/temporary certification/licensure include the following:

- Substitute requirements are There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Academic requirements for academic teachers and degreed CTE areas; requirements are set at the district level for the non-degreed CTE areas
- CTE areas require work experience and have different educational requirements, depending on the specific CTE license sought
- Testing requirements are different

Georgia

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from a state-approved college program *or*
- Bachelor's degree and completion of a state-approved program for certification/licensure
- Passing scores on the Praxis I and II Tests

Requirements for certificate/license renewals include the following:

- Six semester hours (or 10 quarter hours) of coursework every 5 years

Requirements for certificate/license upgrades include the following:

- Completion of a master's degree

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level
- Temporary certification/licensure is available to applicants who pass the Praxis I and II exams and are hired by a school district

Certification and Licensure Requirements: Alternative Route

Georgia Teacher Alternative Preparation Program (TAPP)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Georgia Professional Standards Commission-accepted college degree (without teacher education requirements)
- Coursework in content area (if needed) and seminars
- Passing score on the Praxis I for program entry and on Praxis II at the end of first year
- Must already have employment with a district to apply
- Principal must give recommendation for continuation of the program

Requirements for certificate/license renewals include the following:

- Six semester hours (or 10 quarter hours) of coursework every 5 years

Requirements for certificate/license upgrades include the following:

- Completion of a master's degree

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level
- Temporary certification/licensure is available to applicants who pass the Praxis I and II exams and are hired by a school district

Non-Renewable, Certificate-Based Option

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree
- Coursework as deemed necessary
- Passing score on the Praxis I and II Tests
- Must hold either an inactive Georgia Educator Certificate or a valid Clear Renewable Georgia Educator Certificate in another field

Requirements for certificate/license renewals include the following:

- Six semester hours (or 10 quarter hours) of coursework every 5 years

Requirements for certificate/license upgrades include the following:

- Completion of a master's degree

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level
- Temporary certification/licensure is available to applicants who pass the Praxis I and II exams and are hired by a school district

Non-Renewable, Test-Based Option

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- College degree with appropriate GPA
- Additional coursework in pedagogy as deemed necessary
- Passing Score on the Praxis I and both Praxis II tests

Requirements for certificate/license renewals include the following:

- Six semester hours (or 10 quarter hours) of coursework every 5 years

Requirements for certificate/license upgrades include the following:

- Completion of a master's degree

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

- Temporary certification/licensure is available to applicants who pass the Praxis I and II exams and are hired by a school district

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Some CTE certification/licensure requirements include work experience requirements
- Some CTE certification/licensure does not require a college degree
- Testing requirements differ between academic and CTE certification/licensure

Hawaii

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in the content area or academic major equivalency
- Work experience is required for adding fields to an initial certificate/license in Agricultural Education, Business Education, Family and Consumer Sciences, Industrial Arts, and Marketing Education
- Passing score on the Praxis I and Praxis II PLT and Subject Assessment examinations

Requirements for certificate/license renewals include the following:

- Coursework or other professional development activities

Requirements for certificate/license upgrades include the following:

- There are no upgrades

Requirements for substitute/temporary certification/licensure include the following:

Hawaii does not have substitute/temporary certification/licensure. However, individuals applying to be substitutes must meet certain requirements for employment, and hiring for these positions is on a priority system.

- First Priority for employment: Bachelor's degree and completion of a State-Approved Teacher Education program (SATE), a comprehensive teacher training program that includes student teaching in a K-12 setting
- Second Priority for employment: Bachelor's degree
 - Individuals with a Bachelor's degree (no teacher training) or less must also take a substitute teacher training course in a classroom setting, online, or via a self-tutorial on-line course by exam

Certification and Licensure Requirements: Alternative Route

Alternate Licensing Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in the content area or academic major equivalency
- Minimum of 1 year of satisfactory on-the-job teaching experience in the field with the commitment of the building principal to participate in the evaluation of the individual's meeting Hawaii Teaching Standards Board licensing requirements
- Passing score on the Praxis I and Praxis II PLT and Subject Assessment examinations

Requirements for certificate/license renewals include the following:

- Coursework or other professional development activities

Requirements for certificate/license upgrades include the following:

- There are no upgrades

Requirements for substitute/temporary certification/licensure include the following:

Hawaii does not have substitute/temporary certification/licensure. However, individuals applying to be substitutes must meet certain requirements for employment, and hiring for these positions is on a priority system.

- First Priority for employment: Bachelor's degree and completion of a State-Approved Teacher Education program (SATE), a comprehensive teacher training program that includes student teaching in a K-12 setting
- Second Priority for employment: Bachelor's degree
 - Individuals with a Bachelor's degree (no teacher training) or less must also take a substitute teacher training course in a classroom setting, online, or via a self-tutorial on-line course by exam

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- There are no work experience requirements for academic teachers

Idaho

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree
- Completion of an approved teacher preparation program
- Two years of relevant occupational experience *or*
- Institutional recommendation
- Passing score on the Praxis II and Idaho Technology Competency Assessments

Requirements for certificate/license renewals include the following:

- Twelve semester credit hours in methods, curriculum, assessment, and philosophy and foundations of education

Requirements for certificate/license upgrades include the following:

- There are no upgrades for the Standard License

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Standard Certificate with Occupational Endorsement

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Preparation through a degree program: Agricultural Science and Technology, Business Technology Education, Family and Consumer Science, Marketing Technology Education, and Technology Education
- Completion of an approved teacher preparation program
- 4,000 clock hours of related experience or an approved practicum in the field of specialization
- Passing scores on the Praxis II and Idaho Technology Competency Assessments

Requirements for certificate/license renewals include the following:

- Twelve semester credit hours in methods, curriculum, assessment, and philosophy and foundations of education

Requirements for certificate/license upgrades include the following:

- There are no upgrades for the Standard License

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Industry-Based Professional-Technical Certification (Health Occupations Education and Trades & Industry Education specialized areas where no teacher education programs exist)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Either a high school diploma or GED
- Enroll in pedagogy coursework for the first 3 years under the certificate/license
- Eight years of full-time paid work experience, adjusted with degrees and industry certificates

Requirements for certificate/license renewals include the following:

- Twelve semester credit hours in methods, curriculum, assessment, and philosophy and foundations of education

Requirements for certificate/license upgrades include the following:

- There are no upgrades for the Standard License

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Alternative Route Certification

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher with minimum GPA of 2.0 completed within the past 5 years
- Hold academic credits equivalent to current major or minor requirements for secondary endorsements
- Nine semester hours of pre-service training and at least 1 course in pedagogy
- Orientation (30 hours)
- Four-hour university internship
- Passing score on a performance evaluation, technology test, and Praxis II test
- Two-year mentor program

Requirements for certificate/license renewals include the following:

- Twelve semester credit hours in methods, curriculum, assessment, and philosophy and foundations of education

Requirements for certificate/license upgrades include the following:

- There are no upgrades for the Standard License

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- CTE teachers have different degree and work experience requirements

Iowa

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from a regionally accredited institution
- Completion of an approved teacher preparation program that includes an approved human relations component and requirements for a teaching endorsement
- Passing score on a general knowledge test (prior to entering the teacher education program)

Requirements for certificate/license renewals include the following:

- The Initial License can be renewed twice if all requirements have not been met
- The Standard License is renewable every 5 years with 6 credits
- The Master Educator License is renewable every 5 years with 4 credits

Requirements for certificate/license upgrades include the following:

- To upgrade from Initial to Standard: 2 years of successful teaching experience and meet requirements of the Initial License
- To upgrade to a Master: must hold or be eligible for the Standard license, have 5 years of teaching experience, and have a master's degree in a teaching endorsement area

Requirements for substitute/temporary certification/licensure include the following:

- Must hold or have held in the past a valid regular certificate/license in Iowa or some other state and have successfully completed a teacher preparation program *or*
- Be eligible for the Initial License

Certification and Licensure Requirements: Alternative Route

Alternative Licensure Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree with a minimum cumulative GPA of 2.5 from a regionally accredited institution
- Meet the subject matter coursework requirements for one of the secondary teaching endorsements
- Completion of 12 hours of introductory content in pedagogy
- Completion of the introductory teacher intern program at a four-year college or university approved by the state board of education
- At least 3 years of post-baccalaureate work experience
- 50 contact hours of field experience with students
- Complete requirements under the Teacher Intern License

Requirements for certificate/license renewals include the following:

- The Teacher Intern License is not renewable
- Once the Initial License is acquired, renewal requirements are the same as under the Traditional Route

Requirements for certificate/license upgrades include the following:

- Upgrade to the Initial License upon completion of the 12 semester hours and the intern teacher program
- Once the Initial License is acquired, upgrade requirements are the same as under the Traditional Route

Requirements for substitute/temporary certification/licensure include the following:

- Must hold or have held in the past a valid regular certificate/license in Iowa or some other state and successfully completed a teacher preparation program *or*
- Be eligible for the Initial License

Occupational License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- 30 clock-hour new teachers workshop
- 6,000 hours of hands-on work experience in the occupation in which endorsement is sought
- Work under a Provisional License while completing the workshop (up to 5 years)
- Must complete the workshop to upgrade to the Initial License

Requirements for certificate/license renewals include the following:

- The Initial License can be renewed twice if all requirements have not been met
- The Standard License is renewable every 5 years with 6 credits
- The Master Educator License is renewable every 5 years with 4 credits

Requirements for certificate/license upgrades include the following:

- To upgrade from Initial to Standard: 2 years of successful teaching experience and meet requirements of the Initial license
- To upgrade to a Master: Must hold or be eligible for the Standard license, have 5 years of teaching experience, and have a master's degree in teaching endorsement area

Requirements for substitute/temporary certification/licensure include the following:

- Must hold or have held in the past a valid regular certificate/license in Iowa or some other state and successfully completed a teacher preparation program *or*
- Be eligible for the Initial License

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Degree requirements differ for academic and CTE certification/licensure
- Some CTE areas require work experience

Illinois

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of an approved teacher preparation program in the relevant subject area
- Pass Basic Skills (entry), Content, and Professional Teaching Assessments

Requirements for certificate/license renewals include the following:

- The Initial Certificate is valid for 4 years and is not renewable
- The Standard Certificate is renewable by completing creditable professional development activities

Requirements for certificate/license upgrades include the following:

- To upgrade from Initial to Standard, must complete 4 years of teaching experience and a professional development option
- To upgrade to a Master License, must obtain National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Either hold a regular certificate or a bachelor's degree or proof of 2 years of teaching experience *or*
- Proof of 2 years of teaching experience and 60 semester hours of credit, including 6 semester hours in professional education
- License is valid for 4 years and is not renewable

Certification and Licensure Requirements: Alternative Route

Alternative Teaching Certification & Alternative Route to Certification (same procedures and qualifications required)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from an accredited institution
- Phase I: Intensive course of study in education theory, instructional methods, and practice teaching
- Phase II: 1-year full-time teaching with a Provisional Alternative License
- Phase III: Comprehensive assessment of the performance and recommendation for certification/licensure by the partnering higher education institution
- Five years in an area requiring application of the participant's education
- Basic Skills (entry) and Content Area tests (exit)

Requirements for certificate/license renewals include the following:

- The Initial Certificate is valid for 4 years and is not renewable
- The Standard Certificate is renewable by completing creditable professional development activities

Requirements for certificate/license upgrades include the following:

- To upgrade from Initial to Standard, must complete 4 years of teaching experience and a professional development option
- To upgrade to a Master License, must obtain National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Either hold a regular teaching certificate *or* a bachelor's degree *or* proof of 2 years of teaching experience *or*
- Proof of 2 years of teaching experience and 60 semester hours of credit, including 6 semester hours in professional education
- License is valid for 4 years and is not renewable

Provisional Vocational Certification

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- 60 semester hours of credit from a recognized teacher education institution
- Documented 2,000 hours of work experience in the skill area

Requirements for certificate/license renewals include the following:

- Pay registration fee every 5 years

There are no upgrades from this certificate/license

Requirements for substitute/temporary certification/licensure include the following:

- Temporary Provisional Vocational Certificate: 8,000 hours of experience in the skill area to be taught and no other qualified teacher can be found

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Some CTE teachers do not have to complete a teacher preparation program
- Vocational certification requires work experience and does not require a bachelor's degree
- Testing requirements are different

Indiana

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Teacher preparation program
- Pass Praxis I and both Praxis II tests
- Mentoring in first year and portfolio review in second year

Requirements for certificate/license renewals include the following:

- Licenses are renewed with professional development activities

Requirements for certificate/license upgrades include the following:

- Two years of teaching experience and a master's degree to be an Accomplished Practitioner (one-time 10-year certificate/license)

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Occupational Specialist Licensure

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED certificate
- Employed in an accredited educational program to teach in a specific vocational area and be recommended for initial licensure by their employing district
- Seminars and coursework deemed necessary to upgrade and for initial certification/licensure
- 6,000 hours of work experience in the last 5 years *or*
- 4,000 hours of work experience and completion of NOCTI exam *or*
- 4,000 hours of work experience and evidence of occupational certification/licensure or occupational proficiency based on approved board training and evaluation *or*
- 4,000 hours of work experience and completion of an accredited 2-year or higher degree in the certification/licensure area *or*
- 4,000 hours of work experience and completion of an apprenticeship or internship program

