

# Educator Licensure Overview

Educator Certification and Program  
Approval

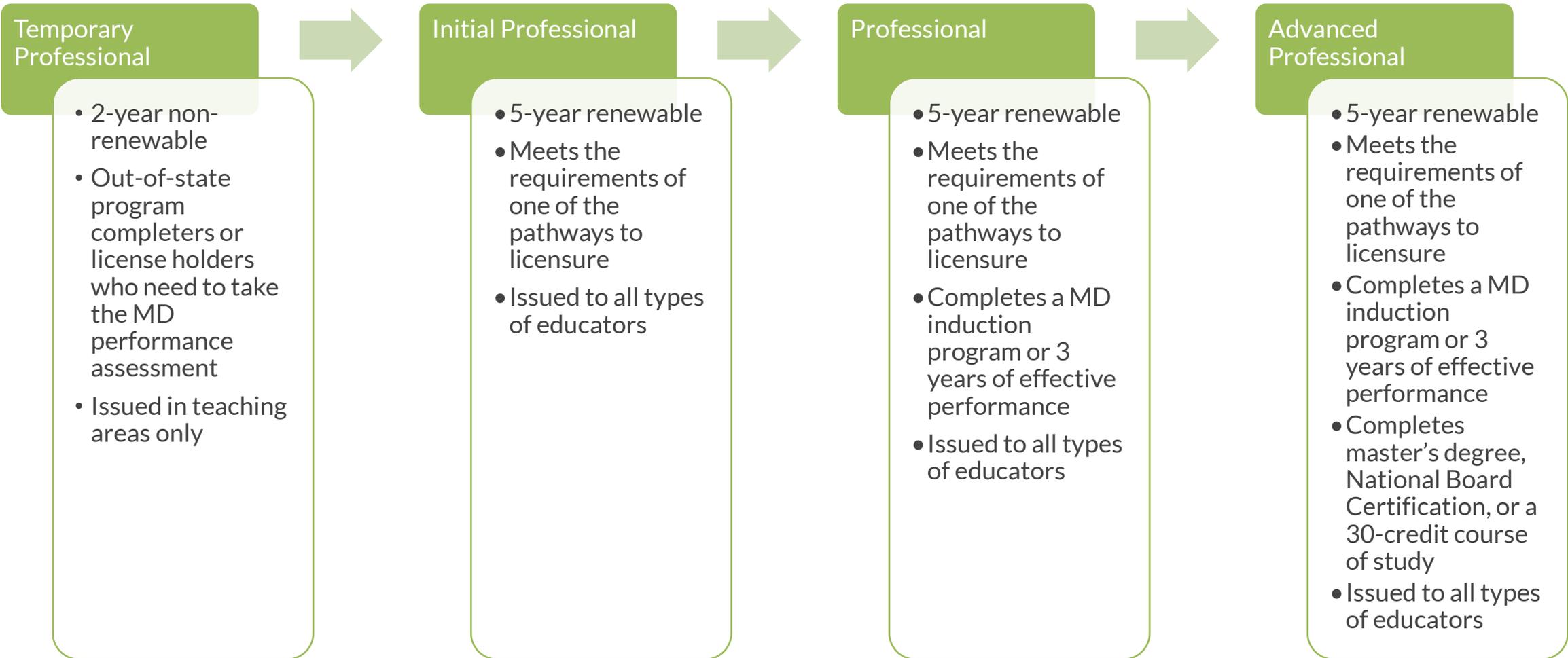


## Outline

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# Types of Licenses

## Professional Licenses



# Types of Licenses

## Montessori Professional

- Established by House Bill 467 (2022)
- May only be used to teach in a public or private school that uses Montessori instruction as the primary means of instruction
- May be issued to someone who holds a bachelor's degree and a valid credential from The American Montessori Society, The Association Montessori International, or a program accredited by the Montessori Accreditation Council for Teacher Education
- The law allows the State Board of Education to establish assessment requirements
- MSDE currently requires the Teaching Reading: Elementary Praxis assessment

Source: Md. Code, Education §6-127

# Types of Licenses

## Non-Professional Licenses

### Adjunct

- 1-year renewable
- LEA-specific
- Part-time position
- 5 years of satisfactory occupation experience in the field to be taught
- Issued only in teaching areas
- Designed for industry professionals not interested in teaching full-time

### Conditional

- 5-year or 3-year (special education only) non-renewable
- Bachelor's degree required (except for professional and technical education teachers)
- Issued only in teaching areas

