



PROFESSIONAL LICENSURE DISCLOSURES

I. The Templar School of Education

II. The School of Social and Behavioral Sciences

I. The Templar School of Education

Teacher Certification Reciprocity Guidelines by State for K-12

The state of Tennessee participates in the National Association of State Directors of Teacher Education and Certification’s licensure reciprocity/interstate agreement along with many, but not all, states. Teaching certification reciprocity is complex and many states may have additional requirements. For additional information about the National Association of State Directors of Teacher Education and Certification’s licensure reciprocity/interstate agreement, visit <https://www.nasdtrec.net/page/Interstate>. For more detailed information on state-specific reciprocity, please contact the licensing agency of that state. * State is a participant in the NASDTEC Interstate Agreement, though it is not in statute or regulation.

State and Licensure Website	State information on reciprocity	NASDTEC Interstate Agreement	Full reciprocity	Does the state require out-of-state teachers to take additional coursework?	Does the state provide a test-out or other exemption option for coursework requirements?	Does the state require out-of-state teachers to take additional assessments?	Does the state have different requirements in place for experiences and inexperienced out-of-state teachers?	Does the state require out-of-state teachers with experience to provide evidence of effectiveness?	Does the state provide special reciprocity for out-of-state teachers with advanced credentials?
Alabama Licensure	Alabama Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates. Candidates must either: 1) pass the Alabama-prescribed content knowledge test; 2) verify a content knowledge test was passed for issuance of a valid professional educator certificate in the candidate’s issuing state; or 3) request a review of his/her professional work experience in place of these assessment requirements.	Yes. Out-of-state candidates who can verify three years of full-time professional educational work experience within the ten years prior in the certification area being sought may be exempted from assessment requirements.	No.	Yes. Alabama issues multiple classes of certificates based on degree level. If a valid professional educator certificate issued by another state does not reflect a degree level, additional information may be required to determine if an applicant is eligible for and advanced degree certification.

Alaska Licensure	Alaska Reciprocity	Yes*	No	Yes, but not immediately. Candidates must complete coursework in Alaska studies Alaska multicultural education or cross-cultural communications in order to extend an initial out-of-state certificate for a third year or to qualify for a teacher professional certificate. However, the commissioner may issue a provisional certificate, valid for no longer than two years, to an applicant who has not completed the semester hours required at the time of application. Additional coursework and training requirements may be required for candidates to apply for a professional license.	No.	Yes, but not for all candidates and not immediately. Teacher candidates must provide evidence of satisfying a basic competency exam to extend an initial out-of-state certificate past one year or apply for a professional license.	Yes. To qualify for a professional certificate, out-of-state teachers must have had at least two years of certified employment with a public school district. Inexperienced teachers who do not have a valid license in their sending state must satisfy all the requirements set out in statutes and regulations for new teachers prepared in Alaska.	No.	No. Alaska has two main licensure levels: Initial and Professional. Even those teachers with advanced credentials must apply for an initial teaching certificate until they have met the requirements for a professional teaching certificate.
--------------------------------------	--	------	----	--	-----	--	--	-----	--

Arizona Licensure	Arizona Reciprocity	Yes*	Yes. See site.	Yes, but not immediately. Out-of- state teachers are required to take an “Arizona Constitution” college course and a “U.S. Constitution” college course within three years of achieving state certification, or within one year if they are teaching an academic course on History, Government, Social Studies, Citizenship, Law or Civics.	Yes. Out-of-state teachers may take an exam on the provisions and principles of the Arizona Constitution the U.S. Constitution instead of the required courses. Candidates must take the exam within three years, or within one year if they are teaching an academic course on History, Government, Social Studies, Citizenship, Law or Civics.	No. Arizona offers full reciprocity for out-of-state teachers. However, candidates who do not meet the requirements for reciprocity in Arizona may be required to pass a professional knowledge and a subject knowledge test. Arizona exempts candidates from exam requirements if the person has: 1) passed corresponding portions of a substantially similar exam in another state; 2) has been a full-time teacher in any state for at least three years in the same area of certification; or 3) can demonstrate subject knowledge proficiency through prior teaching experience, attainment of relevant degrees, or content-related work experience. The state board of education may grant a standard teaching certificate for at least three years to a teacher who has not met the requirements of this section at the time of application.	No.	No. Except that teachers must be in good standing with the sending state.	No. Arizona does not have a tiered licensure system. Out-of-state candidates who meet the requirements for licensure are granted a Standard Certificate.
---------------------------------------	---	------	-------------------	---	--	--	-----	--	--

Arkansas Licensure	Arkansas Reciprocity	Yes*	No	Yes, but not immediately and not for all candidates. Candidates for certification in certain areas must take a course in Arkansas History to obtain a standard license. Candidates may receive a provisional license if all other requirements for licensure are met except the Arkansas History course.	No.	Yes, but not for all candidates and not immediately . Arkansas law requires candidates to pass state licensure exams prior to receiving a standard five-year teaching license unless they have a valid license and three years of teaching experience. The State Board can issue a provisional license to out-of-state teachers working to complete the assessments if all other requirements for licensure are met.	Yes. Out-of-state teachers must demonstrate at least three years of teaching experience to be eligible for an Arkansas license. Additionally, teachers with three years of teaching experience and a valid license are exempt from additional testing requirements.	No. Except that out-of-state teachers must be in good standing with their state during the most recent three years of the applicant's teaching experience in order to receive a license.	Yes. Arkansas has two main licensure levels: Provisional and Standard Licenses. Candidates not meeting the requirements for a Standard Credential are granted a Provisional Teaching License.
California Licensure	California Reciprocity	Yes*	No	Yes. In order to receive a standard teaching credential, out-of-state candidates must meet the subject matter knowledge requirements for their credential area, including possible coursework requirements. Applicants must also meet state requirements for teaching English learners, which includes completing 6 semester hours of coursework in a second language and coursework in human relations.	No. Except that a teacher who can present a valid out-of-state credential or certificate that authorizes the instruction of English language learners may qualify as having met the requirements for teaching English learners by submitting an application and fee to the commission.	Yes, but not for all candidates and not immediately. Out-of-state candidates must meet basic skills requirements unless they have passed a basic skills examination administered by the state where they are credentialed. Candidates who have not passed the basic skills examination administered by their sending state must pass a California basic skills examination within one year of receiving a preliminary teaching credential. In order to receive a standard teaching credential, applicants must also meet state requirements for teaching English learners, which can include passage of one or more examinations.	Yes. Out-of-states candidates must hold a professional-level credential to qualify for California teaching certification based on out-of-state certification. In order to receive a standard teaching credential, candidates must, among other requirements, provide verification of two or more years of teaching experience. Candidates with fewer than two years of teaching experience must complete a beginning induction program and meet other requirements to receive a standard teaching credential.	Yes. In order to receive a standard teaching credential, candidates must, among other requirements, provide verification of two or more years of “successful” teaching experience, which includes two satisfactory performance evaluations.	Yes. California has two main licensure levels: Preliminary and Clear Credentials. Candidates not meeting the requirements for a Clear Credential are granted a Preliminary Credential. Applicants with National Board Certification are eligible for a Clear Credential.

Colorado Licensure	Colorado Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates and not immediately. Applicants with a valid out-of-state license and at least three years of recent teaching experience in a content area that correlates with a Colorado endorsement area do not have to take state licensing exams. Applicants who do not meet these criteria may receive an interim authorization and teach for up to one year while preparing for a taking the required exam(s).	Yes. Applicants with a valid out-of-state license and at least three years of recent teaching experience in a content area that correlates with a Colorado endorsement area are eligible to receive a Professional License without having to take additional assessments or complete an induction program. Applicants who do not meet these criteria may receive an Initial or Interim license and may be required to complete additional assessments or an induction program.	Yes. According to state statute, out-of-state teachers are eligible for a professional license if they hold a valid, comparable license and have at least three years of "continuous, successful, evaluated experience as a licensed teacher." It is not clear what evidence of effectiveness is used.	Yes. Colorado has two main licensure levels: Initial and Professional. Candidates with a valid license and have three years of experience within the past seven are eligible for a Professional License.
Connecticut Licensure	Connecticut Reciprocity	Yes*	No	Yes, but not for all candidates. Out-of-state applicants who do not meet the conditions of the NASDTEC Interstate Agreement must demonstrate successful completion of all required general academic and professional education coursework for the endorsement areas sought.	Yes. Under the NASDTEC Interstate Agreement, to waive specific coursework requirements, Connecticut may accept completion of a state-approved educator preparation program or a minimum of 30 months of recent teaching experience appropriate to the subject area being requested. Candidates for shortage area positions who meet a "satisfactory score"	Yes, but not all candidates and not immediately. Additional assessment requirements are in place only for certain endorsements, and candidates are not required to take the Connecticut assessment if they passed an equivalent exam in another state. Out-of-state educators who taught successfully for at least three of the past ten years under an appropriate certificate in another state may be exempt from testing requirements. Applicants who meet all certification criteria except assessment requirements may be	Yes. Out-of-state applicants who have taught under an appropriate certificate issued by another state for two or more years can be exempt from completing the beginning educator program if they document effectiveness as a teacher. Out-of-state teachers with sufficient teaching experience may also be exempt from licensure assessments.	Yes. Out-of-state applicants who have taught for two or more years may be exempt from completing the beginning educator program if they can demonstrate effectiveness as a teacher. Two or more years of successful teaching experience may also be recognized to issue a 2nd tier certificate in Connecticut's 3-tier system. Out-of-state applicants may be exempted from state assessment requirements if they can document three years of successful	Yes. Connecticut has three main licensure levels: Initial, Provisional, and Professional. Out-of-state educators with at least thirty months of successful out-of-state service under a valid certificate, among other requirements, are eligible for a Provisional License.

					on subject area assessments may waive coursework in that subject area. An advanced degree from a regionally accredited U.S. college or university may be accepted in lieu of a bachelor's degree.	issued an interim certificate with a deferral for testing.		appropriate experience in the state in the past ten years.	
Delaware Licensure	Delaware Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates and not immediately. Out-of-state candidates with less than one year of teaching experience must pass an approved performance assessment within the first two years. Applicants whose credentials are not accepted under reciprocity must submit passing scores on approved subject matter competency assessments.	Yes. Out-of-state applicants with less than four years of licensed teaching experience are eligible for an Initial License. Educators with over four years of experience are eligible for a Continuing License.	Yes. Out-of-state applicants wishing to obtain a continuing license must document at least two "satisfactory evaluations" that are determined to be the equivalent of the satisfactory summative evaluations required of a Delaware educator.	Yes. Delaware has three main licensure levels: Initial, Continuing, and Advanced. Out-of-state educators with current National Board Certification are eligible to receive an Advanced License. Educators with over four years of experience, among other requirements, are eligible for a Continuing License.

