

TEACHER EDUCATION CERTIFICATIONS

Students considering a program of study that leads to certification in Teacher Education programs within the School of Education at Mercy College should contact the appropriate licensing agency in the state where they plan to practice for additional information.

Educational requirements include coursework and clinical experience tied to coursework. Note that even though a program may meet these requirements, individual students must also meet state- and program-specific requirements for admission to and completion of an educator preparation program, and any other state licensure requirements (e.g., testing, background checks) to be eligible for licensure. Please carefully read all requirements for the state you wish to be licensed in.

Determination of Mercy College Teacher Education curriculum meeting state/territory educational requirements for licensure/certification:

Yes- AL, AK, AZ, CO, CT, DE, DC, FL, GA, ID, IL, IN, IA, KS, KY, ME, MD, MA, MI, MS, MO, NE, NV, NH, NJ, NM, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, VI, WA, WV, WI, WY

No- AR, CA, HI, LA, MT, VT

Unable to determine- MN, NC, PR, UT, VA

The Mercy College Teacher Education Program curriculum meets the educational requirements for licensure in the following states/territories:

State /Territory	Professional Licensing Board
Alabama	Alabama State Department of Education – https://www.alsde.edu/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Alabama certification as teachers in their comparable certification areas. Students should refer to https://www.alsde.edu/ to determine whether the program meets the requirements for Alabama.
Alaska	Alaska Department of Education and Early Development - https://education.alaska.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Alaska certification as teachers in their comparable certification areas. *Alaska requires out of state certificate holders to apply for an Initial Alaska Teaching Certificate. This Initial Certificate is only valid for a year. Initial Certificate holders need to apply for a Professional Certificate by submitting (1) An official score report of an approved basic competency exam and (2) Either an institutional recommendation, state recommendation, or a proof of program enrollment form.* Students should refer to https://education.alaska.gov/ to determine whether the program meets the requirements for Alaska.
Arizona	Arizona Department of Education – http://www.azed.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Arizona certification as teachers in their comparable certification areas. *Arizona requires the applicant’s certificate to be comparable to that of an Arizona Standard Certificate. No Out-of-State Emergency teaching or Alternative Teaching certificates will be accepted. There also must be an Arizona certificate that is comparable to that of the applicant’s. For example, a Middle Grades teaching certificate would not be accepted because Arizona does not have a Middle Grades teaching certificate of their own. The website also indicates that until the application and required documents are reviewed, there is no guarantee that out-of-state certifications will meet requirements under reciprocity rules. Allowable Deficiencies Please be aware that applicants coming from another state are required to have U.S. Constitution and Arizona State Constitution. These are allowable deficiencies for 1 or 3 years, depending on the area of certification, and the certificate will be issued without meeting these requirements. Students should refer to http://www.azed.gov/ to determine whether the program meets the requirements for Arizona.
Colorado	Colorado Department of Education – https://www.cde.state.co.us/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Colorado certification as teachers in their comparable certification areas. *Educator licenses do not directly “transfer” to Colorado across state lines. If you hold a valid license issued by another state that carries an identical endorsement to one issued by Colorado AND have three years’ post-preparation, full-time licensed experience in that state within the past seven, Colorado may issue a professional license with the identical endorsement requested. If you do not meet ALL of the requirements outlined above, Colorado is required to evaluate a candidate’s application for the content area(s) of preparation, as verified on an approved program verification form, if we issue a comparable or equivalent endorsement. If not, we certainly will work with you to determine