Requirements for certificate/license renewals include the following:

- Must upgrade to Occupational Specialist (OS) II within 2 years
- Renewal of OS I is allowed once if the applicant has not successfully completed requirements for the OS II recommendation

- OS II is renewable every 4 years with completion of 6 semester hours of college coursework *or* 90 hours of workshops/seminars *or* a combination of 3 semester hours and 45 clock hours

Requirements for certificate/license upgrades include the following:

- To upgrade from OS I to OS II: Must be recommended by the university teacher trainer and vocational administrator
- 45 clock-hour Beginning Teacher Seminar
- Two-semester Beginning Teacher Assistantship
- An approved Professional Development Plan
- Basic Skills Test
- Occupational Competency Test

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Some CTE teachers do not need to have a bachelor's degree
- Some CTE teachers do not need to complete a teacher preparation program
- Testing requirements are different

Kansas

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from a regionally accredited college with at least a 2.5 GPA
- Completion of a state-approved teacher preparation program
- Passing score on both Praxis II tests

Requirements for certificate/license renewals include the following:

- Eight semester hours of additional recent college credit (if bachelor's degree) and 6 semester hours (if master's degree or higher)
- In-service Credit: 80 development points and at least 4 semester hours if bachelor's degree, 120 development points if master's degree or higher
- Three years of accredited experience may be used twice (only for master's degree or higher)

Requirements for certificate/license upgrades include the following:

- From Conditional to Professional: Complete the Kansas Performance Assessment (5-year certificate/license)
- From Professional to Accomplished: National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Standard Substitute: Have a degree and complete a teacher preparation program
- Emergency Substitute: 60 semester hours at a regionally accredited institution

Certification and Licensure Requirements: Alternative Route

Alternative Route to Licensure

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Degree in the content area in which they wish to teach or have a degree that has content coursework equivalent to a Kansas institution's approved program; minimum GPA of 2.5
- Must complete the skills component of an approved teacher preparation program
- Praxis II Subject Assessment must be completed during the first year of the restricted certificate/license
- Restricted certificate/license is issued when the teacher secures employment; all requirements must be completed to move into a regular certificate/license

Requirements for certificate/license renewals include the following:

- Eight semester hours of additional recent college credit if bachelor's degree and 6 semester hours if master's degree or higher

- In-service Credit: 80 development points and at least 4 semester hours if bachelor's degree, 120 development points master's degree or higher
- Three years of accredited experience may be used twice (only with master's degree or higher)

Requirements for certificate/license upgrades include the following:

- From Conditional to Professional: Complete the Kansas Performance Assessment (5-year certificate/license)
- From Professional to Accomplished: National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Standard Substitute: Have a bachelor's degree and complete a teacher preparation program
- Emergency Substitute: 60 semester hours at a regionally accredited institution

Technical Education Certificate

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Eighteen semester hours and/or the equivalent professional development points approved through a local professional development council
- 4,000 hours and expertise in the field to be taught
- Recognized trade competency exam or verify an appropriate occupational certificate/license

Requirements for certificate/license renewals include the following:

- Through local districts, earn points for renewal by taking a combination of credit hours and earning points through other activities

Requirements for certificate/license upgrades include the following

- Upgrade to Full Technical Education when all requirements have been met

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- The Technical Education certificate does not require a bachelor's degree, but does require work experience
- Academic teachers must all have a bachelor's degree and are not required to have work experience
- Testing requirements are different
- Teachers of some CTE areas must have professional certification

Kentucky

Certification and Licensure Requirements: Traditional Route (Only for Horticulture, Agriculture, Business, and Mathematics)

The initial teacher certificate (Provisional Certificate) or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from an accredited institution
- Receive Statement of Eligibility upon completion of the appropriate teacher preparation program
- Passing Praxis II Subject Assessment test for *each* area of certification/licensure and the PLT test for appropriate grade range
- Confirmation of employment

Requirements for certificate/license renewals include the following:

- First Renewal: 15 graduate hours *or* half of Continuing Education Option requirements and 3 years of work experience
- Second Renewal: Completion of an approved master's program or fifth-year program *or* completion of Continuing Education requirements and 3 years of teaching experience
- Subsequent Renewals: 3 years of successful classroom teaching *or* 6 semester hours of additional graduate credit

Requirements for certificate/license upgrades include the following:

- Rank III: Bachelor's degree leading to a provisional teaching certificate
- Rank II: Master's degree *or* 32 semester hours in a non-degree Education Planned fifth-year program
- Rank I: 30 semester hours of approved graduate credit in addition to Rank II, *or* 60 semester hours of approved graduate credit including a master's degree, *or* National Board Certification, *or* the Kentucky Continuing Education option

Requirements for substitute/temporary certification/licensure include the following

- Must either hold a valid statement of eligibility for a Kentucky teaching certificate or have previously held a Kentucky certificate for classroom teaching for which the completion of a 4-year teacher preparation program and a bachelor's degree were required (5-year certification/licensure)

Certification and Licensure Requirements: Alternative Route

Occupation-Based Career and Technical Education Certification (for teachers coming into technical education on work experience)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or equivalent
- At least 4 years of work experience in the area of certification, at least 2 of which must be within the previous 5 years
- Complete pre-hire testing requirements (Compass and NOCTI test if applicable)
- Receive Statement of Eligibility
- Must have an offer of employment from a Kentucky school district or state-operated technical school
- Receive a 1-year Provisional Teaching Certificate
- Renewal of the 1-year Provisional Certificate is limited to 9 years

Requirements for certificate/license renewals include the following:

- First Renewal of Provisional License: Completion of the Kentucky Internship Program and 3 semester hours of college credit
- Subsequent Renewals: Completion of a minimum of 6 semester hours of college credit for each renewal selected from a 64-semester-hour planned program for the preparation of teachers in Information Technology, Industrial Education, Public Service, Health Science, or Human Services occupations *and* completion of 4 days of professional development

Requirements for certificate/license upgrades include the following:

- Will upgrade to Professional certificate upon completion of the 64-hour program

Requirements for substitute/temporary certification/licensure include the following

- Must have 64 semester hours of college credit or minimum of 4 years of occupational experience in the area to be taught and a high school diploma or GED *or*
- Current Statement of Eligibility or Teaching Certificate

Adjunct Instructor Certification (Part-Time Position)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Vocational: At least a high school diploma
- Vocational: At least 4 years of appropriate occupational experience
- Vocational: Complete the specialty area examination prerequisite and hold either an associate or technical diploma in a related area
- Must have an offer of employment

- For secondary: An overall GPA of 2.5 and a major or minor in the subject area to be taught
- Orientation program provided by the district

This certificate/license is awarded on a contract basis; no renewals, upgrades, or temporary certificate/licenses are available under this classification

Veterans of the Armed Services

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Veterans without a 4-year degree must follow the same procedures as any other applicant as set out in applicable Kentucky Administrative Regulation or Kentucky Revised Statute (Traditional Route or Occupational-Based CTE Route)
- Eligible veterans must meet the same requirements as stated above with the following exceptions: They do not have to take a Pre-Professional Skills Test or the Compass Test, experience requirements are waived, and they do not need to have a job offer before receiving a Statement of Eligibility

Requirements for certificate/license renewals include the following:

- Follow the same requirements as stated under the Traditional Route or Occupational-Based CTE Route depending on the type of certification held

Requirements for certificate/license upgrades include the following:

- Follow the same requirements as stated under the Traditional Route or Occupational-Based CTE Route depending on the type of certification held

Requirements for substitute/temporary certification/licensure include the following

- Follow the same requirements as stated under the Traditional Route or Occupational-Based CTE Route depending on the type of certification held

University-Based Alternative Route to Certification – Master of Arts in Teaching (MAT) Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Must already hold a bachelor's degree and meet university admission standards
- Pass all required assessments for the area of certification/licensure
- Complete the teacher preparation program while already employed in a school district and participate in Kentucky Initial Teacher Preparation Program during first year of teaching

Requirements for certificate/license renewals include the following:

- First Renewal: School district confirms employment and university confirms enrollment in program

- Second Renewal: School district confirms employment and university confirms enrollment in program
- Third Renewal: School district confirms employment and university confirms enrollment in program, successfully pass all required tests to be ready for internship
- Subsequent Renewals: After completion of program requirements, 3 years of successful classroom teaching *or* 6 semester hours of additional graduate credit and 3 years of teaching experience

Requirements for certificate/license upgrades include the following:

- Rank III: Bachelor's degree leading to a provisional teaching certificate
- Rank II: Master's degree or 32-semester-hour non-degree Education Planned fifth-year program
- Rank I: 30 semester hours of approved graduate credit in addition to Rank II requirements *or* 60 semester hours of approved graduate credit including a master's degree *or* National Board Certification or the Kentucky Continuing Education option

Requirements for substitute/temporary certification/licensure include the following

- Must either hold a valid statement of eligibility for a Kentucky teaching certificate or have previously held a Kentucky certificate for classroom teaching for which the completion of a 4-year teacher preparation program and a bachelor's degree were required (5-year certification/licensure)

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Degree and work experience requirements vary by preparation program
- There is no specific alternative program for CTE teachers only
- Some testing requirements differ

Louisiana

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of a state-approved teacher preparation program
- Passing score on the Praxis I and II tests
- Recommendation by a university or Practitioner Teacher program

Requirements for certificate/license renewals include the following:

- For Level 1: Can be renewed only once by recommendation
- For Levels 2 and 3: 150 clock hours of professional development

Requirements for certificate/license upgrades include the following:

- Upgrade to Level 2: Pass the Louisiana Teacher Assistance and Assessment Program and teach for 2 years
- Upgrade from Level 1 or Level 2 to Level 3: Complete a master's degree, teach for 5 years, and pass the Louisiana Teacher Assistance and Assessment Program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Practitioner Teacher Alternative Certification Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from a regionally accredited university with at least a 2.5 GPA
- Nine-credit summer Teaching Preparation Program, 12 credit hours during the first year, and at least a 2.5 GPA in the program
- Work experience can be substituted for a GPA between 2.2-2.5
- Passing score on the Praxis I and II tests
- Passing score on a reading competency test
- Teaching internship and satisfactory performance review at the end of the first year; additional requirements may be necessary for those deficient after the first year
- Must be employed by a school district

Requirements for certificate/license renewals include the following:

- For Level 1: Can only be renewed once by recommendation
- For Levels 2 and 3: 150 clock hours of professional development

Requirements for certificate/license upgrades include the following:

- Upgrade to Level 2: Pass the Louisiana Teacher Assistance and Assessment Program and teach for 2 year
- Upgrade from Level 1 or Level 2 to Level 3: Complete a master's degree, teach for 5 years, and pass the Louisiana Teacher Assistance and Assessment Program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Masters Degree Alternative Certification Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from a regionally accredited university with at least a 2.5 GPA
- Complete a master's program that leads to certification/licensure, including 15 hours in the learner and learning environment, 12-15 hours in methodology and teaching, and 6-9 hours of student teaching or internship
- Passing score on the Praxis I and II tests
- Passing score on a reading competency test
- Must be employed by a Louisiana school district

Requirements for certificate/license renewals include the following:

- For Level 1: Can only be renewed once by recommendation
- For Levels 2 and 3: 150 clock hours of professional development

Requirements for certificate/license upgrades include the following:

- Upgrade to Level 2: Pass the Louisiana Teacher Assistance and Assessment Program and teach for 2 years
- Upgrade from Level 1 or Level 2 to Level 3: Complete a master's degree, teach for 5 years, and pass the Louisiana Teacher Assistance and Assessment Program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Non-Masters Degree Certification-Only Alternative Certification Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from a regionally accredited university with at least a 2.0 GPA
- Complete a master's program that leads to certification/licensure, including 15 hours in the learner and learning environment, 12-15 hours in methodology and teaching, and 6-9 hours of student teaching or internship; prescriptive plan of 1-9 hours for candidates who demonstrate areas of need

- Passing score on the Praxis I and II tests
- Passing score on a reading competency test
- Must be employed by a Louisiana school district

Requirements for certificate/license renewals include the following:

- For Level 1: Can only be renewed once by recommendation
- For Levels 2 and 3: 150 clock hours of professional development

Requirements for certificate/license upgrades include the following:

- Upgrade to Level 2: Pass the Louisiana Teacher Assistance and Assessment Program and teach for 2 years
- Upgrade from Level 1 or Level 2 to Level 3: Complete a master's degree, teach for 5 years, and pass the Louisiana Teacher Assistance and Assessment Program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Career and Technical Degreed Teacher Licensure

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's level degree in an approved program of study within the corresponding area of certification/licensure
- Passing scores on the Praxis I and Praxis II (PLT and Subject) tests for entry and on Praxis III for exit

Requirements for certificate/license renewals include the following:

- For Level 1: Can only be renewed once by recommendation
- For Levels 2 and 3: 150 clock hours of professional development