District of Columbia Licensure	District of Columbia Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates. Candidates whose sending states did not require equivalent assessments to the licensure exams required by the District of Columbia are required to complete DC's licensure exam for the missing area(s) prior to the issuance of a DC teaching license/credential.	Yes. Candidates must, among other requirements, present documentation of at least two years of an "effective or equivalent performance rating" to qualify for a standard license. Candidates who do not meet this requirement may qualify for an initial license.	Yes. Candidates must, among other requirements, present documentation of at least two years of an "effective or equivalent performance rating" to qualify for a standard license. Performance rating systems must be approved by the relevant state department of education, include at least three tiers of performance, and include a summative rating and/or a student growth score. Candidates who do not meet this requirement may qualify for an initial license.	Yes. The District of Columbia has two main licensure levels: Initial and Standard. Candidates not meeting the requirements for a Standard Credential are eligible for an Initial Teacher Credential.
Florida Licensure	Florida Reciprocity	Yes*	Yes. See site.	No.	N/A. The state does not have additional coursework requirements in place.	No.	No.	No.	Yes. Florida has two main licensure levels: Temporary and Professional. Out-of-state applicants who can provide documentation of a valid professional standard teaching certificate issued by another state or documentation of a valid certificate issued by the National Board for Professional Teaching

									Standards are eligible for a Professional Certificate.
Georgia Licensure	Georgia Reciprocity	Yes*	No	Yes, but not for all candidates and not immediately. Georgia requires all applicants to complete a course on the identification and education of children who have special educational needs. Candidates may qualify for an Induction or Professional certificate prior to completing the coursework requirement, however, the necessary coursework must be satisfied to renew or convert the certificate.	Yes. If an out-of-state candidate took a comparable course during their teacher preparation program, he or she can submit the course information and may be eligible to have this requirement waived. Educators with a valid National Board for Professional Teaching Standards certification or out-of-state educators with a valid out-of-state certificate and five years of education experience may be eligible to be exempt from specified coursework requirements.	Yes, but not for all candidates. Candidates must take an approved content assessment unless they meet one of the following exemptions: 1) have worked full-time in their certificate field for five years, 2) were already required to take a content assessment for their out-of-state certificate, 3) hold National Board for Professional Teaching Standards certification in a subject that does not have an approved content assessment. Out-of-state candidates might also be required to take a Georgia Educator Ethics Assessment.	Yes. Candidates with fewer than three years of experience may qualify for an Induction Certificate. Candidates with comparable professional certificates who have at least three years of out-of-state teaching experience, and subject to fulfilling the Georgia Special Requirements, are eligible for a Professional Certificate. Candidates with at least five years of educator experience in their certificate field may be exempt from the Georgia Special Requirements except the standards of conduct.	Yes. Candidates with comparable professional certificates who have at least three years of out-of-state teaching experience are eligible for a Professional Certificate. Each acceptable year of out-of-state experience must have been rated “satisfactory” or equivalent on an annual evaluation documented 1) on an experience verification form, 2) on official performance evaluations, or 3) in a letter from an administrator who supervised the educator during the years reported.	Yes. Georgia has two main licensure levels: Induction and Professional. Out-of-state applicants with comparable professional certificates based on completion of a state-approved educator preparation program are eligible for Georgia’s Professional Certificate if they meet certain requirements including at least three years of successful educator experience.

Hawaii Licensure	Hawaii Reciprocity	Yes*	Yes. See site.	No. Although candidates who do not meet the experience requirements or who have completed an educator preparation program but who do not hold a license in another state must meet content knowledge requirements to receive a Provisional or Standard License. They can demonstrate content knowledge by submitting proof of completing sufficient and relevant coursework at an institution for higher education.	N/A. The state does not have additional coursework requirements in place.	No. However, candidates may use certain assessments to meet requirements to show basic skills and content knowledge.	Yes. Candidates must provide verification of at least three out of the last five years of "satisfactory" full-time teaching experience in order to receive a Standard License. Candidates without this experience are eligible to receive a Provisional (three year, non- renewable) Teaching License, subject to meeting other requirements. It is not clear how "satisfactory" teaching experience is defined.	No.	Yes. Hawaii has three main licensure levels: Provisional, Standard and Advanced. Out-of- state applicants are eligible for a Standard License if they provide verification of at least three out of the last five years of "satisfactory" full-time teaching experience. Out- of-state applicants are eligible for an Advanced License if they have at least five years of "satisfactory" full- time teaching experience within the last eight, and hold a master's, specialist or doctoral degree or a National Board for Professional Teaching Standards Certificate, among other requirements. It is not clear how "satisfactory" teaching experience is defined.
--------------------------------------	--	------	-------------------	--	--	---	--	-----	---

Idaho Licensure	Idaho Reciprocity	Yes*	No	Yes, but not immediately. Out-of-state candidates working on an Idaho interim certificate in certain endorsement areas may be required to take the “Mathematical Thinking for Instruction” or an approved alternative course as well as an approved “Idaho Comprehensive Literacy” course or approved equivalent before receiving a Standard Instructional Certificate. Out-of-state candidates are granted a three-year, nonrenewable Interim Certificate in order to complete these requirements. Applicants might also be required to take technology courses, subject to the discretion of the hiring district.	Yes. Candidates may take the Idaho Comprehensive Literacy assessment instead of the course.	Yes, but not for all candidates. Idaho requires candidates to demonstrate content mastery in an endorsed area through content area testing. The requirement may be waived for candidates who have already taken and passed a content area assessment or candidates who hold a current National Board for Professional Standards Teaching Certificate. The state gives a three-year interim license to out-of-state teachers who have not met the assessment requirements.	No. Out-of-state applicants who hold a current, valid certificate in another state, and applicants who hold an institutional recommendation from an approved certification program completed in the past two years are eligible to receive a three-year, nonrenewable Interim Certificate upon clearance of the background investigation check. Once all deficiencies noted on the interim certificate are completed, the applicant may apply for a renewable, five-year Standard Instructional Certificate.	No.	No. Idaho has two main licensure levels: Interim and Standard. All candidates are granted a minimum of an Interim Certificate while they complete the requirements for a Standard Certificate. Out-of-state candidates who have already met all the Idaho specific endorsement requirements may be issued a clear 5-year renewable Standard Certificate.
-------------------------------------	---------------------------------------	------	----	---	---	---	--	-----	--

Illinois Licensure	Illinois Reciprocity	Yes*	Yes. See site.	Yes, but not for all candidates. Only candidates without a valid, comparable out-of- state license must complete (or show proof of having already completed) coursework aligned to standards concerning methods of instruction of the exceptional child, methods of reading and reading in the content area, and instructional strategies for English learners. Candidates must also have completed student teaching, or an equivalent experience.	No. However, candidates may show proof of completing coursework aligned to standards concerning methods of instruction of the exceptional child, methods of reading and reading in the content area, and instructional strategies for English learners. The Illinois State Board of Education provides a list of pre-approved comparable courses from out- of-state institutions.	Yes, but not for all candidates and not immediately. Educators without a valid, comparable out of state license and a bachelor's degree must show proof of completing content area test(s) and performance assessment resulting in licensure in their sending state, or receive passing scores on the Illinois-approved assessments. Requirements for the performance assessment are waived for candidates who have at least one year of teaching experience and have achieved the equivalent of a "proficient" rating or higher on their most recent performance evaluation.	Yes. Out-of-state candidates who can provide proof of one year of successful full-time teaching experience are not required to take the EdTPA to receive a Professional Educator License.	No. Except that requirements for the EdTPA are waived for candidates who have at least one year of teaching experience and have achieved a "proficient" or higher (or equivalent) rating on his or her most recent performance evaluation.	No.
--	--	------	-------------------	--	--	--	---	---	-----

