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RETHINKING RELICENSURE

Promoting Professional Learning Through
Teacher Licensure Renewal Policies

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About the Authors



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Table 1 | State Policies for Full “Teaching” Licenses¹

State	Number of License Types ²	License Type Names [“Standard” License ³ in Italics]	“Lifetime” license ⁴ available?	“Advanced” license available?
Alabama	1 ⁵	<i>5-Year Professional Certificate</i>	No	No
Alaska	3	2-year Initial Certification; <i>5-year Professional Teacher Certification</i> ; 10-year Master Teacher Certificate	No	Yes
Arizona	2	3-year Provisional Certificate; <i>6-year Standard Certificate</i>	No	No
Arkansas	3	3-year Provisional Professional License; <i>5-year Standard License</i> ; Lifetime License	Yes ⁶	No
California	2	5-year Preliminary-Level I; 5-Year <i>Clear-Level II</i>	No	No
Colorado	3	3-year Initial License; <i>5-year Professional License</i> ; and 7-year Master License	No	Yes
Connecticut	3	1-year Initial Educator Certificate; 8-year Provisional Educator Certificate; <i>5-year Professional Educator Certificate</i>	No	No
Delaware	3	3-year Initial/Provisional License; <i>5-year Continuing License</i> ; 10-year Advanced License	No	Yes
DC	2	3-year Initial Credential; <i>4-year Standard Credential</i>	No	No
Florida	1	<i>5-year Professional Certificate</i>	No	No
Georgia	4	5-year Pre-service Certificate; 3-year Induction Certificate; <i>5-year Professional (Performance-Based or Standard) Certificate⁷</i> ; 5-year Advanced/Lead Professional Certificate	No	Yes
Hawaii	3	3-Year Provisional License; <i>5-Year Standard License</i> ; 10-Year Advanced License	No	Yes
Idaho	2	3-year Interim Certificate; <i>5-year Renewable Certificate</i>	No	No
Illinois	1	<i>5-year Professional Educator License</i>	No	No
Indiana	3	2-year Initial Practitioner’s License; <i>5-year Practitioner License</i> ; 10-year Accomplished Practitioner License	No	Yes
Iowa	3	2-year Initial License; <i>5-year Standard License</i> ; and 5-year Master Educator	No	Yes
Kansas	3	2-year Initial License; <i>5-year Professional License</i> ; 10 year Accomplished License	No	Yes
Kentucky	2 ⁸	1-year Initial Certificate; <i>5-year Professional Certificate</i>	No	No
Louisiana	3	3-year Level 1 Professional Certificate; <i>5-year Level 2 Professional Certificate</i> ; 5-year Level 3 Professional Certificate	No	Yes
Maine	3	2-year Provisional License; <i>5-year Professional Certificate</i> ; 5-Year Master Certificate	No	Yes
Maryland	3	5-year Standard Professional Certificate I; <i>5-year Standard Professional Certificate II (SPCII)⁹</i> ; 5-year Advanced Professional Certificate (APC)	No	Yes
Massachusetts	3	5-year Provisional License; 5-year Initial License; <i>5-year Professional License</i>	No	No
Michigan	3	<i>5-year Standard Teaching Certificate</i> ; 5-year Professional Teaching Certificate; 5-year Advanced Professional Teaching Certificate	No	Yes
Minnesota	4	1-Year Tier 1; 2-Year Tier 2; 3-Year Tier 3; 5-Year Tier 4	No	Yes
Mississippi	1 ¹⁰	<i>5-Year Standard License</i>	No	Yes

State	Number of License Types ²	License Type Names [“Standard” License ³ in Italics]	“Lifetime” license ⁴ available?	“Advanced” license available?
Missouri	2	4-year Initial Professional Certificate; <i>Time-unlimited Career Continuous Professional Certificate</i>	Yes ¹¹	No
Montana	2	<i>5-year Class 2 Standard Educator License</i> ; 5-year Class 1 Professional Teaching License	No	Yes
Nebraska	3	5-year Initial Certificate; <i>5-year Standard Teaching Certificate</i> ; 10-year Professional Teaching Certificate	No	Yes
Nevada	2	<i>5-year Standard License</i> ; 6- to 10-year Professional License ¹²	No	Yes
New Hampshire	2	3-year Beginning Educator Certificate; <i>3-year Experienced Educator Certificate</i>	No	No
New Jersey	2	2-year Provisional Teacher Certificate; <i>Time-unlimited Standard Teacher Certificate</i>	Yes	No
New Mexico	3	3- to 5-year Level 1 Provisional, <i>9-year Level 2 Standard</i> , 9-year Level 3A Master	No	Yes
New York	2	<i>Time-Unlimited Professional Certificate</i>	Yes ¹³	No
North Carolina	2	3-year Initial Professional License; <i>5-year Continuing Professional License</i> ; Retirement License	No	No
North Dakota	3	2-year Initial License; <i>5-year Continuing License</i> ; Life License	Yes ¹⁴	No
Ohio	2	4-year Resident Educator License; <i>5-year Professional Teaching License</i>	No	No
Oklahoma	2	1-year license; <i>5-year certificate</i>	No	No
Oregon	4	3-year Preliminary Teaching License; <i>5-year Professional Teaching License</i> ; 5-year Teacher Leader License; 3-year Legacy Teacher License	No	Yes
Pennsylvania	2	6-year Instructional Level I ¹⁵ and <i>99-year Instructional Level II</i>	Yes ¹⁶	No
Rhode Island	3	3-year Initial Educator Certificate; <i>5-year Professional Educator Certificate</i> ; and 7-year Advanced Educator Certificate	No	Yes
South Carolina	3	3-year Initial Certificate; 5-year Limited Professional Certificate; <i>5-year Professional Certificate</i>	No	No
South Dakota	2	<i>5-year Professional Certificate</i> ; 5-year Advanced Certificate	No	Yes
Tennessee	2	3-year Practitioner License; <i>6-year Professional License</i>	No	No
Texas	1	<i>5-year Standard Certificate</i>	No	No
Utah	3	3-year Level 1; <i>5-year Level 2</i> ; 7-year Level 3	No	Yes
Vermont	3	3-year Level I License; <i>5-year Level II License</i>	No	No
Virginia	3	3-year Provisional License; <i>10-year Collegiate Professional License</i> ; 10-year Postgraduate Professional License	No	No
Washington	2	2-year Residency Certificate; <i>5-year Professional Certificate</i>	No	No
West Virginia	3	3-year Initial Professional Certificate ¹⁷ ; <i>5-year Professional Certificate</i> ; Permanent License	Yes	No
Wisconsin	2	3-year Provisional License ¹⁸ ; <i>Time-unlimited Professional License</i> ; Lifetime Master License	Yes ¹⁹	No
Wyoming	2	2-year Initial License; <i>5-year Standard License</i>	No	No
TALLY	1 license: 5; 2 lic: 20; 3 lic: 23; 4 lic: 3		Yes: 8; No: 43	Yes: 22; No: 29

