

Teacher License Reciprocity Guidelines by State

West Virginia currently has license reciprocity with all states, excluding California, through NC-SARA. Through NASDTEC 45 states have reciprocity with West Virginia (excludes Alaska, Iowa, Minnesota and Wisconsin). Concord University's Educator Preparation Program (EPP) is aligned with licensing requirements of West Virginia. If you intend to practice outside of West Virginia, please check with the appropriate state licensing body. Requirements for licensure vary from one profession to another and from state to state.

Students seeking licensure in another state are advised to contact the appropriate licensing board in that state to determine specific requirements or guidelines for reciprocity as we are unable to determine if the program meets requirements for licensure in other U.S. states or protectorates. For a list of the state departments of education that oversee professional teaching licensure, see the U.S. Department of Education website - State Contacts page.

For questions related to licensure, please contact Concord University Department of Education Certification Coordinator.

| State | Education / Experience Requirements | Testing Requirements | Temporary Certificate Offered? | Other Notes | NASDTEC Participant? |
|-------------|--|--|--|--|----------------------|
| Alabama | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Praxis Subject Assessments or equivalent test; may be waived if candidate has 3 years of professional teaching experience. | Emergency Certificate if candidate meets all requirements except testing | Out-of-state teaching license must be equivalent to an Alabama Professional Educator Certificate to qualify for teacher reciprocity. | Yes |
| Alaska | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Basic Competency Exam - See the Alaska Department of Education & Early Development for accepted exams. | Non-renewable one-year Tier I Initial Certificate while meeting state requirements. | Must pass Praxis Subject Assessments to earn a Professional renewable certificate. Must take a state-approved course in Alaska Studies and Multicultural/Cross-Cultural Communication. | Yes |
| Arizona | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Professional and Subject Knowledge exams - See the Arizona Department of Education for accepted exams. May be waived with three years of full-time teaching experience. | Reciprocity candidates receive non-renewable 3-Year Reciprocal Provisional Teaching Certificate; converted to 6-Year certificate after two years of successful teaching in Arizona and meeting state requirements. | Candidates must take state-approved courses in the Arizona and US Constitutions or pass an equivalency exam to upgrade to a standard teaching certificate. | Yes |
| Arkansas | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Basic skills, content area, and pedagogy testing for the certificate held. Waived with three years of teaching experience or comparable certification from the National Board for Professional Teaching Standards (NBPTS). | Provisional license for reciprocal teacher certification candidates who meet all requirements except Content or Pedagogy testing. | Endorsements in Early Childhood, Elementary Education, Middle Childhood, or Secondary Social Studies require approved course in Arkansas History. | Yes |
| California | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | California's Basic Skills test | Preliminary certificate if all requirements except testing are met. | Candidates with less than 2 years of experience must complete an approved teacher induction program. | Yes |
| Colorado | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | PLACE or Praxis Subject Assessments in select areas required; waived with 3 years full-time teaching experience. | No | | Yes |
| Connecticut | Bachelor's degree from a regionally accredited school and state-approved teacher preparation program. Teacher preparation waived with 30 months of full-time experience. | Praxis Core and Praxis Subject Assessments in content area required. | Interim certificate if candidates meet all criteria except Praxis exams. | | Yes |

