

Educator Licensure and Preparation Program Approval Regulations

603 CMR 7.00

This document shows the proposed amendments to 603 CMR 7.00 by ~~striketrough~~ (language deleted) and underline (new language).

The proposed amendments would make permanent alternative testing options, create flexibility for earning an Initial License by allowing candidates to meet a requirement through either the Sheltered English Immersion (SEI) endorsement or the Bilingual Education endorsement, change the name and levels of the Health/Family & Consumer Sciences license to align to the updated Comprehensive Health and Physical Education Curriculum Frameworks, create a new Media Arts endorsement, clarify the latest validity date for extensions of Emergency licenses, expand the coursework acceptable for candidates to advance to a Professional license, and streamline and update other references in the regulations.

The full regulations can be found at: <https://www.doe.mass.edu/lawsregs/603cmr7.html>

Presented to the Board of Elementary and Secondary Education for initial action: February 25, 2025

Period of public comment: through April 4, 2025

Final action by the Board of Elementary and Secondary Education anticipated: May 20, 2025

7.02: Definitions

As used in 603 CMR 7.00, the following terms shall have the following meanings:

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Alternative Assessment: An alternative assessment to the communication and literacy skills, and subject matter knowledge MTEL that has been approved by the Commissioner based on Department issued Guidelines. An approved alternative assessment can be used by an educator licensure candidate to meet licensure requirements.

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Performance Assessment Program: A Department-sponsored Performance Assessment Program for the Professional license that includes a series of seminars and a performance assessment.

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Temporary Substitute Teacher: An educator who is employed, on a temporary basis, for less than 90 consecutive school days in the same role, to take the place of a regularly employed educator who is absent. Any educator who is employed on a temporary basis for more than 90 consecutive school days in the same role must either be licensed for the role or working under a hardship waiver. In addition, as a result of the outbreak of the 2019 novel coronavirus, also known as COVID-19, during the 2020-2021, 2021-2022, and 2022-2023 school years, an educator who holds a bachelor's degree may be employed as a temporary substitute teacher for up to a full school year in the same role, except in a role requiring any of the following licenses: Teacher of Moderate Disabilities, Teacher of Severe Disabilities, Teacher of Deaf and Hard of Hearing (ASL/TC), Teacher of Deaf and Hard of Hearing (Oral/Aural), Teacher of Visually Impaired, Teacher of Speech, Language and Hearing Disorders, or English as a Second Language, to take the place of a regularly employed educator who is absent. Service of an employee as a temporary substitute teacher shall not be counted as service in acquiring professional teacher status or other rights under section 41 of chapter 71 of the General Laws; provided, however, that if the employee holds a license in another field or level during the time employed as a temporary substitute and obtains an emergency, temporary, initial, provisional or professional license in the appropriate field and level by June 30, 2023 and continues to serve as a teacher with the same employer under a license for two additional consecutive years, the full year of service as a temporary substitute shall be counted as service toward professional teacher status.

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7.04: Types of Educator Licenses, Requirements for Licensure, Licenses Issued, and Requirements for Field-Based Experience

(1) Types of Licenses.

- (a) Provisional
- (b) Initial
- (c) Professional
- (d) Temporary
- (e) Military Spouse

(2) Requirements for Teacher Licensure.

(a) **Provisional.** This is available only for licenses under 603 CMR 7.04 (3) (a)

