

# Career and Technical Education Teacher Licensure Requirements: 50 States and the District of Columbia

June 2013

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This work was originally produced in whole or in part by the Midwest Comprehensive Center with funds from the U.S. Department of Education under cooperative agreement number S283B120020. The content does not necessarily reflect the position or policy of the Department of Education, nor does mention or visual representation of trade names, commercial products, or organizations imply endorsement by the federal government.

The Midwest Comprehensive Center provides technical assistance to the state education agencies in Illinois, Iowa, Minnesota, and Wisconsin. This assistance is tailored to each state's individual needs and addresses the priorities of the U.S. Department of Education. The Midwest Comprehensive Center is one of the 15 regional comprehensive centers funded by the U.S. Department of Education, and its work is administered by American Institutes for Research.

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## Background

One of the Midwest region states requested support from the Midwest Comprehensive Center in identifying state recruitment and licensure policies for CTE teachers. This document provides information on teacher licensure systems and requirements for CTE teachers in all 50 U.S. states and the District of Columbia. The information provided does not include policies regarding granting reciprocity to individuals previously licensed to teach in other states.

A scan of CTE teacher licensure requirements revealed that all states offer prospective and current teachers a number of options for obtaining CTE licensure. Commonly identified routes for licensure are traditional, alternative, and work based. In all states, the traditional teacher certification route, completing a four-year program in education, is a common form of licensure. Applicants enrolled in a teacher education program typically specialize or are certified in a content area. All 50 states and the District of Columbia have education programs that allow prospective and current teachers to specialize in CTE programs. Alternative routes of certification are another option to obtain CTE licensure. Applicants who have not entered teaching through the traditional route can attain certification through an alternative route. Each state approves the institutions offering alternative certification programs. Most programs are in college or university systems, school districts, for-profit and nonprofit organizations (e.g., online universities, Teach for America). Applicants who do not have a background in teaching but want to transition into the field can obtain licensure through work-based experience. All states have worked-based license requirements that call for applicants to verify their experience by either working a specified number of years in the field or submitting a valid license (e.g., nurses or automotive technicians).

## Review Methods

Information on CTE teacher licensure systems and requirements was obtained primarily through a search of legislature websites and state education agency websites. An Internet-based search was conducted using primarily one search engine: Google. The search relied on search terms that included the name of a state and “career and technical education or CTE teacher certification” or “career and technical education or CTE teacher licensure.”

The routes and requirements for CTE teacher certification vary by state; however, every state details how applicants obtain and renew or are promoted to a higher level of licensure. The tables present the following information for each of the 50 states and the District of Columbia.

- CTE-related teacher certificates
- Certification routes
- Length of teaching certificates or renewal
- Professional development or additional requirements
- Recruitment
- A list of sources used with links to relevant websites

Each section summarizes the states’ requirements and any recruitment efforts that may appeal to prospective applicants, current teachers, or business professionals.

# Alabama

CTE Teacher Certificates	
Traditional	<p>In Alabama, educators who have obtained general certification through the traditional route can then be certified in CTE fields.</p> <ul style="list-style-type: none"> <li>▪ Initial Certificate<sup>1</sup></li> <li>▪ Professional Educator Certificate with CTE requirements<sup>2,3</sup></li> </ul>
Alternative	<p>The Junior Reserve Officer Training Corps (ROTC) Certificate is obtained primarily by verifying work experience.</p> <ul style="list-style-type: none"> <li>▪ Junior ROTC Certificate<sup>4</sup></li> </ul>
CTE-Specific Licensure	<p>The state has a number of CTE-specific certificates that vary according to the applicant's degree attainment and the completion of licensure requirements.</p> <ul style="list-style-type: none"> <li>▪ Specialty Area 1 Certificate (Technical Education OR Health Science)</li> <li>▪ Specialty Area 2 Certificate (Technical Education OR Health Science)</li> <li>▪ Specialty Area 3 Certificate (Technical Education OR Health Science)</li> <li>▪ Specialty Area 4 Certificate (Technical Education OR Health Science)</li> <li>▪ Specialty Area 5 Certificate (Technical Education OR Health Science)</li> <li>▪ Career and Technical Alternative Baccalaureate-Level Certificate<sup>5</sup></li> <li>▪ Career and Technical Education Temporary Certificate<sup>6</sup></li> </ul>
Certification Routes	
Traditional <sup>7</sup>	<ul style="list-style-type: none"> <li>▪ Requirements: <ul style="list-style-type: none"> <li>• Initial or Professional Educator Certificate <ul style="list-style-type: none"> <li>○ Levels of certification include:<sup>8</sup> <ul style="list-style-type: none"> <li>▪ Class B: Bachelor's degree level</li> <li>▪ Class A: Master's degree level</li> <li>▪ Class AA: Suited for education specialist or instructional support</li> </ul> </li> <li>○ Bachelor's degree or higher (7)</li> <li>○ Completion of a state-approved teacher education program (7)</li> </ul> </li> <li>• Educators who have obtained general certification through the traditional route can then be certified in CTE fields through the Additional Teaching Field Approach,<sup>9</sup> the requirements include: <ul style="list-style-type: none"> <li>○ A valid professional educator certificate</li> <li>○ Verification of a passing score on the state-specified Occupational Proficiency examination</li> <li>○ Verification of two full years of full-time classroom teaching experience</li> </ul> </li> </ul> </li> </ul>
Alternative <sup>10</sup>	<ul style="list-style-type: none"> <li>▪ Requirements: <ul style="list-style-type: none"> <li>• Career and Technical Alternative Baccalaureate-Level Certificate (CT ABC) <ul style="list-style-type: none"> <li>○ Bachelor's degree or higher <ul style="list-style-type: none"> <li>▪ Bachelor's degree is not required for some CTE Certificates. "Applicants may use the state-approved program approach to earn a bachelor's degree-level Professional Educator Certificate"</li> </ul> </li> <li>○ A passing score on the Praxis II subject assessment or</li> <li>○ Appropriate work experience in business and industry</li> <li>○ If the applicant is in the health sciences, they must have a Alabama license</li> </ul> </li> </ul> </li> </ul>

- and a bachelor's or higher in the area of their active license
- Complete required coursework and testing
- Three full years of full-time teaching while holding a CT ABC in no more than two public schools systems or nonpublic schools within the four scholastic years
- Specialty Area I–V Career and Technical Certificates
  - A recommendation from a superintendent
  - A passing score on the state's occupational proficiency assessment
  - Documentation of education and work experience
    - Documentation high school or general education diploma (GED) and verification of seven years' worth of work experience OR
    - Official transcript(s) of a career and technical certificate program and verification of five years' worth of work experience OR
    - Official transcript(s) of an associate's degree and three years' worth of work experience OR
    - Bachelor's degree or higher and one year's' worth of work experience
- Specialty Area I–V Career and Technical Certificate in Health Science
  - A recommendation from a superintendent
  - An active Alabama license in a registered nursing, paramedical, or allied health specialty
  - Documentation of education and work experience
    - Documentation of an associate's degree in a health care area OR
    - Official transcript(s) of a career and technical certificate program and verification of five years' worth of work experience and three years' worth of work experience OR
    - Official transcript(s) of a bachelor's degree or higher and one year's' worth of work experience
- CTE Temporary Certificate is an option if there is a shortage in a technical education program area. An applicant can submit an application to teach for one year.<sup>11</sup>
- Junior ROTC Certificate requires the following:<sup>12</sup>
  - Recommendation from a superintendent or administrator
  - Submission of an employment verification form

### **Lengths of Teaching Certificates or Renewal<sup>13</sup>**

Traditional	<ul style="list-style-type: none"> <li>▪ Professional Educator Certificate           <ul style="list-style-type: none"> <li>• “Three full years of full-time education experience and 50 clock hours of allowable professional development”</li> <li>• Three full years of full-time education experience and “three semester hours of allowable credit”</li> <li>• “Fifty clock hours of allowable professional development and three semester hours of allowable credit”</li> <li>• “Six semester hours of allowable credit”</li> <li>• “Certification from the National Board for Professional Teaching Standards earned during the valid period of the Professional Educator Certificate currently held”</li> </ul> </li> </ul>
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Alternative	<ul style="list-style-type: none"> <li>▪ Career and Technical Alternative Baccalaureate Certificate</li> </ul>
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- “A CT ABC is valid for one scholastic year (July 1 to June 30) and may be issued for up to two additional scholastic years.”
- “All three CT ABCs must be issued within the four scholastic years from the July 1 beginning date of the first CT ABC.”
- (c) “An individual who has not completed three years of full-time, satisfactory teaching experience in the teaching field while holding a valid CT ABC within the four scholastic years from the July 1 beginning date of the first CT ABC will no longer be eligible for certification through the CT ABC route.” Applicants can carry the CT ABC for no more than three years. They can continue however under a Professional Educator Certificate.”
  - First License
    - Issuance of the first CT ABC requires:
      - A recommendation from a superintendent or administrator who wishes to employ the applicant full-time in the teaching field and at the grade level for which the first CT ABC is to be issued
      - Bachelor’s degree or higher
    - For career and technical teaching fields other than health science, verification of one of the following four options:
      - “Verification of an academic major in the teaching field. The State Director of Career and Technical Education will verify the academic major.”
  - Second License
    - At least three years or 36 months within the last seven years of full-time work experience in business and industry in the field for which the Professional Educator Certificate will be sought.”
    - Thirty-two semester hours appropriate to the teaching field including at least 19 semester hours of upper-division credit
    - A current passing score on the prescribed Praxis II subject assessment of the Alabama Prospective Teacher Testing Program
    - Issuance of the second CT ABC requires:
      - A recommendation from a superintendent or administrator who wishes to employ the applicant full-time in the teaching field and at the grade level for which the first CT ABC was issued. The complete CT ABC application must be received in the Office no later than October 1 of the scholastic year for which issuance of the second CT ABC certificate is recommended.”
      - “Documentation on Form EXP of a full year of full-time, satisfactory teaching experience, in the area and at the grade level for which the first CT ABC was issued, while holding the first CT ABC.”
  - Third License
    - “Issuance of the third CT ABC requires:
      - “A recommendation on Form CT ABC from a superintendent or administrator who wishes to employ the applicant full-time in the same teaching field and grade level for which the third CT ABC is to be issued. The complete CT ABC application must be received in the Office no later than October 1 of the scholastic year for which issuance of the third CT ABC is recommended.”

- “Verification of current passing scores attained on the basic skills assessments and the prescribed Praxis II subject assessment of the Alabama Prospective Teacher Testing Program (APTTP) on test administration dates prior to May 1 of the valid period of the second CT ABC.”
- “Documentation of a full year of full-time, satisfactory teaching experience, in the teaching field and at the grade level for which the second CT ABC was issued, while holding the second CT ABC.”
- “Official transcript(s) verifying credit earned with a grade of ‘C’ or above in each of the remaining two courses required on Form CT ABC.”
- An assigned mentor
- “For the career and technical teaching field of health science, verification of all of the following”:
  - “Verification of an active, Alabama license as a physician, registered nurse, or allied health specialist.”
  - “Verification on an official transcript from a regionally accredited senior institution of an earned bachelor’s or higher degree in the area of the ... license.”
  - “Proof of registration for the basic skills assessments and the prescribed Praxis II subject assessment of the Alabama Prospective Teacher Testing Program (APTTP).”
  - “A criminal history background check”
  - “An assigned mentor from a career and technical education program area as required”
- Specialty Area I is valid for three years and is not renewable.
- Specialty Area II–V is valid for five years and is renewable, and requires the following (13):
  - The completion of educational experience, allowable credit, and allowable professional development during the valid certification period
  - Applicants with a professional leadership certificate must meet those requirements in addition to those of their professional educator certificate.
- CTE Temporary Certificate is valid for one year and is not renewable.

### **Professional Development or Additional Requirements<sup>14</sup>**

- |                   |  |
|-------------------|--|
| Traditional Route | <ul style="list-style-type: none"> <li>▪ Provisional Educator Certificate</li> <li>• Certificate holders must complete one of the following options:           <ul style="list-style-type: none"> <li>○ Three full years of full-time educational experience and 50 clock hours of allowable professional development</li> <li>○ Three full years of full-time educational experience and three semester hours of allowable credit</li> <li>○ Fifty clock hours of allowable professional development and three semester hours of allowable</li> <li>○ Six semester hours of allowable credit</li> <li>○ Certification from the National Board for Professional Teaching Standards (NBPTS) earned during the valid period of the Professional Educator Certificate currently held.</li> <li>○ “Special provision for some retired teachers. An individual who retired</li> </ul> </li> </ul> |
|-------------------|--|



from a teaching or instructional support position in a public school system and who had at least 25 full years of full-time educational experience and a valid Professional Educator Certificate at the time of retirement may continue the Professional Educator Certificate by documenting at least 100 clock hours of allowable professional development.”

- Alternative Route
- Specialty Area Certificates (14)
    - Certificate holders must complete one of the following options:
      - Three full years of full-time educational experience and 50 clock hours of allowable professional development
      - Three full years of full-time educational experience and three semester hours of allowable credit
      - Fifty clock hours of allowable professional development and three semester hours of allowable credit
      - Six semester hours of allowable credit
        - “The continuation of a Career and Technical Certificate in health science requires verification of a valid license or certificate as a healthcare practitioner.”
        - “Cosmetology applicants must provide evidence of a valid Alabama Cosmetology Instructor license.”
        - “A Type II or III Career and Technical Certificate in technical education or health science issued on the basis of Rules in effect prior to July 1, 1997, may be continued but not reinstated.”

### Recruitment

- Information was not located.

<sup>1</sup> Ala Admin Code r. 290-3-2-28 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>

<sup>2</sup> Ala. Admin Code r. 290-3-2-33 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>

<sup>3</sup> Ala. Admin Code r. 290-3-2-.23 Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>

<sup>4</sup> Ala. Admin Code r. 290-3-2-.28 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>

<sup>5</sup> Ala. Admin Code r. 290-3-2-.07 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>

<sup>6</sup> Ala. Admin Code r. 290-3-2-.26 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>

<sup>7</sup> Ala. Admin Code r. 290-3-2-.40 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>

<sup>8</sup> Ala. Admin Code r. 290-3-2-.33 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>

<sup>9</sup> Alabama State Department of Education. (2012). *Additional teaching field approach: Certification based on a passing score on a Praxis II subject assessment and P-12 classroom teaching experience*. Retrieved from

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- <http://public.alsde.edu/office/otl/tc/Additional%20Teaching%20Field%20Approach%20%20Certification/Summary%20and%20FORM%20CBT.pdf>
- <sup>10</sup> Ala. Admin Code r. 290-3-2-.05 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>
- <sup>11</sup> Ala. Admin Code r. 290-3-2-.26 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>
- <sup>12</sup> Ala. Admin Code r. 290-3-2-.28 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>
- <sup>13</sup> Ala. Admin Code r. 290-3-2-.33 (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>
- <sup>14</sup> Ala. Admin Code r. 290-3-2-33(7)(a)6. (2011). Retrieved from <http://public.alsde.edu/office/otl/tc/Alabama%20Administrative%20Code/Teacher%20Certification%20Chapter.pdf>

# Alaska

CTE Teacher Certificates	
Traditional <sup>1</sup>	<p>In Alaska, applicants must obtain a teaching certificate and an endorsement. For some CTE content areas, applicants must complete a content area examination.</p> <ul style="list-style-type: none"> <li>▪ Initial or Two-Year Teacher Certificate with CTE endorsement</li> <li>▪ Professional Teacher Certificate</li> </ul>
Alternative	<p>The “Vocational/Technical” certificate can be obtained through the alternative route.</p> <ul style="list-style-type: none"> <li>▪ Type M Limited Certificate</li> </ul>
CTE-Specific Licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
Certification Routes	
Traditional <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Requirements<sup>3</sup>:               <ul style="list-style-type: none"> <li>• Initial or Two-Year Teacher Certificate                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Completion of an approved teacher preparation program</li> <li>○ “Passing scores on an approved basic competency exam (BCE)”</li> <li>○ In addition to obtaining a teaching certificate, applicants can obtain an endorsement for some CTE content areas by completing a content area examination. Relevant CTE content areas include<sup>4</sup>:                       <ul style="list-style-type: none"> <li>▪ Vocational education</li> <li>▪ Technology education</li> <li>▪ Family or consumer science</li> <li>▪ Industrial arts</li> <li>▪ Industrial technology</li> </ul> </li> </ul> </li> <li>• Professional Teacher Certification                   <ul style="list-style-type: none"> <li>○ Two years of teaching with a valid license OR hold an initial teacher certificate</li> <li>○ Passing score on competency exam</li> <li>○ Passing score on content area exam</li> <li>○ Completion of teacher preparation program</li> <li>○ Completion of coursework relevant to state (e.g., Alaska studies coursework, Alaska multicultural coursework)</li> <li>○ Verification of employment</li> </ul> </li> </ul> </li> </ul>
Alternative <sup>5</sup>	<ul style="list-style-type: none"> <li>▪ Requirements:               <ul style="list-style-type: none"> <li>• Type M Limited Certificate                   <ul style="list-style-type: none"> <li>○ Demonstrate instructional skills and subject matter expertise</li> <li>○ Academic training required by the board</li> <li>○ Completion of “four or more years of full-time work experience in a trade or vocational pursuit, no more than two years of which is formal training in a trade school or technical institute”</li> </ul> </li> <li>• The Type M Limited Certificate is requested by a local school board. The certificate is for individuals who do not have a bachelor’s degree but have content expertise in an area of need.</li> </ul> </li> </ul>

<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ The five different types of initial certificates have distinct lengths of teaching and renewal policies (2)</li> <li>▪ Initial or two-year license can be reissued once with a one-year extension.</li> <li>▪ Initial certificate is not renewable; after the initial certificate, teachers can apply for Professional Teacher Certification and Master Teacher Certification in sequence, and both of them are renewable.</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ There are no upgrades from a Type M Limited Certificate.<sup>6</sup></li> </ul>
<b>Professional Development or Additional Requirements<sup>7</sup></b>	
	<ul style="list-style-type: none"> <li>▪ Continuing education is a requirement for the renewal of the Professional Teacher Certificate. Applicants are required to complete six semester or nine quarter hours of credit earned from a university system. Half of the credits obtained must be graduate-level coursework.</li> </ul>
<b>Recruitment (7)</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Alaska Department of Education. *Teacher certification: Types of certificates*. Retrieved from <http://www.eed.state.ak.us/teachercertification/certification.html>

<sup>2</sup> Alaska Department of Education. *Initial teacher certificate*. Retrieved from <http://www.eed.state.ak.us/teachercertification/initial.html>

<sup>3</sup> There are five types of Initial Teacher Certificates issued by the Alaska Teacher Certification office. The requirements here are specifically for Initial Teacher Certificate.

<sup>4</sup> Alaska Department of Education & Early Development. (n.d.). *Content area examinations*. Retrieved from [http://www.eed.state.ak.us/teachercertification/pdf/Content\\_Area\\_Exams\\_2008.pdf](http://www.eed.state.ak.us/teachercertification/pdf/Content_Area_Exams_2008.pdf)

<sup>5</sup> Alaska Stat. § 14.20.020 (2013). Retrieved from <http://www.legis.state.ak.us/basis/statutes.asp#14.20.020>

<sup>6</sup> Alaska Department of Education. *Renewal and reinstatement information*. Retrieved from <http://www.eed.state.ak.us/teachercertification/forms/ReneworReinstateCertificates.pdf>

<sup>7</sup> Alaska Department of Education & Early Development. (2009). *Renewal or reinstatement*. Retrieved from <http://www.eed.state.ak.us/teachercertification/forms/renewal.pdf>

# Arizona

CTE Teacher Certificates	
Traditional <sup>1</sup>	<p>In Arizona, educator certification is a tiered process beginning with a Provisional Secondary Education Certificate. Among the requirements is the completion of a subject knowledge exam for some CTE courses. Upon completion of the provisional certificate, a Standard Secondary Certificate is awarded.</p> <ul style="list-style-type: none"> <li>▪ Secondary Education Certificate</li> <li>▪ Standard Secondary Education Certificate</li> </ul>
Alternative <sup>2</sup>	<p>Under the alternative route, applicants can receive a Teaching Intern Certificate while completing requirements to receive a Provisional Teaching Certificate. Among the requirements for the Teaching Intern Certificate is a passing score on the subject knowledge exams.</p> <ul style="list-style-type: none"> <li>▪ Teaching Intern Certificate</li> <li>▪ Provisional Teaching Certificate</li> </ul>
CTE-Specific Licensure	<p>Arizona has a CTE-Specific Licensure that can be obtained through the alternative route</p> <ul style="list-style-type: none"> <li>▪ Career and Technical Education Teacher Certificate               <ul style="list-style-type: none"> <li>• Provisional CTE K–12 Certificate</li> <li>• Standard CTE K–12 Certificate</li> </ul> </li> </ul>
Certification Routes	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements<sup>3</sup>:           <ul style="list-style-type: none"> <li>• Bachelor’s degree or higher</li> <li>• Valid non-CTE Arizona teaching certificate OR professional in related subject OR Valid teaching certificate in CTE from another state or completion of teacher preparation program in related subject</li> <li>• Twelve to 18 semester hours of courses in professional knowledge, by degree or certificate type<sup>4</sup></li> <li>• “Two years of teacher evaluation(s) approved by a certificated administrator, or the administrator’s designee”</li> <li>• A passing score on the National Evaluation Series (NES) Assessment of Professional Knowledge: Secondary or on the Arizona Educator Proficiency Assessments (AEPA) Professional Knowledge Secondary or “on a comparable Professional Knowledge Secondary examination from another state or agency” or “A valid comparable certificate from the National Board for Professional Teaching Standards” OR “three years of full-time teaching K–12”</li> <li>• “3 semester hours or 45 clock hours of state approved Structured English Immersion (SEI) training or comparable state approved SEI training from another state to qualify for the Full SEI endorsement”</li> </ul> </li> </ul>

Alternative	<ul style="list-style-type: none"> <li>▪ Requirements: <ul style="list-style-type: none"> <li>• CTE Teacher Certificate <ul style="list-style-type: none"> <li>○ Provisional CTE K–12 Certificate (2) <ul style="list-style-type: none"> <li>▪ Bachelor’s degree in content area OR</li> <li>▪ Valid non-CTE Arizona Teaching Certificate or an Arizona CTE Teaching Certificate in another content area OR</li> <li>▪ Six thousand hours of verified work experience OR</li> <li>▪ A CTE certificate from another state OR</li> <li>▪ A bachelor’s degree in a content area with an education preparation program</li> </ul> </li> <li>○ Standard CTE K–12 Certificate (2) <ul style="list-style-type: none"> <li>▪ Bachelor’s degree in content area</li> </ul> </li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Provisional Secondary Education Certificate is not renewable (1).</li> <li>▪ Standard Secondary Education Certificate (1) <ul style="list-style-type: none"> <li>• Valid for six years and may be renewed</li> <li>• Certificate may be renewed six months before it expires.</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Valid for three years and can be extended one time only</li> <li>▪ The certificate may be upgraded to Arizona Provisional Teaching Certificate.</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ “One hundred eighty (180) clock hours of professional development after the most recent issuance or renewal of the Standard CTE certificate”</li> <li>▪ “An equivalent of six semester hours (15) clock hours equals 1 semester hour) may be obtained through verified ADE/CTE sponsored or approved staff development activities”<sup>5</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ None</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Ariz. Admin. Code R7-2-610 (2010). Retrieved from [http://www.azsos.gov/public\\_services/Title\\_07/7-02.htm#Article\\_6](http://www.azsos.gov/public_services/Title_07/7-02.htm#Article_6)

<sup>2</sup> Ariz. Admin Code R7-2-614 (2010). Retrieved from [http://www.azsos.gov/public\\_services/Title\\_07/7-02.htm#Article\\_6](http://www.azsos.gov/public_services/Title_07/7-02.htm#Article_6)

<sup>3</sup> Arizona Department of Education. (2009). *Summary of requirements for career and technical education teacher certification*. Retrieved from <http://www.azed.gov/wp-content/uploads/PDF/SummaryOfRequirementsForCareerAndTechnicalEducationTeacherCertification.pdf>

<sup>4</sup> The number of semester hours in professional knowledge varies by the type of bachelor’s degree or teaching certificate that the applicant holds.

<sup>5</sup> Arizona Department of Education. *Frequently asked questions: New CTE teacher certification requirements*. Retrieved from <http://www.azed.gov/wp-content/uploads/PDF/FrequentlyAskedQuestionsNewCTETeacherCertificationRequirements.pdf>

# Arkansas

CTE Teacher Certificates	
Traditional	<p>In Arkansas, applicants begin the traditional route with the initial teaching license. During this time a subject-content area assessment can be completed to test for certification in a CTE course. Upon completion of the initial teaching license, a standard or advanced level teaching license is awarded.</p> <ul style="list-style-type: none"> <li>▪ Initial Teaching License<sup>1</sup></li> <li>▪ Standard or Advanced Level Teaching License</li> </ul>
Alternative	<p>Similar to the traditional route, a subject-content area assessment must be completed in order to achieve certification in a CTE course. Upon the completion of the provisional license, a standard license is awarded to the applicant.</p> <ul style="list-style-type: none"> <li>▪ Non-Traditional Provisional License<sup>2</sup></li> </ul>
CTE-Specific Licensure	<p>The CTE permit requires applicants to first complete the requirements of the initial certificate followed by the provisional certificate. The requirements for the provisional certificate are specific to the CTE courses offered in Arkansas</p> <ul style="list-style-type: none"> <li>▪ Career and Technical Permit<sup>3</sup> <ul style="list-style-type: none"> <li>• Initial Certificate</li> <li>• Provisional Certificate</li> </ul> </li> </ul>
Certification Routes	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements:           <ul style="list-style-type: none"> <li>• Initial Teaching License (1)               <ul style="list-style-type: none"> <li>○ Passing scores on state exams:                   <ul style="list-style-type: none"> <li>▪ Basic skills exam</li> <li>▪ Subject-content area assessment for specific licensure</li> </ul> </li> <li>○ Completion of a teacher preparation degree program</li> </ul> </li> <li>• Standard or Advanced Level Teaching License<sup>4</sup> <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Passing the basic skills assessment</li> <li>○ Subject-content area assessment for specific licensure</li> <li>○ Passing the pedagogical assessment(s)</li> <li>○ Completion of the initial license</li> </ul> </li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Requirements:           <ul style="list-style-type: none"> <li>• Non-Traditional Provisional License (2)               <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Minimum cumulative GPA of 2.75 on the last 60 credit hours of coursework.</li> <li>○ Passing scores on state assessments                   <ul style="list-style-type: none"> <li>▪ Basic skills assessment</li> <li>▪ Subject-content area assessments for specific licensure</li> </ul> </li> </ul> </li> </ul> </li> </ul>

- Complete summer coursework
- Gain employment as a “novice teacher” with a certified mentor in an Arkansas public school.
- Professional Teaching Permit<sup>5</sup>
  - Bachelor’s degree with a minimum of three years of work experience in the content area
  - Have an offer to teach at an Arkansas public school
  - Submit a justification of how work experience is relevant to the subject to be taught
  - Pass Praxis II content knowledge exam
  - Complete 40 hours of pedagogy training within the first year of teaching
- Career and Technical Permit (Initial and Provisional Certificate)
  - Bachelor’s degree or higher in the specialty area to be taught OR
  - Four years of professional experience “in the specialty area to be taught (summary of applicant’s work history in resume form) AND verification of high school diploma or General Education Equivalency”
  - Initial Certificate
    - “Passing score from the National Occupational Competency Test (NOCTI) in the specialty area” or “a nationally recognized certification assessment approved by the Department of Workforce Education”
    - Passing score on Praxis I
    - (Teacher without a degree) “nine semester hours of career and technical teacher education courses or 135 clock hours” in a rate of “six semester hours or 90 clock hours per school year”
  - Provisional Certificate
    - Requirements vary according to CTE course or “permit areas” (3).

**Lengths of Teaching Certificates or Renewal**

Traditional(1)	<ul style="list-style-type: none"> <li>▪ Initial license is valid for no less than one year and no more than three years.</li> <li>▪ “Licensure renewal is based upon a five -year cycle, during which all educators are required to accrue professional development hours.”</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Initial certificate for the CTE permit is valid for one year but can be extended to two years (3).</li> <li>▪ The provisional certificate is renewable for one year.</li> </ul>

**Professional Development or Additional Requirements**

Traditional	<ul style="list-style-type: none"> <li>▪ Site-based trained mentor assigned to support (<b>Error! Bookmark not defined.</b>)</li> <li>▪ Completion of 60 hours of approved professional</li> </ul>
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	development each year <sup>6</sup>
Alternative	<ul style="list-style-type: none"> <li>▪ Completion of 60 hours of approved professional development each year</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Educator Career Fair<sup>7</sup></li> </ul>

<sup>1</sup> Code Ark. R. § 005.16.10-.005 (2010). Retrieved from <http://170.94.37.152/REGS/005.16.10-002F-12219.pdf>

<sup>2</sup> Code Ark. R. § 005.16.07-.006 (2007). Retrieved from <http://170.94.37.152/REGS/005.16.07-001F-9239.pdf>

<sup>3</sup> Arkansas Department of Career Education. (2008). *Program policies and procedures for career and technical education*. Retrieved from

[http://www.sos.arkansas.gov/rulesRegs/Arkansas%20Register/2008/sep\\_2008/172.00.08-003.pdf](http://www.sos.arkansas.gov/rulesRegs/Arkansas%20Register/2008/sep_2008/172.00.08-003.pdf)

<sup>4</sup> Code Ark. R. § 005.16.10-.006 (2010). Retrieved from <http://170.94.37.152/REGS/005.16.10-002F-12219.pdf>

<sup>5</sup> Code Ark. R. § 005.16.07-.005 (2007). Retrieved from <http://170.94.37.152/REGS/005.16.07-001F-9239.pdf>

<sup>6</sup> Arkansas Department of Education. (2012). *Rules governing professional development*. Retrieved from

<http://www.arkansased.org/public/userfiles/Legal/Legal>

[Current%20Rules/ADE\\_207%20Professional%20Development%20Rules%20-%20April%202012.pdf](http://www.arkansased.org/public/userfiles/Legal/Legal/Current%20Rules/ADE_207%20Professional%20Development%20Rules%20-%20April%202012.pdf)

<sup>7</sup> Arkansas Department of Education. (2013). *Approved memo: 2013 Educators Career Fair*. Retrieved from

<http://adesharepoint2.arkansas.gov/memos/Lists/Approved%20Memos/DispForm2.aspx?ID=853&Source=http%253A%252F%252Fadesharepoint2%252Earkansas%252Egov%252Fmemos%252Fdefault%252Easpx>

# California<sup>1</sup>

<b>CTE Teacher Certificates</b>	
Traditional <sup>2,3</sup>	<p>In California, applicant with either an Elementary/Multiple Subject or Single Subject Teaching Credential can receive a CTE endorsement by completing a commission-approved subject-matter program or through supplementary and subject-matter authorization.</p> <ul style="list-style-type: none"> <li>▪ Elementary/Multiple Subject Teaching Credential</li> <li>▪ Single Subject Teaching Credential</li> </ul>
Alternative <sup>4</sup>	<p>Applicants must complete requirements for a preliminary single or multiple subject teaching credential or certificate in order to teach. The applicant's subject matter is verified by the completion of a subject matter competency exam. Upon completion, the applicant receives a clear credential.</p> <ul style="list-style-type: none"> <li>▪ Preliminary Credential</li> <li>▪ Clear Credential</li> </ul>
CTE-Specific Licensure <sup>5</sup>	<p>The Business and Industry Partnership Teacher Authorization can be used by professionals with career technical, trade, or vocation experience.</p> <ul style="list-style-type: none"> <li>▪ Business and Industry Partnership Teacher Authorization</li> </ul>
<b>Certification Routes</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements           <ul style="list-style-type: none"> <li>• Preliminary Credential: Elementary/Multiple Subject Teaching Credential (2)               <ul style="list-style-type: none"> <li>○ Bachelor's degree or higher</li> <li>○ Meet basic skills requirement assessment</li> <li>○ Complete a teacher preparation program</li> <li>○ Verify subject-matter competence</li> <li>○ Pass the Reading Instruction Competence Assessment</li> <li>○ Satisfy the Developing English Language Skills and Reading requirement</li> <li>○ Complete the U.S. Constitution course or pass the exam</li> <li>○ Complete foundational computer technology coursework</li> </ul> </li> <li>• Clear Credential: Elementary/Multiple Subject Teaching (2)               <ul style="list-style-type: none"> <li>○ Complete a General Education Induction Program OR</li> <li>○ Obtain National Board of Professional Teaching Standards</li> </ul> </li> <li>• Preliminary Credential : Secondary Single Subject (3)               <ul style="list-style-type: none"> <li>○ Bachelor's degree or higher</li> <li>○ Meet basic skills requirement assessment</li> <li>○ Complete a teacher preparation program</li> <li>○ Verify subject-matter competence</li> <li>○ Satisfy the Developing English Language Skills and Reading requirement</li> <li>○ Complete the U.S. Constitution course or pass the exam</li> <li>○ Complete foundational computer technology coursework</li> </ul> </li> <li>• Clear Credential: Secondary Single Subject (3)               <ul style="list-style-type: none"> <li>○ Complete a General Education Induction Program OR</li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Obtain National Board of Professional Teaching Standards</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Requirements: <ul style="list-style-type: none"> <li>• Three-Year Preliminary CTE Teaching Credential<sup>6</sup> <ul style="list-style-type: none"> <li>○ Three years of work experience (equals to a minimum of 3,000 clock hours) directly related to the industry sector</li> <li>○ High school diploma or “passage of an equivalency examination”</li> <li>○ Recommendation by a Commission-approved CTE program sponsor</li> </ul> </li> <li>• Five-Year Clear CTE Teaching Credential with Specially Designed Academic Instruction Delivered in English authorization <ul style="list-style-type: none"> <li>○ “Possession of a Preliminary CTE Teaching Credential (three-year or five-year)”</li> <li>○ Completion of the program of personalized preparation</li> <li>○ “Two years of successful teaching experience determined by the program sponsor or completion of an approved advanced preparation program”</li> <li>○ Health education</li> <li>○ U.S. Constitution course or examination</li> <li>○ Computer-based technology</li> <li>○ Recommendation by a Commission-approved CTE program sponsor</li> </ul> </li> </ul> </li> <li>▪ Requirements: <ul style="list-style-type: none"> <li>• Business and Industry Partnership Teacher Authorization<sup>7</sup> <ul style="list-style-type: none"> <li>○ Verification of three years of work experience related to credential</li> <li>○ High school diploma or equivalent</li> <li>○ Completion of orientation program</li> <li>○ Recommendation by an approved CTE program sponsor</li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (Error! Bookmark not defined.)	<ul style="list-style-type: none"> <li>▪ Preliminary credential is valid for three years.</li> <li>▪ Clear credential is valid for five years.</li> <li>▪ Clear credential requires applicants who are renewing to<sup>8</sup>: <ul style="list-style-type: none"> <li>• Verify completion of 150 hours of approved professional development</li> <li>• “One-half year of successful service”</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Preliminary credential requirements are the same listed under Traditional.</li> <li>▪ Clear credential requirements are the same as listed under Traditional.</li> <li>▪ Business and Industry Partnership Teacher Authorization cannot be renewed (5).</li> </ul>

Professional Development or Additional Requirement	
Traditional	▪ Complete of 150 hours of approved professional development (4)
Alternative	▪ Same as Traditional
Recruitment	
	▪ Information was not located.