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| Delaware | Bachelor's degree from a regionally accredited school | Based on credentials evaluation. Praxis CORE or Praxis Subject Assessments may be required after review. | No | | Yes |
| Florida | Bachelor's degree from a regionally accredited school. | Comparable basic knowledge, content, and pedagogy exams. | Temporary certificate in area of bachelor's degree major if basic knowledge or pedagogy exam requirements are not met. | Teaching license must be equivalent to Florida Professional Certificate. | Yes |
| Georgia | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Georgia Assessments for the Certification of Educators required if less than 5 years experience or who have not previously passed a content assessment. | No | Teaching license must be Professional or equivalent; temporary or provisional not accepted. | Yes |
| Hawaii | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. 3 out of last 5 years full-time teaching experience required for Standard certificate based on reciprocal teaching certification. | Content knowledge exam required if candidate does not have a bachelor's degree in endorsement area sought. | Provisional certificate if experience requirements are not met. | Content knowledge can also be waived with NBPTS certification or master's degree. | Yes |
| Idaho | Bachelor's degree from regionally accredited school. | Praxis Subject Assessments required unless hold bachelor's degree in endorsement area. | Interim certificate if testing or coursework requirements not met. | Institutional Recommendation from accredited preparation program required for any candidate with less than 2 years of full-time teaching experience. | Yes |
| Illinois | Bachelor's degree from regionally accredited school. | Test of Academic Proficiency and content-area tests required if no equivalent out-of-state exams passed. | Provisional certificate if missing testing or state-specific coursework. | Must have 32 hours of content area coursework and coursework in reading and ESL/bilingual methods for Professional certificate. | Yes |
| Indiana | Bachelor's degree from regionally accredited school. | Indiana CORE Assessments and Developmental/Pedagogy exams required. | One-year reciprocal teaching license if missing testing or coursework. | Expired out-of-state teaching licenses are not accepted. All candidates must be certified in CPR/AED/Heimlich and suicide prevention for professional certificate. | Yes |
| Iowa | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Praxis Subject Assessments for each subject to be taught. | One-year exchange (reciprocal teaching) license if coursework or testing requirements not met. | Must complete human relations coursework for Initial license. Must have 6 college credits or teaching experience in last five years. | Yes |
| Kansas | Bachelor's degree from regionally accredited school and teacher preparation program. | Content and pedagogy tests in Kansas or comparable exams completed in another state if less than three years of teaching experience in last six years. | Yes, if testing requirements are not met. | Teacher preparation program waived for secondary teaching if candidate has offer for hire from a Kansas school. | Yes |
| Kentucky | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Praxis Subject Assessments required if less than two years of teaching experience in endorsement area. | No | Reciprocity is not recognized for out-of-state certificates based on testing only. | Yes |
| Louisiana | Bachelor's degree from regionally accredited school and teacher preparation program. | Louisiana Praxis and NTE exams are required for a Level 1 Professional Certificate; waived with at least three years of verified teaching experience in another state or one year of experience in Louisiana with superintendent recommendation. | Three-year out-of-state certificate if testing requirements are not met. | If candidate has not taught in the last five years, six semester credits related to endorsement area must be completed before license can be issued. | Yes |