Indiana Licensure	Indiana Reciprocity	Yes*	No	Yes, but not for all candidates and not always immediately. Licensure reciprocity is not available through testing alone for candidates in several content areas. Licensure deficiencies in those areas are determined and communicated by licensing credential evaluators and could require additional coursework. In addition, within one year of receiving an Indiana license, out-of-state teachers must receive valid certification in Cardiopulmonary resuscitation, Heimlich Maneuver, and the use of an automated external defibrillator and complete Suicide Prevention Training.	No.	Yes, but not for all candidates. Out-of-State teachers who obtained a license in another state by completing a state approved educator preparation program or a state approved alternative preparation program and were required to pass a licensure test in their content area(s), may be eligible for “full” licensure. Candidates who have not passed a content test will be required to do so prior to obtaining licensure.	Yes. Years of full-time teaching experience earned in another state determine the license obtained in Indiana. Out-of-state candidates with less than three years of full-time teaching experience are eligible for an Initial Practitioner license, and candidates with more than three years of full-time teaching experience are eligible for a Practitioner license. To be eligible, candidates must have a valid teaching license in the same content area(s) for which the individual is applying and have passed a content licensure test to obtain the out-of-state license.	No.	No. Indiana has two main licensure levels: Initial Practitioner and Practitioner. The license granted depends on years of experience, not on the licensure tier the candidate held in the teacher's sending state.
Iowa Licensure	Iowa Reciprocity	Yes*	No	Yes, but not for all candidates and not immediately. The Iowa Board of Educational Examiners conducts a transcript review. A two-year “Regional Exchange License” is issued to out-of-state applicants who are eligible for licensure but have coursework deficiencies in order to fully meet Iowa’s requirements.	No.	Yes, but not for all candidates. Out-of-state candidates who have less than three years of teaching experience on a valid license and who completed their teacher preparation program after January 1, 2013 must pass the Iowa mandated assessment by meeting the minimum score set by the Iowa department of education.	Yes. Out-of-state candidates with less than three years of teaching experience may be eligible to receive an Initial License. Out-of-state candidates with three or more years of teaching experience on a valid license are eligible to receive a Standard License unless they have some coursework requirement deficiencies. Out-of-state candidates with five years teaching experience and a master's degree or with ten years of teaching	No.	Yes. Iowa has three main licensure levels: Initial, Standard and Master Educator. Applicants with more than three years of teaching experience on a valid license and who meet all other requirements are eligible for a Standard License. Applicants with five years of teaching experience on a

							experience will not be subject to additional subject coursework deficiency requirements.		valid license and who meet all other requirements (including having a recognized master's degree and meeting renewal requirements for a Standard License) are eligible for a Master Educator License.
Kansas Licensure	Kansas Reciprocity	Yes*	No	No. Except that to receive a teaching license, out-of-state candidates must have one year of teaching experience or eight semester credit hours completed within the last six years. Candidates not meeting licensure requirements may be eligible for a two-year exchange license, a one-year nonrenewable license if hired by a Kansas district, or a substitute license.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates and not immediately. Candidates not meeting set experience requirements must pass content and pedagogy assessments in order to be eligible for an Initial License or content, pedagogy and performance assessments in order to be eligible for a Professional License. Comparable out-of-state assessments are accepted. Candidates are exempted from assessment requirements and may be eligible for a Professional License if they: 1) have three years of teaching experience within the past 6 years; or 2) have five years of teaching experience total. Candidates working to complete assessment requirements may still qualify for a license	Yes. To receive an Initial License, out-of-state candidates must verify at least one year of teaching experience or eight semester hours of credit within the last six years. To receive a Professional License candidates must also verify at least three years of teaching experience within the past six years under a standard license or at least five years of teaching experience under a standard license. Candidates with at least three years of teaching experience within the past six years or five years of teaching experience total are exempted from assessment requirements and are eligible for a Professional License.	No.	Yes. Kansas has two main licensure levels: Initial and Professional. Candidates meeting experience requirements are eligible to receive a Professional License.

						allowing full-time employment.			
Kentucky Licensure	Kentucky Reciprocity	Yes*	No	Yes, but not for all candidates and not always immediately. Cases are evaluated on an individual basis. If out-of-state candidates do not meet specified requirements, they might be subject to additional coursework. In addition, out-of-state candidates teaching under certain licenses are required to complete either a three hour content literacy course taught by qualified faculty aligned to certain standards or two or more courses taught by qualified faculty aligned to the standards.	No.	Yes, but not for all candidates. Out-of-state applicants who hold a valid certificate and who have completed two years of full-time teaching in the subject area and grade level on their certificate are exempt from testing requirements. Candidates without this experience are required to pass the Kentucky PRAXIS testing requirements.	Yes. Out-of-state applicants who hold a valid certificate and who have completed two years of full-time teaching in the subject area and grade level on their certificate are exempt from testing requirements. Candidates without this experience are required to pass the Kentucky PRAXIS testing requirements.	No.	Yes. Kentucky has two main licensure levels: Provisional and Professional. Cases are evaluated on an individual basis. Out-of-state candidates may be eligible for the Professional license if they meet certain requirements.

Louisiana Licensure	Louisiana Reciprocity	Yes*	No	Yes, but not for all candidates. Candidates who have not taught as a regular teacher within the past five years in an elementary or secondary school are required to complete six semester credits relating to the teaching field from a regionally accredited college/university. Candidates may be issued a one year non-renewable certificate while he/she completes the credit hours required for the issuance of a three-year nonrenewable teaching certificate ("Out of State Certificate").	No.	Yes, but not immediately. Out-of-state candidates who have met assessment requirements are eligible to receive a standard, three-year teaching certificate ("Level 1 Professional Certificate") comparable in level and subject. Candidates who have not met assessment requirements may teacher under a standard, three-year non-renewable teaching certificate ("Out-of-State Certificate") while working towards completing assessment requirements. Candidates with a valid out-of-state teaching certificate and at least three years of "successful" teaching experience as verified by satisfactory annual evaluation results do not have to meet additional testing requirements after teaching on an Out-of-State Certificate for one year.	Yes. Candidates with a valid out-of-state teaching certificate and at least three years of "successful" teaching experience as verified by satisfactory annual evaluation results do not have to meet additional testing requirements after teaching on an Out-of-State Certificate for one year. Candidates must meet all other requirements for a Louisiana certificate, have a school district's 1) recommendation for employment and 2) request that the teacher be granted a valid Louisiana certificate in order to receive a Professional Certificate.	Yes. Candidates with a valid out-of-state teaching certificate and at least three years of "successful" teaching experience, as verified by satisfactory annual evaluation results, do not have to meet additional testing requirements after teaching on an Out-of-State Certificate for one year. Candidates must provide evidence of "successful" experience from either the out-of-state employing authority or the out-of-state credentialing agency. Candidates must meet all other requirements for a Louisiana certificate, have a school district's 1) recommendation for employment and 2) request that the teacher be granted a valid Louisiana certificate, in order to receive a Professional Certificate.	No. Louisiana has two main licensure levels: "Out-of-State Certificate" and "Level 1 Professional Certificate". However, additional levels are also available to out-of-state candidates. All candidates are given an "Out-of-State License" until certain requirements are met. However, candidates with three years of "successful" teaching experience do not have to meet additional testing requirements after teaching on an Out-of-State Certificate for one year in order to receive a Level 1 Professional Certificate. If an educator has an advanced degree and five years of experience in their area of certification as verified by their out-of-state employer or credentialing agency as "successful", they may qualify for a Level 3
-------------------------------------	---------------------------------------	------	----	--	-----	--	---	---	---

									Professional certificate.
--	--	--	--	--	--	--	--	--	------------------------------

Maine Licensure	Maine Reciprocity	Yes*	No	Yes, but not for all candidates. If deficiencies are found on the required transcript analysis, additional coursework may be required.	Yes. Candidates can substitute passing scores (60 or above) on College Level Examination Program tests for up to six semester hours of course requirements.	Yes. Out-of-state candidates are required to pass content assessments. Candidates seeking a certificate in the same endorsement area as that held in their sending state are not required to take the basic skills or pedagogy exams. Out-of-state candidates not meeting assessment requirements are granted a Conditional License.	No. Although out-of-state candidates who 1) completed an approved preparation program for the endorsement or certificate sought with a formal recommendation for certification, and 2) have three years of successful teaching experience in the past five years under a valid comparable certificate in a state participating in the NASDTEC interstate agreement, are eligible to receive a Professional Teacher Certificate, candidates meeting these requirements may still be required to take additional coursework or assessments. Candidates meeting experience requirements can teach under a Conditional License while working to complete outstanding requirements. Candidates not meeting experience requirements may also be required to take additional coursework or assessments, but can also teach under a Conditional License.	No.	No. Maine has two main licensure levels: Conditional and Professional. Out-of-state candidates not meeting assessment requirements are granted a Conditional License.
-------------------------------------	---------------------------------------	------	----	--	---	--	--	-----	---