<sup>1</sup> Content is currently under review by the California Department of Education.

<sup>2</sup> State of California Commission on Teacher Credentialing. (2012). *Multiple subject teaching credential requirements for teachers prepared in California*. Retrieved from <http://www.ctc.ca.gov/credentials/leaflets/cl561c.pdf>

<sup>3</sup> State of California Commission on Teacher Credentialing. (2012). *Single subject teaching credential requirements for teachers prepared in California*. Retrieved from <http://www.ctc.ca.gov/credentials/leaflets/cl560c.pdf>

<sup>4</sup> Commission on Teacher Credentialing. (2012). *Single subject teaching credential requirements for teachers prepared in California*. Retrieved from <http://www.ctc.ca.gov/credentials/leaflets/cl560c.pdf>

<sup>5</sup> Commission on Teacher Credentialing State of California. (2012). **Business and industry partnership teacher authorization**. Retrieved from <http://www.ctc.ca.gov/credentials/leaflets/cl895.pdf>

<sup>6</sup> Commission on Teacher Credentialing. State of California. (n.d.). *Professional preparation programs matrix*. Retrieved from [http://cig.ctc.ca.gov/cig/CTC\\_apm/DS\\_cte\\_33.php](http://cig.ctc.ca.gov/cig/CTC_apm/DS_cte_33.php)

<sup>7</sup> Commission on Teacher Credentialing. (2012). *Business and industry partnership teacher authorization*. Retrieved from <http://www.ctc.ca.gov/credentials/leaflets/cl895.pdf>

Cal. Code Regs. tit. 5§ 80552. (2013). Retrieved from <http://weblinks.westlaw.com/result/default.aspx?cite=5CAADCS80552&db=1000937&findtype=L&fn=Ftop&pb=DA010192&rlt=CLID%5FFQRLT2715357512165&rp=%2FSearch%2Fdefault%2Ewl&rs=EBl13%2E04&service=Find&spa=CCR%2D1000&sr=TC&vr=2%2E0>

# Colorado

<b>CTE Teacher Certificates<sup>1</sup></b>	
Traditional	<p>In Colorado, applicants can teach a CTE-content area if endorsed by completing requirement, including a content-based exam or college coursework.</p> <ul style="list-style-type: none"> <li>▪ Initial Teacher License with CTE endorsement</li> <li>▪ Professional Teacher License with CTE endorsement</li> <li>▪ Master Teacher Certificate with CTE endorsement</li> </ul>
Alternative <sup>2</sup>	<p>The Alternative Licensing Program allows applicants to gain an endorsement while preparing for the initial teacher license.</p> <ul style="list-style-type: none"> <li>▪ Alternative Teaching License with CTE endorsement</li> </ul>
CTE-Specific Licensure	<p>Credentials can be obtained through either a teacher preparation program or work-based experience.</p> <ul style="list-style-type: none"> <li>▪ Career and Technical Authorization or Credential               <ul style="list-style-type: none"> <li>• Initial Credential</li> <li>• Professional Credential</li> </ul> </li> </ul>
<b>Certification Routes</b>	
Traditional <sup>3</sup>	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Initial Teacher License:                   <ul style="list-style-type: none"> <li>○ Bachelor’s or higher degree</li> <li>○ Completed an approved teacher preparation program</li> <li>○ Provided an approved program verification form</li> <li>○ “Demonstrates professional competencies in the subject areas by completing 24 semester hours of course credit as, or passed the Colorado State Board of Education-approved content assessment relevant to the area of endorsement sought”</li> </ul> </li> </ul> </li> </ul>
Alternative (2)	<ul style="list-style-type: none"> <li>▪ Requirements:               <ul style="list-style-type: none"> <li>• Alternative License (one and two year)                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Verification of college or university transcripts</li> <li>○ Complete and pass appropriate state content exam OR</li> <li>○ Completed 24 semester hours of credit in the content</li> </ul> </li> <li>• The requirements after one is accepted into the program vary by the state-approved agencies that offer the certification program.</li> <li>• Initial CTE Authorization<sup>4</sup> <ul style="list-style-type: none"> <li>○ The requirements are dependent upon the CTE content area. Applicants must meet both the educational and occupational requirements.</li> </ul> </li> <li>• Professional CTE Authorization (4)                   <ul style="list-style-type: none"> <li>○ The requirements are dependent upon the CTE content area. Applicants must meet both the educational and occupational requirements.</li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Initial               <ul style="list-style-type: none"> <li>• “The license is valid for three years and can be renewed if the applicant has not completed an approved induction program through that provides “supervision by mentor teachers, ongoing professional development, ethics</li> </ul> </li> </ul>

	training and performance evaluations.” Applicants can apply for a professional license once they complete their induction program.” <sup>5</sup>
Alternative	<ul style="list-style-type: none"> <li>▪ Alternative License <ul style="list-style-type: none"> <li>• Every designated agency has one- and two-year alternative licensure programs. Upon completion, the applicant can obtain a professional teaching license.<sup>6</sup></li> </ul> </li> <li>▪ Professional CTE Authorization (4) <ul style="list-style-type: none"> <li>• The professional credential is active for five years and must be renewed.</li> </ul> </li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ In addition to obtaining licensure, teachers must obtain CTE credentials. The applicant must have six semester hours or 90 contact hours of related renewal credit. Applicants can have a combination of college credit, professional development, and in-service workshops (5).</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Professional CTE Authorization</li> <li>▪ The applicant must complete all coursework and experience related to the credential.<sup>7</sup> During the five-year period, the applicant must have six semester hours or 90 contact hours of related renewal credit. Applicants can have a combination of college credit, professional development, and in-service workshops (4).</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> The Colorado Department of Education. (2013). *Career & technical education (CTE) authorization general information*. Retrieved from [http://www.cde.state.co.us/cdeprof/cte\\_generalinfo.htm](http://www.cde.state.co.us/cdeprof/cte_generalinfo.htm)

<sup>2</sup> The Colorado Department of Education. (2013). *Alternative teacher program*. Retrieved from [http://www.cde.state.co.us/cdeprof/Licensure\\_alt1\\_info.asp](http://www.cde.state.co.us/cdeprof/Licensure_alt1_info.asp)

<sup>3</sup> The Colorado Department of Education. (2013). *Requirements for a Colorado initial teacher license*. Retrieved from [http://www.cde.state.co.us/cdeprof/Licensure\\_tch\\_req.asp](http://www.cde.state.co.us/cdeprof/Licensure_tch_req.asp)

<sup>4</sup> The Colorado Department of Education. *Career & technical education (CTE) authorization: General information*. Retrieved from [http://www.cde.state.co.us/cdeprof/cte\\_generalinfo.htm](http://www.cde.state.co.us/cdeprof/cte_generalinfo.htm)

<sup>5</sup> The Colorado Department of Education. (2013). *Renewal applicant*. Retrieved from [http://www.cde.state.co.us/cdeprof/Licensure\\_RenewalApp.asp#Ren](http://www.cde.state.co.us/cdeprof/Licensure_RenewalApp.asp#Ren)

<sup>6</sup> The Colorado Department of Education. (2013). *Alternative teacher preparation programs: Frequently asked questions*. Retrieved from [http://www.cde.state.co.us/cdeprof/Licensure\\_alt1\\_faq.asp#2](http://www.cde.state.co.us/cdeprof/Licensure_alt1_faq.asp#2)

<sup>7</sup> The Colorado Department of Education. *Career & technical education (CTE) authorization: General information*. Retrieved from [http://www.cde.state.co.us/cdeprof/cte\\_generalinfo.htm](http://www.cde.state.co.us/cdeprof/cte_generalinfo.htm)

# Connecticut

CTE Teacher Certificates	
Traditional <sup>1</sup>	<p>In Connecticut, the applicant is eligible to teach CTE with an endorsement obtained by completing requirements, which include passing a content-based certification test.</p> <ul style="list-style-type: none"> <li>▪ Initial Educator Certificate with CTE endorsement</li> <li>▪ Interim Educator Certificate with CTE endorsement</li> <li>▪ Provisional Educator Certificate with CTE endorsement</li> <li>▪ Professional Educator Certificate with CTE endorsement</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Initial Educator Certificate with CTE endorsement under two alternative routes of teacher certification               <ul style="list-style-type: none"> <li>• Teach for America (TFA)</li> <li>• The Alternate Route to Certification Program</li> </ul> </li> </ul>
CTE-Specific Licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
Certification Routes	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Initial Educator Certificate Requirements</li> <li>• “Connecticut certification is usually based on completion of a state-approved educator preparation program. To obtain Connecticut educator certification based on program preparation, educators must”:                   <ul style="list-style-type: none"> <li>○ Have bachelor’s degree or higher</li> <li>○ “Pass Praxis I Pre-Professional Skills Tests (PPST) or present official evidence of meeting waiver requirements”</li> <li>○ “Pass Praxis II Subject-Knowledge Tests, if applicable to the endorsement requested”</li> </ul> </li> <li>• Applicants who have not completed the preparation program can submit the following in lieu of college or university recommendation:                   <ul style="list-style-type: none"> <li>○ Document of 20 school months of teaching in the subject area</li> <li>○ Serve under the 90-day certificate and meet the assessment requirements</li> <li>○ Pass Praxis II Subject-Knowledge Tests, for endorsement</li> <li>○ Successfully complete all general academic and professional education required coursework for the endorsement areas sought. at regionally accredited colleges or universities</li> </ul> </li> </ul> </li> <li>▪ Additional Certificates               <ul style="list-style-type: none"> <li>• Interim Educator Certificate: This option is available if the applicant has followed the all eligibility requirements except the completion of assessments.<sup>2</sup></li> <li>• Provisional Educator Certificate: The applicant has completed the Basic English Skills Test assessment and the preparation and eligibility requirements for an initial educator certificate.<sup>3</sup></li> <li>• Professional Educator Certificate: The applicant must have a provisional certificate to upgrade to this certificate.<sup>4</sup></li> </ul> </li> </ul>

Alternative <sup>5</sup>	<ul style="list-style-type: none"> <li>▪ TFA<sup>6</sup> <ul style="list-style-type: none"> <li>• Bachelor’s degree</li> <li>• Employment in a local school district</li> <li>• “Meets the participation criteria for the TFA program”</li> <li>• “Successfully completes all training requirements of the TFA program”</li> <li>• Passes all content assessments</li> </ul> </li> <li>▪ Connecticut Alternate Route to Certification Program<sup>7</sup> <ul style="list-style-type: none"> <li>• A bachelor’s degree or higher</li> <li>• A minimum of a B in either undergraduate or graduate studies.</li> <li>• Passing score on Praxis I</li> <li>• Passing score on Praxis II</li> </ul> </li> <li>▪ Temporary 90-day certificate must be completed after the applicant has completed the alternative route to licensure. Upon completion, the applicant receives an Initial Educator License.<sup>8</sup></li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>9</sup>	<ul style="list-style-type: none"> <li>▪ There are three levels of certification. <ul style="list-style-type: none"> <li>• Initial Educator Certificate (three-year duration)</li> <li>• Provisional Educator Certificate (eight-year duration)</li> <li>• Professional Educator Certificate (five-year duration)</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Upon completion of the program, applicants receive the initial educator certificate, same as above.</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ As of July 2012, applicants pursuing the Professional Educator Certificate do not have to complete professional development. The state is revising their program and will have professional development requirements in place for the 2013–14 school year.<sup>10</sup></li> <li>▪ Initial Educator Certificate<sup>11</sup> <ul style="list-style-type: none"> <li>• High school diploma or the equivalent</li> <li>• Eight years of experience in the field in which they will be endorsed</li> <li>• Completed a minimum of six semester hours of credit teaching vocational and industrial education</li> </ul> </li> <li>▪ Provisional Educator Certificate<sup>12</sup> <ul style="list-style-type: none"> <li>• Completed the BEST assessment and 10 school months of successful teaching under the initial certificate or interim educator certificate OR</li> <li>• Completed 30 school months of teaching in a subject area or field appropriate to the subject area or field for which the provisional educator certificate is sought OR</li> <li>• Served on a board of education under a provisional teaching or provisional educator certificate for the school year immediately preceding application.</li> </ul> </li> <li>▪ Professional Educator Certificate<sup>13</sup> <ul style="list-style-type: none"> <li>• Completed 30 school months of successful teaching under the provisional educator certificate or provisional teaching certificate</li> </ul> </li> </ul>



	<p>OR</p> <ul style="list-style-type: none"> <li>• Completed a minimum of 18 semester hours of credit in trade and industrial teacher education</li> <li>▪ Completed a minimum of 12 semester hours of credit at an approved institution.</li> </ul>
Alternative Route	▪ N/A
<b>Recruitment</b>	
	▪ Information was not located.

<sup>1</sup> State Department of Education. Bureau of Educator Standards and Certification. (2013). *Obtaining Connecticut educator certification*. Retrieved from <http://www.sde.ct.gov/sde/lib/sde/pdf/cert/obtaining1109aw.pdf>

<sup>2</sup> Regs., Conn. State Agencies §10-145d-413 (1998). Retrieved from <http://www.sde.ct.gov/sde/lib/sde/PDF/Cert/regulations/regulations.pdf>

<sup>3</sup> Regs., Conn. State Agencies § 10-145d-415 (1998). Retrieved from <http://www.sde.ct.gov/sde/lib/sde/PDF/Cert/regulations/regulations.pdf>

<sup>4</sup> Regs., Conn. State Agencies § 10-145d-417 (1998). Retrieved from <http://www.sde.ct.gov/sde/lib/sde/PDF/Cert/regulations/regulations.pdf>

<sup>5</sup> State Department of Education. Bureau of Educator Standards and Certification. (2013). *Obtaining Connecticut educator certification*. Retrieved from <http://www.sde.ct.gov/sde/lib/sde/pdf/cert/obtaining1109aw.pdf>

<sup>6</sup> Teach for America. (2012). *Applicant prerequisites*. Retrieved from <http://www.teachforamerica.org/why-teach-for-america/how-to-apply/applicant-prerequisites>

<sup>7</sup> Office of Higher Education. (2011). *Alternate route to teacher certification*. Retrieved from <http://www.ctohe.org/ARC/>

<sup>8</sup> Regs., Conn. State Agencies §10-145d-414 (1998). Retrieved from <http://www.sde.ct.gov/sde/lib/sde/PDF/Cert/regulations/regulations.pdf>

<sup>9</sup> State Department of Education. (n.d.). *Connecticut certification requirements. How to become a CT teacher*. Retrieved from <http://www.ctcert.org/cert1.html>

<sup>10</sup> Connecticut State Department of Education. (2012). *Changes to requirement for the professional educator and new professional development requirements*. Retrieved from [http://www.sde.ct.gov/sde/lib/sde/pdf/cert/professional\\_development\\_requirements.pdf](http://www.sde.ct.gov/sde/lib/sde/pdf/cert/professional_development_requirements.pdf)

<sup>11</sup> Regs., Conn. State Agencies § 10-145d-511 Retrieved from <http://www.sde.ct.gov/sde/lib/sde/PDF/Cert/regulations/regulations.pdf>

<sup>12</sup> Regs., Conn. State Agencies § 10-145d-512 Retrieved from <http://www.sde.ct.gov/sde/lib/sde/PDF/Cert/regulations/regulations.pdf>

<sup>13</sup> Regs., Conn. State Agencies § 10-145d-513 Retrieved from <http://www.sde.ct.gov/sde/lib/sde/PDF/Cert/regulations/regulations.pdf>

# Delaware

<b>CTE Teacher Certificates<sup>1</sup></b>	
Traditional	<p>In Delaware, applicants must complete the requirements for an Initial License and a Standard Certificate. A Standard Certificate is a form of endorsement, which includes CTE.</p> <ul style="list-style-type: none"> <li>▪ Initial License with a Standard Certificate<sup>2</sup></li> <li>▪ Continuing License with a Standard Certificate<sup>3</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ All alternative routes of certification lead to an Initial License.</li> </ul>
CTE-Specific Licensure	<p>Delaware has specialized requirements for a Trades and Industry Teacher or Skilled and Technical Sciences Teacher that are beyond the scope of the traditional and alternative certification.<sup>4</sup></p> <ul style="list-style-type: none"> <li>▪ Trades and Industry Teacher</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>5</sup>	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Initial License                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ “Complete student teaching program, or one year of teaching experience consisting of a minimum of 91 days of long-term teaching experience.”</li> <li>○ Passing score on an examination of general knowledge, such as PRAXIS I</li> <li>○ Applicants must also apply for a standard certificate or credential.</li> </ul> </li> </ul> </li> </ul>
Alternative <sup>6</sup>	<ul style="list-style-type: none"> <li>▪ Delaware has five alternative licensure and certification programs:               <ul style="list-style-type: none"> <li>• Alternative Routes to Certification, which supports schools in need of teachers with certification in secondary subjects like music and art</li> <li>• The Delaware Transition to Teaching Partnership, which supports high-need secondary schools</li> <li>• TFA, which operates in high-poverty communities AND</li> <li>• “Ninety-one days in lieu of student teaching,” which is an alternative to student teaching</li> <li>• The requirements for all programs are:                   <ul style="list-style-type: none"> <li>○ College or university transcripts</li> <li>○ PRAXIS I or PRAXIS II or American Council on Teaching Foreign Languages</li> </ul> </li> </ul> </li> <li>▪ Trades and Industry Teacher               <ul style="list-style-type: none"> <li>• Nine career-related credits related to certification and six career and technical education pedagogy credit</li> <li>• Bachelor’s degree OR</li> <li>• Associate’s degree and additional education OR</li> <li>• Two years of college or technical training and additional education</li> <li>• Six years of work experience</li> <li>• A valid and current license where appropriate</li> </ul> </li> </ul>

<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (3)	<ul style="list-style-type: none"> <li>▪ An Initial License is valid for three years. Applicants must upgrade to a Continuing License, which is valid for five years. The renewal of a Continuing License requires applicants to complete 90 clock hours, half of which should be related to the applicant’s work with students or staff.</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ “Skilled and Technical Sciences specific career area is valid for up to six years to provide time for completion of specified college level course work required for certification.”</li> </ul>
<b>Professional Development/Additional Requirement</b>	
Traditional (3)	<ul style="list-style-type: none"> <li>▪ Holders of an Initial License must complete a year of mentoring.</li> <li>▪ Both holders of the Initial and Continuing License must complete 90 “clock hours” or professional development (2, 3). <ul style="list-style-type: none"> <li>• Half of the hours must be activities related to work with students or staff.</li> </ul> </li> </ul>
Alternative Route <sup>7</sup>	<ul style="list-style-type: none"> <li>▪ Requirements for a Trades and Industry Teacher <ul style="list-style-type: none"> <li>• Two years of college or technical training <ul style="list-style-type: none"> <li>○ Alternative options include <ul style="list-style-type: none"> <li>▪ Associate’s degree</li> <li>▪ Two years of college majoring in the specific occupational field (completing 50 percent of the degree)</li> <li>▪ Four years of Delaware trade extension courses</li> <li>▪ Four years of National Center for Construction Education and Research training</li> <li>▪ Passage of Delaware licensure test</li> <li>▪ 8,576 hours military training</li> <li>▪ 9,578 hours of postsecondary trade school training</li> <li>▪ Obtaining at least the minimum acceptable score for the state on the National Occupational Competency Test</li> </ul> </li> </ul> </li> <li>• Six years of trade experience</li> </ul> </li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Delaware State Board of Education. (2008). *The Carl D. Perkins career and technical education state plan for Delaware*. Retrieved from [http://www.doe.k12.de.us/infosuites/ddoe/aboutdoe/workgroups/cte\\_folder/files/DEPerkinsIVFinal.pdf](http://www.doe.k12.de.us/infosuites/ddoe/aboutdoe/workgroups/cte_folder/files/DEPerkinsIVFinal.pdf)

<sup>2</sup> Del. Code tit. 15§ 1500 (2009). Retrieved from <http://regulations.delaware.gov/AdminCode/title14/1500/1510.shtml>

<sup>3</sup> Del. Code. Tit. 14§ 1511 (2010). Retrieved from <http://regulations.delaware.gov/AdminCode/title14/1500/1511.shtml>

<sup>4</sup> Del. Code tit. 14§ 1559 (2009). Retrieved from <http://regulations.delaware.gov/AdminCode/title14/1500/1559.shtml>

<sup>5</sup> Del. Code tit. 14, § 1510 (2009) Retrieved from <http://regulations.delaware.gov/AdminCode/title14/1500/1510.shtml#TopOfPage>

<sup>6</sup> Delaware Department of Education. (n.d.) *Delaware alternative route*. Retrieved from [https://deeds.doe.k12.de.us/registration/deeds\\_reg\\_artc.aspx](https://deeds.doe.k12.de.us/registration/deeds_reg_artc.aspx)

<sup>7</sup> 200-284 Del Code. Regs § 3.4 (2006). Retrieved from <http://regulations.delaware.gov/AdminCode/title14/200/284.pdf>

# Florida

CTE Teacher Certificates	
Traditional <sup>1</sup>	<p>Florida has a two-step process for teacher licensure. Both certificates can allow applicants to gain certification in a CTE content area.</p> <ul style="list-style-type: none"> <li>▪ Temporary Certificate with specialized CTE certification</li> <li>▪ Professional Certificate with specialized CTE certification</li> </ul>
Alternative <sup>2</sup>	<p>In Florida, the Temporary Certificate allows applicants to obtain their requirements for a Professional Certificate. During that time they are also required to demonstrate mastery in s subject area, which includes CTE.</p> <ul style="list-style-type: none"> <li>▪ Temporary Certificate with specialized CTE certification</li> </ul>
CTE-Specific Licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
Certification Routes	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Requirements:               <ul style="list-style-type: none"> <li>• Temporary Certificate                   <ul style="list-style-type: none"> <li>○ Complete the application process</li> <li>○ At least a bachelor’s degree</li> <li>○ Demonstrate mastery of subject area or meet subject specialization with a 2.5. GPA in the subject area</li> </ul> </li> <li>• Professional Certificate:                   <ul style="list-style-type: none"> <li>○ Complete application process</li> <li>○ At least a bachelor’s degree</li> <li>○ Demonstrate mastery of subject area of subject area to be taught</li> <li>○ Demonstrate mastery of general teaching knowledge                       <ul style="list-style-type: none"> <li>▪ Assessed by passing score on Florida General Knowledge Test</li> <li>▪ Florida College Level Academic Skills Test</li> <li>▪ Valid teaching certificate by state</li> <li>▪ Valid certificate from the National Board for Professional Teaching Standards</li> <li>▪ Completion of two full semesters of student teaching</li> </ul> </li> </ul> </li> </ul> </li> </ul>
Alternative (2)	<ul style="list-style-type: none"> <li>▪ Alternative Certification               <ul style="list-style-type: none"> <li>• Apply for a Temporary Certificate</li> <li>• Complete “on-the-job” training developed by either the school district at which the applicant is employed or the Florida Department of Education</li> <li>• Demonstrate mastery of teaching knowledge</li> </ul> <p>Upon completion, the applicant is eligible for the Professional Education Certification Test</p> </li> <li>▪ American Board for Certification of Teacher Excellence Requirements               <ul style="list-style-type: none"> <li>• Apply for a Temporary Teaching Permit</li> <li>• Obtain a teaching position in Florida</li> <li>• Complete the Florida Professional Educator Competency Demonstration Program</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Apply for a Professional Teaching Certificate</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
	<ul style="list-style-type: none"> <li>▪ The Professional Certificate is valid for five years and is renewable.</li> </ul>
Alternative (Error! Bookmark not defined.)	<ul style="list-style-type: none"> <li>▪ The Temporary Certificate is valid for three years and is nonrenewable.</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Professional Certificate <ul style="list-style-type: none"> <li>• Complete six semester hours of college credit or an equivalent through earned in-service points</li> <li>• Passing score on subject area tests</li> <li>• National Board Certification</li> </ul> </li> <li>▪ The requirements for CTE certification varies by content area.<sup>3,4,5,6,7</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Certificate Types and Requirements. (n.d.). *Florida Department of Education*. Retrieved from [http://www.fldoe.org/edcert/cert\\_types.asp](http://www.fldoe.org/edcert/cert_types.asp)

<sup>2</sup> Florida Department of Education. (2002). *Program review*. Retrieved from <https://www.altcertflorida.org/answerQuestions.htm>

<sup>3</sup> Fla. Admin. Code R. 6A-4.054 (2000). Retrieved from <http://www.fldoe.org/edcert/rules/6A-4-054.asp>

<sup>4</sup> Fla. Admin. Code R. 6A-4.056 (2000). Retrieved from <http://www.fldoe.org/edcert/rules/6A-4-056.asp>

<sup>5</sup> Fla. Admin. Code R. 6A-4.058 (2000). Retrieved from <http://www.fldoe.org/edcert/rules/6A-4-058.asp>

<sup>6</sup> Fla. Admin. Code R. 6A-4.060 (2000). Retrieved from <http://www.fldoe.org/edcert/rules/6A-4-060.asp>

<sup>7</sup> Fla. Admin. Code R. 6A-4.062 (2000). Retrieved from <http://www.fldoe.org/edcert/rules/6A-4-062.asp>

# Georgia

<b>CTE Teacher Certificates</b>	
Traditional	<p>In Georgia, applicants must obtain both a Teaching Certificate and Standard Renewal Credit. The Standard Certificate is a form of teaching specialization, and includes CTE courses.</p> <ul style="list-style-type: none"> <li>▪ Teaching Certificate, Clear Renewable with a Standard Renewal CTE Credit<sup>1</sup></li> </ul>
Alternative	<p>An applicant with occupational experience can teach CTE-related courses as an adjunct.</p> <ul style="list-style-type: none"> <li>▪ Adjunct License<sup>2</sup></li> </ul>
CTE-Specific Licensure	<p>Applicants with or without a bachelor’s degree can receive either a Teaching Certificate or Technical Specialist Certificate in the field of CTE.</p> <ul style="list-style-type: none"> <li>▪ Technology or Education Certificates<sup>3</sup> <ul style="list-style-type: none"> <li>• Technical Specialist</li> </ul> </li> </ul>
<b>Certification Routes</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements           <ul style="list-style-type: none"> <li>• Teaching Certificate, Technology/Education Certificates<sup>4</sup> <ul style="list-style-type: none"> <li>○ Complete a state-approved program at the bachelor’s degree level or higher OR</li> <li>○ Pass content assessment(s)</li> <li>○ Each content area has specific program requirements.</li> </ul> </li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Requirements           <ul style="list-style-type: none"> <li>• Adjunct License (2)               <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Verify a minimum of two years of occupational experience</li> <li>○ Pass the Georgia Assessments for the Certification of Educators Content Assessment OR</li> <li>○ Hold appropriate professional licensure</li> <li>○ Be assigned to a mentor or coach teacher</li> </ul> </li> <li>• Teaching Specialist, Technology/Education Certificates, nonrenewable (3)               <ul style="list-style-type: none"> <li>○ Occupational experience</li> <li>○ Industry license</li> <li>○ Pass the Georgia Assessments for the Certification of Educators Test</li> <li>○ Formal study</li> <li>○ Each content area has specific program requirements</li> <li>○ Upon completion of the associate’s degree, the Technical Specialist Certificate can be converted to a Clear Renewable Technical Specialist Certificate</li> </ul> </li> <li>• Technical Specialist, Technology/Education Certificates, Clear Renewable (3)               <ul style="list-style-type: none"> <li>○ Associate’s degree or higher</li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Pass the state-approved Basic Skills Assessment</li> <li>○ Pass appropriate professional or industrial assessment</li> </ul>
<b>Lengths of Teaching Certificates or Renewal<sup>5</sup></b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Five-year certificate is renewable.</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ The Adjunct License is valid for one year. Renewal is dependent upon the needs of the school system. (2)</li> <li>▪ The time and program requirements for the Teaching Certificate are the same regardless of the route of certification.</li> <li>▪ Technical Specialist Certificate (3)</li> <li>▪ “Three-year (non-renewable) technical specialist certificate is available for applicants with less than an associate’s degree. During this final 3-year validity period the educator must continue the approved program affiliation, and obtain an associate’s degree or equivalent.”</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ A set of requirements must be met during the five-year certification period. (5) <ul style="list-style-type: none"> <li>• Six semesters of college course work OR</li> <li>• Ten credits of Georgia Professional Learning Units (temporarily suspended after July 31, 2011 to June 30, 2015)<sup>6</sup> OR</li> <li>• Ten credits based on U.S. Department of Education Teacher-to-teacher workshops OR</li> <li>• One full year of acceptable school experience while working in another state on valid certificate issued by that state</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Technology/Career Education Certificates<sup>7</sup> <ul style="list-style-type: none"> <li>• Completion of six semester hours or 10 Professional Learning Units OR</li> <li>• Ten Continuing Education Units within five years OR</li> <li>• Holding a valid National Board for Professional Teaching Standards certificate OR</li> <li>• Holding a valid Georgia Master Teacher certification OR</li> <li>• One year of full-time college teaching experience within five years</li> </ul> </li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Georgia Professional Standards Commission. (n.d.) *Traditional routes*. Retrieved from <http://www.gapsc.com/Rules/Current/Certification/505-2-.024.pdf>

<sup>2</sup> Ga. Comp. R. & Regs. r. 505-2.40 (2009). Retrieved from <http://www.gapsc.com/Rules/Current/Certification/505-2-.040.pdf>

<sup>3</sup> Ga. Comp. R. & Regs. r. 505-2.39 (2010). Retrieved from <http://www.gapsc.com/Rules/Current/Certification/505-2-.039.pdf>

<sup>4</sup> Georgia Professional Standards Commission. (2010). 505-2.16 *Certification by state-approved programs*. Retrieved from <http://www.gapsc.com/Rules/Current/Certification/505-2-.016.pdf>

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- <sup>5</sup> Georgia Professional Standards Commission. (2010). *Standard renewal credit*. Retrieved from <http://www.gapsc.com/Rules/Current/Certification/505-2-.024.pdf>
- <sup>6</sup> Georgia Professional Standards Commission. (2010). *Professional learning units requirements for certificate renewal: 7/1/10 – 6/30/2015*. Retrieved from [http://www.gapsc.com/Commission/policies\\_guidelines/downloads/PLU\\_Requirements\\_for\\_Certificate\\_renewal.pdf](http://www.gapsc.com/Commission/policies_guidelines/downloads/PLU_Requirements_for_Certificate_renewal.pdf).
- <sup>7</sup> Ga. Comp. R. & Regs r. 505-2.20 (2011). Retrieved from <http://www.gapsc.com/Rules/Current/Certification/505-2-.020.pdf>