Table 2 | State Teacher License Renewal Policies

State	Stated purpose of renewal process	General renewal requirements for “standard” license ²⁰
Alabama	N/A	<p>Complete one of six options:</p> <ul style="list-style-type: none"> • Demonstrate three years of full-time educational experience and complete 50 clock hours of professional development. • Demonstrate three years of full-time educational experience and complete 3 semester hours of credit. • Complete 50 clock hours of professional development and 3 semester hours of credit. • Complete six semester hours of acceptable credit. • Earn National Board for Professional Teaching Standards (NBPTS) Certification during the valid period of the Professional Educator Certificate. • Complete 100 hours of PD from an approved list of verified providers. <p>Allowable credit earned and applied for renewal must be completed at a regionally accredited senior institution. If credit is earned at a non-Alabama regionally accredited senior institution, forms must be submitted to verify that the coursework is part of a state-approved P-12 educator preparation program. Clock hours of allowable professional development submitted for renewal must be consistent with the Alabama Standards for Professional Development and based on the individual’s professional growth needs, as identified through performance evaluations (if employed at the time renewal is sought). With approval from employer, 10 clock hours of professional development can be earned through travel, journals/publications, auditing courses, presentations, and supervising student interns.²¹</p>
Alaska	N/A	<p>Complete six semester hours of university credit related to area of certification, three of which must be completed at the graduate level. Continuing education units (CEUs) gained through approved providers can be substituted for three of the required six semester hours of credit, but only for “lower-division credits.”²²</p>
Arizona	N/A	<p>Complete 15 clock hours of professional development activities or one semester hour of coursework posted on official transcripts each year of the certificate term. Professional development activities can include district or school-sponsored in-service training, conferences, internships, independent research, serving on a school accreditation team, and National Board Certification.²³</p>
Arkansas	N/A	<p>Complete 36 PD credits per year during the 5 year licensure period, which shall include, at a minimum, the professional development required in the teacher’s professional growth plan under the requirements of the state teacher evaluation system and any other state-required PD. Approved professional development may be earned in the following ways:</p> <ul style="list-style-type: none"> • Mentoring/peer coaching; • Study groups/learning teams; • National Board for Professional Teaching Standards Certification; • Distance and online learning, to include ArkansasIDEAS; • Internships; • State/district/school programs; • College/university course work; • Action research; or • Individually-guided, as noted in an educator’s individual professional development plan.²⁴
California	N/A	<p>Submit a form confirming basic fitness for employment²⁵</p>

State	Stated purpose of renewal process	General renewal requirements for “standard” license ²⁰
Colorado	N/A	Complete six semester hours or 90-clock hours of renewal credit. Qualifying activities include: in-service education, college/university coursework, involvement in school reform activities internships, educational travel, ongoing professional development activities [e.g. attending or presenting at conferences/workshops, research, supervising student teachers, service on state or national task-forces or boards, etc.] ²⁶
Connecticut	N/A	Submit a form confirming basic fitness for employment ²⁷
Delaware	N/A	<p>Complete 90 clock hours of professional development activities. Options for fulfilling these clock hours include attending or presenting at conferences/workshops, in-school PD, peer coaching, mentoring, publishing research, college courses, supervising student teachers, development of curriculum/assessment, publications, portfolio development, participating in formal study groups or committees, and other educational projects (including travel). Can fulfill half (45 hours) of PD requirements by attaining National Board certification.</p> <p>At least one half of the required hours shall be in activities that relate to the educator’s work with students or staff.²⁸</p>
DC	N/A	Complete one of two options: 1) Earn an “effective” rating in a local education agency’s state-accepted evaluation system for at least three of the four years of the licensure period, or 2) Complete 120 clock hours of PD activities or 8 college semester credits (45 clock hours or 3 credits must be in the subject area of the credential being renewed). ²⁹
Florida	“Promotes the continuing professional improvement of school personnel, thereby enhancing public education in all areas of the state.” ³⁰	Complete 6 semester hours of college credit, including at least one semester hour focused on teaching students with disabilities, or 120 inservice points or a combination thereof. Must earn at least 3 of the required credit hours or equivalent inservice points in the specialization area to be renewed. A passing numerical score on the Florida subject area exam specific to the license up for renewal can be substituted for three semester hours of college credit for renewal purposes. Holding certification from the National Board for Professional Teaching Standards in the same subject as the teaching license also meets renewal requirements. ³¹
Georgia	“While it is essential for individual educators to maintain valid certificates and licenses, professional learning should be focused toward school improvement leading to improved teaching and increased student learning. The goal of certificate renewal and professional learning is for educators within a Georgia local unit of administration (LUA) to work together to enhance established educational goals for the individual educator, the school and the LUA to assist students in meeting state standards for student achievement.” ³²	<p>Complete an individual Professional Learning Goal(s) (PLGs) or Professional Learning Plan (PLPc) oordinated with supervisor and employing LUA. Engage in continuous improvement by developing PLGs and shall engage in professional learning appropriate for successful completion of these goals, with the following exception: (I) Educators who are required to develop a written PLP and make acceptable progress, as defined by the employing LUA, toward accomplishing these goals or completing the PLP. These educators include teachers who have received any unremediated annual summative evaluation ratings of Needs Development, Ineffective, or Unsatisfactory during the previous five (5)-year validity of their certificate, or with fewer than one year of experience teaching in Georgia public schools.</p> <p>Professional learning is to be primarily job-embedded and done in the context of the school learning community. Other forms of professional learning such as workshops shall be for the purpose of supporting job-embedded learning. To be acceptable for certificate renewal, the PLP or PLGs must be directly associated with the annual personnel evaluation and in addition, may be related to any of the following:</p> <ol style="list-style-type: none"> 1. Field(s) of certification held; 2. School/District Improvement Plan; and/or 3. State/federal requirements. <p>Exception: teachers who hold valid National Board certification at the time of renewal in a field comparable to one held on their state certificate do not have to complete the PLG/PLP requirements.³³</p>

State	Stated purpose of renewal process	General renewal requirements for “standard” license ²⁰
Hawaii	N/A	Complete a form to self-verify completed professional learning activities that meet all 10 of the state’s Teacher Performance Standards and can provide evidence of doing so. Two activities automatically meet all 10 standards: 1) National Board certification, and 2) the most recent teacher evaluation and professional development plan from the licensee’s employing educational institution with a satisfactory rating in all areas, if the evaluation instrument and professional development plan align with all ten of the Hawaii Teacher Performance Standards. The form (or accompanying evidence) does not have to be submitted of their activities unless they are selected for audit, which can occur within one year after a renewal is issued. Complete a form verifying that they were employed “successfully” at some point during the past certification period. ³⁴
Idaho	N/A	Earn six professional development credits, at least three of which must be fulfilled by university or college credit at 100 level or above. Can fulfill up to three credits with equivalent district-approved in-service training. ³⁵
Illinois	N/A	Complete 120 clock-hours of professional development offered by a non-profit, Illinois-based provider that has been approved by the state. PD must align with Learning Forward’s Standards for Professional Learning and the State Teaching and/or Learning Standards. Teachers holding NBPTS certification are required to complete half as many clock-hours (60). ³⁶
Indiana	N/A	<p>Complete six semester hours of coursework at a regionally-accredited college or university OR earn 90 professional growth experience points (PGP points) as part of a professional growth plan OR complete a combination of coursework and PGP points OR have current National Board certification. PGP points may be accrued in a wide variety of ways, including but not limited to:</p> <ul style="list-style-type: none"> (1) In-service workshops. (2) Professional workshops and conferences. (3) Mentoring of beginning teacher. (4) Cooperating teacher for any college field experience including student teaching (thirty (30) professional growth points) and practicum experience (fifteen (15) professional growth points). (5) Workshop presentation. (6) Curriculum development. (7) Educational committee membership. (8) School accreditation activities. (9) College credit: 1 semester hour = 15 professional growth points. (10) Educational publication. (11) Educational research. (12) Participation in the school improvement planning process. (13) Professional growth experiences that improve curriculum knowledge, instructional skill, classroom management skills, or any other professional growth experiences. <p>Additionally, must demonstrate valid CPR/AED/Heimlich certification.³⁷</p>
Iowa	N/A	Complete six renewal credits. Up to two credits may be earned by supervising student teachers or practicum students; a maximum of one credit may be earned by completing an individualized professional development plan, other credits are for undergraduate or graduate coursework. National Board certification can be used to fulfill four of the six renewal credits. Also submit a certificate verifying the completion of the child and dependent adult abuse mandatory reporter training. ³⁸

