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Information/Action

Certification Committee

Routes for Out-of-State Credentialed Teachers

Executive Summary: This agenda item provides an overview of California's requirements for teachers prepared out-of-state from 1970 to the present, to earn a California teaching credential.

Policy Question: Are the current requirements for out of state teachers to earn a California teaching credential appropriate or would the Commission like to modify one or more of the Title 5 requirements?

Recommended Action: That the Commission discuss the statutory and regulatory requirements for teachers credentialed outside California and provide direction to staff regarding any desired amendments.

Presenter: Tammy A. Duggan, Consultant, Certification Division

Strategic Plan Goal

I. Educator Quality

- c) Ensure that credential processing and assignment monitoring activities accurately, effectively, and efficiently identify educators who have met high and rigorous certification standards and who are appropriately assigned.

Routes for Out-of-State Credentialed Teachers

Introduction

This agenda item provides an overview of the requirements for out-of-state credentialed teachers, 1970 to the present, to earn a California teaching credential.

Background

The Multiple Subject and Single Subject Teaching Credentials were created in 1970 as a part of the Teacher Preparation and Licensing Law of 1970 (Ryan Act).

The Education Specialist Instruction Credential was created in October 1997 through the regulatory process. Prior to October 1997, the Commission issued Specialist Instruction Credentials in Special Education that required possession of a prerequisite general education teaching credential. In lieu of the full general education teaching credential, California credentialed special education teachers were required to complete course work and fieldwork in general education as well as special education to prepare them for collaboration with general education teachers.

The requirements for teachers prepared in states other than California are set in the Education Code and operationalized through Title 5 of the California Code of Regulations (CCR). The requirements have been changed by numerous laws since 1970. Appendix A provides a summary of the laws that have amended the requirements for out-of-state prepared teachers as well as a brief description of the recent requirements. The most recent bill to modify the requirements for out-of-state credentialed teachers was Senate Bill (SB) 1209 (Chap. 517, Stats. 2006).

All routes available to out-of-state credentialed teachers (except National Board Certification) in effect prior to the implementation of SB 1209 required completion of an out-of-state teacher preparation program, including student teaching, at the level of the credential requested. For example, an applicant who completed an elementary education program in another state only qualified for a Multiple Subject Teaching Credential in California, even if the out-of-state credential also listed a comparable departmentalized authorization. The same was true for applicants for Single Subject Teaching and Education Specialist Instruction Credentials in that completion of a departmentalized teacher preparation program (including student teaching) was required for issuance of the Single Subject credential and completion of a special education teacher preparation program (including student teaching) was required for issuance of an Education Specialist credential.

Requirements Prior to 1998

Multiple Subject and Single Subject Teaching Credentials

The minimum requirements for a Multiple Subject or Single Subject Teaching Credential for all out-of-state credentialed teachers from 1970 to 1998 were:

- 1) Passage of the California Basic Educational Skills Test (CBEST)¹;
- 2) Bachelor’s or higher degree from a regionally-accredited college or university;
- 3) Completion of a teacher-preparation program in another state that included student teaching;
- 4) Possession of, or eligibility for, a comparable teaching credential issued by the state in which the program was completed; and
- 5) Fingerprint clearance

Initially, out-of-state credentialed teachers were issued a one-year preliminary teaching credential with a four-year extension available upon completion of specified requirements. The one-year preliminary was extended to a two-year preliminary in 1994 with a three-year extension available upon completion of specified requirements. Out-of-state credentialed teachers were required to complete all statutory California credential requirements to qualify for the clear credential. Although Commission staff had the authority to evaluate transcripts for completion of course work to satisfy the reading, U.S. Constitution, fifth year of study, health education, special education, and computer education requirements, out-of-state credentialed teachers were required to pass California’s subject-matter examinations or complete a Commission-approved subject-matter program to satisfy the subject-matter competence requirement.

The following diagram illustrates the credential structure for the “traditional route” and the associated renewal requirements for out-of-state credentialed teachers that were in effect from **1970 to December 31, 2006**:

		One-Year Non-Renewable		Two-Year Preliminary		Three-Year Preliminary		
Requirements to be completed	→	CBEST	→	U.S. Constitution Reading Subject-Matter Competence	→	Fifth Year of Study Health Education Special Education Computer Education	→	Five-Year Clear*

**“Professional clear” credentials were issued from September 1, 1985 to December 31, 2006 and required completion of 150 clock hours of professional growth activities and verification of 90 days of full-time service for renewal.*

Education Specialist Instruction Credentials

The regulations for the Education Specialist Instruction Credential took effect on October 27, 1997 and eliminated the requirement that special education teachers earn a prerequisite general education teaching credential. The minimum requirements for a Level I Education Specialist

¹ Passage of the California Basic Educational Skills Test (CBEST) was added as a requirement for credentials initially issued on or after February 1, 1983. A one-year non-renewable (OYNR) credential was available at the request of a California public school employer for out-of-state prepared teachers who had not yet passed CBEST.

Instruction Credential for all out-of-state credentialed applicants from **October 27, 1997 to January 1, 1998** were:

- 1) Passage of CBEST (OYNR was available until October 2000);
- 2) Bachelor's or higher degree from a regionally-accredited college or university;
- 3) Completion of a teacher-preparation program in another state that included student teaching;
- 4) Possession of or eligibility for a special education teaching credential issued by the state in which the program was completed;
- 5) Subject-matter competence;
- 6) Non-special education pedagogy course;
- 7) Supervised field experience in general education;
- 8) Developing English language skills, including reading, course or passage of the Reading Instruction Competence Assessment (RICA);
- 9) U.S. Constitution course or examination; and
- 10) Fingerprint clearance

An applicant who met the minimum requirements listed above was issued a five-year Level I credential² and was required to complete a Level II program³, verify two years of full-time special education teaching experience earned while holding the Level I credential, and complete a health education course and a computer education course to qualify for the Level II credential. Those who qualified for the Level I credential on the basis of a generic special education program also had to complete an equivalent program in the specialty area(s) listed on their documents to qualify for the Level II credential. Additional information related to generic out-of-state special education programs is provided in the Subject Matter Competence/Comparable Specialty Area section on page 10.

Legislative Action to Streamline Requirements

Beginning in 1998 on the heels of class size reduction, the legislature passed several bills aimed at streamlining the requirements and reducing barriers for out-of-state credentialed teachers. The bills that began in 1998 established five routes that were available until implementation of SB 1209 in 2007. The route by which an applicant qualified depended on the date the out-of-state program was completed or the number of years of verified out-of-state teaching experience. The five routes available between **1998 and January 1, 2007** were:

- Traditional Route (two-year and three-year preliminary credentials);
- Three to five years of out-of-state teaching experience;
- Five or more years of out-of-state teaching experience;

² Level I credentials were issued to out-of-state prepared teachers to perform the responsibilities of entry-level special education teachers in a variety of settings.

³ Level II programs were intended to enable new teachers to apply their Level I preparation to the demands of a professional position while also fostering advanced skills and knowledge. One major purpose of the Level II program was to provide a mechanism for the successful induction of a new special education teacher.

- Equivalency route for out-of-state programs completed on or after January 1, 1997; and
- National Board Certification.

A chronological history of the bills with a brief description of the requirements associated with each route, is provided in Appendix A.

Current Requirements

Senate Bill 1209 (Chap. 517, Stats. 2006)

This bill was implemented on January 1, 2007 and is still in effect. The language included in SB 1209 authorized the Commission to accept comparable basic skills examinations passed in other states in lieu of CBEST; required all out-of-state credentialed teachers to earn a California English learner authorization to qualify for the clear teaching credential and authorized the Commission to issue English learner authorizations on the basis of out-of-state credentials that list comparable authorizations; and deleted the professional growth and successful experience requirements for credential renewal. The only exception to the basic skills and English learner requirements for out-of-state prepared teachers was the National Board Certification route, which is still in effect.

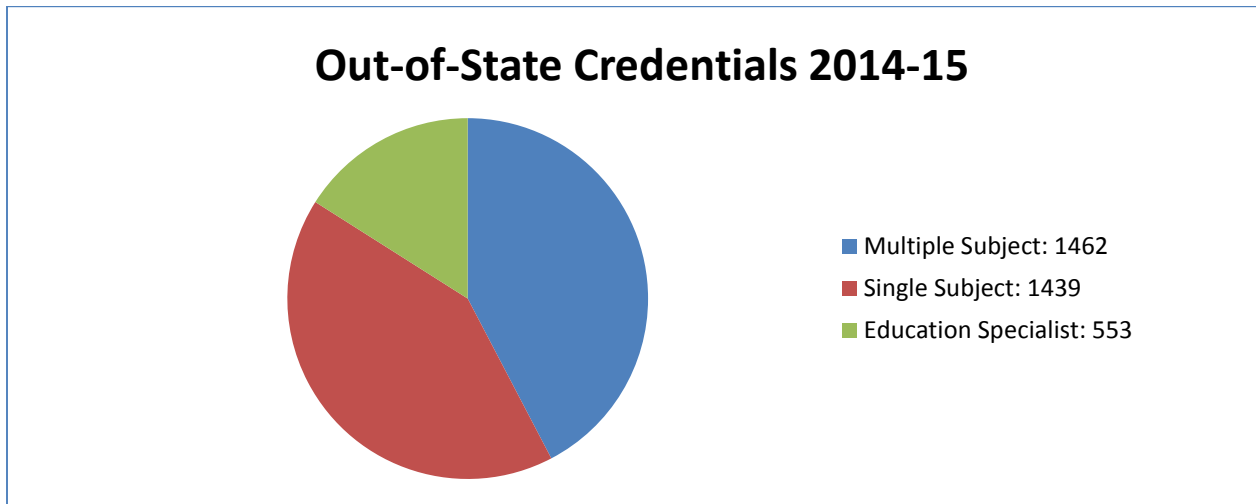
The current minimum requirements for out-of-state credentialed teachers are:

- 1) Bachelor's or higher degree from a regionally-accredited college or university;
- 2) Possession of a professional-level out-of-state teaching credential; and
- 3) Fingerprint clearance

“Professional-level out-of-state teaching credential” is defined as a teaching credential issued by another state or U.S. territory that is, at a minimum, comparable to a California preliminary teaching credential [reference 5 CCR §80413.3(c)(5)]. This means the out-of-state credentialed teacher completed a traditional or alternative teacher preparation program and passed all examinations required by the issuing state.