Maryland Licensure	Maryland Reciprocity	Yes*	No	Yes, but not for all candidates. Out-of-state candidates who do not meet experience requirements or who are unable to enter via an approved out-of-state program are subject to a transcript analysis. If deficiencies are found on the required transcript analysis, additional coursework may be required. In addition, candidates with certain certifications are required to complete a specified number of semester hours in reading by the renewal of the certification unless the candidate has already completed the required coursework.	Yes, but not for all candidates. Applicants with certain certifications may be able to test out of the credits of reading required at renewal by meeting the qualifying score on the Praxis Teaching Reading: Elementary assessment.	Yes, but not for all candidates. Out-of-state candidates who do not have a professional certificate and three years of experience within the last seven years must present qualifying scores on basic skills, content, and pedagogy assessments.	Yes. Out-of-state candidates who have an active professional certificate from another state and three years of satisfactory full-time teaching experience within the past seven years in the subject area on their certificates are exempted from assessment requirements. Candidates who have an active or expired professional certificate from another state and two years of satisfactory full-time teaching experience are also exempted from assessment requirements but must show evidence of completing an approved educator preparation program. Candidates who graduated from an out-of-state preparation program and who hold an active, professional certificate can be exempted from additional assessment requirements if they met the issuing state's qualifying test scores to receive certification. Candidates who graduated from an out-of-state preparation program but who do not meet experience requirements or hold an out-of-state certificate must pass basic skills,	Yes. Candidates meeting experience requirements must present documentation of satisfactory teaching experience (as indicated by previous employers on the Verification of Experience form). Candidates who can show evidence of two or three years of satisfactory full-time teaching experience are, subject to meeting other requirements, exempted from assessment requirements.	No. Maryland has three types of certificates: Professional Eligibility Certificate (PEC), Standard Professional I & II Certificate (SPC), and Advanced Professional Certificate (APC). Out-of-state candidates may earn an APC upon entering Maryland if they meet the requirements outlined in regulation for the APC.
--	--	------	----	---	--	--	---	---	---

							content and pedagogy assessments.		
--	--	--	--	--	--	--	-----------------------------------	--	--

Massachusetts Licensure	Massachusetts Reciprocity	Yes*	No	Yes, but not for all candidates and not always immediately. Core academic teachers must take a Sheltered English Immersion (SEI) course and obtain and SEI endorsement. Candidates with at least three years of employment under a valid out-of-state license or certificate may be eligible for a Temporary License while he/she completes the coursework requirement. The Temporary License is not available to candidates who fail any of the required state licensure tests.	No.	Yes, but not always immediately. Out-of-state candidates must receive a passing score on the Communication and Literacy Skills test and the subject matter knowledge test(s) appropriate to the license sought. Candidates with at least three years of employment under a valid out-of-state license or certificate may be eligible for a Temporary License while he/she completes the required assessments. The Temporary License is not available to candidates who fail any of the required state licensure tests.	No. Except that candidates with at least three years of employment under a valid out-of-state license or certificate may be eligible for a Temporary License while he/she works to meet requirements for full licensure.	No.	No. Massachusetts has three main licensure levels: Preliminary, Initial and Professional. Out-of-state candidates with advanced teaching credentials are required to meet assessment requirements, and some may be required to take a Sheltered English Immersion course. Candidates with at least three years of employment under a valid out-of-state license or certificate may be eligible for a Temporary License while he/she works to meet licensure requirements in the state, unless he/she fails any of the required state licensure tests.
---	---	------	----	--	-----	--	--	-----	---

Michigan Licensure	Michigan Reciprocity	Yes*	No	No.	No. Except that the CPR course requirement is waived for individuals who have physical limitations making it impracticable to complete the instruction and obtain the required certification.	Yes, but not for all candidates. Candidates who have three years of successful teaching experience are eligible for a Professional License and are not required to meet additional assessment requirements if they have completed a specified number semester hours in a program since the issuance of their initial, standard teaching certificate and hold a comparable valid certificate from another state. All other candidates must pass the appropriate subject area tests, or approved alternatives, to be eligible for licensure. (Applicants who hold a valid, standard teaching certificate from another state but who have not met assessment requirements can be issued a Temporary Teacher Employment Authorization and teach for one year while completing assessment requirements.)	Yes. Candidates who have three years of successful teaching experience matching their out-of-state certificate are eligible for a Professional License and are not required to meet additional assessment requirements if they: 1) have at least eighteen semester hours in a planned program completed since the issuance of his/her initial, standard teaching certificate, and 2) hold a valid certificate from another state in the subject area(s) and grade levels for which he/she is seeking Michigan certification.	No. Except that candidates who have “taught successfully” for three years may be eligible to receive a Professional License. Successful teaching is determined by experience.	Yes. Michigan has two main licensure levels: Standard and Professional. Candidates who have three years of successful teaching experience matching their out-of-state certificate are eligible for a Professional License and are not required to meet additional assessment requirements if they: 1) have at least eighteen semester hours in a planned program completed since the issuance of his/her initial, standard teaching certificate, 2) hold a valid certificate from another state in the subject area(s) and grade levels for which he/she is seeking Michigan certification, and 3) meet the reading credit requirement.
--	--	------	----	-----	---	---	--	---	---

Minnesota Licensure	Minnesota Reciprocity	Yes*	No	Yes, but not for all candidates. Candidates with a regionally-accredited bachelor's degree with field-specific student teaching equivalent to requirements of Minnesota programs may qualify for a Minnesota teacher license under the tiered licensure structure if they meet the additional requirements for the appropriate tier of license.	No.	Yes, but not immediately. Out-of-state candidates are required to achieve a passing score on MLTE pedagogy and content licensure exams. An out-of-state teacher may apply for a Tier 2 license prior to passing the MTLE content and pedagogy exams if they have met all Tier 2 licensure requirements and have been offered a position by a Minnesota public school district or charter school.	Yes. Out-of-state candidates with at least two years of teaching experience in a similar licensure area are not required to meet field-specific teaching methods or student teaching requirements in order to be eligible for a Tier 3 License.	No.	No. Minnesota has four licensure tiers and out-of-state candidates are required to meet assessment, coursework, and experience requirements in order to be eligible for the licensure tiers.
Mississippi Licensure	Mississippi Reciprocity	Yes*	Yes. See site.	No.	N/A. The state does not have additional coursework requirements in place.	No. Except that out-of-state candidates who cannot show 1) documentation of a passing score on a core subject test required for certification by the issuing state, or 2) documentation that verifies the out-of-state license was obtained in a manner equivalent with current Mississippi license guidelines, are only eligible to receive a nonrenewable Two Year Reciprocity License until they can meet the Mississippi licensure requirements, which could include passing state licensure assessments. Applicants meeting these requirements are granted a Five Year (Standard) Reciprocity License.	No.	No.	Yes. Mississippi has four main licensure levels: Class A bachelor's level license, Class AA master's degree level license, Class AAA Specialist degree level license, or Class AAAA doctorate degree level license. Out-of-state educators meeting Mississippi licensure requirements are eligible to receive a Five Year Reciprocity License (Class A), and may also be eligible to receive an advanced teaching credential (Class AA, AAA or AAAA) subject to

									meeting certain requirements.
Missouri Licensure	Missouri Reciprocity	Yes*	Yes. See site.	No.	N/A. The state does not have additional coursework requirements in place.	No.	No. However, candidates meeting experience and education level requirements may be eligible to receive a higher level certificate than candidates without this experience.	No.	Yes. An individual with a valid teaching certificate from another state can be granted a comparable certificate in Missouri. Depending on the number of previous years of teaching experience, the individual may qualify for an Initial Professional license or a Career Continuous Professional license.

Montana Licensure	Montana Reciprocity	Yes*	No	Yes. Applicants must verify completion of the online course “An Introduction to Indian Education for All in Montana”. Applicants for a Standard or Professional certificate whose degree is more than five years old and who do not have a current out-of-state license must have earned six semester credits from a regionally accredited college or university within the five-year period preceding the effective date of the license.	No.	Yes. Applicants who completed an accredited educator preparation program in another state must provide proof of a minimum passing score on the required content knowledge test applicable to the requested endorsement in order to be eligible for a Provisional, Standard or Professional License. Applicants for a Provisional License must also submit evidence of a current Montana address or job offer from an accredited or state-funded P-12 school in Montana.	Yes. Candidates without experience may qualify for a Class 5 Provisional or Class 2 Standard license if they also meet other requirements. Candidates with experience may qualify for a Class 2 Standard license or Class 1 Professional license if they also meet other requirements. Out-of-state candidates from non-traditional educator preparation programs must verify five years of successful teaching experience with a recommendation from the out-of-state accredited P-12 school employer to be eligible for a Class 2 Standard license.	Yes. Applicants who have completed a nontraditional educator preparation program in another state must show proof of five years of “successful” experience (defined as employment as a licensed teacher at any level within a state accredited P-12 school system, or in an educational institution for the equivalent of at least .5 FTE for a school year comparable to a 180 day school year) as documented by a recommendation from the out-of-state state accredited P-12 school employer in order to be eligible for a Standard - Class 2 License.	No.
---------------------------------------	---	------	----	---	-----	---	---	--	-----

Nebraska Licensure	Nebraska Reciprocity	Yes*	No	Yes, but not immediately. Nebraska requires all candidates to submit evidence of special education and human relations training, which includes coursework or relevant employment experience. In addition, candidates must meet recency requirements by documenting recent college credits or employment experience within the past five years to receive an Initial, Standard or Professional License. Candidates may be eligible to receive a Provisional or Conditional License while working towards meeting training or recency requirements.	Yes. Candidates can document relevant employment experience in place of the training requirements.	Yes, but not immediately. Out-of-state candidates must pass the required basic skills and content assessments in order to qualify for an Initial, Standard or Professional License. Candidates may be eligible to receive a Provisional License while working towards meeting assessment requirements.	Yes. Candidates must document recent college credits or employment experience within the past five years to receive an Initial, Standard or Professional License. To receive a Standard or Professional License, candidates must also document two years as a contractual teacher. Candidates not meeting experience requirements may be eligible to receive a Provisional license.	No.	No. Nebraska has three main licensure levels: Initial, Standard and Professional. Out-of-state candidates with advanced credentials are granted a lower level or Provisional license while they work toward meeting the requirements for a Professional license.
Nevada Licensure	Nevada Reciprocity	Yes*	Yes. See site.	Yes, but not for all candidates and not immediately. Out-of-state candidates must complete all courses of study and other requirements for a license in the state, but may be eligible to teach under a provisional license for up to three years while completing any remaining requirements.	No.	No. An out-of-state applicant is exempt from licensure assessment requirements if the applicant successfully passed the examination(s) in his/her sending state. Most valid and unexpired licenses will directly transfer without verification of passing licensure examinations. However, some conditional, provisional, residency, temporary, or other license types will require additional documentation to determine eligibility.	No.	No.	Yes. Nevada has three main licensure levels: Provisional, Standard and Professional. Out-of-state candidates who obtain a reciprocal license are eligible to receive a Professional License. Staff will reciprocate licenses and endorsements applied for to the closest available through Nevada regulations.

