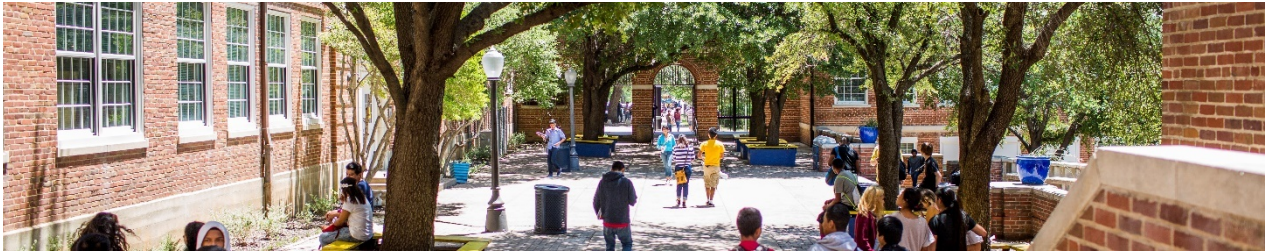


Attachment 1: TEACHER LICENSURE:

Trends in licensure and teacher profiles by license type



LICENSURE OPTIONS IN MASSACHUSETTS.

Teachers can begin working in a Massachusetts public school with one of three types of licenses: Temporary, Preliminary or Initial. Most new teachers enter the classroom with an Initial license, which requires teachers to complete an approved teacher preparation program and pass the appropriate Massachusetts Tests for Educator Licensure (MTEL).

LICENSURE TERMINOLOGY:

Temporary License: An educator license issued to a person who holds a valid license or certificate of a type comparable to at least an Initial License in Massachusetts from another state or jurisdiction, and who has been employed under such license for a minimum of three years and has met the requirements set forth in 603 CMR 7.04 (2) (d). It is valid for one year, during which the educator must pass the appropriate MTEL exams, and is nonrenewable. Service under a Temporary License shall be counted as service in acquiring professional teacher status, contingent upon the educator passing the applicable licensure tests.

Preliminary License: A license issued to a person who holds a bachelor's degree and has passed the Massachusetts Tests for Educator Licensure (MTEL) and met other eligibility requirements established by the Board in 603 CMR 7.04 (2) and 7.09 (1). The Preliminary License is valid for five years of employment, and provides an alternate route to teaching, allowing teachers to complete an approved preparation program while teaching.

Initial License: An educator license issued to a person who has completed a bachelor's degree, passed the Massachusetts Tests for Educator Licensure, completed an educator preparation program approved by the Commissioner, and met other eligibility requirements established by the Board. 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.

Professional License: An educator's license issued to a person who has met the requirements for an Initial License in that field and met requirements established by the Board set forth in 603 CMR 7.04 (c), 7.09, or 7.11. The Professional License is valid for five years and renewable for additional five-year terms as set forth in 603 CMR 44.00.

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Total Number of Licenses Issued in Massachusetts, by Type (2010-2014)

Type of License	2010	2011	2012	2013	2014	Average over five years
Temporary	328	416	357	398	473	394
Preliminary	5,100	5,049	4,609	4,666	4,629	4,811
Initial	11,634	13,095	12,125	13,899	12,870	12,725
Professional	5,196	5,577	4,904	6,129	7,611	5,883
Initial Extension	823	873	843	1,030	924	899
Vocational	315	338	329	384	437	361

Average Number of Licenses Issued in Massachusetts per Year, by Content Area (2006-2010)

Content Area	Average number of licenses issued per year (based on five years of data, 2011-2014)
Elementary	3,069
English	2,351
Math	1,961
Science	1,503
Social Studies	1,936
Special Education*	3,363

*Special Education includes all Deaf/Hard-of-Hearing, Moderate Disabilities, Special Needs, Speech/Language, Severe Disabilities, and Vision/Visually Impaired licenses.

(Data Source: Data analysis conducted by DESE February 2015)

Total Number of People Issued a Massachusetts license (2010-2014)

Year	Total number of people issued a MA license
2010	17,892
2011	19,012
2012	17,512
2013*	21,945
2014*	30,401
Average	21,352

*Includes issuance of the Sheltered English Immersion (SEI) Endorsement.

PROFILES OF LICENSE-HOLDERS IN MASSACHUSETTS.

Note that many of the charts below are from 2012-13 and thus represent a snapshot, rather than patterns over time. The data source is the Dec 2013 [DESE Status of the Educator Workforce Report](#).