Applicants who satisfy these minimum requirements are issued preliminary teaching credentials. The renewal requirements that must be satisfied to earn a California clear teaching credential are determined by the applicant's out-of-state teaching experience, if any, and are listed on the preliminary teaching credential. The Commission issued a total of 3,454 initial teaching credentials to out-of-state credentialed teachers in the 2014-15 school year as shown in Chart 1.

Chart 1: Credentials Issued in 2014-15 to Out-of-State Credentialed Teachers



SB 1209 consolidated the routes for out-of-state credentialed general and special education teachers into two routes—one route for applicants with at least two years of out-of-state teaching experience and one route for applicants with less than two years of out-of-state teaching experience (reference California Education Code §44274.2). A summary table of the credential requirements is provided here and the requirements for each of these routes are presented in more detail below.

Multiple Subject, Single Subject, and Education Specialist Teaching Credentials

Requirement	Less than two years of teaching experience	Two or more years of teaching experience
Hold a bachelor’s degree or higher	Yes	Yes
Hold a professional-level credential from another state	Yes	Yes
Basic Skills- have satisfied in another state or satisfy requirement within one year of issuance of California credential	Yes	Yes
English Learner Authorization must be held to earn the Clear. Earned in another state or in California	Yes	Yes
Complete a Commission-approved Induction Program	Yes	No
Hold a Master’s degree or complete 150 hours of professional learning to earn the Clear Teaching Credential	No	Yes

Two Years of Out-of-State Teaching Experience

An applicant who meets the minimum requirements and provides verification of two years of full-time teaching experience earned in another state and two performance evaluations is

academically eligible for the preliminary teaching credential under the experience route. The renewal requirements associated with this route are: (1) satisfaction of the basic skills requirement; (2) possession of a California English learner authorization; and (3) verification of a master's degree (or the equivalent number of semester units) or completion of 150 clock hours of professional activities under the California Standards for the Teaching Profession (CSTP). Since the Commission can now accept out-of-state basic skills examinations and issue the English learner authorization on the basis of out-of-state credentials that list comparable authorizations, it is possible for an individual to qualify for the clear teaching credential via this route upon initial application.

“Full-time teaching experience” for Multiple Subject and Single Subject credential applicants is defined in 5 CCR §80413.3(c)(2) as:

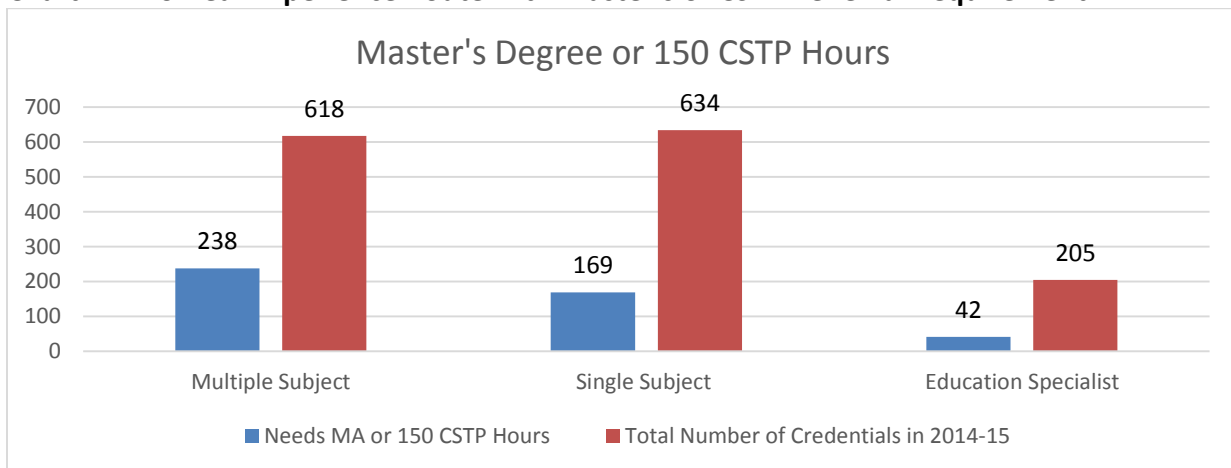
- Teaching a minimum of 4 hours a day, unless the minimum statutory attendance requirement for the students served is less;
- Experience must be on a daily basis and for at least 75% of the school year;
- Experience may be accrued in increments of a minimum of one semester;
- No part-time or combination of teaching with other school employment will be accepted;
- All experience must be gained in public or regionally accredited private schools in states or U.S. territories other than California while serving on a valid teaching credential;
- Experience may be gained in more than one state or U.S. territory other than California;
- Experience must be verified on the official letterhead of the out-of-state employer or employers by the superintendent, assistant superintendent, director of personnel, or director of human resources in which the teacher was employed.
- Experience earned outside the United States is not acceptable under the experience route.

The definition of “full-time teaching experience” is essentially the same for applicants for the Education Specialist Instruction Credential, but the teaching experience must be in special education [reference 5 CCR §80048.3.1(a)(1)(A)].

“Performance evaluations” must be from two separate years of the verified out-of-state teaching experience and the ratings received must be satisfactory or better. An applicant who cannot provide performance evaluations may provide a supplemental evaluation letter, on district letterhead, signed by the applicant’s principal or personnel officer covering four specified areas [reference 5 CCR §80413.3(c)(3)].

Chart 2 shows the total number of applicants who qualified with at least two years of out-of-state teaching experience in the 2014-15 school year (red bar) and the number of applicants that did not satisfy the degree or CSTP requirement for the clear credential (blue bar) upon initial application.

Chart 2: Two-Year Experience Route with Master's or CSTP Renewal Requirement



The holder of a Multiple or Single Subject Teaching Credential may also be required to satisfy the subject-matter competence requirement if his/her out-of-state credential is in an area that is not comparable to a California credential (i.e., middle school only teaching credentials). The holder of an Education Specialist Instruction Credential may also be required to complete a comparable preliminary program for the specialty area listed on the Level I credential if he/she qualified on the basis of an out-of-state generic program or credential [reference 5 CCR §80413.3(c)(1) for Multiple and Single Subject and §80048.3.1(c)(2) for Education Specialist].

Less Than Two Years of Out-of-State Teaching Experience

An individual who meets the minimum requirements for the preliminary teaching credential but does not have at least two years of out-of-state teaching experience qualifies for the preliminary credential through a non-experience route. The renewal requirements associated with this route are satisfaction of the basic skills requirement, possession of a California English learner authorization, and completion of a Commission-approved induction program. Because Commission-approved induction programs are only offered in California, it is not possible for an out-of-state credentialed teacher to qualify for the clear teaching credential upon initial application unless they have two or more years of teaching experience, as defined above.

The holder of a Multiple or Single Subject Teaching Credential may also be required to satisfy the subject-matter competence requirement if his/her out-of-state credential is in an area that is not comparable to a California credential (i.e., middle school only teaching credentials). The holder of an Education Specialist Instruction Credential may also be required to complete a comparable preliminary program for the specialty area listed on the Level I credential if he/she qualified on the basis of an out-of-state generic program or credential.

Experience Route versus Non-Experience Route

Charts 3 through 5 show the number of credentials issued by the experience, non-experience, and National Board Certification routes during the 2014-15 school year, including the numbers of applicants who qualified for the clear teaching credential on initial application.

Chart 3: Multiple Subject Credentials Issued to Out-of-State Teachers by Each Route

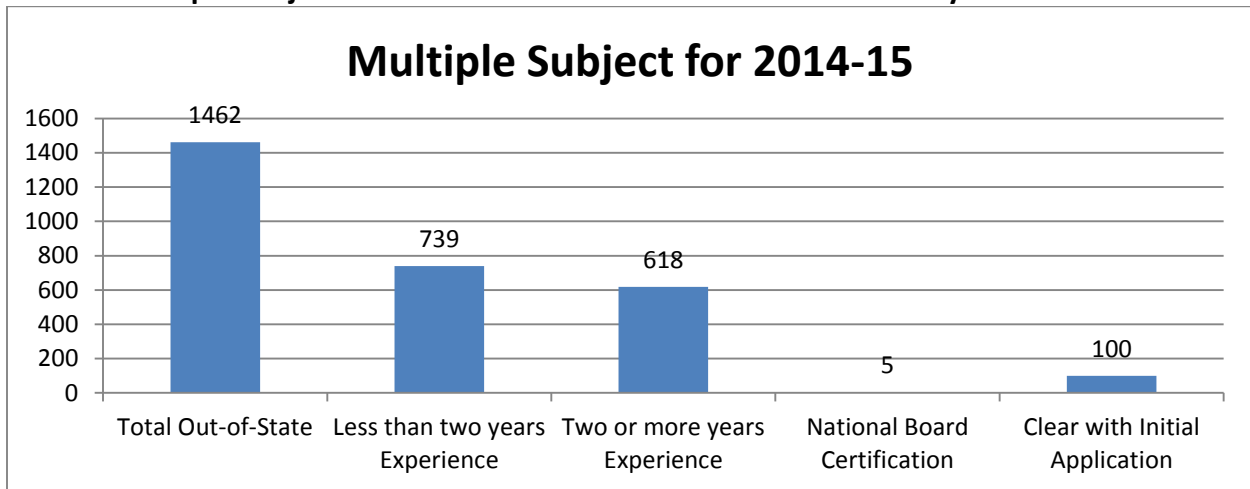


Chart 4: Single Subject Credentials Issued to Out-of-State Teachers by Each Route