Requirements for certificate/license upgrades include the following:

- Upgrade to Level 2: Pass the Louisiana Teacher Assistance and Assessment Program and teach for 2 years
- Upgrade from Level 1 or Level 2 to Level 3: Complete a master's degree, teach for 5 years, and pass the Louisiana Teacher Assistance and Assessment Program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Career and Technical Trade & Industrial Education Certificate

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- GED or high school diploma and 15 semester credit hours *or*
- Associate Degree and 12 semester credit hours *or*
- Bachelor's degree and 9 semester credit hours *or*
- Bachelor's degree in education and 6 semester credit hours
- Four years of work experience in the specialty area to be taught (or bachelor's degree)
- Within 2 years, pass the NOCTI Test or a nationally recognized certification/licensure assessment approved by the Department of Workforce Education
- Pass Praxis I test

Requirements for certificate/license renewals include the following:

- Temporary: 3 semester hours of coursework toward the Professional upgrade must be completed for renewal
- Renewal requirements for the Professional Permit are the same as under the Traditional Route

Requirements for certificate/license upgrades include the following:

- Once all requirements for coursework and testing have been met, teacher will move from Temporary to Professional certificate

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Trades teachers can use work experience and degree combinations
- Academic teachers must have a degree and are not required to have work experience
- Trades teachers have different testing requirements

Maine

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from an accredited institution
- Completion of an approved teacher preparation program
- Passing score on the Praxis I PPST and Praxis II PLT tests

Requirements for certificate/license renewals include the following:

- Provisional: Issued for 2 years and is non-renewable
- Professional: Positive recommendation and 6 credits of approved study every 5 years
- Master: Renewal requirements are same for initial issuance of the certificate

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional: Different combinations of employment experience and a positive recommendation from the certification/licensure support system
- Upgrade to Master: Demonstration of exemplary classroom skills, current theories of effective instruction, contributions to the profession, and a positive recommendation (National Board Certification may be considered as evidence of qualifications for Master Certificate)

Requirements for substitute/temporary certification/licensure include the following:

- Certified teachers, individuals with 2 or more years of college, and high school graduates with trade experience (for CTE and in emergencies), neither for more than 60 days in any one assignment in a year

Certification and Licensure Requirements: Alternative Route

CTE Certification and Endorsements

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Different degree and experience combinations for different endorsements
- Coursework in teaching exceptional children
- At least 1 year of paid applied employment or teaching in the endorsement area during the 5 years preceding the initial application (specific number of hours depends on the endorsement pathway)
- Content area assessment, basic skills assessment, pedagogical knowledge and skills assessment, *or* completion of an approved alternative professional studies program
- Professional certification/licensure if available

Requirements for certificate/license renewals include the following:

- Provisional: Issued for 2 years and is non-renewable
- Professional: Positive recommendation and 6 credits of approved study every 5 years
- Master: Renewal requirements are same for initial issuance of the certificate

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional: Different combinations of employment experience and a positive recommendation from the certification/licensure support system
- Upgrade to Master: Demonstration of exemplary classroom skills, current theories of effective instruction, contributions to the profession, and a positive recommendation (National Board Certification may be considered as evidence of qualifications for Master Certificate)

Requirements for substitute/temporary certification/licensure include the following:

- Certified teachers, individuals with 2 or more years of college, and high school graduates with trade experience (for CTE and in emergencies), neither for more than 60 days in any one assignment in a year

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- Teachers of some CTE areas must have professional certification

Maryland

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of an approved teacher preparation program that leads to certification/licensure
- Passing scores on the Praxis I and II tests

Requirements for certificate/license renewals include the following:

- Six semester hours of acceptable credit (Standard Professional Certificate I: only if experience is interrupted) every 5 years

Requirements for certificate/license upgrades include the following:

- To upgrade from Standard Professional Certificate I to Standard Professional Certificate II: 3 years of satisfactory experience, 6 semester hours of credit, and a professional development plan for the Advanced Professional Certificate
- To upgrade from Standard Professional Certificate II to Advanced Professional Certificate: 3 years of full-time professional school-related experience, 6 semester hours of credit, and a master's degree or minimum of 36 hours of post-baccalaureate coursework with 21 hours of graduate credit

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Resident Teacher Certification

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from an accredited institution with an average of B or higher in courses related to area of assignment
- 135 clock hours of academic preparation prior to assignment as a Resident Teacher; during employment, must complete 45 clock hours of study
- Passing scores on the Praxis I and both Praxis II tests
- Mentoring program during the first year and satisfactory performance for each year employed as a resident teacher
- Must be employed by a Maryland school district

Requirements for certificate/license renewals include the following:

- Six semester hours of acceptable credit (Standard Professional Certificate I: only if experience is interrupted) every 5 years

Requirements for certificate/license upgrades include the following:

- To upgrade from Standard Professional Certificate I to Standard Professional Certificate II: 3 years of satisfactory experience, 6 semester hours of credit, and a professional development plan for the Advanced Professional Certificate
- To upgrade from Standard Professional Certificate II to Advanced Professional Certificate: 3 years of full-time professional school-related experience, 6 semester hours of credit, and a master's degree or minimum of 36 hours of post-baccalaureate coursework with 21 hours of graduate credit

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Alternative Certification Options for Career/Technical Teachers

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Some require bachelor's degrees, some require certain coursework, and some require only a high school diploma
- Most areas require approximately 36 hours of coursework in pedagogy, methods, etc.
- Some certificates include work experience as an option
- Some certificates require passing Praxis I test

Requirements for certificate/license renewals include the following:

- Six semester hours of acceptable credit (Standard Professional Certificate I: only if experience is interrupted) every 5 years

Requirements for certificate/license upgrades include the following:

- To upgrade from Standard Professional Certificate I to Standard Professional Certificate II: 3 years of satisfactory experience, 6 semester hours of credit, and a professional development plan for the Advanced Professional Certificate
- To upgrade from Standard Professional Certificate II to Advanced Professional Certificate: 3 years of full-time professional school-related experience, 6 semester hours of credit, and a masters degree or minimum of 36 hours of post-baccalaureate coursework with 21 hours of graduate credit

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers

Massachusetts

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree
- Completion of an approved college education program
- Passing the Massachusetts Tests for Educator Licensure

Requirements for certificate/license renewals include the following:

- 150 Professional Development points

Requirements for certificate/license upgrades include the following:

- To move from Initial to Professional: 1-year mentor induction program, 3 years of teaching experience under Initial license, either a master's degree or Performance Assessment Program

Requirements for substitute/temporary certification/licensure include the following:

- Temporary certification/licensure requires 3 years of teaching experience in another state under a valid certificate/license
- Must not have failed the Massachusetts Tests for Educator Licensure

Certification and Licensure Requirements: Alternative Route

Vocational Licensure

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED, and a college degree for certain fields
- Some fields require additional coursework
- Between 3 and 5 years of recent (i.e., within the last 7 years) full-time employment experience directly related to the field in which certification/licensure is sought; varies by field
- Passing scores on content area tests and Vocational Technical Literacy Tests of Communications and Literacy Skills

Requirements for certificate/license renewals include the following:

- 150 professional development points, and some fields require current Massachusetts professional certification/licensure

Requirements for certificate/license upgrades include the following:

- To upgrade to a Professional Vocational Technical Teacher License: Complete 1-year induction program, work for 3 years under the preliminary certificate/license, and complete college courses as required

Requirements for substitute/temporary certification/licensure include the following:

- Temporary certification/licensure requires 3 years of teaching experience in another state under a valid certificate/license
- Must not have failed the Massachusetts Tests for Educator Licensure

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers

Michigan

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of an approved teacher preparation program
- Passing score on the Michigan Test for Teacher Certification

Requirements for certificate/license renewals include the following:

- First Renewal of Provisional: 10 semester hours of the 18-hour planned program or an approved master's degree or higher
- Second Renewal of Provisional: Complete the 18-hour planned program or an approved master's degree or higher
- Third Renewal of Provisional: Only possible when the individual has met all academic requirements for Professional Certificate but has not yet had 3 years of teaching experience
- Renewal of Professional: 6 semester hours of credit, 18 State Board Continuing Education Units, *or* a combination of the two

Requirements for certificate/license upgrades include the following:

- To upgrade to a Professional Education Certificate (Advanced): Complete 18 semester hours in a planned course of study, Michigan's reading requirement, and 3 years of successful teaching experience

Requirements for substitute/temporary certification/licensure include the following:

- Substitute Permit: 90 semester hours of satisfactory college credit
- Full-Year Permit: 120 semester hours of satisfactory college credit (15 of which must be in professional education)

Certification and Licensure Requirements: Alternative Route

Vocational Teacher Certification

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher with a major or minor in an approved program in the occupational area of endorsement
- Program in vocational teacher education at an institution approved by the state board
- Two years (4,000 hours) of recent and relevant work experience in the occupational area of the endorsement or completion of a planned equivalent program of directed supervised occupational experience
- Passing score on the Michigan Test for Teacher Certification

The requirements for certificate/license renewals include the following:

- Six semester hours of credit every 5 years

Requirements for certificate/license upgrades include the following:

- Upgrade to Advanced Occupational Certificate: 10 hours of professional development and 3 years of teaching

Requirements for substitute/temporary certification/licensure include the following:

- Annual vocational authorization requires 2 years of recent and relevant work experience

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience

Minnesota

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of an approved teacher preparation program
- Passing scores on the Praxis I and both Praxis II tests

Requirements for certificate/license renewals include the following:

- 125 clock hours of professional development *or*
- College coursework *or*
- National Board Certification

There are no upgrades to the Minnesota certificate/license.

Requirements for substitute/temporary certification/licensure include the following:

- Long-call substitute teachers (15 consecutive days or longer for the same teacher) require full Minnesota certification/licensure
- Short-call substitute teachers must have full Minnesota certification/licensure or meet requirements for the short-call certificate/license for teaching in an area outside the teacher's certification/licensure

Certification and Licensure Requirements: Alternative Route

Portfolio Evaluation Process

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher in fields other than education with at least a 2.5 GPA
- Might have to take coursework to meet any standards not met in the portfolio review
- Some teaching or related experience in a public, private, or international school within the past 5 years
- Passing scores on the Praxis I and II tests

Requirements for certificate/license renewals include the following:

- 125 clock hours of professional development *or*
- College coursework *or*
- National Board Certification

There are no upgrades to the Minnesota certificate/license.

Requirements for substitute/temporary certification/licensure include the following:

- Long-call substitute teachers (15 consecutive days or longer for the same teacher) require full Minnesota certification/licensure
- Short-call substitute teachers must have full Minnesota certification/licensure or meet requirements for the short-call certificate/license for teaching in an area outside the teacher's certification/licensure

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Family and Consumer Sciences and Business are the only areas that have a content area test; the rest of the CTE areas only have to take Praxis I PPST and Praxis II PLT

Mississippi

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher in teacher education from a state-approved program
- Passing scores on the Praxis II (PLT and Subject Assessment) tests

Requirements for certificate/license renewals include the following:

- Class A: 10 continuing education units; 3 semester hours and 5 continuing education units; 6 semester hours; *or* National Board Certification
- Class AA/AAA/AAAA: 3 semester hours; 5 continuing education units; *or* National Board Certification

Requirements for certificate/license upgrades include the following:

- From A to AA: Master's degree in the endorsement area or M.Ed.
- From AA to AAA: Specialist degree in the endorsement area or in Education
- From AAA to AAAA: Doctoral degree in the endorsement area or in Education

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Mississippi Alternative Path to Quality Educators (available for Business, Home Economics, Marketing, and Technology Education)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from an accredited institution
- 90 clock hours of training
- Passing scores on the Praxis I and Praxis II Subject Assessment Tests
- Complete New Teacher Practicum
- Pass school evaluation at the end of first year of teaching
- Complete local mentoring program during first year of teaching

Requirements for certificate/license renewals include the following:

- Class A: 10 continuing education units; 3 semester hours and 5 continuing education units; 6 semester hours; *or* National Board Certification
- Class AA/AAA/AAAA: 3 semester hours; 5 continuing education units; *or* National Board Certification

Requirements for certificate/license upgrades include the following:

- From A to AA: Master's degree in the endorsement area or M.Ed.
- From AA to AAA: Specialist degree in the endorsement area or M.Ed.
- From AAA to AAAA: Doctoral degree in the endorsement area or M.Ed.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Teach Mississippi Institute (available for Business, Home Economics, Marketing, and Technology Education)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from an accredited institution
- Eight-week training program or 10-week online program
- Passing scores on the Praxis I and Praxis II Subject Assessment Tests
- Completion of 1-year internship with mentoring and induction program in local school district
- Secure recommendation by school district and apply for 5-year license
- Twelve hours of coursework that may be applied towards a master's degree

Requirements for certificate/license renewals include the following:

- Class A: 10 continuing education units; 3 semester hours and 5 continuing education units; 6 semester hours; *or* National Board Certification
- Class AA/AAA/AAAA: 3 semester hours; 5 continuing education units; *or* National Board Certification