# Hawai'i

<b>CTE Teacher Certificates<sup>1</sup></b>	
Traditional	<p>Hawai'i has a tiered licensure program, beginning with a Provisional License. Applicants can gain CTE certification by passing a Praxis content exam.</p> <ul style="list-style-type: none"> <li>▪ Provisional License with certification in CTE</li> <li>▪ Standard License with certification in CTE</li> <li>▪ Advanced License with certification in CTE</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
CTE-Specific Licensure (1)	<p>In Hawai'i, traditional and alternative teacher preparation programs offer licensure in a CTE content area.</p> <ul style="list-style-type: none"> <li>▪ CTE Special Permit</li> </ul>
<b>Certification Routes</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Provisional License                   <ul style="list-style-type: none"> <li>○ Complete the state approved Teacher Education Program</li> <li>○ Submit passing scores for the Hawai'i content licensure test</li> </ul> </li> <li>• Standard License                   <ul style="list-style-type: none"> <li>○ Complete the state approved Teacher Education Program</li> <li>○ Pass Praxis tests</li> </ul> </li> <li>• Advanced License                   <ul style="list-style-type: none"> <li>○ Verify the completion of a master's degree program OR</li> <li>○ Provide a copy of a current National Board for Professional Teaching Standards certificate OR</li> <li>○ Provide documentation of full-time teaching experience for the five of the past eight years</li> </ul> </li> </ul> </li> </ul>
Alternative (1)	<ul style="list-style-type: none"> <li>▪ CTE Special Permit               <ul style="list-style-type: none"> <li>• Available to individuals currently employed by the Hawai'i Department of Education. Applicants submit an application to the Hawai'i Teacher Standards Board. The individual must be recommended to receive the permit and meet testing requirements:                   <ul style="list-style-type: none"> <li>○ Pass Praxis II in a content area OR</li> <li>○ Have a valid National Industry Certification in the content area OR</li> <li>○ Have a valid industry license in the content area OR</li> <li>○ 30 hours of college coursework</li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal (1)</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ The lengths of the Standard License, Provisional License, and Advanced License were not made available online.</li> <li>▪ CTE Special Permit               <ul style="list-style-type: none"> <li>• The renewable permit is valid for five years.</li> </ul> </li> <li>▪ Certificate and permit holders must complete a renewal application and the following documents:               <ul style="list-style-type: none"> <li>• Verification of Satisfying Hawai'i Teacher Performance Standards</li> </ul> </li> </ul>

	<p>Documentation</p> <ul style="list-style-type: none"> <li>• Verification of Experience for Renewal</li> </ul> <p>Both documents will not be submitted; however, upon audit, teachers should have the documents available.</p>
Alternative	<ul style="list-style-type: none"> <li>▪ CTE Special Permit</li> <li>• Same as above</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

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<sup>1</sup> Hawai'i Teacher Standards Board. (2012). *Overview*. Retrieved from <http://www.htsb.org/licensing-permits/licensing-permits-overview/>

# Idaho

<b>CTE Teacher Certificates</b>	
Traditional <sup>1</sup>	In Idaho, applicants planning to teach in secondary schools can become certified as a professional-technical educator. <ul style="list-style-type: none"> <li>▪ Standard Secondary Certificate with CTE endorsement</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
CTE-Specific Licensure	Applicants who do not meet all of the requirements for the traditional route can apply for an Occupational Specialist Certificate. <ul style="list-style-type: none"> <li>▪ Occupational Specialist Certificates               <ul style="list-style-type: none"> <li>• Limited Occupational Specialist Certificate</li> <li>• Advanced Occupational Specialist Certificate</li> <li>• Standard Occupational Specialist Certificate</li> </ul> </li> </ul>
<b>Certification Routes</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Standard Secondary Certificate                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Coursework in instructional technology with two years of student teaching or teaching after completing a preparation program</li> <li>○ Preparation in at least two fields of secondary teaching</li> <li>○ Recommendation from an accredited college or university or verification of two years of teaching experience</li> <li>○ Qualifying score of an approved content area assessment</li> </ul> </li> </ul> </li> </ul>
Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Occupational Specialist Certificate                   <ul style="list-style-type: none"> <li>○ Limited Occupational Specialist Certificate                       <ul style="list-style-type: none"> <li>▪ Applicants have 18 months to complete the following:                           <ul style="list-style-type: none"> <li>○ Take a preservice workshop</li> <li>○ Complete a new-teacher induction workshop</li> <li>○ Set up a professional development plan</li> </ul> </li> </ul> </li> <li>○ Standard Occupational Specialist Certificate.                       <ul style="list-style-type: none"> <li>▪ Applicants have completed the coursework required for the Limited Occupational Specialist Certificate.</li> </ul> </li> <li>○ Advanced Occupational Specialist Certificate                       <ul style="list-style-type: none"> <li>▪ Completion of a teacher training degree program or 18 semester credit hours of approved coursework in addition to the 12 semester hours</li> <li>▪ Set up a professional development plan</li> </ul> </li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Standard Secondary Certificate must be renewed every five years.<sup>3</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Limited Occupational Specialist Certificate is valid for three years. (2)               <ul style="list-style-type: none"> <li>• For renewal applicant must complete coursework in four of the following:                   <ul style="list-style-type: none"> <li>○ Principles/Foundations of Occupational Education</li> <li>○ Career Pathways and Guidance</li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Analysis, Integration, and Curriculum Development</li> <li>○ Measurement and Evaluation</li> <li>○ Methods of Teaching Occupational Education</li> <li>▪ Standard Occupational Specialist Certificate is valid for five years. (2) <ul style="list-style-type: none"> <li>• For renewal, applicants must: <ul style="list-style-type: none"> <li>○ Complete six semester credit hours of approved coursework OR</li> <li>○ Verification of 240 hours of approved related work experience OR</li> <li>○ Ninety hours of attendance at approved technical conferences, institutes OR</li> <li>○ Workshops or any equivalent combination thereof, AND</li> <li>○ Set up a professional development plan</li> </ul> </li> </ul> </li> <li>▪ Advanced Occupational Specialist Certificate is valid for five years (2) <ul style="list-style-type: none"> <li>• For renewal, applicants must: <ul style="list-style-type: none"> <li>○ Complete six semester credit hours of approved coursework OR</li> <li>○ Submit verification of two hundred-forty hours of approved related work experience OR</li> <li>○ Ninety hours of attendance at approved technical conferences, institutes, and workshops or any equivalent AND</li> <li>○ Set-up a new professional development plan</li> </ul> </li> </ul> </li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	▪ Six professional development credits must be completed in order to renew an Idaho Certificate or Credential (3).
Alternative	▪ N/A
<b>Recruitment</b>	
	▪ Information was not located.

<sup>1</sup> Idaho State Department of Education. (n.d.). *Standard secondary certificate*. Retrieved from [http://www.sde.idaho.gov/site/teacher\\_certification/standard\\_sec\\_cert.htm](http://www.sde.idaho.gov/site/teacher_certification/standard_sec_cert.htm)

<sup>2</sup> Idaho State Department of Education. (n.d.). *Certification standards for professional-technical educators*. Retrieved from [http://www.sde.idaho.gov/site/teacher\\_certification/certProTechEdu.htm](http://www.sde.idaho.gov/site/teacher_certification/certProTechEdu.htm)

<sup>3</sup> Idaho State Department of Education. (n.d.). *Renewal of an Idaho certificate/credential*. Retrieved from [http://www.sde.idaho.gov/site/teacher\\_certification/renewal\\_cert\\_cred.htm](http://www.sde.idaho.gov/site/teacher_certification/renewal_cert_cred.htm)

# Illinois<sup>1</sup>

CTE Teacher Certificates	
Traditional <sup>2</sup>	<p>Illinois will implement the new Educator Licensure Information System in July 2013. Educators will apply for license(s) and seek a CTE endorsement. Statues for the new certification system have not been adopted.<sup>3</sup> The information listed in based on the old system, unless stated otherwise.</p> <ul style="list-style-type: none"> <li>▪ Professional Educator License with a CTE/Vocational Endorsement</li> <li>▪ Educator License with Stipulations and with CTE/Vocational Endorsement</li> <li>▪ Substitute License with CTE/Vocational Endorsement</li> </ul>
Alternative	<p>Upon completion of the Alternative Teaching Certificate, applicants receive a Professional Educator License, allowing an opportunity for CTE certification.</p> <ul style="list-style-type: none"> <li>▪ Alternative Teaching Certificate<sup>4</sup></li> </ul>
CTE-Specific Licensure	<p>In Illinois, CTE-Specific Licensure can be obtained either through a teacher preparation program or work-based experience.</p> <ul style="list-style-type: none"> <li>▪ Provisional Vocational Certificate<sup>5</sup></li> <li>▪ Temporary Provisional Vocational Certificate<sup>6</sup></li> <li>▪ Part-Time Provisional Certificate (6)</li> <li>▪ Occupational experience verified for CTE-Specific Licensure (6)</li> </ul>
Certification Routes	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements           <ul style="list-style-type: none"> <li>• Professional Educator License               <ul style="list-style-type: none"> <li>○ Complete an Illinois teacher preparation program OR</li> <li>○ Comparable program in another state or country or hold a comparable certificate issued by another state or country OR</li> <li>○ Hold a valid certificate of another type issued by Illinois and complete additional coursework or experiences</li> <li>○ “The applicant must complete 32 semester hours, or a major as identified by the accredited institution on the individual’s official transcript, in early childhood education, elementary education, or a field of specialization, as applicable to the type of certificate sought.”</li> <li>○ Each applicant must complete prestudent teaching field experiences at the grade level and in the area of specialization relevant to the certificate sought.</li> <li>○ Applicants must complete student teaching except when:                   <ul style="list-style-type: none"> <li>▪ Applicant presents the required credit in student teaching and evidence of teaching experience AND</li> <li>▪ One full year’s teaching experience on a valid certificate in the public schools of another state</li> </ul> </li> <li>○ Pass the tests required for the certificate</li> <li>○ For endorsement, teachers must complete a required number of semester hours in coursework relevant to the course and take an exam.</li> </ul> </li> </ul> </li> </ul>

Alternative	<ul style="list-style-type: none"> <li>▪ Alternative Teaching Certificate <ul style="list-style-type: none"> <li>• An approved course of study</li> <li>• A year of full-time teaching</li> <li>• An evaluation of the applicant’s performance</li> </ul> </li> <li>▪ Provisional Vocational Certificate (5) <ul style="list-style-type: none"> <li>• Official transcripts showing 60 semester hours</li> <li>• Evidence of 2,000 hours of work experience in the skill area</li> </ul> </li> <li>▪ Temporary Provisional Vocational Certificate (6) <ul style="list-style-type: none"> <li>• The certificate is issued when the employing board certifies that no qualified teacher holding a regular certificate or a provisional vocational certificate is available.</li> <li>• Applicants must have evidence of 8,000 hours of work experience.</li> </ul> </li> <li>▪ Part-Time Provisional Certificate (6) <ul style="list-style-type: none"> <li>• Sixty semester hours, nine of which are related to the content area</li> <li>• Applicants must have evidence of 4,000 hours of work experience.</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal (2)</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ The renewal requirements have not been finalized.</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Alternative Teaching Certificate (4) <ul style="list-style-type: none"> <li>• The certificate is valid for one year. Upon completion, applicants will receive a Professional Educator License.</li> </ul> </li> <li>▪ Provisional Vocational Certificate (5) <ul style="list-style-type: none"> <li>• The certificate is valid for five years and can be renewed.</li> </ul> </li> <li>▪ Temporary Provisional Vocational Certificate (6) <ul style="list-style-type: none"> <li>• The certificate is valid for one year and can be renewed.</li> </ul> </li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional <sup>7</sup>	<ul style="list-style-type: none"> <li>▪ Applicants with certificates issued prior to the implementation of the new system will continue to document their professional development until the certificate expires. Applicants can complete one of the following: <ul style="list-style-type: none"> <li>• “Advanced degree”</li> <li>• “Approved Induction and Mentoring Program”</li> <li>• “National Board for Professional Teaching Standards (NBPTS) certification/process”</li> <li>• “12 semester hours of graduate-level coursework”</li> <li>• “A 12-hour, education-related professional development certificate”</li> <li>• “Subsequent Illinois certificate or endorsement”</li> <li>• “Requirements for becoming NCLB ‘highly qualified’ in another teaching area”</li> <li>• “A performance based assessment”</li> <li>• “Four semester hours of approved graduate-level coursework in either”: <ul style="list-style-type: none"> <li>○ “Self-assessment”</li> <li>○ “NBPTS certification preparation”</li> </ul> </li> <li>• “Continuing Professional Development Units”</li> </ul> </li> </ul>

Alternative	<ul style="list-style-type: none"> <li>▪ Provisional Vocational Certificate<sup>8</sup> <ul style="list-style-type: none"> <li>• Eight hours of undergraduate or graduate-level course work OR</li> <li>• One-hundred and twenty continuing professional development units OR</li> <li>• Advanced degree OR</li> <li>• National Board for Professional Teaching Standards certificate OR</li> <li>• Four semester hours of graduate-level coursework in preparation for National Board Professional Teaching Standards certification.</li> </ul> </li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Illinois will implement the Educator Licensure Information System in July 2013. The state will have only three types of licenses: Professional Educator License, Educator License with Stipulations, and Substitute License. Statutes for the new certification system have not been adopted.

<sup>2</sup> 23 Ill. Admin Code pt. 25 (2012.) Retrieved from <http://www.isbe.net/rules/archive/pdfs/25ark.pdf>

<sup>3</sup> Illinois State Board of Education (2013). *The Illinois licensure system*. Retrieved from <http://www.isbe.net/certification/ppt/IL-lic-sys-exchange-webinar0213-pf.pdf>

<sup>4</sup> Illinois State Board of Education. (2007). *Illinois alternative and resident teacher certification programs*. Retrieved from <http://www.isbe.state.il.us/profprep/pdfs/alternate.pdf>

<sup>5</sup> Illinois State Board of Education. (2012). *Administrative certificates and alternative certification*. Retrieved from <http://isbe.net/certification/ppt/lic-officer-trng-admin-alt-cert-webinar092712.pdf>

<sup>6</sup> Illinois State Board of Education. (n.d.). *Educator Licensure*. Retrieved from [http://www.isbe.net/certification/html/prov\\_voc.htm](http://www.isbe.net/certification/html/prov_voc.htm)

<sup>7</sup> Illinois State Board of Education. (n.d.). *Initial teaching certificate*. Retrieved from [http://isbe.net/certification/html/new\\_teacher.htm](http://isbe.net/certification/html/new_teacher.htm)

<sup>8</sup> 23 Ill. Admin Code. Pt. 25.70 (2012). Retrieved from <http://www.ilga.gov/commission/jcar/admincode/023/023000250B00700R.html>

# Indiana

CTE Teacher Certificates	
Traditional <sup>1</sup>	<p>Indiana has a tiered licensure process, beginning with an Initial License. In addition, applicants can add a CTE content area to their license.</p> <ul style="list-style-type: none"> <li>▪ Initial Practitioner License with a CTE content area</li> <li>▪ Proficient Practitioner License with a CTE content area</li> <li>▪ Accomplished Practitioner License with a CTE content area</li> </ul>
Alternative (1)	<p>Applicants obtaining certification through the alternative route will receive licensure and certification in a content area.</p> <ul style="list-style-type: none"> <li>▪ Emergency Permit</li> <li>▪ Transition to Teaching Permit</li> </ul>
CTE-Specific Licensure <sup>2</sup>	<p>The permit allows content experts in CTE to teach in Indiana.</p> <ul style="list-style-type: none"> <li>▪ Workplace Specialist</li> </ul>
Certification Routes	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Initial Practitioner License<sup>3</sup> <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Teacher preparation program</li> <li>○ Praxis I and both Praxis II tests</li> <li>○ Mentoring during the first year and portfolio review the second year</li> </ul> </li> <li>• Proficient Practitioner License<sup>4</sup> <ul style="list-style-type: none"> <li>○ Applicants must meet one of the following:                   <ul style="list-style-type: none"> <li>▪ Complete the Initial Practitioner License OR</li> <li>▪ Have two years of experience OR</li> <li>▪ Complete the beginning of the administrator residency program OR</li> <li>▪ Complete the beginning of the school services personnel residency program</li> </ul> </li> </ul> </li> <li>• Accomplished Practitioner License<sup>5</sup> <ul style="list-style-type: none"> <li>○ Five years of experience as an administrator</li> <li>○ Sixty hours of graduate coursework</li> </ul> </li> </ul> </li> </ul>
Alternative <sup>6</sup>	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Emergency Permit                   <ul style="list-style-type: none"> <li>○ “Individual must make a commitment to working toward completion of an approved program to either add the content area(s) of the emergency permit to an existing license or to obtain an initial practitioner license for the content area(s).”</li> </ul> </li> <li>• Transition to Teaching Permit                   <ul style="list-style-type: none"> <li>○ Career professionals with five years of content knowledge or a bachelor’s degree</li> <li>○ Enroll as a nondegree candidate in an institute of higher education                       <ul style="list-style-type: none"> <li>▪ Eighteen hours of coursework for secondary education</li> </ul> </li> </ul> </li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>▪ Twenty-four hours for elementary education</li> <li>• Advanced degree <ul style="list-style-type: none"> <li>○ “Hold a master’s degree or higher from a regionally accredited postsecondary educational institution in the subject content area in which the applicant seeks to be licensed”</li> <li>○ “Verify at least one (1) academic year of experience teaching students in a middle school, high school or college classroom setting”</li> <li>○ Pass Praxis II exam</li> <li>○ “Provide evidence of valid adult CPR/Heimlich Maneuver certification”</li> </ul> </li> <li>• Workplace Specialists have content expertise in the CTE content areas but do not possess baccalaureate degrees. The applicant must: <ul style="list-style-type: none"> <li>○ “Complete a beginning teacher seminar of professional development and pedagogy”</li> <li>○ “Demonstrate proficiency in math and language arts”</li> <li>○ “Complete a professional development plan”</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Initial Practitioner is valid for two years.</li> <li>▪ Proficient Practitioner licenses are valid for five years.</li> <li>▪ Accomplished Practitioner is valid for 10 years.</li> <li>▪ All licenses can be renewed by completing one of two requirements: <ul style="list-style-type: none"> <li>• Completing six hours of coursework</li> <li>• Completing a professional growth plan</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Emergency Permit can be renewed on an annual basis pending approval from the school superintendent.<sup>7</sup></li> <li>▪ Transition to Teaching Permit is valid for three years and is not renewable. (2)</li> <li>▪ Two-year license is available for Workplace Specialist I. (2)</li> <li>▪ “Upon completion of the Workplace Specialist I license the specialists may be converted to a Workplace Specialist II license. A five-year, renewable license is issued upon completion of an approved professional development plan.” (2)</li> </ul>
<b>Professional Development /Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ A professional development plan must be developed and implemented by Workplace Specialists.</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Indiana Department of Education. (2010). *Rules for educator preparation and accountability*. Retrieved from <http://www.doe.in.gov/sites/default/files/educator-effectiveness/repawebexpowerpoint.pdf>

<sup>2</sup> Indiana Department of Education. (n.d.). *Frequently asked questions: Licensing verification and information system*. Retrieved from <http://www.doe.in.gov/sites/default/files/licensing/lvis-faq-v15.pdf>

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- <sup>3</sup> Zirkle, C. J., Martin, L., & McCaslin, N. L. (2007). *Study of state certification/Licensure requirements for secondary career and technical education teachers*. St. Paul, MN: University of Minnesota.
- <sup>4</sup> Ind. Admin. Code tit. 515, 4-2-1 (2010). Retrieved from [http://www.doe.in.gov/sites/default/files/educator-effectiveness/rules\\_educator-preparation-and-accountability-repa-may-2010.pdf](http://www.doe.in.gov/sites/default/files/educator-effectiveness/rules_educator-preparation-and-accountability-repa-may-2010.pdf)
- <sup>5</sup> Ind. Admin. Code tit. 515, 10-1-19 (2010). Retrieved from [http://www.doe.in.gov/sites/default/files/educator-effectiveness/rules\\_educator-preparation-and-accountability-repa-may-2010.pdf](http://www.doe.in.gov/sites/default/files/educator-effectiveness/rules_educator-preparation-and-accountability-repa-may-2010.pdf)
- <sup>6</sup> Indiana Department of Education. (2013). *Alternative licensure*. Retrieved from <http://www.doe.in.gov/student-services/licensing/alternative-licensure>
- <sup>7</sup> Ind. Admin. Code tit. 515, 9-1-19 (2010). Retrieved from [http://www.doe.in.gov/sites/default/files/educator-effectiveness/rules\\_educator-preparation-and-accountability-repa-may-2010.pdf](http://www.doe.in.gov/sites/default/files/educator-effectiveness/rules_educator-preparation-and-accountability-repa-may-2010.pdf)

# Iowa

<b>CTE Teacher Certificates</b>	
Traditional <sup>1</sup>	<p>Iowa has a tiered licensure, beginning with the Initial License. All licenses include a requirement for licensure in a content area, including CTE.</p> <ul style="list-style-type: none"> <li>▪ Initial License with CTE endorsement</li> <li>▪ Standard License with CTE endorsement</li> <li>▪ Master Educator with CTE endorsement</li> </ul>
Alternative <sup>2</sup>	<p>The alternative route to certification is the “Teaching Intern Certificate.” Holders of the certificate can receive a CTE endorsement.</p> <ul style="list-style-type: none"> <li>▪ Teaching Intern</li> </ul>
CTE-Specific Licensure <sup>3</sup>	<p>Applicants with work experience can teach with a CTE teaching license.</p> <ul style="list-style-type: none"> <li>▪ Provisional Secondary Career and Technical Teaching License</li> <li>▪ Secondary Career and Technical Teaching License</li> </ul>
<b>Certification Routes</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Initial License                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree</li> <li>○ Complete a teacher preparation program</li> <li>○ Complete an approved human relations component</li> <li>○ Complete teaching endorsement</li> <li>○ Complete mandated tests</li> <li>○ Meet the recency requirement of six college credits or teaching experience within the last five years</li> </ul> </li> <li>• Standard License                   <ul style="list-style-type: none"> <li>○ Achieved the requirements of the Initial License</li> <li>○ Two years of teaching in a public school of three years teaching in a combination of a public, private, or out-of-state school</li> </ul> </li> <li>• Master                   <ul style="list-style-type: none"> <li>○ Achieved the requirements of the Initial License</li> <li>○ Five years of teaching experience</li> <li>○ Master’s degree in an endorsement area</li> </ul> </li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Teacher Intern License                   <ul style="list-style-type: none"> <li>○ A bachelor’s degree with a minimum cumulative grade point average (GPA) of 2.5 on 4.0 scale from a regionally accredited institution</li> <li>○ Meet course requirements for the secondary teaching endorsements</li> <li>○ At least three years of work experience</li> <li>○ Complete teacher intern program</li> <li>○ Complete course work in pedagogy</li> <li>○ Obtain support mentorship and induction program</li> <li>○ Complete teacher intern seminar</li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Provisional Career and Technical License Requirements<sup>4</sup> <ul style="list-style-type: none"> <li>○ Complete teacher’s workshop</li> <li>○ Build competency development in four basic areas: <ul style="list-style-type: none"> <li>▪ “Methods and techniques of teaching”</li> <li>▪ “Course and curriculum development”</li> <li>▪ “Measurement and evaluation of programs and students”</li> <li>▪ “History and philosophy (foundations) of vocational and career education”</li> </ul> </li> <li>○ “Six thousand hours of recent and relevant occupational experience in the teaching endorsement area sought.”</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Initial License is valid for two years. (1)</li> <li>▪ Standard license is valid for five years. (1)</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ The Teacher Intern License is valid for approximately one academic year. (5)</li> <li>▪ Provisional Career and Technical Licenses are valid for five years. (4)</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ The Iowa Teacher Intern Program is for shortage areas only.<sup>5</sup></li> </ul>

<sup>1</sup> Iowa Board of Education Examiners. (n.d.). *Requirements for licenses and instructions for completing application*. Retrieved from <http://www.boee.iowa.gov/require.html>

<sup>2</sup> Iowa Board of Education Examiners. (n.d.). *Teacher intern license (non-traditional licensure)*. Retrieved from <http://www.iowa.gov/boee/tilal.html>

<sup>3</sup> Iowa Board of Education Examiners. (n.d.). *Provisional career and technical secondary license*. Retrieved from

<sup>4</sup> Iowa Board of Education Examiners. (n.d.). *Career and technical license requirements*. Retrieved from <http://www.boee.iowa.gov/Occ.html>

<sup>5</sup> The University of Iowa. (n.d.). *Frequently asked questions*. Retrieved from <http://www.iowateacherintern.org/frequently-asked-questions#shortageonly>

# Kansas

CTE Teacher Certificates/Careers	
Traditional <sup>1,2,3</sup>	<p>In Kansas, teacher licensure is tiered, beginning with the Initial Teaching License. Applicants are certified to teach a CTE content area by passing a content assessment.</p> <ul style="list-style-type: none"> <li>▪ Initial License with CTE endorsements</li> <li>▪ Professional Teaching License with CTE endorsements</li> <li>▪ Accomplished License with CTE endorsements</li> </ul>
Alternative <sup>4</sup>	<p>The alternative route includes certification by completing requirements, which include a content-based assessment.</p> <ul style="list-style-type: none"> <li>▪ Restricted Teaching License</li> </ul>
CTE-Specific Licensure <sup>5</sup>	<p>The certificate can be received through the verification of work experience.</p> <ul style="list-style-type: none"> <li>▪ Restricted Technical Education Certificate</li> </ul>
Certification Routes	
Traditional	<ul style="list-style-type: none"> <li>▪ Initial License (1) <ul style="list-style-type: none"> <li>• Bachelor’s degree</li> <li>• Complete a teacher education program</li> <li>• Complete a pedagogical assessment</li> <li>• Complete an endorsement content assessment</li> <li>• Verify eight semester hours of credit for recency</li> </ul> </li> <li>▪ Professional License (2) <ul style="list-style-type: none"> <li>• Hold a valid conditional or initial teaching license</li> <li>• Complete a performance assessment</li> </ul> </li> <li>▪ Accomplished License (3) <ul style="list-style-type: none"> <li>• Achieve National Board Certification</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Requirements <ul style="list-style-type: none"> <li>• Restricted Teaching License (4) <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ A degree or equivalent coursework in the content area</li> <li>○ A GPA of 2.75 from the last 60 semester credits</li> <li>○ Passing score for the Praxis II content assessment</li> <li>○ Practical training experience</li> </ul> </li> <li>• Restricted Technical Education Certificate (5) <ul style="list-style-type: none"> <li>○ Hired by a school and assigned a mentor</li> <li>○ Verify 4,000 hours of work experience</li> <li>○ A written plan to complete the requirements of the training program</li> <li>○ Complete a trade competency exam or verify occupational licensure</li> <li>○ The applicant must complete half of the training program requirements on their plan of study</li> <li>○ Attend one or more professional conferences</li> </ul> </li> </ul> </li> </ul>

<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Initial License <ul style="list-style-type: none"> <li>• The license is valid for two years.<sup>6</sup></li> </ul> </li> <li>▪ Professional License <ul style="list-style-type: none"> <li>• The license is renewable and valid for five years.</li> </ul> </li> <li>▪ Accomplished License <ul style="list-style-type: none"> <li>• No renewal information was listed for the Accomplished License</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Restricted Teaching License <ul style="list-style-type: none"> <li>• The length of the program is dependent on the institution. (4)</li> </ul> </li> <li>▪ Restricted Technical Education Certificate can be renewed one time.<sup>7</sup></li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Initial Teaching License <ul style="list-style-type: none"> <li>• A professional development plan must be developed in order to renew a teaching license. The plan must address: <ul style="list-style-type: none"> <li>○ Content endorsement standards</li> <li>○ Professional education standards</li> <li>○ “Service to the profession”</li> </ul> </li> </ul> </li> <li>▪ Professional License<sup>8</sup> <ul style="list-style-type: none"> <li>• One of the following must be completed: <ul style="list-style-type: none"> <li>○ If the applicant has a graduate degree, the applicant must earn 120 professional development points OR</li> <li>○ If the applicant does not have a graduate degree, then 160 professional development points must be earned OR</li> <li>○ If the applicant is completing a new teaching program, eight semester credit hours of the approved program must apply toward renewal OR</li> <li>○ Obtain National Board Certification OR</li> <li>○ If the applicant’s license has expired, the applicant must apply for a Transitional License, which allows one to complete their renewal requirements.</li> </ul> </li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Kansas State Department of Education. (2012). *Regulations and standards for Kansas educators*. Retrieved from <http://www.ksde.org/Portals/0/Licensure%20Documents/CertHandbook8-2011%20FINAL.pdf>

<sup>2</sup> Kansas State Department of Education. (2008). *Professional teaching license*. Retrieved from <http://www.ksde.org/Default.aspx?tabid=310>

<sup>3</sup> Kansas State Department of Education. (2008). *Accomplished teaching license requirements*. Retrieved from <http://www.ksde.org/Default.aspx?tabid=317>

<sup>4</sup> 91 KAR 1: 203, § H (2008). Retrieved from <http://www.ksde.org/LinkClick.aspx?fileticket=udIX44w5XnA%3d&tabid=320>

<sup>5</sup> Kansas State Department of Education. (2012). *Requirements for a restricted technical education certificate*. Retrieved from <http://www.ksde.org/Portals/0/Licensure%20Documents/Form%206A%20Restricted%20Technical%20Education%20Certificate.pdf>

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<sup>6</sup> Kansas State Department of Education. (2008). *Licensure requirements*. Retrieved from <http://www.ksde.org/Default.aspx?tabid=158>

<sup>7</sup> Kan. Admin. Regs. §91-1-220 (2003). Retrieved from [http://www.kssos.org/pubs/KAR/2009/4%20091\\_91 Department%20of%20Education,%202009%20KAR%20Vol%204.pdf](http://www.kssos.org/pubs/KAR/2009/4%20091_91%20Department%20of%20Education,%202009%20KAR%20Vol%204.pdf)

<sup>8</sup> Kansas State Department of Education. (2008). *Professional teaching, school specialist, or school leadership license renewal*. Retrieved from <http://www.ksde.org/Default.aspx?tabid=331>

# Kentucky

CTE Teacher Certificates	
Traditional <sup>1</sup>	<p>The Provisional and Professional Teaching Certificates require a content-based assessment and coursework in CTE.</p> <ul style="list-style-type: none"> <li>▪ Provisional Teaching Certificate</li> <li>▪ Professional Teaching Certificate</li> </ul>
Alternative <sup>2</sup>	<p>Kentucky offers several alternative routes to licensure; each offers applicants the opportunity to obtain CTE licensure.</p> <ul style="list-style-type: none"> <li>▪ Exceptional Work Experience Certification</li> <li>▪ Local District Training Program Certification</li> <li>▪ College Faculty Certification</li> <li>▪ Adjunct Instructor Certification</li> <li>▪ Veterans of the Armed Forces</li> <li>▪ University-Based Alternative Route to Certification</li> <li>▪ Institute Alternative Route to Certification</li> <li>▪ TFA Alternative Route to Certification</li> </ul>
CTE-Specific Licensure <sup>3</sup>	<p>Kentucky offers a work-based alternative to CTE licensure.</p> <ul style="list-style-type: none"> <li>▪ Occupation-Based CTE Certification</li> </ul>
Certification Routes	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Provisional Teaching Certificate                   <ul style="list-style-type: none"> <li>○ At least a bachelor’s degree with:                       <ul style="list-style-type: none"> <li>▪ A cumulative GPA of 2.50 on a 4.0 scale OR</li> <li>▪ A GPA of 3.00 on a 4.0 scale on the last 60 hours of credit completed, including undergraduate and graduate coursework OR</li> </ul> </li> <li>○ A master’s degree with:                       <ul style="list-style-type: none"> <li>▪ A cumulative GPA of 2.50 on a 4.0 scale OR</li> <li>▪ A GPA of 3.00 on a 4.0 scale on the last 60 hours of credit completed, including undergraduate and graduate coursework</li> </ul> </li> <li>○ An approved program of preparation</li> <li>○ Complete appropriate assessments</li> </ul> </li> <li>• Professional Teaching Certificate                   <ul style="list-style-type: none"> <li>○ Complete teaching internship also known as the Provisional Teaching Internship</li> </ul> </li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Exceptional Work Experience Certification<sup>4</sup> <ul style="list-style-type: none"> <li>○ At least 10 years of work experience after completing a bachelor’s degree (not including classroom teaching experience)</li> <li>○ Bachelor’s degree with minimum of a 2.5 overall GPA</li> <li>○ A major in the content area, or pass the Praxis II</li> <li>○ Employment in a local school district</li> </ul> </li> <li>• Local District Training Program Certification<sup>5</sup> <ul style="list-style-type: none"> <li>○ Bachelor’s degree with a 2.75 GPA</li> </ul> </li> </ul> </li> </ul>