1. Possession of a bachelor's degree.
2. Passing score on the Communication and Literacy Skills test.
3. Passing score on the subject matter knowledge test(s) appropriate to the license sought, based on the subject matter knowledge requirements set forth in 603 CMR 7.06, where available.
4. Competency Review for candidates seeking the following licenses:
 - a. Teacher of students with moderate disabilities, teacher of students with severe disabilities, teacher of the deaf and hard-of-hearing, and teacher of the visually impaired.
 - b. Fields for which there is no subject matter knowledge test available.
5. Additional requirements for the early childhood, elementary, teacher of students with moderate disabilities, teacher of the deaf and hard of hearing (Oral/Aural) and teacher of the visually impaired licenses:
 - a. Seminars or courses on, or demonstrated knowledge of, ways to prepare and maintain students with disabilities for general classrooms; for example, use of strategies for learning and of behavioral management principles.
 - b. Passing score on the Foundations of Reading test.
6. Additional requirements for the teacher of students with severe disabilities, and teacher of the deaf and hard of hearing (American Sign Language/Total Communication) licenses: Seminars or courses on, or demonstrated knowledge of, ways to prepare and maintain students with disabilities for general classrooms; for example, use of strategies for learning and of behavioral management principles.
7. Evidence of sound moral character.

(b) Initial

1. Possession of a bachelor's degree.
2. Passing score on the Communication and Literacy Skills test.
3. Passing score on the subject matter knowledge test(s) appropriate to the license sought, based on the subject matter knowledge requirements set forth in the Subject Matter Knowledge Guidelines. Where no test has been established, completion of an approved program will satisfy this requirement.
4. Completion of an approved route for the Initial license sought as set forth in 603 CMR 7.05.
5. For core academic teachers, possession of an SEI Teacher Endorsement or a Bilingual Education Endorsement.
6. Evidence of sound moral character.

(c) Professional

1. Possession of an Initial license in the same field as the Professional license sought.
2. Completion of a one-year induction program with a mentor and at least 50 hours of a mentored experience beyond the induction year.
3. At least three full years of employment under the Initial license.
4. Completion of one of the following:
 - a. An approved licensure program for the Professional license sought as set forth in the Guidelines for Program Approval.
 - b. A program leading to eligibility for master teacher status, such as those sponsored by the National Board for Professional Teaching Standards and others accepted by the Commissioner.
 - c. For those who have completed any master's or higher degree or other advanced graduate program in an accredited college or university, at least 12 credits of graduate level courses each of which includes subject matter knowledge, ~~or~~ pedagogy based on the subject matter knowledge of the Professional license sought, or the Professional Standards for Teachers outlined in the Guidelines for the Professional Standards for Teachers. At least six of the 12 credits of graduate level courses must address the subject matter knowledge of the license sought and these may include credits earned prior to application for the license.
5. Additional requirement for the teacher of the deaf and hard of hearing license (American Sign Language/Total Communication): Passing score on a test of sign language proficiency approved by the Department.

(d) Temporary

1. Possession of a bachelor's degree.
2. Possession of a valid educator license or certificate from another state or jurisdiction.
3. At least three years of employment under such valid license or certificate.
4. Has not failed any part of the applicable licensure tests required by 603 CMR 7.04 (2) (a) 2. and 3.
5. Evidence of sound moral character.

(e) Military Spouse

1. Possession of a bachelor's degree.
2. Military Spouse as defined in 603 CMR 7.02
3. Possession of a valid educator license/certificate issued by a state.

4. Testing requirements for the license sought not yet satisfied.
5. Evidence of sound moral character.

(f) Alternative Assessment Options Pilot

The Department may conduct a pilot of alternative assessments identified or developed to satisfy the requirements of 603 CMR 7.04 (2) (a) (2) and (3), and 603 CMR 7.04 (2) (b) (2) and (3), and 603 CMR 1.06 (4) (a). Any alternative assessment identified or developed for this purpose shall be determined by the Commissioner to be comparable to the MTEL Communication and Literacy Skills test or subject matter knowledge test. The alternative assessment pilot period shall continue through June 30, 2025. Any candidate who passes an alternative assessment approved by the Commissioner as comparable to the MTEL Communication and Literacy Skills test or a subject matter knowledge test will be deemed to have satisfied the requirements of 603 CMR 7.04 (2) (a) (2), or (a) (3), or 603 CMR 7.04 (2) (b) (2) or (b) (3), or 603 CMR 1.06 (4) (a), as applicable. During the period of the alternative assessment pilot, the Commissioner will publicly report to the Board at least annually data on any all approved alternative assessments, including the number of candidates taking the alternative assessments and assessment pass rates. The Department will issue Guidelines for the approval and sustainability of all alternative assessment options. any evaluative information regarding these candidates, patterns of employment, and feedback from school districts and educator preparation programs. Prior to making any recommendations following the conclusion of the pilot, the Commissioner shall conduct or contract for an evaluation of the alternative assessment pilot.