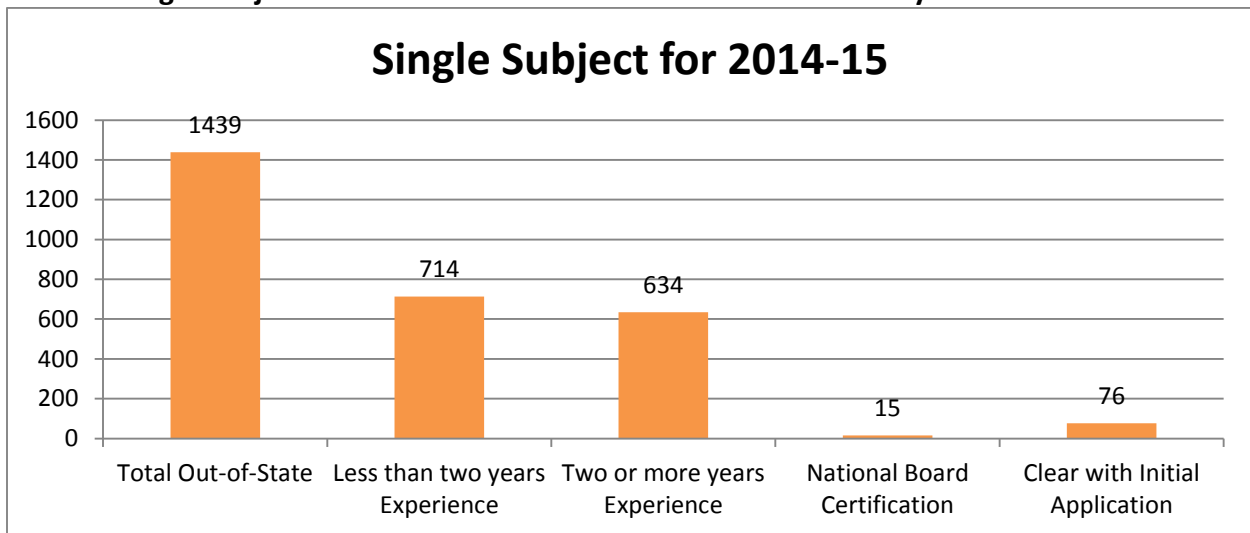
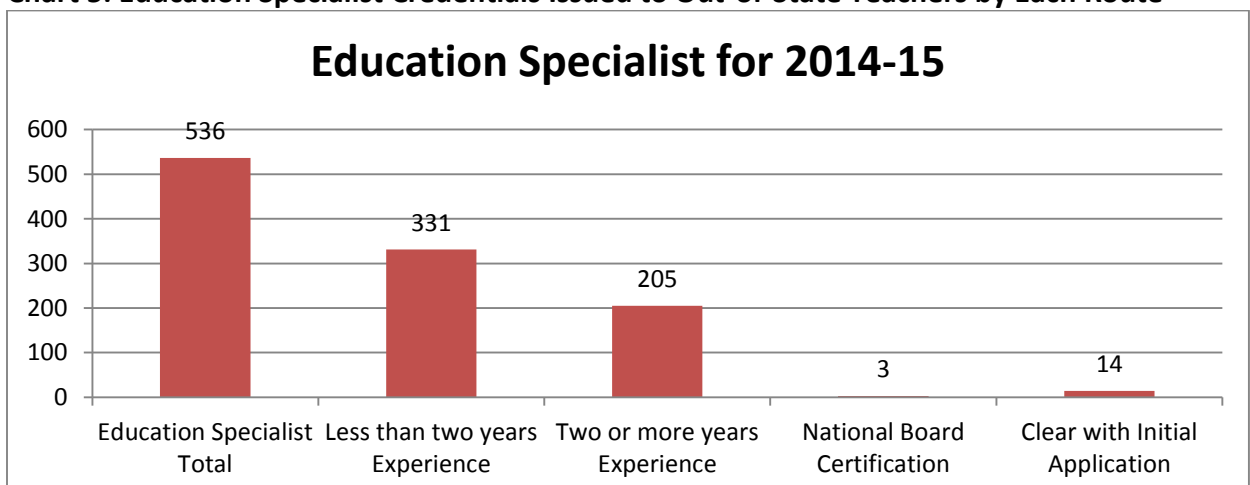


Chart 5: Education Specialist Credentials Issued to Out-of-State Teachers by Each Route



Other Credential Requirements

Basic Skills Requirement

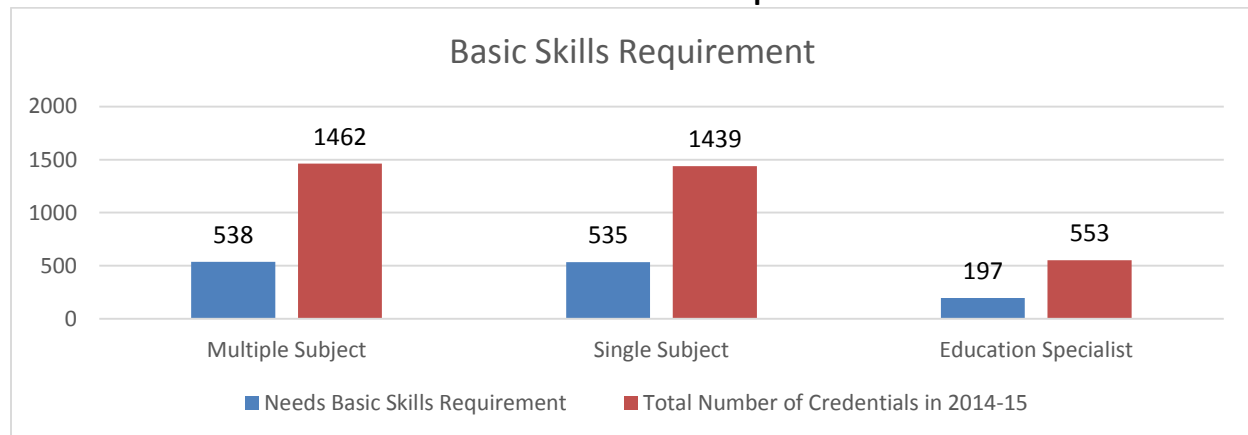
SB 1209 also amended Education Code §44252 and added options applicants may utilize to satisfy California's basic skills requirement. One of the additional options is passage of a comparable examination administered by another state that covers reading, writing, and mathematics at a basic level.

Commission staff reviewed the credential requirements for other states to establish a chart showing which examinations are acceptable to satisfy California's basic skills examination. The chart is included on the Commission's CL-667 leaflet, along with information explaining the other available options, at www.ctc.ca.gov/credentials/leaflets/cl667.pdf. It is the responsibility of the applicant to provide photocopies of all examinee score reports with the initial application for evaluation by Commission staff.

An applicant who has not satisfied the basic skills requirement upon initial application may be issued a five-year preliminary teaching credential, but the basic skills requirement must be satisfied within one year of the credential issue date or it will not be valid for employment purposes in California until the requirement is satisfied.

Chart 6 shows the number of applicants who did not satisfy the basic skills requirement upon initial application during the 2014-15 school year.

Chart 6: Credentials Issued with Basic Skills Renewal Requirement



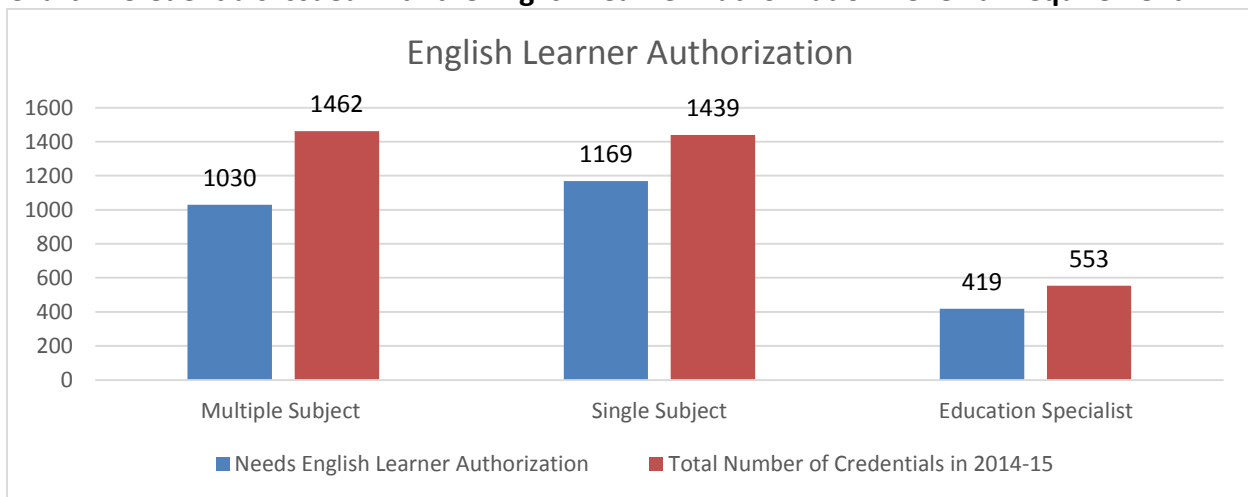
English Learner Authorization

SB 1209 required all out-of-state credentialed teachers to earn an English learner authorization in order to qualify for a clear teaching credential in California. Language added to Education Code §44253.3 by SB 1209 requires the Commission to issue an English learner authorization to applicants who possess out-of-state teaching credentials that authorize the instruction of English language learners.

Commission staff reviewed the credential types and requirements of other states to develop an English learner equivalency chart. Certification Unit staff review the English learner chart for applicants who submit out-of-state credentials with an English learner authorization. Applicants who do not satisfy the English learner authorization upon initial application have up to five years to earn the authorization.

Chart 7 shows the number of applicants who did not satisfy the English learner authorization requirement upon initial application during the 2014-15 school year.

Chart 7: Credentials Issued with the English Learner Authorization Renewal Requirement



Subject Matter Competence/Comparable Specialty Area

For Multiple and Single Subject Teaching Credentials, possession of a professional-level teaching credential issued by another state with a comparable authorization satisfies California’s subject-matter competence requirement under the provisions of SB 1209. Very rarely, an individual will hold an out-of-state general education credential with an authorization that is not comparable to a California authorization. Most often, these non-comparable out-of-state credentials are for middle school instruction, only.

An individual with an out-of-state credential that authorizes teaching in a middle school only who chooses to apply for a Multiple Subject Teaching Credential will be required to pass the California Subject Examinations for Teachers (CSET) for Multiple Subjects, in addition to any other renewal requirements listed on the preliminary, to qualify for the clear credential. An individual with a middle school only credential who chooses to apply for a Single Subject Teaching Credential will need to satisfy California’s subject-matter requirement and may do so with a degree major or 32 semester units in the subject area requested, by completing an approved subject-matter program, or by passing the appropriate CSET [reference 5 CCR §80413.3(c)(1)].