- Pass the required written assessments in the specialty area
- Complete a 30-hour course of study in the specialty area or have five years of field experience
- Employment in a local school district
- College Faculty Certification<sup>6</sup>
  - Master’s degree in the content area
  - Five years of full-time teaching experience or its equivalent bachelor’s or master’s degree
  - Meet admission standards
- Adjunct Instructor Certification<sup>7</sup>
  - An offer of employment
  - Expertise in a specific area
    - For elementary certification, a bachelor’s degree with an overall GPA of 2.5
    - For middle or secondary certification, an overall GPA of 2.5 and a GPA of 2.5 in the major, minor, or area of concentration
    - For vocational education certification, a high school diploma and at least four years of appropriate occupational experience
- Veterans of the Armed Forces<sup>8</sup>
  - “Discharged or released from active duty under honorable conditions after six years of active duty immediately before the discharge or release”
  - “Have a bachelor’s degree in the subject matter or related area for which certification is sought”
  - “Have a GPA of 2.5 for a bachelor’s degree or hold an advanced degree”
  - “Have passing scores on Education Professional Standards Board-approved subject matter assessments.”
- University-Based Alternative Route to Certification<sup>9</sup>
  - Have a bachelor’s or master’s degree
  - Meet university admission standards
- Institute Alternative Route to Certification<sup>10</sup>
  - Bachelor’s degree and a cumulative GPA of 3.0, or a professional or graduate degree
  - “Has a minimum score of 500 on the verbal section and a minimum score of 4 on the analytical writing section of the Graduate Record Exam (GRE); in addition, candidates for math/science certification shall have a minimum score of 450 on the quantitative section of the GRE. (Candidates who have professional degrees are exempt from this requirement.)”
  - “Passes written tests designated by the Education Professional Standards Board for content knowledge in the area of certification (e.g., Praxis)”
  - “Has an offer of employment from a local school district in the area of certification being sought”
- TFA Alternative Route to Certification<sup>11</sup>
  - Bachelor’s degree
  - Employment in a local school district

	<ul style="list-style-type: none"> <li>○ “Meets the participation criteria for the TFA program”</li> <li>○ “Successfully completes all training requirements of the TFA program”</li> <li>○ Passes all content assessments</li> <li>• Occupation-Based CTE Certificate <ul style="list-style-type: none"> <li>○ High school diploma or equivalent</li> <li>○ At least four years of occupational work experience, which must be verified</li> <li>○ Complete appropriate tests</li> <li>○ Employment in a local school district</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ The provisional certificate is valid for four years and upon completion, applicants will receive a professional certificate. (1)</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Upon completion of the alternative certification program, applicants receive a professional certificate</li> <li>▪ Occupation-Based CTE Certificate <ul style="list-style-type: none"> <li>• Applicants are awarded a provisional certificate. A renewal of the one-year provisional certificate requires professional development.</li> </ul> </li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Continuing education is required for renewal.</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Occupational-Based CTE Certificate <ul style="list-style-type: none"> <li>• The Kentucky Internship Program</li> <li>• Three semester hours of credit in occupation-based CTE</li> <li>• If an additional year of a Provisional Certificate is required, six semester hours of college credit are required for renewal.</li> </ul> </li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> 16 Ky Admin. Regs. 2:010 (2013). Retrieved from <http://www.lrc.state.ky.us/kar/016/002/010.htm>

<sup>2</sup> Education Professional Standards Board. (2013). *Alternative routes to teacher certification*. Retrieved from <http://www.epsb.ky.gov/certification/certalt/routes.asp>

<sup>3</sup> 16 Ky. Admin. Regs. 2:020 §3 (2013). Retrieved from <http://www.lrc.state.ky.us/kar/016/002/020.htm>

<sup>4</sup> Education Professional Standards Board. (2013). *Exceptional work experience portfolio*. Retrieved from <http://www.kyepsb.net/certification/portfolio.asp>

<sup>5</sup> Education Professional Standards Board. (2013). *Local district training program certification*. Retrieved from <http://www.kyepsb.net/certification/districttraincert.asp>

<sup>6</sup> Education Professional Standards Board. (2013). *College faculty certification*. Retrieved from <http://www.kyepsb.net/certification/collegefaculty.asp>

<sup>7</sup> Education Professional Standards Board. (2013). *Adjunct instructor certification*. Retrieved from <http://www.kyepsb.net/certification/adjinstruct.asp>

<sup>8</sup> Education Professional Standards Board (2013). *Veterans of the armed services*. Retrieved from <http://www.kyepsb.net/certification/veterancert.asp>

<sup>9</sup> Education Professional Standards Board. (2013). *University-based alternative route to certification*. Retrieved from <http://www.kyepsb.net/certification/universitybasedcert.asp>

<sup>10</sup> Education Professional Standards Board. (2013). *Institute alternative route to certification*. Retrieved from <http://www.kyepsb.net/certification/optionVII.asp>

<sup>11</sup> Education Professional Standards Board. (2013). *Teach for America (TFA) alternative route to certification*. Retrieved from <http://www.kyepsb.net/certification/option8.asp>

# Louisiana

<b>CTE Teacher Certificates</b>	
Traditional <sup>1,2</sup>	<p>All levels of the Professional Certificate require an endorsement by completing requirements, including the passing of a content-based assessment.</p> <ul style="list-style-type: none"> <li>▪ Professional Level 1 Certificate</li> <li>▪ Professional Level 2 Certificate</li> <li>▪ Professional Level 3 Certificate</li> </ul>
Alternative <sup>3</sup>	<p>Certification through the alternative route requires a content-based assessment.</p> <ul style="list-style-type: none"> <li>▪ Practitioner Teacher Program</li> <li>▪ Master's Degree Program</li> <li>▪ Certification-Only Program</li> </ul>
CTE-Specific Licensure <sup>4</sup>	<p>Applicants can teach a CTE course by documenting their work experience.</p> <ul style="list-style-type: none"> <li>▪ Career and Technical Trade and Industrial Education Certificate</li> </ul>
<b>Certification Routes</b>	
Traditional (1,2)	<ul style="list-style-type: none"> <li>▪ Professional Level 1 Certificate               <ul style="list-style-type: none"> <li>• Bachelor's degree</li> <li>• Teacher preparation program</li> <li>• Praxis exams</li> </ul> </li> <li>▪ Professional Level 2 Certificate               <ul style="list-style-type: none"> <li>• Pass the Louisiana Teacher Assistance and Assessment Program</li> <li>• Teach for three years</li> </ul> </li> <li>▪ Professional Level 3 Certificate               <ul style="list-style-type: none"> <li>• Obtain a master's degree</li> <li>• Teach for five years</li> <li>• Pass the Louisiana Teacher Assistance and Assessment Program</li> </ul> </li> </ul>
Alternative (3)	<ul style="list-style-type: none"> <li>▪ Practitioner Teacher Program               <ul style="list-style-type: none"> <li>• Minimum of a 2.20 GPA</li> <li>• Minimum of a nonteacher education bachelor's degree</li> <li>• Pass the Praxis Basic Skills Test</li> <li>• Pass a Praxis content-specific exam</li> <li>• Nine to 12 hours of training in the learning environment</li> <li>• Two 3-hour seminars on methodology and teaching</li> <li>• Twelve hours of student teaching or internship</li> <li>• One to nine hours of prescriptive hours</li> </ul> </li> <li>▪ Master's Degree Program               <ul style="list-style-type: none"> <li>• Minimum of a 2.20 GPA</li> <li>• Minimum of a nonteacher education bachelor's degree</li> <li>• Pass the Praxis Basic Skills Test</li> <li>• Pass a Praxis content-specific exam</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Twelve hours of training on the learning environment</li> <li>• Six hours on methodology and teaching</li> <li>• Six hours of student teaching or internship</li> <li>▪ Certification-Only Program <ul style="list-style-type: none"> <li>• Minimum of a 2.20 GPA</li> <li>• Minimum of a nonteacher education bachelor’s degree</li> <li>• Pass the Praxis Basic Skills Test</li> <li>• Pass a Praxis content-specific exam</li> <li>• Fifteen hours of training on the learning environment</li> <li>• Twelve to 15 hours on methodology and teaching</li> <li>• Six to nine hours of student teaching or internship</li> </ul> </li> <li>▪ Career and Technical Trade and Industrial Education (CTTIE) Certificates (4) <ul style="list-style-type: none"> <li>• CTTIE 1</li> <li>• CTTIE 2 <ul style="list-style-type: none"> <li>○ High school diploma or equivalent</li> <li>○ A minimum of four years of full-time work</li> <li>○ A current license, if applicable</li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (2)	<ul style="list-style-type: none"> <li>▪ Level 1 Professional Certificate is valid for three years.</li> <li>▪ Level 2 Professional Certificate is valid for five years.</li> <li>▪ Level 3 Professional Certificate is valid for five years.</li> </ul>
Alternative (4)	<ul style="list-style-type: none"> <li>▪ Practitioner Teacher Program is valid for one year and can be renewed up to three years.</li> <li>▪ Master’s Degree Program is valid for one year and can be renewed up to four years.</li> <li>▪ Certification-Only Program is valid for one year and can be renewed up to three years.</li> <li>▪ CTTIE 1 is valid for one year.</li> <li>▪ CTTIE 2 is valid for five years.</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional <sup>5</sup>	<ul style="list-style-type: none"> <li>▪ Level 1 Professional Certificate <ul style="list-style-type: none"> <li>• “Standards of effectiveness” must be met.</li> </ul> </li> <li>▪ Level 2 Professional Certificate is valid for five years. <ul style="list-style-type: none"> <li>• “Standards of effectiveness” must be met for at least three years.</li> </ul> </li> <li>▪ Level 3 Professional Certificate is valid for five years. <ul style="list-style-type: none"> <li>• “Standards of effectiveness” must be met for at least three years.</li> </ul> </li> </ul>
Alternative (4)	<ul style="list-style-type: none"> <li>▪ CTTIE 1 <ul style="list-style-type: none"> <li>• Complete a minimum number of contact hours, which is dependent on degree attainment</li> <li>• Complete coursework</li> <li>• A current license, if applicable</li> </ul> </li> <li>▪ CTTIE 2 <ul style="list-style-type: none"> <li>• The applicant must meet the requirements of the “standards of</li> </ul> </li> </ul>

effectiveness” for at least three years.

## Recruitment

- Information was not located.

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<sup>1</sup> Teach Louisiana. (2011). *Become a certified teacher*. Retrieved from <https://www.teachlouisiana.net/Prospect.aspx?PageID=3202>

<sup>2</sup> Teach Louisiana. (2012). *Types of teaching authorizations and certifications*. Retrieved from <https://www.teachlouisiana.net/pdf/licensurestructure.pdf>

<sup>3</sup> Teach Louisiana. (2010). *Alternative teacher certification*. Retrieved from [https://www.teachlouisiana.net/pdf/alt\\_cert\\_features.pdf](https://www.teachlouisiana.net/pdf/alt_cert_features.pdf)

<sup>4</sup> La. Admin. Code tit. 28, § 501 (2012). Retrieved from <http://doa.louisiana.gov/osr/LAC/lac28.htm>

<sup>5</sup> La. Admin. Code tit. 28, § 301 (2012). Retrieved from <http://doa.louisiana.gov/osr/LAC/lac28.htm>

# Maine

CTE Teacher Certificates	
Traditional	<p>Maine has a tiered certification process, in which applicants are endorsed in CTE by completing requirements, including a content-based exam.</p> <ul style="list-style-type: none"> <li>▪ Provisional Teacher Certification<sup>1</sup></li> <li>▪ Professional Teacher Certificate<sup>2</sup></li> <li>▪ Interstate Compact<sup>3</sup></li> <li>▪ Master Teacher Certificate<sup>4</sup></li> </ul>
Alternative	<p>The alternative routes to certification lead to CTE endorsement. The Conditional Certificate requires the completion of a Praxis II content exam, while the Targeted Need Certificate leads to a Provisional Certification.</p> <ul style="list-style-type: none"> <li>▪ Conditional Certificate<sup>5</sup></li> <li>▪ Targeted Need<sup>6</sup></li> </ul>
CTE-Specific	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
Certification Routes	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements <ul style="list-style-type: none"> <li>• Provisional Teacher Certificate (1) <ul style="list-style-type: none"> <li>○ “Furnish evidence of good moral character when requested”</li> <li>○ “Be at least 18 years of age”</li> <li>○ “Be knowledgeable of physiology and hygiene, with special reference to the effects of alcohol, stimulants and narcotics upon the human system”</li> <li>○ “Hold a bachelor’s degree from an accredited institution, with the following exceptions” <ul style="list-style-type: none"> <li>▪ “Career and technical education teachers”</li> <li>▪ “School nurses under a conditional certificate”</li> <li>▪ “Native language teachers receiving certification”</li> </ul> </li> <li>○ Demonstrate the state’s teaching standards</li> <li>○ Completion of Praxis I &amp; II exams</li> </ul> </li> <li>• Professional Certificate provides applicants with eight options of which to pick from for a certification upgrade from provisional stage. (2) <ul style="list-style-type: none"> <li>○ Option 1 <ul style="list-style-type: none"> <li>▪ Holds a provisional certificate</li> <li>▪ Employed under the provisional certificate for two school years</li> <li>▪ Meets the standards for professional growth</li> <li>▪ Has a positive recommendation</li> </ul> </li> <li>○ Option 2 (Fast-track) <ul style="list-style-type: none"> <li>▪ Holds a provisional certificate</li> <li>▪ Has two years of teaching experience</li> <li>▪ Taught less than two school years in Maine</li> <li>▪ Has a positive recommendation</li> </ul> </li> <li>○ Option 3 <ul style="list-style-type: none"> <li>▪ Holds a provisional certificate</li> <li>▪ Has two years of teaching experience</li> </ul> </li> </ul> </li> </ul> </li> </ul>

- Has a positive recommendation
  - Option 4
    - Meets the general eligibility requirements
    - The Professional Certificate has been expired less than five years.
  - Option 5
    - Meets the general eligibility requirements
    - “Has five or more years of experience teaching in the endorsement area within the seven years prior to application under a valid certificate in another state and who graduated from a state-approved preparation program that utilizes the standards of a national association of state directors of teacher education and certification or a National Council for Accreditation of Teacher Education or a national board certificate issued by the National Board for Professional Teaching Standards, or its successor organization, or with the exception of the national teachers exam, meets entry-level standards for the endorsement.”
  - Option 6
    - Meets the general eligibility requirements
    - Meets the endorsement requirements for adult education, early childhood, or teacher of students with disabilities (birth to school [age 5]).
  - Option 7
    - Meets the general eligibility requirements
    - Meets the endorsement requirements for a school nurse
    - A valid license to practice as a Registered Professional Nurse in Maine without interruption during the term of the school nurse certificate
  - Option 8
    - Meets the general eligibility requirements
    - Holds an Interim Superintendent’s certificate
    - Has completed six credits of approved study during the lifetime of the Interim Superintendent’s certificate
- Master Certificate (4)
  - A professional certificate
  - Demonstrate National Board Certification Standards
  - Recommendation from the certification support system
- Interstate Compact (6)
  - Successful completion of a preparation program in a state with which Maine is participating in the Interstate Compact, subject to the following:
    - “Completion of an approved preparation program for the endorsement or certificate being sought with a formal recommendation for certification from the institution” OR
    - “In the five years prior to applying for Maine certification, the applicant has three years of successful teaching experience under a valid comparable certificate in the same certification subject area and grade level in a state with which Maine is participating in the

	<p>Interstate Compact.”</p> <ul style="list-style-type: none"> <li>▪ “If advanced study or tests are required in Maine, the Commissioner has the right, as specified in the Interstate Compact, to issue only a conditional certificate.”</li> <li>▪ “The requirement relating to “teaching exceptional students in the regular classroom” shall be met prior to renewal of the first professional certificate.”</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>• Conditional (5) <ul style="list-style-type: none"> <li>○ Does not require a bachelor’s degree</li> <li>○ Meets general eligibility requirements</li> <li>○ Meets requirements for specific endorsement, which includes the Pre-Professional Skills Test, Praxis II, and the Principles of Learning and Teaching</li> <li>○ Complete six credits of approved study</li> </ul> </li> <li>• Targeted Need (6) <ul style="list-style-type: none"> <li>○ “Holds a bachelor’s degree from an accredited college or university”</li> <li>○ “Is not eligible for any other certificate”</li> <li>○ “Provides a superintendent’s, Child Development Services Director’s or headmaster’s affidavit of employment in a designated shortage area”</li> <li>AND</li> <li>○ “Meets the general eligibility requirements rule”</li> <li>○ “Has completed a minimum of six semester hours of the liberal arts or content areas relevant to the certificate or endorsement”</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>• Provisional certificate is valid for two years and is not renewable. (1)</li> <li>• Professional certificate is valid for five years and is renewable upon completion of a renewal plan for six credits of approved study or recommendation. (2)</li> <li>• Master certificate is valid for five years and is renewable. The requirements for the renewal are the same the initial master certificate. (4)</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>• Conditional certificate is valid for one school year. The following requirements must be met for a second conditional certificate: (5) <ul style="list-style-type: none"> <li>○ “A minimum of three semester hours of the requirements for the area in which the certificate or endorsement is issued or, if fewer than three semester hours are required, completion of all required coursework”</li> <li>○ “The Basic Skills Test in reading, writing, and mathematics in accordance with Me. Dept. of Ed. ”</li> <li>○ “Approval from the support system of an action plan for conditional certificate holders”</li> <li>○ “A completed renewal application, including a recommendation by the support system chair that a second conditional certificate be issued”</li> </ul> </li> <li>• “The applicant shall meet the following to be eligible for a third conditional certificate:” (5) <ul style="list-style-type: none"> <li>○ “A minimum of three semester hours of the requirements for the area in which the certificate or endorsement is issued or, if fewer than three semester hours are required, completion of all required coursework”</li> <li>○ “One of the following requirements”:</li> </ul> </li> </ul>



- “Content area assessment in accordance with Me. Dept. of Ed.”
    - “Pedagogical knowledge and skills assessment in accordance with Me. Dept. of Ed.” or
    - “Successful completion of an approved alternative professional studies program”
  - “Approval from the support system of an action plan for conditional certificate holders”
  - “A completed renewal application, including a recommendation by the support system chair that a third conditional certificate be issued.”
- The applicant shall meet the following during the third and final conditional certificate in order to be eligible for a provisional or professional certificate:
  - “Any of the following not previously completed”:
    - “Any remaining required coursework”
    - Content area assessment in accordance with Me. Dept. of Ed.”
    - “The pedagogical knowledge and skills assessment in accordance with Me. Dept. of Ed. or successful completion of an approved alternative professional studies program”
    - “Approval from the support system of an action plan for conditional certificate holders”
    - “A completed renewal application, including a recommendation by the support system chair that a provisional or professional certificate be issued”
- Targeted Need Certificate is valid for one year and is renewable for up to two school terms. The applicant can renew if: (6)
  - “Has a support team and a teacher action plan”
  - “Has completed of a minimum of six semester hours of the requirements for the area in which the certificate or endorsement is issued or, if fewer than six semester hours are required, completion of all required coursework”
  - “Has met the qualifying scores for reading, writing, and math on the Pre-Professional Skills Test prior to the issuance of a second targeted need certificate”
  - “Has met the qualifying scores for all assessments prior to the issuance of a third targeted need certificate” AND
  - “Remains ineligible for a conditional, provisional, or professional teaching certificate or transitional endorsement”
  - “Holders must have completed a minimum of six semester hours of the liberal arts or content areas relevant to the certificate or endorsement.”
    - “Additional targeted need certificates may be issued if the applicant meets all of the following”:
    - “Remains ineligible for a conditional, provisional, professional certificate or a transitional endorsement”
    - “Annually attempts to meet the qualifying scores for reading, writing and math of the Pre-Professional Skills Test prior to the issuance of a new targeted need certificate, whichever is appropriate”
    - “Documents to the Department that English is not their first

language”

- “Annually documents they are being tutored in reading, writing, or math, whichever is appropriate”

### **Professional Development or Additional Requirements**

#### **Traditional**

- Provisional certificate does not have professional development requirements. It only requires approval from a school superintendent. (1)
- Professional certificate requires the completion of six credits of approved study. (2)
- Master certificate does not have professional development requirements. (4)

#### **Alternative**

- Conditional certificate (for applicants with a bachelor’s degree, [5])
  - Second Conditional Certificate
    - Complete a minimum of six semester hours
    - Complete the Basic Skills Test
  - Third Conditional Certificate
    - Complete a minimum of six semester hours
    - Complete a content area assessment OR
    - Pedagogical Knowledge and Skills Assessment
    - Complete an alternative professional studies program
- Conditional certificate (for applicants without a bachelor’s degree, [5])
  - Second Conditional Certificate
    - Complete a minimum of three semester hours
    - Complete the Basic Skills Test
  - Third Conditional Certificate
    - Complete a minimum of three semester hours
    - Complete a content area assessment OR
    - Pedagogical Knowledge and Skills Assessment
    - Complete an alternative professional studies program
- Targeted Need Certificate (6)
  - “Has a support team and a teacher action plan”
  - “Has completed of a minimum of six semester hours of the requirements for the area in which the certificate or endorsement is issued or, if fewer than six semester hours are required, completion of all required coursework”
  - “Has met the qualifying scores for reading, writing, and math on the Pre-Professional Skills Test prior to the issuance of a second targeted need certificate”
  - “Has met the qualifying scores for all assessments prior to the issuance of a third targeted need certificate”
- Endorsement Requirements<sup>7</sup>
  - Hold a valid Maine certificate or license
  - “A minimum of one year of paid applied employment or teaching in the endorsement area during the five years preceding the initial application”
  - Completed “Teaching Exceptional Students in the Regular Classroom”
  - Passed content area assessment
  - Passed Basic Skills Test in reading, writing, and mathematics
  - Passed pedagogical knowledge and skills assessment

- Satisfied one of the following five routes:
  - Endorsement Eligibility Pathway 1
    - Earned a bachelor’s degree, with a minimum of 24 semester hours specifically applicable to the endorsement area AND
    - “Completed a minimum of 24 months (4,000 hours) of paid applied employment or teaching in the endorsement area being sought”
  - Endorsement Eligibility Pathway 2
    - “Completed an apprenticeship registered with either the Maine State Apprenticeship and Training Council, a similar agency from another State, or the Federal Bureau of Apprenticeship and Training”
    - “Completed a minimum of 36 months (6,000 hours) of paid applied employment or teaching in the endorsement area being sought”
  - Endorsement Eligibility Pathway 3
    - Completed a two-year degree or certificate in the endorsement area from a technical institution
    - “Completed a minimum of 36 months (6,000 hours) of paid applied employment or teaching in the endorsement area being sought”
  - Endorsement Eligibility Pathway 4
    - “Earned a high school diploma or GED”
    - Completed a minimum of 24 semester hours directly related to the endorsement area from an accredited college or university
    - “Completed a minimum of 48 months (8,000 hours) of paid applied employment or teaching in the endorsement area being sought”
  - Endorsement Eligibility Pathway 5
    - “Earned a high school diploma or GED”
    - “Completed a minimum of 36 months (6,000 hours) of paid experience learning the trade or craft for which the endorsement is sought”

## Recruitment

- The Targeted Need Certificate was developed to address shortage areas. (6)

<sup>1</sup> Code Me. R. 05 071 115 5§1 (2005). Retrieved from <http://www.maine.gov/sos/cec/rules/05/chaps05.htm>

<sup>2</sup> Code Me. R. 05 071 115 5§2 (2005). Retrieved from <http://www.maine.gov/sos/cec/rules/05/chaps05.htm>

<sup>3</sup> Code Me. R. 05 071 115 4§2 (2005). Retrieved from <http://www.maine.gov/sos/cec/rules/05/chaps05.htm>

<sup>4</sup> Code Me. R. 05 071 115 5§3 (2005). Retrieved from <http://www.maine.gov/sos/cec/rules/05/chaps05.htm>

<sup>5</sup> Code Me. R. 05 071 115 5§4 (2005). Retrieved from <http://www.maine.gov/sos/cec/rules/05/chaps05.htm>

<sup>6</sup> Code Me. R. 05 071 115 5§5 (2005). Retrieved from <http://www.maine.gov/sos/cec/rules/05/chaps05.htm>

<sup>7</sup> Code Me. R. 05 071 115 2§5 (2012). Retrieved from <http://www.maine.gov/sos/cec/rules/05/chaps05.htm>

# Maryland

<b>CTE Teacher Certificates</b>	
Traditional <sup>1</sup>	<p>Maryland has a tiered licensure program. Applicants must complete additional requirements to receive credentials or endorsements in a CTE content area.</p> <ul style="list-style-type: none"> <li>▪ Professional Eligibility Certificate</li> <li>▪ Standard Professional Certificate I</li> <li>▪ Standard Professional Certificate II</li> <li>▪ Advanced Professional Certificate</li> </ul>
Alternative	<p>Applicants who have obtained a baccalaureate degree can receive a nondegree certificate to teach professional and technical education.</p> <ul style="list-style-type: none"> <li>▪ Resident Teacher Certificate<sup>2</sup></li> <li>▪ Conditional Certificate<sup>3</sup></li> </ul>
CTE-Specific Licensure <sup>4</sup>	<p>Applicants who have not obtained a baccalaureate degree can receive a nondegree certificate to teach professional and technical education.</p> <ul style="list-style-type: none"> <li>▪ Conditional Teacher Nondegree Certificate (for CTE content areas)</li> </ul>
<b>Certification Routes</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Professional Eligibility Certificate<sup>5,6</sup> <ul style="list-style-type: none"> <li>○ Bachelor’s degree</li> <li>○ Praxis I or ACT, SAT, or GRE and Praxis II or ACTFL (if appropriate)</li> <li>○ Approved teacher preparation program</li> </ul> </li> <li>• Standard Professional Certificate I<sup>7</sup> <ul style="list-style-type: none"> <li>○ Complete the requirements of Professional Eligibility Certificate</li> </ul> </li> <li>• Standard Professional Certificate II (7)               <ul style="list-style-type: none"> <li>○ Verify three years of teaching experience</li> <li>○ Complete six semester hours of credit</li> <li>○ Create a professional development plan</li> </ul> </li> <li>• Advanced Professional Certificate (7)               <ul style="list-style-type: none"> <li>○ Verify three years of full-time teaching experience</li> <li>○ Complete six semester hours of credit or professional development AND</li> <li>○ Master’s degree OR</li> <li>○ Complete 36 semester hours credit OR</li> <li>○ National Board Certification AND</li> <li>○ Complete 12 semester hours of credit</li> </ul> </li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Resident Teacher Certificate (2)               <ul style="list-style-type: none"> <li>• Bachelor’s degree</li> <li>• Pass the state’s basic skills test or a comparable basic skills test</li> <li>• Pass the state’s content area test or a comparable content area test</li> <li>• Complete standards-based preemployment training</li> </ul> </li> <li>▪ Conditional Certificate (3)               <ul style="list-style-type: none"> <li>• Bachelor’s degree</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• For applicants that have not met the requirements for a professional certificate.</li> <li>▪ Conditional Nondegree Certificate (3) <ul style="list-style-type: none"> <li>• Associate’s degree or bachelor’s degree</li> <li>• Two years of previous satisfactory occupational experience OR</li> <li>• High school diploma or equivalent</li> <li>• Three years of previous satisfactory occupational experience</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>8</sup>	<ul style="list-style-type: none"> <li>▪ Professional Eligibility Certificate is valid for five years.</li> <li>▪ Standard Professional Certificate I is valid for five years.</li> <li>▪ Standard Professional Certificate II is valid for five years.</li> <li>▪ Advanced Professional Certificate is valid for five years.</li> </ul>
Alternative <sup>9</sup>	<ul style="list-style-type: none"> <li>▪ Resident Teacher Certificate is valid for two years.</li> <li>▪ Conditional Certificate is valid for two years.</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Complete six college or university credits or MSDE Continuing Professional Development credits. (9)</li> </ul>
Alternative <sup>10</sup>	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree</li> <li>▪ Qualifying score on approved tests in basic skills or comparable basic skills exam</li> <li>▪ Qualifying score on content area test or comparable state-approved exam</li> <li>▪ Submit documentation to superintendent along with <ul style="list-style-type: none"> <li>• Ninety hours of study based on Maryland Essential Dimensions of Teaching or the Interstate New Teacher Assessment and Support Consortium standards OR</li> <li>• A written request for the issuance of the Resident Teacher Certificate from the superintendent</li> <li>• The Resident Teacher applicant is eligible for Standard Professional Certificate upon the completion of: <ul style="list-style-type: none"> <li>○ Approved alternative program</li> <li>○ A qualifying score on the pedagogy exam</li> <li>○ Satisfactory teaching performance as verified by the local superintendent</li> </ul> </li> </ul> </li> <li>▪ Professional and Technical Education <sup>11</sup> <ul style="list-style-type: none"> <li>• The applicant must satisfy one of four options: <ul style="list-style-type: none"> <li>○ Option 1 <ul style="list-style-type: none"> <li>▪ Earn a bachelor’s degree or higher from an approved program</li> </ul> </li> <li>○ Option 2 <ul style="list-style-type: none"> <li>▪ Have a bachelor’s degree or higher in the career area to be taught AND</li> <li>▪ Complete the education coursework</li> </ul> </li> <li>○ Option 3 <ul style="list-style-type: none"> <li>▪ Earn an associate’s degree, bachelor’s degree, or higher and provide two years of previous satisfactory occupational experience in the career area to be taught</li> </ul> </li> </ul> </li> </ul> </li> </ul>

- The applicant’s professional experience will be
  - Within 10 years of certificate issuance
  - Include a year of employment
  - Industry credential can be substituted for year of employment.
- Option 4
  - A secondary diploma or the equivalent and verification of three years of previous work experience
  - Work experience must be:
    - With 10 years of certificate issuance
    - Include two years of employment
    - Industry credential can be substituted for year of employment.
- Applicants will complete 12 credits of professional education coursework.

## Recruitment

- Information was not located.

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- <sup>1</sup> Maryland State Department of Education. (2003). *Divisions*.  
[http://www.marylandpublicschools.org/MSDE/divisions/certification/certification\\_branch/certification\\_infotypes/overview](http://www.marylandpublicschools.org/MSDE/divisions/certification/certification_branch/certification_infotypes/overview)
- <sup>2</sup> Code Md. Regs. 13A.12.01.07 (2006). Retrieved from  
<http://www.dsd.state.md.us/comar/getfile.aspx?file=13a.12.01.07.htm>
- <sup>3</sup> Code Md. Regs. 13A.12.01.08 (2006). Retrieved from  
<http://www.dsd.state.md.us/comar/getfile.aspx?file=13a.12.01.07.htm>
- <sup>4</sup> Code Md. Regs. 13A.12.03.15 (2006). Retrieved from  
<http://www.dsd.state.md.us/comar/getfile.aspx?file=13a.12.02.15.htm>
- <sup>5</sup> Code Md. Regs. 13A.12.01.05 (2006). Retrieved from  
<http://www.dsd.state.md.us/comar/getfile.aspx?file=13a.12.01.05.htm>
- <sup>6</sup> Maryland State Department of Education. (2003). *Profile 1*. Retrieved from  
[http://www.marylandpublicschools.org/MSDE/divisions/certification/certification\\_branch/certification\\_infotypes/apply/docs/obtain1.htm](http://www.marylandpublicschools.org/MSDE/divisions/certification/certification_branch/certification_infotypes/apply/docs/obtain1.htm)
- <sup>7</sup> Code Md. Regs. 13A.12.01.06 (2006). Retrieved from  
<http://www.dsd.state.md.us/comar/getfile.aspx?file=13a.12.01.06.htm>
- <sup>8</sup> Maryland State Department of Education. (n.d.). *Overview*. Retrieved from  
[http://marylandpublicschools.org/MSDE/divisions/certification/certification\\_branch/certification\\_infotypes/overview](http://marylandpublicschools.org/MSDE/divisions/certification/certification_branch/certification_infotypes/overview)
- <sup>9</sup> Code Md. Regs. 13A.12.01.11 (2006). Retrieved from  
<http://www.dsd.state.md.us/comar/getfile.aspx?file=13a.12.01.11.htm>
- <sup>10</sup> Code Md. Regs. 13A.12.01.07 (2006). Retrieved from  
<http://www.dsd.state.md.us/comar/getfile.aspx?file=13a.12.01.07.htm>
- <sup>11</sup> Code Md. Regs. 13A.12.02.15 (2006). Retrieved from  
<http://www.dsd.state.md.us/comar/getfile.aspx?file=13a.12.02.15.htm>

# Massachusetts

<b>CTE Teacher Certificates</b>	
Traditional	▪ N/A
Alternative	▪ N/A
CTE-Specific Licensure <sup>1</sup>	<p>In Massachusetts, CTE or vocational education licenses are obtained through an alternative preparation program. The licenses prepare teachers to teach in vocational high schools.</p> <ul style="list-style-type: none"> <li>▪ Preliminary Vocational Technical Teacher Licensure</li> <li>▪ Professional Vocational Technical Teacher Licensure</li> </ul>
<b>Certification Routes</b>	
Traditional	▪ N/A
Alternative (1)	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Preliminary Vocational Licensure                   <ul style="list-style-type: none"> <li>○ High school diploma or GED; certain fields require a college degree.</li> <li>○ Verify work experience</li> <li>○ Pass required test</li> <li>○ Occupational licensure, if required</li> </ul> </li> <li>• Professional Vocational Technical Teacher                   <ul style="list-style-type: none"> <li>○ Complete the Educator Preparation Program</li> <li>○ Three years as a teacher with a preliminary license</li> <li>○ Complete required college coursework</li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	▪ N/A
Alternative (1)	<ul style="list-style-type: none"> <li>▪ Preliminary Vocational is valid for five years.</li> <li>▪ Professional Vocational is valid for five years.</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	▪ N/A
Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Professional development plan requirements vary by content area; however, the plan must include course in the following: subject-matter knowledge and skills, pedagogy, academic and technical curriculum integration, safety and health, and in some cases additional content area requirements.</li> </ul>
<b>Recruitment</b>	
	▪ Information was not located.