	<p>the appropriate content area(s). Other endorsements may be added upon application and meeting the requirements for each. The need to take a content exam will be determined upon review of a completed application so that your degree, previous test information and educator preparation program(s) may be considered.*</p> <p>Students should refer to https://www.cde.state.co.us/ to determine whether the program meets the requirements for Colorado.</p>
Connecticut	<p>Connecticut State Department of Education – https://portal.ct.gov/SDE http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Connecticut certification as teachers in their comparable certification areas. *Connecticut will waive the need for specific course work requirements for certification if an applicant has already completed a regionally accredited teacher preparation program in another state or if the applicant has completed at least 30 months as a fully credentialed teacher in another state.*</p> <p>Students should refer to https://portal.ct.gov/SDE to determine whether the program meets the requirements for Connecticut.</p>
Delaware	<p>Delaware Department of Education – https://www.doe.k12.de.us http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Delaware certification as teachers in their comparable certification areas. *Three different types of license: (1) Initial License – applicants with a minimum of one year of experience, (2) Continuing License – Applicants with a minimum of 4 years of experience, (3) Advanced License – Applicants who have received National Board for Professional Teaching Standards certification.*</p> <ul style="list-style-type: none"> ○ Delaware does not accept the following credentials as reciprocal: <ul style="list-style-type: none"> ▪ Certificates of Eligibility ▪ Intern Certificates ▪ Conditional Certification ▪ Substitute Teacher License ▪ Private School License ▪ Endorsements <p>Students should refer to https://www.doe.k12.de.us to determine whether the program meets the requirements for Delaware.</p>
District of Columbia	<p>Office of the State Superintendent of Education– https://osse.dc.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for District of Columbia certification as teachers in their comparable certification areas. *Can apply for certification as long as you have taken and passed a basic skills exam that assessed your general knowledge of reading, writing and mathematics, a content exam in the subject area of the credential, and a pedagogy/methods exam appropriate for the grade level of the credential*</p> <p>Students should refer to https://osse.dc.gov/ to determine whether the program meets the requirements for the District of Columbia.</p>
Florida	<p>Florida Department of Education – http://www.fldoe.org/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Florida certification as teachers in their comparable certification areas. *In addition to holding a standard certification for your state, you can also apply for Florida certification if you hold a Certificate Issued by the National Board for Professional Teaching Standards (NBPTS)*</p> <p>Students should refer to http://www.fldoe.org/ to determine whether the program meets the requirements for Florida.</p>
Georgia	<p>Georgia Department of Education – https://www.gadoe.org/Pages/Home.aspx http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Georgia certification as teachers in their comparable certification areas. *Must have at least 3 years of full-time experience. Must receive at least a B in a 3-credit class on the identification and education of children who have special educational need. Must complete the Georgia Educator Ethics – Program Entry Assessment. Applicants must also receive a passing score of a GaPSC content pedagogy assessment.</p> <p>You may apply for initial Georgia certification through interstate reciprocity. If you have not passed an acceptable content assessment in this field, you may be required to pass the GaPSC approved content assessment. Please submit your application materials in order to determine which additional requirements, if any, you will be required to fulfill to obtain Georgia certification in this field.</p> <p>Students should refer to https://www.gadoe.org/Pages/Home.aspx to determine whether the program meets the requirements for Georgia.</p>
Idaho	<p>Idaho State Department of Education – http://www.sde.idaho.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Idaho certification as teachers in their comparable certification areas. * As long as the applicant holds a current, valid certificate in another state, or has completed an educator preparation program approved by NCATE/TEAC/CAEP within the last two years they can apply for certification in Idaho.*</p> <p>Students should refer to http://www.sde.idaho.gov/ to determine whether the program meets the requirements for Idaho.</p>

Illinois	<p>Illinois State Department of Education – https://www.isbe.net/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Illinois certification as teachers in their comparable certification areas. *IL does not have reciprocity for obtaining a license. If an educator is on the NASDTEC list and holds the red bar directly above an individual’s personal information they may or may not have a license issued. Some reviews will take time. In other cases, a review has already been completed and we can let you know immediately as to whether or not the individual may be eligible to receive a license. If you see a NASDTEC alert, please contact ISBE to inquire about appropriate action on your part.* Students should refer to https://www.isbe.net/ to determine whether the program meets the requirements for Illinois.</p>
Indiana	<p>Indiana Department of Education – https://www.doe.in.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Indiana certification as teachers in their comparable certification areas. *If you hold a valid out-of-state license and have completed an NCATE/CAEP accredited or state approved teacher preparation program in another state and want to obtain an Indiana teaching license, or if you are from another state and do not hold a teaching license but would like to obtain an Indiana teaching license, there are licensure paths available for you. Indiana requires an applicant to pass a content (subject matter) licensure test in every content area that will appear on the Indiana license issued. Also, there are seven licensure content areas which cannot be added to an Indiana license or transferred from an out-of-state license if the way that content area was obtained was through testing alone. In these seven areas, completion of an approved program of coursework is required in addition to testing. These areas are: English Learners, Exceptional Needs, Communication Disorders, Elementary Generalist, Early Childhood Generalist, High Ability and Fine Arts (visual art, music, theater. Indiana also requires all applicants to complete CPR/Heimlich/AED training, including hands-on skill practice on a mannequin in person with an instructor and suicide prevention training* Students should refer to https://www.doe.in.gov/ to determine whether the program meets the requirements for Indiana.</p>
Iowa	<p>Iowa Department of Education – https://educateiowa.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Iowa certification as teachers in their comparable certification areas. *If the applicant has any course deficiencies, they can still teach while they are working to fulfill what is missing. Upon completion of the deficiencies, they will receive full licensure. They can ask to extend their provisional certification if they need for time to complete the coursework. Any deficiencies will be identified in a BoEE transcript review and the applicant would be notified.* Students should refer to https://educateiowa.gov/ to determine whether the program meets the requirements for Iowa.</p>
Kansas	<p>Kansas State Department of Education – https://www.ksde.org/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Kansas certification as teachers in their comparable certification areas. *Requires “Recency” - one year of teaching experience or eight semester credit hours completed within the last six years and Content and Pedagogy testing requirements OR exempted by accepting out-of-state tests or experience.* Students should refer to https://www.ksde.org/ to determine whether the program meets the requirements for Kansas.</p>
Kentucky	<p>Kentucky State Department of Education – https://education.ky.gov/Pages/default.aspx http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Kentucky certification as teachers in their comparable certification areas. *Kentucky requires applicants to Supply verification by the Superintendent or Personnel Director of full-time classroom teaching experience at the appropriate grade level(s) (Section 2 of CA-1), if you have out-of-state teaching experience; Pass Praxis II Specialty Area tests for EACH area of certification (if less than two years of appropriate full-time teaching experience) and the Principles of Learning and Teaching test score for appropriate grade range* Students should refer to https://education.ky.gov/Pages/default.aspx to determine whether the program meets the requirements for Kentucky.</p>
Maine	<p>Maine Department of Education – https://www.maine.gov/doe/home http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Maine certification as teachers in their comparable certification areas. *No direct reciprocity, but either a Conditional or Professional certificate can be issued depending on conditions. (1) If you have taught for 5 of the last 7 years under teaching endorsement being sought in Maine, have graduated from any state approved teacher education program, and have a valid certificate in the endorsement being sought, you may qualify for Professional Certification in Maine. (2) If you graduated from any state approved teacher education program and have a valid certificate in the endorsement being sought you may be eligible for a Conditional Certificate. (3) If you did not attend an approved program, your application will be reviewed in our normal transcript analysis pathway. * Students should refer to https://www.maine.gov/doe/home to determine whether the program meets the requirements for Maine.</p>

