

# TEACHER LICENSE RECIPROCIITY

When crafting licensure requirements, state policymakers seek to simultaneously ensure that teachers are well equipped for success in local classrooms, that there are enough teachers to fill state staffing vacancies, and that licensure barriers do not unintentionally keep quality candidates out of the classroom, including teachers licensed out of the state.

## 41%

of teachers who left the profession and would consider returning cited the ability to seamlessly transfer their license from one state to another as an important factor when deciding whether to return to the classroom.



A 2015 [study](#) found that teachers near the border between Oregon and Washington were **three times** more likely to move 75 miles or more within their state than to cross the nearby state border for new jobs.

### DEFINING LICENSE RECIPROCIITY

**Full Reciprocity** allows fully licensed out-of-state teachers, regardless of experience, to be immediately eligible to receive a standard teaching license subject to few or no additional requirements.

Full reciprocity eases the licensure burden on teachers wishing to move across state lines and can help states more easily fill staffing vacancies by increasing the pool of eligible teachers. However, the differences in licensure requirements across states can lead to policymaker concerns that teachers licensed out of state may not be fully qualified to teach in the state's schools.

States without full license reciprocity may require some or all candidates to complete additional coursework, training or assessments, though these requirements do not always have to be completed immediately. The content of these requirements varies from state to state and may include content about specific populations of students in the state, the state's history or specific pedagogy.

Many states have provisions to exempt candidates from additional requirements. Exemptions are commonly provided based on experience, advanced licensure, evidence of effectiveness and/or status as a military spouse. For detailed requirements and exemptions in each state, visit our [50-state comparison on teacher license reciprocity](#).



**EIGHT STATES** offer **full license reciprocity**. All other states require some or all candidates to complete **additional requirements**, though not always immediately. Some states **offer exemptions** for these requirements. A few examples of requirements and exemptions are highlighted here.



**Montana requires** applicants to verify completion of the online course “An Introduction to Indian Education for All in Montana.”



**Minnesota requires** out-of-state candidates to achieve a passing score on the state’s pedagogy and content licensure exams for a license that can be renewed indefinitely.



**New York exempts** out-of-state candidates from certification exams if they have at least three years of certified, effective public school teaching experience within the last seven years; hold an equivalent and valid out-of-state license that was valid during the experience; and have at least a bachelor’s degree with a 2.5 cumulative GPA.



**Texas exempts** out-of-state candidates from certification testing requirements if they have passed the National Board for Professional Teaching Standards tests and hold a standard certificate in a corresponding grade level and subject area.



**Virginia exempts** candidates who are military spouses from service requirements and licensing assessments if they have an out-of-state license without deficiencies.

## FULL RECIPROCIITY STATES