Requirements for certificate/license upgrades include the following:

- From A to AA: Complete Master's degree in the endorsement area or M.Ed.
- From AA to AAA: Specialist degree in the endorsement area or Specialist of Education Degree
- From AAA to AAAA: Doctoral degree in the endorsement area or in Education

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Master of Arts in Teaching (available for Business, Home Economics, Marketing, and Technology Education)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from an accredited institution
- Complete 6 hours of pre-teaching courses in the approved Master of Arts in Teaching (MAT) program before applying for certificate/license, then complete the MAT program within 3 years
- Pass the Praxis I and Praxis II Subject Assessment Tests

Requirements for certificate/license renewals include the following:

- Class A: 10 continuing education units; 3 semester hours and 5 continuing education units; 6 semester hours; *or* National Board Certification
- Class AA/AAA/AAAA: 3 semester hours; 5 continuing education units; *or* National Board Certification

Requirements for certificate/license upgrades include the following:

- From A to AA: Master's degree in the endorsement area or M.Ed.
- From AA to AAA: Specialist degree in the endorsement area or M.Ed.
- From AAA to AAAA: Doctoral degree in the endorsement area or M.Ed.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

3-Year Vocational Educator License for Non-Degreed Applicants

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- Six hours of pre-teaching courses in the approved MAT program before applying for certificate/license, then finish the MAT program within 3 years
- Four years of verifiable occupational experience in the previous 10 years; must be in subject area to be taught
- Passing score on a test approved by the Mississippi Department of Education that measures reading, mathematics, language, and spelling
- Complete Pre-service Orientation
- Passing NOCTI Exam or hold a valid Mississippi and/or national certificate in the area to be taught
- Complete all requirements of the Vocational Instructor Preparation program during the 3-year period

Requirements for certificate/license renewals include the following:

- Class A: 10 continuing education units; 3 semester hours and 5 continuing education units; 6 semester hours; *or* National Board Certification
- Class AA/AAA/AAAA: 3 semester hours; 5 continuing education units; *or* National Board Certification

Requirements for certificate/license upgrades include the following:

- From A to AA: Master's degree in the endorsement area or M.Ed.
- From AA to AAA: Specialist degree in the endorsement area or M.Ed.
- From AAA to AAAA: Doctoral degree in the endorsement area or M.Ed.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

3-Year Vocational Educator License for Non Education-Degree Applicants

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Associate or bachelor's degree
- Six hours of pre-teaching courses in the approved MAT program before applying for certificate/license, then finish the MAT program within 3 years
- Must have 2 years of verifiable appropriate occupational experience in the subject area to be taught if only an associate degree is held, or 1 year if a bachelor's degree is held
- Passing score on a test approved by the MDE that measures reading, mathematics, language, and spelling
- Complete Pre-service Orientation
- Validate occupational competency either by taking NOCTI Exam or holding a valid Mississippi and/or national certificate in area to be taught
- Complete all requirements of the Vocational Instructor Preparation (VIP) program during the 3-year period
- Must be enrolled in the VIP program

Requirements for certificate/license renewals include the following:

- Class A: 10 continuing education units; 3 semester hours and 5 continuing education units; 6 semester hours; *or* National Board Certification
- Class AA/AAA/AAAA: 3 semester hours; 5 continuing education units; *or* National Board Certification

Requirements for certificate/license upgrades include the following:

- From A to AA: Master's degree in the endorsement area or M.Ed.
- From AA to AAA: Specialist degree in the endorsement area or M.Ed.
- From AAA to AAAA: Doctoral degree in the endorsement area or M.Ed.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- There is a different preparation program for vocational instructors
- Some areas require professional certification

Missouri

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Hold a bachelor's degree from a college/university having a teacher education program approved by the Missouri Department of Education (or by another state) with at least a 2.5 GPA overall and in the content area and the recommendation of the college/university
- 30 hours of professional development during the initial 4-year term of certification/licensure
- Passing scores on the Praxis Test(s)

Requirements for certificate/license renewals include the following:

- Requires yearly performance evaluations

Requirements for certificate/license upgrades include the following

- To upgrade to a Career Certificate: 4 years of teaching, 30 hours of professional development, and a 2-year mentor program
- To upgrade to a Highly Qualified Career Certification: 10 years of teaching experience, a master's degree, or National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- For 1-year temporary certificate, a bachelor's degree in a content area or related field and coursework in pedagogy
- The Substitute Certificate requires a minimum of 60 hours of college credit and is issued at the request of an employing district

Certification and Licensure Requirements: Alternative Route

Alternative Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in a content area
- Return to a college of education for a 2-year program of study that enables simultaneous teaching and coursework
- Passing score on the Praxis Test(s)

Requirements for certificate/license renewals include the following:

- Requires yearly performance evaluations

Requirements for certificate/license upgrades include the following:

- To upgrade to a Career Certificate: 4 years of teaching, 30 hours of professional development, and a 2-year mentor program
- To upgrade to a Highly Qualified Career Certification: Two of the following—10 years teaching experience, a master’s degree, National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- For 1-year temporary certificate, a bachelor’s degree in a content area or related field and coursework in pedagogy
- The Substitute Certificate requires a minimum of 60 hours of college credit and is issued at the request of an employing district

Career Education License to Teach (Secondary)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor’s degree and 4,000 hours of relevant work experience *or*
- Associate degree and 5,000 hours of relevant work experience *or*
- High school diploma or GED (some areas require college degree) and 6,000 hours of relevant work experience
- Complete coursework (not to exceed 18 credit hours) in curriculum, methods, assessment, psychology of the exceptional child, foundations/implementation, and coordination of cooperative education
- Some areas require professional certification/licensing

Requirements for certificate/license renewals include the following:

- Complete 30 contact hours of professional development every year

Requirements for certificate/license upgrade to Career Continuous Career Educator include the following:

- Four years of state-approved teaching experience
- Completion of a professional development plan of at least 90 hours
- Participation in a 2-year mentoring program
- Participation in a Beginning Career Education Teacher’s Assistance Program
- Annual participation in the district’s Professional Board for Teacher Education program

Requirements for substitute/temporary certification/licensure include the following:

- A 1-year temporary certificate is issued to individuals who have a bachelor’s degree in a content area or related field and have taken courses in pedagogy
- The Substitute Certificate requires a minimum of 60 hours of college credit and is issued at the request of an employing district

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- Teachers of some CTE areas must have professional certification

Montana

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree
- Completion of an accredited professional educator preparation program in an area approved for endorsement in Montana

Requirements for certificate/license renewals include the following:

- Standard: 3 semester credits plus 15 renewal units or 4 semester credits
- Professional: 60 renewal units

Requirements for certificate/license upgrades include the following:

- To upgrade to a Class 1 Professional Teacher's License: Master's degree or 1 year of study consisting of at least 30 graduate credits beyond the bachelor's degree in professional education or an endorsable teaching area from an accredited college or university
- Verification of 3 years of successful teaching experience or equivalent

Requirements for substitute/temporary certification/licensure include the following:

- There are no requirements for substitute teaching

Certification and Licensure Requirements: Alternative Route

Class 4A License: Career and Vocational/Technical Education License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Must hold a valid Montana secondary-level teaching license, but without an appropriate CTE endorsement
- 10,000 hours of relevant work experience or apprenticeship training in the specific trade they are to teach (slightly different allowances for Computer Information Systems and Health Occupations)

Requirements for certificate/license renewal include the following:

- 4A License with Master's Degree: 60 renewal units; first renewal must show evidence of renewal units earned in principles or philosophy of CTE and safety and teacher liability
- 4A License with a Bachelor's Degree: 60 renewal units, 40 of which must be earned through college credit and/or technical studies; first renewal must show evidence of renewal units earned in principles or philosophy of CTE and safety and teacher liability

There are no upgrades for this type of certificate/license.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Class 4B License: Career and Vocational/Technical Education Licensee

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree
- 10,000 hours of relevant work experience or apprenticeship training in the specific trade in which they are to teach (slightly different for emerging occupations such as Computer Information Systems and Health Occupations)

Requirements for certificate/license renewal include the following:

- 60 renewal units, 40 of which must be earned through college credit and/or technical studies; first renewal must show evidence of renewal units earned in principles or philosophy of CTE, curriculum and instruction in CTE, learning styles/teaching styles including students with special needs, and safety and teacher liability
- If a master's degree is held, renewal requirements are 60 renewal units; first renewal must show evidence of renewal units earned in principles or philosophy of CTE, curriculum and instruction in career and CTE, learning styles/teaching styles including students with special needs, and safety and teacher liability

There are no upgrades for this type of certificate/license.

Requirements for substitute/temporary certification/licensure include the following:

- Decided at district level

Class 4C License: Vocational Career License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- 10,000 hours of relevant work experience

Requirements for certificate/license renewal include the following:

- 60 renewal units, 40 of which must be earned through college credit and/or technical studies; first renewal must show evidence of renewal units earned in principles or philosophy of CTE, curriculum and instruction in CTE, learning styles/teaching styles including students with special needs, and safety and teacher liability

There are no upgrades for this type of certificate/license.

Requirements for substitute/temporary certification/licensure include the following:

- Decided at district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience

Nebraska

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completed the requirements of an approved program for the preparation of teachers within 5 years
- Passing score on the Praxis I test

Requirements for certificate/license renewals include the following:

- Six semester hours of credit from an institution of higher education within the 5-year period

Requirements for certificate/license upgrades include the following

- To upgrade from Initial to Standard: Teach at least half-time for 2 consecutive years under the initial certificate/license
- To upgrade to Professional: Must have 2 consecutive years under the standard certificate/license and receive a master's degree (other than a master of arts in teaching or a master's degree that was already required for the area of endorsement) or completed a fifth-year program from a standard institution of higher education in curriculum and instruction for the same area of the endorsement

Requirements for substitute/temporary certification/licensure include the following:

- Must have a regular teaching certificate or a comparable and equivalent certificate that shall have expired, or hold, or qualify for, a comparable and equivalent certificate
- Local substitute teaching certificates are available, 40 days per school year in the district that requests them

Certification and Licensure Requirements: Alternative Route

Provisional Trades Teaching Certificate (available when there is not a teacher preparation program available in the state)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- Human relations training
- Complete an apprenticeship or 5 years of successful work experience
- Passing score on the Praxis I test

Requirements for certificate/license renewals include the following:

- Provisional: 3 semester hours of credit

Requirements for certificate/license upgrades include the following:

- Must complete a teacher preparation program

Requirements for substitute/temporary certification/licensure include the following:

- Must have a regular teaching certificate or a comparable and equivalent certificate that shall have expired or hold or qualify for an equivalent certificate
- Local substitute teaching certificates are available, 40 days per school year in the district that requests them

Transitional Teaching Certification

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's Degree
- Completion of a teacher preparation program (only at University of Nebraska at Carney), a 36-hour online program that must be completed while the applicant is teaching
- Passing score on the Praxis I test

Requirements for certificate/license renewals include the following:

- Six semester hours of credit from an institution of higher education within the 5 year period

Requirements for certificate/license upgrades include the following

- To upgrade from Initial to Standard: Teach at least half-time for 2 consecutive years under the initial certificate/license
- To upgrade to a Professional: Must have 2 consecutive years under the standard certificate/license and receive a master's degree (other than a master of arts in Teaching or a master's degree that was already required for the area of endorsement) or completed a fifth-year program from a standard institution of higher education in curriculum and instruction for the same area of the endorsement

Requirements for substitute/temporary certification/licensure include the following:

- Must have a regular teaching certificate or a comparable and equivalent certificate that shall have expired, or hold, or qualify for, a comparable and equivalent certificate
- Local substitute teaching certificates are available, 40 days per school year in the district that requests them

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience

Nevada

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Must have a bachelor's degree
- Program of preparation for teaching in the secondary grades approved by the state or required courses for a teaching major from a regionally accredited institution
- 22 semester hours in professional secondary or occupational education
- Business and Industry requires 6 additional semester hours of professional occupational courses
- Two years of relevant work experience
- Passing scores on the Praxis I and Praxis II PLT tests
- Some areas require professional certification/licensure

Requirements for certificate/license renewals include the following:

- Six semester hours of coursework

Requirements for certificate/license upgrades include the following:

- To upgrade to a Professional Secondary license: Meet all requirements for a Secondary License
- Hold a master's degree
- Have 3 years of verified experience as a teacher in a state-approved secondary school

Requirements for substitute/temporary certification/licensure include the following:

- 62 credits from a regionally accredited university or college

Certification and Licensure Requirements: Alternative Route

Business and Industry Licensure

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- Minimum of 12 semester hours in secondary occupational education
- Five years of relevant work experience in the area
- Passing score on the Praxis I test
- Some areas require professional certification/licensure

Requirements for certificate/license renewals include the following:

- Six semester hours of coursework

Requirements for certificate/license upgrades include the following:

- Complete the coursework requirements for highest Business and Industry certificate/license

Requirements for substitute/temporary certification/licensure include the following:

- 62 credits from a regionally accredited university or college

Special Qualifications

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Master's degree or higher in content area
- 122 hours of training and orientation at the school district level
- Five years of work experience in the area
- Passing score on the Praxis I test
- Professional Certification if necessary
- Three-year mentorship program and develop an individualized professional development plan

Requirements for license renewals include the following:

- Six semester hours of coursework

Requirements for license upgrades include the following:

To upgrade to a Professional Secondary license: Meet all requirements for a Secondary License, hold a master's degree, and have 3 years of verified experience as a teacher in a state-approved secondary school

Requirements for substitute/temporary certification/licensure include the following:

- 62 credits from a regionally accredited university or college

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- CTE teachers licensed through the industry route are required to have work experience
- There are different testing requirements for CTE teachers
- Teachers of some CTE areas must have professional certification

New Hampshire

Certification and Licensure Requirements: Traditional Route

There are no traditional teacher preparation programs for CTE teachers in New Hampshire.