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| Maine | Bachelor's degree from accredited school. | Praxis Core and Praxis Subject Assessments required in each area of certification. | No | Candidate should request credential evaluation before applying. | Yes |
| Maryland | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Must show passing score on comparable content exams taken in another state. | Conditional certificate if candidate has offer for hire from a Maryland school. | Candidate must request credential evaluation before applying for reciprocal teacher certification. | Yes |
| Massachusetts | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Massachusetts Tests for Educator Licensure (MTEL) required. No other tests are accepted. | Temporary or preliminary if candidate teaches a core subject but does not qualify for required Sheltered English Language (SEI) endorsement. | Teacher preparation program waived with three years of teaching experience under a valid certificate in another state. | Yes |
| Michigan | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Michigan Test for Teacher Certification (MTTC) may be required based on credentials evaluation. | Temporary Teacher Employment Authorization if testing requirements are not met. Provisional certificate after testing requirements satisfied. | Must teach for three years on Provisional certificate to earn Professional certificate. Must have current training in first aid and CPR. | Yes |
| Minnesota | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Minnesota Teacher Licensing Examinations (MTLE) required. No other tests are accepted. | Limited licensure if testing or coursework requirements not met. | Minnesota Human Relations coursework required for five-year license. | Yes |
| Mississippi | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Core subject test such as Praxis Subject Assessments passed for certification in issuing state. | Two-year license if testing requirements not met. | Institutional Recommendation required for select endorsement areas. | Yes |
| Missouri | Bachelor's degree from regionally accredited school and teacher preparation program. | Typically none - Missouri transfers out-of-state licenses to the closest in-state equivalent under teacher reciprocity. | Based on equivalency. | Institutional Recommendation required if out-of-state license has expired. Must have college GPA of 2.75 or above. | Yes |
| Montana | Bachelor's degree from regionally accredited school and state-approved or NCATE/CAEP accredited teacher preparation program. | Praxis Subject Assessments required. | Other temporary class licenses issued based on specific deficiencies. | University Recommendation (Institutional Recommendation) from educator preparation program required for Standard license. | Yes |
| Nebraska | Bachelor's degree from regionally accredited school and teacher preparation program. | Praxis Core and Praxis Subject Assessments required. | Temporary or provisional certificate if coursework or testing requirements not met. | Coursework in Human Relations and Special Education required for regular teaching certificate. | Yes |
| Nevada | Bachelor's degree from regionally accredited school and teacher preparation program. | Praxis Core, Praxis PLT, and Praxis Subject Assessments required. Candidate must also pass exams in Nevada School Law and Nevada and US Constitutions. | No | All requests for reciprocity are based on evaluation. | Yes |
| New Hampshire | Bachelor's degree from regionally accredited school and three years of experience out of last seven in an Interstate Certification Contract state. | Praxis Core and Praxis Subject Assessments required. | See other notes | Candidates who do not meet experience requirement or are not transferring from an Interstate Certification Contract state may qualify under equivalency or other alternative certification routes. | Yes |
| New Jersey | Bachelor's degree from regionally accredited school, state-approved or NCATE/CAEP accredited teacher preparation program, and two years of "effective" rated experience within last 3 years. | Praxis Subject Assessments required. | Only if equivalent temporary certificate held in another state. | Experience requirement waived with NBPTS certification. | Yes |

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| New Mexico | Bachelor's degree from regionally accredited school and state-approved teacher preparation program and at least one year of teaching experience. | Must have passed teacher competency exam in jurisdiction where current teaching license was issued. | No | Approved program and testing requirements waived with NBPTS certification. License level for reciprocal teaching certification issued is based on years of teaching experience. | No |
| New York | Bachelor's degree with 2.5 GPA or higher from regionally accredited school and teacher preparation program that meets New York approval standards and three years of public school teaching experience in one state. | Must take New York's edTPA, Educating All Students, Academic Literacy Skills, and Content Specialty exams through NES. NBPTS certified teachers are exempt from exam requirements. | Conditional certificate if candidate meets all requirements except edTPA exam or workshops. | Initial certificate requires taking workshops in child abuse, school violence prevention, needs of children with autism, and training in harassment, bullying, and discrimination. | No |
| North Carolina | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Praxis Subject Assessments required. Elementary and Exceptional Children endorsements also require North Carolina Foundations of Reading and General Curriculum exams. | No | Whether candidate receives Standard Professional 1 or 2 depends on years of experience. | Yes |
| North Dakota | Bachelor's degree with at least a 2.50 GPA from regionally accredited school and state-approved teacher preparation program. | Praxis Core and Praxis Subject Assessments required. | Interim certificate if coursework or testing requirements not met. | North Dakota Native American and Multicultural Studies course required for Initial license. | Yes |
| Ohio | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Ohio Assessments for Educators (OAE) or Praxis Subject Assessments may be required based on evaluation. | Resident educator license if less than 3 years of experience. | Must have at least 12 semester hours of reading pedagogy for full standard license. | Yes |
| Oklahoma | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Oklahoma General Education, Subject Area, and Professional Teaching exams or out-of-state equivalents required. | No | Verification of experience required. | Yes |
| Oregon | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Must have passed acceptable subject matter exam or the Oregon Educator Licensure Assessments (ORELA). Test of US and Oregon civil rights laws and ethics also required. | Reciprocal teaching license is temporary based on fulfilling deficiencies. | State of initial certificate must be NASDTEC member. | Yes |
| Pennsylvania | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Acceptable basic skills, subject matter, and pedagogy assessments required. Must meet Pennsylvania's qualifying scores for any exam(s) taken. | No | Teacher preparation program requirement waived with 2 years of experience. | Yes |
| Rhode Island | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Praxis Core, Praxis PLT, and Praxis Subject Assessments required for most subjects and grade levels. | Qualified applications for teaching reciprocity between states leads to a Temporary Initial Educator Certificate. | Certificate held must be NASDTEC Stage 3 or higher. | Yes |
| South Carolina | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Praxis PLT and Praxis Subject Assessments required. | No | Temporary, lateral, or alternative certificates are not eligible for reciprocal teacher certification. Teaching certificate issued depends on years of experience. | Yes |
| South Dakota | Bachelor's degree from regionally accredited school and teacher preparation program. | Praxis Subject Assessments required. | One-year certificate if missing coursework or testing requirements. | Coursework in human relations and South Dakota Indian studies required for unrestricted license. | Yes |
| Tennessee | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Praxis Core, Praxis PLT, and Praxis Subject Assessments required for most subjects and grade levels. | No | Initial certificate issued is Practitioner Teacher. | Yes |