(3) Licenses Issued. The following licenses will be issued and will be valid for employment at the grade levels indicated:

(a) Teacher Licenses and Levels

12. Comprehensive Health/Family and Consumer Sciences
Alt-PreK-8; 5-12

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(5) Endorsements Issued:

- (a) Sheltered English Immersion Teacher
- (b) Sheltered English Immersion Administrator
- (c) Bilingual Education

- (d) Transition Specialist
- (e) Autism
- (f) Academically Advanced
- (g) Media Arts

7.05: Routes to Initial Teacher and Specialist Teacher Licenses

(1) **Route One** is for teacher candidates who complete a Massachusetts approved preparation program as set forth in 7.03. Teacher candidates seeking licensure under Route One shall meet the following requirements:

- (a) Bachelor's degree.
- (b) Completion of an approved program as set forth in 7.03.
- (c) Passing score on the Communication and Literacy Skills test.
- (d) Passing score on the subject matter knowledge test(s) appropriate to the license sought, based on the subject matter knowledge requirements set forth in the Subject Matter Knowledge Guidelines.
- (e) For core academic teachers, possession of an SEI Teacher Endorsement or a Bilingual Education Endorsement.

(2) **Route Two** is the Performance Review Program for Initial Licensure (PRPIL) process for teacher candidates who hold a Provisional license and are hired as teachers of record. The PRPIL process is through a Department approved provider. Candidates seeking licensure under Route Two shall meet the following eligibility requirements:

- (a) Possession of a Provisional license in the field and at the level of the license sought. See 603 CMR 7.04 (3) (a).
- (b) At least three full years of employment in the role of a Provisional license issued under 603 CMR 7.04(3)(a).
- (c) Documentation of seminars, courses, and experience relevant to the Professional Standards for Teachers in 603 7.08 (1) through (3).
- (d) A recommendation from the principal, superintendent or assistant superintendent of the current school/district where the candidate is employed under the Provisional license in the role of the license sought.

(e) Completion of an induction and mentoring program as set forth under 603 CMR 7.12.

(f) For core academic teachers, possession of an SEI Teacher Endorsement or a Bilingual Education Endorsement.

(3) **Route Three** is for candidates from outside Massachusetts. Candidates seeking licensure under Route Three shall meet the following requirements:

(a) Evidence of one of the following:

1. Completion of a state-approved educator preparation program in a state with which Massachusetts has signed the NASDTEC Interstate Agreement or other agreement accepted by the Commissioner.
2. Completion of an educator preparation program sponsored by a college or university outside Massachusetts that has been accredited by a national organization accepted by the Commissioner.
3. Possession of the equivalent of at least an Initial license/certificate issued by a state with which Massachusetts has signed the NASDTEC Interstate Agreement or other agreement accepted by the Commissioner.
4. For educators prepared outside of the United States, completion of a Panel Review in accordance with Department guidelines.

(b) Passing score on the Communication and Literacy Skills test.

(c) Passing score on the subject matter knowledge test(s) appropriate to the license sought, where available, based on the subject matter knowledge requirements set forth in the Subject Matter Knowledge Guidelines.

(d) For core academic teachers, possession of an SEI Teacher Endorsement or a Bilingual Education Endorsement.

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7.14: Endorsements

Unless otherwise provided in 603 CMR 7.00 or 603 CMR 14.00, 603 CMR 7.00 does not require a person to seek or obtain an endorsement. Endorsements issued by the Department under 603 CMR 7.14 do not constitute educator licenses pursuant to 603 CMR 7.04(1).

