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| BESE 2023 Annual Report | |
|  | Educator Data |

**Teachers in Massachusetts, 2022-2023**

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| **Total number of teachers (FTE)** | **76,978** |
| Percent of teachers licensed | 97.1% |
| Student to teacher ratio | 11.9 to 1 |
| Average teacher salary\* | $88,351 |

*\*This number reflects 2023 data.*

*Source: Massachusetts State Profile – Teachers,* [*http://profiles.doe.mass.edu/*](http://profiles.doe.mass.edu/)*.*

**LICENSURE DATA (Educator licenses, renewals, and waivers)**

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| **License** | **Description** | **2022** | **2023** |
| **Educator licenses issued\*** | | 28,906 | 25,681 |
| Provisional | First license for people who have not completed an approved educator preparation program; valid for five years | 2,317 | 2,923 |
| Initial | First license for people who have completed an educator preparation program; valid for five years | 8,371 | 8,246 |
| Professional | Second license for people who have been employed for at least three years under an initial license; must be renewed every five years | 5,414 | 5,171 |
| Temporary | Temporary license for experienced teachers from another state; valid for one year | 347 | 255 |
| Vocational  Emergency | Licenses issued for educators in vocational schools (may be Preliminary, Initial, Professional, or Temporary)  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. | 569  5,526 | 846  8,240 |
| 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. | 5,580 | 5,235 |
| 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 | 780 | 797 |

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| **Renewals and waivers issued\*\*** | | | |
| Renewals | Renewals of professional licenses for experienced educators\*\*\* | 11,667 | 12,548 | |
| 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 | 1,364 | 1,411 | |

**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.*