



2021 Annual Report to BESE | Educator Data

TEACHERS IN MASSACHUSETTS, 2020-2021

Total number of teachers (FTE)	75,147
Percent of teachers licensed	97.6%
Student to teacher ratio	12.1 to 1
Average teacher salary*	\$84,659

*This number reflects 2020 data.

Source: Massachusetts State Profile – Teachers, <http://profiles.doe.mass.edu/>.

LICENSURE DATA (Educator licenses, renewals, and waivers)

License	Description	2020	2021
Educator licenses issued*		29,151	31,321
Provisional	First license for people who have not completed an approved educator preparation program; valid for five years	2,125	2,276
Initial	First license for people who have completed an educator preparation program; valid for five years	8,514	8,132
Professional	Second license for people who have been employed for at least three years under an initial license; must be renewed every five years	5,081	5,666
Temporary	Temporary license for experienced teachers from another state; valid for one year	280	336
Vocational	Licenses issued for educators in vocational schools (may be Preliminary, Initial, Professional, or Temporary)	394	565
Emergency	A new license created due to COVID-19 and designed to assist educators that are unable to complete all requirements for licensure due to the state of emergency.	5,782	8,197

Endorsement	A supplementary credential issued to an educator licensed under 603 CMR 7.00, or a credential issued to an individual otherwise required by law or regulation to obtain such credential, indicating satisfactory knowledge and skills to perform services in the area(s) specified.	6,557	5,754
Initial Extension	The Initial license is valid for five years of employment and may be renewed at the discretion of the Commissioner for an additional five years	735	759
Renewals and waivers issued**			
Renewals	Renewals of professional licenses for experienced educators***	14,066	5,856
Waivers	Waivers of licensure requirements for districts that have made a good-faith effort to hire a licensed or certified educator for a particular position but have been unable to find one	764	453

Notes: The descriptions of the licenses are in general terms and are not meant to fully detail all the pathways to each license.

*Data are for calendar years.

**Data are for fiscal years.

***The licensure renewal cycle requires educators that hold a professional license to renew every five years.

Source: *Educator Licensure Office*.