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(7) Media Arts Endorsement

(a) Media Arts Endorsement is to be awarded to educators who meet all of the following requirements:

1. Prerequisite license and experience: A minimum of 2 years of experience under one of the following licenses:
 - a. An Initial or Professional license as a Dance, Music, Vocal/Instrumental/General, Theatre, Visual Arts, Supervisor/Director of Core Arts, Instructional Technology, Digital Literacy/Computer Science, Technology/Engineering or Library teacher
 - b. Vocational Education Technical Teacher Competency Testing: Design & Visual Communication, Graphic Communication, Telecommunications or Marketing
2. Demonstration of the subject matter knowledge and skill requirements set forth in 603 CMR 7.14 (7)(b), through one of the following:
 - a. Successful completion of a Department-approved course of study specific to Media Arts. The Department shall issue guidelines to govern approval of this course of study.
 - b. A passing score on a test acceptable to the Department
3. Completion of 75 hours of field-based experience that includes teaching media arts to students in PreK-12

(b) Subject Matter Knowledge:

1. Refine concepts and content to support a central idea by focusing on a specific element such as interactivity, temporality, or heterogeneity.
2. Explain how one uses specific techniques to evoke, express, or communicate ideas in a media arts work or collection of such works.
3. Modify a media artwork to clarify its artistic intent by presenting different styles/genres and viewpoints and anticipating viewers' responses.
4. Identify ways a contemporary media work pushes the boundaries of a genre and discipline.
5. Compare and contrast the artistic elements that make media arts unique from other artistic disciplines.
6. Identify how bias, culture, and privilege can impact the criteria used to evaluate media artwork.
7. Explain the development of a personal aesthetic vision and style as a media artist and how that is represented in a piece.
8. Identify the connections between historical and cultural context and defining stylistic elements of multiple media artworks.

(c) A candidate who was prepared outside of Massachusetts shall not be required to complete the requirements set forth in 603 CMR 7.14(7)(a)2–3 if such candidate can provide documentation of one of the following:

1. Completion of an educator preparation program that includes the equivalent of the Department-approved course of study and is either state-approved under the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement or has been accredited by a national organization accepted by the Commissioner.
2. Possession of an out-of-state license/certificate/endorsement that is comparable to the Media Arts Endorsement issued by a state with which

Massachusetts has signed the NASDTEC Interstate Agreement or other agreement accepted by the Commissioner.

(d) Renewal. The Media Arts Endorsement shall be valid for five years and may be renewed for successive five-year terms upon successful completion of 30 professional development points (PDPs) in the content area related to 603 CMR 7.14(7)(b). The 30 PDPs may be included in the total number of PDPs necessary for license renewal pursuant to 603 CMR 44.06: Educator License Renewal.

7.15: General Provisions

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(2) **Additional Licenses.** Licensed educators may earn additional licenses as follows:

(a) **New Field** (available only for licenses under 603 CMR 7.04 (3) (a)):

1. Teachers holding an Initial or Professional license in one field may earn a license of the same type and at the same level in a new field, except as provided in 603 CMR 7.15 (2) (a) 2. and 3. by:
 - a. Achieving a passing score on the appropriate subject matter knowledge test(s) of the MTEL, or
 - b. Passing a competency review for those licenses for which there is no subject matter test.
2. Additional requirements for earning a license as an early childhood, English language as a second language, or elementary teacher: completion of a practicum/practicum equivalent or internship of 150 hours in the role of the license sought in an appropriate classroom.
3. Additional requirements for earning a license as teacher of students with moderate disabilities, teacher of students with severe disabilities, teacher of the deaf and hard-of-hearing, or teacher of the visually impaired are completion of both:

~~1.~~a. A competency review, and

~~2.~~b. A practicum/practicum equivalent or internship of 150 hours in the role of the license sought in an appropriate classroom.