State	Stated purpose of renewal process	General renewal requirements for “standard” license ²⁰
Kansas	N/A	<p>During the term of the license being renewed, teachers can:</p> <ol style="list-style-type: none"> 1) Earn professional development points awarded by a Kansas local professional development council under an approved individual development plan (Undergraduate Degree: 160 points, including at least 80 points for college credit; Advanced Degree: 120 points) 2) Complete all components of National Board certification (achieving certification not required) 3) Achieve National Board certification; 4) Complete a minimum of 8 credit hours in an approved program; 5) Advanced degree only: Complete 3 years of accredited experience in an endorsed area (can only be used 2 times). <p>Can increase points for activities by documenting application and/or impact on student learning.³⁹</p>
Kentucky	N/A	<p>For initial renewal of a professional license: complete 15 hours of graduate-level academic credit OR complete Phase 1 of the Continuing Education Option (CEO), which entails the creation of a detailed personalized learning plan and completing six graduate credit hours.</p> <p>For the second renewal of a professional license: complete a Master’s degree in an approved program or teacher’s area of certification (additional 17 hours of graduate-level academic credit) OR complete the CEO requirements, which include development and submission of a portfolio demonstrating how the job-embedded professional learning plan was met and the impact on candidate practice that meets the scoring requirements of the state’s Educator Professional Standards Board.</p> <p>For all subsequent renewals: demonstrate three years of classroom teaching (during the current 5-year licensure period). Teachers who do not meet that standard for recent experience can renew their licenses by completing six semester hours of additional graduate credit.⁴⁰</p>
Louisiana	“Certification policies and statutes are designed to identify and support high quality teachers in all Louisiana classrooms; promote higher standards in the teaching profession; and provide for growth and development of the teaching profession.” ⁴¹	Meet the state’s standards of effectiveness for at least three of the five years covered by the certificate. ⁴²
Maine	“To improve the performance of the teacher in the field for which the teacher holds an endorsement, or in a related subject area, or to improve the teacher’s knowledge of, and skill in, standards-based education.” ⁴³	Complete at least six semester hours of professional or academic study or equivalent CEUs/clock hours of in-service training designed to improve teachers’ performance in the field for which the teacher holds an endorsement, or in a related subject area, or to improve the teacher’s knowledge of, and skill in, standards-based education. ⁴⁴

State	Stated purpose of renewal process	General renewal requirements for “standard” license ²⁰
Maryland	N/A	<p>Complete six credits hours of coursework. Acceptable credit is “earned or taught at a regionally accredited college/university or through state-approved Continuing Professional Development credits; and related to a school assignment...; and earned in required reading course work if not already completed.” Also, present verification of 3 years of satisfactory school-related experience; and meet one of the following standards:</p> <p>(i) Earned a master’s or higher degree in a certification area directly related to public school education, including 6 semester hours related to the teacher’s specific discipline or the specialist’s specific assignment;</p> <p>(ii) Earned at least 36 semester hours of approved content or professional education course work directly related to public school education, after the conferral of the bachelor’s or higher degree, including at least 21 graduate credits, of which at least six credits shall be related to the teacher’s specific discipline or the specialist’s specific assignment; or</p> <p>(iii) Obtained National Board Certification and earned a minimum of 12 semester hours of approved graduate course work, earned after the conferral of the bachelor’s or higher degree and related to the teacher’s specific discipline or the specialist’s specific assignment.⁴⁵</p>
Massachusetts	<p>“The Massachusetts license renewal system will enhance education through ongoing professional development for educators that meets high standards for quality. The license renewal system is carried out in the context of professional development for school improvement leading to increased student learning. The goal is for educators within a school and district to work together so that license renewal achieves educational goals for the individual, the school, and the district, in order to assist students in meeting state learning standards.”⁴⁶</p>	<p>Earn 150 professional development points (PDPs) in the primary area of licensure (30 PDPs for each additional license) as part of an approved individual professional development plan. PDP requirements include:</p> <ul style="list-style-type: none"> • At least 15 PDPs in content • At least 15 PDPs in pedagogy • At least 15 PDPs related to Sheltered English Immersion or English as a Second Language • At least 15 PDPs related to training in strategies for effective schooling for students with disabilities and the instruction of students with diverse learning styles. <p>The remaining required 90 PDPs may be earned through either “elective” activities that address other educational issues and topics that improve student learning, or additional content, and/or pedagogy.</p> <p>1 clock hour of professional development activity is equal to 1 PDP and National Board Certification is worth 120 PDPs.⁴⁷</p>
Michigan	N/A	<p>Fulfill 150 hours of “education related professional learning” by completing 6 semester credit hours from a regionally accredited college or university (can be a planned course of study or just relevant to endorsement/certificate); or 150 Michigan State Continuing Education Clock Hours (SCECHs); or District Provided Professional Development appropriate to the content and grade level of the certificate and endorsement or any combination of the above. SCECH clock hours may be earned by acting as a mentor, completing military training/service, conference attendance, etc., but assessment is “attendance based.” 150 SCECHs can also be earned by completing NBPTS certification.</p> <p>A valid out-of-state teaching certificate may be used in place of the 150 hours for one renewal.⁴⁸</p>

State	Stated purpose of renewal process	General renewal requirements for "standard" license ²⁰
Minnesota	N/A	<p>Attain 75 professional development clock hours. In doing so, must present to the local continuing education/relicensure committee evidence that demonstrates: 1) reflection and growth in best teaching practices in cultural competency and meeting the varied needs of English learners; and 2) professional development in positive behavior interventions, reading preparation, mental illness training, integrating technology effectively to increase student engagement and achievement, and suicide prevention. Must also present evidence that are receiving mentorship and evaluation aligned to the district's development and evaluation model, including an individual growth and development plan.</p> <p>Teachers who have completed or are actively making progress toward completing the National Board for Professional Teaching Standards certification process do not have to complete the 75 clock hours. Additionally, local committees that wish to substitute development and implementation of individualized professional development plans for some or all of the clock hour requirements for renewal (provided that each individualized professional development plan would be the equivalent of at least 75 clock hours) can submit plans to the PELSB for approval.⁴⁹</p>
Mississippi	N/A	<p>Complete ten CEUs OR six semester hours of college-level coursework OR 5 CEUs, plus 3 semester hours of coursework OR earn certification from the National Board of Professional Teaching Standards. CEUs and coursework must be focused on a teacher's content area or job/skill area.⁵⁰</p>
Missouri	N/A	<p>Verification of employment in an educational position and completion of 15 contact hours of professional development per year, which may include appropriate college credit hours (each worth 1 PD contact hour).</p> <p>A holder of a career continuous professional certificate shall be exempt from the professional development contact hour requirements if such teacher has a local professional development plan in place within such teacher's school district and meets two of the three following criteria: a. Has ten years of teaching experience as defined by the state board of education; b. Possesses a master's degree; or c. Obtains a rigorous national certification as approved by the state board of education.⁵¹</p>
Montana	Renewal activities "must be a planned and structured experience, of benefit to the licensee's professional development" and provide "exposure to a new idea or skill or an extension of an existing idea or skill." ⁵²	<p>Complete 60 PD units or any combination of PD renewal units and semester/quarter college credits. Units must be earned in PD that aligns with a district's PD/improvement plan, student learning, or content knowledge. Completing the National Board Certification (NBC) process or successfully achieving and renewing NBC awards 60 renewal units.⁵³</p> <p>Teachers do not need to submit official transcripts and renewal unit certificates at the time of renewal application; instead applications are randomly audited to verify accuracy.</p>
Nebraska	N/A	<p>Complete a "Verification of Experience Form" indicating teacher has taught for one full school year (at 0.5 FTE or greater) within the last five years OR earn six credits of graduate coursework in the teacher's content area.⁵⁴</p>

