



Licensure Update Joint Boards Meeting 2025

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PATHWAYS TO BECOME A TEACHER



Traditional

Attend college to earn a bachelor's or master's degree in teacher education. It takes approximately four years to complete.



Para to Teacher Pathway

Work as a paraprofessional in a K-12 school setting while completing college courses. Scholarships/grants may be available.



Alternate Access License

If you have a bachelor's degree in the area to be taught, and the school can't find a fully licensed teacher, you could be eligible for an Alternate Access license while you work to become a fully licensed teacher.



American Board

If you have a 4-year degree in any content area (it doesn't need to be teaching) you could enroll in an alternate path called American Board. The fee of \$1900 gives you access to study preparation materials. Once you pass the required tests for the content area selected you can apply for a license.



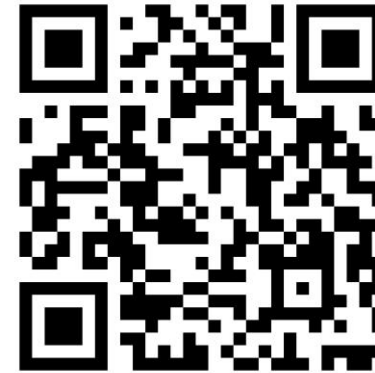
Teaching Permit

A teacher permit is only available in non-core areas (not special education, not elementary or early childhood education). Requires 4,000 hours of relevant work experience in the area to be taught. No degree is required for the first three years. After year three, enrollment in a teacher preparation program is required, and you could have up to four more years to finish the teaching program.



CTE

Career and Technical Education in North Dakota allows licensure in CTE areas such as agriculture, welding, IT, FACS, and business. Four-year degrees are not always required. Contact the North Dakota Department of Career and Technical Education for more information.



Teaching Authorization

- Effective Aug 1, 2025
- Allows student teacher to be the “Teacher of Record”
- Must have college recommendation
- School must outline how they tried to find a regularly licensed teacher as well as their plan of support and collaborating teacher name
- Valid for one semester

American Board License

(66th Legislative Assembly, HB 1287)

- Requires any four-year degree
- \$1900 Enrollment fee (they do run sales)
- Candidate must pass 2 tests (3 if doing Elem/SPED combo)
- American Board produces a completion certificate
- Applicant then applies online and ESPB can issue a license with some additional requirements during the first two years of licensure. (Mentoring, Clinical (AB), MC/NA, SPED)
- After they complete these requirements and two years of teaching, they can move into a regular 5-year license.
- www.americanboard.org

Alternate Access License

- Must have a bachelor's degree in the content area to be taught or a closely related field
- If degree is in a different area, then needs 30 credits in the area to be taught
- Can't issue before July 1 for the upcoming school year
- Requires the school's request, documenting how they tried to find a fully licensed teacher and were unable to do so
- Issued for a year at a time - progress must be made each year to renew.
- **(This is used if you have a graduate who hasn't passed their Praxis tests but then they have just one year to complete testing)**
- **(Also allowed for just one year if the person decides to complete American Board rather than traditional coursework route.)**

Teaching Permit

(68th legislative Session, SB 2070)

- Used in non-core areas: music, PE, FACS, business, etc.
- Can't be issued in Elem Ed/Early Childhood, SPED, or any of the core areas (math, science, ELA, social studies)
- Requires a high school diploma
- Candidate must have four thousand hours over five years of relevant work experience in the subject area to be taught, or possess a certificate, license, or degree in the subject area to be taught.
- Can hold a permit up to 7 years but must be enrolled in a teacher preparation program by year 4
- Must be in ND Rise mentoring- district must enroll them at their expense

Out of Field Endorsement

- Allows a fully licensed teacher to teach out of their area for the period of one school year (SPED and EC is excluded)
- Requires a written request from the administrator including the teacher's name and content area desired
- Can be renewed at school's request for one additional year (2 years maximum)
- Popular endorsement

Interim Substitute Teaching License

Requirements:

- 48 semester hours of college coursework
- Successful background check
- Online application
www.nd.gov/esp

