



## FLEXIBLE PATHWAYS TO EDUCATOR LICENSURE

Maryland has historically imported approximately 50% of its teacher workforce. The newly established regulations, COMAR 13A.07.06, offer flexible pathways to initial teacher licensure for candidates who were prepared in Maryland, as well as maintained pathways for candidates prepared in another state or country. The pathways to initial licensure are as follows:

### **Maryland Educator Preparation Program approved under COMAR 13A.07.06 (traditional or alternative)**

- Bachelor's degree or higher
- Passing scores as established by the State Superintendent of Schools on a content licensure test approved by the State Board of Education
- Passing scores as established by the State Superintendent of Schools on a reading instruction licensure test approved by the State Board of Education, or attestation of proficiency through observation completed by a Department-recognized assessor using a Department-provided observation tool
- Beginning on July 1, 2025, passing scores as established by the State Superintendent of Schools on a portfolio-based performance assessment approved by the State Board of Education.

### **In-District Training Program**

- Employment with a Maryland LEA, nonpublic school approved under COMAR 13A.09.10, or State-operated school
- Possession of a conditional license in the subject area and at the grade level of the license sought
- Demonstration of content knowledge
- Bachelor's degree or higher in a field related to the license area being sought; or Bachelor's degree or higher in any field and a minimum of 24 semester hours of content course work related to the license sought; or Passing scores on an approved content assessment
- Completion of a Maryland induction program that includes on-site supervision and coaching, ongoing instructional mentoring, and an effective rating on a summative evaluation at the end of the induction period

- Completion of a Department-approved sequence of pedagogical coursework
- A passing score on an approved reading instruction test or attestation of proficiency through observation completed by an MSDE-recognized assessor (only for candidates seeking licensure in the areas of elementary education, early childhood education, special education, and English to Speakers of Other Languages)
- Attestation from the district training program supervisor, designee, school principal, and course work provider, that the candidate is prepared for licensure

### **Experienced Non-Public School Teacher**

- Bachelor's degree or higher related to 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 COMAR 13A.09.09
- Beginning on July 1, 2025, a passing score as established by the State Superintendent of Schools on a portfolio-based performance assessment approved by the State Board of Education, or an effective rating on a year-end evaluation if employed in a Maryland LEA, nonpublic special education program, or State-operated school
- A passing score on an approved reading instruction test or attestation of proficiency through observation completed by an MSDE-recognized assessor (only for candidates seeking licensure in the areas of elementary education, early childhood education, special education, and English to Speakers of Other Languages)

### Out-of-State Teacher Preparation Program

- Bachelor's degree or higher, or a U.S. equivalent of a foreign degree
- Complete a teacher preparation program, including a clinical internship, approved to lead to licensure in another state or a foreign country, in the license area being sought
- Beginning on July 1, 2025, a passing score as established by the State Superintendent of Schools on a portfolio-based performance assessment approved by the State Board of Education, or an effective rating on a year-end evaluation if employed in a Maryland LEA, nonpublic special education program, or State-operated school
- A passing score on an approved reading instruction test or attestation of proficiency through observation completed by an MSDE-recognized assessor (only for candidates seeking licensure in the areas of elementary education, early childhood education, special education, and English to Speakers of Other Languages)

### Out-of-State License

- Bachelor's degree or higher, or a U.S. equivalent of a foreign degree
- Valid, professional license or certificate from another state or foreign country in the license area being sought
- Beginning on July 1, 2025, a passing score as established by the State Superintendent of Schools on a portfolio-based performance assessment approved by the State Board of Education, or an effective rating on a year-end evaluation if employed in a Maryland LEA, nonpublic special education program, or State-operated school



Check out MSEA's Resource Library for FAQs on educator licensure and more.

- A passing score on an approved reading instruction test or attestation of proficiency through observation completed by an MSDE-recognized assessor (only for candidates seeking licensure in the areas of elementary education, early childhood education, special education, and English to Speakers of Other Languages)

### National Board Certification

- Bachelor's degree or higher (unless 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 (Professional and Technical Education/Specialized Areas for Fine Arts only)

- Verification of 3 years of occupational experience in the area to be taught that may include satisfactory post-secondary teaching experience in the area to be taught; and/or satisfactory occupational employment
- The applicant may substitute a Department-accepted, current industry-recognized credential for 1 year of the occupational experience requirement
- The applicant may substitute a bachelor's or associate's degree in the area to be taught for 1 year of the occupational experience requirement
- 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

MSEA's Center for Education Policy and Practice supports members and affiliates in understanding teacher licensure. Email [cepp@mseanea.org](mailto:cepp@mseanea.org) for more information.

For personal certification status, contact your local human resources office. For more information visit [MarylandPublicSchools.org](http://MarylandPublicSchools.org).