### Resident Teacher

- 3-year non-renewable
- Established in MD law for candidates enrolled in an approved alternative preparation program during the residency phase
- Bachelor's degree required
- Issued only in teaching areas

# Teacher Licensure Pathways

## In-State

1. Maryland Approved Traditional Program
2. Maryland Approved Alternative Program
3. Experienced Nonpublic School Teacher
4. In-District Training (LEAs only)
5. Occupational Experience (PTE only)

## Out-of-State

1. Approved Out-of-State Teacher Preparation Program
2. Out-of-State Professional License
3. National Board Certification
4. Occupational Experience (PTE only)

## Maryland Approved Educator Preparation Program

- Completion of a [traditional](#) or [alternative](#) program approved by the Maryland State Department of Education Office of Program Approval
- May lead to a degree or post baccalaureate certificate
- Passing score on an [approved basic skills assessment](#) battery or minimum GPA of 3.0 on the most recently earned degree
- Passing score on a [content licensure test](#)
- Passing score on a [reading instruction licensure test](#)
- Beginning on July 1, 2025, candidates must pass the [edTPA or PPAT](#)

## In-District Training Program

- Districts may apply for approval from MSDE to implement an in-district training program leading to teacher licensure for conditionally licensed teachers
- Conditionally licensed teachers who participate must:
  - Demonstrate content knowledge
  - Complete an intensive Maryland induction program that includes on-site supervision and coaching, ongoing instructional mentoring, and achieve an effective rating on a summative evaluation at the end of the induction period
  - Complete an MSDE-approved sequence of pedagogical coursework
  - Pass a reading instruction licensure test (early childhood, elementary, special education, ESOL only)
- Attestation from the district training program supervisor, or designee, school principal, and coursework provider, that the candidate is prepared for licensure, is required at the end of the training program
- MSDE anticipates the approval of in-district training programs beginning in the 2024-2025 school year

## Experienced Nonpublic School Teacher

- Bachelor's degree or higher in the field of the license sought
- Verification of 5 years of effective teaching experience in the field and at the grade level of the license sought at a Maryland [nonpublic school approved under Code of Maryland Regulations 13A.09.09 Educational Programs in Nonpublic Schools](#)
- Passing score on an [approved reading instruction test](#) (only for candidates seeking licensure in the areas of elementary education, early childhood education, special education, and ESOL)
- Beginning on July 1, 2025:
  - Passing score on the [edTPA or PPAT](#); or
  - An effective rating on a year-end evaluation if employed in a Maryland LEA, nonpublic special education program, or State-operated school

## Out-of-State Teacher Preparation Program

- Bachelor's degree or higher
- Completion of a teacher preparation program, to include a clinical internship, approved to lead to licensure in another state or country
- Passing score on an [approved reading instruction test](#) (only for candidates seeking licensure in the areas of elementary education, early childhood education, special education, and ESOL)
- Beginning on July 1, 2025:
  - Passing score on the [edTPA or PPAT](#); or
  - An effective rating on a year-end evaluation if employed in a Maryland LEA, nonpublic special education program, or State-operated school

## Out-of-State License

- Bachelor's degree or higher
- Valid, professional license or certificate from another state or foreign country in the license area being sought
- Passing score on an [approved reading instruction test](#) (only for candidates seeking licensure in the areas of elementary education, early childhood education, special education, and ESOL)
- Beginning on July 1, 2025:
  - Passing score on the [edTPA or PPAT](#); or
  - An effective rating on a year-end evaluation if employed in a Maryland LEA, nonpublic special education program, or State-operated school

## National Board Certification

- Bachelor's degree or higher (unless Nationally Board Certified in Career and Technical Education)
- National Board Certificate issued from the National Board for Professional Teaching Standards, for which a comparable Maryland license exists

## Occupational Experience

- Applicable only for areas of Professional and Technical Education (PTE)
- Verification of 3 years of satisfactory occupational experience in the area of licensure, which may be in the form of post-secondary teaching experience (e.g., experience teaching in a trade school or college program) or occupational employment
  - An industry-recognized credential may be substituted for one year of occupational experience
  - An associate's or bachelor's degree may be substituted for one year of occupational experience
- Completion of 12 credits of professional education coursework from an IHE or through Department-approved continuing professional development credits to include the following topics:
  - Planning, delivering, and assessing instruction
  - Classroom management
  - Differentiating Instruction to accommodate students with special needs
  - Teaching literacy in the content area