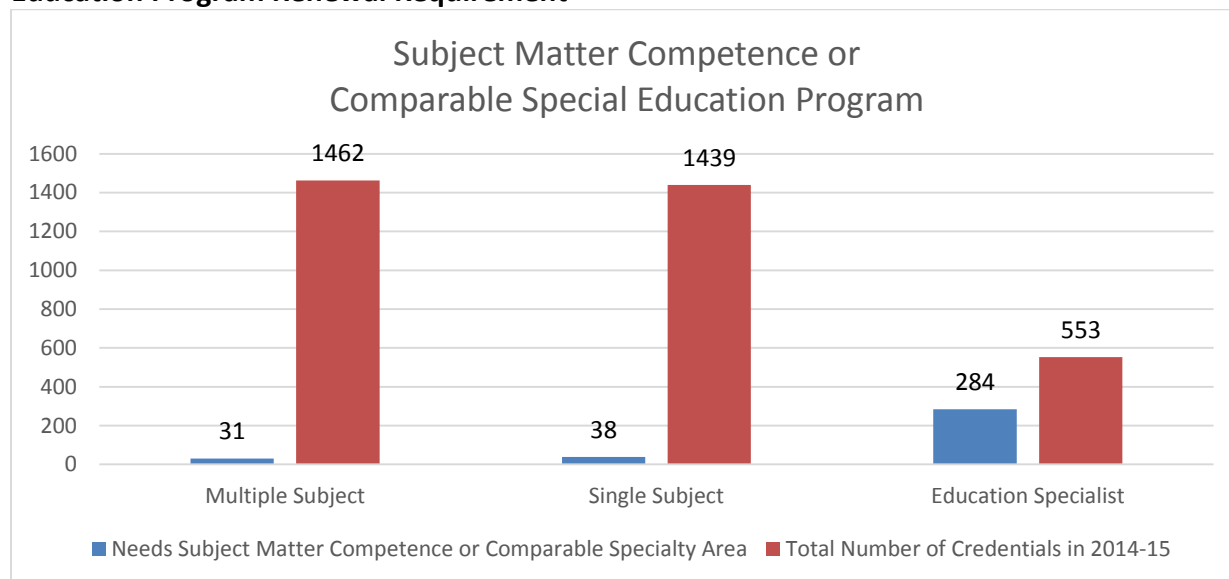
An applicant for the Education Specialist Instruction Credential must provide a photocopy of a professional-level teaching credential issued by another state with an authorization comparable

to a specialty area issued in California. Many states have moved away from issuing special education teaching credentials in specific specialty areas and are now issuing “generic” or “cross-categorical” authorizations. An applicant who holds such a credential may apply for a California teaching credential, specifically a Level I credential in Mild/Moderate Disabilities, Moderate/Severe Disabilities, or Early Childhood Special Education. An applicant may establish program equivalency by providing a letter from the college/university where the program was completed verifying the completion of student teaching in a setting that matches the specialty area requested on the California credential. The applicant may also provide a letter verifying at least two years of full-time out-of-state teaching experience in the specialty area requested on the California credential to establish program equivalency.

Applicants with generic out-of-state credentials who cannot provide verification of student teaching or full-time teaching experience in the specialty area requested may be issued the Level I credential; however, they will be required to complete the equivalent of a Commission-approved preliminary program in the specialty area listed on their credential, in addition to any other renewal requirements, to earn the clear credential [reference 5 CCR §80048.3.1(c)(2)]. Applicants for the Education Specialist credential who do not establish program equivalency upon initial application must contact a program sponsor with a Commission-approved preliminary program in the specialty area listed on their Level I credentials for an equivalency evaluation. The approved program sponsor will determine which program requirements must be completed (if any) to establish preliminary program equivalency.

Chart 8 shows the number of applicants who did not satisfy the subject-matter competence or comparable specialty area requirements upon initial application during the 2014-15 school year.

Chart 8: Credentials Issued with the Subject Matter Competence or Comparable Special Education Program Renewal Requirement



Reasons for Additional Information Requests

The Commission operates on a complete application system, meaning that all information required to establish an applicant’s academic eligibility for the requested credential must be submitted with a signed application form and processing fee. If an application packet does not include the documentation necessary to verify an applicant’s academic eligibility after initial review by Commission staff, a letter is sent to the applicant requesting additional information. The three main reasons why additional information is requested from out-of-state credentialed teachers are:

- 1) a photocopy of a professional-level out-of-state credential was not included in the application packet;
- 2) an original letter verifying two years of full-time out-of-state teaching experience in a public or regionally-accredited private school was not included; and/or
- 3) photocopies of two performance evaluations were not provided.

Verification that an applicant holds a professional-level teaching credential in another state is one of the minimum requirements for California certification. Applicants often forget to include photocopies of their out-of-state teaching credentials in their application packets or they provide photocopies of out-of-state credentials with terms such as “temporary” or “intern” or that list program or examination requirements. Out-of-state credentials that indicate an individual needs to complete program or examination requirements are not considered “professional-level” and are not acceptable for certification purposes in California.

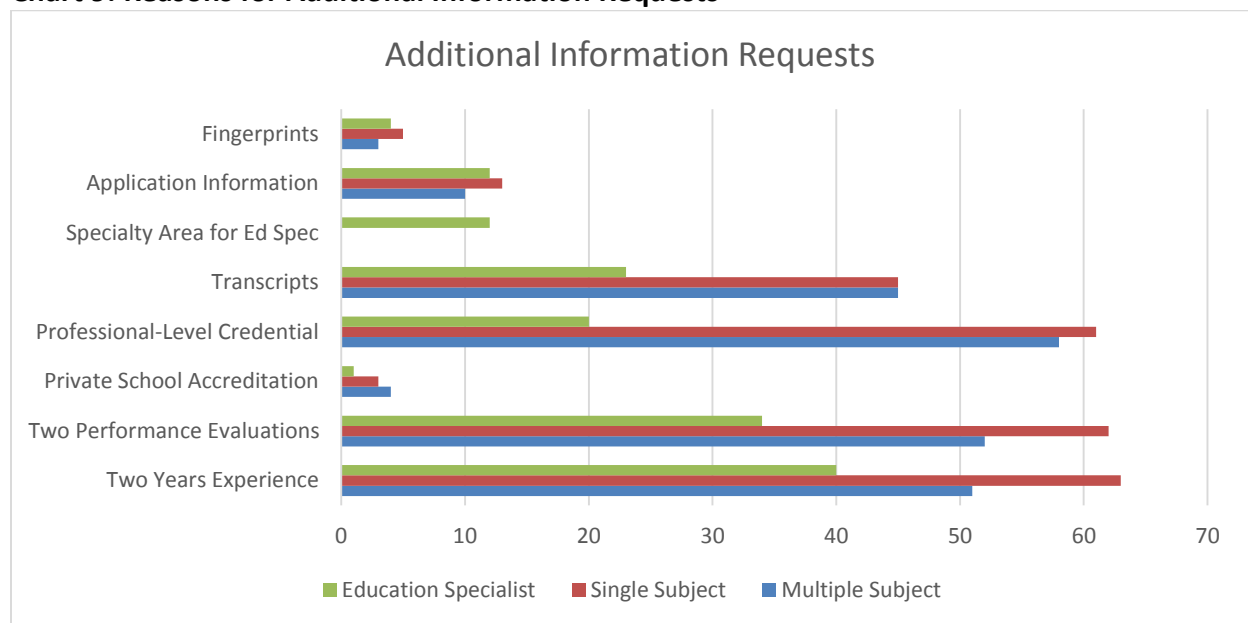
The other two main reasons why additional information is requested from out-of-state credentialed teachers are related to the experience route. Applicants often submit letters from their out-of-state employers that do not verify “full-time” experience; are not originals; or, for

Education Specialist credential applicants, do not specify “special education” experience. Occasionally, Commission staff cannot determine if the experience letters are from public or regionally-accredited private schools. In addition, applicants submit observation reports that cover one class period, as opposed to summative or end-of-year performance evaluations or they submit multiple performance evaluations covering one school year.

Applicants who qualify via the experience route are not required to complete an induction program to qualify for the clear credential. Therefore, Commission staff requests the additional information if the applicant requests evaluation, or includes documentation in the application packet that suggests he/she may have the required experience to qualify, via the experience route. The letters requesting the additional information include language informing the applicants that they may return the letters to the Commission with a request for evaluation via the non-experience route if they cannot provide the documentation verifying their out-of-state teaching experience and/or the required performance evaluations.

Chart 9 shows the reasons why applications were returned for additional information in the 2014-15 school year. Additional information requests are usually sent for more than one reason; therefore, the number of reasons in the chart exceeds the number of applications involved.

Chart 9: Reasons for Additional Information Requests



Applicants who receive letters from the Commission requesting additional information have 60 days from the date of the letter to provide the requested information. Those who do not respond within 60 days must reapply with a new application, processing fee, and supporting documentation [reference 5 CCR §80487(e)]. Of the 353 requests for additional information sent to out-of-state credentialed teachers in the 2014-15 school year that were not resubmitted, new applications for the same credential type were received from 53 applicants and the credentials

requested were issued. The 300 requests that did not result in a resubmission or new application represent 8% of the total applications processed by Commission staff in the 2014-15 school year.

The following table shows the numbers of total additional information requests for each credential type, the number of applicants who submitted new applications, and the route by which they qualified for California certification.

Total Requests for Additional Information and Applicants who Successfully Re-applied

Credential Type	Requests for Additional Information	Applicants who Reapplied	Credential Route	
			Non-Experience Route	Experience Route
Multiple Subject	140	19	9	10
Single Subject	142	22	10	12
Education Spec	71	12	4	8
Totals	353	53	23	30

Statute and Regulations

The statutes governing the issuance of teaching credentials in California are included in the Education Code. Statutes are usually adopted by the legislature, but some statutes are adopted by the general public through the initiative process. Changes to statutes require legislative or initiative action.

Regulations included in Title 5 of the California Code of Regulations clarify, interpret and make specific the language included in the Education Code. Regulations may be amended by a state agency with rulemaking authority. The Commission has rulemaking authority for regulations related to the requirements for and authorizations of California teaching credentials.

The tables in Appendix B show which credential requirements related to out-of-state credentialed teachers are included in the Education Code and the associated regulations that clarify, interpret, or specify the requirements. A blank cell in the regulation columns of the charts indicates that the Title 5 language mirrors the Education Code language. The regulation language may be amended by the Commission as long as the amendments do not conflict with the Education Code. Amendments to the Education Code would require legislative action. Appendix C provides the current language included in the Education Code and 5 CCR sections governing the issuance of teaching credentials to out-of-state credentialed teachers.

