TO: Members of the Maryland State Board of Education
FROM: Karen B. Salmon, Ph.D.
DATE: March 26, 2019
SUBJECT: Educator Certification: Teacher Licenses

PURPOSE:
The purpose of this item is to provide information to the State Board of Education (SBOE) members for discussion and ultimately, determination of which licenses, formerly referred to as certificate types, will be available to Maryland educators. Included in this discussion will be the license progression and the renewal requirements for each license. Once again, assuring that that the proposed licenses are aligned to the Maryland State Department of Education’s (MSDE) comprehensive plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland.

HISTORICAL BACKGROUND:
Current Code of Maryland Regulations (COMAR) define eight (8) certificates for which an individual in Maryland may qualify. These certificates include Conditional, Resident Teacher Certificate, Adjunct, Professional Eligibility, Standard Professional I, Standard Professional II, Extended Standard Professional II, and Advanced Professional. While developed to meet the varied pathways leading to certification and to distinguish those individuals who had obtained a master’s degree or its equivalent, new initiatives focused on increasing the rigor of educator preparation programs and educator certification have been identified by the SBOE, the Professional Standards and Teacher Education Board, the General Assembly, and the members of the Commission on Innovation and Education Excellence. This discussion will continue to shape future certification requirements.

EXECUTIVE SUMMARY:
This item provides the necessary information for the SBOE members to engage in a discussion and ultimately, make decisions about what will be the future licenses available to Maryland educators. The presentation provides specific decision points that will assist the MSDE staff in developing policy and/or regulations related to the certification action plan. The action plan includes items identified by the MSDE, the SBOE, the PSTEB, and recommendations of the Commission on Innovation and Excellence in Education and the Teacher Induction, Retention, and Advancement Act of 2016 workgroup.

ACTION:
For discussion and approval.

Attachment: Educator Certification: Transforming Certification: Teacher Licenses PowerPoint Presentation
## Other State Certificate/License Types

<table>
<thead>
<tr>
<th>Certificate Type</th>
<th>Maryland</th>
<th>Massachusetts</th>
<th>Delaware</th>
<th>New Jersey</th>
<th>Pennsylvania</th>
<th>Virginia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alternative Preparation</td>
<td>Resident Teacher</td>
<td></td>
<td></td>
<td></td>
<td>Intern Residency Temporary Teaching Permit 3 years</td>
<td>Teach for America License</td>
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<tr>
<td></td>
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<td></td>
<td>Emergency Permit 1 year Non-renewable</td>
<td>Provisional 3 years Non-renewable</td>
</tr>
<tr>
<td>Part-Time</td>
<td>Adjunct</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For those that are not employed</td>
<td>Professional Eligibility</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>First Professional Certificate</td>
<td>Standard Professional Certificate I</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certificate with experience</td>
<td>Standard Professional II</td>
<td>Temporary license</td>
<td>Initial License + Standard Certificate</td>
<td>Standard Professional II</td>
<td>Instructional I License 6 service years nonrenewable</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1 year Nonrenewable</td>
<td>5 years Renew 1 time</td>
<td></td>
<td></td>
<td>Post Graduate Professional License</td>
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<tr>
<td></td>
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<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Advanced Certificate</td>
<td>Advanced Professional Certificate</td>
<td>Holds Masters or Masters Equivalent Required</td>
<td>Advanced License Holds NBC Not Required + Standard Certificate</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
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<td></td>
</tr>
<tr>
<td>Notes</td>
<td>SPC I to SPC II to APC</td>
<td>Initial to Professional: 3 years teaching + 1 year induction program + 50 hours of mentored experience</td>
<td>Initial to Continuing: 4 years teaching</td>
<td></td>
<td></td>
<td>Instructional I to Instruction II: 24 post-baccalaureate credits + completion of induction program + 3 years teaching</td>
</tr>
</tbody>
</table>

*Notes:*
- SPC I to SPC II to APC: Required in 10 years
- SPC I to SPC II: 3 years teaching + 6 semester hours
- SPC II to Advanced: Master’s Degree or Equivalent
- Initial to Professional: 3 years teaching + 1 year induction program + 50 hours of mentored experience
- Initial to Continuing: 4 years teaching
- Advanced License: Holds NBC Not Required + Standard Certificate
- Eligibility with Advanced Standing: Lifetime
- Conditional: 2 years Renew 1 time
Educator Certification: Transforming Certification
Teacher Licenses