<sup>1</sup> Massachusetts Department of Elementary and Secondary Education. (2013). *Vocational technical education*. Retrieved from [http://www.doe.mass.edu/educators/e\\_license.html?section=voc](http://www.doe.mass.edu/educators/e_license.html?section=voc)

<sup>2</sup> Massachusetts Department of Elementary and Secondary Education. (2007). *Chapter 74 guide for professional vocational technical educator license renewal*. Retrieved from [http://www.doe.mass.edu/cte/licensure/admin\\_cecguide.pdf](http://www.doe.mass.edu/cte/licensure/admin_cecguide.pdf)

# Michigan

CTE Teacher Certificates	
Traditional <sup>1</sup>	<p>In Michigan, certification is a tiered process beginning with the provisional certificate. Applicants must be endorsed in a CTE content area.</p> <ul style="list-style-type: none"> <li>▪ Provisional Certificate with endorsement in CTE</li> <li>▪ Professional Education Certificate with endorsement in CTE</li> </ul>
Alternative <sup>2</sup>	<p>The alternate route begins with an Interim Teaching Certificate. Upon completion, applicants can receive the same certificates earned under the traditional route.</p> <ul style="list-style-type: none"> <li>▪ Interim Teaching Certificate with endorsement in CTE</li> </ul>
CTE-Specific Licensure (1)	<p>Applicants with vocational work experience can receive certification through an alternative route.</p> <ul style="list-style-type: none"> <li>▪ Interim Occupational Certificate with endorsement in CTE</li> </ul>
Certification Routes	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Provisional Certificate                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Successful completion of state-approved teacher preparation program</li> <li>○ Passing scores on appropriate test including Michigan Test for Teacher Certification (MTTC) exam and Professional Readiness Examination (PRE)</li> </ul> </li> <li>• Professional Education Certificate                   <ul style="list-style-type: none"> <li>○ Completion of 18 semester hours or completion of an approved master’s degree or higher</li> <li>○ Three years of successful teaching with a provisional certificate</li> </ul> </li> </ul> </li> </ul>
Alternative (1,2)	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Interim Teaching Certificate                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Minimum 3.0 GPA</li> <li>○ Passage of Michigan test for teacher certification basic skills and subject-area content test</li> <li>○ Passage of criminal history and FBI fingerprinting</li> <li>○ Twelve semester credits in education coursework and field-based experience in a classroom setting</li> </ul> </li> <li>• Interim Occupational Certificate                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Has a major or minor in the field of specialization in which the certification is being requested</li> <li>○ Minimum two years (4,000 hours) of experience in the content field</li> <li>○ Has passed the MTTC Professional Readiness Exam and appropriate subject-area exam</li> <li>○ Successfully completed six semester credit hours of professional or occupational education credit</li> <li>○ Only valid to teach specific content-related courses</li> </ul> </li> </ul> </li> </ul>



<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Provisional Certificate is valid for three years and is renewable.</li> <li>▪ Professional Certificate is valid for five years and is renewable.</li> </ul>
Alternative (1,2)	<ul style="list-style-type: none"> <li>▪ Interim Teaching Certificate is valid for five years and is renewable.</li> <li>▪ Occupational Teaching Certificate is valid for five years and is renewable.</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Professional development recertification requirements are changing in September 2013. The current requirements are listed below.</li> <li>▪ Provisional Certificate <ul style="list-style-type: none"> <li>• First Renewal: completion of nine semester hours in a planned course of study since beginning of certificate, or a master degree or higher</li> <li>• Second renewal: completion of a total of 18 semester hours (including the original nine) in a planned course of study, or a master’s degree</li> <li>• Moves to a Professional Education Certificate with completion of 18 semester hours and three years of successful teaching experience</li> <li>• Three semester hours in reading and three semester credits of reading diagnostics and remediation</li> </ul> </li> <li>▪ Professional Certificate <ul style="list-style-type: none"> <li>• One or a combination of six semester credit hours content or educational coursework, or 180 continuing clock hours, or 150 hours district-provided professional development</li> </ul> </li> </ul>
Alternative (1,2)	<ul style="list-style-type: none"> <li>▪ Interim Teaching Certificate <ul style="list-style-type: none"> <li>• Move to a provisional certificate with intensive observation and coaching, three years of satisfactory teaching, and completion of state-approved alternate teacher education program</li> </ul> </li> <li>▪ Interim Occupational Certificate <ul style="list-style-type: none"> <li>• To move to Professional Occupational Certificate, need three years successful teaching, nine additional semester hours of professional occupation education credit, or an approved master’s degree.</li> </ul> </li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Teacher Shortage Areas <ul style="list-style-type: none"> <li>• For the 2012–13 academic year, the Michigan Department of Education identified a number of teaching shortage areas. Most of the courses cited were in CTE. Teachers who are endorsed to teach the areas identified will qualify for a deferment of loan repayment.<sup>3</sup></li> </ul> </li> </ul>

<sup>1</sup> Michigan Department of Education. (2013). *Facts on educator certification*. Retrieved from [http://www.michigan.gov/documents/mde/Facts\\_About\\_Teacher\\_Certification\\_In\\_Michigan\\_230612\\_7.pdf](http://www.michigan.gov/documents/mde/Facts_About_Teacher_Certification_In_Michigan_230612_7.pdf)

<sup>2</sup> Michigan Department of Education. (2012). *Michigan’s alternate route to interim teacher certification*. Retrieved from [http://www.michigan.gov/documents/mde/Final\\_MARITC\\_402558\\_7.pdf](http://www.michigan.gov/documents/mde/Final_MARITC_402558_7.pdf)

<sup>3</sup> Michigan Department of Education. (2012). *2012–2013 teacher shortage areas for federal loan deferment*. Retrieved from [http://www.michigan.gov/documents/mde/Teacher\\_Shortage\\_406460\\_7.pdf](http://www.michigan.gov/documents/mde/Teacher_Shortage_406460_7.pdf)

# Minnesota

<b>CTE Teacher Certificates (1)</b>	
Traditional <sup>1</sup>	In Minnesota, applicants who have completed the traditional route will receive a Full Professional License upon completion. In addition, they must also meet the requirements for a CTE endorsement. <ul style="list-style-type: none"> <li>▪ First-Time Full Professional License with CTE endorsement</li> </ul>
Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Licensure via portfolio has been suspended.</li> </ul>
CTE-Specific Licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional (2)	<ul style="list-style-type: none"> <li>▪ First-Time Full Professional License               <ul style="list-style-type: none"> <li>• Bachelor’s degree or higher</li> <li>• Demonstrate the 10 Minnesota Teacher Standards for Effective Practice</li> <li>• Show verification of completing a Board of Teaching preparation program</li> <li>• Pass Praxis 1 and related content exam</li> <li>• Meet the subject-matter standards</li> <li>• Meet human relations requirement</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Temporary Limited License<sup>3</sup></li> <li>• The license holder has not completed the approved preparation program.</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (2)	<ul style="list-style-type: none"> <li>▪ First-Time Full Professional Minnesota Education License is valid for five years and is renewable.</li> </ul>
Alternative (3)	<ul style="list-style-type: none"> <li>▪ Temporary Limited Full Time License is valid up to one school year and is renewable.</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional (2)	<ul style="list-style-type: none"> <li>▪ Full Professional Minnesota Education License               <ul style="list-style-type: none"> <li>• 125 clock hours, documented through an online system</li> <li>• Must contain professional development in all of the following categories:                   <ul style="list-style-type: none"> <li>○ Positive Behavior Intervention Strategies</li> <li>○ Accommodation, Modification, and Adaptation of Curriculum, Materials, and Instruction</li> <li>○ Key Warning Signs for Early Onset Mental Illness in Children and Adolescents</li> <li>○ Reading Preparation</li> <li>○ Technology</li> <li>○ Reflective Statement of Professional Accomplishment and Assessment of Professional Growth</li> </ul> </li> </ul> </li> </ul>

Alternative (3)

- Temporary Limited Full Time License
  - Must complete the requirements of the program and move to First-Time Full Professional Minnesota Education License
  - Exception for temporary limited licenses for CTE fields.
  - Limited licenses shall be issued for licenses under teaching CTE fields to applicants who do not have a bachelor’s degree if the employing school district verifies that the individual has completed specific training and has at least four years of full-time employment or the equivalent in an occupation of the employment field to be taught. Renewal of temporary limited licenses issued under this subpart must require evidence of the applicant’s having completed eight semester credits toward full licensure within the previous year. All other provisions of this part apply.

**Recruitment**

- Information was not located.

<sup>1</sup> Minnesota Department of Education. (2012). *Licensing*. Retrieved from <http://education.state.mn.us/MDE/EdExc/Licen/index.html>

<sup>2</sup> Minnesota Department of Education. (2012). *Application for licensure via portfolio*. Retrieved from <http://education.state.mn.us/MDE/EdExc/Licen/LicenPort/index.html>

<sup>3</sup> Minn. R. 8710.1250 (2009). Retrieved from <https://www.revisor.mn.gov/rules/?id=8710.1250>

# Mississippi

<b>CTE Teacher Certificates</b>	
Traditional <sup>1</sup>	<p>In Mississippi, the traditional route to certification leads to the Five-Year Educator License.</p> <ul style="list-style-type: none"> <li>▪ Five-Year Educator License with CTE endorsement</li> </ul>
Alternative (1)	<p>The four pathways to alternative licensure will lead to a Five-Year Educator License</p> <ul style="list-style-type: none"> <li>▪ Mississippi Alternate Path to Quality Educators</li> <li>▪ Teach Mississippi Institute</li> <li>▪ M.A. in teaching</li> <li>▪ American Board Certification</li> </ul>
CTE-Specific Licensure (1)	<p>There are five CTE Licenses. There are difference in educational attainment and certificate length.</p> <ul style="list-style-type: none"> <li>▪ Vocational Educator Licenses</li> </ul>
<b>Certification Routes</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Five-Year Educator License               <ul style="list-style-type: none"> <li>• Hold a bachelor’s degree</li> <li>• Complete one of the following:                   <ul style="list-style-type: none"> <li>○ An approved pre-service teacher preparation program for middle or secondary education from a regionally or nationally accredited institution of higher learning OR</li> <li>○ An approved alternate route certification program for middle or secondary education</li> </ul> </li> <li>• Pass designated Praxis tests</li> <li>• Hold an endorsement for every core academic subject taught</li> </ul> </li> </ul>
Alternative (1)	<ul style="list-style-type: none"> <li>▪ Five Year Educator—Alternative Route               <ul style="list-style-type: none"> <li>• Bachelor’s degree or higher</li> <li>• Pass Praxis 1 and 2</li> <li>• Successful completion of a one- or three-year alternate route program</li> <li>• Application complete for licensure OR</li> <li>• Hold a bachelor’s degree with a minor concentration in secondary education</li> <li>• Pass Praxis 1 and 2</li> <li>• Documentation of completion of student teaching from a state-approved program</li> </ul> </li> <li>▪ Three-Year Career and Technical Educator License for Noneducation Degree Applicants—Associate Degree               <ul style="list-style-type: none"> <li>• Two years verifiable occupational experience in the last 10 years appropriate to the subject area</li> <li>• Verification of enrollment in a CTE instructor Program (VIP)</li> </ul> </li> <li>▪ Three-Year Career and Technical Educator License—Bachelor’s Degree</li> </ul>

	<ul style="list-style-type: none"> <li>• One year of verifiable appropriate occupational experience in past 10 years</li> <li>• Verification of enrollment in VIP program</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Standard License: all five year, renewable <ul style="list-style-type: none"> <li>• Class A: bachelor’s-level license; renew with 10 continuing education units(CEU), or three semester hours in content and five CEUs or six semester hours in the content, or completion of National Board Certification</li> <li>• Class AA: master’s degree-level license</li> <li>• Class AAA: specialist degree-level license</li> <li>• Class AAAA: doctorate degree-level license</li> <li>• Class AA, AAA, and AAAA renewed with three semester hours in content or five CEUs or completion of National Board Certification.</li> </ul> </li> </ul>
Alternative (1)	<ul style="list-style-type: none"> <li>▪ Alternative Standard License is valid for five years.</li> <li>▪ Career and Technical Educator License is valid for three years.</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ “A grade of ‘C’ or higher must be obtained on all coursework taken for renewal of license, reinstatement of license, or the adding of supplemental endorsements. This includes all coursework outlined on planned programs required to convert a special license to a standard license.”</li> </ul>
Alternative (1)	<ul style="list-style-type: none"> <li>▪ Alternative Standard License <ul style="list-style-type: none"> <li>• Renewal with 10 CEUs in content or job or skill-related area OR</li> <li>• Three semester hours in content or job or skill-related area</li> <li>• AND</li> <li>• Five CEUs in content or job or skill-related area OR</li> <li>• Six semester hours in content or job or skill-related area OR</li> <li>• Completion of the National Board of Professional Teaching Standards process</li> </ul> </li> <li>▪ Career and Technical Educator License <ul style="list-style-type: none"> <li>• Complete first available best practices workshop during first year of employment</li> <li>• Validate Occupational Competency during the three-year validation period of license by attaining the established minimum score or higher on an occupational assessment approved by the Mississippi Department of Education (MDE) or obtaining a bachelor’s degree</li> <li>• Validate Technology Competency during the first year of three-year validation period of license by attaining the established minimum score of higher on a technology competency assessment approved by MDE</li> <li>• Complete all requirements of the Career Technical Instructor Preparation program during the three-year validity period.</li> </ul> </li> <li>▪ Use of Nonlicensed Personnel—“The Expert Citizen License”</li> </ul>

## Recruitment

- Information was not located.

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<sup>1</sup>Mississippi Department of Education. (2013). Approved list of licensure endorsement codes. Retrieved from <http://www.mde.k12.ms.us/educator-licensure/types-of-mississippilicenses><http://www.mde.k12.ms.us/educator-licensure/types-of-mississippi-licenses>

# Missouri

<b>CTE Teacher Certificates</b>	
Traditional <sup>1</sup>	<p>In Missouri, the certification process is tiered, beginning with the Initial Professional Certificate. The certificate requires a CTE endorsement. Upon completion, the applicant can pursue a Continuous Career Education Classification</p> <ul style="list-style-type: none"> <li>▪ Initial Professional Certificate</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Provisional Certificate</li> </ul>
CTE-Specific Licensure	<ul style="list-style-type: none"> <li>▪ Career Education Temporary Authorization Certificate</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Bachelor’s degree or higher</li> <li>• Completion of a university-sponsored teacher education program</li> <li>• Minimum 2.5 GPA in major</li> <li>• Complete content knowledge or specialty test area</li> <li>• If no content knowledge test, completion of the Principles of Learning and Teaching: Grades 7–12 test as exit exam</li> <li>• Completion of all professional requirements required by university—minimum 26 hours in professional education courses                   <ul style="list-style-type: none"> <li>○ Six hours: the pupil and society</li> <li>○ Two semesters: the school and society</li> <li>○ Eight semester hours: secondary methods and techniques</li> <li>○ Ten semester hours: clinical experience</li> </ul> </li> </ul> </li> </ul>
Alternative <sup>3</sup>	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Alternative: teacher works under a two-year Provisional Certificate to complete education program while teaching (30 credits).                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher to begin</li> </ul> </li> <li>• Career Education Temporary Authorization Certificate                   <ul style="list-style-type: none"> <li>○ “Career Education Temporary authorization route to certification: An individual with closely related occupational experience takes a prescribed list of coursework, teaches for a minimum of two years, and is mentored by the employing school district. The individual works under a one-year, renewable certificate that requires the completion of six (6) semester hours of college credit each year in order to be renewed.</li> <li>○ Must be employed by a Career Technical Center or school district with an approved program for Career Technical Education</li> <li>○ Must possess one of the following qualifications:                       <ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher from an accredited college or university and four thousand (4,000) hours of Department-approved, closely related occupational experience obtained within the past ten (10) years; or</li> <li>▪ Associate’s degree from an accredited college or university and five thousand (5,000) hours of Department-approved,</li> </ul> </li> </ul> </li> </ul> </li> </ul>

	<p>closely related occupational experience within the past ten (10) years; or</p> <ul style="list-style-type: none"> <li>▪ No degree and six thousand (6,000) hours of Department-approved, closely related occupational experience obtained within the past ten (10) years.”</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>4</sup>	<ul style="list-style-type: none"> <li>▪ Initial Certificate—four year <ul style="list-style-type: none"> <li>• To advance to next degree, must: <ul style="list-style-type: none"> <li>○ Complete four years of approved teaching</li> <li>○ Participation in two years of district mentoring</li> <li>○ Successfully complete 30 contact hours of professional development (one semester hour = 15 contact hours)</li> <li>○ Participate in a beginning teacher assistance program</li> <li>○ Successfully participate in your employing school’s annual performance-based teacher evaluation process.</li> </ul> </li> </ul> </li> <li>▪ Career Certificate—four years <ul style="list-style-type: none"> <li>• Complete 15 professional development hours annually for renewal<sup>5</sup></li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Provisional Certificate for Alternative Licensure—two years (3) <ul style="list-style-type: none"> <li>• Successfully complete education component requirement</li> <li>• Pass all related exams</li> <li>• College recommendation to teach</li> <li>• Move to Initial Certificate</li> </ul> </li> <li>▪ Career Education Temporary Authorization Certificate—one year, renewable <ul style="list-style-type: none"> <li>• Complete course work listed to earn Initial Career Certificate</li> </ul> </li> <li>▪ Initial Career Certificate<sup>6</sup>—four years <ul style="list-style-type: none"> <li>• To advance to next degree, must: <ul style="list-style-type: none"> <li>○ Complete four years of approved teaching</li> <li>○ Participation in two years of district mentoring</li> <li>○ Successfully complete 30 contact hours of professional development (one semester hour = 15 contact hours) (6)</li> <li>○ Participate in a beginning teacher assistance program</li> <li>○ Successfully participate in your employing school’s annual performance-based teacher evaluation process.</li> </ul> </li> </ul> </li> <li>▪ Career Continuous Education Certificate—four years, renewable <ul style="list-style-type: none"> <li>• Complete 30 annual professional development contact hours</li> </ul> </li> </ul>
<b>Professional Development/or Additional Requirements</b>	
Traditional (7)	<ul style="list-style-type: none"> <li>▪ The Missouri CTE website has links to specific curriculum for each content area.</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ See above.</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>



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- <sup>1</sup>Missouri Department of Elementary and Secondary Education. (2013). Compendium of Missouri certification requirements index, . Retrieved at <http://dese.mo.gov/schoollaw/rulesregs/EducCertManual/Index.htm><http://dese.mo.gov/schoollaw/rulesregEducCertManual/Index.htm>
- <sup>2</sup> Missouri Department of Elementary and Secondary Education. (2013). Certification requirements for secondary education (grades 9–12). Retrieved from <http://www.dese.mo.gov/schoollaw/rulesregs/EducCertManual/documents/04SecondaryEducation04-09.pdf>
- <sup>3</sup> Missouri Department of Elementary and Secondary Education. (2013). *Routes to certification*. Retrieved from <http://dese.mo.gov/eq/cert/routes-to-certification.htm>
- <sup>4</sup> Missouri Department of Elementary and Secondary Education. (2013). Upgrading from the initial certificate to the career certificate. Retrieved from <http://dese.mo.gov/eq/cert/initial-careerrequirements.html>
- <sup>5</sup> Missouri Department of Elementary and Secondary Education. (2013). Educator Certification, . Retrieved from <http://dese.mo.gov/eq/cert/alreadycertified.html#upgrade>
- <sup>6</sup> Missouri Department of Elementary and Secondary Education. (2013). Required professional development hours, . Retrieved from <http://dese.mo.gov/eq/cert/pd-chart.htm>

# Montana

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>Teachers may obtain CTE endorsement through traditional licensure.</p> <ul style="list-style-type: none"> <li>▪ Class 1—Professional</li> <li>▪ Class 2—Standard</li> </ul>
Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Class 4A—Valid teaching license without appropriate CTE endorsement</li> <li>▪ Class 4B—Bachelor’s degree without teaching license or CTE endorsement</li> <li>▪ Class 4C—High school diploma or GED and meet minimum requirements for CTE endorsement</li> <li>▪ Class 5—Bachelor’s degree or higher</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher</li> <li>▪ University-based teacher preparation program</li> <li>▪ Supervised student teaching experience</li> <li>▪ Constitutional oath</li> <li>▪ Transcript evaluation</li> </ul>
Alternative <sup>2</sup>	<p>CTE endorsement—Class 4 licenses requires:</p> <ul style="list-style-type: none"> <li>▪ Minimum of 10,000 hours of documented work experience               <ul style="list-style-type: none"> <li>• Acceptable documentation is determined by the superintendent and may include, but is not limited to:                   <ul style="list-style-type: none"> <li>○ Work experience completed and verified by previous employers, to include a detailed description of the duties performed during employment</li> <li>○ For self-employed individuals, examples of projects completed, letters of verification from clients or customers, profit and loss statements demonstrating the viability of the business or self-employment</li> <li>○ Verification of teaching experience in the area requested for endorsement, accompanied by verification of substantial work experience in the area requested for endorsement OR</li> <li>○ Certificates of completion of appropriate technical programs or related college degrees and coursework, and industry-recognized certifications</li> </ul> </li> </ul> </li> <li>▪ CTE endorsement—Class 5 license requires:               <ul style="list-style-type: none"> <li>• Bachelor’s degree or higher</li> <li>• University-based teacher preparation program</li> <li>• Plan of Professional Intent to obtain Class 1 or Class 2 license</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Class 1: five years</li> <li>▪ Class 2: five years</li> </ul>

Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Class 4 (A, B, and C): five years</li> <li>▪ Class 5: three years</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional <sup>1</sup>	<p>Professional development required for license renewal:</p> <ul style="list-style-type: none"> <li>• Class 1: 60 renewal units</li> <li>• Class 2: three semester credits (or four quarters) and 15 renewal units (20 units if quarter credits) <ul style="list-style-type: none"> <li>○ Master’s degree and three teaching years leads to Class 1 licensure.</li> </ul> </li> </ul> <p>Renewal Units</p> <ul style="list-style-type: none"> <li>• One hour workshop = one renewal unit</li> <li>• One college credit (quarters) = 10 renewal units</li> <li>• One college credit (semesters) = 15 renewal units</li> </ul> <p>Additional requirements for traditional licensure:</p> <ul style="list-style-type: none"> <li>• Candidates for agricultural education teacher endorsement shall have one year (2,000 hours) of practical farm or agricultural-related experience within five years prior to completion of the program.</li> </ul>
Alternative <sup>2</sup>	<p>Professional development required for alternative license renewal:</p> <ul style="list-style-type: none"> <li>• Class 4A bachelor degree holders must complete 60 renewal units; 40 must be college credit. Master’s degree holders must complete 60 renewal units. Both must address principles of CTE or safety and teacher liability.</li> <li>• Class 4B and 4C must complete 60 renewal units; 40 must be college credit. Professional development must include principles of CTE, safety and teacher liability, teaching methods, classroom management, learning styles, curriculum development or content area courses, and be preapproved by employing district.</li> <li>• Class 5 must complete Class 1 or Class 2 requirements, as outlined in professional intent plan within allotted time.</li> </ul> <p>Additional requirements for alternative licensure routes<sup>3</sup>:</p> <p>For health occupations:</p> <ul style="list-style-type: none"> <li>• Hold a Class 1 or 2 license with an endorsement in health or any of the science areas</li> <li>• Verification of participation in or completion of an approved internship program in a medical setting AND</li> <li>• Successful completion of coursework in human biology and anatomy and physiology OR</li> <li>• Hold a current professional license or certificate in a related health occupation field</li> </ul> <p>For computer information systems</p> <ul style="list-style-type: none"> <li>• An individual may provide verification of completion of an approved technical program in a recognized training institution and hold a professional license or recognized industry standard certificate.</li> </ul>

## Recruitment

- No information was located.

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<sup>1</sup> Montana Office of Public Instruction. (2013). *Application for a class 1, 2, or 3 educator license*. Retrieved from [http://www.opi.mt.gov/pdf/cert/Class1\\_2\\_3Application.pdf](http://www.opi.mt.gov/pdf/cert/Class1_2_3Application.pdf)

<sup>2</sup> Montana Board of Public Education. (2009). *Chapter 57, educator licensure*. Retrieved from <http://www.opi.mt.gov/pdf/arm/57chapter.pdf>

<sup>3</sup> Montana Office of Public Instruction. (2013). *Career and technical education*. Retrieved from <http://opi.mt.gov/Programs/CTAE/CTE.html>

# Nebraska

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	In Nebraska, certification is a tiered process. Applicants can be endorsed through traditional licensure. <ul style="list-style-type: none"> <li>▪ Initial Certificate</li> <li>▪ Standard Certificate</li> <li>▪ Professional Certificate</li> </ul>
Alternative (1)	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
CTE-specific licensure <sup>2</sup>	An applicant who does not meet the requirements for a regular certificate can teach based on their work expertise. <ul style="list-style-type: none"> <li>▪ Career Education Teaching Certificate</li> </ul>
<b>Certification Routes</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Requirements               <ul style="list-style-type: none"> <li>• Initial Teaching License                   <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Teacher education program</li> <li>○ Human resources training requirement</li> <li>○ Special education training requirement</li> <li>○ Passing score on Praxis I</li> <li>○ Institutional verification form</li> <li>○ Recent college credit or employment experience (last five years)</li> </ul> </li> <li>• Standard Teaching Certificate                   <ul style="list-style-type: none"> <li>○ Hold an Initial Teaching License</li> <li>○ Have taught half-time or more for two years</li> <li>○ Have employment by the department</li> </ul> </li> <li>• Professional Teaching Certificate                   <ul style="list-style-type: none"> <li>○ Hold a Standard Certificate</li> <li>○ Have taught for a year or more</li> <li>○ Have been employed by the department</li> </ul> </li> </ul> </li> </ul>
Alternative (2)	<ul style="list-style-type: none"> <li>▪ Career Education Teaching Certificate               <ul style="list-style-type: none"> <li>• Written request from superintendent</li> <li>• Completion of human relations training</li> <li>• Qualify for a career education endorsement by completion of:                   <ul style="list-style-type: none"> <li>○ Prescribed course of study OR</li> <li>○ Apprenticeship in the career area OR</li> <li>○ Proficiency in the career area OR</li> <li>○ Passing a competency-based test</li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Initial Certificate is valid for five years.</li> <li>▪ Standard Certificate is valid for five years.</li> <li>▪ Professional Certificate is valid for 10 years.</li> </ul>
Alternative (2)	<ul style="list-style-type: none"> <li>▪ Career Education Teaching Certificate is valid for five years.</li> </ul>

<b>Professional Development or Additional Requirements</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Initial Certificate <ul style="list-style-type: none"> <li>• Half-time teaching employment for one school year</li> <li>• Six semester hours of higher learning in education or CTE content area.</li> </ul> </li> <li>▪ Standard Certificate <ul style="list-style-type: none"> <li>• Six graduate-level semester hours related to higher learning in education or CTE content area.</li> </ul> </li> <li>▪ Professional Certificate <ul style="list-style-type: none"> <li>• Must hold master’s degree</li> </ul> </li> <li>▪ Teaching endorsements have additional requirements that must also be met.<sup>3</sup></li> </ul>
Alternative (2)	<ul style="list-style-type: none"> <li>▪ The school system will determine whether the applicant can teach the course during the next school year.</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

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<sup>1</sup> 92 Neb. Admin. Code, ch. 21, § 005 (2011). Retrieved from [http://www.education.ne.gov/Legal/webrulespdf/CLEAN\\_RULE%2021\\_%202011.pdf](http://www.education.ne.gov/Legal/webrulespdf/CLEAN_RULE%2021_%202011.pdf)

<sup>2</sup> Nebraska Department of Education. (n.d.). *Career education teaching certificate*. Retrieved from <http://www.education.ne.gov/TCERT/pdfs/CareerEdInst.pdf>

<sup>3</sup> 92 Neb. Admin. Code, ch. 24, §006 (2012). Retrieved from [http://www.education.ne.gov/Legal/webrulespdf/RULE\\_24\\_2012.pdf](http://www.education.ne.gov/Legal/webrulespdf/RULE_24_2012.pdf)

# Nevada

<b>CTE Teacher Certificate</b>	
Traditional	▪ N/A
Alternative	▪ N/A
CTE-specific licensure	In Nevada, applicants must apply for CTE specific license to teach relevant content areas. <ul style="list-style-type: none"> <li>▪ Secondary (Career and Technical) Certificate<sup>1</sup></li> <li>▪ Business and Industry<sup>2</sup></li> </ul>
<b>Certification Routes</b>	
Traditional	▪ N/A
Alternative	<ul style="list-style-type: none"> <li>▪ Requirements:               <ul style="list-style-type: none"> <li>• Secondary (Career and Technical) Certificate (1)                   <ul style="list-style-type: none"> <li>○ “Hold a bachelor’s or higher degree from an accredited college or university and have completed the required courses for a teaching major,” AND</li> <li>○ “Twenty-two semester hours of credits as follows”:                       <ul style="list-style-type: none"> <li>▪ “Eight semester hours of supervised teaching”</li> <li>▪ “A course in the methods and materials of teaching a field of specialization”</li> <li>▪ “Three semester credits in professional career and technical education courses”</li> <li>▪ “ Three semester credits in applied or work-based learning”</li> <li>▪ “Three semester credits in a course on pupil organization and management in career and technical education”</li> <li>▪ “Additional secondary pedagogy coursework for career and technical education programs”</li> <li>▪ “One year of verifiable paid or unpaid work experience in a business, industry or agency outside of K–12 education in the area of endorsement”</li> <li>▪ “Hold a valid license in the occupation corresponding to the endorsement area if that license is required by state law to provide services to the general public.”</li> </ul> </li> <li>○ Business and Industry Certificate (2)                       <ul style="list-style-type: none"> <li>▪ High school diploma or equivalent</li> <li>▪ Employed for at least five years</li> <li>▪ Hold a valid occupational license</li> </ul> </li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	▪ N/A
Alternative	<ul style="list-style-type: none"> <li>▪ Career Education Certificate is renewable and is valid for five years. (1)</li> <li>▪ Business and Industry Certificate is valid for one year. (2)</li> </ul>

<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Secondary (Career and Technical) Certificate               <ul style="list-style-type: none"> <li>• Applicants are required to complete six credits of professional development.<sup>3</sup></li> </ul> </li> <li>▪ Business and Industry Certificate (2)               <ul style="list-style-type: none"> <li>• Submit 12 semester credits                   <ul style="list-style-type: none"> <li>○ Three semester hours in CTE courses</li> <li>○ Three semester hours in CTE teaching methodology</li> <li>○ Three semester hours in applied or work-based learning</li> <li>○ Three semester hours in CTE student organization management</li> </ul> </li> </ul> </li> <li>▪ Each CTE content area has a specific set of requirements.</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Nevada Department of Education. (2012). Secondary (Career and technical). Retrieved from [http://teachers.nv.gov/Licenses/Secondary\\_\(Career\\_and\\_Technical\)/](http://teachers.nv.gov/Licenses/Secondary_(Career_and_Technical)/)

<sup>2</sup> Nevada Department of Education. (2012). *Business & industry regulations*. Retrieved from [http://teachers.nv.gov/Licenses/Business\\_Industry\\_Requirements/](http://teachers.nv.gov/Licenses/Business_Industry_Requirements/)

<sup>3</sup> Nevada Department of Education. (2012). *Renewal of standard or professional license*. Retrieved from [http://teachers.nv.gov/Renewing/Renewing\\_Adding/](http://teachers.nv.gov/Renewing/Renewing_Adding/)