Certification and Licensure Requirements: Alternative Route

Career and Technical Specialty: Alternative IV

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Up to an associate degree and 4 years of relevant work experience *or*
- Degree and 2 years of relevant work experience
- Develop a licensure plan that is agreed upon by department of education, mentor, and superintendent
- Passing score on the Praxis I test

Requirements for certificate/license renewals include the following:

- 75 hours of professional growth divided into subject area, pedagogy, technology

Requirements for certificate/license upgrades include the following:

- Three years of employment to upgrade from Beginning to Experienced Educator License

Requirements for substitute/temporary certification/licensure include the following:

- No requirements; can teach for only 20 consecutive days

Alternative V (Comprehensive Agriculture, Business, and Marketing)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree and 30 college credits in the subject area
- Education courses in pedagogy and possibly more in content area
- Passing score on the Praxis I within 8 weeks of employment
- Must complete steps of a formal plan to upgrade from the temporary certificate/license to the full certificate/license

Renewal, upgrade, and substitute/temporary certification/licensure requirements:

- Same as previous Alternative Route. There is no traditional preparation program for CTE teachers

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Trades areas are not required to have a bachelor's degree
- There is no traditional preparation program for CTE teachers
- Work experience is required (in combination with education levels) for the trades areas

New Jersey

Certification and Licensure Requirements: Traditional Route

There are no traditional teacher preparation programs for CTE teachers in New Jersey.

Certification and Licensure Requirements: Alternative Route

College-Based Alternate Route (Summer-to-Summer Certification Program for degreed CTE teachers)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree
- Fifteen-credit program that teaches curriculum, assessment, and subject matter methods
- Passing score on the Praxis II Subject Assessment test
- Employment with a New Jersey school district
- Completion of 2 summer programs
- One year of teaching with a mentor

Requirements for certificate/license renewals include the following:

- Standard certificate is a permanent certificate/license

Requirements for certificate/license upgrades include the following:

- Completion of the initial program is required to upgrade to the Standard certificate/license

Requirements for substitute/temporary certification/licensure include the following:

- 60 credit hours of coursework

Vocational Certification - only choice for the Trade & Industry Areas

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree with a major in the occupation to be taught or 4 years of approved relevant occupational experience
- Completion of a state-approved teacher training program (3 centers in the state)
- Employment with a school district

Requirements for certificate/license renewals include the following:

- Standard certificate is a permanent certificate/license

Requirements for certificate/license upgrades include the following:

Upgrade to standard upon completion of Provisional Teacher Program *or* state-approved college teacher preparation program and 1 year of full-time teaching under a valid state certificate/license

Requirements for substitute/temporary certification/licensure include the following:

- Occupational experience

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- No degree is required for CTE teachers
- There is no traditional preparation program for CTE teachers
- CTE teachers are required to have work experience

New Mexico

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree
- Complete an approved teacher preparation program
- During provisional period, create a Professional Development Plan with the principal based on the New Mexico teacher competencies
- CTE teachers can substitute work experience for the bachelor's degree requirement
- Pass New Mexico Teacher Assessments: Assessment of Teacher Basic Skills, Assessment of Teacher Competency, Assessment of Subject Area Content Knowledge
- During the provisional period, annual evaluations based upon the Professional Development Plan

Requirements for certificate/license renewals include the following:

- Every 9 years, the superintendent evaluates whether the applicant is meeting the competencies relevant to teaching level and Professional Development Plan and gives recommendation

Requirements for certificate/license upgrades include the following

- Upgrade to Level II: Complete the approved mentoring program and 3 years of teaching at Level I, and submit a Professional Development Dossier
- Upgrade to Level IIIA: Must develop a Professional Development Plan as a Level II teacher, earn a master's degree or become National Board Certified, complete at least 3 years of teaching at Level II, and submit Professional Development Dossier

Requirements for substitute/temporary certification/licensure include the following

- Minimum is a high school diploma and completion of a preparation program *or*
- Hold a substitute or standard certificate/license from another state

Certification and Licensure Requirements: Alternative Route

Alternative Licensure Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Any of the following: bachelor's degree including 30 credits in the certification/licensure area; master's degree including 12 graduate credits in the certification/licensure area; doctorate degree in a field that pertains to the certification/licensure area sought; associate degree and 2 years of work experience; high school diploma and 5 years of work experience

- Complete a state board of education-approved alternate certification/licensure program of 12-21 credit hours *or* prepare a portfolio for assessment and attend an interview with the Alternate Licensure Review Panel
- Pass New Mexico Teacher Assessments: Assessment of Teacher Basic Skills, Assessment of Teacher Competency, Assessment of Subject Area Content Knowledge
- Must complete a 1-year mentoring program to upgrade to the standard license
- Must have employment with a New Mexico school district

Requirements for certificate/license renewals include the following:

- Every 9 years, the superintendent evaluates whether the applicant is meeting the competencies relevant to teaching level and Professional Development Plan and gives recommendation

Requirements for certificate/license upgrades include the following

- Upgrade to Level II: Complete the approved mentoring program and 3 years of teaching at Level I, and submit a Professional Development Dossier
- Upgrade to Level IIIA: Develop a Professional Development Plan as a Level II teacher, earn a master's degree or become National Board Certified, complete at least 3 years of teaching at Level II, and submit Professional Development Dossier

Requirements for substitute/temporary certification/licensure include the following

- High school diploma and completion of a preparation program *or*
- Hold a substitute or standard certificate/license from another state

Secondary Vocational-Technical Licensure

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma
- Fifteen semester hours in secondary vocational education *or* district-developed professional development plan
- Five years of work experience in the relevant occupational area
- Must have employment with a New Mexico school district

Requirements for certificate/license renewals include the following:

- Every 9 years, the superintendent evaluates whether the applicant is meeting the competencies relevant to teaching level and Professional Development Plan and gives recommendation

Requirements for certificate/license upgrades include the following

- Upgrade to Level II: Complete the approved mentoring program and 3 years of teaching at Level I, and submit a Professional Development Dossier
- Upgrade to Level IIIA: Must develop a Professional Development Plan as a Level II teacher, earn a master's degree or become National Board Certified, complete at least 3 years of teaching at Level II, and submit Professional Development Dossier

Requirements for substitute/temporary certification/licensure include the following:

Minimum is a high school diploma and completion of a preparation program *or* hold a substitute or standard certificate/license from another state

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers

New York

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of an approved teacher education program
- Passing New York State Teacher Certification Exam (Secondary Assessment of Teaching Skills)
- Some areas require professional certification/licensure

Requirements for certificate/license renewals include the following:

- Professional Certificate is renewable with 175 hours of professional development every 5 years

Requirements for certificate/license upgrades include the following

- Three years of teaching experience, 1 year under a mentor, any additional State Teacher Certification exams necessary

Requirements for substitute/temporary certification/licensure include the following:

- Those holding a valid certificate or preparing to be certified can substitute for any length of time
- Those who do not have certification/licensure or are not preparing to be certified can substitute for a maximum of 40 days a year

Certification and Licensure Requirements: Alternative Route

Individual Evaluation/National Board Certification

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Pathway A: Associate Degree with minimum of 2.5 GPA in content and pedagogical core
- Pathway B: High school diploma or GED
- Completion of a state-registered teacher preparation program or National Board Certification
- 2-4 years of relevant work experience
- New York State Teacher Certification Exam (Secondary Assessment of Teaching Skills)
- Some areas require professional certification/licensure

Requirements for certificate/license renewals include the following:

- Professional Certificate is renewable with 175 hours of professional development every 5 years

Requirements for certificate/license upgrades include the following:

- Three years of teaching experience, 1 year under a mentor, any additional State Teacher Certification exams necessary

Requirements for substitute/temporary certification/licensure include the following:

- Those who hold a valid certificate or are preparing to be certified can substitute teach for any length of time
- Those who do not have certification/licensure or are not preparing to be certified can substitute for a maximum of 40 days a year

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- Teachers of some CTE areas must have professional certification

North Carolina

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Approved teacher preparation program with a 2.5 GPA
- Praxis I (during sophomore year) and Praxis II exams (during fourth year) if available for the particular area

Requirements for certificate/license renewals include the following:

- Ten semester hours or 15 units of renewal credit every 5 years

Requirements for certificate/license upgrades include the following:

- Three years of successful teaching,
- Professional development required by school system,
- Pass the Praxis II if required, *or*
- Demonstrate impact on student learning, *or*
- Complete High Objective Uniform State Standard of Evaluation

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Lateral Entry Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Complete at least a bachelor's degree from a regionally accredited college that is directly related to the appropriate subject area with at least a 3.0 GPA
- Complete orientation and develop a personalized individual plan of study
- Complete 6 semester hours of coursework a year
- Pass Praxis II Subject Assessment exam by the end of the second year of teaching
- Be employed with by a North Carolina school district

Requirements for certificate/license renewals include the following:

- Ten semester hours or 15 units of renewal credit every 5 years

Requirements for certificate/license upgrades include the following:

- Three years of successful teaching,
- Professional development required by school system,

- Pass the Praxis II if required, *or*
- Demonstrate impact on student learning, *or*
- Complete High Objective Uniform State Standard of Evaluation

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- None

North Dakota

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- A bachelor's degree or higher
- Approved program of teacher preparation with a general studies component, a North Dakota state-recognized program area major, a professional pedagogy core, and at least 32 hours of content-specific coursework with a GPA of at least 2.5 (at least 32 hours of content-specific coursework)
- Non-degree programs require 8,000 hours of work experience, degree programs do not
- Passing score on the Praxis I test
- Three positive recommendations by recent supervisors

Requirements for certificate/license renewals include the following:

- A regular certificate/license is renewed every 5 years with 4 semester hours of college or university credit earned within the dates of the certificate

Requirements for certificate/license upgrades include the following:

- Upgrade from Initial to Regular certification/licensure (Level II): Must have met all requirements for North Dakota certification/licensure and have taught successfully for 18 months in the state of North Dakota
- Upgrade to a Level III License: By earning advanced degrees beyond the bachelor's level, or National Board for Professional Teaching Standards advanced certification/licensure

Requirements for substitute/temporary certification/licensure include the following:

- Substitute teachers must hold a valid North Dakota educators' professional license based upon the same qualifications as a contracted teacher

Certification and Licensure Requirements: Alternative Route

Alternative Access Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree to qualify for the program
- Must meet business and industry standards
- 8,000 hours of relevant work experience
- Passing score on the Praxis I test

Requirements for certificate/license renewals include the following:

- A regular certificate/license is renewed every 5 years with 4 semester hours of college or university credit earned within the dates of the certificate

Requirements for certificate/license upgrades include the following:

- Upgrade from Initial to Regular certification/licensure (Level II): Must have met all requirements for North Dakota certification/licensure and have taught successfully for 18 months in the state of North Dakota
- Upgrade to a Level III License: Earn advanced degrees beyond the bachelor's level or National Board for Professional Teaching Standards advanced certification/licensure

Requirements for substitute/temporary certification/licensure include the following:

- Substitute teachers must hold a valid North Dakota educators' professional license based upon the same qualifications as a contracted teacher

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Some CTE teachers are not required to have a bachelor's degree
- Work experience is required for non-degreed CTE teachers

Ohio

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in education
- Completion of an approved preparation program that includes student teaching
- Passing score on the Praxis II PLT and selected content tests

Requirements for certificate/license renewals include the following:

- Six semester hours needed to renew the 5-year Professional License

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional upon successful completion of 2 years of teaching experience
- Passing score on the Praxis III Performance Evaluation
- Completion of the entry-year program

Requirements for substitute/temporary certification/licensure include the following:

- Short-term substitute must have a bachelor's degree
- Long-term substitute must also have additional coursework and can teach only in relevant subject area

Certification and Licensure Requirements: Alternative Route

Alternative Educator License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in the subject area to be taught (work experience can be substituted)
- Coursework in professional education and methods
- Praxis II Subject Assessment and PLT

Requirements for certificate/license renewals include the following:

- Six semester hours for 5-year Professional License

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional upon successful completion of 2 years of teaching experience
- Passing score on the Praxis III Performance Evaluation
- Completion of the entry-year program

Requirements for substitute/temporary certification/licensure include the following:

- Short-term substitute must have a bachelor's degree

- Long-term substitute must also have additional coursework and can teach only in relevant subject area

Route B Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma
- Five years of relevant work experience or approval of panel of experts in field
- Passing score on the Praxis I test, if required by district or university
- Some areas require industry credentials
- Must be employed by an Ohio school district

Requirements for certificate/license renewals include the following:

- Provisional license is renewed once
- Six semester hours needed to renew the 5-year Professional License
- By the second Professional license renewal, a minimum of an associate degree in the CTE field/area or in education

Requirements for certificate/license upgrades include the following:

- Upgrade to the Professional license upon completion of 3 years of successful teaching experience
- Passing score on the Praxis III Performance Evaluation
- Completion of the entry-year program
- Requirements must be completed by end of Year 4 (i.e., after 2 periods of Provisional Licensure)

Requirements for substitute/temporary certification/licensure include the following:

- Short-term substitute must have a bachelor's degree
- Long-term substitute must also have additional coursework and can teach only in relevant subject area

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience

Oklahoma

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in education
- Completion of an approved teacher preparation program
- Subject, Pedagogy, and General Knowledge assessments developed by the Oklahoma Commission for Teacher Preparation

Requirements for certificate/license renewals include the following:

- Successful completion of the Resident Teacher Program and professional development credits

Requirements for certificate/license upgrades include the following:

- Completion of the Resident Teacher Program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

FCS, Agriculture Education, Business and IT, and Technology Education

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in related field
- Minimum of 9 hours of CTE-related coursework
- Three years of relevant work experience in the last 5 years in an industry-related field
- Same testing as the traditional track, but also have to take NOCTI exam (T&I)

Requirements for certificate/license renewals include the following:

- Successful completion of the Resident Teacher Program and professional development credits

Requirements for certificate/license upgrades include the following:

- Completion of the Resident Teacher Program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Trades Areas and Technical Education and some Health Careers Areas

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- CTE core of 15 credits for Provisional I and 48 hours for Provisional II
- Three years of relevant work experience in the last 5 years in an industry-related field
- Passing score on the appropriate NOCTI test

Requirements for certificate/license renewals include the following:

- Successful completion of the Resident Teacher Program and professional development credits

Requirements for certificate/license upgrades include the following:

- Completion of the Resident Teacher Program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Oklahoma Alternative Placement Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Minimum of a baccalaureate degree from an accredited institution with a major in field of study that corresponds to area of certification/licensure
- 6-18 semester hours (90-270 clock hours) of professional education courses, number varying according to degree and experience
- Two years of relevant work experience in the subject area of specialization or an advanced degree
- Passing score on the General Education Competency Examination and Subject Area Competency Examination(s)
- Upon exit, must pass the Professional Education Competency Examination
- Must apply to the Teacher Competency Review Panel for evaluation of qualifications and receive its recommendation
- Completion of a Resident Teacher Program

Requirements for certificate/license renewals include the following:

- Successful completion of the Resident Teacher Program and professional development credits

Requirements for certificate/license upgrades include the following:

- Completion of the Resident Teacher Program

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers

Oregon

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of an approved teacher preparation program
- California Basic Educational Skills Test or Praxis I PPST, Praxis II or Multiple Subjects Exam for Content

Requirements for certificate/license renewals include the following:

- Initial I: Can be renewed twice for 3 years upon showing progress toward completion of the requirements for an Initial II or Continuing License
- Initial II: Requires either 6 semester hours of graduate-level credit, a Teacher Standards and Practices Commission-approved school district program equivalent to 6 semester hours, *or* Teacher Standards and Practices Commission-approved professional assessment and the experience requirement

Requirements for certificate/license upgrades include the following:

- From Initial I to Initial II: Complete master's degree or higher or complete graduate-level coursework germane to license area
- From Initial I to Continuing: Hold a master's degree or higher, have taught at least half-time for 5 years on any non-provisional license appropriate for the assignment, and complete one of the state requirement programs

Requirements for substitute/temporary certification/licensure include the following:

- Must have a bachelor's degree or higher

Certification and Licensure Requirements: Alternative Route

Professional Technical License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Associate degree or waiver from the state Department of Education
- Fifteen quarter or semester hours in professional education coursework
- Work experience requirements vary by area
- Passing score on the Praxis I or the California Basic Educational Skills Test (CBEST)
- Must have employment with an Oregon school district and be recommended by a university (for the 4-year programs)

Requirements for certificate/license renewals include the following:

- Five-year license is renewable with 120 clock hours of professional development

Requirements for certificate/license upgrades include the following:

- Complete all initial requirements and upgrade to the 5-year professional technical certificate/license

Requirements for substitute/temporary certification/licensure include the following:

- Those with a certificate/license can substitute in their area, but not in academic classrooms

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers

Pennsylvania

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of an approved teacher preparation program
- Praxis I and II Subject Assessment and PLT (Agriculture and Business are K-12 and they must pass the fundamental subjects test for PA)

Requirements for certificate/license renewals include the following:

- Complete 6 semester hours, equivalent continuing education hours, *or* a combination of the two every 5 years

Requirements for certificate/license upgrades include the following:

- To convert to Level II: 3 satisfactory years of teaching experience within the scope of the Level I Induction Program, 24 post-baccalaureate credits from a 4-year institution, positive assessment from the school district

Requirements for substitute/temporary certification/licensure include the following:

- Short-term or Long-term substitute with no educational obligation (emergency permit): Bachelor's degree
- Long-term substitute (emergency permit): Must be enrolled in a teacher preparation program and pass all tests that lead to Level I Certification

Certification and Licensure Requirements: Alternative Route

Vocational Certification

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- Eighteen semester hours within an approved vocational teacher preparation program
- Two years of full-time wage-earning experience
- Passing scores on the Praxis I (for Level I), Praxis II or equivalent (for Level II), and the Occupational Competency Examination (or evaluation of credentials for occupations where examinations do not exist)

Requirements for certificate/license renewals include the following:

- Complete 6 semester hours, equivalent continuing education hours, *or* combination of the two every 5 years

Requirements for certificate/license upgrades include the following:

- Upgrade from Intern to I: Meet all initial requirements (tests, academic, and experience)
- Upgrade from I to II: 3 years of satisfactory teaching experience under the Vocational I Certificate, 60 credit hours in an approved program in the appropriate field of vocational education, pass the appropriate Praxis Series (PLT) exams, complete the Pennsylvania Department of Education-approved induction program, and receive recommendation from the preparing university

Requirements for substitute/temporary certification/licensure include the following:

- Short-term or long-term substitute with no educational obligation (emergency permit): Bachelor's degree
- Long-term substitute (emergency permit): Must be enrolled in a teacher preparation program and pass all tests that lead to Level I Certification

Teacher Intern Program (not available for trades/vocational areas)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Degree in the relevant area
- Complete prescribed education courses and student teaching
- Passing scores on the Praxis I and II tests

Requirements for certificate/license renewals include the following:

- Complete 6 semester hours, equivalent continuing education hours, or combination of the two every 5 years

Requirements for certificate/license upgrades include the following:

- To convert to Level II: 3 satisfactory years of teaching experience within the scope of the Level I Induction Program, 24 post-baccalaureate credits from a 4-year institution, positive assessment from the school district

Requirements for substitute/temporary certification/licensure include the following:

- Short-term or long-term substitute with no educational obligation (emergency permit): Bachelor's degree
- Long-term substitute (emergency permit): Must be enrolled in a teacher preparation program and pass all tests that lead to Level I Certification

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers

Rhode Island

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from an accredited or approved institution of higher education
- Complete an approved program for the preparation of secondary school teachers within 5 years of the date of application and completion of the content semester-hour requirements
- Passing score on the Praxis II PLT

Requirements for certificate/license renewals include the following:

- Professional Certificate is renewed every 5 years with completion of an approved Individual Professional Development Plan

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional Certificate with employment and an approved 5-year Individual Professional Development Plan

Requirements for substitute/temporary certification/licensure:

- Must have a bachelor's degree

Certification and Licensure Requirements: Alternative Route

Vocational Education Certification Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- Twelve semester hours of professional education courses (6 of which must be in vocational methods and curriculum)
- Five years of appropriate work experience
- Passing scores on the appropriate national occupational tests
- Passing score on the Praxis II PLT exit test
- Employment with a Rhode Island school district

Requirements for certificate/license renewals include the following:

- Professional Certificate is renewed every 5 years with an approved Individual Professional Development Plan

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional Certificate with employment and an approved 5-year Individual Professional Development Plan

Requirements for substitute/temporary certification/licensure:

- Must have a bachelor's degree

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers

South Carolina

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of a state-approved teacher education program
- Passing scores on tests in pedagogy and teacher areas

Requirements for certificate/license renewals include the following:

- If not teaching, 6 semester hours of coursework every 5 years
- If teaching, requirement can be met by a combination of professional development and college coursework

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional License by passing formal evaluation and the Praxis II PLT *or* with National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level
- Temporary certification is requested by the districts but must be generated by the State Department of Education

Certification and Licensure Requirements: Alternative Route

Pace – Alternative Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher in a subject area approved for the alternative route to certification/licensure
- Three courses based on individual experience and knowledge
- Must complete state-provided training program
- Two years of full-time work experience
- Passing scores on the Praxis II Subject Assessment test to enter the Program for Alternative Certification of Educators (PACE) Program
- Passing scores on the Praxis II PLT upon completion of coursework requirements
- Must have employment by a South Carolina school district
- Must complete the Assisting, Developing, and Evaluating Professional Teaching formal evaluation

Requirements for certificate/license renewals include the following:

- If not teaching, 6 semester hours of coursework every 5 years
- If teaching, requirement can be met by a combination of professional development and college coursework

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional License by passing formal evaluation and the Praxis II PLT *or* with National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level
- Temporary certification is requested by the districts but must be generated by the State Department of Education

CTE Work-Based Certification

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- A high school diploma or GED
- At least 12 months of full-time experience in the certificate area within 5 years prior to making application for certification/licensure
- Validation of technical competence or professional certification/licensure
- Two personal references
- Exceptions in requirements can be made for individuals with unique occupational training and experience

Requirements for certificate/license renewals include the following:

- If not teaching, 6 semester hours of coursework every 5 years
- If teaching, the requirement can be met by a combination of professional development and college coursework

Requirements for certificate/license upgrades include the following:

- Upgrade to Professional Certificate at the end of 5 years if the following requirements are met:
 - Completion of state provided training program.
 - Validation of technical competence.
 - Completion of 6 semester hours of professional education coursework.
 - Validation of basic skills.
 - Completion of the Assisting, Developing, and Evaluating Professional Teaching formal evaluation.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

- Temporary certification is requested by the districts but must be generated by the State Department of Education

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers; CTE teachers are not required to pass the Praxis II PLT Exam
- Teachers of some CTE areas must have professional certification

South Dakota

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in the content area
- Master's degree in CTE
- Completion of a teacher preparation program
- 6,000 hours of work experience
- Passing score on the Praxis II Subject Assessment and PLT exams

Requirements for certificate/license renewals include the following:

- Six credits every 5 years

Requirements for certificate/license upgrades include the following:

- Earning a higher degree

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Alternative Certification (Trade & Industry)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Must have some postsecondary education
- Upon acquiring the Instructor Certificate, complete a program of professional development
- 6,000 hours in the relevant trade
- Must have an offer of employment

Requirements for certificate/license renewals include the following:

- Nine credits every 5 years

Requirements for certificate/license upgrades include the following:

- Earning a higher degree

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Degree Programs for Career Areas

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in the subject area (Business, Agriculture, Family and Consumer Sciences)
- Complete education preparation program as well as the requirements for the degree
- 2,000 hours of relevant work experience
- Passing scores on the Praxis II Subject Assessment and PLT tests

Requirements for certificate/license renewals include the following:

- Nine credits every 5 years

Requirements for certificate/license upgrades include the following:

- Earning a higher degree

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- Some CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers

Tennessee

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of an approved teacher preparation program
- Passing scores on the Praxis I and Praxis II Subject Assessment and PLT tests

Requirements for certificate/license renewals include the following:

- Renewal of the Apprentice License requires 45 renewal points
- The Professional License can be renewed every 10 years by earning 90 renewal points

Requirements for certificate/license upgrades include the following:

- Must teach for 3 years under the Apprentice License to upgrade to the Professional

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level, as long as state minimum educational requirements for substitutes are met

Certification and Licensure Requirements: Alternative Route

Alternative License A/C

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from a regionally accredited institution of higher education with an academic major in the endorsement area sought
- Complete a teacher preparation program while under the Alternative License
- Passing scores on the Praxis II PLT and Subject Assessment tests to move to full certification/licensure
- A mentor must be provided by the employing district
- Completion of an intensive summer program before beginning to teach

Requirements for certificate/license renewals include the following:

- To renew the Alternative license, applicant must be admitted to an approved teacher preparation program and earn 6 semester hours of credit in the areas of deficiency each year
- Once the applicant has upgraded out of the Alternative License, the renewal requirements are the same as under the traditional route

