

Streamlining Certification: A Snapshot on Licensing in Vermont

In order to diversify the educator workforce, alternate pathways and programs are required so that racially, ethnically and linguistically diverse candidates can successfully complete educator preparation and licensure certification. While official “grow-your-own” programs are not outlined in the State of Vermont Educator licensure rules, there are many systems in place for districts to develop and support existing staff and new unlicensed hires.

Overview

School districts can hire unlicensed teachers and apply for a temporary license. While there is an expectation that a school will make all reasonable efforts to hire a licensed applicant, the Agency of Education (AOE) recognizes that licensure is not the sole indicator of a qualified educator. Once licensed under a temporary license, districts can then support an educator to complete a traditional educator prep program, or the State of Vermont’s alternative pathway known as Peer Review. Whichever route an educator chooses, districts are encouraged to build partnerships with Higher Education Institutions (HEIs) for supports in coursework and mentorship.

Note: Each application is independently evaluated by AOE licensure staff. This information is a general summary of AOE licensure rules and policies. There are additional requirements for some specific endorsements and situations.

Temporary Licenses

Emergency License

- Valid for only 1-academic year (expires June 30th of school year issued)
- Minimum of a BA (except CTE)
- Plan for supervision and mentoring through district
- Evidence that the district has made all reasonable attempts to hire a properly licensed educator
- Not available for special education, administrative and some other student service endorsements

Provisional License

- Valid for 2-academic years (expires June 30th of second school year issued)
- Minimum of BA (or the equivalent in the content area of the provisional endorsement sought), passing score on Praxis II (if applicable), valid professional educator license in VT or another state, **OR** an expired professional educator license that expired 2-10 years ago

Contact Information:

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- Plan for supervision and mentoring through district
- Plan for professional licensure within 2-years
- Proper OPR licensure, National certifications, or higher degrees needed for some endorsements

Apprenticeship license (CTE Only)

- Valid for 4-academic years (expires June 30th of forth school year issued)
- Applicant and CTE Director must develop a Professional Learning Plan to meet CTE licensure requirements detailed in section 5231-5236 of the VT licensing rules
- Proper OPR certifications needed for human services/personal care endorsement

	Valid for	Qualifications	Other considerations
Emergency License	1-Academic Year	BA	-Evidence district has made all reasonable attempts to hire a properly licensed educator -Not available for special education, administrative and some other student service endorsements
Provisional License	2-Academic Years*	BA in subject area, Praxis II, Valid prof teaching license in other state or endorsement, OR expired prof teaching license within 2-10 years.	-Plan for supervision and mentoring through district -Plan for professional licensure within 2-years -Proper OPR licensure, National certifications, or higher degrees needed for some endorsements
Apprenticeship License	4-academic Years*	Academic/work experience scale requirements detailed in section 5231-5236 of the VT licensing rules	-Professional Learning Plan to meet CTE licensure requirements within 4-years - Proper OPR certifications needed for human services/personal care endorsement

*1-additional year possible for extenuating circumstances

Pathways to Initial licensure

Traditional Program: Receive a recommendation for licensure through Traditional Educator Prep Program.

Peer Review: Licensure through portfolio development. Online portfolio with all Vermont Core Teaching Standards and Endorsement specific competencies addressed with evidence and essays. Before applying, transcripts, resume and verification that testing requirements have been met must occur.

Transcript Review: Limited to very specific situations. Only a few endorsements for initial, or applicants who have completed an Educator Prep program in NY, NM, SD, or overseas.

Pathways to Adding Endorsements to a Current Vermont Educator license

Peer Review: Licensure through portfolio development. Online portfolio with all Endorsement specific competencies addressed with evidence and short essays. Before applying, transcripts, resume and verification that testing requirements have been met must occur.

Transcript Review: Available for all Educator and Administrator endorsements. All Endorsement competencies must be met with appropriate coursework and all degree level and jurisdictional requirements must be met.

Testing Information

Depending on which endorsement is sought, Vermont Educator Licensure requires applicants to successfully complete [Praxis Core and Praxis II requirements](#). Qualifying SAT, ACT, or GRE scores can be used for Praxis Core Exemption.

There are several study resources available to interested applicants for both Praxis Core and Praxis II exams. A few are detailed below.

[ETS Preparation Materials](#) - Study guides, practice tests, mixture of free and priced resources

[Department of Libraries](#) - Practice tests and resources for Praxis Core and II – Free for VT residents with a Library card

[Khan Academy: Praxis Core Prep](#) - Personalized, and includes reading, math and writing

[Vermont Adult Learning](#) - Tutoring in Core reading, math and writing