Maryland	<p>Maryland State Department of Education – http://marylandpublicschools.org/Pages/default.aspx http://www.ot.alabama.gov/Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Maryland certification as teachers in their comparable certification areas. * Complete an educator preparation program at a regionally accredited institution leading to certification in that state. Applicants must also present Maryland certification assessments or the valid professional certificate earned from the out of state program along with the assessments taken to achieve the certificate. Two years of satisfactory experience may be presented in place of the assessments taken in that state. * Students should refer to http://marylandpublicschools.org/Pages/default.aspx to determine whether the program meets the requirements for Maryland.</p>
Massachusetts	<p>Massachusetts Department of Elementary and Secondary Education – http://www.doe.mass.edu/ http://www.ot.alabama.gov/Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Massachusetts certification as teachers in their comparable certification areas. *Out-of-state applicants seeking their first license in the State of Massachusetts could qualify for one of three (3) types of Academic PreK-12 educator licenses: Temporary, Provisional, or Initial. To figure out for which type you should apply for, consider the following:</p> <ol style="list-style-type: none"> 1. Do you hold a valid comparable license from another state, and have you worked under it for three years? If yes, you could qualify for a temporary license. A temporary license is valid for one year of employment. This enables out-of-state applicants to seek and obtain employment in the Commonwealth while they work to take and pass all required MTEL tests (Passing all required MTEL tests or failed MTEL results will not qualify you for the temporary license.) 2. Do you hold a comparable license from another state or have you completed one of the following: <ol style="list-style-type: none"> a. A 'traditional' higher education state/jurisdiction-approved educator preparation program outside of Massachusetts? b. A state/jurisdiction approved 'alternative/non-traditional educator preparation program and possess the equivalent of an initial license from that state/jurisdiction? c. An educator preparation program sponsored by a college or university outside of Massachusetts that has been accredited by one of the following: the National Council for Accreditation of Teacher Education (NCATE), the Teacher Education Accreditation Council (TEAC), or the Council for the Accreditation of Educator Preparation (CAEP) <p>If you answered “yes” to any of these questions, you could qualify for an initial license through the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement. Massachusetts participates with every state and the District of Columbia through the NASDTEC Interstate Agreement for almost every license issued by the DESE Office of Educator Licensure. An initial license is valid for five years of employment from the date of issuance in the State of Massachusetts.</p> <p>Please note that additional requirement may apply to this type of license and could include but may not be limited to:</p> <ol style="list-style-type: none"> a. Passing all required MTEL tests b. Earning the Sheltered English Immersion Endorsements (SEI) – required by the following Academic PreK-12 licenses: Academic Teacher (early childhood and elementary teachers, teachers of students with moderate disabilities, teachers of severe disabilities, and teachers of the following academic subjects: English, reading or language arts, mathematics, science, civics and government, economics, history, and geography), academic Administrator (Principal/assistant principal, or supervisor/director). 3. Have you completed all of the requirements in the previous question (2) but do not hold the SEI endorsement? You may qualify for a Provisional license. The provisional license is good for five years of employment. 4. Did you get your Bachelor’s and/or Master’s degree from a DESE recognized accredited organization? To find out if your College or University is accredited by any of the DESE recognized organization you can contact your institution directly or conduct a search yourself using the databases of the national accrediting organization that are recognized by DESE. <p>Students should refer to http://www.doe.mass.edu/ to determine whether the program meets the requirements for Massachusetts.</p>
Michigan	<p>Michigan Department of Education – https://www.michigan.gov/mde/ http://www.ot.alabama.gov/Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Michigan certification as teachers in their comparable certification areas. *Michigan has signed an Interstate Compact Agreement (ICA) with every state agreeing to accept out-of-state teacher preparation programs and teaching certificates on a reciprocal basis for initial certification. https://www.michigan.gov/mde/services/ed-serv/ed-cert/cert-guidance/becoming-a-teacher/out-of-state-applicants</p> <p>Under a reciprocity agreement described in subrule (1) of this rule, the superintendent of public instruction may issue a standard teaching certificate to an individual who meets all of the following requirements:</p> <ol style="list-style-type: none"> 1. The applicant holds, or is eligible for, a standard level teaching certificate issued by the certifying authority of any other state whose requirements for certification the superintendent of public school considers equivalent to those in effect in this state. 2. The applicant holds valid first aid and adult pediatric cardiopulmonary resuscitation certificates as required by section 1531d of the revised school code, 1976 PA 451, MCL 380.1531d. 3. The applicant has passed examinations under section 1531 of the revised school code, 1976 PA 451, MCL 380.1531.

