

Framingham Public Schools

Licensure



Office of Human Resources

Responsiveness, Commitment, Efficiency and Compassion

Types of Licenses: Teachers

- **Temporary License**
- **Provisional License**
- **Initial License**
- **Professional License**

Temporary License

Temporary License:

Validity:

- Valid for one (1) year of employment
- Cannot be extended or renewed

General requirements – appropriate for an experienced teacher from out-of-state who:

- Holds a Bachelor's degree
 - Has been employed in another state under a valid license or certificate comparable to a Massachusetts initial license for at least three (3) years
 - Has not passed all of, or has not failed any of, the required MTEL tests.
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Provisional License

Provisional License:

Validity:

- Valid for five years of employment; however, starting on July 1, 2019, an educator who holds one or more provisional licenses may be employed under said license(s) for no more than five years in total.
- Cannot be extended or renewed

General requirements – appropriate for a person who:

- Has a Bachelor's degree*
- Seeks a license as a core academic teacher and does not hold the [Sheltered English Immersion Endorsements \(SEI\)](#)
- Has passed all required MTEL tests
 - For licenses that do not have a subject matter knowledge MTEL (moderate special needs, instructional technology, etc.), complete a   Competency Review

Initial License

Initial License:

Validity:

- Valid for five (5) years of employment
- Can be extended once for an additional five years

General Requirements – appropriate for a person who:

- Has a Bachelor's degree*
- Has passed all required MTEL tests Holds the SEI endorsement (core academic teacher, principal/assistant principal, or supervisor/director only)
- Has completed one of the following:
 - An [approved educator preparation program](#) in Massachusetts **OR**
 - For out of state applicants:
 - Completion of a state-approved educator preparation program in a state with which Massachusetts has signed the NASDTEC Interstate Agreement or other agreement accepted by the Commissioner; **OR**
 - Completion of an educator preparation program sponsored by a college or university outside Massachusetts that has been accredited by a national organization accepted by the Commissioner; **OR**
 - Possession of the equivalent of at least an Initial license/certificate issued by a state with which Massachusetts has signed the NASDTEC Interstate Agreement or other agreement accepted by the Commissioner; **OR**
 - For educators prepared outside of the United States, completion of a Panel Review in accordance with Department guidelines.

Professional License

Professional License

Validity:

- Valid for five (5) calendar years
- Renewable every five (5) years thereafter

General Requirements – appropriate for a person who:

- Holds an Initial license in the same field as the Professional license sought;
- Has been employed under the Initial license for at least three (3) years and has completed a one-year induction program with a mentor and at least 50 hours of a mentored experience beyond the induction year.
- Has Completed One of the Following:
 - An approved licensure program for the Professional license sought as set forth in the Guidelines for Program Approval. **OR**
 - A program leading to eligibility for master teacher status, such as those sponsored by the National Board for Professional Teaching Standards and others accepted by the Commissioner. **OR**
 - For those who have completed any master's or higher degree or other advanced graduate program in an accredited college or university, at least 12 credits of graduate level courses in subject matter knowledge or pedagogy based on the subject matter knowledge of the Professional license sought; these may include credits earned prior to application for the license.

SEI

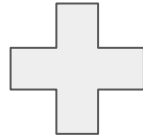
Who must hold the endorsement?

As of July 1, 2014, educators applying for their first Initial license (specifically core academic teachers of ELLs and principals/assistant principals and supervisors/directors who supervise or evaluate such teachers) must obtain the SEI endorsement. See applicable licenses below:

- **Core Academic Teachers** (early childhood, elementary, teachers of students with moderate and severe disabilities, English, reading, language arts, mathematics, science, civics and government, economics, history, and geography)
- **Academic Administrators** (principal/assistant principal or supervisor/director only)

GENERAL: What tests are needed to become a licensed teacher?

Communications
and Literacy
Skills Test



Content Area
MTEL

Science Teacher

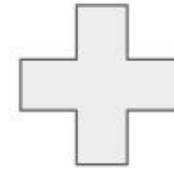
Biology	5-8, 8-12	Biology
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Chemistry	5-8, 8-12	Chemistry
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Earth Science	5-8, 8-12	Earth Science
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5-8	General Science
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Physics	5-8, 8-12	Physics
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**SEI
Endorsement**



Middle School: Mathematics/Science	5-8	Middle School Mathematics/Science (Middle School Mathematics (47) + General Science (10) OR Mathematics (09) + General Science (10) will also meet this requirement.)
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Math Teacher

Mathematics	1-6	Elementary Mathematics (Middle School Mathematics (47) OR Mathematics (09) will also meet this requirement.)
	5-8	Middle School Mathematics OR Mathematics
	8-12	Mathematics

Middle School: Mathematics/Science	5-8	Middle School Mathematics/Science (Middle School Mathematics (47) + General Science (10) OR Mathematics (09) + General Science (10) will also meet this requirement.)
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English Teacher

English	5-8, 8-12	English
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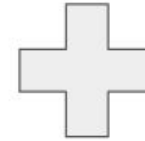
**SEI
Endorsement**



History/Social Studies Teacher

History	5-8, 8-12	History
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Middle School: Humanities(English/History)	5-8	Middle School Humanities. (English (07) + History (06) will also meet this requirement.)
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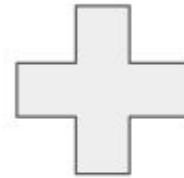


**SEI
Endorsement**



English as a Second Language Teacher

English as a Second Language	PreK-6, 5-12	English as a Second Language
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**SEI
Endorsement**



Elementary Teacher

Early Childhood	PreK-2	Early Childhood + Foundations of Reading (Reading (o8) will also meet this requirement.)
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Elementary	1-6	General Curriculum (multi-subject + math subtest (Elementary Math (53), Middle School Math (47) or Mathematics (09) will also meet the math subtest requirement.)) + Foundations of Reading (Reading (o8) will also meet this requirement.)
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**SEI
Endorsement**



Bilingual (or Two Way) Teacher

Elementary	1-6
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Foreign Language	PreK-6,5-12	Chinese (Mandarin)
		French
		German
		Italian
		Portuguese
		Russian
		Spanish
A Competency Review is required for languages where a test is not offered.		



