

**Karen B. Salmon, Ph.D.**  
State Superintendent of Schools

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

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**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:**

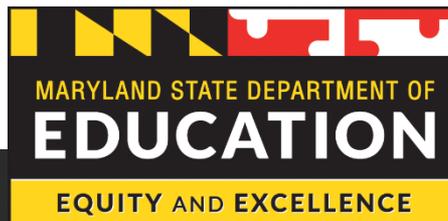
For discussion and approval.

Attachment: Educator Certification: Transforming Certification: Teacher Licenses PowerPoint Presentation

## Other State Certificate/License Types

Certificate Type	Maryland	Massachusetts	Delaware	New Jersey	Pennsylvania	Virginia
Alternative Preparation	Resident Teacher				Intern Residency Temporary Teaching Permit 3 years	Teach for America License
	Conditional 2 years Renew 1 time	Provisional License 5 years Non-renewable	Initial License + Emergency Certificate	Provisional 2 years	Emergency Permit 1 year Non-renewable	Provisional 3 years Non-renewable
Part-Time	Adjunct					
For those that are not employed	Professional Eligibility		Initial License + Certificate of Eligibility	Eligibility Lifetime  Eligibility with Advanced Standing Lifetime		
First Professional Certificate	Standard Professional Certificate I	Temporary license 1 year Nonrenewable Initial License 5 years Renew 1 time	Initial License + Standard Certificate	Standard Lifetime Non-citizen Standard Life time	Instructional I License 6 service years nonrenewable	Collegiate Professional License  Post Graduate Professional License
Certificate with experience	Standard Professional II	Professional License 5 years Yes	Continuing License + Standard Certificate		Instructional II Lifetime Masters not required	
	Extended Standard Professional II					
Advanced Certificate	Advanced Professional Certificate Holds Masters or Masters Equivalent Required		Advanced License Holds NBC Not Required + Standard Certificate			
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		Instructional I to Instruction II: 24 post-baccalaureate credits + completion of induction program + 3 years teaching	

# **Educator Certification: Transforming Certification Teacher Licenses**



STATE BOARD MEETING

March 26, 2019

# Maryland Certificates – Current

Current Certificates	Professional	Validity	Renewable	Renewal Requirements	Comment
Resident Teacher	No	2 years	No	-----	Issued to individuals in an alternative preparation program
Conditional	No	2 years	1 time	Pass Basic Skills test and 12 credits towards professional certificate	
Adjunct	No	1 year	Yes, requested by Local School System (LSS)	Must meet eligibility requirements each year	Part-time
Professional Eligibility	Yes	5 years	Yes	6 semester hours of acceptable credit	Issued to those who are not employed Needed because years of effective teaching is required to progress and progression is currently required
Standard Professional Certificate I (SPC I)	Yes	5 years	Yes, with conditions*	Must accelerate to SPC II**	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
Standard Professional II (SPC II)	Yes	5 years	No	Must accelerate to APC	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
Extended Standard Professional II	Yes	3 years	No	-----	Issued to those who held a 3 year SPC 1 (discontinued) No longer issued
Advanced Professional Certificate (APC)	Yes	5 years	Yes	6 semester hours of acceptable credit or the equivalent	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

# Comparable State Certificates/Licenses

## (Attachment I)

Maryland	Massachusetts	Delaware	New Jersey	Pennsylvania	Virginia
Resident Teacher	No	No	No	Yes	Yes
Conditional	Yes	Yes	Yes	Yes	Yes
Adjunct	No	No	No	No	No
Professional Eligibility	No	Yes	Yes	No	No
Standard Professional Certificate I	Yes	Yes	Yes	Yes	Yes
Standard Professional II	Yes	Yes	No	Yes	No
Extended Standard Professional II	No	No	No	No	No
Advanced Professional Certificate (Required)	No	Yes (Not Required)	No	No	No