## What about Transcript Analysis?

- The “transcript analysis” or “credit count” pathway to licensure will be eliminated on April 1, 2024
- Individuals who have a certification evaluation issued by MSDE or a local education agency between January 1, 2020, and March 31, 2024, will have three additional years to complete the requirements on their evaluation (through March 31, 2027)
- Any individual with a certification evaluation that is extended through March 31, 2027, who fails to complete the requirements of that evaluation by the expiration date of March 31, 2027, must complete another pathway to licensure

# Specialist and Administrators

- Significant modifications made in the new regulations:
  - Each specialist and administrator area now has an **experienced professional and out of state program completer pathway to initial licensure** (in addition to existing pathways)
  - **Reading Specialist** requirements were **significantly altered**
  - The Resident Principal and Resident Assistant Principal areas were **eliminated**
  - All specialist and administrator areas must have **three semester hours of special education coursework/Maryland CPDs to earn initial licensure**
  - Specialists and administrator areas are **not eligible for a conditional license**
- Each specialist and administrator area of licensure will be systematically reviewed separately by a group of content experts to **identify further amendment recommendations**

# Renewal Requirements

## Individualized Professional Development Plan

- An Individualized Professional Development Plan (IPDP) is developed at the issuance of every professional license
- MSDE will provide the IPDP form, which may be customized by LEAs/nonpublic schools
- Approved by a supervisor, or designee, if the license holder is employed with a Maryland LEA, nonpublic special education program, or State-operated school
- Requires the license holder to complete professional development in specific areas:
  - Content or pedagogy related to an area on the educator's license
  - English as a Second Language, Sheltered English, or Bilingual Education
  - Strategies for teaching students with disabilities, or differentiated instruction for students with diverse learning needs
  - Culturally responsive teaching or diverse student identities in education
- National Board Certification may be achieved in lieu of completing professional development points

# Renewal Requirements

## Professional Development Points

- 90 Professional Development Points (i.e., 90 clock hours) required to renew a professional license (every five years)
- Flexible earning options:
  - College credit, earned or taught, at an accredited institution of higher education
  - Continuing professional development (CPD) credits, earned or taught, approved by the Department
  - 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
  - Publication of a book or article
  - Mentorship
  - Micro-credentials
  - Professional development activity approved by the Department, Maryland Local School System, State Agency, Maryland-approved nonpublic school, or another state department of education
  - Occupational experience (Professional and Technical Education/Specialized Areas for Fine Arts only)

# Science of Reading

## Demonstration of proficiency in providing reading instruction aligned to the science of reading

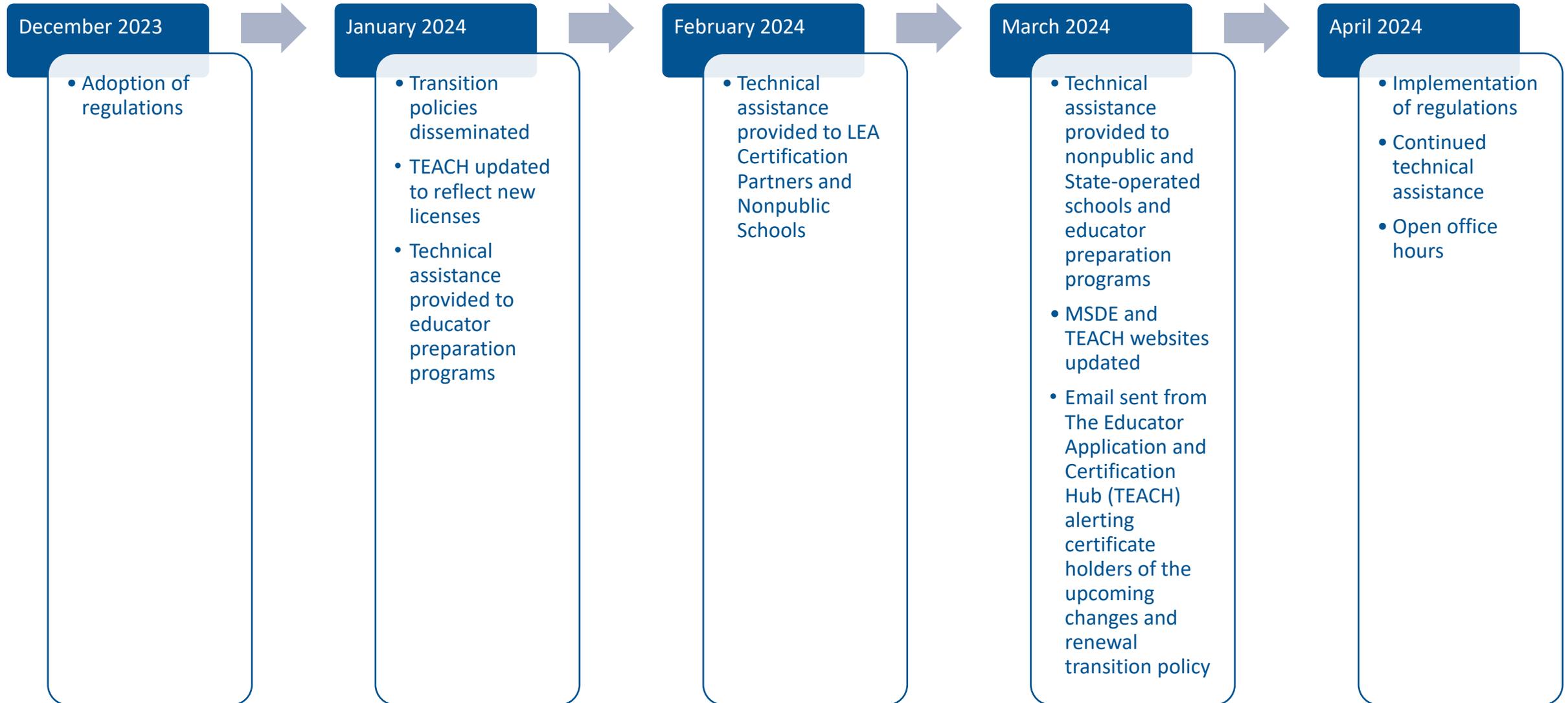
- Beginning in July 2025, license holders who are employed in a Maryland LEA, nonpublic special education program, or State-operated school in a position that requires a license in early childhood, elementary, special education, or ESOL will be required to submit one of the following at renewal:
  - Passing score on a reading instruction test approved by the State Board of Education
  - Coursework or professional learning approved by MSDE
  - Attestation of proficiency through observation completed by an MSDE-recognized assessor
  - Training provided by the MSDE in the science of reading
- License holders who demonstrated proficiency at initial licensure have already met this requirement
- Demonstration of proficiency will be noted on the educator's license