New Hampshire Licensure	New Hampshire Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates. Out-of-state candidates must submit passing scores on the required basic skills assessment, or an equivalent. Some subject area endorsements require a passing score on the required content assessment, or an equivalent, in order to qualify for a certificate.	Yes. Completers of state-approved educator preparation programs do not need to have teaching experience in order to be eligible for New Hampshire certification. However, out-of-state candidates who became certified through an ‘alternative route’ must document at least three years of full-time regular teaching experience under that credential in the past seven years in order to be eligible to receive an equivalent New Hampshire certificate.	Yes. To obtain an Experienced Educator Certificate, candidates must have at least three years of full-time experience as an educator at the elementary or secondary levels of education, being deemed effective or above according to the local evaluation system for two consecutive years and successfully completing a renewal cycle.	Yes. New Hampshire has two main licensure levels: Beginner Educator Certificate and Experienced Educator Certificate. Out-of-state candidates who possess a valid educator credential based on a baccalaureate or higher degree and who have at least three years of full time regular teaching experience in the past seven years may meet the requirements for an Experienced Educator Credential.
---	---	------	----	-----	---	--	---	--	--

New Jersey Licensure	New Jersey Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates and not immediately. Candidates seeking a "Certificate of Eligibility with Advanced Standing" are exempt from the state performance assessment if they: 1) submit evidence of having passed a performance assessment approved by their issuing state; or 2) hold National Board for Professional Teacher Standards or the Meritorious Teacher Candidate designation, and 3) graduated prior to September 1, 2017. Candidates who did not take a state-approved performance assessment because it was not required are issued a "Certificate of Eligibility", subject to meeting other requirements. Out-of-state candidates must also pass the relevant New Jersey subject matter tests or submit evidence of passing their issuing state's subject matter test.	Yes. Out-of-state candidates who hold the equivalent of a valid standard certificate issued by another state and demonstrate at least two effective years of teaching within three consecutive years of the last four calendar years may be eligible to receive a Standard Certificate. Candidates that do not meet the teaching experience criteria may receive a Certificate of Eligibility (CE) or a Certificate of Eligibility with Advanced Standing (CEAS).	Yes. To obtain a standard certificate, out-of-state candidates must either hold a valid certificate issued by another state and demonstrate at least two years of teaching within three consecutive years of the last four calendar years as documented on the Record of Professional Experience form or hold a National Board of Professional Teaching Standards certificate. The Record of Professional Experience form includes teacher evaluation information.	Yes. New Jersey has two main licensure levels: Provisional and Standard. Out-of-state candidates meeting the requirements for licensure may be eligible to receive a Standard Certificate if they hold a valid certificate issued by another state and demonstrate at least two years of teaching within three consecutive years of the last four calendar years or hold a National Board of Professional Teaching Standards certificate.
--	--	------	----	-----	---	--	---	--	---

New Mexico Licensure	New Mexico Reciprocity	No.	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates and not immediately. Candidates applying for an elementary license are required to take and pass one of two accepted reading content tests. Candidates applying for a certain Level 1 licenses can submit evidence of completing credit hour, coursework requirements, or teaching experience in place of content knowledge assessment requirements (with requirements varying depending on licensure type.) Candidates applying for a Level 2 or Level 3 License can submit evidence of completing credit hour requirements in place of assessment requirements.	Yes. Out-of-state applicants with less than three years of experience may be eligible to receive a Level 1 License, applicants with three to five years of experience may be eligible to receive a Level 2 License, and applicants with at least six years of experience may be eligible to receive a Level 3 License. The requirements for each licensure level vary.	Yes. Out-of-state candidates must provide evidence of having “satisfactorily taught” in their issuing state for the amount of time specified for each licensure level. It is not clear how the state defines "satisfactorily taught."	Yes. New Mexico has three main licensure levels: Level 1, Level 2, and Level 3. Candidates meeting experience requirements or holding National Board Certification may be eligible to receive an advanced teaching credential.
--	--	-----	----	-----	---	---	--	---	--

New York Licensure	New York Reciprocity	No.	No	Yes. Out-of-state candidates must complete training related to child abuse identification/reporting, school violence prevention/intervention, and harassment, bullying and discrimination prevention/intervention from a New York State Education Department approved provider.	No.	Yes, but not for all candidates. Candidates who do not meet specified experience requirements must take and pass certification exams. However, candidates who have completed a substantially equivalent, approved out-of-state teacher education program, hold a valid out-of-state license, and passed the certification exams other than the teacher performance assessment, may earn a one-year nonrenewable conditional initial certificate, allowing them to teach while completing the required performance assessment. Candidates are not required to take and pass certification exams if they have at least three years of effective public school teaching experience in the certificate title sought 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.	Yes. Out-of-state candidates with at least three years of effective certified public school teaching experience in the certification title sought within the last seven years who 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 or higher are not required to pass the certification exams.	Yes. Out-of-state candidates with at least three years of public school teaching experience in the certificate title sought within the last seven years, who hold an equivalent and valid out-of-state license that was valid during the experience, must provide evidence of effective or highly effective evaluation ratings in order to be exempted from certification exam requirements.	No. New York has two main certification levels: Initial and Professional. Candidates who hold advanced out-of-state credentials and who meet certification requirements are granted an Initial certificate.
--	--	-----	----	---	-----	---	---	--	---

North Carolina Licensure	North Carolina Reciprocity	Yes*	No	Yes, but not for all candidates and not immediately. Candidates with three or more years of experience applying for the Elementary Education or Exceptional Children license must submit evidence of passing the North Carolina Department of Instruction's Reading Research to Classroom Practice and Mathematics Foundations courses to convert their Initial Professional License to a Continuing Professional License if their state's exam did not include reading and mathematics subtests.	Yes. Out-of-state applicants with three or more years of teaching experience have the option to pass the NCSBE-approved licensure exams to fulfill the requirements for a Continuing Professional License, including the approved reading exam and mathematics subtest.	Yes, but not for all candidates and not immediately. Candidates are exempt from testing required for a Continuing Professional License if they: 1) are fully licensed in another state, have three or more years of experience, and have met comparable or identical testing requirements in another state; or 2) hold National Board Certification. Out-of-state candidates with less than three years of experience can be issued an Initial Professional License and may be required to take additional exams. If additional exams are required, they must be taken within the first year of issuance and passed before or during the second year in order to convert the license to a Continuing Professional License. Candidates applying for Elementary Education or Exceptional Children General Curriculum licenses are subject to additional assessments.	No. However, out-of-state candidates with three or more years of teaching experience, who provide evidence of effectiveness and meet NC State Board of Education licensure assessment requirements or have National Board Certification may be eligible to receive a Continuing Professional License.	Yes. Out-of-state candidates must provide evidence of effectiveness, when available, as measured by the evaluation system used in the candidate's state of current licensure at the time of application, including any growth measures included in that evaluation system. An individual who does not include evidence of effectiveness is only eligible for an Initial Professional License.	Yes. North Carolina has two main licensure levels: Initial and Continuing. Candidates with three or more years of teaching experience who meet certain requirements and candidates with National Board Certification may be eligible to receive a Continuing Professional License.
--	--	------	----	---	---	--	---	---	--

North Dakota Licensure	North Dakota Reciprocity	Yes*	No	Yes, but not for all applicants and not immediately. If deficiencies are found on the required transcript analysis, additional coursework may be required. North Dakota requires coursework in Native American studies, cultural diversity, strategies for creating learning environments that contribute to positive human relationships and strategies for teaching and assessing diverse learners. Applicants who have not met coursework requirements can teach under an Out-of-State Reciprocal License, but must meet coursework requirements to be eligible for an Initial License. A two-year re-entry license will be given to an out-of-state applicant who has not taught in 5 years or who cannot submit six semester hours of credit taken during each of the past two five-year periods and may require additional coursework.	No.	Yes, but not for all candidates and not immediately. Candidates applying for an Out-of-State Reciprocal License who completed a bachelor's in education in another state, but do not have a teaching license, will be issued a once-renewable 2-year license and must complete all North Dakota state tests for licensure within 4 years. Candidates applying for an Out-of-State Educator License who were not required to take tests for licensure are required to complete North Dakota state tests within 2 years. If candidates applying for this license have completed an approved program, including student teaching, hold a license in another state, and have met their testing requirements, there will be no additional requirements.	Yes. Some candidates may be eligible to submit evidence of contracted teaching experience in place of pedagogical assessment requirements. Applicants who have been licensed for more than 18 months may be eligible for a 5-year other state educator license, as opposed to a 2-year other state educator license or out-of-state reciprocal license.	No.	No.
--	--	------	----	--	-----	--	---	-----	-----

Ohio Licensure	Ohio Reciprocity	Yes*	No	Yes, but not for all candidates and not immediately. Out-of-state candidates requesting licensure in certain areas must have successfully completed coursework in the teaching of reading and phonics. Candidates who have completed at least half of the required coursework may be granted a Standard Teaching License with a limitation that requires candidates to complete the requirement in order to renew or advance the license.	No.	Yes. Out-of-state applicants who have not completed a content assessment and professional knowledge/pedagogy assessment for licensure in their issuing state must take the state-approved assessments. Candidates requesting licensure in Early Childhood, Middle Childhood, or Intervention Specialist must also pass the Ohio Assessment for Educators Foundations of Reading exam.	Yes. Out-of-state candidates with three or more years of experience under a standard out-of-state teaching credential may be eligible to receive a Professional Educator license. Candidates with less than three years of experience may be eligible to receive a Resident Educator license or a one-year Out of State Educator license.	No.	Yes. Ohio has three main licensure levels: Professional Educator, Resident Educator, and Out-of-State. Candidates with three or more years of experience under a standard out-of-state teaching credential may be eligible to receive the five-year Professional Educator license. Candidates with less than three years of experience may be eligible to receive a four-year Resident Educator license or a one-year Out-of-State Educator license.
Oklahoma Licensure	Oklahoma Reciprocity	Yes*	Yes. See site.	No.	N/A. The state does not have additional coursework requirements in place.	No. Candidates who hold an out-of-state certificate are eligible for a certification in Oklahoma's most equivalent subject areas and are exempt from the required competency exam.	No.	No.	No.