# New Hampshire

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>New Hampshire has a tiered teacher certification process. Each certificate requires a CTE endorsement.</p> <ul style="list-style-type: none"> <li>▪ Beginning Educator Certificate with a CTE endorsement</li> <li>▪ Experienced Educator Certificate with a CTE endorsement</li> <li>▪ Master Teacher Certificate with a CTE endorsement</li> </ul>
Alternative <sup>2</sup>	<p>There are five alternative routes to certification. Each begins with an initial certificate, which requires an endorsed content area.</p> <ul style="list-style-type: none"> <li>▪ Initial Certificate with a CTE endorsement</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ CTE Teacher</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>3</sup>	<ul style="list-style-type: none"> <li>▪ Requirements           <ul style="list-style-type: none"> <li>• Beginning Educator Certificate with a CTE endorsement<sup>4</sup> <ul style="list-style-type: none"> <li>○ Complete an educator preparation program</li> <li>○ Pass Praxis I Exam or the Computerized Preprofessional Skills Test</li> <li>○ Pass Praxis II Exam</li> </ul> </li> <li>• Experienced Educator Certificate with a CTE endorsement<sup>5</sup> <ul style="list-style-type: none"> <li>○ Upon the completion of the Beginning Educator Certificate, the Experienced Educator Certificate is awarded</li> </ul> </li> <li>• Master Teacher Certificate with a CTE endorsement<sup>6</sup> <ul style="list-style-type: none"> <li>○ Meets education and experience requirements</li> <li>○ Demonstrates quality teaching AND/OR</li> <li>○ Holds national level certification</li> </ul> </li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Requirements           <ul style="list-style-type: none"> <li>• Initial Certificate<sup>7</sup> <ul style="list-style-type: none"> <li>○ Complete an educator preparation program</li> <li>○ Pass Praxis I Exam or the Computerized Preprofessional Skills Test</li> <li>○ Pass Praxis II Exam</li> </ul> </li> <li>• CTE Teacher</li> <li>• (Alternative Route 4)<sup>8</sup> <ul style="list-style-type: none"> <li>○ Complete two-year career and technical program</li> <li>○ Have 2,000 hours of full-time working experience</li> <li>○ Have professional development plan OR</li> <li>○ Demonstrate competence to superintendent of schools AND</li> <li>○ Have 4,000 hours of full-time work</li> <li>○ Have professional development plan</li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>9</sup>	<ul style="list-style-type: none"> <li>▪ Beginning Educator—three years</li> <li>▪ Experienced Educator—three years</li> <li>▪ Master Teacher Certificate—three years</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Successful completion of three years of teaching with evaluations</li> <li>▪ “Staff development activities totaling 75 clock hours (or alternative to clock hours) in the school district and/or school administrative unit staff development plan during the three-year certification period plus another 30 hours for each additional endorsement”<sup>10</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Intern License—three years. Only for Alternative 5. Requires completion of individual development plan to move to beginning educator.<sup>11</sup></li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ The New Hampshire Department of Education CTE page links to each content area, where individual professional development opportunities are listed.<sup>12</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Same as traditional route</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> New Hampshire Department of Education. (2012). *Code list of endorsements*. Retrieved from <http://www.education.nh.gov/certification/documents/codelist.pdf>

<sup>2</sup> State of New Hampshire Educational Statues RSA 21-N:9,II (s); 186:8,II; 186:11,X; 189:39. (2013). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>3</sup> State of New Hampshire Educational Statues RSA 21-N:9,II (s); 186:8,II; 186:11,X; 189:39. (2013). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>4</sup> N.H. Code Admin. R. Lab, 504.01. (2004). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>5</sup> N.H. Code Admin. R. Lab, 504.02. (2003). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>6</sup> N.H. Code Admin. R. Lab, 504.032 (2004). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>7</sup> N.H. Code Admin. R. Lab, 513.01 (2011). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>8</sup> N.H. Code Admin. R. Lab, 507.03 (2004). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>9</sup> State of New Hampshire Educational Statues RSA 21-N:9,II (s); 186:8,II; 186:11,X; 189:39. (2013). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>10</sup> State of New Hampshire Educational Statues RSA 21-N:9,II (s); 186:8,II; 186:11,X; 189:39. (2013). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>11</sup> State of New Hampshire Educational Statues RSA 21-N:9,II (s); 186:8,II; 186:11,X; 189:39. (2013). Retrieved from [http://www.gencourt.state.nh.us/rules/state\\_agencies/ed500.html](http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html)

<sup>12</sup> New Hampshire Department of Education. (2013). *Bureau of career development*. Retrieved from <http://www.education.nh.gov/career/career/index.htm>

# New Jersey

<b>CTE Teacher Certificate</b>	
Traditional	<p>New Jersey has a tiered licensure program. Under the traditional route, it begins with the Certificate of Eligibility with Advanced Standing.</p> <ul style="list-style-type: none"> <li>▪ Certificate of Eligibility with Advanced Standing (CEAS)<sup>1</sup></li> <li>▪ Provisional Certificate</li> <li>▪ Standard Certificate</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
CTE-specific licensure	<p>An alternate route for CTE certification is available for applicants.</p> <ul style="list-style-type: none"> <li>▪ CTE Alternative Certificate Endorsements<sup>2</sup></li> </ul>
<b>Certification Routes</b>	
Traditional <sup>3</sup>	<ul style="list-style-type: none"> <li>▪ CEAS: A certificate issued to candidates who have completed a teacher education program allowing them to apply for a Provisional Teaching license. <ul style="list-style-type: none"> <li>• Bachelor’s degree</li> <li>• A baccalaureate degree, postbaccalaureate program, or advanced degree conferred</li> <li>• Passing score on required Praxis test(s)</li> <li>• Pass an examination in physiology, hygiene, and substance abuse issues including the effects of narcotics and alcohol</li> <li>• Successful completion of the Provisional Teacher Program (PTP) or a state-approved college teacher preparation program and one year of full-time teaching under a valid state license<sup>4</sup></li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Certificate of Eligibility (CE) for those with bachelor’s degrees wishing to add teacher certification<sup>5</sup> <ul style="list-style-type: none"> <li>• Bachelor’s degree or higher</li> <li>• Specific GPA requirements</li> <li>• “For subject area endorsements, complete at least 30 credits in a coherent sequence of courses appropriate to the instructional area. 12 in the advanced level.” Courses must appear on transcripts.</li> <li>• Pass appropriate exams</li> <li>• Pass an examination in physiology, hygiene, and substance abuse issues including the effects of narcotics and alcohol</li> </ul> </li> <li>▪ CTE CE<sup>6</sup> <ul style="list-style-type: none"> <li>• Candidates holding a CTE CE must attend 200 hours of formal instruction targeted to CTE candidates.</li> <li>• Bachelor’s degree or higher—same as CE</li> <li>• Associate’s degree—submit two years of employment experience (4,000 hours), 24-hour Introduction to Teaching Program, Physiology and Hygiene test, apply for CE</li> <li>• Employment Experience only—4 years of occupational experience (8,000 hours), 24-hour Introduction to Teaching Program, Physiology and Hygiene test, Pass Praxis 1, apply for CE</li> </ul> </li> </ul>

<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>7</sup>	<ul style="list-style-type: none"> <li>Provisional Certificate—two year requested after individual has a CEAS and a full-time teaching position</li> </ul>
Alternative <sup>8</sup>	<ul style="list-style-type: none"> <li>Provisional Certificate—two year requested after individual has a CE or CTE CE and a full-time teaching position</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional (7)	<ul style="list-style-type: none"> <li>Must complete a Provisional Teacher Program (PTP)</li> <li>Successful completion of three evaluations conducted by school-based administrators recommending to the Standard Certificate.</li> <li>Standard Certificate is permanent to all who have met certification requirements.</li> </ul>
Alternative (8)	<ul style="list-style-type: none"> <li>Must complete a PTP</li> <li>Successful completion of three evaluations conducted by school-based administrators recommending to the Standard Certificate</li> <li>Standard Certificate is permanent to all who have met certification requirements.</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>Information was not located.</li> </ul>

<sup>1</sup> State of New Jersey Department of Education. (2013). *Certificate endorsements and codes*. Retrieved from <http://www.nj.gov/cgi-bin/education/license/endorsement.pl?string=InstructionalCertificates&maxhits=1000&field=1&type=teach>

<sup>2</sup> State of New Jersey Department of Education. (2013). *Career and technical educators*. Retrieved from <http://www.state.nj.us/education/educators/license/cte/endorsements.htm>

<sup>3</sup> State of New Jersey Department of Education. (2010). *Guide to certification in New Jersey, 2010–11*. Retrieved from <http://www.nj.gov/education/educators/license/guide.pdf>

<sup>4</sup> State of New Jersey Department of Education. (2013). *Provisional teacher program (PTP)*. Retrieved from <http://www.nj.gov/education/educators/license/provprogram.htm>

<sup>5</sup> State of New Jersey Department of Education. (2013). *Instructional certification (CE)*. Retrieved from <http://www.nj.gov/education/educators/license/instructcert.htm>

<sup>6</sup> State of New Jersey Department of Education. (2013). *New career and technical education alternate route teacher preparation program presentation*. Retrieved from <http://www.state.nj.us/education/educators/license/cte/>

<sup>7</sup> State of New Jersey Department of Education. (2010). *Guide to certification in New Jersey, 2010–11*. Retrieved from <http://www.nj.gov/education/educators/license/guide.pdf>

<sup>8</sup> State of New Jersey Department of Education. (2013). *Instructional certification (CE)*. Retrieved from <http://www.nj.gov/education/educators/license/instructcert.htm>

# New Mexico

<b>CTE Teacher Certificates (1)</b>	
Traditional	In New Mexico, applicants can teach a CTE upon completing the requirements and receiving endorsement in a CTE content area. <ul style="list-style-type: none"> <li>▪ Secondary with CTE Endorsements</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
CTE-Specific Licensure	Applicants with technical training can receive a license in a CTE content area. <ul style="list-style-type: none"> <li>▪ Secondary Vocational Technical</li> </ul>
<b>Certification Routes</b>	
Traditional (2)	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher</li> <li>▪ Successful completion of an approved teacher education program</li> <li>▪ Pass New Mexico Teacher Assessments— basic skills, content-specific exams</li> <li>▪ Successful Completion of three hours in the teaching of reading</li> <li>▪ Completion of mandatory 14-week student teaching</li> <li>▪ Fees and background checks</li> </ul>
Alternative (3)	<ul style="list-style-type: none"> <li>▪ Secondary Vocational Educational Teacher               <ul style="list-style-type: none"> <li>• Bachelor’s degree including 32 credits hours of vocational technical training related to the occupational area OR</li> <li>• Associate’s degree plus two years of work experience related to the occupational area OR</li> <li>• Certificate plus three years of work experience related to the occupational area OR</li> <li>• High school diploma (or GED) plus five years of work experience related to the content area AND</li> <li>• Within three years of date of employment meet the following:                   <ul style="list-style-type: none"> <li>• 15 semester hours in secondary vocational technical education program</li> <li>• Supervised classroom internship or student teaching experience or professional development plan developed in lieu of completion of 15 semester hours in secondary vocational technical education and supervised student teaching approved by Public Education Department</li> </ul> </li> <li>• Utilize Online Portfolio for Alternative Licensure (4)</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (5)	<ul style="list-style-type: none"> <li>▪ <b>Level 1 Provisional Teaching—five year</b></li> <li>▪ To move to a Level 2:               <ul style="list-style-type: none"> <li>• Complete three full years of teaching</li> <li>• Successful annual evaluations</li> <li>• Complete an approved mentoring program</li> <li>• Demonstrate increased teaching competencies through submitting professional development dossier</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▪ <b>Level 2 Professional Teaching—nine year</b> <ul style="list-style-type: none"> <li>• Superintendent must verify competencies and indicators for level two licensure</li> <li>• Yearly professional development dossier, which is not submitted</li> </ul> </li> </ul>
Alternative (3)	<ul style="list-style-type: none"> <li>▪ Level 1A—Provisional Alternative, five year: Complete all requirements above for Level 1 license to move to Level 2</li> <li>▪ Level I—Internship three-year nonrenewable: Complete all requirements to move to Level 2</li> <li>▪ Level 1P—Five-year secondary vocational technical license to allow for completion of PDP. Completion of PDP moves you to Level 2.</li> </ul>
<b>Professional Development/ Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

# New York

CTE Teacher Certificate	
Traditional <sup>1</sup>	In New York, applicants can obtain a certificate with endorsement in a CTE content area. <ul style="list-style-type: none"> <li>▪ Regular Classroom Teaching Certificate</li> </ul>
Alternative <sup>2</sup>	The Alternative Route of Certification can also lead an endorsement in CTE. <ul style="list-style-type: none"> <li>▪ Alternative Teacher Certification Program</li> </ul>
CTE-specific licensure	▪ N/A
Certification Routes	
Traditional <sup>3</sup>	<ul style="list-style-type: none"> <li>▪ Approved Teacher Preparation Program for both Classroom and CTE Certificate programs also contains teacher certification components in the coursework.               <ul style="list-style-type: none"> <li>• Associate’s (CTE) or bachelor’s degree or higher (classroom)</li> <li>• Completion of a New York State (NYS) Registered Educational Program</li> <li>• Institutional recommendation</li> <li>• Relevant NYS and content exams</li> </ul> </li> </ul>
Alternative <sup>4</sup>	<ul style="list-style-type: none"> <li>▪ Alternative Teacher Certification Program               <ul style="list-style-type: none"> <li>• Four-year degree and a two-year master’s in teaching</li> <li>• Bachelor’s degree in related content area</li> <li>• Enroll in a state-certified alternative teacher certification program and complete</li> <li>• Endorsement from college to teach</li> <li>• Pass all appropriate NYS education exams</li> <li>• Candidates seeking a CTE certification but holding an associate’s degree from a program that was not preapproved by NYSED can request an individual transcript evaluation. Candidates can submit all coursework for potential approval or evaluation of approval. Those that meet the standard must then pass all relevant NYS and content exams and fingerprint testing.<sup>5</sup></li> </ul> </li> <li>▪ “Transitional A               <ul style="list-style-type: none"> <li>• Available for applicants who have not met all of the certification requirements for an Initial License</li> </ul> </li> <li>▪ It is specific to a NY school or a BOCES program that has made a commitment to employ and mentor a teacher while he she completes the requirements for the initial certificate.”<sup>6</sup></li> </ul>
Lengths of Teaching Certificates or Renewal	
Traditional <sup>7</sup>	<ul style="list-style-type: none"> <li>▪ <b>Initial Certificate</b>—five years               <ul style="list-style-type: none"> <li>• To move to a Professional Certificate, you must                   <ul style="list-style-type: none"> <li>○ Complete a master’s degree</li> <li>○ Two years full-time teaching</li> <li>○ Complete mentoring program and teacher induction<sup>8</sup></li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▪ <b>Professional Certificate</b>—Five years<sup>9</sup> <ul style="list-style-type: none"> <li>• To renew, 175 hours of professional development is required, documented with license application.</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ <b>Transitional A</b>—valid for three years. <ul style="list-style-type: none"> <li>• Must complete all requirements and then apply for Initial Certificate.<sup>10</sup></li> </ul> </li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Certificate holders must complete 175 hours of professional development every five years. (9)</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Certificate holders must complete 175 hours of professional development every five years. (9)</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ <b>Information was not located.</b></li> </ul>

<sup>1</sup> New York State Education Department. (2013). *Frequently asked questions—CTE*. Retrieved from <http://www.highered.nysed.gov/tcert/faqct.html>

<sup>2</sup> New York State Education Department. (2013). *Alternative teacher preparation program*. Retrieved from <http://www.highered.nysed.gov/ocue/spr/AlternativeTeacherCertificationProgram.htm>

<sup>3</sup> New York State Education Department. (2013). *Which pathway is right for me?* Retrieved from <http://www.highered.nysed.gov/tcert/certificate/rightpathway.html#three>

<sup>4</sup> New York State Education Department. (2013). *Alternative teacher preparation program*. Retrieved from <http://www.highered.nysed.gov/ocue/spr/AlternativeTeacherCertificationProgram.htm>

<sup>5</sup> New York State Education Department. (2013). *Individual evaluation*. Retrieved from [http://eservices.nysed.gov/teach/certhelp/ReqDetailDescription.do?cpcId=8&detailType=CERT\\_PATH&hidId=4](http://eservices.nysed.gov/teach/certhelp/ReqDetailDescription.do?cpcId=8&detailType=CERT_PATH&hidId=4)

<sup>6</sup> New York State Education Department. (2013). *Frequently asked questions—CTE*. Retrieved from <http://www.highered.nysed.gov/tcert/faqct.html>

<sup>7</sup> New York State Education Department. (2013). *Professional certificate*. Retrieved from <http://www.highered.nysed.gov/tcert/certificate/perm.html#three>

<sup>8</sup> New York State Education Department. (2013). *Mentoring requirement*. Retrieved from <http://www.highered.nysed.gov/tcert/resteachers/mentoringreq.html>

<sup>9</sup> New York State Education Department. (2013). *Professional development for professional certificate holders*. Retrieved from <http://www.highered.nysed.gov/tcert/certificate/maintaincert-prof.html>

<sup>10</sup> New York State Education Department. (2013). *Frequently asked questions—CTE*. Retrieved from <http://www.highered.nysed.gov/tcert/faqct.html>



# North Carolina

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	In North Carolina, applicants can obtain CTE endorsement through traditional licensure. <ul style="list-style-type: none"> <li>▪ Standard Professional 1</li> <li>▪ Standard Professional 2</li> </ul>
Alternative <sup>2</sup>	An alternate route of certification in lateral entry, which allows the applicant to meet the teaching requirements while in the program. <ul style="list-style-type: none"> <li>▪ Lateral Entry Teacher Licensure</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher and               <ul style="list-style-type: none"> <li>• State-approved teacher education program OR</li> <li>• Submit transcripts and relevant test scores</li> </ul> </li> <li>▪ Complete alternative path to licensure</li> </ul>
Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher, relevant to CTE teaching area AND               <ul style="list-style-type: none"> <li>• 24 hours of coursework in core area OR</li> <li>• Passing score on the Praxis II for CTE content, AND one of these:                   <ul style="list-style-type: none"> <li>○ 2.5 GPA</li> <li>○ Five years of relevant experience</li> <li>○ Passing scores on Praxis I, ACT, or SAT</li> <li>○ Minimum 3.0 GPA in major or senior-year courses, or last 15 hours after bachelor’s degree</li> </ul> </li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Standard Professional 1: three years</li> <li>▪ Standard Professional 2: five years</li> </ul>
Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Lateral Entry Teacher License: three years</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Standard Professional 1<sup>3</sup>:               <ul style="list-style-type: none"> <li>• Three-year induction program with formal orientation, mentor support, observations, and evaluation, with the creation of an approved professional development plan</li> <li>• School approval of SP1 license completion</li> </ul> </li> <li>▪ Standard Professional 2<sup>4</sup>:               <ul style="list-style-type: none"> <li>• 7.5 credits required for renewal, to include:                   <ul style="list-style-type: none"> <li>○ One renewal credit for literacy</li> <li>○ One renewal credit in the specific academic subject area AND</li> <li>○ 5.5 general credits (as determined by the local education agency [LEA], if employed), not to include years of experience</li> </ul> </li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Completion of requirements for SP1 Certification</li> </ul>

## Recruitment<sup>5</sup>

- The state has a recruitment initiative aimed at encouraging people to enter the teaching profession.

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<sup>1</sup> North Carolina Department of Public Instruction. (2013). *Steps to an NC professional educator's license*. Retrieved from <http://www.ncpublicschools.org/licensure/steps/>

<sup>2</sup> North Carolina Department of Public Instruction. (2013). *Lateral entry teachers*. Retrieved from <http://www.ncpublicschools.org/licensure/lateral/>

<sup>3</sup> North Carolina Department of Public Instruction. (2013). *Beginning teacher support resources*. Retrieved from <http://www.ncpublicschools.org/educatoreffectiveness/beginning/>

<sup>4</sup> North Carolina Department of Public Instruction. (2013). *Update or renew your professional educator's license*. Retrieved from <http://www.ncpublicschools.org/licensure/update/>

<sup>5</sup> North Carolina Department of Public Instruction. (2013). *Educator effectiveness*. Retrieved from <http://www.ncpublicschools.org/educatoreffectiveness/>

# North Dakota

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>Teachers may obtain CTE endorsement through regular licensure when additional requirements are met.</p> <ul style="list-style-type: none"> <li>▪ Initial License</li> <li>▪ Regular License</li> </ul>
Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Emergency License</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ There are specific endorsement paths (i.e., elective course requirements within bachelor's degree program) required for CTE, basic skills, resource educator, teacher student mentor, and diversified occupations.<sup>3</sup></li> <li>▪ There are additional instructions and specific requirements for CTE certification in trade, industry, technical, and health careers.<sup>4</sup></li> </ul>
<b>Certification Routes</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Bachelor's degree or higher               <ul style="list-style-type: none"> <li>• Certifiable major and professional educator sequence including 26 semester hours of educational coursework</li> <li>• 2.5 overall GPA</li> <li>• Complete 10 weeks full-time supervised student teaching</li> </ul> </li> <li>▪ Recommendation for licensure by recent supervisor</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Letter from employing district stating no licensed applicants applied for desired position</li> <li>▪ Enroll in state-approved teacher preparation program</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Initial: two years</li> <li>▪ Regular: five years</li> </ul>
Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Emergency: one year, renewable contingent on completion professional development requirements</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional <sup>5</sup>	<ul style="list-style-type: none"> <li>▪ Initial: six semester hours of education</li> <li>▪ Regular: six semester hours of education and minimum 30 days of contracted teaching in last five years</li> </ul>
Alternative <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Complete eight hours (1/7 of program) of approved teacher education training program annually</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ No specific recruitment information noted.</li> </ul>

<sup>1</sup> North Dakota Education Standards and Practice Board. (2013). *Licensure*. Retrieved from <http://www.nd.gov/espb/licensure/apply3.html>

<sup>2</sup> North Dakota Education Standards and Practice Board. (2013). *Interim/emergency license or letter of approval*. Retrieved from <http://www.nd.gov/espb/licensure/apply5.html>

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- <sup>3</sup> North Dakota State Board for Career and Technical Education. (2013). *Secondary teacher licensing requirements*. Retrieved from <http://www.nd.gov/cte/teacher-cert/docs/SecondaryLicensingReq.pdf>
- <sup>4</sup> North Dakota Education Standards and Practice Board. (2013). *Career and technical education endorsements*. retrieved from <http://www.nd.gov/espb/licensure/cteendorse.html>
- <sup>5</sup> North Dakota Education Standards and Practice Board. (2013). *Professional development*. Retrieved from <http://www.nd.gov/espb/profdev/aoep.html>

# Ohio

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>Teachers may obtain a CTE endorsement through regular licensing.</p> <ul style="list-style-type: none"> <li>▪ Resident Educator (RE) License</li> <li>▪ Professional Educator (PE) License</li> </ul>
Alternative <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Alternative Resident Educator License</li> <li>▪ Supplemental CTE (must hold RE or PE license)</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Bachelor's degree or higher</li> <li>▪ Degree in a CTE teacher preparation program</li> <li>▪ Successful completion of related examination as prescribed by the Ohio State Board of Education</li> <li>▪ Recommendation of the dean of teacher education certifying two years of recent work experience in the teaching area</li> </ul>
Alternative <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Alternative RE License:               <ul style="list-style-type: none"> <li>• High school diploma</li> <li>• Five years of full-time work experience in the CTE field</li> <li>• Completion of four semester hours of an approved preservice CTE program</li> <li>• Completion of 24 semester hours in teacher preparation program</li> <li>• Pass related state board of education exams</li> <li>• Recommendation of the dean of teacher education certifying two years of recent work experience in the teaching area</li> </ul> </li> <li>▪ Supplemental CTE: one year, up to three renewals               <ul style="list-style-type: none"> <li>• Must hold a standard or professional teacher license</li> <li>• Five years full-time work experience in CTE field</li> <li>• Three semester hours in approved CTE teacher preparation program</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ RE<sup>2</sup>: four years</li> <li>▪ PE<sup>3</sup>: five years</li> </ul>
Alternative <sup>4</sup>	<ul style="list-style-type: none"> <li>▪ Alternative RE: four years</li> <li>▪ Supplemental CTE: one year, renewable up to three years</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional <sup>3</sup>	<ul style="list-style-type: none"> <li>▪ RE (advances to PE)               <ul style="list-style-type: none"> <li>• Participation in four-year induction system                   <ul style="list-style-type: none"> <li>○ Supported by certified mentors</li> <li>○ Maintain Repertoire of Practice</li> <li>○ Yearly formative progress review</li> <li>○ Summative assessment and remediation for deficiencies.</li> </ul> </li> </ul> </li> <li>▪ PE               <ul style="list-style-type: none"> <li>• Completion of an individual professional development plan</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Completion of six semester hours coursework related to instruction or content or 18 continuing education units related to instruction or content area</li> <li>▪ The Ohio State Education Department breaks down their professional development opportunities by content area. Specifically for CTE, they offer coursework, seminars, and other activities to meet educators certificate and licensure requirements.<sup>5</sup></li> </ul>
Alternative <sup>4</sup>	<ul style="list-style-type: none"> <li>▪ Alternative RE (advance to RE or PE as appropriate) <ul style="list-style-type: none"> <li>• Completion of CTE preservice teacher education program</li> <li>• Completion of licensure plan</li> <li>• Completion of RE assessment</li> <li>• Recommendation by the dean of teacher education at the university in which the CTE program was completed</li> </ul> </li> <li>▪ Supplemental CTE (advance to RE or PE as appropriate): <ul style="list-style-type: none"> <li>• Complete approved CTE program</li> </ul> </li> </ul>
<b>Recruitment</b>	
Recruitment <sup>6</sup>	<ul style="list-style-type: none"> <li>▪ The Ohio Department of Education has a website dedicated to teacher recruitment and retention.</li> </ul>

<sup>1</sup> Ohio Department of Education. (2011). *Guide for licensing candidates for career-technical education in Ohio*. Retrieved from <http://education.ohio.gov/GD/Templates/Pages/ODE/ODEDetail.aspx?page=3&TopicRelationID=1752&ContentID=9670&Content=127716>

<sup>2</sup> Ohio Department of Education. (2011). *Resident educator orientation PowerPoint*. Retrieved from <http://education.ohio.gov/GD/Templates/Pages/ODE/ODEDetail.aspx?page=3&TopicRelationID=515&ContentID=129492>

<sup>3</sup> Ohio Department of Education. (2013). *How to renew a currently valid five year professional or associate license*. Retrieved from <http://www.ode.state.oh.us/GD/Templates/Pages/ODE/ODEDetail.aspx?page=3&TopicRelationID=541&ContentID=628&Content=126109>

<sup>4</sup> Ohio Department of Education. (2011). *Paths to obtain Ohio CT teacher license*. Retrieved from <http://www.ode.state.oh.us/GD/Templates/Pages/ODE/ODEDetail.aspx?page=3&TopicRelationID=942&ContentID=70424&Content=141555>

<sup>5</sup> Ohio Department of Education. (2013). *CTE professional development*. Retrieved from <http://education.ohio.gov/GD/Templates/Pages/ODE/ODEPrimary.aspx?Page=2&TopicID=514&TopicRelationID=1691>

<sup>6</sup> Ohio Department of Education. (2013). *Recruitment and retention of teachers*. Retrieved from <http://education.ohio.gov/GD/Templates/Pages/ODE/ODEPrimary.aspx?page=2&TopicID=515&TopicRelationID=517>

# Oklahoma

<b>CTE Teacher Certificate</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Standard Certificate</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Alternative Placement Teaching License</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher</li> <li>▪ Certification recommendation from an Oklahoma school of higher education</li> <li>▪ Pass the Oklahoma General Education Test (OGET), appropriate Oklahoma Subject Area Tests (OSATs), and the Oklahoma Professional Teacher Exam (OPTE)</li> <li>▪ Criminal history, background check, and fingerprint check</li> </ul>
Alternative <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree (GPA of 2.5 or higher) in a corresponding area you would like to teach</li> <li>▪ Two years of verified work experience in the subject area of specialization</li> <li>▪ Pass the OGET and OSATs</li> <li>▪ Criminal history, background check, and fingerprint check</li> <li>▪ Receive a recommendation for certification from the Oklahoma Teacher Competency Review Panel</li> <li>▪ Receive Oklahoma State Board of Education (OSBE) approval</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Standard Certificate: five years</li> </ul>
Alternative <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Alternative Placement Teaching License: three years</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Standard Certificate renewal:               <ul style="list-style-type: none"> <li>• Participation in comprehensive statewide staff development offered by state’s professional development division for CTE educators and partners</li> <li>• Completion of all renewal requirements                   <ul style="list-style-type: none"> <li>○ Complete a minimum of three years of school experience OR</li> <li>○ 75 points in professional development programs OR</li> <li>○ Upon receipt of a two-year certificate, the applicant must be employed for one year</li> </ul> </li> </ul> </li> <li>▪ Health careers CTE endorsement also requires two years of experience in clinical setting.<sup>3</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Alternative Placement Teaching License renewal               <ul style="list-style-type: none"> <li>• Pass the OPTE and complete a professional education component                   <ul style="list-style-type: none"> <li>○ With a bachelor’s degree, 18 college credit hours or 270 clock hours, OR</li> <li>○ With a postbaccalaureate degree, 12 college credit hours or 180</li> </ul> </li> </ul> </li> </ul>

<p>clock hours (Successful completion grants Standard Certificate.)</p> <ul style="list-style-type: none"> <li>• Participation in comprehensive statewide staff development offered by state’s professional development division for CTE educators and partners</li> <li>• Completion of all renewal requirements</li> </ul>
<b>Recruitment</b>
<ul style="list-style-type: none"> <li>▪ No information located.</li> </ul>

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<sup>1</sup> Oklahoma State Department of Education. (2010). *Certification guide for school staff assignments*. Retrieved from <http://ok.gov/sde/sites/ok.gov.sde/files/documents/files/CertAreas.pdf>

<sup>2</sup> Oklahoma Career Tech. (2013). *Professional development*. Retrieved from <http://www.okcareertech.org/educators/professional-development>

<sup>3</sup> Oklahoma Career Tech. (2013). *Health career education*. Retrieved from <http://www.okcareertech.org/educators/certifications/certification/health-careers-education>



# Oregon

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>In Oregon, the licensure is a tiered process, beginning with the Initial license. Applicants must receive an endorsement in a CTE content area, in addition to meeting the licensure requirements.</p> <ul style="list-style-type: none"> <li>▪ Initial I Teaching License with CTE endorsement</li> <li>▪ Initial II Teaching License with CTE endorsement</li> <li>▪ Continuing Teaching License with CTE endorsement</li> </ul>
Alternative <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ Career and Technical Education I License</li> <li>▪ Career and Technical Education II License</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Initial I Teaching License               <ul style="list-style-type: none"> <li>○ Bachelor’s degree or higher</li> <li>○ Completion of a state-approved teacher education program</li> <li>○ Passing scores on the basic skills exam</li> <li>○ Passing score on required subject-matter exam</li> </ul> </li> <li>▪ Initial II Teaching License               <ul style="list-style-type: none"> <li>○ Initial I Teaching License PLUS</li> <li>○ Master’s degree OR</li> <li>○ 30 graduate-level credits</li> </ul> </li> <li>▪ Continuing Teaching License               <ul style="list-style-type: none"> <li>○ Initial II Teaching License, plus</li> <li>○ Doctoral degree OR</li> <li>○ National Board Certification</li> </ul> </li> </ul>
Alternative <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Career and Technical Education I Teaching License               <ul style="list-style-type: none"> <li>○ Business and industry experience</li> <li>○ Enrollment in a state- or district-approved program</li> <li>○ Associate’s degree or higher</li> <li>○ 18 credits of teacher prep</li> <li>○ College-level English language arts (ELA) and mathematics including mathematics and literacy in CTE</li> <li>○ Three-year professional development plan</li> </ul> </li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>○ Business-level experience</li> <li>○ Enrollment in a district- or state-approved plan</li> <li>○ No postsecondary degree</li> <li>○ Degree waiver approved by Oregon Department of Education</li> <li>○ 18 credits of teacher prep</li> <li>○ College-level ELA and mathematics including mathematics and literacy in CTE</li> <li>○ Three-year professional development plan</li> </ul>

	<p>Both options require:</p> <ul style="list-style-type: none"> <li>▪ Passing scores on civil rights laws and professional ethics exams</li> <li>▪ Joint application to state with employing district</li> <li>▪ Assigned mentor</li> <li>▪ CTE classroom experience</li> <li>▪ Passing score on test of basic skills</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Initial I Teaching License: three years</li> <li>▪ Initial II Teaching License: three years</li> <li>▪ Continuing Teaching License: five years</li> </ul>
Alternative <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Career and Technical Education I License: three years</li> <li>▪ Career and Technical Education II License: three years</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Initial I Teaching License may only be renewed twice. Master’s degree or 30 graduate-level credits must be completed to advance.</li> <li>▪ Initial II Teaching License is renewable with advancement contingent on earning doctoral degree or national board certification.</li> <li>▪ Continuing Teaching License may be renewed every five years.</li> </ul> <p>A five year CTE license is only available for teacher renewal. All new teachers must go through the pathway listed above.<sup>2</sup></p>
Alternative	<ul style="list-style-type: none"> <li>▪ CTE II License may be renewed indefinitely upon completion of 75 Continuing Education Units every three years.</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ No specific recruitment efforts noted.</li> </ul>