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(9) **General Provisions for Employment.**

(a) **Legal Employment.** To be eligible for employment by a school district in any position covered by a license issued under 603 CMR 7.00, a person must have been granted a license by the Commissioner that is appropriate for the role. A person holding a license may be employed for a maximum of 20% of his or her time in a role or at a level for which he or she does not hold a license. ~~In addition, as a result of the outbreak of the 2019 novel coronavirus, also known as COVID-19, during the 2020-2021, 2021-2022, and 2022-2023 school years, a person holding a license may be employed for a maximum of 50% of his or her time in a role or at a level for which the individual does not hold a license, except in a role requiring any of the following licenses: Teacher of Moderate Disabilities, Teacher of Severe Disabilities, Teacher of Deaf and Hard of Hearing (ASL/TC), Teacher of Deaf and Hard of Hearing (Oral/Aural), Teacher of Visually Impaired, Teacher of Speech, Language and Hearing Disorders, school nurse, or English as a Second Language. Assignment outside the educator's license up to 50% of the time during the 2020-2021, 2021-2022, and 2022-2023 school years shall not prevent the 2020-2021, 2021-2022, and 2022-2023 school years from being counted as service toward Professional Teacher Status.~~

(14) Implementation.

(a) Between March 7, 2009 and June 30, 2012, candidates for the following provisional or initial licenses who earn a scaled score of at least 227–239 on the Mathematics portion of the General Curriculum test: Elementary, Teacher of Students with Moderate Disabilities, Teacher of Students with Severe Disabilities, Teacher of the Deaf and Hard-of-Hearing and Teacher of the Visually Impaired, will be deemed to have passed the Mathematics portion of the General Curriculum test. All candidates who are licensed under this provision must earn a scaled score of 240 or above on the Mathematics portion of the General Curriculum test in order to be eligible for the next stage of licensure or to extend their initial license.

- ~~1. (b) Individuals who apply and complete all requirements for licensure as a Teacher of Students with Moderate Disabilities prior to August 31, 2012, may qualify for an initial or provisional license by meeting the requirements under 603 CMR 7.06 (25) in effect prior to July 1, 2011.~~
- ~~2. (c) Individuals who apply and complete all requirements for licensure as a Teacher of Students with Severe Disabilities prior to August 31, 2012, may qualify for an initial or provisional license by meeting the requirements under 603 CMR 7.06 (26) in effect prior to July 1, 2011.~~
- ~~3. (d) Individuals who apply and complete all requirements for Administrator licensure as set forth in 603 CMR 7.09 by December 31, 2013, may qualify for a license by meeting requirements under 603 CMR 7.09 and 7.10 in effect prior to January 1, 2012.~~

4. ~~(e)~~ Individuals who apply and complete all requirements for Initial licensure prior to July 1, 2014, may qualify for that license by meeting the requirements under 603 CMR 7.00 in effect prior to August 1, 2012.

5. ~~(f)~~ Individuals who apply and complete all requirements for Teacher licensure prior to July 1, 2016, may qualify for a license by meeting the requirements under 603 CMR 7.08 in effect prior to February 1, 2014.

(g**b**) Starting on July 1, 2019, individuals who hold more than one provisional license will have no more than five total years of prospective employment under the provisional licenses.

(h **c**) Individuals who apply and complete all requirements to licensure prior to July 1, 2019, may qualify for that license by meeting the requirements under 603 CMR 7.00 in effect prior to June 27, 2017.

(i **d**) Individuals who apply no later than March 17, 2023 and complete all licensure requirements no later than March 17, 2025, may qualify for that license by meeting the requirements under 603 CMR 7.00 that were in effect on February 1, 2023.

(j **e**) Emergency licenses may not be extended beyond June 30, 2027.

Regulatory Authority:

M.G.L. c. 69, § 1B; c. 69, §§ 1J and 1K, as amended by St. 2010; c. 12, § 3; c. 71, § 38G, as amended by St. 2022, c. 154, § 10; c. 71, 38G ½; c. 71A, § 10; c. 76, § 19.