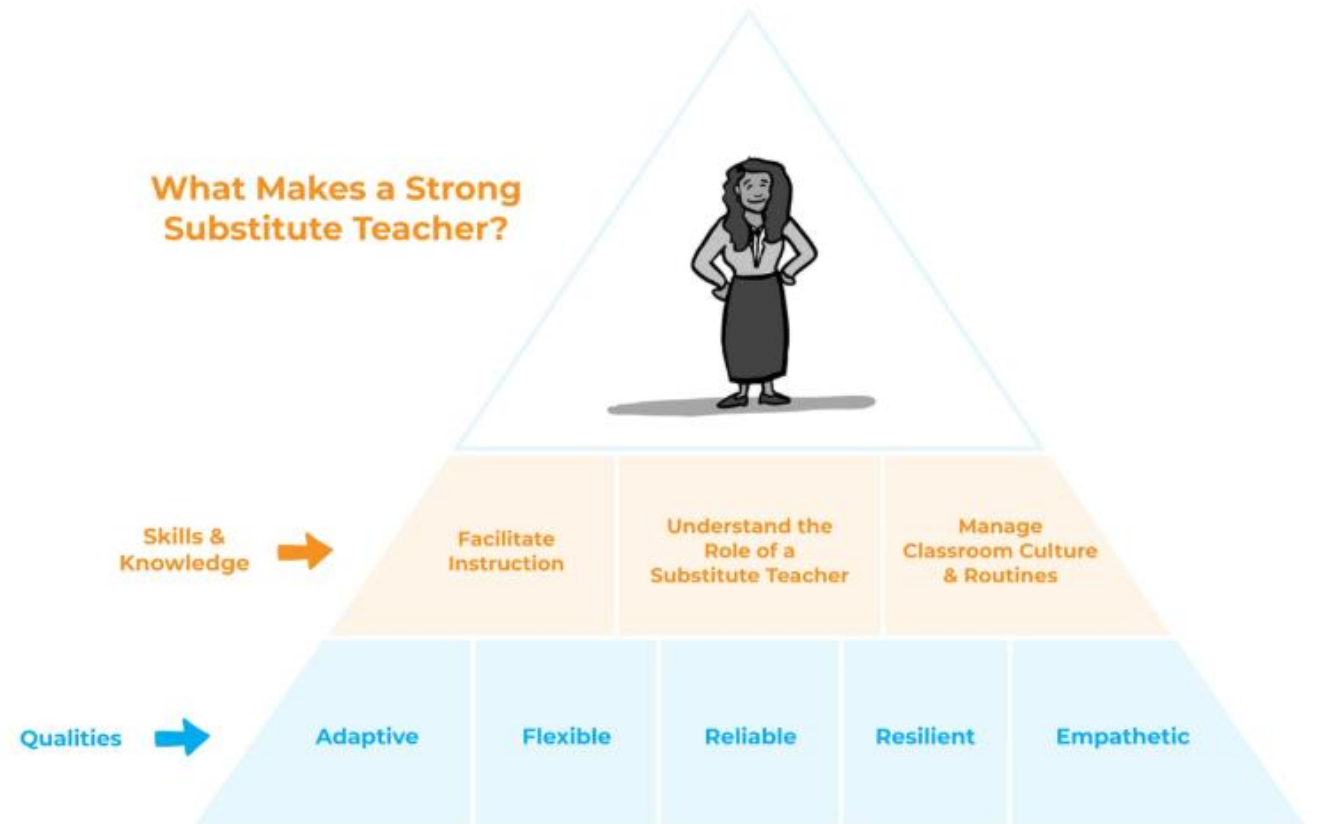
Additional option:

- In place of 48 semester hours, HS graduates can complete a 20-hour online training called Frontline – cost is \$99:
www.frontlineeducation.com/substitute-teacher-training/
- Or new option called Sub School
This is totally free for one year.
Subschool.org



Online course and collaboration platform designed to build the key competencies needed to thrive as a sub.

Subschool.org



Mandated Reporter Training

- Effective Aug 1, 2025
- Any initial license applicant must complete the Mandated Reporter Training offered by the ND Department of Human Services
- Must complete the training and upload their completion certificate

- July - 914
- Aug - 5037

Thank you

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