State	Stated purpose of renewal process	General renewal requirements for “standard” license ²⁰
Nevada	N/A	<p>Complete six semester credits of advanced degree coursework or the equivalent in professional development credits, related to the teachers’ current license or a state-determined teacher shortage area. Credits may be attained through:</p> <p>a) Course work at a college or university accredited by a regional accrediting association;</p> <p>b) In-service courses offered by the Department; or</p> <p>c) Classroom instruction in continuing education or attendance at a conference offered by a state or national professional organization or association which is specific to the person’s area of discipline and which is on a list maintained by the state Department of Education. Some types of extended travel (one month or more) can also be applied toward credit.</p> <p>Teachers who earn certification from the National Board of Professional Standards may use that recognition to meet the six-credit requirement for renewal.⁵⁵</p>
New Hampshire	N/A	<p>If employed in a local education agency (LEA) that submits a “master professional development plan” to the state, submit a form confirming basic fitness for employment and rely on the employing LEA to submit verification of completion of professional development activities in the LEA consistent with the local master plan. Each LEA’s professional development master plan shall specify how individual educators reflect on and provide evidence of the impact of professional learning on their own educational practices and on student learning and provide evidence that the professional development addresses:</p> <p>a. Increases in educator learning;</p> <p>b. Growth in student learning and academic achievement;</p> <p>c. Content area knowledge and pedagogy;</p> <p>d. The individual, school, or district improvement goal(s); and</p> <p>e. Professional standards such as those in the local evaluation plan;</p> <p>Using any one of the following methods:</p> <ul style="list-style-type: none"> • The development of a body of evidence that documents job-embedded or formal professional development; • An accumulation of a minimum of 75 continuing education hours with 30 hours for each endorsement area and 45 hours documenting job-embedded or formal professional development; or • A combination of less than 75 continuing education units and evidence that together document job-embedded or formal professional development addressing the school or district improvement goal(s) and content area⁵⁶
New Jersey	N/A	N/A
New Mexico	Renewal is intended to verify “that the applicant has satisfactorily demonstrated the competencies for the current level of licensure and has met other requirements of the high objective uniform standard of evaluation for the current level of licensure...” ⁵⁷	Submit a form regarding character and fitness to teach, and submit verification from the superintendent of the employing LEA (per a signature on the Superintendent’s Recommendation Form) that the teacher has satisfactorily demonstrated competencies and other requirements of the high objective uniform standard of evaluation for the current level of licensure as evidenced by the teacher’s annual evaluations. The local superintendent shall consider the effectiveness ratings from the state model evaluation system (which takes into account progress on annual Professional Development Plans) as a consideration in determining whether the teacher has had successful annual evaluations during the term of the license. ⁵⁸

State	Stated purpose of renewal process	General renewal requirements for “standard” license ²⁰
New York	N/A	Registration requires completing 100 clock hours of Continuing Teacher and Leader Education (CTLE) from providers approved by the State Department of Education. For credit-bearing university or college courses, each semester-hour of credit shall equal 15 clock hours of CTLE credit, and each quarter-hour of credit shall equal 10 clock hours of CTLE credit. For all other approved continuing teacher and leader education courses, one CTLE credit hour shall constitute a minimum of 60 minutes of instruction/education. Teachers may substitute a National Board of Professional Teaching Standards certificate for the clock hour requirement (if the certificate was earned within the previous licensure period). Depending on an educator’s certification area, either 15 or 50 percent of CTLE hours must be focused on language acquisition. ⁵⁹
North Carolina	“The renewal process ensures that professional educators licensed as school personnel continually update their professional knowledge and technical competency.” ⁶⁰	Earn eight renewal credits, with at least three credits required in a teacher’s academic subject area (additional specific requirements vary by grade span). Credits can be fulfilled by: college or university courses; local in-service courses or workshops; and classes, workshops, or other activities approved by an LEA. A unit of credit shall be equal to one quarter hour or two-thirds of a semester hour of Institutes of Higher Education credit, or ten clock hours of professional development. Initial National Board Certification counts as eight credits, but fulfilling the National Board renewal process is only worth two credits. LEAs reserve the right to assign literacy requirements for any educator. ⁶¹
North Dakota	N/A	Completed thirty teaching days of contracted service and a minimum of six semester hours of professional development coursework, which may be either undergraduate or graduate credit and must be either in professional education or applicable to the applicant’s licensed major, minor, or endorsement area(s). ⁶²
Ohio	N/A	Design and complete an Individual Professional Development Plan, subject to the approval of the Local Professional Development Committee. The IPDP must outline six semester hours of coursework from an accredited two-year or four-year institution of higher education, 18 CEUs (180 contact hours) of professional development or other equivalent, district-approved activities that the teacher will complete before they can be eligible for renewal. Teachers who have earned national board certification may renew with verification of the currently valid certificate. An exception to these requirements is made for teachers who are consistently high performing on their summative teacher evaluation measures and also consistently hold a leadership position or honor. ⁶³
Oklahoma	N/A	Coursework in professional education and/or specialization area from an accredited college or university. Amount of coursework is based on the number of years a teacher has taught in state public schools during the five years prior to pursuing renewal: <ul style="list-style-type: none"> • 3 or more years taught: No coursework required • 2 years taught: 3 semester hours • 1 year taught: 4 semester hours • No teaching experience in previous 5 years: 5 semester hours⁶⁴

State	Stated purpose of renewal process	General renewal requirements for "standard" license ²⁰
Oregon	<p>"1) The Commission believes that high quality and individualized professional development for educators is essential to promote: (a) Effective educational practices; (b) Supportive educational leadership; and (c) Enriched student learning..... 2) The Commission requires the completion of advanced or continuing professional development units for:... Renewal of most active educator licenses...."⁶⁵</p>	<p>Earn 125 professional development units (PDUs), 25 per year. PDUs can be earned through advanced or continuing professional development activity (1 hour=1 PDU) or college coursework (1 semester hour = 30 PDUS; 1 quarter hour = 20 PDUs).⁶⁶</p>
Pennsylvania	N/A	<p>Earn six college credits, six Intermediate Unit credits, 180 hours of approved continuing professional education, or any combination of the above.⁶⁷</p>
Rhode Island	N/A	<p>Provide evidence of at least one annual "final effectiveness" evaluation rating of 'Developing' or higher within a state-approved local educator evaluation system during the prior certification period.⁶⁸</p>
South Carolina	<p>"The certificate renewal plan: Encourages educators to engage in meaningful, quality professional development activities that are directed toward promoting student achievement; Ensures that educators are accountable for their continuous professional development; Is operationally efficient."⁶⁹</p>	<p>Earn 120 renewal credits through a variety of allowable activities. Activities not requiring employer approval include college credit, state renewal credits, and CEU credits. Activities requiring employer's approval include publications, conference presentations/college course teaching, professional training/development, assessor for a national or state professional assessment, mentorship/supervision/coaching, and educational projects/research. Teachers without a Master's degree must earn 60 of the credits through graduate-level coursework. Middle and high school teachers must also complete an online module focused on Mental Health Issues Surrounding Suicidal Ideation. National Board Certified Teachers may use the National Board certification renewal process to renew their state license (and extend the state license for the length of the NB certification).⁷⁰</p>
South Dakota	N/A	<p>Four possible routes exist: 1) Complete six education-related credits, at least three of which must be undergraduate or graduate credits or specialized learning experience hours in the teacher's subject area. The remaining three credits can include continuing education contact hours or credit hours. 2) Participate as a mentee in a state-approved mentor program for at least two of the past five years 3) Participate as a mentor in a state-approved mentor program for at least two of the past five years 4) Complete National Board certification or recertification. In addition, all teachers renewing licenses must also complete one clock hour of suicide awareness and prevention training.⁷¹</p>
Tennessee	N/A	<p>Earn 60 Professional Development Points (PDPs) through professional learning, CEUs, college/university coursework, an overall level of effectiveness rating based on the state evaluation model, or National Board Certification. The professional learning requirement may be satisfied through the successful completion of approved competency-based microcredentials (each worth five PDPs).⁷²</p>