Percent of Teachers by License Type, Race, and Gender (2012-13)

Type of License	First-Year Teachers			Experienced Teachers		
	All Teachers	Teachers of Color	Male Teachers	All Teachers	Teachers of Color	Male Teachers
Temporary License	0.9%	1.5%	1.2%	-	-	-
Preliminary License	26.2%	43.1%	39.9%	5.3%	12.3%	10.6%
Initial License	73.0%	55.4%	58.9%	26.3%	33.5%	33.8%
Professional License	-	-	-	68.3%	54.1%	55.6%

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- One in four of all new teachers in the 2012-2013 school year held a preliminary license, though the percentage is greater for first-year teachers of color (43.1%) and first-year male teachers (39.9%).
- Nearly seven out of ten experienced teachers held a professional license, but the percentage drops for experienced teachers of color (54.1%) and experienced male teachers (55.6%).
- A higher percentage of teachers with preliminary licenses are teachers of color or male teachers, two groups that are currently underrepresented in the Massachusetts educator workforce. This holds true for first-year and experienced teachers.

PROFILES OF FIRST-YEAR TEACHERS IN MASSACHUSETTS.

Percent of First-Year Teachers by License Type and Grade Level (2012-13)

Type of License	Elementary	Middle	High
Temporary License	0.9%	1.0%	0.9%
Preliminary License	19.9%	34.2%	35.4%
Initial License	79.2%	64.8%	63.8%

- Nearly four out of five first-year elementary teachers have an initial license. At the middle and high school level, however, only 64-65% of first-year teachers hold initial licenses.

Profiles of First-Year Teachers on Preliminary Licenses:

First-year teachers with preliminary licenses are likely to be slightly older than teachers with initial licenses, and are more likely to teach at the middle and high school level. The preliminary license provides a faster route into the classroom, and thus attracts mid-career professionals and candidates in shortage subject areas (e.g. math, science, ELL).

- The average age for a first-year teacher with a preliminary license is 33 years, compared to the 30 year average age of first-year teachers with initial licenses.
- New teachers with preliminary licenses are more likely to teach in middle or high schools, likely because there are more job openings than in elementary schools, especially in shortage subject areas, or because the skillsets of these career changers are a better fit at the secondary level.
- First-year teachers with preliminary licenses have a higher percentage of teachers of color or male teachers than other license types.

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Trends in licensure and teacher profiles by license type

Percent of First-Year Teachers by Shortage Subject Areas and License Type (2012-13)

Type of License	Subjects Taught (Middle or High School Grades Only)				Students Taught		
	Math	Science	Foreign Language	ELA/ Reading	Early Childhood (PK – 2)	Special Education	English Language Learners
Temporary License	1.1%	0.9%	0.0%	1.3%	0.5%	1.2%	1.4%
Preliminary License	23.1%	27.3%	51.0%	18.9%	15.9%	18.6%	36.4%
Initial License	75.8%	71.8%	49.0%	79.9%	83.6%	80.2%	62.1%

- Approximately one third of new teachers at the middle or high school level have preliminary licenses, but it varies greatly by subject area. 51% of those teaching a foreign language hold a Preliminary License, compared to 23.1% of those teaching math 27.3% of those teaching science, and 18.9% of those teaching English Language Arts or reading.
- The Preliminary License enables teachers to teach in shortage areas. Specifically, it is helping meet hiring needs for positions with English Language Learners. However, this is not the case for all shortage areas, such as Early Childhood and Special Education, both of which have lower than average rates of first-year teachers with preliminary licenses.

Percent of First-Year Teachers by School Characteristics and License Type (2012-23)

Type of License	School Accountability Level				School Low-Income Enrollment	
	Level 1	Level 2	Level 3	Level 4	Low Poverty	High Poverty
Temporary License	0.8%	1.0%	0.8%	2.3%	1.0%	0.8%
Preliminary License	24.2%	23.8%	29.0%	34.9%	20.6%	29.8%
Initial License	75.0%	75.2%	70.2%	62.9%	78.4%	69.3%

- There are more first-year teachers with preliminary licenses teaching at high-need schools than at low-need schools. Specifically, a slightly higher percentage of first-year teachers are at Level 3 or Level 4 schools (29% and 34.9%) than are at Level 1 or Level 2 schools (24.2% and 23.8%). Nearly one third of first-year teachers at high poverty schools have a Preliminary License, compared to one fifth of first-year teachers at low poverty schools.
- This data is not disaggregated by charter school status because charter school teachers are subject to different licensure requirements. 45% of first-year charter school teachers did not have active teaching licenses in 2012-13. Of those that did, 32% held a Preliminary License.

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CONCLUSIONS.

Massachusetts issues many thousands of teaching licenses each year – often over 25,000 – the majority of which are Initial Licenses. However, the Preliminary License is a popular pathway into the classroom for first-year teachers, especially for underrepresented groups (teachers of color and male teachers). Teachers with preliminary licenses are more likely to teach in high-poverty schools than low-poverty schools, though we do not have data on their effectiveness in these placements. More data is needed to say whether it's concerning or not that there are so many more preliminary license teachers in high-need schools than in low-need schools. The Preliminary License also provides a quick route to the classroom in high need subject areas, especially at the middle and high school level, suggesting that it serves as a useful strategy to fill vacancies in these shortage areas.