SEI Endorsement



TBE (Transitional Bilingual Education) Teacher

Elementary	1-6
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English as a Second Language	PreK-6, 5-12
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**SEI
Endorsement**



Preschool Teacher

Early Childhood	PreK-2	Early Childhood + Foundations of Reading (Reading (08) will also meet this requirement.)
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**SEI
Endorsement**



Art/Music/Theater Teacher

Theater	All	Theater
Visual Art	PreK-8, 5-12	Visual Art

Music: Vocal/Instrumental/ General	All	Music
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Physical Education Teacher

Physical Education	PreK-8, 5-12	Physical Education
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Family/Consumer Science Teacher

Health/Family and Consumer Sciences	All	Health Education
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Health Teacher

Health/Family and Consumer Sciences	All	Health Education
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Foreign Language Teacher

Foreign Language A Competency Review is required for languages where a test is not offered.	PreK-6,5-12	Chinese (Mandarin)
		French
		German
		Italian
		Portuguese
		Russian
		Spanish

Latin & Classical Humanities	5-12	Latin and Classical Humanities
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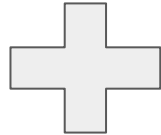
Special Education Teacher (Inclusion)

Teacher of Students with Moderate Disabilities	PreK-8	General Curriculum (multi-subject + math subtest (Elementary Math (53), Middle School Math (47) or Mathematics (09) will also meet the math subtest requirement.)) + Foundations of Reading (Reading (08) will also meet this requirement.). In addition, a Competency Review is required for a Preliminary license.
	5-12	General Curriculum (multi-subject + math subtest) OR one of the following MTEL subject matter tests at the 5-8 or 8-12 grade level: English, History, Middle School Humanities (English/History) (50), Middle School Math/Science (51), Mathematics (47 or 09 only), science (Biology, Chemistry, Earth Science, General Science, Physics), or Political Science/Political Philosophy. (Elementary Math (53), Middle School Math (47), or Mathematics (09) will also meet the math subtest requirement.) + Foundations of Reading. (Reading (08) will also meet this requirement.). In addition, a Competency Review is required.
Teacher of Students with Severe Disabilities	All	General Curriculum (multi-subject + math subtest (Elementary Math (53), Middle School Math (47) or Mathematics (09) will also meet the math subtest requirement.)). In addition, a Competency Review is required.



Special Education Teacher (Sub-Separate)

Teacher of Students with Moderate Disabilities	PreK-8
	5-12
Teacher of Students with Severe Disabilities	All



**Content
Area
License**



Preschool Special Education Teacher

Teacher of Students with Moderate Disabilities	PreK-8	General Curriculum (multi-subject + math subtest (Elementary Math (53), Middle School Math (47) or Mathematics (09) will also meet the math subtest requirement.)) + Foundations of Reading (Reading (08) will also meet this requirement.). In addition, a Competency Review is required for a Preliminary license.
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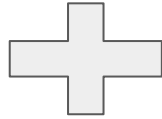


**SEI
Endorsement**



Math Coach

Mathematics	1-6
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Elementary	1-6
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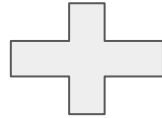


**SEI
Endorsement**



Literacy Coach

Reading	All	Reading
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Elementary	1-6
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**SEI
Endorsement**



Support Staff

School Guidance Counselor	PreK-8, 5-12	Subject matter test not required
School Nurse	All	Subject matter test not required
School Psychologist	All	Subject matter test not required
School Social Worker/School Adjustment Counselor	All	Subject matter test not required

Administrators

Superintendent/Asst. Superintendent	All	Subject matter test not required
School Principal/Asst. School Principal	PreK-6, 5-8,9-12	Subject matter test not required
Supervisor/Director	Based on Pre- requisite License	Subject matter test not required
Special Education Administrator	All	Subject matter test not required
School Business Administrator	All	Subject matter test not required



Waivers: Hardship Waiver

HARDSHIP WAIVERS

A district may request a hardship waiver when encountering the following circumstances:

1. The person does not hold the academic license required for the position, or
2. The district was granted a previous hardship waiver required for the position on behalf of the person and is now seeking an additional year hardship waiver required for the position on his/her behalf.
3. The person has exhausted the validity of the required academic Preliminary or Initial-Extension license, or
4. The person has exhausted the validity of the required academic Professional license.

Waivers: Critical Shortage

CRITICAL SHORTAGE WAIVERS

In addition to hardship waivers, Massachusetts law also provides for 'critical shortage' waivers that permit a school district to employ a retired educator beyond their two post-retirement employment restrictions, hours and earnings – in certain circumstances. Pursuant to M.G.L. Chapter 32, s. 91(e), the hours and/or earnings limitations on re-employment of retirees in Massachusetts public schools are eased in the event that the district has made a good-faith effort to hire qualified non-retirees and has been unable to find them.