Possible Amendments for Commission Consideration

Any changes to the requirements for out-of-state credentialed teachers would need to be implemented through the regulatory process. Possible regulatory amendments for Commission consideration:

- 1) *Amend the definition of “professional-level teaching credential” to allow for issuance of a California preliminary credential on the basis of an out-of-state credential that lists passage of a subject-matter examination as a renewal requirement or provision.* The current regulatory definition of a “professional-level teaching credential” is an out-of-state credential that is, at a minimum, equivalent to a five-year preliminary teaching credential in California. Issuance of a five-year preliminary teaching credential in California requires completion of a Commission-approved program and passage of specified examinations.

Rationale: Some states issue teaching credentials upon completion of a teacher preparation program that list passage of subject-matter examinations as a requirement for renewal (Arizona, Georgia, and Nevada) or the first-level credential may be issued on the basis of a lower subject-matter examination score and the holder is required to achieve a higher score to qualify for the next level credential. Amending the definition of “professional-level teaching credential” to include out-of-state credentials that require verification of subject-matter as a renewal requirement would allow additional applicants to qualify for California certification. The amendments to regulations could include language requiring individuals with out-of-state credentials of this type to pass the California subject-matter examinations or complete an approved subject-matter program to qualify for the clear credential. It is important to realize that this could mean teachers prepared in other states would not have satisfied subject matter at the time the California credential is issued and they would be authorized to teach up to five years without satisfying the requirement.

- 2) *Expand the definition of “public or regionally-accredited private school” as related to the “full-time teaching experience” requirement to include one or more private school accrediting organizations.* The current regulatory definition of “full-time teaching experience” only allows for acceptance of experience earned at a public or regionally-accredited private school located in another state toward issuance of a California credential by the experience route. The current practice of accepting only out-of-state teaching experience earned at public or regionally-accredited private schools located in other states ensures applicants have experience at schools that are most closely matched to the curriculum, instructional practices, and diversity in California’s public schools.

Rationale: Expanding the definition of “public or regionally-accredited private school” to include one or more private school accrediting organizations, as determined by the Commission, in the definition of “full-time teaching experience” would allow additional applicants to qualify by the experience route. If the Commission chooses to pursue this option, staff will review the requirements of the various private school accrediting organizations and

make a recommendation as to which organization(s) should be added to the definition of “full-time teaching experience.”

- 3) *Reduce the number of hours per day in the definition of “full-time teaching experience.”* The current regulatory definition of “full-time teaching experience” is at least four hours per day, unless the minimum statutory attendance requirement for the students served is less. The current definition is consistent with other regulation sections that define “full-time teaching experience” for credentials such as Administrative Services Credentials and Level II Education Specialist Instruction Credentials.

Rationale: Reducing the number of hours per day in the definition of “full-time teaching experience” would allow additional applicants to qualify via the experience route. However, the current definition already allows out-of-state applicants who may be considered “part-time” employees in their states to qualify via the experience route if the out-of-state employers verify their employment for at least four hours per day.

- 4) *Add a recency requirement for the out-of-state teaching experience.* The current regulatory language does not include a recency requirement related to the out-of-state teaching experience needed to qualify via the experience route. Applicants may currently use two years of out-of-state teaching experience earned at any time to qualify via the experience route as long as they can provide the required performance evaluations or supplemental evaluation letters.

Rationale: Curriculum and instructional practices are constantly evolving to meet the changing needs of school-age children. Under the current regulations, an applicant who taught outside California 20+ years ago but left teaching to pursue other employment may be able to establish eligibility by the experience route. Requiring recent experience, as determined by the Commission, should increase the likelihood that applicants who qualify via the experience route will have the knowledge and skills necessary to be successful teachers in California public schools. Applicants without recent out-of-state experience would not qualify by the experience route and would be required to complete an induction program to qualify for the clear credential. The induction program would assist the teachers in becoming familiar with the current curriculum and instructional practices.

- 5) *Affirm the current statute and regulations for out-of-state credentialed teachers seeking California certification.*

Rationale: The four routes that were in effect for out-of-state credentialed teachers prior to January 1, 2007 were effectively consolidated into two routes under the provisions of SB 1209. The two credential routes provided in the Education Code are the closest California has come to true reciprocity with other states while at the same time requiring out-of-state credentialed teachers to complete preparation that is comparable to California prepared teachers. The experience route recognizes an individual’s out-of-state teaching experience as equivalent to

completion of an induction program and the non-experience route requires beginning teachers to complete the same induction program required for all California credentialed teachers.

The basic skills and English learner requirements are also requirements that must be completed by all California prepared teachers. The rare instances when out-of-state credentialed teachers issued Multiple or Single Subject credentials must satisfy the subject-matter competence requirement and out-of-state credentialed special education teachers with generic programs must complete equivalent preliminary programs ensures out-of-state credentialed teachers meet the same level of preparation as California teachers.

Staff Recommendation

That the Commission discuss the statutory and regulatory requirements for teachers credentialed outside California and provide direction to staff regarding any desired amendments.

Next Steps

Staff will implement action from the Commission as directed.

APPENDIX A

Chronology of Assembly Bills (AB), Senate Bills (SB), and Regulatory Changes Affecting Out-of-State Credentialed Teachers

BILL/ CHANGE	EFFECTIVE DATE	PURPOSE/DESCRIPTION	INACTIVE DATE
Ryan Act	1970	Changed the credential structure in California (Standard Credentials were previously issued) and created Multiple and Single Subject Teaching Credentials. Provisions were included to allow out-of-state trained teachers to apply directly to our office for a credential.	Still in Effect
One-year Preliminary	1970	Out-of-state credentialed teachers were initially issued one-year preliminary credentials if they met the minimum requirements. A four-year extension was available if the applicant completed the Reading, U.S. Constitution, and Subject-Matter requirements.	1/1/94
One-year Non-Renewable	2/1/83	Added with the implementation of CBEST. Allowed an out-of-state credentialed teacher, who had a job offer in California, to apply for an OYNR credential in order to take and pass CBEST.	10/1/00
Two-year Preliminary	1/1/94	The one-year preliminary did not allow enough time for an individual to complete the Reading, U.S. Constitution, and Subject-Matter requirements. Therefore, the credential structure was changed to issuance of a two-year preliminary with a three-year extension available upon completion of the three requirements.	10/1/00
Welcome to CA	3/97	Optional one-year Preliminary Multiple Subject Teaching Credential for out-of-state recruitment. This credential was added to help with class size reduction staffing needs. There were no renewal requirements associated with this credential. It was just a one-year preliminary to allow the teacher time to become acclimatized to California.	7/1/00
PACHECO AB 838	1/1/98	<p>This bill allowed for the issuance of a five-year preliminary credential to out-of-state credentialed teachers. Employment in a California public or non-public school was required for this route and the preliminary credential was restricted to service with the employing agency. CBEST had to be passed within the first year of issuance. Teaching of reading, U.S. Constitution, and subject-matter competence for holders of Multiple and Single Subject Teaching Credentials had to be verified to the Commission by the end of the fourth year.</p> <p>In addition to the reading, U.S. Constitution, and subject-matter competence requirements, holders of Education Specialist credentials also had to complete the non-special education pedagogy and supervised field experience requirements by the end of the fourth year. If the specified requirements were not completed by the established deadline, the credential was inactivated. Individuals had until the end of the fifth year to complete the remaining renewal requirements (i.e. fifth year of study, health education course, special education course, and computer education course(s) for Multiple and Single Subject credential holders; Level II program, two years of special education teaching experience, health education and computer education courses and possibly an equivalent Level I program for Education Specialist credential holders).</p>	10/1/00

BILL/ CHANGE	EFFECTIVE DATE	PURPOSE/DESCRIPTION	INACTIVE DATE
NATIONAL BOARD AB-858	8/21/98	Under the provisions of this bill, out-of-state credentialed teachers who hold National Board Certification in a subject or specialty area that corresponds to a California credential qualify for a clear teaching credential. CBEST and all other credential requirements are satisfied via this route. Possession of an English learner authorization is not required for issuance of a clear credential under this route. Additional information related to this route is available in Coded Correspondence 10-03 at http://www.ctc.ca.gov/notices/coded/2010/1003.pdf .	Still in Effect
AB 1620 (Experience)	9/18/98	<p>This bill included two new routes for out-of-state credentialed teachers—an experience route and an equivalency route.</p> <p>The experience route was implemented immediately upon signing of the bill on September 18, 1998 and was in effect until October 1, 2000. The bill created two experience routes for Multiple and Single Subject credentials and one experience route for Education Specialist credentials.</p> <p>Applicants for Multiple and Single Subject credentials who met the minimum requirements for certification, had at least three years of full-time out-of-state teaching experience, and for the Single Subject credential only, a degree major in the subject area requested, were required to complete a beginning teacher support and assessment (BTSA) program to qualify for the clear credential. Those with five or more years of full-time out-of-state teaching experience (and a degree major in the subject area requested for Single Subject applicants) were required to complete 150 clock hours of professional activities under the California Standards for the Teaching Profession (CSTP).</p> <p>Applicants for the Education Specialist credential had to verify at least five years of full-time out-of-state special education teaching experience and were required to complete a Commission-approved Level II program to earn the Level II credential.</p>	10/1/00
AB 1620 (Equivalency)	1/19/00	AB 1620 included additional language that required Commission staff to review the credential standards and requirements of other states. The results of the study were used to create an equivalency chart. The equivalency chart only applied to applicants who completed out-of-state teacher preparation programs on January 1, 1997 or later and identified which California requirements would be waived on the basis of programs completed in each state. Initially, the Teaching of Reading, U.S. Constitution, and Subject-Matter requirements had to all be equivalent for a state to be included on the chart. This was changed with the passage of AB-877.	10/1/00
AB 877	10/2/00	This bill rolled the OYNR, Pacheco, and AB 160 routes into one credential structure. Under AB 877, all out-of-state credentialed teachers (general and special education) who met the minimum requirements for certification were issued five-year preliminary teaching credentials, even if CBEST had not yet been passed. Preliminary credentials were no longer issued under the Pacheco Bill (AB 838) and the requirements for the other states were evaluated for each statutory California requirement for inclusion on the equivalency chart for applicants who completed the programs on January 1, 1997 or later. Although the Commission began issuing five-year preliminary teaching credentials under this route, the experience, equivalency, and original Ryan credential routes were still in effect.	12/31/06