STATE BOARD MEETING
March 26, 2019
# Maryland Certificates – Current

<table>
<thead>
<tr>
<th>Current Certificates</th>
<th>Professional</th>
<th>Validity</th>
<th>Renewable</th>
<th>Renewal Requirements</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resident Teacher</td>
<td>No</td>
<td>2 years</td>
<td>No</td>
<td></td>
<td>Issued to individuals in an alternative preparation program</td>
</tr>
<tr>
<td>Conditional</td>
<td>No</td>
<td>2 years</td>
<td>1 time</td>
<td>Pass Basic Skills test and 12 credits towards professional certificate</td>
<td></td>
</tr>
<tr>
<td>Adjunct</td>
<td>No</td>
<td>1 year</td>
<td>Yes, requested by Local School System (LSS)</td>
<td>Must meet eligibility requirements each year</td>
<td>Part-time</td>
</tr>
<tr>
<td>Professional Eligibility</td>
<td>Yes</td>
<td>5 years</td>
<td>Yes</td>
<td>6 semester hours of acceptable credit</td>
<td>Issued to those who are not employed. Needed because years of effective teaching is required to progress and progression is currently required</td>
</tr>
<tr>
<td>Standard Professional Certificate I (SPC I)</td>
<td>Yes</td>
<td>5 years</td>
<td>Yes, with conditions*</td>
<td>Must accelerate to SPC II**</td>
<td>Issued to those employed. *May be renewed only if service was interrupted preventing the individual from earning the experience required to move to SPC II. ** 6 Semester hours and 3 years of effective performance</td>
</tr>
<tr>
<td>Standard Professional II (SPC II)</td>
<td>Yes</td>
<td>5 years</td>
<td>No</td>
<td>Must accelerate to APC</td>
<td>6 Semester Hours of acceptable credit; Master’s degree, master’s equivalent, or National Board with 12 graduate credits; and 3 years experience required to accelerate to APC</td>
</tr>
<tr>
<td>Extended Standard Professional II</td>
<td>Yes</td>
<td>3 years</td>
<td>No</td>
<td></td>
<td>Issued to those who held a 3 year SPC I (discontinued). No longer issued</td>
</tr>
<tr>
<td>Advanced Professional Certificate (APC)</td>
<td>Yes</td>
<td>5 years</td>
<td>Yes</td>
<td>6 semester hours of acceptable credit or the equivalent</td>
<td>6 Semester Hours of acceptable credit; Master’s degree, master’s equivalent, or National Board with 12 graduate credits; and 3 years experience required to earn APC</td>
</tr>
</tbody>
</table>
## Comparable State Certificates/Licenses

(Attachment I)

<table>
<thead>
<tr>
<th></th>
<th>Maryland</th>
<th>Massachusetts</th>
<th>Delaware</th>
<th>New Jersey</th>
<th>Pennsylvania</th>
<th>Virginia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resident Teacher</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Conditional</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Adjunct</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Professional Eligibility</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Standard Professional Certificate I</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Standard Professional II</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Extended Standard Professional II</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Advanced Professional Certificate (Required)</td>
<td>No</td>
<td>Yes (Not Required)</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Only five (5) states require educators to obtain a Masters Degree for certification:
- Kentucky, Maryland, Mississippi, New Mexico, and Washington
License vs. Certificate

Licensure typically refers to the legal authority to practice a profession with a designated scope of practice

- Licensure is required to practice or identify oneself a licensed professional
- Licensure structures define, by statute or regulation, the tasks and function or the scope of practice of a profession, and require an individual to hold a license to perform those functions
- Licensure laws and regulations are often designed to protect the public

Certification is often a voluntary process, although certification can be mandatory or required to practice in certain states

- Certification is often provided by a private organization
- Certification is often based on standards established by the profession itself or sometimes through a national organization

<table>
<thead>
<tr>
<th>Maryland</th>
<th>Massachusetts</th>
<th>Delaware</th>
<th>New Jersey</th>
<th>Pennsylvania</th>
<th>Virginia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate</td>
<td>License</td>
<td>License/Certificate</td>
<td>Certificate</td>
<td>License</td>
<td>License</td>
</tr>
</tbody>
</table>
Benefits of Recommendations