	<p>Under a reciprocity agreement described in subrule (1) of this rule, the superintendent of public instruction may issue a professional teaching certificate to an individual who meets both of the following requirements:</p> <ol style="list-style-type: none"> 1. A minimum of 6 satisfactory college semester credit hours of literacy instruction for a certificate with elementary grade level authorization or a minimum of 3 satisfactory college semester credit hours of literacy instruction as appropriate to the discipline area of a certificate with secondary of PK-12 grade level authorization. 2. All requirements set forth in section 1531(6) of the revised school code, 1976 PA 451, MCL 380.1531. <p>Students should refer to https://www.michigan.gov/mde/ to determine whether the program meets the requirements for Michigan.</p>
Mississippi	<p>Mississippi Department of Education – https://www.mdek12.org/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Mississippi certification as teachers in their comparable certification areas.</p> <p>A Five-Year Educator License – Reciprocity is granted to applicants who possesses a valid standard license from another state in an area in which Mississippi issues an endorsement and meets Mississippi’s minimum licensure requirements or equivalent.</p> <p>Two-Year Reciprocity License—any applicant who possesses a valid license, which is less than standard from another state may apply for a two-year educator license through reciprocity.</p> <p>Students should refer to https://www.mdek12.org/ to determine whether the program meets the requirements for Mississippi.</p>
Missouri	<p>Missouri Department of Elementary and Secondary Education – https://dese.mo.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Missouri certification as teachers in their comparable certification areas.</p> <p>An applicant who completed a teacher education program in another state and who possesses a valid professional certificate in that state may be granted a Missouri certificate in an area most closely aligned to the certification if Missouri issues such certificate. If an educator is completing or has completed a teacher education program in another state (either on campus or online), it would be beneficial to obtain that state’s certificate whether one plans to reside in that state or not. In most cases, a Missouri certificate is issued with no further coursework or test requirements. If an area of certification is not equivalent, an educator may be evaluated based upon Missouri’s current requirements for the most closely aligned certificate.</p> <p>Students should refer to https://dese.mo.gov/ to determine whether the program meets the requirements for Missouri.</p>
Nebraska	<p>Nebraska Department of Education- https://www.education.ne.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Nebraska certification as teachers in their comparable certification areas. *Today the out of state certificate holder moving to Nebraska will usually receive a Nebraska certificate or permit with one or more deficiencies. Other than requiring that a person has completed an approved teacher education program in the other state, Nebraska also has requirements for a basic skills test, a content test, a human relations class, fingerprint cards and a special education class. Applicants are given a conditional for fingerprint clearance, a temporary for human relations class or a Provisional for basic skills test, content test or special education class.*</p> <p>Students should refer to https://www.education.ne.gov/ to determine whether the program meets the requirements for Nebraska.</p>
Nevada	<p>Nevada Department of Education- http://www.doe.nv.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Nevada certification as teachers in their comparable certification areas. * Nevada offers reciprocity for current, valid, non-provisional, and non-conditional licensees coming from other states.*</p> <p>Students should refer to http://www.doe.nv.gov/ to determine whether the program meets the requirements for Nevada.</p>
New Hampshire	<p>New Hampshire Department of Education - https://www.education.nh.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for New Hampshire certification as teachers in their comparable certification areas. * If your program was state approved for licensure in another state, NH does not require that you have obtained licensure in that state. Program recommendations for an endorsement sought are valid for 3 years from the date of recommendation from the institution. If program completed more than three years prior to application, with documentation of licensure in the endorsement sought from the same state the program is located in that has not been expired for more than 3 years prior to the date of application.</p> <p>Only full licenses are reciprocal in NH (In the NASTEC Interstate Agreement: for teachers defined as Stage 3 and Stage 4)*</p>
New Jersey	<p>New Jersey Department of Education -https://www.nj.gov/education/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for New Jersey certification as teachers in their comparable certification areas. *No reciprocity – candidate must meet all New Jersey CE requirements.</p> <p>Out-of-State Certificate Equivalent to a Certificate of Eligibility (CE or “Alternate Route”)</p> <ol style="list-style-type: none"> 1. Hold the equivalent of a valid CEAS following the completion of a CEAS educator preparation program which includes clinical practice or “student teaching” 2. Demonstrate passage of a subject-matter test to receive the out-of-state license or pass appropriate New Jersey subject-matter test