State	Stated purpose of renewal process	General renewal requirements for “standard” license ²⁰
Texas	N/A	Complete 150 continuing professional education (CPE) hours. CPE hours can be earned through workshops, conferences, in-services, college coursework, distance learning and video conferences, independent study, creating and teaching/presenting a CPE activity, and mentoring. ⁷³
Utah	N/A	Create and fulfill a professional learning plan, which outlines activities toward earning 200 professional learning points required for renewal. Professional learning points can be earned through classroom experience, university courses, state- and LEA-sponsored learning experiences, leadership service to various professional organizations, teacher-directed research, supervising student teachers, and a range of other activities, subject to supervisor approval. Two hours must focus on youth suicide prevention training. ⁷⁴
Vermont	N/A	Complete six (6) credits or 90 hours in the endorsement area of new professional learning. At least two (2) credits (or 30 hours) of new learning must apply directly to the knowledge and performance standards of the endorsement to be renewed. Can earn credits through college courses, workshops (attending or presenting), school- or LEA-offered PD or projects, work or volunteer experience within and outside of education, serving on state or national education committees, research, community/business/higher education partnerships, participation in a mentoring program, industry credentials, and National Board certification (individual components or full certification). If practicing in an endorsement area, must also provide documentation of a self-assessment in relation to the Core Teaching Standards. ⁷⁵
Virginia	“The commitment to continuous learning is important, and the renewal process ensures that school personnel continually update their professional knowledge and skills.” ⁷⁶	Create and complete a personalized professional development plan that outlines 180 professional development (PD) points. PD points can be earned through college courses, professional conferences, curriculum development, publishing an article, publishing a book, mentorship/supervision, educational projects, or PD activities. Also must complete Child Abuse and Neglect Recognition and Intervention and Dyslexia Awareness training, complete a State History/State and Local Government Tutorial, and earn CPR certification. ⁷⁷
Washington	N/A	Earn 100 clock hours or equivalent college credit directly related to the current performance-based standards. In lieu, can complete up to four annual professional growth plans (PGPs), which may include activities such as forming a working group on school climate, attending a seminar, and setting learning goals for students. Can also meet the requirement through a combination of clock hours/credit and PGPs. Teachers receive the equivalent of 45 continuing education hours for completion of an assessment process as part of the National Board for Professional Teaching Standards certificate application. Upon achieving National Board certification, the individual shall receive the equivalent of an additional 45 hours for a total of 90 continuing education credit hours per National Board certificate. A professional teacher certificate may also be renewed for one five year period based on a valid National Board for Professional Teaching Standards certificate (although it cannot be the same NB Certificate a teacher used to initially obtain the professional certificate). ⁷⁸
West Virginia	N/A	Complete one of five options: 1) six semester hours of approved credit with cumulative GPA of 3.0 and better; 2) 2 eLearning courses provided by the WVDE; 3) a Master’s degree, plus 30 additional graduate credits; 4) be age 60+; 5) earn National Board Certification. All must submit a recommendation from LEA superintendent. ⁷⁹
Wisconsin	N/A	Log into the state’s online educator license maintenance system. ⁸⁰
Wyoming	N/A	Complete five Professional Development/Renewal Credits through college courses and/or state Professional Teaching Standards Board (PTSB)-approved workshops. Completion of National Board Certification is worth three (3) PTSB-approved workshop credits. ⁸¹

Table 3 | State “Standard” Teacher License Renewal Policies

LEGEND:

“Accepted approaches” indicators: B-National Board certification; E-Summative evaluation performance; I- Recent teaching experience (in-state); P- Continuing education/professional development; O-Other

“Continuing education” indicators: B-National Board certification; C-Continuing education workshops or conferences; H-Higher education credits; J-Job-embedded professional learning; O-Other; N/A- No PD required

“Professional Growth Plan (PGP) approach” indicators: Y-Yes: Sole route; O-Yes: One route; N-No route

All other indicators: Y-Yes; N-No; N/A-Not applicable

State	License validity [Years]	Accepted approaches for renewal [‡]	Approaches that satisfy “Continuing Education/PD” requirements [§]	Must teachers complete a PGP ⁸² as part of any renewal approach?	Renewal approaches that try to assess professional growth [besides PGP or NBPTS certification]?
Alabama	5	B, I, P	C, H, O	N	N
Alaska	5	P	C, H	N	N
Arizona	12 ⁸³	P	B, C, H, J, O	N	N
Arkansas	5	P	B, C, H, J, O	Y	Y ⁸⁴
California	5	O	N/A	N	N
Colorado	5	P	C, H, J, O	N	N
Connecticut	5	I	N/A	N	N
Delaware	5	P	B, C, H, J, O	N	N
DC	4	E, P	C, H	N	N
Florida	5	B,P	C, H, J, O	N	N
Georgia	5	B, P	C, H, J	Y	N
Hawaii	5	B, P	C, H, J, O	N	N
Idaho	5	P	C, H	N	N
Illinois	5	P	B, C, H, J, O	N	N
Indiana	5	B, P	C, H, J, O	O	N
Iowa	5	O, P	B, C, H, J, O	O	N
Kansas	5	B ⁸⁵ , I ⁸⁶ , P	C, H, J, O	O	Y ⁸⁷
Kentucky	5	P	C, H, J, O ⁸⁸	O	N
Louisiana	5	E	N/A	N*	N
Maine	5	P	C, H	N	N
Maryland	5	B, P	B, C, H	N	N
Massachusetts	5	P	B, C, H, J, O	Y	N
Michigan	5	O, P	B, C, H, J, O	N	N
Minnesota	3	P	B, C, H	N	N
Mississippi	5	B, P	C, H	N	N
Missouri	99/1 ⁸⁹	B, I, O, P	C, H	N	N
Montana	5	P	B, C, H	N	N
Nebraska	5	I, P	H	N	N
Nevada	5	P	B, C, H	N	N
New Hampshire	3	P	C, J	O	N

State	License validity [Years]	Accepted approaches for renewal [†]	Approaches that satisfy “Continuing Education/PD” requirements [§]	Must teachers complete a PGP ⁹² as part of any renewal approach?	Renewal approaches that try to assess professional growth [besides PGP or NBPTS certification]?
New Jersey	Lifetime	N/A	N/A	N/A	N/A
New Mexico	9	E, O	N/A	N*	N
New York	Lifetime/5 ⁹⁰	B, P	C, H, J	N	N
North Carolina	5	P	B, C, H, O	N	N
North Dakota	5	I, P	H	N	N
Ohio	5	B, E, P	C, H, O	Y	N
Oklahoma	5	I, P	C, H	N	N
Oregon	5	P	B, C, H, J, O ⁹¹	N	N
Pennsylvania	99/5 ⁹²	P	C, H	N	N
Rhode Island	5	E	N/A	N*	N
South Carolina	5	B ⁹³ , O, P	C, H	N	N
South Dakota	5	B, O, P	C, H, O	N	N
Tennessee	6	E, P	B, C, H, J, O	N	Y ⁹⁴
Texas	5	P	C, H, J	N	N
Utah	5	I, P	C, H, J, O	Y	N
Vermont	5	P	B, C, H, J, O	N	N
Virginia	10 ⁹⁵	P	C, H, J, O	Y	N
Washington	5	B, P	B, C, H, J	O	N
West Virginia	5	B, O, P	C, H ⁹⁶	N	N
Wisconsin	Lifetime/5 ⁹⁷	O	N/A	N	N
Wyoming	5	P	B, C, H	N	N
TALLY	3yr: 2; 4yr: 1; 5yr: 39; 6yr: 1; 9yr: 1; 10yr: 1; 12yr: 1; 99yr/ Lifetime: 5 [†]	B: 15; E: 6; I: 8; O: 9; P: 44; N/A: 1	B: 17; C: 42; H: 43; J: 23; O: 22; N/A: 7	Y: 6, O: 6, N: 38, N/A: 1	Y: 3, N: 47; N/A: 1

[†] In this column B, indicates that certification by the National Board of Professional Teaching Standards (NBPTS) is a separate factor considered outside of fulfilling any “continuing education/PD” requirements. B in next column indicates that NBPTS certification is in lieu of or toward the continuing education/PD requirements.