# Science of Reading

## Emphasizing research-based instructional strategies aligned to the science of reading

- Applicants seeking **initial licensure** in early childhood education, elementary education, special education or English to Speakers of Other Languages (ESOL) are required to demonstrate proficiency providing reading instruction aligned to the science of reading
- Beginning July 2025, ALL teacher candidates who graduate from a Maryland approved teacher preparation program will need to pass an assessment that measures proficiency in literacy instruction (i.e., teaching literacy in the content area)
- License holders seeking **renewal** who are **employed in a position requiring licensure** in early childhood education, elementary education, special education or ESOL must demonstrate proficiency in providing reading instruction aligned to the science of reading
- **Reading Specialists** and **Reading Teachers** must demonstrate proficiency providing reading instruction aligned to the science of reading when applying for **initial licensure**

# Implementation Timeline



## Transition Policies

- **Conditional Licenses:** Conditional certificates may not be renewed after April 1, 2024, but nonpublic schools may request a Conditional License for an employee who has not yet met the requirements for professional licensure.
- **Certification Evaluations:** Evals issued by MSDE or an LEA between January 1, 2020, and March 31, 2024, will be considered “reissued” on April 1, 2024, and remain valid for 3 years through March 31, 2027
- **Renewal:** Professional certificate holders have one full validity period before having to meet the new renewal requirements (but may choose to)
- **Grace period at renewal:** Nonpublic educators may have a 90-day grace period to submit renewal documentation during the 24-25 SY. Renewal requirements must be completed by the expiration date on the certificate
- **Reinstatement of an Expired Certificate:** May reinstate an expired historic certificate by meeting the old OR new requirements through June 30, 2025

# Certificate to License

| Historic Certificate                          | Comparable License                  |
|---|-------------------------------------|
| Professional Eligibility Certificate (PEC)    | Initial Professional License (IPL)  |
| Standard Professional Certificate I (SPC I)   | Initial Professional License (IPL)  |
| Standard Professional Certificate II (SPC II) | Professional License (PL)           |
| Advanced Professional Certificate (APC)       | Advanced Professional License (APL) |

## Where can I find help?

- Teachers employed with a conditional license in a Maryland local education agency, Maryland-operated school, or nonpublic special education school should contact their employer's licensure office/point of contact for assistance
- The MSDE licensure office is available to answer questions by email at [certinfo.msde@maryland.gov](mailto:certinfo.msde@maryland.gov) Monday through Friday between 8:00 a.m. and 4:30 p.m.