<sup>1</sup> State of Oregon, Oregon Administrative Rules. (2013). *Teacher standards and practices commission, division 60, twenty-first century teaching licenses*. Retrieved from [http://arcweb.sos.state.or.us/pages/rules/oars\\_500/oar\\_584/584\\_060.html](http://arcweb.sos.state.or.us/pages/rules/oars_500/oar_584/584_060.html)

<sup>2</sup> Oregon Department of Education. (2013). *CTE I license—Leading to CTE II license*. Retrieved from [http://www.ode.state.or.us/teachlearn/pte/cte\\_teacherlicensurecte\\_i\\_ii\\_new2flowchart.pdf](http://www.ode.state.or.us/teachlearn/pte/cte_teacherlicensurecte_i_ii_new2flowchart.pdf)

# Pennsylvania

CTE Teacher Certificate	
Traditional <sup>1</sup>	<p>In Pennsylvania, licensure is tiered, beginning with the Level 1 certificate. Applicants must also receive endorsement in a CTE content area.</p> <ul style="list-style-type: none"> <li>▪ Level 1—Initial Certification with CTE endorsement</li> <li>▪ Level 2—Permanent Certification with CTE endorsement</li> </ul>
Alternative <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ Vocational Intern Certificate</li> <li>▪ Vocational Instructional 1 (VI1) Certificate</li> <li>▪ Vocational Instructional 2 (VI2) Certificate</li> </ul>
Certification Routes	
Traditional <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher</li> <li>▪ State-approved teacher education program that includes student teaching</li> <li>▪ Pass the Pre-service Academic Performance Assessment (PAPA) for reading, writing, and mathematics</li> <li>▪ Pass the required CTE content assessment</li> </ul>
Alternative <sup>3</sup>	<ul style="list-style-type: none"> <li>▪ Vocational Intern Certificate (advance to VI1)               <ul style="list-style-type: none"> <li>• Accepted into state-approved vocational teacher preparation program</li> <li>• Pass appropriate occupational competency exam(s)</li> <li>• Recommended by the university</li> <li>• Meet all other initial certification requirements</li> <li>• Completion of 18 semester hours in approved vocational teacher preparation program</li> </ul> </li> <li>▪ VI1 Certificate               <ul style="list-style-type: none"> <li>• Minimum two-year wage-earning experience in addition to the learning period required to establish competency in the CTE occupation</li> <li>• Pass occupational competency exam</li> <li>• Complete 18 credits in vocational teacher education</li> <li>• Pass Praxis 1</li> <li>• Meet all additional requirements</li> <li>• Recommendation from university</li> </ul> </li> <li>▪ VI2 Certificate               <ul style="list-style-type: none"> <li>• Satisfactory teaching for three years with a VI1 license</li> <li>• Completed 60 credit hours in an approved program</li> <li>• At least six credits or 180 hours, or an equivalent combination thereof, regarding accommodations and adaptations for students with disabilities in an inclusive setting</li> <li>• At least three credits or 90 hours, or an equivalent combination thereof, in teaching English language learners</li> <li>• Satisfactory achievement in all required content assessments and</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>Praxis mathematics</li> <li>Completed Pennsylvania Department of Education-approved induction program</li> <li>Recommendation from university</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>Level 1—Initial Certification: six years<sup>4</sup></li> <li>Level 2—Permanent Certification: permanent<sup>5</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>Vocational Intern Certificate: up to three years</li> <li>VI1 Certificate: three years</li> <li>VI2 Certificate: permanent</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>Level 1—Initial Certification <ul style="list-style-type: none"> <li>Twenty-four postbaccalaureate credits (six credits in inclusive special education or standards-based instructional systems) and at least six semiannual evaluations with satisfactory performance</li> </ul> </li> <li>All teachers must complete 180 hours of professional development every five years.<sup>6</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>Educators must complete requirements to advance to next license level until permanent license (VI2) is achieved.</li> <li>All teachers must complete 180 hours of professional development every five years.<sup>6</sup></li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>No specific recruitment activities noted.</li> </ul>

<sup>1</sup> Pennsylvania Department of Education. (2013). *Types of certificates in Pennsylvania*. Retrieved from [http://www.education.state.pa.us/portal/server.pt/community/types\\_of\\_certificates/8823](http://www.education.state.pa.us/portal/server.pt/community/types_of_certificates/8823)

<sup>2</sup> Pennsylvania Department of Education. (2013). *Pennsylvania certification*. Retrieved from [http://www.education.state.pa.us/portal/server.pt/community/pa\\_certification/8635](http://www.education.state.pa.us/portal/server.pt/community/pa_certification/8635)

<sup>3</sup> Pennsylvania Department of Education. (2013). *Vocational certification areas and codes*. Retrieved from [http://www.portal.state.pa.us/portal/server.pt/community/vocational\\_certification/8824/home](http://www.portal.state.pa.us/portal/server.pt/community/vocational_certification/8824/home)

<sup>4</sup> Pennsylvania Department of Education. (2013). *Standards aligned system portal*. Retrieved from <http://www.pdesas.org/>

<sup>5</sup> Pennsylvania Department of Education. (2013). *Level II booklet*. Retrieved from [http://www.portal.state.pa.us/portal/server.pt/community/applications\\_\\_\\_forms/8649/level\\_ii\\_application/606334](http://www.portal.state.pa.us/portal/server.pt/community/applications___forms/8649/level_ii_application/606334)

<sup>6</sup> Pennsylvania Department of Education. (2007). *Professional education plan guidelines*. Retrieved from [http://www.portal.state.pa.us/portal/server.pt/community/act\\_48\\_-\\_continuing\\_professional\\_education/8622](http://www.portal.state.pa.us/portal/server.pt/community/act_48_-_continuing_professional_education/8622)

## Rhode Island

<b>CTE Teacher Certificate</b>	
Traditional	<p>In Rhode Island, applicants go through a tiered licensure process, beginning with the Initial Educator Certificate. The applicant must be endorsed in a CTE content area.</p> <ul style="list-style-type: none"> <li>▪ Initial Educator</li> <li>▪ Professional Educator</li> <li>▪ Advanced Educator</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ Preliminary CTE Certification</li> </ul>
<b>Certification Routes</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher that includes<sup>1</sup>:               <ul style="list-style-type: none"> <li>• Approved teacher preparation program</li> <li>• Twelve weeks of student teaching and 60 hours of field experience</li> <li>• Demonstration of meeting the Professional Competencies for Rhode Island Professional Teaching Standards</li> <li>• Must meet content competencies as prescribed by Association for Career and Technical Education</li> <li>• Five years of work experience for the specific CTE area</li> <li>• Valid occupational license or certification issued by the appropriate Rhode Island governing body, if applicable</li> <li>• Pass NOCTI in CTE specific area</li> <li>• Pass Praxis II</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Preliminary CTE Certification—for those who have not completed an approved program for certification but have met certain criteria               <ul style="list-style-type: none"> <li>• Diploma</li> <li>• Five years of work experience</li> <li>• Valid occupational license</li> <li>• Passed NOCTI</li> <li>• Twelve hours of professional education coursework</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Initial Educator: three years</li> <li>▪ Professional Educator: five years</li> <li>▪ Advanced Educator: seven years</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Preliminary CTE Certification<sup>1</sup>: one year, renewable</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Initial Educator: receive three ratings of effective or higher on state approved educator assessment to advance to Professional</li> <li>▪ Professional Educator: five years rated effective or higher to become Advanced</li> <li>▪ Advanced Educator: rated as highly effective four times to earn certification or renewal</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Certification rules will change in 2015.<sup>2</sup></li> </ul>
Alternative <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Preliminary Certification—advance to Initial with completion of bachelor’s degree, 24 hours of professional education coursework, and two years of teaching</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Rhode Island Board of Regents, Elementary and Secondary Education. (2012). *Regulations governing the certification of educators in Rhode Island*. Retrieved from <http://ride.ri.gov/EducatorQuality/CertificationRedesign/DOCS/Certification%20Redesign%20Regulations%20-%20Promulgated%20Version.pdf>

<sup>2</sup> Rhode Island Department of Elementary and Secondary Education. (2013). *RIDE certification redesign*. Retrieved from <http://ride.ri.gov/EducatorQuality/CertificationRedesign/DOCS/Certification%20Redesign%20-%20Overview%20of%20the%20promulgated%20regulations%20for%20posting.pdf>

## South Carolina

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>CTE Teachers can earn their certification through this route by completing a content specific Praxis 2 exam.</p> <ul style="list-style-type: none"> <li>▪ Pre-Professional Initial Certificate</li> <li>▪ Professional Certificate</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ CTE Work-Based Certificate (CATE)</li> <li>▪ Program of Alternative Certification for Educators (PACE)</li> <li>▪ Alternative certification for CTE requires work experience.</li> </ul>
<b>Certification Routes</b>	
Traditional	<p>Pre-Professional Initial Certificate or Professional Certificate</p> <ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher</li> <li>▪ Completion of teacher education preparation program</li> <li>▪ Successful completion of Praxis 1</li> <li>▪ Successful completion of Praxis 2 relevant to content or trade competency examination adopted by South Carolina State Board of Education</li> <li>▪ College Recommendation form</li> <li>▪ Completed application for relevant teacher certification</li> </ul>
Alternative	<p>CATE</p> <p>The five year process requires:</p> <ul style="list-style-type: none"> <li>▪ Completion of education coursework</li> <li>▪ Completion of Praxis or Work Keys</li> <li>▪ Complete Assisting, Developing, and Evaluating Professional Teaching (ADEPT) induction program</li> <li>▪ Pass State Competency Trade Exam</li> </ul> <p>PACE</p> <ul style="list-style-type: none"> <li>▪ Three-year program for degreed individuals to earn a teaching degree. Must be employed throughout the process. Must complete ADEPT. (1)</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Pre-Professional Initial Certificate: three years               <ul style="list-style-type: none"> <li>• “To move to professional certificate, initial educators must have a passing score on the Principles of Learning and Teaching (PLT) Praxis test and complete the formal evaluation requirements of the ADEPT system. The school district is responsible for entering all this information into the teacher’s individual database record. Educators automatically move to professional certificates when this has been completed.”<sup>2</sup></li> </ul> </li> <li>▪ Professional Certificate: five years</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ CATE: five-year certification; moves educator to a Professional license</li> </ul>

<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>To renew a Professional license, educator must earn 120 renewal credits, including college credit, state renewal credits, publications, instruction, professional training, professional evaluator, mentorship, educational projects, or professional development activities.<sup>3</sup></li> </ul>
Alternative	<p>CATE</p> <ul style="list-style-type: none"> <li>Complete six credits of professional development coursework each year of the five years (1)</li> </ul> <p>Health Care</p> <ul style="list-style-type: none"> <li>Possess a minimum of an associate’s degree in as a health-care professional related to health science</li> <li>Maintain active nationally recognized health care professionals license, certificate, or registration</li> <li>Document industry employment</li> <li>Successful completion of Praxis 1<sup>4</sup></li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>Information was not located.</li> </ul>

<sup>1</sup> South Carolina State Department of Education. (2012). *South Carolina education certification manual*. Retrieved from <http://ed.sc.gov/agency/se/Educator-Certification-Recruitment-and-Preparation/Certification/documents/CertManual2013.pdf>

<sup>2</sup> South Carolina State Department of Education. (2013). *Initial to professional procedure*. Retrieved from <http://ed.sc.gov/agency/se/Educator-Certification-Recruitment-and-Preparation/Certification/Initialtoprogress.cfm>

<sup>3</sup> South Carolina Department of Education. (2013). *Recertification*. Retrieved from <http://ed.sc.gov/agency/se/Educator-Certification-Recruitment-and-Preparation/Certification/Recertification.cfm>

<sup>4</sup> South Carolina Department of Education. (2013). *Recertification*. Retrieved from <http://ed.sc.gov/agency/se/Educator-Certification/documents/HealthScienceProfessCertification2-2011.pdf>



# Tennessee

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>CTE teachers are certified through this route through a standard degree in CTE Education in specific content areas.</p> <ul style="list-style-type: none"> <li>▪ Apprentice Teacher</li> <li>▪ Professional Teacher</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Transitional License (1)</li> </ul>
CTE-specific licensure	<p>Candidates with occupational experience in CTE can choose this licensure pathway.</p> <ul style="list-style-type: none"> <li>▪ Apprentice Occupational License</li> <li>▪ Professional Occupational License (1)</li> </ul>
<b>Certification Routes</b>	
Traditional	<p>Apprentice Teacher and Professional Teacher Route</p> <ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher</li> <li>▪ Complete an educator preparation program in area of interest</li> <li>▪ Pass the Praxis required by content area</li> <li>▪ Be recommended for licensure by the dean of education and the certification office of the college<sup>2</sup></li> </ul>
Alternative	<p>Apprentice Occupational and Professional Occupational License<sup>3</sup></p> <ul style="list-style-type: none"> <li>▪ Complete application</li> <li>▪ Complete qualification sheet</li> <li>▪ Complete Verification of Full-Time Employment form</li> <li>▪ Appropriate postsecondary training in the teaching area, an associate’s degree, or industry certification, or a bachelor’s degree may substitute for some work-based requirements.</li> <li>▪ Related education verification</li> <li>▪ Required industry certification</li> <li>▪ “The Health Science educator must document three years of full-time successful employment within the past five years in a state approved health care facility: (ex: hospital, nursing home, rehab center, dental or medical office, home health, day surgery center etc.). He/she must also have an associate or higher degree and hold current licensure or certification in an allied health occupation, or current licensure as a registered nurse in Tennessee.”</li> <li>▪ “The Trade and Industry Educator must document a minimum of five years of appropriate and current work experience during the past eight years in the field for which application is made. He/she must also be a high school graduate or the equivalent as determined by the General Education Development (GED) test.”</li> </ul> <p>Transitional License<sup>4</sup></p> <ul style="list-style-type: none"> <li>▪ “Have at least a bachelor’s degree from a regionally accredited university”</li> <li>▪ “Meet the teaching content area knowledge requirements through one of the following:</li> </ul>

- Have an acceptable major in the endorsement area sought by the employing school system; OR
- Have at least 24 semester hours in the teaching content area sought by the employing school system; OR
- Pass the Praxis II exam(s) in the content area for the endorsement sought by the employing school system”.
- “Have a verifiable affiliation with an out-of-state or on-line university that is:
  - Regionally accredited and
  - State approved for teacher education, by at least one state other than Tennessee, for the licensure endorsement program(s) and appropriate grade level range for the Tennessee endorsement(s) sought by the employing school system; AND
  - Have obtained an ‘intent to hire’ statement, including a commitment to provide mentoring, from a Tennessee school system that submits completed applications for the Transitional License, with supporting documentation, to the Tennessee State Department of Education Office of Teacher Licensing, in addition to all official transcripts with confer dates of degrees earned.”
- “An educator may not teach on a Transitional License for more than THREE years”

### **Lengths of Teaching Certificates or Renewal**

- |             |   |
|-------------|---|
| Traditional | <ul style="list-style-type: none"> <li>▪ Apprentice Teacher: five years, moves to next phase with completion of three years of teaching in a Tennessee public school and the submission of three years of positive local evaluations as evidence from the school<sup>5</sup></li> <li>▪ Professional Teacher: 10 years           <ul style="list-style-type: none"> <li>• All educators holding a Professional License based on a bachelor’s degree must earn 90 renewal points.</li> <li>• All educators holding a Professional License based on a master’s degree or higher who have not accrued five years of acceptable experience during the 10-year validity period of the license (e.g., 2003–13) are required to earn 90 renewal points.</li> </ul> </li> <li>▪ “All educators holding a Professional License based on a master’s degree or higher, and that have accrued five years of acceptable experience during the ten-year validity period of the license (ex: 2003-2013), no renewal points are required, only verification of that experience. If all experience has been in Tennessee public school systems no verification by the applicant is required.”<sup>6</sup></li> </ul> |
|-------------|---|

- |             |   |
|-------------|---|
| Alternative | <ul style="list-style-type: none"> <li>▪ N/A</li> </ul> |
|-------------|---|

### **Professional Development or Additional Requirements**

- |             |  |
|-------------|--|
| Traditional | <ul style="list-style-type: none"> <li>▪ Ninety renewal points are required for professional license renewal.</li> <li>▪ “Renewal points may be earned in a variety of ways. For example, an educator may choose to complete course work, or participate in pre-approved professional development activities. Professional development activities cannot be part of the state funded in-service</li> </ul> |
|-------------|--|

	days and cannot be conducted during days and/or hours for which educators are already being paid by local school systems. If employed in a TN public school system, the activities cannot be attended during school hours.” <sup>7</sup>
Alternative	▪ N/A
<b>Recruitment</b>	
	▪ Information was not located.

<sup>1</sup> Tennessee Department of Education. (2013). *Prospective and new teachers*. Retrieved from <http://www.state.tn.us/education/lic/new.shtml>

<sup>2</sup> Tennessee Department of Education. (2013). *Obtain a Tennessee educator license attending a college/university in TN*. Retrieved from <http://www.state.tn.us/education/lic/in.shtml>

<sup>3</sup> Tennessee Department of Education. (2013). *Directions to apply for an occupational education license*. Retrieved from <http://tn.gov/education/lic/doc/occreq.pdf>

<sup>4</sup> Tennessee Department of Education. (2009). *Transitional licensure policy*. Retrieved from <http://www.state.tn.us/education/lic/doc/transpolicy.pdf>

<sup>5</sup> Tennessee Department of Education. (2013). *Apprentice teacher license*. Retrieved from <http://www.state.tn.us/education/lic/app.shtml>

<sup>6</sup> Tennessee Department of Education. (2009). *Professional teacher license*. Retrieved from <http://www.state.tn.us/education/lic/rprf.shtml>

<sup>7</sup> Tennessee Department of Education. (2013). *Renew professional teacher & professional school service personnel licenses*. Retrieved from <http://www.tn.gov/education/lic/rprf.shtml>

# Texas

<b>CTE Teacher Certificate</b>	
Traditional	<p>CTE teachers are certified to teach with traditional licenses that have met the specific content area requirements of each CTE area.</p> <ul style="list-style-type: none"> <li>▪ Probationary Certificate<sup>1</sup></li> <li>▪ Standard Teacher Certificate<sup>2</sup></li> <li>▪ Standard Master Teacher Certificate</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ The alternative certification program leads to a Probationary license.</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional	<p>Probationary, Standard, and Master Teacher Certificates<sup>3</sup></p> <ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher</li> <li>▪ Completion of and recommendation by an approved educator preparation program</li> <li>▪ Passing scores on related comprehensive exam prescribed by the Texas State Board of Education</li> <li>▪ Additional requirement for Standard CTE License based on experience and prep in a skill area: preparation, experience, license, certification, or registration in a specific CTE skill area</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Hold a bachelor’s degree</li> <li>▪ Have related CTE work experience for content desired to teach</li> <li>▪ Meet screening requirements of the program</li> <li>▪ Develop a certification plan</li> <li>▪ Obtain a teaching internship position</li> <li>▪ Apply for a probationary certificate</li> <li>▪ Complete all requirements for a standard certificate<sup>4</sup></li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Probationary Certificate: issued at the time of internship (student teaching) and valid for one year (1)</li> <li>▪ Standard Teacher Certificate: five years</li> <li>▪ Standard Master Teacher Certificate: five years</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Probationary Certificate: issued at the time of internship (student teaching) and valid for one year (1)</li> <li>▪ Standard Teacher Certificate: five years</li> <li>▪ Standard Master Teacher Certificate: five years</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Standard Teacher Certificate: 150 clock hours for renewal</li> <li>▪ Standard Master Teacher Certificate: 200 clock hours for renewal</li> <li>▪ “One semester credit hour earned at an accredited institution of higher education is equivalent to 15 continuing professional education (CPE) clock-hours.”</li> <li>▪ “At least 80% of the CPE activities should be directly related to the</li> </ul>

	<p>certificate(s) being renewed and focus on the standards required for the initial issuance of the certificate(s), including: ”</p> <ul style="list-style-type: none"> <li>▪ “content area knowledge and skills”</li> <li>▪ “professional ethics and standards of conduct”</li> <li>▪ “professional development, which should encompass topics such as the following: district and campus priorities and objectives; child development, including research on how children learn; classroom management; applicable federal and state laws; diversity and special needs of student populations; increasing and maintaining parental involvement; integration of technology into educational practices; ensuring that students read on or above grade level; diagnosing and removing obstacles to student achievement; and instructional practices.”<sup>5</sup></li> <li>▪ “Three program areas require related work experience for certification and completion of an educator preparation program: <ul style="list-style-type: none"> <li>• Trade and Industrial Education (TIE)</li> <li>• Health Science Technology Education (HSTE)</li> <li>• Initial Marketing Education (MED)</li> </ul> </li> <li>▪ TIE and HSTE also require professional licensure or certification within the field to be taught. All certifications, except the Trade and Industrial Education (TIE), require at least a bachelor’s degree.”<sup>6</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Marketing Education 8–12 may be added through Certification by Examination for Texas educators who hold a current valid classroom teaching certificate classroom teaching certificate and verified work experience.</li> <li>▪ Any CTE teacher who teaches an area which may need to be licensed (health occupations, specific technical trades) must also include a current license in that area as well when renewing their license. (6)</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Tex. Bus. & Com. Code Title 19 Part 7 Chapter 230 Subchapter D Rule §230.37. Retrieved from [http://info.sos.state.tx.us/pls/pub/readtac\\$ext.TacPage?sl=R&app=9&p\\_dir=&p\\_rloc=&p\\_tloc=&p\\_ploc=&pg=1&p\\_tac=&ti=19&pt=7&ch=230&rl=37](http://info.sos.state.tx.us/pls/pub/readtac$ext.TacPage?sl=R&app=9&p_dir=&p_rloc=&p_tloc=&p_ploc=&pg=1&p_tac=&ti=19&pt=7&ch=230&rl=37)

<sup>2</sup> Tex. Bus. & Com. Code Title 19 Part 7 Chapter 230 Subchapter D Rule §230.31. Retrieved from [http://info.sos.state.tx.us/pls/pub/readtac\\$ext.TacPage?sl=R&app=9&p\\_dir=&p\\_rloc=&p\\_tloc=&p\\_ploc=&pg=1&p\\_tac=&ti=19&pt=7&ch=230&rl=31](http://info.sos.state.tx.us/pls/pub/readtac$ext.TacPage?sl=R&app=9&p_dir=&p_rloc=&p_tloc=&p_ploc=&pg=1&p_tac=&ti=19&pt=7&ch=230&rl=31)

<sup>3</sup> Tex. Bus. & Com. Code Title 19 Part 7 Chapter 230 Subchapter D Rule §230.13. Retrieved from [http://info.sos.state.tx.us/pls/pub/readtac\\$ext.TacPage?sl=R&app=9&p\\_dir=&p\\_rloc=&p\\_tloc=&p\\_ploc=&pg=1&p\\_tac=&ti=19&pt=7&ch=230&rl=133](http://info.sos.state.tx.us/pls/pub/readtac$ext.TacPage?sl=R&app=9&p_dir=&p_rloc=&p_tloc=&p_ploc=&pg=1&p_tac=&ti=19&pt=7&ch=230&rl=133)

<sup>4</sup> Texas Education Agency. (2013). *Becoming a certified Texas educator through an alternative certification program*. Retrieved from <http://www.tea.state.tx.us/index2.aspx?id=7073>

<sup>5</sup> Tex. Bus. & Com. Code Title 19 Part 7 Chapter 230 Subchapter D Rule §230.11. Retrieved from [http://info.sos.state.tx.us/pls/pub/readtac\\$ext.TacPage?sl=R&app=9&p\\_dir=&p\\_rloc=&p\\_tloc=&p\\_ploc=&pg=1&p\\_tac=&ti=19&pt=7&ch=232&rl=11](http://info.sos.state.tx.us/pls/pub/readtac$ext.TacPage?sl=R&app=9&p_dir=&p_rloc=&p_tloc=&p_ploc=&pg=1&p_tac=&ti=19&pt=7&ch=232&rl=11)

<sup>6</sup> Texas Education Agency. (2013). *Career and technical education specific requirements*. Retrieved from <http://www.tea.state.tx.us/index2.aspx?id=5319>

# Utah

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>All educators earn the path to a Level 1 License. A complete Utah educator license requires both a level and a specified license area certified through a passing score on a Praxis 2 exam.</p> <ul style="list-style-type: none"> <li>▪ Example License: Level 1, Agriculture Endorsement</li> <li>▪ Level 1 License</li> <li>▪ Level 2 License</li> <li>▪ Level 3 License</li> </ul>
Alternative <sup>2</sup>	<p>Alternative pathway will lead to a Level 1 License.</p> <ul style="list-style-type: none"> <li>▪ Alternative Routes to Licensure (ARL)</li> <li>▪ ARL Plan or Professional Development plan temporary licensure</li> </ul>
CTE-specific licensure <sup>3</sup>	<ul style="list-style-type: none"> <li>▪ Level 1 CTE License</li> <li>▪ Level 2 CTE License</li> <li>▪ An alternative licensure pathway for CTE for an experienced content professional through a combination of work experience and education</li> </ul>
<b>Certification Routes</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Level 1, Level 2, and Level 3 pathway</li> <li>▪ Bachelor’s degree in an approved teacher education program, 16 hours of related coursework in the endorsement area, and two years successful related occupational experience OR</li> <li>▪ Bachelor’s degree in the related occupational field, 15 credits in education coursework, and two years of occupational experience</li> <li>▪ Required initial and content assessments</li> <li>▪ Teacher preparation program</li> <li>▪ Criminal background check</li> <li>▪ Application materials</li> <li>▪ Each specific CTE license area has its own link on the Utah State Office of Education website.<sup>4</sup></li> </ul>
Alternative	<p>ARL (2)</p> <ul style="list-style-type: none"> <li>▪ Must hold a bachelor’s degree that matches a CTE area they want to teach or have met the content and testing requirements of the endorsement they desire</li> <li>▪ Once employed, develop a professional growth plan to complete courses in pedagogy and methods; Praxis testing; and required additional content course</li> <li>▪ Pass the Praxis 2 for the related content field</li> <li>▪ Teach full time for at least one and up to three years</li> <li>▪ Complete PGP plan and receive a Principal’s Recommendation Letter</li> <li>▪ Complete an ethics review</li> </ul> <p>CTE Alternative Preparation Program license area of concentration (license area) “means the provisional license area of concentration issued by the Board for a three year period which enables the holder to teach</p>

only in a specific CTE or technical field, or adult education in the public school system and may require educational coursework.”

- Six years of related occupational experience or a bachelor’s degree in a related area and two years of occupational experience or an associate’s degree in a related field and four years of occupational experience, plus the educational coursework
- “The occupational experience requirement may be waived by the appropriate USOE Program Specialist or Coordinator if the applicant has passed a state-approved competency examination in the respective field at or above the USOE established cut-off scores. Individual applicant scores may be used for licensing purposes up to five years after completion of the respective examination(s).” (3)

**Lengths of Teaching Certificates or Renewal**

Traditional	<p>Level 1: 3 years</p> <ul style="list-style-type: none"> <li>▪ Requirements to move to Level 2 licensure: Entry Years Enhancements (EYE)<sup>5</sup></li> <li>▪ Hold a Level 1 Utah Educator License and teach for three academic years</li> <li>▪ Complete a professional portfolio</li> <li>▪ Receive two professional evaluations per year for three years in a Utah public, charter, or accredited private school with a satisfactory final evaluation</li> <li>▪ Achieve a score of 160 or better on ONE of the four Praxis II: PLT tests at the appropriate level of educational preparation: <i>0621 (5621), 0622 (5622), 0623 (5623), or 0624 (5624)</i></li> <li>▪ Work with a trained mentor for three years</li> <li>▪ Complete any additional local education agency (LEA) requirements</li> <li>▪ Have a cleared background and fingerprint check within one calendar year</li> <li>▪ Receive an LEA recommendation for upgrade to Level 2</li> <li>▪ Achieve NCLB HQ status in at least one licensure area, if qualified in any NCLB subject area</li> <li>▪ CTE may require additional coursework</li> <li>▪ Complete the ethics review on website</li> </ul> <p>Level 2: 10 years (4)</p> <p>Level 3: 10 years, Ph.D. (4)</p>
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Alternative	<ul style="list-style-type: none"> <li>▪ Same as above</li> </ul>
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**Professional Development or Additional Requirements**

Traditional	<ul style="list-style-type: none"> <li>▪ All educators are required to complete a two-hour, LEA-sponsored suicide prevention course during every license renewal cycle.</li> <li>▪ Level 2 and 3 educators are required to earn 200 renewal points each license cycle.<sup>6</sup></li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ All educators are required to complete a two-hour, LEA-sponsored suicide prevention course during every license renewal cycle.</li> <li>▪ Level 2 and 3 educators are required to earn 200 renewal points each license cycle.<sup>7</sup></li> </ul>

## Recruitment

- Information was not located.