Oregon Licensure	Oregon Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not immediately. A one-year Reciprocal Teaching License is issued to teachers who have completed an educator preparation program and hold an active and valid non- provisional teaching license in another NASDTEC jurisdiction. Some applicants may qualify for a preliminary license, but in order to receive a preliminary or professional license, all candidates must pass the "Protecting Student and Civil Rights in the Educational Environment" exam or an approved alternative assessment, and some candidates must pass Oregon-approved subject matter tests. A waiver to the subject-matter testing requirements may be provided if the applicant 1) provides evidence of a passing score on a subject-matter test approved by another NASDTEC jurisdiction resulting in licensure, or 2) can prove evidence of academic preparation and five years of teaching experience in the specific subject matter while properly licensed.	Yes. Out-of-state candidates with five years of half-time or more teaching experience in the specific subject matter while properly licensed and endorsed in the content area requested may receive a waiver to the subject matter testing requirements if they can prove evidence of academic preparation satisfactory to the Teacher Standards and Practices Commission.	No.	Yes. If an applicant with a valid and active non-provisional out-of-state license fully qualifies for a Preliminary, Professional, Teacher Leader, Substitute or Legacy Teaching License, the applicant may bypass the Reciprocal Teaching License and apply immediately for the other license. In order to do so, the applicant must meet the prescribed eligibility requirements for a Reciprocal Teaching License as well as the requirements for the advanced license.
--------------------------------------	--	------	----	-----	--	---	--	-----	--

Pennsylvania Licensure	Pennsylvania Reciprocity	Yes*	No	Yes, but not for all candidates. The Department will prescribe additional educational requirements if an evaluation by the Department reveals minor deficiencies in the candidate's preparation and experience.	No.	Yes, but not for all candidates. Out of state candidates, including candidates meeting specified experience requirements, must take the required content tests and meet the state's qualifying score. Candidates not meeting experience requirements may also be required to take the basic skills test. National Board Certified teachers are exempt from Pennsylvania content tests, and post-baccalaureate instructional program completers are exempt from the basic skills test. While administrative code allows for a one-year temporary teaching permit to be issued to educators in accordance with the current reciprocity agreement with other states to allow the teacher to meet Pennsylvania's requirements, the policy is not currently in use.	Yes. National Board Certified teachers will be granted the highest level certificate possible. Administrative code says that candidates who have taught for three of the past seven years may apply for comparable licensure and are also only required to take the approved Pennsylvania content area test; however, the policy is not currently in use. The policy in use allows out-of-state candidates with two or more years of "satisfactory" experience to apply for comparable licensure and be exempt from all testing requirements other than the approved Pennsylvania content test. Previous employers must verify experience as satisfactory for it to count toward certification. Applicants not meeting experience requirements must meet additional requirements which could include: completing additional assessments, taking additional coursework, maintaining a 3.0 GPA, and providing proof of student teaching/practicum or one year experience on a standard out-of-state license.	Yes. For teachers with two or more years of out-of-state experience, employers must verify experience that was evaluated and deemed satisfactory in order for the experience to count toward certification.	Yes. Pennsylvania has three main licensure levels: Intern, Instructional I and Instructional II. Out-of-state candidates with a National Board for Professional Teaching Standards (NBPTS) credential will be granted the highest level certificate applicable.
--	--	------	----	---	-----	--	--	---	---

Rhode Island Licensure	Rhode Island Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not immediately. Candidates must demonstrate that they meet Rhode Island testing requirements in the area(s) of certification. For candidates prepared at an institution where the language of instruction was not English, English Language Competency testing is required. Out-of-state candidates may be eligible to receive a one-year Temporary Initial Educator Certificate if they meet all of the requirements for an Initial Educator Certificate except for the assessment requirements.	No.	No.	No. Rhode Island has three main licensure tiers: Initial, Professional and Advanced. Candidates with advanced credentials must demonstrate that they meet Rhode Island testing requirements in the areas(s) of certification prior to receiving full licensure. Out-of-state candidates may be eligible to receive a one-year Temporary Initial Educator Certificate if they meet all of the requirements for an Initial Educator Certificate except for the assessment requirements.
South Carolina Licensure	South Carolina Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates and not always immediately. All out-of-state candidates, regardless of experience, must submit evidence of passing the content and pedagogy assessments in their state. If no tests were required for certification in their issuing state, applicants must submit evidence of passing the approved South Carolina content assessment. Applicants with less than twenty-seven months of	Yes. Applicants with less than twenty-seven months of successful teaching experience within the past seven years are eligible to receive an initial certificate, but must also submit evidence of passing the state's pedagogy assessment prior to receiving a professional certificate. Applicants who meet the experience requirements may be eligible for immediate advancement.	No. Although regulations require out-of-state candidates to demonstrate twenty-seven months of "successful" teaching experience in order to be eligible for a professional certificate, the experience verification form does not ask for past performance or evidence of effectiveness.	Yes. South Carolina has two main licensure levels: Initial and Professional. Candidates meeting experience requirements may be exempt from the pedagogy assessment and eligible for immediate advancement to a professional license.

						successful teaching experience within the last seven years will be issued an initial teaching certificate, but must take the pedagogy exam to advance to a professional certificate.			
South Dakota Licensure	South Dakota Reciprocity	No.	No	Yes. All candidates must complete a three-credit South Dakota Indian Studies course and one clock hour of suicide awareness and prevention training. Applicants may receive a one-year provisional certificate if they have not passed South Dakota Indian Studies.	No.	Yes, but not for all candidates. Out-of-state candidates with a categorical or K-8 special education endorsement may be required to pass additional assessments for a K-12 special education endorsement. No additional assessments are required of candidates meeting the requirements for reciprocity.	Yes. Candidates who have completed an alternative certification program in another state must provide verification of three years of experience within the last five years to be eligible for reciprocity. Candidates who do not meet experience requirements must meet all of the South Dakota certification requirements.	No.	Yes. South Dakota has two main licensure levels: Professional and Advanced. Teachers with National Board Certification may be eligible for an Advanced License.
Tennessee Licensure	Tennessee Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates and not immediately. Out-of-state educators who have completed an educator preparation program in another state, but do not hold a valid professional license must submit qualifying scores on all required assessments. Out-of-state educators who have a bachelor's degree and hold a valid	No.	No.	Yes. Tennessee has two main licensure levels: Practitioner and Professional. Out-of-state applicants who hold a valid certification from the National Board for Professional Teaching Standards shall be issued a

						professional level license from another state are not required to take assessments.			professional level teacher license.
Texas Licensure	Texas Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates and not immediately. Out-of-state applicants may apply for a one-year certificate to meet the state's testing requirements. Applicants must either: 1) pass the required Texas exams, 2) achieve an acceptable level of performance on a comparable exam, as determined by the Texas Education Agency, or 3) qualify for an exemption from Texas examination requirements through established commissioner's rules.	Yes. An out of state candidate with at least one year of experience may be eligible for test exemptions if they meet the other requirements. Candidates with less than one year of experience may be issued a one-year certificate or be required to complete required Texas certification exam.	No.	Yes. National Board for Professional Teaching Standards tests are accepted for certification testing requirements in Texas. Applicants must also hold a standard certificate in a corresponding subject area and grade level that was issued by their state's department of education.
Utah Licensure	Utah Reciprocity	Yes*	No	Yes. All out-of-state applicants must complete an Educator Ethics Review online.	No.	Yes, but not for all candidates. Out-of-state applicants must pass the required content knowledge test and pedagogical performance assessment, or have evidence of passing a reasonably equivalent assessment. Out-of-state applicants with one year of successful teaching experience do not have to take additional exams.	Yes. Out-of-state applicants with one year of successful teaching experience do not have to take content or pedagogical exams.	No.	No. Out-of-state applicants may qualify for a Professional License.