**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

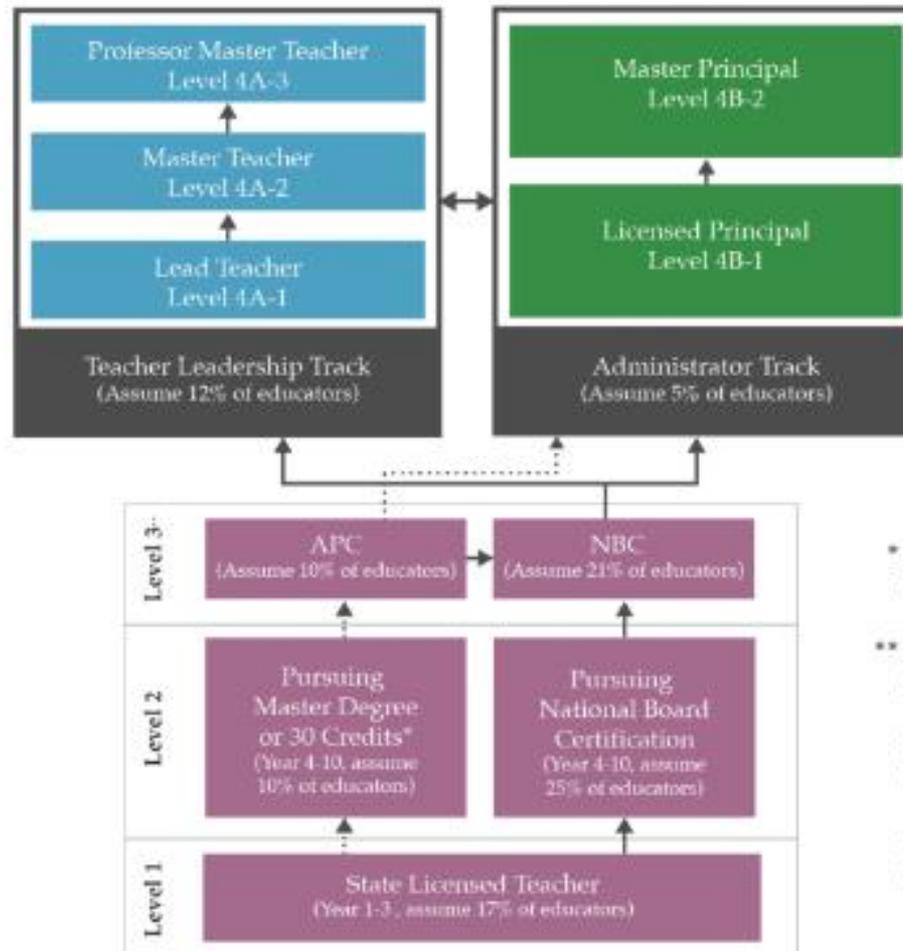
Maryland	Massachusetts	Delaware	New Jersey	Pennsylvania	Virginia
Certificate	License	License/Certificate	Certificate	License	License

# 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



\* 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

License	Validity	Renewal	Notes
<b>Conditional</b>	5 years	No	<ul style="list-style-type: none"> <li>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.</li> <li>5 years is recommended to allow an individual to complete a Maryland approved educator preparation program or performance review program.</li> <li>Must be enrolled in an approved program or pursuing the performance review option.</li> </ul>
<b>Temporary Professional</b>	2 years	No	<ul style="list-style-type: none"> <li>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.</li> <li>Differentiates those who were prepared and/or licensed out of state with individuals who have no preparation or out-of-state licensure.</li> </ul>
<b>Initial Professional</b>	5 years	Yes	<ul style="list-style-type: none"> <li>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.</li> <li>Advancement to Professional License:               <ul style="list-style-type: none"> <li>3 Years of teaching</li> <li>Completion of MD induction program</li> </ul> </li> <li>May renew indefinitely</li> </ul>
<b>Professional</b>	5 years	Yes	<ul style="list-style-type: none"> <li>Requires 3 years of teaching and completion of a Maryland induction program</li> <li>May renew indefinitely</li> </ul>
<b>Adjunct</b>	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.

# Recommended Renewal Requirements

## 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