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<sup>1</sup> Utah State Office of Education. (2013). *Teaching and learning licensing*. Retrieved from <http://www.schools.utah.gov/cert/License-Requirements/License-Levels.aspx>

<sup>2</sup> Utah State Office of Education. (2013). *Alternative routes to licensure*. Retrieved from <http://www.schools.utah.gov/cert/Alternative-Routes-to-Licensure.aspx>

<sup>3</sup> Utah State Office of Education. (2013). *License requirements—CTE*. Retrieved at <http://www.schools.utah.gov/cert/License-Requirements/Career-and-Technology-Education.aspx>

<sup>4</sup> Utah Code Ann. §R277-518 (2013). Retrieved at <http://www.rules.utah.gov/publicat/code/r277/r277-518.htm>

<sup>5</sup> Utah State Office of Education. (2013). *Entry years enhancement (EYE)*. Retrieved from <http://www.schools.utah.gov/cert/New-Teacher-Entry-Years-Enhancement.aspx>

<sup>6</sup> Utah Code Ann. §R277-500 (2012). Retrieved at <http://www.rules.utah.gov/publicat/code/r277/r277-500.htm>

<sup>7</sup> Utah Code Ann. §R277-500 (2012). Retrieved at <http://www.rules.utah.gov/publicat/code/r277/r277-500.htm>



## Vermont

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>Alternative pathway will lead to a Level 1 License.</p> <ul style="list-style-type: none"> <li>▪ Level 1 Professional Educator License</li> <li>▪ Level 2 Professional Educator License</li> </ul>
Alternative (1)	<p>This alternative pathway allows for professionals in industry to utilize their education and work experience to obtain a teaching license. Candidates earn a CTE content-specific endorsement.</p> <ul style="list-style-type: none"> <li>▪ Apprenticeship License</li> <li>▪ Career and Technical Education License</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>2</sup>	<p>Level 1 and Level 2 Pathway</p> <ul style="list-style-type: none"> <li>▪ Completion of a state-approved educator preparation program</li> <li>▪ Bachelor’s degree or higher</li> <li>▪ Recommendation for licensing from the institution at time of graduation</li> <li>▪ Praxis 1 and 2 content specific (if applicable) test scores</li> <li>▪ Completion of license application packet</li> </ul>
Alternative	<p>Peer Review<sup>3</sup></p> <ul style="list-style-type: none"> <li>▪ For individuals who have a bachelor’s degree and have acquired the knowledge and skills needed to meet the 16 Principles for Vermont Educators and the competencies and requirements for the endorsements they seek through coursework and experiences, rather than through a preparation program</li> <li>▪ Pass Praxis 1</li> <li>▪ Apply for Peer Review</li> <li>▪ Attend a Peer Review Clinic</li> <li>▪ Prepare a portfolio based upon Vermont’s 16 Principles for Educators</li> <li>▪ Undertake an evaluation process with a Peer Review Panel</li> <li>▪ Act upon recommendations of the panel</li> <li>▪ Upon completion, recommendation for Level 1 Licensure</li> </ul> <p>Apprenticeship Program for Individuals Seeking Licensure as Career and Technical Educators (1)</p> <ul style="list-style-type: none"> <li>▪ “Upon employment by a Career and Technical Center, an applicant for licensure as a career and technical educator with a Career and Technical Education endorsement, shall develop a Technical Development Plan which sets forth how the applicant intends to meet the requirements. The Technical Development Plan shall be developed by the applicant and the Director of the Career and Technical Education Mentor Program and be approved by the Director of the Career and Technical Center.”</li> <li>▪ “An Apprenticeship License shall be issued when the Technical Development Plan is submitted to, and approved by the Standards</li> </ul>

	<p>Board, or its designee. The Apprenticeship License shall be valid for up to three (3) years. The applicant shall not begin the teaching assignment until the Apprenticeship License is issued. Annual yearly progress on the Technical Development Plan shall be monitored by the Director of the Career and Technical Education Mentor Program. Unsatisfactory yearly progress shall be reported to the Standards Board or its designee.”</p> <ul style="list-style-type: none"> <li>▪ “The Director of the Career and Technical Education Mentor Program will verify satisfactory completion of the Technical Development Plan. Satisfactory completion shall be indicated on a form signed by the Director of the Career and Technical Education Mentor Program, which shall be submitted with the Level I licensing application. The Apprenticeship License shall not be extended unless the Standards Board, or its designee, determines extenuating circumstances exist that prevented the holder from satisfactorily completing an Associate’s Degree, or the equivalent, or the Technical Development Plan, within the three (3) years. Under these conditions, the Apprenticeship License may be extended for one additional two (2)-year period.”</li> <li>▪ “Within three (3) months of having received notice of completion of the Technical Development Plan, the applicant shall apply for a Level I CTE endorsed license. That License shall be valid for three years and be subject to provisions for renewal stated below.”</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Level 1 Professional Educators License: three years <ul style="list-style-type: none"> <li>• Upon successful completion of three years of evaluated teaching, the educator may move to Level 2 with the recommendation of the local or regional standards board.</li> </ul> </li> <li>▪ Level 2 Professional Educator: seven years dependent on presentation of Individual Professional Development Plan (1)</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Apprentice License: three years <ul style="list-style-type: none"> <li>• Upon successful completion of three years of evaluated teaching, the educator may move to Level 1 with the recommendation of the local or regional standards board. (1)</li> </ul> </li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Level 2 Professional Educator requires an individual professional development plan. (1)</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ An applicant for a CTE endorsement, or an educator who holds a CTE endorsement, need not hold a bachelor’s degree or have a major in the liberal arts and sciences. However, an applicant for a CTE endorsement shall hold at least an associate’s degree, or the equivalent, in order to qualify for Level I Licensure. (1)</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

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- <sup>1</sup> Vermont Standards Board for Professional Educators. (2011). *Rules governing the licensing of educators and the preparation of educational professionals*. Retrieved from [http://education.vermont.gov/documents/educ\\_5100\\_licensing\\_regulations.pdf#page=5](http://education.vermont.gov/documents/educ_5100_licensing_regulations.pdf#page=5)
- <sup>2</sup> Vermont Agency of Education. (2013). *Traditional route to becoming a licensed educator in Vermont*. Retrieved from [http://education.vermont.gov/new/html/licensing/forms/initial\\_license.html#traditional](http://education.vermont.gov/new/html/licensing/forms/initial_license.html#traditional)
- <sup>3</sup> Vermont Agency of Education. (2013). *Peer review handbook*. Retrieved from [http://education.vermont.gov/documents/EDU-Licensing\\_Alternate\\_Peer\\_Review\\_Handbook.pdf](http://education.vermont.gov/documents/EDU-Licensing_Alternate_Peer_Review_Handbook.pdf)

# Virginia

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>These licenses provide the pathway that a person could use to obtain certification in Virginia. A Collegiate Professional is the traditional route, while the Technical Professional requires specific occupational experience.</p> <ul style="list-style-type: none"> <li>▪ Collegiate Professional License</li> <li>▪ Postgraduate Professional License</li> <li>▪ Technical Professional License</li> </ul>
Alternative (1)	<p>The Career Switcher Program allows an individual to obtain a provisional license while the candidate teaches and earns educational credits and satisfies additional requirements needed to obtain all the requirements for a professional license.</p> <ul style="list-style-type: none"> <li>▪ Provisional License</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional	<p>Collegiate Professional License<sup>2</sup> and Postgraduate Professional</p> <ul style="list-style-type: none"> <li>▪ Pass Praxis 1 or equivalent (ACT, SAT, or Virginia Communication and Literacy Assessment)<sup>3</sup></li> <li>▪ Completion of a teacher education program</li> <li>▪ Bachelor's degree or higher in a teacher education program in CTE</li> <li>▪ Each content area has specific college course requirements. (1)</li> <li>▪ Child abuse recognition and intervention training</li> </ul> <p>Technical Professional Licenses (1)</p> <ul style="list-style-type: none"> <li>▪ Graduated from an accredited high school (or possesses a General Education Development Certificate)</li> <li>▪ Exhibited academic proficiency, skills in literacy and communication, technical competency, and occupational experience</li> <li>▪ Completed nine semester hours of specialized professional studies credit from a regionally accredited college or university</li> <li>▪ The nine semester hours of professional studies coursework must include human growth and development (three semester hours), curriculum and instructional procedures (three semester hours), and applications of instructional technology or classroom and behavior management (three semester hours).</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Same as above</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (2)	<ul style="list-style-type: none"> <li>▪ Collegiate Professional: five year, renewable</li> <li>▪ Technical Professional: five year, renewable</li> </ul>
Alternative (1)	<ul style="list-style-type: none"> <li>▪ Provisional License: three year, nonrenewable</li> </ul>

<b>Professional Development or Additional Requirements</b>	
Traditional (2)	<ul style="list-style-type: none"> <li>License renewal requires the completion of 180 professional development points within the five-year cycle based upon each teacher's individualized professional development plan, which includes ongoing, sustained, and high-quality professional development. These could include college credit, professional conferences, curriculum development, and publication of an article, publication of a book, mentorship, educational projects, or professional development activities. (2)</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>Virginia is recruiting teachers in all areas with pay for performance in hard-to-staff urban and rural schools.<sup>4</sup></li> </ul>

<sup>1</sup> Virginia Board of Education. (2011). *Licensure regulations for school personnel*. Retrieved from [http://www.doe.virginia.gov/teaching/licensure/licensure\\_regs.pdf](http://www.doe.virginia.gov/teaching/licensure/licensure_regs.pdf)

<sup>2</sup> Virginia Department of Education. (2013). *Application for a Virginia license*. Retrieved from <http://www.doe.virginia.gov/teaching/licensure/application.pdf>

<sup>3</sup> Virginia Board of Education. (2010). *Entry assessment to Virginia approved programs*. Retrieved from [http://www.doe.virginia.gov/teaching/educator\\_preparation/college\\_programs/entry\\_assessment.pdf](http://www.doe.virginia.gov/teaching/educator_preparation/college_programs/entry_assessment.pdf)

<sup>4</sup> Virginia Department of Education. (2013). *Performance pay incentives for teachers*. Retrieved from [http://www.doe.virginia.gov/teaching/career\\_resources/performance\\_pay/index.shtml](http://www.doe.virginia.gov/teaching/career_resources/performance_pay/index.shtml)

# Washington

<b>CTE Teacher Certificate</b>	
Traditional	<p>A traditional pathway can earn a CTE license certification in several areas in Washington.</p> <ul style="list-style-type: none"> <li>▪ Initial Residency Certificate<sup>1</sup></li> <li>▪ Professional Certificate<sup>2</sup></li> </ul>
Alternative	<p>Alternate certification is available for CTE licenses through a specific business and industry route.</p> <ul style="list-style-type: none"> <li>▪ Initial CTE License<sup>3</sup></li> <li>▪ Continuing CTE License<sup>4</sup></li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional (1)	<p>Residency and Professional Certificates</p> <ul style="list-style-type: none"> <li>▪ Earned a bachelor’s degree or higher</li> <li>▪ Completed a state-approved teacher education program OR</li> <li>▪ Verify three years of teaching outside Washington, holding a regular certificate from another state</li> <li>▪ Complete all requirements of the license application</li> </ul>
Alternative (3)	<p>Initial CTE—college and university route</p> <ul style="list-style-type: none"> <li>▪ Bachelor’s degree from a regionally accredited college or university</li> <li>▪ Complete a state-approved college or university teacher preparation program in one of four specific broad endorsement areas: agriculture education, business and marketing education, family and consumer sciences education, or technology education</li> <li>▪ Competency in one or more of the broad endorsement areas</li> <li>▪ Documentation of one year (2,000 hours) of paid occupational experience in the specific broad CTE subject area for which certification is sought               <ul style="list-style-type: none"> <li>• If any of the 2,000 hours is more than six years old, 300 hours of the experience must be within the past two years.</li> </ul> </li> </ul> <p>Initial CTE—business and industry route</p> <ul style="list-style-type: none"> <li>▪ Completion of a Washington Professional Standards Board-approved program for the business and industry route AND</li> <li>▪ Documentation of three years (6,000 hours) of paid occupational experience in the specific CTE subcategory or specialty area for which certification is sought               <ul style="list-style-type: none"> <li>• One year (2,000 hours) must be within the past six years. If any of the 2,000 hours is more than six years old, 300 hours of the experience must be within the past two years.</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Residency Certificate: three years<sup>5</sup> <ul style="list-style-type: none"> <li>• Complete a ProTeach Portfolio to move to a Professional License<sup>6</sup></li> </ul> </li> <li>▪ Professional License: five years</li> </ul>

Alternative	<ul style="list-style-type: none"> <li>▪ Initial CTE Certificate: three years (3)</li> <li>▪ Continuing CTE Certificate: five years (4)</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Professional License: 150 clock hours of professional development for renewal<sup>7</sup></li> </ul>
Alternative	<p>Initial CTE License<sup>8</sup></p> <ul style="list-style-type: none"> <li>▪ “Have completed at least 9 quarter hours or 90 clock hours of CTE educator training in the CTE subject matter, completed subsequent to the conferral of the baccalaureate degree or issuance of the initial certificate”</li> <li>▪ “Provide documentation of completion of two years of teaching/coordination in the CTE subject matter, completed subsequent to the conferral of the bachelor degree or issuance of the initial certificate.”</li> <li>▪ “Provide documentation of completion of two years of teaching/coordination in the CTE subject matter certified to teach with an authorized employer (i.e., school districts or skills centers)”</li> </ul> <p>Continuing CTE License<sup>9</sup></p> <ul style="list-style-type: none"> <li>▪ “Six (6) quarter hours or sixty (60) clock hours of CTE training in the subject matter certified to teach;” OR</li> <li>▪ “Three (3) quarter hours or thirty (30) clock hours of CTE teacher training in the subject matter certified to teach and three (3) quarter hours or thirty (30) clock hours of technical education/upgrading; OR”</li> <li>▪ “Three (3) quarter hours or thirty ( 30) clock hours of CTE teacher training in the subject matter certified to teach and three hundred (300) hours of occupational experience”</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> State of Washington Office of Superintendent of Public Instruction. (2013). *What types of certificates are available—residency*. Retrieved from <http://www.k12.wa.us/certification/Teacher/Residency.aspx>

<sup>2</sup> State of Washington Office of Superintendent of Public Instruction. (2013). *What types of certificates are available—professional certificate*. Retrieved from <http://www.k12.wa.us/certification/Teacher/ProCert.aspx>

<sup>3</sup> State of Washington Office of Superintendent of Public Instruction. (2013). *Initial CTE license*. Retrieved from <http://www.k12.wa.us/certification/CTE/Initial.aspx>

<sup>4</sup> State of Washington Office of Superintendent of Public Instruction. (2013). *Requirements for continuing CTE license*. Retrieved from <http://www.k12.wa.us/certification/CTE/Continuing.aspx>

<sup>5</sup> State of Washington Office of Superintendent of Public Instruction. (2013). *Professional certification*. Retrieved from <http://www.k12.wa.us/certification/teacher/ProCert.aspx>

<sup>6</sup> Washington ProTeach Portfolio. (2013). *Welcome to the Washington ProTeach Portfolio*. Retrieved from <http://www.waproteach.org/>

<sup>7</sup> State of Washington Office of Superintendent of Public Instruction. (2013). *For those that hold a professional certificate*. Retrieved from <http://www.k12.wa.us/certification/Teacher/Professional.aspx#Renewal>

<sup>8</sup> State of Washington Office of Superintendent of Public Instruction. (2013). *For those that hold an Initial CTE Certificate*. Retrieved from <http://www.k12.wa.us/certification/CTE/Initial2.aspx#continuing>

<sup>9</sup> State of Washington Office of Superintendent of Public Instruction. (2013). *For those who hold a Continuing CTE Certificate*. Retrieved from <http://www.k12.wa.us/certification/CTE/Continuing2.aspx>

# West Virginia

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	<p>CTE teachers can be certified through the traditional route with a degree in a specific CTE Education program or through a work-based CTE program.</p> <ul style="list-style-type: none"> <li>▪ Temporary Teaching Certificate</li> <li>▪ Temporary CTE Certificate</li> <li>▪ Initial Professional Teaching Certificate</li> <li>▪ Permanent Teaching Certificate</li> <li>▪ Initial CTE Certificate</li> <li>▪ Permanent CTE Certificate</li> </ul>
Alternative (1)	<p>There are numerous routes to alternative licensure for both a CTE-based candidate and an occupational-based candidate.</p> <ul style="list-style-type: none"> <li>▪ Alternative Teaching Certificate—enrolled in alternate education program</li> <li>▪ First Class-Full Time Permit—working to complete coursework in a CTE area or an occupational track</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional (1)	<p>Temporary License</p> <ul style="list-style-type: none"> <li>▪ For those teachers coming from out of state after completing a traditional route CTE program, a temporary license is granted to review the credential and determine if additional requirements must be met. Valid for one year.</li> </ul> <p>Initial Professional Certificate and Permanent Teaching Certificate</p> <ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher</li> <li>▪ State-required Praxis exam</li> <li>▪ State-approved teacher education program</li> <li>▪ Complete all requirements of the West Virginia teacher license application</li> </ul> <p>Temporary CTE License</p> <ul style="list-style-type: none"> <li>▪ For those teachers coming from out of state after completing an alternative route CTE occupational track, a temporary license is granted to review the credential and determine if additional requirements must be met. Valid for one year.</li> </ul> <p>Initial CTE Certificate</p> <ul style="list-style-type: none"> <li>▪ Granted to a CTE educator employed for a specific assignment who meets the following requirements: <ul style="list-style-type: none"> <li>• “Must hold a High School Diploma, GED, or a degree, if applicable, through an accredited institution of higher education and have completed all general requirements, the work, and training experience required for issuance of the CTE permit, and state testing requirements.”</li> <li>• Must be in a specific CTE specialization area</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>▪ Conditions for issuance: Individuals must have completed and show evidence of the following: <ul style="list-style-type: none"> <li>• Completion of a state-approved program with a minimum of a 3.0 GPA and recommendation of the designated college official</li> <li>• Completion of a minimum of one year of teaching experience within one or a combination of endorsements on the First-Class/Full-Time CTE Permit or the Temporary CTE Certificate</li> <li>• Hold and maintain the industry recognized credential for the program of study for which licensure is sought</li> <li>• Recommendation of a county superintendent. If not employed by a West Virginia county school system, then a recommendation must be secured from the most recent education supervisor, provided employment severance does not exceed one year. If employment in a West Virginia educational setting is more than one year, a recommendation from an employer or community leader must be secured.</li> </ul> </li> </ul>
Alternative	<p>An Alternative Professional Teaching Certificate may be issued to a person who has completed:</p> <ul style="list-style-type: none"> <li>▪ The general requirements for teacher licensure in a specific CTE education area</li> <li>▪ A minimum of a bachelor’s degree (or a master’s degree if required) through a regionally accredited institution of higher education (including verified foreign credentials degrees) in a field related to the area in which the individual seeks certification</li> <li>▪ Conditions for Issuance <ul style="list-style-type: none"> <li>• Must meet the proficiency scores on the state competency exams (Praxis I and II) OR qualify for an exemption of the Praxis I and achieve a passing Praxis II score in the area they are seeking certification OR provide acceptable documentation or related life experiences to the entity providing the program if the content area does not have a competency exam AND</li> <li>• Must be offered employment in a shortage area AND</li> <li>• Must enroll in an 18 semester hour alternative route to certification program approved by the West Virginia Department of Education</li> </ul> </li> </ul> <p>The First-Class/Full-Time Permit for CTE Educators</p> <ul style="list-style-type: none"> <li>▪ May be issued for any area of specialization</li> <li>▪ An Initial First-Class/Full-Time CTE Permit may be granted to an individual employed by local a West Virginia school system for a specific teaching assignment and who has completed: <ul style="list-style-type: none"> <li>• A minimum of a high school diploma, GED, or a degree (if applicable)</li> <li>• The general requirements for teacher licensure</li> <li>• The criteria for the specialization for which licensure is requested</li> </ul> </li> <li>▪ Conditions of Issuance: A First-Class/Full-Time CTE Permit may be issued to an individual who submits evidence of the following: <ul style="list-style-type: none"> <li>• Minimum proficiency levels on the California Achievement Tests in reading, writing, and mathematics or meets the minimum scores on</li> </ul> </li> </ul>

	<p>the Pre-Professional Skills Tests AND</p> <ul style="list-style-type: none"> <li>• Verification of the required years of work experience by the former employer(s) and notarized by a notary public AND</li> <li>• Professional commitment verifying the applicant’s enrollment in the approved program AND</li> <li>• The industry-recognized credential required for the program to meet the standards for accreditation or certification or approval set by the industry-recognized organization or agency providing such accreditation, where available; or for the awarding of the industry-recognized credential to students or for the qualifications of students to sit for the credentialing examinations, where available; or to demonstrate program quality or to fulfill all program requirements AND</li> <li>• The recommendation of the employing county superintendent verifying that the applicant is the most qualified candidate</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Initial Professional Certificate: valid three years. <ul style="list-style-type: none"> <li>• To move to professional license, candidate must take six credits of professional learning.</li> </ul> </li> <li>▪ Professional Certificate: valid for five years and renewable with six credits. <ul style="list-style-type: none"> <li>• Move to Permanent License by obtaining a master’s degree in specific content area</li> </ul> </li> <li>▪ Initial CTE Certificate: valid for five years <ul style="list-style-type: none"> <li>• Renewal: Six university credits with a minimum 3.0 GPA relevant to master’s, instructional improvement, or another certification</li> </ul> </li> <li>▪ Permanent CTE: valid for five years</li> </ul>
Alternative (1)	<ul style="list-style-type: none"> <li>▪ Alternative License: one year; can be renewed up to time times until completion of requirements for initial license</li> <li>▪ First Class/ Full Time Permit: one year; must work to meet initial licensure requirements</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Six university credits are required to move to the next level.</li> </ul>
Alternative (1)	<ul style="list-style-type: none"> <li>▪ Six university credits are required to move to the next level.</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> West Virginia Department of Education. (2013). *Teach West Virginia state requirements*. Retrieved from <http://wvde.state.wv.us/teachwv/certification.html>

# Wisconsin

<b>CTE Teacher Certificate</b>	
Traditional <sup>1</sup>	All licenses in the state to teach must follow this pathway, CTE included. <ul style="list-style-type: none"> <li>▪ Initial Educator</li> <li>▪ Professional Educator</li> <li>▪ Master Educator</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ No alternative specific licenses are issued.</li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Certification Routes</b>	
Traditional <sup>2</sup>	Initial Educator, Professional Educator, and Master Educator route <ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher in content area education</li> <li>▪ Passed Praxis 1</li> <li>▪ Completion of approved teacher education program</li> <li>▪ College endorsement for licensure</li> <li>▪ Complete all application requirements</li> </ul>
Alternative <sup>3</sup>	Alternative route to an Initial Educator license <ul style="list-style-type: none"> <li>▪ Availability is program specific.</li> <li>▪ The only qualifying way for a CTE certification is to be on a shortage list of teachers.</li> <li>▪ Business and Technology Education are the only two listed for CTE.</li> <li>▪ Bachelor’s degree required in a related area.</li> <li>▪ Completion of Wisconsin Alternative Route Program (each is different; see link for approved programs.)<sup>4</sup></li> <li>▪ Postbaccalaureate— return to college to add a teacher certification or master’s degree for licensure to bachelor’s degree</li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Initial Educator: five years               <ul style="list-style-type: none"> <li>• Moves to Professional Educator based on successful completion and verification of a Professional Development Plan</li> </ul> </li> <li>▪ Professional Educator: five years               <ul style="list-style-type: none"> <li>• Renewed with successful completion and verification of a professional development plan. Master’s degree, or National Board Certification moves to Master Educator.</li> </ul> </li> <li>▪ Master Educator: 10 years</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional (1)	<ul style="list-style-type: none"> <li>▪ Professional development plans can embed professional development throughout the goals of the plan. No specific time requirements are listed.</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>

## Recruitment

- Information was not located.

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<sup>1</sup> Wisconsin Department of Public Instruction. (2009). *Initial educator toolkit*. Retrieved from <http://tepd1.dpi.wi.gov/files/tepd1/pdf/pdpinitialeducatortoolkit.pdf>

<sup>2</sup> Wisconsin Department of Public Instruction. (2013). *Bachelor's degree pathway*. Retrieved from <http://tepd1.dpi.wi.gov/licensing/bachelor-degree-pathway>

<sup>3</sup> Wisconsin Department of Public Instruction. (2013). *Alternative route pathway*. Retrieved from <http://tepd1.dpi.wi.gov/licensing/alternative-route-pathway>

<sup>4</sup> Wisconsin Department of Public Instruction. (2013). *Alternative route programs*. Retrieved from [http://tepd1.dpi.wi.gov/files/tepd1/xls/Index\\_AltRoutes.pdf](http://tepd1.dpi.wi.gov/files/tepd1/xls/Index_AltRoutes.pdf)

# Wyoming

CTE Teacher Certificate	
Traditional <sup>1</sup>	<p>The traditional route applies to any teaching license in Wyoming; those that have gone through a traditional CTE preparation program qualify for this license.</p> <ul style="list-style-type: none"> <li>▪ Initial Wyoming Educator License</li> <li>▪ Standard Wyoming Educator License</li> </ul>
Alternative	<p>Applicants can have four alternative pathways. All of these can lead to a CTE license.</p> <ul style="list-style-type: none"> <li>▪ Trade and Technical Permit<sup>2</sup></li> <li>▪ Exception Authorization<sup>3</sup></li> <li>▪ Out of State Alternative Model Equivalency<sup>4</sup></li> <li>▪ Demonstration of Competency to add additional endorsement<sup>5</sup></li> </ul>
CTE-specific licensure	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
Certification Routes	
Traditional (4)	<p>Initial and Standard Wyoming Educator Licenses</p> <ul style="list-style-type: none"> <li>▪ Bachelor’s degree or higher</li> <li>▪ Completion of an educator preparation program</li> <li>▪ Institutional recommendation to teach</li> <li>▪ Knowledge of U.S. and Wyoming Constitution certification</li> <li>▪ Testing (Praxis) requirements if applicable</li> <li>▪ A complete application package</li> </ul>
Alternative	<p>Trade and Technical Permit (2)</p> <ul style="list-style-type: none"> <li>▪ A Trade and Technical Permit (PIC) is valid for five years. An individual who holds this permit is eligible to teach Grade 6–12 only in the field(s) of the occupational specialty for which the applicant has met all requirements.</li> </ul> <p>Permit requirements</p> <ul style="list-style-type: none"> <li>▪ High School Diploma or GED</li> <li>▪ Minimum two years of work experience for EACH field of occupational specialty for which the applicant is seeking a PIC. Work experience must be as a wage earner and is in addition to any educational training the applicant may have obtained in the field of occupational specialty.</li> <li>▪ Verification of Employment Forms (found in the application), for EACH field of occupational specialty in which the applicant is seeking a PIC, must be filled out completely and accurately and submitted as part of the complete application packet.</li> <li>▪ Current and valid license(s) in EACH of the applicant’s occupational specialties when one is required by state or federal statutes.</li> <li>▪ Plan for continued professional advancement.</li> <li>▪ A bachelor’s degree, or higher degree, in the specific discipline is required for applicants seeking a permit in:</li> </ul>

- Agriculture
- Business
- Family and consumer science
- Technology
- Trade and technical (formerly industrial arts)

Exception Authorization (3)

- “An Exception Authorization is issued strictly in emergency situations to individuals who, due to extenuating circumstances, have not met all of the requirements for full licensure. It is valid for one year and allows the applicant to teach in a Wyoming school district while the requirements to obtain full licensure are completed.”

Out-of-state equivalency (4)

- If you obtain a license in another state through a nontraditional route or alternative method, you may be eligible for licensure in Wyoming if you have taught three out of the last six years in the state where you are fully licensed.
- Verification must be provided of full-time teaching, administrative, or other school experience for up to or including the past 10 years signed by the respective school administrators.

Demonstration of competency (5)

- An alternative route for adding an endorsement area to a Wyoming Educator License allows an applicant to utilize previously completed coursework from an institution of higher education toward obtaining a Wyoming endorsement. Requirements for a Demonstration of Competency are as follows:
  - Demonstration of competency can only be used to add an endorsement at the grade level for which the applicant holds a valid and current license.
  - 27 semester hours of coursework from a regionally accredited institution of higher education, in the specific content area for which the applicant is seeking an added endorsement (multiply quarter hours by two thirds to convert to semester hours).
  - Nine of the 27 semester hours must have been completed within the past five years.
  - A maximum of three semester hours may be in pedagogy and must be at the grade level for which the applicant is already currently licensed.
  - Only coursework with a grade of “C” or better, including a maximum of six credits of “pass” grades equivalent to a “C” or better, will be accepted.
  - Receive a passing score on a PTSB approved Praxis II exam (or Oral Proficiency Interview exam for foreign language applicants) endorsement sought.

**Lengths of Teaching Certificates or Renewal**

Traditional <sup>6</sup>	<ul style="list-style-type: none"> <li>▪ Initial Wyoming Educator License: five years</li> <li>▪ Standard Wyoming Educator License: five years</li> </ul>
Alternative (2)	Trade and Technical Permit: five years

	<ul style="list-style-type: none"> <li>▪ Requires a valid professional license when one is required by state or by federal statutes for the occupational specialty</li> <li>▪ Requires a written “progress report” of the professional advancement plan submitted for the initial permit</li> </ul> <p>Exception Authorization License: one year; completion of all license requirements for desired license (3)</p>
<b>Professional Development or Additional Requirements</b>	
Traditional (6)	<ul style="list-style-type: none"> <li>▪ “All Wyoming educators are required to complete 5 Professional Development/Renewal Credits in order to renew a license or permit. Renewal requirements vary depending on the type of license or permit an applicant holds.”</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ Same as above</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> Wyoming Professional Teaching Standards Board. (2013). *Welcome to the applications page*. Retrieved from <http://ptsb.state.wy.us/Applications/tabid/94/Default.aspx>

<sup>2</sup> Wyoming Professional Teaching Standards Board. (2013). *Professional industry career (PIC) permit*. Retrieved from <http://ptsb.state.wy.us/ProfessionalIndustryCareerPICPermit/tabid/248/Default.aspx>

<sup>3</sup> Wyoming Professional Teachers Standards Board. (2013). *Exception authorization*. Retrieved from <http://ptsb.state.wy.us/Licensure/TypesofLicensure/ExceptionAuthorization/tabid/90/Default.aspx>

<sup>4</sup> Wyoming Professional Teaching Standards Board. (2013). *Wyoming licensure requirements—Traditional/alternative*. Retrieved from <http://ptsb.state.wy.us/Licensure/BecomingLicensed/tabid/65/Default.aspx>

<sup>5</sup> Wyoming Professional Teaching Standards Board. (2013). *Demonstration of competency*. Retrieved from <http://ptsb.state.wy.us/Licensure/AddEndorsement/AddEndorsementbyDemonstrationofCompetency2/tabid/230/Default.aspx>

<sup>6</sup> Wyoming Professional Teachers Standards Board. (2013). *Wyoming educator license application packet*. Retrieved from <http://ptsb.state.wy.us/LinkClick.aspx?fileticket=u9qcCIS7uC0%3d&tabid=94>

## Washington, D.C.

<b>CTE Teacher Certificates</b>	
Traditional <sup>1</sup>	<p>Washington, D.C. has a tiered licensure process, starting with the Regular I Teaching Credential. Only applicants applying for a Regular II Teaching Certificate can obtain an endorsement.<sup>2</sup></p> <ul style="list-style-type: none"> <li>▪ Regular II Teaching Credential with an Occupational and Experience Based Licensure (CTE Endorsement)</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ DC Teaching Fellows with an Occupational and Experience Based Licensure<sup>3</sup></li> <li>▪ Teach for America with an Occupational and Experience Based Licensure<sup>4</sup></li> </ul>
CTE-Specific Licensure	<ul style="list-style-type: none"> <li>▪ Technical and Industrial Occupation<sup>5</sup></li> </ul>
<b>Certification Routes</b>	
Traditional <sup>6</sup>	<ul style="list-style-type: none"> <li>▪ Regular II Teaching Credential (1) <ul style="list-style-type: none"> <li>• Bachelor’s degree</li> <li>• Verification of current enrollment in a state-approved teacher preparation program</li> <li>• Verification of current employment as a teacher in a Washington, D.C., LEA</li> <li>• Passing scores or equivalents for all portions of the Praxis I</li> <li>• Passing score for the Praxis II Content Knowledge exam in the subject area of the approved program (not required for English language learners and special education teachers until Regular II application submission)</li> </ul> </li> <li>▪ Transitional Teaching Credential (1) <ul style="list-style-type: none"> <li>• Bachelor’s degree</li> <li>• Verification of current enrollment in a state-approved teacher preparation program</li> <li>• Verification of current employment as a teacher in a Washington, D.C., LEA</li> <li>• Passing scores or equivalents for all portions of the Praxis I</li> <li>• Passing score for the Praxis II Content Knowledge exam in the subject area of the approved program (not required for English language learners and special education teachers until Regular II application submission)</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ DC Teaching Fellows (3) <ul style="list-style-type: none"> <li>• Obtain bachelor’s degree, with undergraduate GPA of 2.75 or higher</li> <li>• Pass the Praxis I and II examinations</li> <li>• Complete subject area coursework, if required</li> </ul> </li> <li>▪ Teach for America (4) <ul style="list-style-type: none"> <li>• Bachelor’s degree</li> <li>• Pass content-knowledge test or complete specific college coursework</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>• Complete course work toward next level of certification or licensure</li> <li>▪ Occupational and Experience Based Licensure (5)</li> <li>• Technical and Industrial Occupation License <ul style="list-style-type: none"> <li>○ High school diploma or GED certificate</li> <li>○ Completion of the National Occupational Competency Test and a minimum of two years of satisfactory experience at the journeyman level or an equivalent level in the occupation</li> <li>○ “Receipt of a license issued by the appropriate District of Columbia Board for those program areas requiring a license and a minimum of two (2) years of satisfactory experience at the journeyman-level or an equivalent level in the occupation” OR</li> <li>○ “Completion of a registered apprenticeship program and two (2) years of satisfactory experience at the journeyman-level or an equivalent level in the trade”</li> </ul> </li> </ul>
<b>Lengths of Teaching Certificates or Renewal</b>	
Traditional <sup>1</sup>	<ul style="list-style-type: none"> <li>▪ Regular II is valid for four years and is renewable. (6)</li> <li>▪ Transitional Teaching Credential is valid for one year and is nonrenewable. (6)</li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ N/A</li> </ul>
<b>Professional Development or Additional Requirements</b>	
Traditional	<ul style="list-style-type: none"> <li>▪ Regular II <ul style="list-style-type: none"> <li>• A minimum of three semester hours or 45 clock hours of the professional development</li> <li>• Three semester hours or 45 clock hours may include professional development activities relevant to PK–12 education or serving PK–12 students.</li> </ul> </li> </ul>
Alternative	<ul style="list-style-type: none"> <li>▪ “Technical and Industrial Occupation teachers must submit a valid certificate/license by the appropriate national organization or District of Columbia Industrial Board.” (7)</li> </ul>
<b>Recruitment</b>	
	<ul style="list-style-type: none"> <li>▪ Information was not located.</li> </ul>

<sup>1</sup> D.C. Mun. Regs. tit. 5, § 1601 (2009). Retrieved from <http://www.dcregs.dc.gov/Gateway/ChapterHome.aspx?ChapterNumber=5-E16>

<sup>2</sup> .C. Mun. Regs. tit. 5, § 1601.13 (2009). Retrieved from <http://www.dcregs.dc.gov/Gateway/ChapterHome.aspx?ChapterNumber=5-E16>

<sup>3</sup> DC Teaching Fellows. (2013). *DC teaching fellows application process*. Retrieved from <http://dcteachingfellows.ttrack.org/HowToApply/ApplicationProcess.aspx>

<sup>4</sup> Teach for America. (n.d.). *Teacher certification*. Retrieved from <http://www.teachforamerica.org/why-teach-for-america/training-and-support/teacher-certification>

<sup>5</sup> D.C. Mun. Regs. tit. 5, § 1627 (1993). Retrieved from <http://www.dcregs.dc.gov/Gateway/ChapterHome.aspx?ChapterNumber=5-E16>

<sup>6</sup> District of Columbia Public Schools. (2012). *Teacher licensure*. Retrieved from <http://osse.dc.gov/service/teacher-licensure>

<sup>7</sup> Office of the State Superintendent of Education. (n.d.). *Teacher and service provider license renewal*. Retrieved from <http://osse.dc.gov/service/teacher-and-service-provider-license-renewal>