Vermont Licensure	Vermont Reciprocity	Yes*	No	Yes, but not for all candidates. Applicants with a time lapse of ten years or more between the time of recommendation for licensure and application for licensure must meet requirements for updated knowledge and skills as established by Standards Board policy. Applicants who apply from a non-NASDTEC state are subject to transcript review to establish whether the applicant meets coursework or other requirements.	No.	Yes, but not for all candidates. Applicants from a NASDTEC state who are not licensed are considered for licensure as if they had completed an approved educator preparation program in Vermont. These applicants are subject to the same requirements for initial licensees awarded in Vermont including testing.	No.	No.	No. Vermont has two main licensure levels: Level I and Level II. A licensed applicant who holds a professional license from a NASDTEC state may be eligible for a Level I Professional Educator's License.
Virginia Licensure	Virginia Reciprocity	Yes*	No	Yes. Out-of-state candidates seeking Initial Licensure must complete training in 1) child abuse and neglect; 2) emergency first aid, cardiopulmonary resuscitation (CPR), and the use of automated external defibrillators (AEDs); 3) and dyslexia awareness.	No.	Yes, but not for all candidates. All professional teacher's assessments prescribed by the Board of Education must be satisfied by out-of-state candidates with less than three years of full-time, successful teaching experience in a public or accredited nonpublic school. Individuals with an out-of-state license with full credentials and without deficiencies shall not be required to take any additional assessments.	Yes. Applicants who hold an out-of-state license and have completed a minimum of three years of full-time successful teaching experience in a public or accredited nonpublic school are exempted from the professional teacher's assessment requirements. Applicants with less than three years of full-time, successful teaching experience in a public or accredited nonpublic school must complete all licensure assessments prescribed by the Board of Education.	No.	Yes. Virginia has three main licensure levels: Provisional, Collegiate Professional, and Postgraduate Professional. Applicants who hold an out-of-state license and have completed a minimum of three years of full-time successful teaching experience in a public or accredited nonpublic school are exempted from the professional teacher's assessment requirements and may be eligible to

									receive the Collegiate Professional License or a Postgraduate Professional License.
Washington Licensure	Washington Reciprocity	Yes*	No	Yes, but not immediately. Out-of-state applicants seeking a Professional Certificate must complete coursework in issues of abuse.	No.	Yes, but not for all candidates and not immediately. Applicants must pass a basic skills and content knowledge test (or approved alternative) within 12 months of being issued the first residency teacher temporary permit. An out-of-state certificated educator seeking certification in Washington may use a passing score from their state's teacher certification exam to meet Washington's basic skills or content knowledge test requirement.	Yes. Applicants who hold a certificate comparable to the Residency Certificate and who have practiced at the P-12 level for at least three years are not required to have completed their state's approved teacher preparation program. Applicants without this experience must meet their state's preparation program requirements.	No.	Yes. Washington recognizes advanced licenses in Wisconsin and Ohio as being comparable to the state's Professional Certificate. Educators who hold either of these certificates may apply directly for the Professional Teacher certificate in Washington. Candidates who hold a valid teaching certificate issued by the National Board for Professional Teaching Standards may also apply directly for the Professional

									Certificate. Applicants must still complete testing requirements and the child abuse coursework.
West Virginia Licensure	West Virginia Reciprocity	Yes*	No	No.	N/A. The state does not have additional coursework requirements in place.	Yes, but not for all candidates. Out-of-state applicants who have completed a teacher preparation program and do not hold a valid license must take the West Virginia required assessments. Candidates may be exempt from testing requirements if they: 1) hold National Board for Professional Teaching Standards certification; 2) hold a valid out-of-state certificate; 3) successfully completed three years of experience within the last seven years on an out-of-state professional certificate; or 4) hold an expired out-of-state certificate or equivalent. Candidates are also	Yes. Applicants with permanent out-of-state licenses and the ability to verify five years of experience in the endorsement area(s) are eligible to receive a Permanent Professional Teaching Certificate and are exempt from the Beginning Educator Internship/Induction.	No.	Yes. West Virginia has three main licensure levels: Provisional, Initial Professional (3 year and 5 year), and Permanent. Out-of-state applicants who hold a permanent license in the issuing state and can verify a minimum of five years experience in the endorsement area(s) listed on the license may be eligible to receive a Permanent Professional Teaching Certificate. Candidates with

						exempt from the basic skills and professional assessments if they have satisfied a passing score on the appropriate test as required in the state where the preparation program was completed.			National Board for Professional Teaching Standards certification may be exempt from assessment requirements.
--	--	--	--	--	--	--	--	--	--

Wisconsin Licensure	Wisconsin Reciprocity	Yes*	No	Yes, but not for all candidates. Out-of-state candidates must have taken coursework related to minority group relations, including instruction in the history, culture and tribal sovereignty of the federally recognized American Indian tribes and bands located in Wisconsin. Within twelve months of receiving initial licensure, candidates must also demonstrate competencies related to conflict resolution and crisis management, including training in the use of peer mediation to resolve conflict. Candidates applying for licenses to teach certain subjects may be required to complete additional coursework. Out-of-state applicants who hold a valid license in another state are eligible for a provisional Tier II license through the License Based on Reciprocity Pathway without having to complete additional coursework.	No.	Yes, but not for all candidates. Applicants applying for the Out-of-state Pathway must provide passing scores all required Wisconsin tests, including basic skills and content knowledge tests. Passing scores on performance and content tests taken in another state will be honored in Wisconsin. A GPA of 3.0 may be used in lieu of a content exam for applicants who were not required to take a content exam. Additional content exams may be required for applicants in certain licensure areas. Out-of-state applicants who hold a valid license in another state are eligible for a provisional Tier II license through the License Based on Reciprocity Pathway without having to complete additional assessments.	Yes. Under the License Based on Reciprocity Pathway, out-of-state candidates who have at least one year of teaching experience and hold a valid license in good standing from their sending state are eligible for a Tier II license.	No.	No. Applicants applying through the License Based on Reciprocity Pathway are eligible for a Tier II license. To advance the license, applicants must have teaching experience in Wisconsin.
---	---	------	----	--	-----	---	---	-----	---

Wyoming Licensure	Wyoming Reciprocity	Yes*	No	Yes. Out-of-state candidates must either complete a course or pass an examination on the constitutions of the United States and the state of Wyoming.	Yes. To demonstrate knowledge of the United States and Wyoming Constitutions, candidates can submit evidence of passing a satisfactory examination on the provisions and principles of the constitutions of the United States and the State of Wyoming.	Yes. Out-of-state candidates must either complete a course or pass an examination on the constitutions of the United States and the state of Wyoming. Wyoming accepts out-of-state exams for licensure in their state. Candidates applying for certain licenses may be required to complete additional exams.	Yes, but not for all candidates. Applicants prepared through alternative routes that did not contain all the requisite components of a state-approved traditional route program must have a valid, current and historical teaching license and verify three years of full-time teaching experience within the past six years, while holding full licensure or certification for each endorsement area being sought in order to obtain licensure. Candidates not meeting these requirements may be eligible to teach under an "Exception Authorization" or in certain cases, under a "Professional Industry Career Permit."	No.	N/A. Wyoming does not have a tiered licensure system.
---------------------------------------	---	------	----	---	---	---	--	-----	---



II. The School of Social and Behavioral Sciences

MASTER OF ARTS IN COUNSELING

The M.A. in Counseling offers concentrations in two areas: (1) Clinical Mental Health Counseling; and (2) School Counseling. Both concentrations are accredited by the Council for Accreditation of Counseling & Related Educational Programs (CACREP).

* Conditional indicates meets educational requirements only; additional state requirements may apply.

State Professional Counselor Licensure Boards and Credential Title(s)	Meets state educational requirements for licensure or certification?	
	Clinical Mental Health Concentration	School Counseling Concentration
ALABAMA Alabama Board of Examiners in Counseling <i>Licensed Professional Counselor (LPC)</i> <i>Associate Licensed Counselor (ALC)</i>	Yes	Yes
ALASKA Board of Professional Counselors <i>Licensed Professional Counselor (LPC)</i>	Yes	*Conditional- Alaska specific requirements
ARIZONA Board of Behavioral Health Examiners <i>Licensed Professional Counselor (LPC)</i> <i>Licensed Associate Counselor (LAC)</i>	Yes	*Conditional - possible coursework and exam requirements
ARKANSAS Arkansas Board of Examiners in Counseling and Marriage & Family Therapy <i>Licensed Professional Counselor (LPC)</i> <i>Licensed Associate Counselor (LAC)</i>	Yes	Yes
CALIFORNIA Board of Behavioral Sciences <i>Licensed Professional Clinical Counselor (LPCC)</i> <i>Professional Clinical Counselor Intern (PCCI)</i>	Yes	*Conditional- specific CA credential/EL requirements
COLORADO State Board of Licensed Professional Counselor Examiners <i>Licensed Professional Counselor (LPC)</i> <i>Licensed Professional Counselor Candidate (LPCC)</i>	Yes	Yes
CONNECTICUT Connecticut Department of Public Health Professional Counselor Licensure <i>Licensed Professional Counselor (LPC)</i>	Yes	*Conditional - transcript/endorsement review possible
DELAWARE Board of Mental Health and Chemical Dependency Professionals <i>Licensed Professional Counselor of Mental Health (LPCMH)</i> <i>Licensed Associate Counselor of Mental Health (LACMH)</i>	Yes	Yes
DISTRICT OF COLUMBIA Board of Professional Counseling <i>Licensed Professional Counselor (LPC)</i> <i>Licensed Graduate Professional Counselor (LGPC)</i>	Yes	*Conditional - testing/effective-rating rules possible