	<p>3. Candidates who graduated September 1, 2017, and later must demonstrate passage of a state-approved performance assessment or pass and approved New Jersey performance assessment. (If the candidate cannot demonstrate passage of a state-approved performance assessment, then the CE may be issued).</p> <p>Out-of-State Certificate Equivalent to a Standard Certificate</p> <ol style="list-style-type: none"> 1. Hold 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, as documented on the Record of Professional Experience form OR 2. Hold National Board of Professional Teaching Standards certificate. <p>Students should refer to https://www.nj.gov/education/ to determine whether the program meets the requirements for New Jersey.</p>
New Mexico	<p>New Mexico Public Education Department - https://webnew.ped.state.nm.us/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for New Mexico certification as teachers in their comparable certification areas.</p> <p>Persons seeking a reciprocal level 1 license for elementary k-8, early childhood birth-grade 3, secondary or secondary vocational technical 7-12, middle level 5-9, special education pre-K-12, or grade pre K-12 specialty area, or grade pre K-12 blind and visually impaired, through reciprocity, shall meet the following requirements:</p> <ol style="list-style-type: none"> 1. hold a bachelor's degree or higher degree from a regionally accredited or PED approved college or university; and 2. hold and provide a copy of at least one current valid teaching license issued by a state education agency, including PED or department of defense dependent schools or foreign country that is comparable to the license they are seeking; and 3. have completed a standard or alternative teacher preparation program approved in another state or accepted by the PED; and 4. provide copies of test scores for exams that were required to receive the license 5. if applying for: <ol style="list-style-type: none"> (a) early childhood birth-grade 3 or k-8 elementary licensure, provide evidence of having passed a content knowledge or professional knowledge test on the basic early childhood or elementary school curriculum and on any additional core academic endorsement areas or have completed 24 lower or upper division credit hours across the elementary education core academic subjects of language arts, social studies, mathematics, and science with at least six credit hours in each core area; (b) secondary or secondary vocational and technical 7-12, middle level 5-9, or grades pre-K-12 specialty area licensure in the core academic areas, provide evidence of having passed a content knowledge test in each of the core academic subjects in which the applicant seeks licensure or having completed an academic major, a graduate degree, or coursework equivalent to an academic major in each of the core academic subjects in which the applicant seeks licensure; (c) Licensure in non-core academic subjects, special education pre-K-12, or blind and visually impaired pre K-12 licensure, have, on a form acceptable to the PED, provided evidence of having satisfactorily taught under their out of state license or licenses or have passed the applicable New Mexico teacher assessment ("NMTA") 6. have, on a form acceptable to the professional licensure bureau ("PLB") of the PED, provided evidence of having satisfactorily taught in any state or foreign country or combination of other states or countries other than New Mexico for fewer than three (3) full school years at any time preceding their application for licensure while holding at least one standard out-of-state or New Mexico teaching license or foreign country authorization to teach or combination of any of the aforementioned licenses or authorizations, and 7. submit to and satisfactorily clear a fingerprint-based background check pursuant to Section 22-10A-5, NMSA 1978. <p>Students should refer to https://webnew.ped.state.nm.us/ to determine whether the program meets the requirements for New Mexico.</p>
New York	<p>New York State Department of Education - http://www.nysed.gov/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for New York certification as teachers in their comparable certification areas.</p>
North Dakota	<p>North Dakota Department of Public Instruction - https://www.nd.gov/dpi/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for North Dakota certification as teachers in their comparable certification areas. * Other State Educator License (OSEL). A two- or five-year license issued to those applicants who hold and submits a valid teaching license received from an approved regular teacher education program from another state. If the applicant has not tested in the sending state and has been licensed after 2002 in that state, they will have two years to complete ND tests. The regular application will be submitted including official transcripts, completed background packet, a copy of your current teaching license from another state, and/or confirmation form or test scores. If you 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.</p> <p>Out-of-State Reciprocal License (Two-Years): Issued to individuals who graduated from an out-of-state university but do not hold a teaching license in another state. A transcript analysis is completed, and a plan of study is developed for each individual indicating the coursework and testing needed. This license can be issued twice, so the educator has a total of four years to complete all requirements.*</p> <p>Students should refer to https://www.nd.gov/dpi/ to determine whether the program meets the requirements for North Dakota.</p>