BILL/ CHANGE	EFFECTIVE DATE	PURPOSE/DESCRIPTION	INACTIVE DATE
SB-299	1/1/02	<p>This bill created experience routes for Education Specialist credential holders that were similar to the routes available to Multiple and Single Subject credential holders. Under SB 299, special education teachers with three to four years of full-time out-of-state special education teaching experience were required to complete a BTSA program to qualify for the Level II credential and special education teachers with five or more years of full-time out-of-state special education teaching experience were required to complete 150 clock hours of professional activities under the CSTP to qualify for the Level II credential.</p> <p>Language included in SB 299 that authorizes the Commission to issue a clear teaching credential to the holder of a California preliminary teaching credential who obtains National Board Certification, regardless of where the teacher preparation program was completed, is still in effect.</p>	12/31/06
Title 5, §80466	7/1/04	Repealed 5 CCR §80466 that allowed Commission staff to accept teaching experience in lieu of student teaching.	
AB 3001	9/29/04	This bill deleted health education as a renewal requirement for out-of-state credentialed teachers and those who qualify on basis of Peace Corps teaching experience (amended Ed Code 44275.3).	12/31/06
SB 1209	1/1/07	<p>Changed requirements for out-of-state credentialed teachers by reducing five “options” to three “routes” (reference California Education Code §44274.2):</p> <ol style="list-style-type: none"> 1) individuals with less than two years of out-of-state experience; 2) individuals with two or more years of out-of-state experience; and 3) National Board Certification. <p>Out-of-state credentialed teachers must have been issued a professional level out-of-state credential to qualify for the preliminary credential (eligibility for an out-of-state credential is no longer acceptable).</p> <p>SB 1209 also authorizes the Commission to accept comparable basic skills examinations passed in other states in lieu of CBEST, requires all out-of-state credentialed teachers to earn a California English learner authorization to qualify for the clear teaching credential, and authorizes the Commission to issue English learner authorizations on the basis of out-of-state credentials that list comparable authorizations. The only exception to the basic skills and English learner requirements is the National Board Certification route that is still in effect.</p>	Still in Effect

Appendix B
Statute and Regulations Related to Out-of-State Credentialed Teachers
General Education Teaching Credentials

Appendix C provides the full text of the appropriate sections of the Education Code and Title 5 Regulations

General Education Preliminary Credential Requirements		
	Statute (44274.2)	Regulations (80413.3)
Bachelor's Degree	<ul style="list-style-type: none"> • Must be from a regionally accredited college or university. 	<ul style="list-style-type: none"> • A higher degree (Master's, etc.) may be submitted in lieu of a Bachelor's degree.
Possession of a Comparable Teaching Credential	<ul style="list-style-type: none"> • Elementary or secondary credential. • Earned in a state other than California based upon completion of an out-of-state teacher preparation program through a regionally accredited college or state approved program. 	<ul style="list-style-type: none"> • Must be considered a professional level credential that is, at minimum, equivalent to a California five-year preliminary teaching credential.
Subject Matter Competence (SMC) Requirement⁴	<ul style="list-style-type: none"> • If the out-of-state credential does not correspond to a California subject, the Commission may require completion of subject-matter competence before the issuance of the clear credential. 	<ul style="list-style-type: none"> • Subject-matter competence may be verified by a comparable out-of-state credential that authorizes elementary education or self-contained classroom teaching for the Multiple Subject (MS) Credential or departmentalized classroom teaching in a statutory subject area for the Single subject (SS) Credential.⁵
Basic Skills Requirement (BSR)¹	<ul style="list-style-type: none"> • Satisfaction of BSR within one year. • The Commission will accept basic skills examinations from other states. 	

¹ Although SMC and BSR are listed under the preliminary credential requirements, an educator may qualify without having met these requirements. In such cases, the educator would be required to verify BSR within one year of the issuance of their preliminary credential. The educator would be required to verify SMC prior to being issued the clear credential.

² Details on OOS Middle School Authorizations: (1) The holder of an OOS middle school (or other non-comparable) credential may apply for a MS and/or SS Credential. However, if the individual also holds an authorization on their OOS credential that is comparable to a MS or SS Credential authorization (such as a Secondary in Math or Elementary Education) then the applicant can only be issued the CA credential that is considered comparable. Specific examples of this are outlined in [Coded Correspondence 11-03](#). (2) An individual whose OOS credential authorizes middle school or some other non-comparable teaching area may verify SMC for the SS credential by (a) Degree major in the requested subject area, or (b) 32 semester units (or equivalent) in the requested subject area.

General Education Clear Credential Requirements		
<i>Route 1: Educators with less than two years of out-of-state teaching experience.</i>		
	Statute (44274.2)	Regulations (80413.3)
Possession of the Preliminary CA Credential⁶	<ul style="list-style-type: none"> Applicant must have been issued the preliminary credential by the Commission. 	
Completion of a Beginning Teacher Induction Program	<ul style="list-style-type: none"> Program must be pursuant to paragraph (2) of subdivision (c) of §44259. 	<ul style="list-style-type: none"> Program must be as described in §80413(b)(2).
English Learner Requirement	<ul style="list-style-type: none"> Possession of an English Learner Authorization as outlined in §44253.3. 	

General Education Clear Credential Requirements		
<i>Route 2: Educators with at least two years of out-of-state teaching experience.</i>		
	Statute (44274.2)	Regulations (80413.3)
Two Years of Teaching Experience	<ul style="list-style-type: none"> Verification of two or more years of teaching experience in a manner prescribed by the Commission. 	<ul style="list-style-type: none"> Teaching experience must be full-time. Original letter verifying teaching experience must be signed by a personnel officer for the out-of-state employer. Experience must have been earned at a public or regionally-accredited private school located in another state.
Two Years of Performance Evaluations	<ul style="list-style-type: none"> Two satisfactory performance evaluations in a manner prescribed by the Commission. 	<ul style="list-style-type: none"> Performance evaluations must be rated satisfactory or better, and must include, but are not limited to, four areas of teaching effectiveness. Supplemental evaluation letter, on district letterhead and signed by the applicant's principal or personnel officer, covering two years and the four areas of teaching effectiveness is acceptable in lieu of the two performance evaluations

⁶ Statute allows educators who are dually certified in another state in both general and special education to earn a clear general education clear credential without having possessed the corresponding preliminary credential if they have already been issued a clear special education credential.

General Education Clear Credential Requirements

Route 2: Educators with at least two years of out-of-state teaching experience.

	Statute (44274.2)	Regulations (80413.3)
Master’s Degree or 150 Clock Hours of Professional Activities	<ul style="list-style-type: none"> • Completion of 150 clock hours of activities that contribute to competence, performance, and effectiveness in the education profession, and that assist the applicant in meeting or exceeding standards for professional preparation established by the Commission, or • Master’s degree or higher in a field related to the credential, or the equivalent semester units, from a regionally accredited institution of higher education. 	<ul style="list-style-type: none"> • 150 clock hours of activities must address one or more of the six California Standards for the Teaching Profession (CSTP). • Master’s or higher degree, or the equivalent number of graduate-level semester units, in a field related to the credential earned at a regionally accredited institution of higher education and verified by official transcript.
English Learner Requirement	<ul style="list-style-type: none"> • Possession of an English Learner Authorization as outlined in §44253.3. 	

Education Specialist Instruction Credentials

Level I Education Specialist Requirements		
	Statute (44274.2)	Regulations (80048.3.1)
Bachelor's Degree	<ul style="list-style-type: none"> • Must be from a regionally accredited college or university. 	<ul style="list-style-type: none"> • A higher degree (Master's, etc.) may be submitted in lieu of a Bachelor's degree.
Possession of a Comparable Teaching Credential	<ul style="list-style-type: none"> • Special education credential earned in a state other than California based upon completion of an out-of-state teacher preparation program through a regionally accredited college or state approved program. • The Commission determines the area of concentration based on the special education program completed. 	<ul style="list-style-type: none"> • Applicants with generic⁷ special education authorizations may apply for the level I credential in Mild/Moderate (MM), Moderate/Severe (MS), or Early Childhood Special Education (ECSE) and must verify equivalence to a preliminary program prior to issuance of the Level II/clear credential. • Applicants issued Level I credentials on the basis of generic special education credentials may verify completion of an equivalent program for MM, MS, or ECSE⁸ or they will be held for this requirement to earn the Level II/clear credential.
Basic Skills Requirement (BSR)	<ul style="list-style-type: none"> • Satisfaction of BSR within one year. • The Commission will accept basic skills examinations from other states. 	

⁷ Generic Special Education Authorization is defined in regulations as “a teaching credential issued by another state or U.S. territory in a specialty area that is not comparable to an available California special education specialty area.”

⁸ An individual with a generic special education authorization may verify completion of an equivalent program by one of the following options: (A) Provide a letter from the OOS program sponsor verifying completion of student teaching in the specialty area sought; or (B) Provide a letter verifying two or more years of full-time teaching experience in the specialty area sought earned at a public or regionally-accredited private school located in another state or U.S. territory; or (C) Complete the equivalent of a Commission-approved preliminary program as specified in §80048.8(a)(2) in the specialty area sought.

Level II or Clear Education Specialist Credential Requirements		
<i>Route 1: Educators with less than two years of out-of-state special education teaching experience.</i>		
	Statute (44274.2)	Regulations (80048.3.1)
Possession of the Level I CA Credential	<ul style="list-style-type: none"> Applicant must have been issued the Level I credential by the Commission. 	
Completion of a Commission-Approved Education Specialist Program	<ul style="list-style-type: none"> Program must be pursuant to paragraph (2) of subdivision (c) of §44259. 	<ul style="list-style-type: none"> For the Level II credential, completion of the program requirements as specified in subsection (a)(4) and (a)(5) of §80048.4. For the Clear credential, completion of the program requirements as specified in §80048.8.1.
English Learner Requirement	<ul style="list-style-type: none"> Possession of an English Learner Authorization as outlined in §44253.3. 	