Requirements for certificate/license upgrades include the following:

- Completion of the preparation program and 2 years of mentorship

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level, as long as state minimum educational requirements for substitutes are met

Alternative License E (specifically for career switchers)

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from an a regionally accredited institution (have the major or a letter verifying content expertise from a university, or take the Praxis II Subject Assessment)
- 24 semester hours of professional education coursework
- One option is to take the required Praxis II Subject Assessment, then to move to full certification/licensure they have to take the Praxis I PPST and Praxis II PLT tests
- Praxis II Subject Assessment test is required to get the certificate/license

Requirements for certificate/license renewals include the following:

- Six semester hours from the list of coursework deficiencies each year

Requirements for certificate/license upgrades include the following:

- Completion of the coursework is required to move to full certification/licensure

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level, as long as state minimum educational requirements for substitutes are met

Occupational Education License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED
- Coursework requirements determined by an evaluation of candidate's skills and knowledge by an approved university
- Health Science: 3 years of full-time work experience within 5 years
- Trade & Industry: 5 years of full-time work experience within 8 years; some work experience can be waived with a 4-year degree in the area
- Some areas require professional certification/licensure

Requirements for certificate/license renewals include the following:

- Apprentice license is only valid for 3 years and is renewable yearly with documented progress in coursework
- The professional license is renewed every 10 years upon completion of several options that combine teaching experience, non-teaching experience in the occupational area, and professional/clerical workshops and development plans

Requirements for certificate/license upgrades include the following:

- Completion of coursework during apprentice certification/licensure to upgrade to the Professional License

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level, as long as state educational requirements for all substitutes are met and those in occupational areas meet certain safety standards

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- Teachers of some CTE areas must have professional certification

Texas

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from an accredited college or university (with the exception of the Trade & Industrial area)
- Completion of an approved teacher training program
- Trade & Industrial: 5 years full-time wage-earning experience
- Health Science Technology Education: 2 years full-time wage-earning experience
- Marketing Education: 2 years full-time wage-earning experience
- Successful completion of a content area and a Pedagogy and Professional Responsibilities exam (with the exception of the Trade & Industrial area)

Requirements for certificate/license renewals include the following:

- 150 clock hours of continuing professional education for the Standard Certificate renewal

There are no certificate/license upgrades available.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Alternative Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree, preferably in relevant content area
- Completion of a teacher preparation program
- Passing a pedagogy and a relevant subject matter test
- Two years of mentorship and coursework

Requirements for certificate/license renewals include the following:

- 150 clock hours of continuing professional education for the Standard Certificate renewal

There are no certificate/license upgrades available.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Trade & Industrial Education

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma or GED and 5 years of relevant full-time occupational experience within the previous 8 years *or* an associate or bachelor's degree and 3 years of relevant full-time occupational experience within the previous 8 years
- Current state or national certification/licensure in the occupational area they plan to teach
- Complete a Statement of Qualifications and have it reviewed by an approved Trade & Industrial Education teacher certification program
- Have a deficiency plan drafted
- Complete required coursework and successfully complete the Texas Exam for Trade & Industrial Education
- All requirements must be met within 2 years

Requirements for certificate/license renewals include the following:

- 150 clock hours of continuing professional education for the Standard Certificate renewal

There are no certificate/license upgrades available.

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- Trade & Industry teachers are not required to have a college degree

Utah

Certification and Licensure Requirements: Traditional Route

The initial teacher licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from an accredited institution
- Completion of a board-approved program for the preparation of teachers
- Passing scores on the Praxis I and II PLT tests

Requirements for license renewals include the following:

- Standard (Level II): 200 professional development points, 100 of which can be earned by teaching in an accredited school for 3 of the 5 years the license is valid

Requirements for license upgrades include the following:

- From a Level I to a Level II: Complete 3 years of successful teaching experience and mentorship from the employing district, pass Praxis II Subject Assessment test, and be recommended for the Standard License
- To upgrade to the Level III: Complete National Board Certification or a doctorate degree

Requirements for substitute/temporary licensure include the following:

- Substitutes who are to be given first priority are those who hold valid Utah teaching licenses in the subject to be taught
- Other substitutes must have a valid license in a field commonly taught in public schools
- Final decisions are made at the district level

Licensure Requirements: Alternative Route

Alternative Route to Licensure

The initial teacher licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher with a major in a subject taught in Utah secondary schools
- Acceptable coursework is determined by transcript review; if licensing by competency, then no coursework is required
- Attend a professional development conference
- Passing score on the Praxis II Subject Assessment exam
- Two positive observations of classroom performance skills
- Board-approved competency tests
- Must be hired by a school district and teach full-time for at least 1 year during the temporary licensure period

Requirements for license renewals include the following:

- Standard (Level II): 200 professional development points, 100 of which can be earned by teaching in an accredited school for 3 of the 5 years the license is valid

Requirements for license upgrades include the following:

- Complete 3 years of successful teaching experience and mentorship from the employing district
- Passing score on the Praxis II Subject Assessment test
- Be recommended for the Standard Certificate
- To upgrade to the Level III: Complete National Board Certification or a doctorate

Requirements for substitute/temporary licensure include the following:

- Substitutes who are to be given first priority are those who hold valid Utah teaching licenses in the subject to be taught
- Other substitutes must have a valid license in a field commonly taught in public schools
- Final decisions are made at the district level

Applied Technology Education Licensure

The initial teacher licensure is awarded by the state upon completion of the following requirements:

- Six years of related occupational experience, or
- Bachelor's degree in a related area with 2 years experience, or
- Associate's degree with 4 years of experience, or
- Hold appropriate professional certification/licensure
- Complete pedagogical coursework or satisfy standards to demonstrate mastery in the pedagogy areas and some applicants may be required (all are encouraged) to complete an approved program of assessment to demonstrate mastery of beginning teaching skills
- Appropriate state-approved competency examination in the respective field to waive the occupational experience requirements
- Must already have an offer for employment
- Some areas require professional certification/licensure

Requirements for license renewals include the following:

- Standard (Level II): 200 professional development points, 100 of which can be earned by teaching in an accredited school for 3 of the 5 years the license is valid

Requirements for license upgrades include the following:

- To move to Level I: Completion of initial requirements
- To move to Level II (if applicant has a bachelor's degree): Teach for 3 years in applicable content area, complete the Entry Years Enhancement Program and any required coursework
- To move to Level II (if have Level I and an endorsement): At least 3 years of teaching experience, complete the Entry Years Enhancement Program

- To move from Level II to Level III: National Board Certification or a doctorate in the field of practice

Requirements for substitute/temporary licensure include the following:

- Substitutes who are to be given first priority are those who hold valid Utah teaching licenses in the subject to be taught
- Other substitutes must have a valid license in a field commonly taught in public schools
- Final decisions are made at the district level

Academic and CTE teacher preparation and requirements for licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- Teachers of some CTE areas must have professional certification

Vermont

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Completion of a state-approved educator preparation program at a college or university
- Passing scores on the Praxis I and Praxis II Subject Assessment tests (if available)

Requirements for certificate/license renewals include the following:

- Level I can be renewed once if an educator does not get recommended for a Level II license
- Must have documented Individual Professional Development Plan and make progress towards the Individual Professional Development Plan goals

Requirements for certificate/license upgrades include the following:

- From Level I to II: practice in an endorsement area for 3 years under a Level I license,
- Submit an approved Individual Professional Development Plan,
- Provide verification of demonstrated competencies required, and
- Documentation of any valid certificates/licenses or credentials required.

Requirements for substitute/temporary certification/licensure include the following:

- Sub up to 15 consecutive days with a high school diploma
- Must have an emergency or provisional license (minimum of bachelor's degree)

Certification and Licensure Requirements: Alternative Route

Alternative Licensure Route: Peer Review

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Each endorsement has different work experience requirements (6 years for most Trade & Industry areas)
- Passing scores on the Praxis I and Praxis II Subject Assessment tests (if available)
- Once the portfolio review panel feels that the applicant has met all requirements and competencies, they recommend the applicant for initial certification/licensure
- Documented 12 weeks of student teaching or similar experience and demonstrate competency in the 16 principles for Vermont Educators and endorsement competencies and requirements through completion of a professional portfolio for evaluation

Requirements for certificate/license renewals include the following:

- Level I can be renewed once if an educator does not get recommended for a Level II license

- Must have documented Individual Professional Development Plan and make progress towards the Individual Professional Development Plan goals

Requirements for certificate/license renewals include the following:

- Level I can be renewed once if an educator does not get recommended for a Level II license
- Must have documented Individual Professional Development Plan and make progress towards the Individual Professional Development Plan goals

Requirements for certificate/license upgrades include the following:

- From Level I to II: practice in an endorsement area for 3 years under a Level I license,
- Submit an approved Individual Professional Development Plan,
- Provide verification of demonstrated competencies required, and
- Documentation of any valid certificate/licenses or credentials required.

Requirements for substitute/temporary certification/licensure include the following:

- Sub up to 15 consecutive days with a high school diploma
- Must have an emergency or provisional license (minimum of bachelor's degree)

Transcript Review

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher
- Have taken classes already to show mastery of the educator principles and competencies for the subject areas
- Some endorsements require work experience
- Passing scores on the Praxis I and Praxis II Subject Assessment tests (if available)
- Once the transcript review panel feels that the applicant has met all requirements and competencies, they recommend the applicant for initial certification/licensure
- Documented 12 weeks of student teaching or similar experience and demonstrate competency in the 16 principles for Vermont Educators and endorsement competencies and requirements through completion of a professional portfolio for evaluation

Requirements for certificate/license renewals include the following:

- Level I can be renewed once if an educator does not get recommended for a Level II license
- Must have documented Individual Professional Development Plan and make progress towards the Individual Professional Development Plan goals

Requirements for certificate/license upgrades include the following:

- From Level I to II: practiced in an endorsement area for 3 years under a Level I license,
- Submit an approved IPDP,
- Provide verification of demonstrated competencies required, and
- Documentation of any valid certificates/licenses or credentials required.

Requirements for substitute/temporary certification/licensure include the following:

- Sub up to 15 consecutive days with a high school diploma
- Must have an emergency or provisional license (minimum of bachelor's degree)

CTE Licensure

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High School or GED is the minimum requirement
- Anything outlined in the Technical Development Plan to meet certification/licensure competency and endorsement requirements to meet the general educator principles
- No specific amount of work experience is required, but it may help with the competencies and other requirements for certification/licensure/endorsement
- Passing score on the Praxis I to get the Level I License
- Apprenticeship license is issued while the applicant completes the Technical Development Plan, then moves into a Level I license

Requirements for certificate/license renewals include the following:

- Level I can be renewed once if an educator does not get recommended for a Level II license
- Must have documented Individual Professional Development Plan and make progress towards the Individual Professional Development Plan goals

Requirements for certificate/license upgrades include the following:

- From Level I to II: practiced in an endorsement area for 3 years under a Level I license,
- Submit an approved IPDP,
- Provide verification of demonstrated competencies required, and
- Documentation of any valid certificates/licenses or credentials required.

Requirements for substitute/temporary certification/licensure include the following:

- Sub up to 15 consecutive days with a high school diploma
- Must have an emergency or provisional license (minimum of bachelor's degree)

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- There are different testing requirements for CTE teachers

Virginia

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree from a regionally accredited institution
- Completion of an approved teacher preparation program
- Passing scores on the Virginia Communication and Literacy Assessment (VCLA) and Praxis II Subject Area Assessment

Requirements for certificate/license renewals include the following:

- 180 professional development points within the 5-year period of validity (90 points or 3 semester hours must be in a content course)
- If have master's degree, none of personal development points need to be coursework
- Technology Standards for Instructional Personnel and Child Abuse Recognition and Intervention Training

Requirements for certificate/license upgrades include the following:

- Must have a graduate degree to move from a Collegiate to a Postgraduate Professional license

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Certification and Licensure Requirements: Alternative Route

Alternative Route to Licensure

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher in the content area
- Must meet professional studies requirements of the endorsement sought, including 15-18 hours of coursework in human growth and development, curriculum, and instructional procedures
- Must be employed by a Virginia school district while completing the coursework and testing requirements

Requirements for certificate/license renewals include the following:

- 180 professional development points within the 5-year period of validity (90 points or 3 semester hours must be in a content course)
- If have master's degree, none of professional development points need to be coursework
- Technology Standards for Instructional Personnel and Child Abuse Recognition and Intervention Training

Requirements for certificate/license upgrades include the following:

- Upgrade to the 5-year renewable license by passing scores on the the Virginia Communication and Literacy Assessment (VCLA) and Praxis II Subject Area Assessment, 15-18 hours of professional studies, and 1 year of successful full-time teaching experience in the endorsement area in an accredited public or nonpublic school (with available assistance of fully licensed teacher within the school building)
- Must have a graduate degree to move from a Collegiate to a Postgraduate Professional license

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Career Switcher Alternative Route to Licensure Program

