

Initial Pathways to Licensure

Educator Certification and Program
Approval

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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 (Professional Technical Education 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 (Professional Technical Education 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 teacher 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

- Each specialist administrator, and supervisor area has its own regulation that establishes the pathways to initial licensure
- 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

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 Monday through Friday between 8:00 a.m. and 4:30 p.m.