Clear Education Specialist Credential Requirements		
<i>Route 2: Educators with at least two years of out-of-state special education teaching experience.</i>		
	Statute (44274.2)	Regulations (80048.3.1)
Two Years of Teaching Experience	<ul style="list-style-type: none"> Verification of two or more years of teaching experience in a manner prescribed by the Commission. 	<ul style="list-style-type: none"> Teaching experience must be full-time and in special education. Original letter verifying special education teaching experience must be signed by a personnel officer for the out-of-state employer. Experience must have been earned at a public or regionally-accredited private school located in another state.
Two Years of Performance Evaluations	<ul style="list-style-type: none"> Two satisfactory performance evaluations in a manner prescribed by the Commission. 	<ul style="list-style-type: none"> Performance evaluations must be rated satisfactory or better, and must include, but are not limited to, four areas of teaching effectiveness. Supplemental evaluation letter, on district letterhead and signed by the applicant's principal or personnel officer, covering two years and the four areas of teaching effectiveness is acceptable in lieu of the two performance evaluations
Master's Degree or 150 Clock Hours of Professional Activities	<ul style="list-style-type: none"> Completion of 150 clock hours of activities that contribute to 	<ul style="list-style-type: none"> 150 clock hours of activities must address one or more of the six California Standards for the Teaching Profession (CSTP).

Clear Education Specialist Credential Requirements		
<i>Route 2: Educators with at least two years of out-of-state special education teaching experience.</i>		
	Statute (44274.2)	Regulations (80048.3.1)
	<p>competence, performance, and effectiveness in the education profession, and that assist the applicant in meeting or exceeding standards for professional preparation established by the Commission, or</p> <ul style="list-style-type: none"> • Master's degree or higher in a field related to the credential, or the equivalent semester units, from a regionally accredited institution of higher education. 	<ul style="list-style-type: none"> • Master's or higher degree, or the equivalent number of graduate-level semester units, in a field related to the credential earned at a regionally accredited institution of higher education and verified by official transcript.
English Learner Requirement	<ul style="list-style-type: none"> • Possession of an English Learner Authorization as outlined in §44253.3. 	

APPENDIX C
STATUTE AND REGULATIONS RELATED TO OUT-OF-STATE CREDENTIALLED
TEACHERS

Education Code §44274.2

- (a) *Notwithstanding any provision of this chapter, the commission shall issue a five-year preliminary multiple subject teaching credential authorizing instruction in a self-contained classroom, a five-year preliminary single subject teaching credential authorizing instruction in departmentalized classes, or a five-year preliminary education specialist credential authorizing instruction of special education pupils to an out-of-state credentialed teacher who meets all of the following requirements:*
- (1) *Possesses a baccalaureate degree from a regionally accredited institution of higher education.*
 - (2) *Has completed a teacher preparation program at a regionally accredited institution of higher education, or a state-approved teacher preparation program offered by a local educational agency.*
 - (3) *Meets the subject matter knowledge requirements for the credential. If the subject area listed on the out-of-state credential does not correspond to a California subject area, as specified in Sections 44257 and 44282, the commission may require the applicant to meet California subject matter requirements before issuing a clear credential.*
 - (4) *Has earned a valid corresponding elementary, secondary, or special education teaching credential based upon the out-of-state teacher preparation program. For the education specialist credential, the commission shall determine the area of concentration based on the special education program completed out of state.*
 - (5) *Has successfully completed a criminal background check conducted under Sections 44339, 44340, and 44341 for credentialing purposes.*
- (b) *The holder of a credential issued pursuant to this section shall meet the state basic skills proficiency requirement set forth in Section 44252 within one year of the date the credential is issued or the credential shall become invalid.*
- (c) *The commission shall issue a clear multiple subject, single subject, or education specialist teaching credential to an applicant who satisfies the requirements of subdivision (a), provides verification of two or more years of teaching experience, including, but not limited to, two satisfactory performance evaluations, and documents, in a manner prescribed by the commission, that he or she fulfills each of the following requirements:*
- (1) *The applicant has completed 150 clock hours of activities that contribute to his or her competence, performance, and effectiveness in the education profession, and that assist the applicant in meeting or exceeding standards for professional preparation established by the commission, or the applicant has earned a master's degree or higher in a field related to the credential, or the equivalent semester units, from a regionally accredited institution of higher education.*
 - (2) *The applicant has met the state requirements for teaching English learners including, but not limited to, the requirements in Section 44253.3.*

- (d) For applicants who do not meet the experience requirement described in subdivision (c), the commission shall issue a clear multiple subject, single subject, or education specialist teaching credential upon verification of the following requirements:
- (1) The commission has issued to the applicant a preliminary five-year teaching credential pursuant to subdivision (a). However, an out-of-state credentialed applicant in both special education and general education, who has earned a clear California education specialist credential, shall be granted a clear multiple subject or clear single subject teaching credential without first holding a preliminary multiple subject or single subject teaching credential, unless the commission determines that the applicant does not meet the other requirements of this subdivision.
 - (2) The applicant has completed a beginning teacher induction program pursuant to paragraph (2) of subdivision (c) of Section 44259.
 - (3) The applicant has met the requirements for teaching English learners, including, but not limited to, the requirements in Section 44253.3.
 - (4) Before issuing an education specialist credential under this subdivision, the commission shall verify completion of a program for the Professional Level II credential accredited by the commission.

Title 5 of the California Code of Regulations

§ 80413.3. Specific Requirements for Preliminary and Clear Multiple and Single Subject Teaching Credentials for Out-of-State Credentialed Teachers.

- (a) The following pertains to individuals who have two years of appropriate teaching experience earned in a state or U.S. territory other than California.
- (1) The minimum requirements for the five-year preliminary Multiple or Single Subject Teaching Credential are all of the following, (A) through (H).
 - (A) Two years of full-time teaching experience earned in a state or U.S. territory other than California.
 - (B) Performance evaluations.
 - (C) A professional level teaching credential from another state or U.S. territory.
 - (D) Subject matter competence.
 - (E) Completion of a teacher preparation program taken at a regionally accredited institution of higher education or a state-approved teacher preparation program offered by a local educational agency.
 - (F) A baccalaureate or higher degree from a regionally accredited institution of higher education.
 - (G) Submission of an application form as defined in §80001; the processing fee as specified in §80487; and fingerprint clearance pursuant to Education Code §§ 44339, 44340, and 44341.
 - (H) Meet the basic skills requirement as described in Education Code §44252. Individuals who meet the requirements in (A) through (G) above may be issued a five-year

- preliminary teaching credential, but must satisfy the basic skills requirement within one year of the date the credential is issued or the credential shall become invalid.*
- (2) *The following are the minimum requirements for the clear Multiple or Single Subject Teaching Credential for an individual who meets the requirements specified in (a)(1)(A) through (a)(1)(H) above:*
- (A) *Possession of a California English learner authorization issued pursuant to the requirements specified in Education Code §44253.3;*
- (B) *Completion of either of the following:*
1. *A master's degree or higher in a field related to the credential, or the equivalent number of graduate-level semester units, earned at a regionally accredited institution of higher education and verified by official transcript; or*
 2. *Completion of 150 clock hours of activities addressing one or more of the six California Standards for the Teaching Profession (CSTP).*
- (C) *An individual applying for the clear teaching credential on initial application for California certification who has not previously been issued a preliminary teaching credential must satisfy the basic skills requirement as described in Education Code §44252. If all requirements specified in subdivisions (a)(1) and (a)(2) are met, other than the basic skills requirement, the individual will be issued a five-year preliminary teaching credential as described in subsection (a)(1)(H).*
- (D) *Submission of an application form as defined in §80001 and the processing fee as specified in §80487.*
- (b) *The following pertains to individuals who have less than two years of appropriate teaching experience in a state or U.S. territory other than California.*
- (1) *The minimum requirements for the five-year preliminary Multiple or Single Subject Teaching Credential are all of the following, (A) through (F).*
- (A) *A professional level teaching credential from another state or U.S. territory.*
- (B) *Subject matter competence.*
- (C) *Completion of a teacher preparation program taken at a regionally accredited institution of higher education or a state-approved teacher preparation program offered by a local educational agency.*
- (D) *A baccalaureate or higher degree from a regionally accredited institution of higher education.*
- (E) *Submission of an application form as defined in §80001; the processing fee as specified in §80487; and fingerprint clearance pursuant to Education Code §§ 44339, 44340, and 44341.*
- (F) *Meet the basic skills requirement as described in Education Code §44252. Individuals who meet the requirements in (A) through (E) above may be issued a five-year preliminary teaching credential, but must satisfy the basic skills requirement within one year of the date the credential is issued or the credential shall become invalid.*
- (2) *The following are the minimum requirements for the clear Multiple or Single Subject Teaching Credential for an individual who meets the requirements specified in (b)(1)(A) through (b)(1)(F) above:*
- (A) *A five-year preliminary Multiple or Single Subject Teaching Credential issued pursuant to subdivision (b)(1);*

- (B) Completion of a program of beginning teacher induction as described in §80413(b)(2);*
- (C) Possession of a California English learner authorization issued pursuant to the requirements specified in Education Code §44253.3; and*
- (D) Submission of an application as defined in §80001 and the processing fee as specified in §80487.*

(c) The following definitions apply to terms used in this section.

(1) Subject Matter Competence: Subject matter competence for the Multiple Subject Teaching Credential may be verified with possession of a professional level teaching credential issued by another state or U.S. Territory with an elementary education or self-contained classroom teaching authorization. Subject matter competence for the Single Subject Teaching Credential may be verified with possession of a professional level teaching credential issued by another state or U.S. territory with a departmentalized classroom teaching authorization that is comparable to an authorization specified in Education Code §44257.

(A) An individual issued a professional level teaching credential by another state or U.S. territory with a middle school authorization that does not also list a comparable departmentalized classroom teaching authorization specified in Education Code §44257 may be issued the five-year preliminary Multiple Subject credential and will be required to verify subject matter competence for the clear credential as specified in Education Code §§44280, 44281, 44282 and 44310.

(B) An individual issued a professional level teaching credential by another state or U.S. territory with a middle school or departmentalized classroom teaching authorization that is not comparable to an authorization, and that does not list a comparable authorization, specified in Education Code §44257 may verify subject matter competence for the Single Subject credential with a degree major or 32 semester units (or the equivalent in quarter units).

(C) An individual issued a professional level teaching credential by another state or U.S. territory as described in subsection (B) above but who does not have a degree major or 32 semester units (or the equivalent in quarter units) in the authorization sought may be issued the five-year preliminary Single Subject credential and will be required to verify subject matter competence for the clear credential as specified in Education Code §§44280, 44281, 44282, and 44310.

(2) Full-Time Teaching Experience: This is defined as teaching a minimum of 4 hours a day, unless the minimum statutory attendance requirement for the students served is less. Experience must be on a daily basis and for at least 75% of the school year. Experience may be accrued in increments of a minimum of one semester. No part-time or combination of teaching with other school employment will be accepted. All experience must be gained in public or regionally accredited private schools in states or U.S. territories other than California while serving on a valid teaching credential. Experience may be gained in more than one state or U.S. territory other than California. This experience must be verified on the official letterhead of the out-of-state employer or employers by the superintendent, assistant superintendent, director of personnel, or director of human resources in which the teacher was employed. Experience from outside of the United States will not be considered.