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from a regionally accredited institution (prerequisite for program)
- Passing scores on the Virginia Communication and Literacy Assessment (VCLA) and Praxis II Subject Area Assessment
- Five years of professional work experience
- Coursework required for the desired teaching area. Level I includes a minimum of 180 clock hours of instruction, including field experience
- Level II is during the first year of teaching and includes 5 seminars and a mentor program
- Eligibility License is awarded after completion of the Level I academic requirements and individuals are expected to seek and obtain employment. Upon completion of Level II, apply for the appropriate Professional License

Requirements for certificate/license renewals include the following:

- 180 professional development points within the 5-year period of validity (90 points or 3 semester hours of which have to be in a content course)
- If have master's degree, none of professional development points have to be coursework
- Technology Standards for Instructional Personnel and Child Abuse Recognition and Intervention Training

Requirements for certificate/license upgrades include the following:

- Must have a graduate degree to move from a Collegiate to a Postgraduate Professional license

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Experiential Learning

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher from a regionally accredited institution
- Completion of education coursework
- Five years of professional work experience
- Passing score on the Praxis II Subject Area Assessment
- Recommendation from an employing Virginia school district

Requirements for certificate/license renewals include the following:

- 180 professional development points within the 5-year period (90 points or 3 semester hours must be in a content course)
- If have master's degree, none of professional development points have to be coursework
- Technology Standards for Instructional Personnel and Child Abuse Recognition and Intervention Training

Requirements for certificate/license upgrades include the following:

- Must have a graduate degree to move from a Collegiate to a Postgraduate Professional license

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Technical Professional License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Employment in a Virginia public school district or accredited Virginia nonpublic school
- Diploma from an accredited high school or GED
- Completion of an apprenticeship program and 2 years of experience at the journeyman or equivalent level *or* 4 years of work experience at the management or supervisory level *or* equivalent and a combination of 4 years training and work experience at that level
- Some areas require professional certification/licensure
- Nine semester hours of professional studies credit from a college or university including courses in human growth and development, curriculum and instructional procedures, and applications of instructional technology and 1 year of successful full-time teaching experience with a mentor
- Some areas require professional certification/licensure. Hold a license issued by the appropriate Virginia board for those program areas requiring a license and a minimum of 2 years of satisfactory experience at the journeyman level or an equivalent.

Requirements for certificate/license renewals include the following:

- 180 professional development points within the 5-year validity (90 points or 3 semester hours must be in a content course)
- If have master's degree, none of professional development points need to be coursework
- Technology Standards for Instructional Personnel and Child Abuse Recognition and Intervention Training

Requirements for certificate/license upgrades include the following:

- Must have a graduate degree to move from a Collegiate to a Postgraduate Professional license

Requirements for substitute/temporary certification/licensure include the following:

- There are no state requirements for substitute teachers; this is decided at the district level

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- Teachers of some CTE areas must have professional certification

Washington

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher in an endorsement area from a regionally accredited university
- Complete a state-approved teacher preparation program or verify at least 3 years of K-12 teaching experience outside Washington
- 2,000 hours of occupational experience within the previous 6 years
- Passing scores on the Washington Educator Skills Test and Praxis II Subject Assessment test in each endorsement area; Praxis I and California Basic Educational Skills Test can be substituted by out-of-state candidates
- Completion of a professional certification/licensure program within 5 years of getting the residency license

Requirements for certificate/license renewals include the following:

- Once a professional certification/licensure program has been developed, requirements include 150 clock hours every 5 years from state-approved providers

Requirements for certificate/license upgrades include the following:

- To upgrade to Residency Certificate: 2 years of teaching experience with the same school district
- To upgrade to Professional Teacher Certificate: Complete a professional certification/licensure program at a Washington college/university or get National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Substitute teachers must meet the same requirements as fully certified/licensed teachers
- Emergency and intern certificates are also available to students and those who have not met all the requirements of a full certificate

Certification and Licensure Requirements: Alternative Route

CTE Teaching Certificate – College/University Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Appropriate degree in the content area and a teacher preparation program
- Courses to prepare a candidate to teach courses within a broad CTE area
- 2,000 hours of paid occupational experience in the broad endorsement area
- Passing scores on the Washington Educator Skills Test and Praxis II Subject Assessment test in each endorsement area; Praxis I and California Basic Educational Skills Test can be substituted by out-of-state candidates

Requirements for certificate/license renewals include the following:

- Initial: 3 credits or 30 clock hours of teacher training (this can be done two times)
- Continuing (5 year): 6 quarter credits or 60 clock hours of teacher training or 3 credits of teacher training and 3 credits of technical upgrading or 30 clock hours
- Can also have 3 credits or 300 hours of occupational experience (summer work, etc.)

Requirements for certificate/license upgrades include the following:

- Upgrade from Initial to Continuing: 9 quarter credits/hours or 90 clock hours and 2 years of CTE teaching

Requirements for substitute/temporary certification/licensure include the following:

- Substitute teachers must meet the same requirements as fully certified/licensed teachers
- Emergency and intern certificates are also available to students and those who have not met all the requirements of a full certificate

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- Renewal requirements are more flexible for CTE teachers

West Virginia

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree or higher (for Business, FCS, Marketing, Agriculture)
- Completion of an approved teacher preparation program
- Work experience is required, but the amount varies by area
- Passing score on the Praxis I and Praxis II (PLT) tests

Requirements for certificate/license renewals include the following:

- Professional Certificate is renewable by 6 semester hours of coursework, by achieving a master's degree plus 30 credits, or by applicant's reaching age of 60

Requirements for certificate/license upgrades include the following:

- Upgrade from initial to a Professional Certificate: meet the renewal requirements of the initial, complete the beginning teacher internship, 2 years of educational experience, and receive recommendation
- To upgrade to a Permanent Certificate: hold a Professional certificate for 5 years, hold a master's degree related to the public school program, complete 5 years of educational experience, and receive recommendation

Requirements for substitute/temporary certification/licensure include the following:

- Long-term Substitute: Bachelor's degree with at least a 2.0 GPA and minimum of 12 semester hours of content coursework
- Short-term Substitute: Bachelor's degree with a 2.0 GPA or higher

Certification and Licensure Requirements: Alternative Route

Alternative Route to Certification

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree with at least a 2.5 GPA
- Completion of an alternative preparation program
- Passing scores on the Praxis I and Praxis II Subject Assessment tests (or qualify for an exemption)
- Have a job offer from a school that could not find a fully certified applicant for the content area needed

Requirements for certificate/license renewals include the following:

- Alternative Certificate is renewed through at least 6 semester hours of coursework each year for up to 3 years

Requirements for certificate/license upgrades include the following:

- After 3 years, the alternative program must be completed to upgrade to an Initial Professional Teaching Certificate

Requirements for substitute/temporary certification/licensure include the following:

- Long-term Substitute: Bachelor's degree with at least a 2.0 GPA and minimum of 12 semester hours of content coursework
- Short-term Substitute: Bachelor's degree with a 2.0 GPA or higher

Career/Technical Education Certificates

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- High school diploma, GED, or a degree if applicable
- All must complete a state-approved program with a 3.0 GPA
- 2-4 years of wage-earning work experience within one or a combination of the endorsement areas; varies with degree earned
- Pass Praxis I or California Achievement exam
- Some areas require occupational certification/licensure by Health Occupations and NOCTI
- All areas require that applicants maintain their industry credential throughout their employment

Requirements for certificate/license renewals include the following:

- Recommendation of superintendent
- Must satisfy *one* of the following: 6 semester hours of coursework, master's plus 30 salary classification, age 60 or older

Requirements for certificate/license upgrades include the following:

- Upgrade to a Permanent Career/Technical Certificate: Hold or be eligible for the 5 year certificate, AND
- Have a master's degree, AND
- Complete 5 years of educational experience, OR
- Hold a CTE Certificate valid for 5 years, AND
- Renew the certificate 2 times, AND
- Recommendation of superintendent

Requirements for substitute/temporary certification/licensure include the following:

- Must have related work experience or occupational experience in that area, high school diploma, 18 clock hours of substitute training

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- Not all CTE teachers are required to have bachelor's degrees
- CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers
- Teachers of some CTE areas must have professional certification

Wisconsin

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in education
- Completion of a teacher preparation program
- Passing scores on the Praxis I and the Praxis II Subject Assessment tests

Requirements for certificate/license renewals include the following:

- Completion of a Professional Development Plan every 5 years

Requirements for certificate/license upgrades include the following:

- To upgrade to a Professional License: Design and complete a Professional Development Plan between 3 and 5 years of obtaining the initial license and have 3 years of teaching experience
- To upgrade to a Master License: Completion of a related master's degree, 10 years of employment, at least 5 years of successful professional experience, contributions to the profession and successful observation, and complete an assessment process or National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Substitute license is issued to an applicant who has held or is eligible for a Wisconsin license or the equivalent in another state
- Short-term substitutes can teach in any subject at any grade level, but long-term substitutes can work only in their area of certification/licensure
- A substitute permit can be issued to anyone who holds a bachelor's degree from an accredited college or university (valid for 3 years and must be renewed)

Certification and Licensure Requirements: Alternative Route

License by Equivalency

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree
- Completed the equivalency of a state-approved program and have a statement from the institution to verify, OR
- Completion of a state-approved alternative preparation program, OR completion of a training and assessment program (described below)
- Complete the department-approved standards-based training and assessments for the license. Includes a passing score on a standardized examination in the area of certification/licensure and teaching knowledge

Requirements for certificate/license renewals include the following:

- Completion of a Professional Development Plan every 5 years

Requirements for certificate/license upgrades include the following:

- To upgrade to a Professional License: Design and complete a Professional Development Plan between 3 and 5 years of obtaining the initial license and have 3 years of teaching experience
- To upgrade to a Master License: Completion of a related master's degree, 10 years of employment, at least 5 years of successful professional experience, contributions to the profession and successful observation, and complete an assessment process or National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Substitute license is issued to an applicant who has held or is eligible for a Wisconsin license or the equivalent in another state
- Short-term substitutes can teach in any subject at any grade level, but long-term substitutes can work only in their area of certification/licensure
- A substitute permit can be issued to anyone who holds a bachelor's degree from an accredited college or university

Technical Education License

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in the subject to be taught or a related field
- Completion of an approved preparation program (either traditional or alternative)
- Passing scores on the Praxis I and Praxis II tests (Tech Ed)
- Can be issued an Emergency License while completing requirements for Initial License if no other candidate is found

Requirements for certificate/license renewals include the following:

- Completion of a Professional Development Plan every 5 years

Requirements for certificate/license upgrades include the following:

- To upgrade to a Professional License: Design and complete a Professional Development Plan between 3 and 5 years of obtaining the initial license and have 3 years of teaching experience
- To upgrade to a Master License: Completion of a related master's degree, 10 years of employment, at least 5 years of successful professional experience, contributions to the profession and successful observation, and complete an assessment process or National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Substitute license is issued to an applicant who has held or is eligible for a Wisconsin license or the equivalent in another state

- Short-term substitutes can teach in any subject at any grade level, but long-term substitutes can work only in their area of certification/licensure
- A substitute permit can be issued to anyone who holds a bachelor's degree from an accredited college or university (valid for 3 years and must be renewed)

Career Licenses in Agriculture, Business, FCS, and Marketing

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in the subject to be taught or a related field
- Completion of an approved preparation program (either traditional or alternative)
- Agriculture and Marketing require 4,000 hours of work experience
- Passing scores on the Praxis I and Praxis II tests
- Can be issued an Emergency License while completing requirements if no other candidate is found

Requirements for certificate/license renewals include the following:

- Completion of a Professional Development Plan every 5 years

Requirements for certificate/license upgrades include the following:

- To upgrade to a Professional License: Design and complete a Professional Development Plan between 3 and 5 years of obtaining the initial license and have 3 years of teaching experience
- To upgrade to a Master License: completion of a related master's degree, 10 years of employment, at least 5 years of successful professional experience, contributions to the profession and successful observation, and complete an assessment process or National Board Certification

Requirements for substitute/temporary certification/licensure include the following:

- Substitute license is issued to an applicant who has held or is eligible for a Wisconsin license or the equivalent in another state
- Short-term substitutes can teach in any subject at any grade level, but long-term substitutes can work only in their area of certification/licensure
- A substitute permit can be issued to anyone who holds a bachelor's degree from an accredited college or university (valid for 3 years and must be renewed)

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- CTE teachers are required to have work experience
- There are different testing requirements for CTE teachers

Wyoming

Certification and Licensure Requirements: Traditional Route

The initial teacher certificate or licensure is awarded by the state upon completion of the following requirements:

- Bachelor's degree in education
- Complete teacher preparation program
- Passing score on the Praxis II PLT test
- Relevant work experience

Requirements for certificate/license renewals include the following:

- Complete 3 professional growth activities during the period of the certificate

There are no upgrades available.

Requirements for substitute/temporary certification/licensure include the following:

- Must have a substitute permit, which requires an associate degree, 65 hours of coursework, *or* a high school diploma and certain in-service development activities

Academic and CTE teacher preparation and requirements for certification/licensure differ in the following ways:

- CTE teachers are required to have work experience