[†] Four of these states still require some form of regular license maintenance: Missouri, New York, Pennsylvania, and West Virginia.

[§] In this column B, indicates that certification by NBPTS is in lieu of or toward the continuing education/PD requirements. B in previous column indicates that NBPTS certification is a separate factor considered outside of fulfilling any “continuing education/PD” requirements.

[†] Since renewal in these states takes into account teachers’ individual effectiveness ratings, and teachers’ effectiveness ratings take into account progress on their PGPs, renewal decisions indirectly consider progress on PGPs.

Table 4 | If Professional Growth Plans (PGPs) are incorporated in standard license renewal processes...

LEGEND:

“Tied to needs” indicators: Y-Yes; N-No; N/A-Not applicable

“Successful completion” indicators: L-locally determined (i.e., local employing agency develops own guidelines); O-Objective assessment (i.e., a common rubric or set of tools are applied); S-Subjective assessment (i.e., largely left to assessor’s discretion); T-Time (i.e., hours spent)

State	What does the state require? ⁹⁸	Who sets PGP goals?	Must goals be tied to identified needs [of teacher, student, school, and/or district]?	How is successful completion measured? ⁹⁹
Arkansas	Renewal credits must include the professional development required in the teacher’s professional growth plan under the requirements of the state teacher evaluation system	Teacher and observer	Y: Teacher, Student, School, District	T ¹⁰⁰
Georgia	Most teachers must develop one or more Professional Learning Goals (PLG) to work toward. Newly credentialed teachers, and teachers who have received annual summative evaluation ratings of Needs Development, Ineffective, or Unsatisfactory during the previous five (5)-year validity of their certificate, and a few other groups create more comprehensive Professional Learning Plans (PLPs).	Teacher, with approval of supervisor	Y: Teacher, School, District	L, S, T
Indiana	May complete an approved “Professional Growth Plan” via PGP points as a record of teacher’s professional growth/development	Teacher (with assistance from an evaluator if they opt to include this information in the teacher’s review), with approval of employing local education agency	N	L, S, T
Iowa	One of the six required renewal credits may be earned by completing an individualized professional development plan	Teacher and observer	N	L
Kansas	Teachers may earn professional development points awarded by a Kansas local professional development council under an approved individual development plan	Teacher and supervisor	Y: Teacher, Student, School, District	T ¹⁰¹

State	What does the state require? ⁹⁸	Who sets PGP goals?	Must goals be tied to identified needs [of teacher, student, school, and/or district]?	How is successful completion measured? ⁹⁹
Kentucky	As part of the Continuing Education Option (CEO), requires the creation of a detailed personalized learning plan and the development and submission of a portfolio demonstrating how the job-embedded professional learning plan was met and the impact on candidate practice	Teacher with guidance from CEO coach, and approval by external CEO scoring team	Y: Teacher, School, District	0
Massachusetts	Must earn professional development points as part of an approved individual professional development plan	Teacher, with approval of school or district	Y ¹⁰² : Teacher, Student, School, District	S, T
New Hampshire	If a local education agency submits a professional development master plan to the state, it is required to develop an individual professional development plan for each teacher it employs	Teacher and supervisor, with approval of district	Y: Teacher, Student, School, District	L
Ohio	Design and complete an Individual Professional Development Plan, subject to the approval of the Local Professional Development Committee	Teacher, with approval of local committee	Y: Teacher	L, T
Utah	Create and fulfill a professional learning plan, which outlines the activities they will complete to earn the professional learning points required for renewal	Teacher and supervisor	Y: Teacher, Student, School, District	L
Virginia	Create and complete a personalized professional development plan	Teacher and advisor	Y: Teacher, District	S, T
Washington	Can meet renewal requirements by completing up to four annual professional growth plans, or a combination of PGPs and continuing education hours/credits	Teacher	Y: Teacher	S ¹⁰³

Notes

¹ Full licenses are non-temporary/emergency credentials that bestow full teaching privileges.

² Most states do not make this information directly available, and so New America has used its discretion in classifying the number of licenses. This analysis attempts to reflect the number of “full” licenses, including time-delimited initial licenses, but not emergency or temporary credentials that require additional actions be taken by the holder to continue teaching. However, states vary in how they structure their licenses, ruling out a true apples-to-apples comparison in some cases. For example, some states, like Louisiana, have three levels of professional licenses with different enough requirements and timeframes for renewal that it considers them to be three separate licenses, whereas Alabama has only one license type, but three levels within that type based solely on the post-secondary education the credential holder has attained. As such, Louisiana is classified as “3” and Alabama as “1” although the language used to describe the different tiers within their respective license systems is similar.

³ “Standard” license (i.e., not an initial or advanced license) is highlighted.

⁴ Any license that does not need to be renewed. Only states that offer full teaching privileges on a license type that is valid on a permanent basis are counted as “Yes” (i.e., states that only offer substitute teaching privileges are excluded). In several states listed as “Yes” (Missouri, New York, Pennsylvania, and Wisconsin), teachers must still fulfill similar requirements as states that have official “renewal” policies. As such, this analysis treats these states policies as comparable to other states’ license renewal policies and includes information on that policy herein. In all states listed as “No”, teachers cannot attain a new “lifetime license”; there may, however, still be teachers teaching on lifetime licenses previously offered, due to grandfathering-clauses in state policy language.

⁵ However, the professional certificate has three tiers: 1) Class B: Bachelor’s degree level. 2) Class A: Master’s degree level; 3) Class AA: Planned sixth-year program level certification.

⁶ Available to educators age 62 and older, and to retired educators.

⁷ Georgia technically has two Professional certificates, one called “Standard,” and another called “Performance-Based” that also requires a minimum of two “Proficient” or “Exemplary” annual performance ratings earned on the statewide teacher evaluation system within five years of the renewal date. However, renewal procedures are otherwise the same and the certificates do not convey different privileges to teachers, so they are treated here as one license type. Georgia Professional Standards Commission, Professional Learning Guidelines: Supporting the Implementation of GaPSC Rule 505-2-.36 Renewal Requirements (Atlanta, 2017), <https://www.gapsc.com/Commission/Rules/Proposed/Download/505-2-.36.pdf>.

⁸ However, the professional certificate has three tiers: 1) Rank III: Bachelor’s degree level. 2) Rank II: Master’s degree level (or equivalent); 3) Rank I: Master’s degree/equivalent plus 30 semester.

⁹ The SPC II is a terminal license (can not be renewed) and holder must move to the APC license type. But because the APC is an advanced license, for the purpose of this analysis, New America has considered the SPC II as the “standard” license, and the requirements to move from the SPC II to the APC as the state’s “standard license renewal requirements.”

¹⁰ However, the standard license has four tiers: 1) Class A: Bachelor’s degree level; 2) Class AA: Master’s degree level; 3) Class AAA: Specialist degree level; 4) Class AAAA: Doctoral degree level.

¹¹ However, ongoing continuing education is required to keep it active for employment purposes.

¹² Licensure period depends on type of graduate degree held.

¹³ However, ongoing continuing education is required to keep it active for employment purposes.

¹⁴ For teachers who have held a valid ND license for 30 years.

¹⁵ Six years of service, not calendar years. Pennsylvania Department of Education, “Continuing Professional Development,” in Act 48 (Harrisburg, 2014), <https://www.education.pa.gov/Documents/Teachers-Administrators/Act%2048-PERMS/FAQ%20Act%2048%20Continuing%20Professional%20Education%20Requirements.pdf>.

¹⁶ For teachers who have held a valid ND license for 30 years.

¹⁷ Teachers on Initial licenses who do not complete requirements to advance to 5-year Professional license are issued a 3-year professional license, which they can renew indefinitely until they meet the requirements to convert it to a 5-year license.

¹⁸ Teachers on Provisional licenses who do not complete requirements to advance to the Lifetime license can renew the Provisional License indefinitely.

¹⁹ However, some action is required to keep it active for employment purposes.