(3) Performance Evaluations:

(A) The teaching effectiveness areas on the performance evaluations may include, but are not limited to, all of the areas, 1. through 4., below. If these areas are not included in the evaluations, the individual may submit a supplemental letter, on district letterhead, signed by the individual's principal or personnel officer in the district in which the evaluations took place.

- 1. The use of teaching strategies that motivates all students to engage in the learning process.*
- 2. The ability to establish and maintain high standards for student behavior.*
- 3. A demonstration of deep knowledge of the subject being taught and the use of appropriate instructional strategies that promote student understanding.*
- 4. An ability to plan and implement a sequence of appropriate instructional activities.*

(B) Evaluations of the teacher's performance for at least two of the years of teaching experience from a state or U.S. territory other than California must be submitted. If evaluations or a supplemental letter covering two years of the verified out-of-state teaching experience cannot be obtained, the individual will not qualify under section (a).

(C) Evaluation ratings must be satisfactory or better.

(4) California Standards for the Teaching Profession (CSTP): The 150 clock hours of CSTP activities may be satisfied by staff development, college course work or other activities related to the CSTP. When applying for the clear credential, a written list of the activities including a justification stating how each of the activities relates to the CSTP must be attached. An individual at the central office of a public school district or county office of education, or at a public school site or a regionally accredited private school who is responsible for curriculum and instruction in the authorization of the teacher's credential must sign the written justification agreeing that the activities relate to the CSTP as stated. The following are the six CSTP areas:

- (A) Engaging and supporting all students in learning.*
- (B) Creating and maintaining effective environments for student learning.*
- (C) Understanding and organizing subject matter for student learning.*
- (D) Planning instruction and designing learning experiences for all students.*
- (E) Assessing students for learning.*
- (F) Developing as a professional educator.*

(5) Professional Level Teaching Credential: This is defined as a teaching credential issued by another state or U.S. territory that is, at a minimum, comparable to a California five-year preliminary teaching credential.

Note: Authority cited: Section 44225(q), Education Code. Reference: Sections 44252, 44253.3, 44257, 44274.2, 44279.1, 44280, 44281, 44282, 44310, 44339, 44340 and 44341, Education Code.

§ 80048.3.1. Specific Requirements for Level I and Clear or Level II Education Specialist Instruction Credential for Out-of-State Credentialed Teachers.

(a) The following pertains to individuals who have two years of appropriate teaching experience earned in a state or U.S. territory other than California.

(1) The minimum requirements for the five-year Level I Education Specialist Instruction Credential are all of the following, (A) through (G).

(A) Two years of full-time special education teaching experience earned in a state or U.S. territory other than California.

(B) Satisfactory performance evaluations.

(C) A professional level special education teaching credential from another state or U.S. territory. Individuals with generic special education authorizations as defined in subdivision (c) may apply for the five-year Level I credential in Mild/Moderate Disabilities, Moderate/Severe Disabilities, or Early Childhood Special Education and shall be required to verify completion of an equivalent Level I or preliminary program as specified in subdivision (c)(2) prior to issuance of the clear credential.

(D) Completion of a teacher preparation program taken at a regionally accredited institution of higher education or a state-approved teacher preparation program offered by a local educational agency.

(E) A baccalaureate or higher degree from a regionally accredited institution of higher education.

(F) Submission of an application form as defined in §80001; the processing fee as specified in §80487; and fingerprint clearance pursuant to Education Code §44340.

(G) Meet the basic skills requirement as described in Education Code §44252. Individuals who meet the requirements in subdivisions (a)(1)(A) through (a)(1)(F) may be issued a five-year Level I credential, but must satisfy the basic skills requirement within one year of the date the credential is issued or the credential shall become invalid.

(2) The following are the minimum requirements for the clear Education Specialist Instruction Credential for an individual who meets the requirements specified in (a)(1)(A) through (a)(1)(G):

(A) Possession of a California English learner authorization issued pursuant to the requirements specified in Education Code §44253.3.

(B) Completion of either of the following:

1. A master's degree or higher in a field related to the credential, or the equivalent number of graduate-level semester units, earned at a regionally accredited institution of higher education and verified by official transcript; or

2. Completion of 150 clock hours of activities addressing one or more of the six California Standards for the Teaching Profession (CSTP).

(C) An individual applying for the clear credential on initial application for California certification who has not previously been issued a Level I credential must satisfy the basic skills requirement as described in Education Code §44252. If all requirements specified in subdivisions (a)(1) and (a)(2) are met, other than the basic skills requirement, the individual will be issued a five-year Level I credential as described in (a)(1)(G).

- (D) *Submission of an application form as defined in §80001 and the processing fee as specified in §80487.*
- (b) *The following pertains to individuals who have less than two years of appropriate teaching experience earned in a state or U.S. territory other than California.*
- (1) *The minimum requirements for the five-year Level I Education Specialist Instruction Credential are all of the following, (A) through (E).*
- (A) *A professional level special education teaching credential from another state or U.S. territory. Individuals with generic special education authorizations as defined in subdivision (c) may apply for the five-year Level I credential in Mild/Moderate Disabilities, Moderate/Severe Disabilities, or Early Childhood Special Education and shall be required to verify completion of an equivalent Level I or preliminary program as specified in subdivision (c)(2) prior to issuance of the Level II or clear credential.*
- (B) *Completion of a teacher preparation program taken at a regionally accredited institution of higher education or a state-approved teacher preparation program offered by a local educational agency.*
- (C) *A baccalaureate or higher degree from a regionally accredited institution of higher education.*
- (D) *Submission of an application form as defined in §80001; the processing fee as specified in §80487; and fingerprint clearance pursuant to Education Code §44340.*
- (E) *Meet the basic skills requirement as described in Education Code §44252. Individuals who meet the requirements in subdivisions (b)(1)(A) through (b)(1)(D) may be issued a five-year Level I credential, but must satisfy the basic skills requirement within one year of the date the credential is issued or the credential shall become invalid.*
- (2) *The following are the minimum requirements for the Level II or Clear Education Specialist Instruction Credential for an individual who meets the requirements specified in (b)(1)(A) through (b)(1)(E):*
- (A) *A five-year Level I Education Specialist Instruction Credential issued pursuant to subdivision (b)(1).*
- (B) *Possession of a California English learner authorization issued pursuant to the requirements specified in Education Code §44253.3.*
- (C) *One of the following:*
- 1. For the Level II credential, completion of the requirements specified in §§80048.4(a)(4) and (a)(5); or*
 - 2. For the clear credential, completion of the requirements specified in §80048.8.1.*
- (D) *Recommendation from a Commission-approved Level II or clear Education Specialist Instruction Credential program as specified in Education Code §44227(b).*
- (E) *Submission of an application form as defined in §80001 and the processing fee as specified in §80487.*
- (c) *The following definitions apply to terms used in this section.*
- (1) *Full-Time Teaching Experience: This is defined as teaching a minimum of 4 hours a day, unless the minimum statutory attendance requirement for the students served is less. Experience must be on a daily basis and for at least 75% of the school year. Experience may be accrued in increments of a minimum of one semester. No part-time or combination of teaching with other school employment will be accepted. All experience must be gained*

in public or regionally-accredited private schools in states or U.S. territories other than California while serving on a valid teaching credential. Experience may be gained in more than one state or U.S. territory other than California. This experience must be verified on the official letterhead of the out-of-state employer or employers by the superintendent, assistant superintendent, director of personnel, or director of human resources in which the teacher was employed. Experience from outside of the United States will not be considered.

(2) Generic Special Education Authorizations: This is defined as a teaching credential issued by another state or U.S. territory in a specialty area that is not comparable to an available California special education specialty area. An individual with a generic special education authorization may verify completion of an equivalent program for Mild/Moderate Disabilities, Moderate/Severe Disabilities, or Early Childhood Special Education by one of the following:

(A) Provide a letter from the out-of-state program sponsor verifying completion of student teaching in the specialty area sought; or

(B) Provide a letter verifying two or more years of full-time teaching experience in the specialty area sought earned at a public or regionally-accredited private school located in another state or U.S. territory; or

(C) Complete the equivalent of a Commission-approved Level I program as specified in §80048.3(a)(2) or a Commission-approved preliminary program as specified in §80048.8(a)(2) in the specialty area sought.

(3) Satisfactory Performance Evaluations:

(A) The teaching effectiveness areas on the performance evaluations may include, but are not limited to, all of the areas, 1. through 4., below. If these areas are not included in the evaluations, the individual may submit a supplemental letter, on district letterhead, signed by the individual's principal or personnel officer in the district in which the evaluations took place.

1. The use of teaching strategies that motivates all students to engage in the learning process.

2. The ability to establish and maintain high standards for student behavior.

3. A demonstration of deep knowledge of the subject being taught and the use of appropriate instructional strategies that promote student understanding.

4. An ability to plan and implement a sequence of appropriate instructional activities.

(B) Evaluations of the teacher's performance for at least two of the years of teaching experience from a state or U.S. territory other than California must be submitted. If evaluations or a supplemental letter cannot be obtained, the individual will not qualify under section (a).

(C) Evaluation ratings must be satisfactory or better.

(4) California Standards for the Teaching Profession (CSTP): The 150 clock hours of CSTP activities may be satisfied by staff development, college course work or other activities related to the CSTP. When applying for the clear credential, a written list of the activities including a justification stating how each of the activities relates to the CSTP must be attached. The following are the six CSTP areas:

(A) Engaging and supporting all students in learning.

- (B) Creating and maintaining effective environments for student learning.*
 - (C) Understanding and organizing subject matter for student learning.*
 - (D) Planning instruction and designing learning experiences for all students.*
 - (E) Assessing students for learning.*
 - (F) Developing as a professional educator.*
- (5) Professional Level Special Education Teaching Credential. This is defined as a special education teaching credential issued by another state or U.S. territory that is, at a minimum, comparable to a California five-year Level I or preliminary Education Specialist Instruction Credential.*

Note: Authority cited: Section 44225(q), Education Code. Reference: Sections 44252, 44253.3, 44265, 44274.2, 44339, 44340 and 44341, Education Code.