Ohio	<p>Ohio Department of Education - http://education.ohio.gov/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Ohio certification as teachers in their comparable certification areas. *Licensure candidates must have a minimum of a bachelor's degree and have completed an approved, traditional teacher preparation program through an accredited college or university.</p> <p>Types of Licenses:</p> <ol style="list-style-type: none"> 1. Four-Year Resident Educator: Candidates who completed an approved, traditional teacher preparation program through an accredited college or university and have less than three years of teaching experience under a standard or professional out-of-state teaching license may apply for a resident educator license. 2. Five-Year Professional: candidates who have taught under a standard or professional out-of-state teaching license for three years or more may apply for a professional license. 3. One-Year Out-of-State: Candidates employed in an Ohio school may apply for a one-year out-of-state teaching license to allow time to complete the required Ohio licensure exam(s). Candidates must hold a valid, standard out-of-state teaching license and have met all requirements for a standard Ohio teaching license except for the Ohio licensure exams. Candidates may only apply for the one-year out-of-state license at the request of their employing Ohio school or district. Students should refer to http://education.ohio.gov/ to determine whether the program meets the requirements for Ohio.
Oklahoma	<p>Oklahoma State Department of Education - https://sde.ok.gov/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Oklahoma certification as teachers in their comparable certification areas. *If you hold a full teaching credential issued by any state's Department of Education, you are eligible for certification in Oklahoma's most equivalent subject areas. If you have passed teacher test(s) in another state, you may request a review of these test(s) for comparability to Oklahoma tests by the Office of Educational Quality and Accountability (OEQA). They will determine if any of the out-of-state tests are comparable and inform the Teacher Certification Office which test(s) are acceptable.* Students should refer to https://sde.ok.gov/ to determine whether the program meets the requirements for Oklahoma.</p>
Oregon	<p>Oregon Department of Education - https://www.oregon.gov/ode/Pages/default.aspx http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Oregon certification as teachers in their comparable certification areas. * A TSPC license is required in order to serve in a certified position in an Oregon public school district or Educational Service District (ESD). The following licenses are available to you if you have completed an educator preparation program in another state and have not previously held a non-provisional license of the same type in Oregon:</p> <ol style="list-style-type: none"> 1. Reciprocal Teaching License <p>Minimum Qualifications: To be eligible to apply for any of the licenses above, you will need to meet the minimum requirements, which include a minimum degree requirement, preparation program requirement, and background clearance. Students should refer to https://www.oregon.gov/ode/Pages/default.aspx determine whether the program meets the requirements for Oregon.</p>
Pennsylvania	<p>Pennsylvania Department of Education - https://www.education.pa.gov/Pages/default.aspx http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Pennsylvania certification as teachers in their comparable certification areas. . *Pennsylvania along with most states and U.S. territories have signed an Interstate Certification Agreement to recognize current and comparable state-approved programs. Candidates from participating states must still meet other Pennsylvania requirements such as student teaching, GPA and PA testing. Students should refer to https://www.education.pa.gov/Pages/default.aspx to determine whether the program meets the requirements for Pennsylvania.</p>
Rhode Island	<p>Rhode Island Department of Education - https://www.ride.ri.gov/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Rhode Island certification as teachers in their comparable certification areas. *RIDE has expanded the number of states eligible for RI inter-state flexibilities, allowing out of state certified educators and program completers a streamlined process to certification. Educators from the 16 states listed who hold valid RI like certificates or have completed state approved programs in RI like certificate areas are exempt from taking the RI required tests and are not held to experience requirements (if applicable). However, if RI requires a specific certificate (independent certificate) in order to be eligible for a second certificate (dependent certificate) this requirement remains the same. New York in included in this list. Students should refer to https://www.ride.ri.gov/ to determine whether the program meets the requirements for Rhode Island.</p>
South Carolina	<p>South Carolina Department of Education - https://ed.sc.gov/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for South Carolina certification as teachers in their comparable certification areas. *Applicants with a current, standard certificate/licenses issued by another state, the District of Columbia, a United States territory, or the Department of Defense</p>

	<p>Dependents Schools (DODDS), may be eligible for certification through South Carolina’s reciprocity agreement. New York is listed as having reciprocity with South Carolina.* Students should refer to https://ed.sc.gov/ to determine whether the program meets the requirements for South Carolina.</p>
South Dakota	<p>South Dakota Department of Education - https://doe.sd.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for South Dakota certification as teachers in their comparable certification areas. *Has reciprocity but must complete an approved SD Indian Studies course. If you have not completed this course, you may be issued a one-year provisional certificate. You will receive preparations and endorsements based on equivalent South Dakota preparations and endorsements. You must select the endorsements you want added to your certificate. Students should refer to https://doe.sd.gov/ to determine whether the program meets the requirements for South Dakota.</p>
Tennessee	<p>Tennessee Department of Education - https://www.tn.gov/education.html http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Tennessee certification as teachers in their comparable certification areas. *May be issued one of three licenses:</p> <ol style="list-style-type: none"> 1. Practitioner License-with Out-of-State Initial Level License 2. Practitioner License-with Out-of-State Educator Preparation Program Completion and Recommendation 3. Professional License- with Out-of-State Professional Level License <p>Students should refer to https://www.tn.gov/education.html to determine whether the program meets the requirements for Tennessee.</p>
Texas	<p>Texas Education Agency - https://tea.texas.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Texas certification as teachers in their comparable certification areas. *You must apply for a review of credentials if you are seeking certification in Texas, and you hold a standard certificate issued by another state or territory. If you were required to take tests to obtain the certificates that you submitted for the review of credentials, you must submit additional documentation for possible exemption of Texas tests. Out-of-state scores will not be considered without a review of credentials. Once you have completed the review of credentials, you may be issued a One-Year non-renewable certificate. You must apply for a Standard Certificate once all requirements are met.* Students should refer to https://tea.texas.gov/ to determine whether the program meets the requirements for Texas.</p>
Washington	<p>Office of Superintendent of Public Instruction- https://www.k12.wa.us/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Washington certification as teachers in their comparable certification areas. *Washington’s rules allow us to recognize ANY state approved educator preparation program and degree from an accredited institution to meet our basic requirements. This in essence, allows educators who have completed a college/university preparation program in another state, reciprocity for our state to recognize and accept that program toward our certification requirements.</p>
West Virginia	<p>West Virginia Department of Education - https://wvde.us/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Out-of-state applicants seeking initial licensure in the state of West Virginia, based on reciprocity, are required to meet EACH of the following:</p> <ol style="list-style-type: none"> 1. Hold a valid/unexpired teacher certificate/license issued by another state 2. Meet ALL the following academic requirements: <ul style="list-style-type: none"> - Have completed a Teacher Preparation program through an accredited college/university - Have completed a Student Teaching experience as part of the Teacher Preparation program. - Earned a minimum 2.5 GPA overall for all college/university coursework attempted. <p>Graduates of these programs who have completed New York State teacher certification requirements are eligible for West Virginia certification as teachers in their comparable certification areas.</p>
Wisconsin	<p>Wisconsin Department of Public Instruction - https://dpi.wi.gov/ http://www.ot.alabama.gov/ Mercy College’s Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Wisconsin certification as teachers in their comparable certification areas. The License Based on Reciprocity is a Tier II three-year renewable educator license. The License Based on Reciprocity is available for teacher and administrator licenses, but it is not available for pupil services licenses.</p> <ul style="list-style-type: none"> • Hold a current teaching license in good standing from another state • Have taught one year with the teaching license from out of state or one-year teaching in a WI school while holding a valid WI TEACHER license.