²⁰ For teachers who are actively employed in the education system in the state leading up to the license renewal date (i.e., not retired teachers, etc.). In addition to the requirements outlined, most, although not all, states appear to require teachers to submit a license processing fee in addition to submitting to a background check and/or submitting a form ensuring their personal and professional fitness for teaching, such as in OK. NJ does not require a background check, or other forms detailing criminal convictions or professional disciplinary actions for license renewal. While MO, PA, NY and WV have “lifetime licenses,” their license maintenance processes function similar to other states’ renewal processes. Thus, for the purpose of this analysis, those “maintenance” policies have also been captured here.

²¹ Alabama State Department of Education, Educator Certification Section, Certificate Renewal (Continuation) of Professional Educator Certificates (Montgomery, 2016), [https://www.alsde.edu/sec/ec/Prof%20Educator/\[A\]%20Application%20Part%201%20of%202%20\[Supplement%20RP1\].pdf](https://www.alsde.edu/sec/ec/Prof%20Educator/[A]%20Application%20Part%201%20of%202%20[Supplement%20RP1].pdf).

²² Department of Education & Early Development, Teacher Education and Certification, Renewal & Reinstatement Information (Juneau, 2015), <https://education.alaska.gov/teacher/certification/forms/ReneworReinstateCertificates.pdf>.

²³ “Application for Renewal of Certificate.” Arizona Department of Education, last modified March 16, 2018, <https://cms.azed.gov/home/GetDocumentFile?id=57a4d6dcaadebe130c51856d>. Arizona Office of the Security of State, Administrative Rules Division, “State Board of Education,” in Title 7, Arizona Administrative Code (Phoenix, 2018), http://apps.azsos.gov/public_services/Title_07/7-02.pdf.

²⁴ Arkansas Department of Education, Rules Governing Professional Development (Little Rock, 2016), <https://www.sos.arkansas.gov/uploads/rulesRegs/Arkansas%20Register/2016/march2016/005.15.15-005.pdf>.

²⁵ “Application For Credential Authorizing Public School Service,” California Commission on Teacher Credentialing, last modified August 2017, https://www.ctc.ca.gov/docs/default-source/leaflets/414.pdf?sfvrsn=24453907_16.

²⁶ “Frequently Asked Questions,” Renewal of a Colorado Professional License, Colorado Department of Education, https://www.cde.state.co.us/cdeprof/licensure_renewal_faqs; <http://www.sos.state.co.us/CCR/GenerateRulePdf.do?ruleVersionId=7463&fileName=1%20CCR%20301-37>.

²⁷ “Application for Continuation of Professional Educator Certificate,” Connecticut State Department of Education, last modified March, 2013, http://portal.ct.gov/-/media/SDE/Certification/Forms/ed_179.pdf?la=en.

²⁸ Delaware General Assembly, “Issuance and Renewal of Continuing License,” in Professional Standards Board (Licensure, Certification and Professional Development), (Dover, 2018), http://regulations.delaware.gov/AdminCode/title14/1500/1511.shtml#TopOfPage;%20https://deeds.doe.k12.de.us/forms/renew_cont_lic_manual.pdf.

²⁹ “Credential Renewal,” Office of the State Superintendent of Education, accessed July 08, 2018, <https://osse.dc.gov/node/1310011>.

³⁰ Florida Legislature, “Personnel,” in Title XLVIII K-20 Education Codes (Tallahassee, 2018), 1012.54.

³¹ “Requirements for Renewal Applications Received On or After July 1, 2014,” Florida Educator Certification Renewal Requirements, Florida Department of Education, accessed July 08, 2018, <http://www.fldoe.org/teaching/certification/renewal-requirements/>. Florida Legislature, “Personnel,” in Title XLVIII K-20 Education Codes (Tallahassee, 2018), 1012.585; http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=1000-1099/1012/Sections/1012.585.html.

³² Georgia Professional Standards Commission, GaPSC Rule 505-2-.36 Renewal Requirements (Atlanta, 2017), 1, <https://www.gapsc.com/Commission/Rules/Proposed/Download/505-2-.36.pdf>.

³³ Georgia technically has two Professional certificates, one called “Standard,” and another called “Performance-Based” that also requires a minimum of two “Proficient” or “Exemplary” annual performance ratings earned on the statewide teacher evaluation system within five years of the renewal date. However, renewal procedures are otherwise the same and the certificates do not convey different privileges to teachers. Georgia Professional Standards Commission, Professional Learning Guidelines: Supporting the Implementation of GaPSC Rule 505-2-.36 Renewal Requirements (Atlanta, 2017), <https://www.gapsc.com/Commission/Rules/Proposed/Download/505-2-.36.pdf>.

³⁴ “Renewing Your License,” Hawaii Teacher Standards Board, accessed July 09, 2018, <https://hawaiiteacherstandardsboard.org/content/renewing-your-license/>; “Hawai’i Teacher Standards Board License Renewal Verification of Satisfying Hawaii Teacher Performance Standards Documentation,” Hawai’i Teacher Standards Board, accessed July 09, 2018, <http://hawaiiteacherstandardsboard.org/content/wp-content/uploads/RA-5010-Standards-C.pdf>.

³⁵ “Renewal of an Idaho Certificate,” Idaho State Department of Education, accessed July 09, 2018, <https://www.sde.idaho.gov/cert-psc/cert/apply/renewal.html>.

³⁶ As of the 2014-2019 renewal cycle. PD requirements for non-CTE teachers renewing their license in the 2013-2018 renewal cycle are reduced if they hold one or more advanced degrees (80 hours, and 40 hours, respectively) Illinois General Assembly, Public Act 098-0610 (Springfield, 2013); “Professional Educator License Renewal Timelines & PD/IAA Requirements for IL Public School Educators,” Illinois State Board of Education (ISBE), last modified July 19, 2017, <https://www.isbe.net/Documents/license-renewal-chart.pdf>. “Illinois State Professional Development Provider Requirements,” Illinois State Board of Education, last modified August 21, 2017, <https://www.isbe.net/Documents/guidelines-renewal-prof-dev.pdf>.

³⁷ Indiana State Board of Education, Indiana Register, Article 10.1. Teacher Training and Licensing (Indianapolis, 2014); “Renewing with National Board Certification NBPTS,” Current Indiana Educator to Renew a License, last modified June 07, 2018, <https://www.doe.in.gov/licensing/current-indiana-educator-renew-license#License1>.

³⁸ “Requirements for Licenses,” Iowa Board of Educational Examiners, accessed July 09, 2018, <http://www.boee.iowa.gov/require.html#stand>; <http://www.boee.iowa.gov/faqs.html#ConvertInit>.

³⁹ Kansas State Department of Education, Teacher Licensure and Accreditation, Regulations and Standards for Kansas Educators (Topeka, 2017), <https://www.ksde.org/Portals/0/TLA/Licensure/Licensure%20Documents/CertHandbook16-17link.pdf?ver=2016-10-20-112214-117>.

⁴⁰ “Frequently Asked Questions for Certification,” Division of Certification, Education Professional Standards Board, accessed July 09, 2018, <http://www.epsb.ky.gov/mod/page/view.php?id=117>; “Certification in Kentucky,” Division of Certification, Education Professional Standards Board, accessed July 18, 2018, <http://www.epsb.ky.gov/mod/book/view.php?id=95&chapterid=60>; <http://www.lrc.ky.gov/kar/016/008/030.pdf>; Kentucky Administrative Regulation 16 KAR 8:030, Continuing Education Option for Certificate Renewal and Rank Change, 2010, <http://www.lrc.ky.gov/kar/016/008/030.pdf>.

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⁷² Tennessee State Board of Education, Educator Licensure Policy (Nashville, 2018), <https://www.tn.gov/content/dam/tn/stateboardofeducation/documents/policies/5000/5.502%20Educator%20Licensure%20Policy%207-27-18.pdf>.