FLORIDA Board of Clinical Social Work, Marriage & Family Therapy and Mental Health Counseling <i>Licensed Mental Health Counselor (LMHC)</i>	Yes	Yes
<i>Registered Mental Health Counselor Intern (RMHC)</i>		
GEORGIA Secretary of State Professional Licensing Boards Division <i>Licensed Professional Counselor (LPC)</i>	Yes	*Conditional - special ed./ethics requirements possible
<i>Associate Licensed Professional Counselor (LAPC)</i>		
HAWAII Department of Commerce and Consumer Affairs Professional & Vocational Licensing <i>Licensed Mental Health Counselor (LMHC)</i>	Yes	*Conditional - Experience/content requirements possible
IDAHO Idaho Licensing Board of Professional Counselors and Marriage and Family Therapists <i>Licensed Clinical Professional Counselor (LCPC)</i>	Yes	*Conditional - literacy/math endorsements maybe required
<i>Licensed Professional Counselor (LPC)</i>		
<i>Registered Counselor Intern</i>		
ILLINOIS Illinois Department of Financial and Professional Regulation <i>Licensed Clinical Professional Counselor (LCPC)</i>	Yes	*Conditional - specific coursework maybe required
<i>Licensed Professional Counselor (LPC)</i>		
INDIANA Behavioral Health and Human Services Licensing Board <i>Licensed Mental Health Counselor (LMHC)</i>	Yes	Yes
IOWA Bureau of Professional Licensure <i>Licensed Mental Health Counselor (LMHC)</i>	Yes	*Conditional - transcript review/deficiencies possible
KANSAS Behavioral Sciences Regulatory Board <i>Licensed Clinical Professional Counselor (LCPC)</i>	Yes	Yes
<i>Licensed Professional Counselor (LPC)</i>		
KENTUCKY Kentucky Board of Licensed Professional Counselors <i>Licensed Professional Clinical Counselor (LPCC)</i>	Yes	*Conditional - case-by-case review/coursework possible
<i>Licensed Professional Counselor Associate (LPCA)</i>		
LOUISIANA LA LPC Board of Examiners <i>Licensed Professional Counselor (LPC)</i>	Yes	*Conditional - recent teaching/coursework/testing requirements possible
<i>Provisional Licensed Professional Counselor (PLPC)</i>		
MAINE Office of Professional and Occupational Regulation <i>Licensed Clinical Professional Counselor (LCPC)</i>	Yes	*Conditional - transcript review/conditional license possible
<i>Licensed Professional Counselor (LPC)</i>		
<i>Conditional LCPC / Conditional LPC</i>		
MARYLAND Maryland Department of Health <i>Licensed Clinical Professional Counselor (LCPC)</i>	Yes	*Conditional - Reading/testing/experience requirements possible
<i>Licensed Graduate Professional Counselor</i>		

MASSACHUSETTS Board of Registration of Allied Mental Health and Human Services Professions <i>Licensed Mental Health Counselor (LMHC)</i>	Yes	*Conditional- state-specific testing/course review requirements possible
MICHIGAN Department of Licensing and Regulatory Affairs <i>Licensed Professional Counselor (LPC)</i> <i>Limited Licensed Professional Counselor (LLPC)</i>	Yes	*Conditional - state educator certification requirements
MINNESOTA Minnesota Board of Behavioral Health & Therapy <i>Licensed Professional Clinical Counselor (LPCC)</i> <i>Licensed Professional Counselor (LPC)</i>	Yes	*Conditional - state tiered licensure review possible
MISSISSIPPI State Board of Examiners for Licensed Professional Counselors <i>Licensed Professional Counselor (LPC)</i>	Yes	Yes
MISSOURI Missouri Division of Professional Registration <i>Licensed Professional Counselor (LPC)</i> <i>Provisional Licensed Professional Counselor (PLPC)</i>	Yes	Yes
MONTANA Montana Department of Labor & Industry <i>Licensed Clinical Professional Counselor (LCPC)</i>	Yes	*Conditional - state-specific educator requirements possible
NEBRASKA Nebraska Department of Health & Human Services <i>Licensed Independent Mental Health Practitioner-Certified Professional Counselor or Licensed Professional Counselor (LIMHP-CPC/LPC)</i> <i>Licensed Mental Health Practitioner-Certified Professional Counselor or Licensed Professional Counselor (LMHP-CPC/LPC)</i> <i>Licensed Mental Health Practitioner (LMHP)</i> <i>Provisional Licensed Mental Health Practitioner (PLMHP)</i>	Yes	Yes
NEVADA Board of Examiners for Marriage and Family Therapists & Clinical Professional Counselors <i>Licensed Clinical Professional Counselor (LCPC)</i> <i>Licensed Clinical Counselor Intern</i>	Yes	Yes
NEW HAMPSHIRE Office of Professional Licensure and Certification <i>Licensed Clinical Mental Health Counselor (LCMHC)</i>	Yes	Yes
NEW JERSEY Professional Counselor Examiners Committee <i>Licensed Professional Counselor (LPC)</i> <i>Licensed Associate Counselor (LAC)</i>	Yes	*Conditional - state-specific endorsement requirements possible
NEW MEXICO New Mexico Regulation & Licensing Department <i>Licensed Professional Clinical Mental Health Counselor (LPCC)</i> <i>Licensed Mental Health Counselor (LMHC)</i>	Yes	Yes
NEW YORK New York State Education Department, Office of the Professions Division of Professional Licensing Services, Certification and Verification Unit	Yes	*Conditional - NY trainings required/testing possible

<i>Licensed Mental Health Counselor (LMHC)</i>		
NORTH CAROLINA North Carolina Board of Licensed Professional Counselors <i>Licensed Professional Counselor (LPC)</i>	Yes	Yes
<i>Licensed Professional Counselor Associate (LPCA)</i>		
<i>Licensed Professional Counselor Supervisor (LPCS)</i>		
NORTH DAKOTA North Dakota Board of Counselor Examiners <i>Licensed Professional Clinical Counselor (LPCC)</i>	Yes	Yes
<i>Licensed Professional Counselor (LPC)</i>		
<i>Licensed Associate Professional Counselor (LAPC)</i>		
OHIO Counselor, Social Worker and Marriage & Family Therapist Board <i>Licensed Professional Clinical Counselor with Training Supervision Designation(LPCC-S)</i>	Yes	Yes
<i>Licensed Professional Clinical Counselor (LPCC)</i>		
<i>Licensed Professional Counselor (LPC)</i>		
<i>Professional Counselor/Clinical Resident</i>		
OKLAHOMA State Board of Behavioral Health Licensure (BBHL) <i>Licensed Professional Counselor (LPC)</i>	Yes	Yes
OREGON Board of Licensed Professional Counselors and Therapists <i>Licensed Professional Counselor (LPC)</i> <i>Registered Intern</i>	Yes	Yes
PENNSYLVANIA Pennsylvania Department of State <i>Licensed Professional Counselor (LPC)</i>	Yes	*Conditional - state-specific certification review possible
RHODE ISLAND Department of Health <i>Licensed Clinical Mental Health Counselor (LCMHC)</i>	Yes	*Conditional - state certification review possible
SOUTH CAROLINA South Carolina Department of Labor, Licensing and Regulation <i>Licensed Professional Counselor (LPC)</i>	Yes	Yes
<i>Professional Counselor Intern (LPC/I)</i>		
SOUTH DAKOTA Board of Examiners for Counselors and Marriage and Family Therapists <i>Licensed Professional Counselor – Mental Health (LPC-MH)</i>	Yes	Yes
<i>Licensed Professional Counselor (LPC)</i>		
TENNESSEE Board of Licensed Professional Counselors, Licensed Marital and Family Therapists and Licensed Pastoral Therapists <i>Licensed Professional Counselor-Mental Health Service Provider (LPC/MHSP)</i>	Yes	Yes
<i>Licensed Professional Counselor (LPC)</i>		
TEXAS Texas Behavioral Health Executive Council <i>Licensed Professional Counselor (LPC)</i>	Yes	*Conditional - Texas-specific certification/testing requirements possible
<i>Licensed Professional Counselor Associate (LPC-Associate)</i>		

UTAH Utah Department of Commerce Division of Occupational and Professional Licensing <i>Licensed Professional Counselor (LPC)</i>	Yes	Yes
<i>Associate Professional Counselor</i>		
<i>Associate Professional Counselor Extern</i>		
VERMONT Vermont Secretary of State Board of Allied Mental Health <i>Licensed Clinical Mental Health Counselor (LCMHC)</i>	Yes	*Conditional - state review/additional requirements possible
VIRGINIA Virginia Board of Counseling <i>Licensed Professional Counselor (LPC)</i>	Yes	*Conditional - training/assessment requirements possible
WASHINGTON Washington State Department of Health <i>Licensed Mental Health Counselor (LMHC)</i>	Yes	*Conditional - abuse coursework/testing requirements possible
<i>Licensed Mental Health Counselor Associate (LMHCA)</i>		
<i>Certified Counselor (CC)</i>		
<i>Certified Adviser (CA)</i>		
<i>Agency Affiliated Counselor (AAC)</i>		
WEST VIRGINIA West Virginia Board of Examiners in Counseling <i>Licensed Professional Counselor (LPC)</i>	Yes	Yes
WISCONSIN MPSW Examining Board DSPS <i>Licensed Professional Counselor (LPC)</i>	Yes	*Conditional - state-specific licensure review possible
<i>Professional Counselor Trainee</i>		
WYOMING Wyoming Mental Health Profession Licensing Board <i>Licensed Professional Counselor (LPC)</i>	Yes	Yes
<i>Provisional Professional Counselor (PPC)</i>		