	Students should refer to https://dpi.wi.gov/ to determine whether the program meets the requirements for Wisconsin.
Wyoming	<p>Wyoming Department of Education - https://edu.wyoming.gov/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements are eligible for Wyoming certification as teachers in their comparable certification areas.</p> <p>Wyoming participates in state-to-state reciprocity; however, reciprocity implies an "equal exchange." Therefore, the requirements an applicant met to obtain his or her out-of-state teaching license must be equivalent to Wyoming requirements. Wyoming generally recognizes all out-of-state teaching licenses IF the standards the applicant met in his or her state are equivalent to Wyoming licensing standards. Equivalent standards include:</p> <ul style="list-style-type: none"> • Completion of a regionally or nationally accredited teacher education program • Supervised student teaching • Passing the required test(s) for the state in which you hold a teaching license • Added endorsements are recognized in the same manner as described above <p>If you were required to take an exam in order to receive a license or certificate in another state or to be eligible for licensure in the state where you completed your educator preparation program, PTSB will accept that exam for licensure in Wyoming</p> <p>Students should refer to https://edu.wyoming.gov/ to determine whether the program meets the requirements for Wyoming.</p>

The Mercy College Teacher Education Program curriculum does not meet the educational requirements for licensure in the following states/territories:

State /Territory	Professional Licensing Board
Arkansas	<p>Arkansas Department of Education – http://dese.ade.arkansas.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements may be eligible for Arkansas certification as teachers in their comparable certification areas.</p> <p>*The following licensure areas are required to take Arkansas History prior to obtaining a standard five-year teaching license: Early Childhood, Elementary Education, Middle Childhood Social Studies and Secondary Social Studies.*</p> <ul style="list-style-type: none"> • Licensure in another state or country does not mean licensure in Arkansas will automatically be granted. • Type of license must be evaluated <p>Students should refer to http://dese.ade.arkansas.gov/ to determine whether the program meets the requirements for Arkansas.</p>
California	<p>California Department of Education – https://www.cde.ca.gov/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements may be eligible for California certification as teachers in their comparable certification areas. *Must hold a professional level out of state certificate. California does not provide credentials specifically for teaching Middle School. A middle school position may require either a Multiple Subject Teaching Credential or a Single Subject Teaching Credential. Educators prepared in other states who are certified ONLY in a middle school setting have the option to choose to apply for California certification in either Multiple or Single subjects. For out-of-state prepared educators who are dually certified in both middle school and another setting (elementary or secondary/high school), you may only apply for the comparable area of certification in either elementary or secondary/high school certification.*</p> <p>Students should refer to https://www.cde.ca.gov/ to determine whether the program meets the requirements for California.</p>
Hawaii	<p>Hawaii State Department of Education – http://www.hawaiipublicschools.org/Pages/Home.aspx http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements may be eligible for Hawaii certification as teachers in their comparable certification areas. *Hawaii does not accept certified out-of-state teachers. However, teachers can pursue a reciprocal Hawaii teaching license through the Hawaii Teachers Standards Board. To review license and permit information refer to https://hawaiiteacherstandardsboard.org/content/permits-and-license-types-2/.*</p>
Louisiana	<p>Louisiana State Department of Education – https://www.louisianabelieves.com/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements may be eligible for Louisiana certification as teachers in their comparable certification areas. *Applicants will receive an Out-of-State Certificate since they have not taken and passed the Praxis II exam. To receive this certification, they must also have at least 3 years of teaching experience in their current state of employment. This is standard three year certification that cannot be renewed. In the three year time period they must take the Praxis II exam to receive professional certification. Another way to receive professional certification is if the local superintendent or his designee of the public school system employing the teacher has recommended the</p>