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| Texas | Bachelor's degree from regionally accredited school and teacher preparation program. | Texas Education Agency (TEA) or comparable exams in another state required. | One-year certificate if testing requirements are not met. | Credentials review is offered prior to application for a fee. | Yes |
| Utah | Bachelor's degree from regionally accredited school and NCATE/TEAC/CAEP accredited teacher preparation program. | Praxis Subject Assessments typically required but equivalent exams may be evaluated. | No. All qualifying requests for reciprocity receive a Level 1 Utah Educator License. | Educator ethics review also required. Candidates with less than 3 years of experience must participate in Early Years Enhancement. | Yes |
| Vermont | Bachelor's degree from regionally accredited school and teacher preparation program. | Praxis Core and Praxis Subject Assessments required. | No | All qualifying requests for reciprocity from NASDTEC states receive a Level 1 Professional Educator's License. | Yes |
| Virginia | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Virginia Communication and Literacy Assessment (VCLA), Praxis Subject Assessments required. Praxis Series Reading for Virginia Educators (RVE) required for select endorsements. Assessments waived with 3 years of full-time teaching experience. | No | Teacher preparation program requirement may be waived with current and valid teaching certificate from another state or NBPTS certification. Child abuse recognition and intervention and emergency first aid training required. | Yes |
| Washington | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Washington Educator Skills Tests (WEST) B and E or comparable exams taken in another state. | Yes. Typically, approved reciprocal candidates receive a temporary residency certificate. | Coursework in issues of abuse required to upgrade to a Professional certificate. | Yes |
| Washington DC | Bachelor's degree from a regionally accredited school and state-approved teacher preparation program. Teacher preparation waived with 30 months of full-time experience. | Comparable basic skills, content, and pedagogy exams. | No | Teaching license must be equivalent to DC's Level II. | Yes |
| West Virginia | Bachelor's degree from regionally accredited school and state-approved teacher preparation program. | Praxis Core, Praxis PLT, and Praxis Subject Assessments required for most subjects and grade levels. | No | | Yes |
| Wisconsin | Bachelor's degree from regionally accredited school and teacher preparation program. | Praxis CORE in any state required. Praxis Subject Assessments taken in Wisconsin required. Wisconsin Foundations of Reading Test (FORT) required for certain endorsements. | No | Applicants must have at least one year of licensed teaching experience. Reciprocity is not granted for alternative route certificates or those based on testing only. Tests must be passed prior to applying for a license. | No |
| Wyoming | Bachelor's degree from regionally accredited school and teacher preparation program. | Must have passed the educator exams for the state in which a teaching certificate is currently held. | No | Alternate route certifications issued by another state can be reciprocated only if candidate has taught in that area for 3 out of the last 6 years. | Yes |