⁷³ For certificates renewed after June 1, 2019, 25% of a teacher's CPE hours must be related to the eight following topics: (A) collecting and analyzing information that will improve effectiveness in the classroom; (B) recognizing early warning indicators that a student may be at risk of dropping out of school; (C) digital learning, digital teaching, and integrating technology into classroom instruction; (D) educating students with disabilities, including mental health disorders; (E) educating students who are educationally disadvantaged; (F) educating English language learners; (G) educating students at risk of dropping out of school; and (H) understanding appropriate relationships, boundaries, and communications between educators and students. "General Certification Provisions, Subchapter A. Certificate Renewal and Continuing Professional Education Requirements" in Texas Administrative Code (TAC) (Austin, 2018), §232.11, https://tea.texas.gov/About_TEA/Laws_and_Rules/SBEC_Rules_TAC/State_Board_for_Educator_Certification_Rules_-_Texas_Administrative_Code/.

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⁷⁵ Some VT teachers currently hold a 7-year Level II license, which was previously the standard license length. They will have to meet the 7 year renewal requirements which are 9 credits/135 hours. At that time, they'll be issued a 5 year Level II license and be subject to the current renewal requirements moving forward. "2018 Educator License Renewals," Renew Your License, State of Vermont Agency of Education, accessed July 17, 2018, <http://education.vermont.gov/educator-quality/licensed-vermont-educators/renew-license>; "Activities that Qualify for Professional Learning Credit," Vermont Agency of Education Educator Quality Division, accessed July 09, 2018, <http://education.vermont.gov/sites/aoe/files/documents/edu-educator-quality-vsbspe-professional-learning-activities.pdf>.

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⁷⁸ Beginning in 2019, at least 15 clock hours, or at least one goal from an annual professional growth plan (PGP), must be related to the "knowledge and competency of the teacher and principal evaluation criteria. "Continuing education credit hour—Definition—Professional growth team consultation and collaboration—School accreditation site visit team participation—National Board for Professional Teaching Standards assessment—Supervisors—First peoples' language, culture and oral tribal traditions," in Washington Administrative Code (WAC) (Olympia, 2006), <http://apps.leg.wa.gov/wac/default.aspx?cite=181-85-033>; "What is the TPEP professional development requirement for certificate renewal?" TPEP Renewal Requirement, State of Washington Professional Educator Standards Board, accessed July 09, 2018, <https://www.pesb.wa.gov/educator-pathways/current-washington-educators/tpep-renewal-requirement/>.

⁷⁹ West Virginia Secretary of State, Administrative Law Division, "126-136-10. Licenses for Professional Educators," in Minimum Requirements for the Licensure of Professional/Paraprofessional Personnel and Advanced Salary Classifications (5202) (Charleston, 2017), section 10.1.e, <http://apps.sos.wv.gov/adlaw/csr/readfile.aspx?DocId=49997&Format=PDF>.

⁸⁰ "Lifetime license update," Wisconsin Department of Public Instruction, accessed July 09, 2018, <https://dpi.wi.gov/tepd/doing-i-need-apply-lifetime-license>.

⁸¹ "Renewal Requirements for Wyoming Educator License or Permit," Professional Teaching Standards Board, accessed July 09, 2018, <http://wyomingptsb.com/licensure/renewing-a-license-or-permit/>; Teaching Standards Board, Professional, "Chapter 8: Chapter 8: Renewal Requirements for Educator Licenses and Permits," in Wyoming Administrative Rules (Cheyenne, 2010).

⁸² States may use different nomenclature, but “PGP” is used here to refer broadly to any individualized professional learning plan or goal states require teachers to use in demonstrating completion of renewal requirements (some states allow local districts to choose to use PGPs as part of the renewal process, but those are not included here). This may or may not be the same PGP that the state requires/encourages as part of the teacher evaluation process. 11 states incorporate PGPs as part of their performance evaluation and support systems but not as part of licensure renewal (CO, HI, ME, NC, OR, PA, RI, SC, and VT for all teachers, and IL and NY only for lower-performing teachers); however, some PD activities teachers in these states engage in as part of their evaluation PGP may also be used to fulfill their continuing education licensure renewal requirements.

⁸³ As of August 9, 2017. Prior, licenses were valid for six or eight years.

⁸⁴ ArkansasIDEAS online PD requires teachers to pass an assessment with multiple-choice questions to receive credit for the PD. Teachers are able to filter the offerings by domain of the teacher evaluation system observation rubric, if desired. This PD option is primarily used by educators who are not currently teaching in a public school or for supplements. “Course Catalog,” Internet Delivered Education for Arkansas Schools, accessed July 18, 2018, http://ideas.aetn.org/course_catalog?subject=Section&tess=option; Melissa Jacks, email to authors, October 19, 2017.

⁸⁵ Can also renew by completing all components of the National Board certification process, even without achieving certification.

⁸⁶ Can only be used for two renewals.

⁸⁷ Following PD, teachers can choose to document application of new knowledge/skill or positive impact on student outcomes. These efforts are incentivized by the potential to be awarded more PD points which count toward recertification (double points for application of knowledge/skill, and triple for demonstrated impact on student outcomes). Kansas State Department of Education, Teacher Licensure and Accreditation, Regulations and Standards for Kansas Educators (Topeka, 2017), <https://www.ksde.org/Portals/0/TLA/Licensure/Licensure%20Documents/CertHandbook16-17/link.pdf?ver=2016-10-20-112214-117>.

⁸⁸ C, J, and O only as part of the CEO option.

⁸⁹ To keep certificate active, teachers must be employed and meet an annual professional development requirement or several other criteria.

⁹⁰ To maintain active status, teachers must renew the “registration” for their certificates every five years. Failure to renew one’s registration before the specified date also subjects the holder to late fees of \$10 for each month overdue.

⁹¹ Districts determine what activities earn PDUs. They are bound by guidelines that define the desired outcomes of PD, but not specific activities. As such, NBPTS Certification or renewal could count toward PDUs, but that decision is left to the district.

⁹² To maintain active status, teachers must complete continuing education requirements every five years.

⁹³ Only renewal of NBPTS certification, not initial certification, counts toward state license renewal.

⁹⁴ Teachers in pilot districts can use vetted micro-credentials that assess competency on discrete teaching practices/skills toward renewal PD requirements. Tennessee State Board of Education, Educator Licensure Policy (Nashville, 2018), <https://www.tn.gov/content/dam/tn/stateboardofeducation/documents/policies/5000/5.502%20Educator%20Licensure%20Policy%207-27-18.pdf>.

⁹⁵ Effective July 1, 2018. Prior, licenses were valid for five years.

⁹⁶ The only allowable continuing education credits are “eLearning courses” delivered by the state Department of Education.

⁹⁷ The license will be invalidated upon failure to meet maintenance requirements every five years.

⁹⁸ For sources, see citations for “General renewal requirements for “standard” license.”

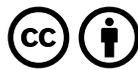
⁹⁹ Many states require a supervisor or other individual to assess completion of PGP for renewal purposes.

¹⁰⁰ Teachers must submit their evaluations and the PGPs they developed to the state; however, completion of PGPs is only reviewed if teachers are randomly selected to be audited.

¹⁰¹ At teachers’ discretion, can also be L, O, or S, if attempt to earn additional points by documenting professional learning/impact on student learning. See note 87 for more information.

¹⁰² 80% of the PGP is required to be tied to identified needs.

¹⁰³ The state provides a rubric for determining what would be adequate progress on the PGP, but it is primarily to guide conversations between teachers and evaluators and the state does not require its use. See “PGP Rubric (Document),” https://docs.google.com/document/d/1_q5lrajZtJ6XZKDNs1oWo2g0_WL8d6SU2LBY26SWndg/edit, located at “PGP Forms and Support Materials,” State of Washington Professional Educator Standards Board, accessed July 18, 2018, <https://www.pesb.wa.gov/workforce-development/developing-current-educators/pgp/pgp-forms-and-support-materials/>.



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