	<p>teacher for employment for the following school year and has requested that the teacher be granted a valid Louisiana teaching certificate.*</p> <p>Students should refer to https://www.louisianabelieves.com/ to determine whether the program meets the requirements for Louisiana.</p>
Montana	<p>Montana Office of Public Instruction - https://opi.mt.gov</p> <p>http://www.ot.alabama.gov/Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements may be eligible for Montana certification as teachers in their comparable certification areas. *Doesn't have reciprocity with any state so those looking to work in the state must go through an application process. Must submit an application, transcripts, a fingerprint background check, a copy of your current out of state license, a university recommendation and a licensure fee which verifies you have completed a teacher preparation program which include student teaching and that you qualify for the endorsements you are applying for.*</p> <p>Students should refer to https://opi.mt.gov to determine whether the program meets the requirements for Montana.</p>
Vermont	<p>Vermont Agency of Education - https://education.vermont.gov/</p> <p>Vermont does not currently have educator reciprocity with New York. Educators who hold a current license, or have a recommendation for licensure on their transcript, from New York; will need to apply for Initial License through Transcript Review.</p> <p>http://www.ot.alabama.gov/Mercy College's Teacher Education programs may be accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification.</p>

Mercy College has **not made a determination** that the Teacher Education program curriculums meet the educational requirements for licensure in the following state/territory:

State /Territory	Professional Licensing Board
Minnesota	<p>Minnesota Department of Education – https://education.mn.gov/mde/index.html</p> <p>http://www.ot.alabama.gov/Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements may be eligible for Minnesota certification as teachers in their comparable certification areas.</p> <p>Applicants who hold a certificate from another state, or who have completed an approved program that would lead to a teaching certificate in another state, may be eligible for a certificate through interstate reciprocity.</p> <p>Students should refer to https://education.mn.gov/mde/index.html to determine whether the program meets the requirements for Minnesota.</p>
North Carolina	<p>Public Schools of North Carolina - http://www.ncpublicschools.org/</p> <p>http://www.ot.alabama.gov/Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements may be eligible for North Carolina certification as teachers in their comparable certification areas. *</p> <p>Provided North Carolina has a comparable license area, and you have 3 or more years of classroom teaching experience.</p> <ul style="list-style-type: none"> ○ The other state's licensure exam(s) must be comparable to North Carolina's meaning: <ul style="list-style-type: none"> ▪ The exam(s) must have been taken and passed by the applicant to satisfy one component of the licensure process in the other state at the time the exam(s) was taken. ▪ The applicant demonstrates an exam(s) score(s) that meets or exceeds the passing score(s) recommended by the test developer, regardless of the passing score adopted by the other state. ● No, if you completed another state's approved EPP leading to the Elementary Education and/or Exceptional Children: General Curriculum license and have fewer than 3 years of classroom teaching experience. ● Out-of-state individuals who are approved for an NC teaching license in the primary area of certification may also be granted an NC teaching license in any content area(s) that was subsequently added to the initial license by passing a comparable licensure exam in another state, provided NC has a comparable license area <p>The NC Dept of Public Instruction authorizes a one-year Residency License that may be renewed twice for up to a 3-year licensure cycle. Residency licensure is issued on a provisional basis in the teaching area that corresponds to the individual's qualifications. An approved educator preparation program (EPP) must determine the applicant for the license to be qualified and enroll the individual, while a North Carolina school system or charter school employs the Resident to teach. Both EPP enrollment and public school system employment as a teacher are required to qualify for and continue teaching on a Residency License.</p> <p>Students should refer to http://www.ncpublicschools.org/ to determine whether the program meets the requirements for North Carolina.</p>
Puerto Rico	<p>Puerto Rico Department of Education – https://www.de.pr.gov/</p> <p>http://www.ot.alabama.gov/Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP).</p> <p>Graduates of these programs who have completed New York State teacher certification requirements may be eligible for Puerto Rico certification as teachers in their comparable certification areas.</p>

Utah	<p>Utah State Board of Education- https://www.schools.utah.gov/ http://www.ot.alabama.gov/ Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Graduates of these programs who have completed New York State teacher certification requirements may be eligible for Utah certification as teachers in their comparable certification areas. *When applying must meet one of the following criteria for the Content Knowledge Assessment Requirement:</p> <ol style="list-style-type: none"> 1. Have at least one year of teaching in content area with standard license from another jurisdiction 2. Appropriate content test(s) or Out-of-State equivalent <p>Students should refer to https://www.schools.utah.gov/ to determine whether the program meets the requirements for Utah.</p>
Virginia	<p>Virginia Department of Education - http://www.doe.virginia.gov/ <i>Mercy College's Teacher Education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP).</i> An individual coming into Virginia from any state may qualify for a Virginia teaching license with comparable endorsement areas if the individual has completed a state-approved teacher preparation program through a regionally accredited four-year college or university, or if the individual holds a valid out-of-state teaching license (full credential without deficiencies) that must be in force at the time the application for a Virginia license is made. <i>Graduates of these programs who have completed New York State teacher certification requirements may be eligible for Virginia certification as teachers in their comparable certification areas.</i> http://www.ot.alabama.gov/</p>