• Decreases the complexity of the regulations

• Requires educators to complete a Maryland approved induction program to earn the Professional License

• Differentiates educators who have training and experience from those who are new to the profession or have been hired on a conditional basis

• Aligns renewal requirements to an educator’s license area(s) and requires individuals to receive ongoing professional development in topics identified as essential by MSDE

• Recognizes the uniqueness of Maryland's education community by delineating a license for those who were prepared out of state
Commission Career Lattice

Exhibit 4.6: Maryland Career Ladder for Educators

- Professor Master Teacher Level 4A-3
- Master Teacher Level 4A-2
- Lead Teacher Level 4A-1
- Master Principal Level 4B-2
- Licensed Principal Level 4B-1

Teacher Leadership Track (Assume 12% of educators)
Administrator Track (Assume 5% of educators)

Level 3:
- APC (Assume 10% of educators)
- NBC (Assume 21% of educators)

Level 2:
- Pursuing Master Degree or 30 Credits*
  (Year 4-10, assume 10% of educators)
- Pursuing National Board Certification
  (Year 4-10, assume 25% of educators)

Level 1:
- State Licensed Teacher
  (Year 1-3, assume 17% of educators)

* 30 Credits in an approved program of study
** Educators in Level 3 include Assistant Principals
Dotted lines are transition plan for existing teachers and administrators
Teachers pursuing NBC may also be pursuing a Master’s Degree.
# Recommended Maryland Licenses

<table>
<thead>
<tr>
<th>License</th>
<th>Validity</th>
<th>Renewal</th>
<th>Notes</th>
</tr>
</thead>
</table>
| **Conditional**  | 5 years  | No      | • Issued to an individual, at the request of the LSS, nonpublic school, or State operated school, when the aforementioned entity is unable to fill a position with a qualified person.  
• 5 years is recommended to allow an individual to complete a Maryland approved educator preparation program or performance review program.  
• Must be enrolled in an approved program or pursuing the performance review option. |
| **Temporary Professional** | 2 years  | No      | • Issued to an out-of-state applicant who has completed an out-of-state program and/or has an out-of-state certificate while they complete Maryland tests.  
• Differentiates those who were prepared and/or licensed out of state with individuals who have no preparation or out-of-state licensure. |
| **Initial Professional** | 5 years  | Yes     | • Issued to an individual who has met one of the approved pathways to initial licensure but does not have experience and has not completed a MD induction program.  
• Advancement to Professional License:  
  • 3 Years of teaching  
  • Completion of MD induction program  
• May renew indefinitely |
| **Professional**  | 5 years  | Yes     | • Requires 3 years of teaching and completion of a Maryland induction program  
• May renew indefinitely |
| **Adjunct**       | 1 year   | Yes     | Maintain current language  
Effective February 25, 2019 |
Renewal Requirements - Current

Conditional
- 12 semester hours of coursework towards the professional certificate
- Qualifying score on a basic skills assessment

Professional Eligibility
- 6 semester hours of acceptable credit (earned within the past 5 years, related to a school assignment, earned or taught at a regionally accredited college/university or approved Continuing Professional Development (CPD) credits

Standard Professional I
- Must accelerate to SPC II
  - 6 Semester hours
  - 3 years of effective performance

Standard Professional II
- Must accelerate to APC
  - 6 Semester Hours of acceptable credit
  - Master’s degree, master’s equivalent, or National Board with 12 graduate credits
  - 3 years of effective performance

Advanced Professional
- 6 semester hours of acceptable credit (or equivalent if employed)

Note: If an individual did not complete required reading coursework at the time of initial certification, they must submit these courses at renewal or submit a qualifying score on an approved reading test.
MSDE Recommendations

- 90 Professional Development Points (PDPs) every five years
  - One contact hour = 1 PDP
- **Must include evidence of all of the following:**
  - Content related to an endorsement area on a certificate
  - Pedagogy
  - ESOL
  - Students with Disabilities
  - Culturally Responsive Teaching
- **Earned in the following ways:**
  - College Credit
  - Maryland approved CPD’s
  - Continuing Education Units (CEUs) from an accredited International Association for Continuing Education and Training provider or approved by another Maryland state agency for purposes of licensure
  - Professional Conference
  - Curriculum Development
  - Mentoring/Coaching
  - Publication of an Article/Book
  - Micro-credentials
  - Maryland approved Professional Development
Questions