

A valid license or waiver is required for employment as a teacher in a Massachusetts public school. The specific requirements for academic coursework, preparation and MTELs differ for each license field and stage. All license applications and renewals require an ELAR account. Refer to the DESE General Requirements or the Licensure Requirements Tool for the details for each license at www.doe.mass.edu/licensure.

Academic Teacher License Requirements

Provisional License *Valid for five total years of employment*

- Application for the license in ELAR
- Transcripts submitted to ELAR
- Passing score on Communications and Literacy MTEL option
- Passing score any required content MTELs
- If necessary, competency review and/or panel review requirements

Initial License *Valid for five years of employment. May be extended one time.*

Same requirements as Provisional license plus

- Application for the license in ELAR
- Completion of an approved educator preparation route
- SEI Endorsement (Core Academic Teachers only)

Professional License *Valid for five calendar years*

- Application for the license in ELAR
- Three years of employment under same Initial license
- Completion of district induction and mentoring program
- One of the following:
 - Master's Degree in the field of the license
 - Any master's with 12 credits in field (up to 6 credits in Pedagogy/Professional Standards for Teachers/Pedagogy)
 - National Board Certification (603 CMR 7.04(2)(c)

Note: Teachers applying for an additional Professional license in a different field may not be required to submit additional requirements.

Professional Renewal *Every five calendar years*

- Document 150 Professional Development Points for a first license, 30 PDPs for each additional license
- IPDP or five years of Educator Evaluation Plans
- May apply up to one year prior to expiration date

MTEL + Alternatives Assessments

<u>Communications & Literacy</u>	MTEL, Praxis Core, NES-EAS, MoGEA, WEST-B or CASA are currently accepted
<u>Subject Matter Knowledge</u>	MTEL Content Area tests. <u>MTEL Flex</u> , <u>Praxis ESOL</u> , <u>Praxis Physical Education</u> for eligible candidates.
<u>Competency Review Options</u>	<u>Competency Review Guidelines</u> includes additional assessments options license with no content MTEL. Includes Digital Literacy/Computer Science, Moderate Disabilities, Library, History/Social Science, other special education fields and certain World Languages.

Other Employment Considerations

Temporary Substitute Teacher/Long Term Substitute

- An educator who is employed 90 consecutive school days in the same role must be licensed or working under a hardship waiver. See 603 CMR 7.02 Definitions

Assignment Out of License/Role

- An educator may be employed for a maximum of 20% of their time in a role where they do not hold a license. See 603 CMR 7.15(9) General Provisions for Employment

Hardship Waiver *Valid for one school year*

A district request to employ an educator who does not hold a license for a role. See 603 CMR 7.15 (13).

- Educators need apply for the license in ELAR
- Districts need to submit:
 - Request with proof of job posting & list of licensed applicants (if any)
 - An explanation of why the district wants to hire unlicensed candidate

Emergency License

- "Old" Emergency licenses were eligible until June 2025.
- "New" Emergency licenses issued after May 27, 2022 may be renewed twice with demonstration of progress.
- Employment under Emergency License may be count toward Professional Teacher Status under MA G.L. Ch. 71 Sec. 41.