

STATE	CREDENTIAL REQUIRED (if any)	LEVEL OF EDUCATION	REQUIREMENTS	TRAINING	RENEWAL	ESL Credential	ESL Requirements	Notes
Alabama Alabama Department of Postsecondary Education 401 Adams Ave. Montgomery, AL 36104 contact: Dr. Robert Romine, Director of Adult Education Program ph: (343) 242-2926 fax: (334) 242-0214 email: romine@acs.cc.al.us	Secondary teaching certificate in a teaching field	1) Master's degree (for Class A certificate) 2) Bachelor's degree (for Class B certificate)	Alabama currently does not require adult education or ESOL instructors to have any mandatory coursework in ABE/GED/ASE nor ESOL. It is highly recommended that teachers with an endorsement (12-15 hrs. of college coursework) in adult education be considered in the employment criteria. If a written exam is used for hiring an ABE/ASE/ESL instructor, it is at the discretion of the employing agency.	Completion of fifth-year master's degree program	Lifetime certificate; no renewal requirements	ESL teachers are credentialed in the same way as ABE. (No adult ESL credential required.)	English language fluency required, determined through interviews and local monitoring.	
Alaska Alaska Department of Labor and Workforce Development P.O. Box 115509 Juneau, AK 99811-5509 ph: (907) 465-8714 fax: (907) 465-4186 email: amy.iutzi@alaska.gov Web: www.labor.state.ak.us	No credential required by the State of Alaska for ABE, GED, or ESL teachers teaching in Regional ABE Programs.	No state requirement				ELLs are taught by ABE instructors.		
Arizona Arizona Department of Education Teacher Certification 1535 West Jefferson Street Phoenix, AZ 85007 Contact: Miriam Kroeger, Education Program Specialist ph: (602) 364-2703 fax: (907) 465-4186 email: miriam.kroeger@azed.gov Web: www.ade.az.gov/adult-ed	Certification (Provisional and Standard Levels): an Adult Education Certificate may be used to teach in the areas of adult basic education, general educational development, English as a second language, or citizenship.	Bachelor's degree or 3 years' experience as adult education teacher, tutor, or teacher's aide	For Provisional ABE Certification: Bachelor's degree requirement, fingerprint clearance, and/or 3 years of experience (may waive up to 2 years' experience by postsecondary academic credit, with 30 semester hours equal to 1 year of experience). Standard ABE Certification: must complete requirements for Provisional Certificate plus 1 year verified part-time or full-time teaching under a Provisional Certificate and 10 clock hours of professional development.	Provisional: Nonrenewable 10 clock hours verified by Adult Education program administrator (include coursework, in-service training, professional conferences and workshops, internships, research, leadership in a professional organization, and alignment with National Staff Development Council (NSDC) standards Standard: Renewable Valid 6 years. 60 clock hours. verified by Adult Education program administrator (may include coursework, in-service training, professional conferences and workshops, internships, research, leadership in a professional organization, and align with NSDC standards.	Provisional: Nonrenewable Valid 3 years Standard: Renewable Valid 6 years 60 clock hours of professional development	An ESL Certificate is not required; on the Adult Education Certificate teachers can be "ESOL/ELLA certified." An ESL endorsement for K-12 is available. Sheltered English Immersion (SEI) endorsement (45 hrs.) is required for K-12. A master's degree for ESOL students is available in Pro Literacy training and is suggested in order to get the standard certificate.	A master's degree is required for staff teaching credit classes at community colleges.	Anticipating required ESL coursework for AE/ESL certification as well as coursework for other areas in adult education
Arkansas Arkansas Department of Education Professional Licensure #4 Capitol Mall Little Rock, AR 72201 Contact: Mr. Tosen: ph: (501) 682-4342; or George French: (501) 682-1970 email: george.french@arkansas.gov / philip.less@arkansas.gov Web: www.arkansed.org http://dwe.arkansas.gov	Arkansas teaching license required. Full-time adult education teachers are required to get an adult education endorsement in addition within 4 years of beginning to teach full-time.	Bachelor's degree	Full-time teachers: 60 hours of professional development each year. Part-time teachers: 30 hours of professional development each year. Adult Education requires the Praxis II Principles of Learning and Teaching (standardized test required as part of licensure) at the 7-12 level.	Adult education endorsement and license are required for teachers within 4 years of hire. 12 to 15 graduate hours of college courses are required (more may be required depending on individual university requirements).	Must renew every 5 years.	ESL teachers are credentialed in the same way as ABE. An Arkansas teaching license is required. ESL endorsement. Teachers who need the ESL endorsement require: 12 hrs. graduate-level coursework and the Praxis II – Principles of Learning and Teaching (standardized test required as part of licensure) at the P-4, 5-9, or 7-12 level.	ESL teachers are credentialed in the same way as ABE. Bachelor's degree	Teachers holding a K-12 credential have to get an adult ed endorsement within 4 years.

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<p>California California Commission on Teacher Credentialing Box 944570 (1900 Capitol Avenue) Sacramento, CA 94270 contact: Cliff Moss and/or Gloria Guzman ph: (916) 327-6378 or (888) 921-2682 fax: (916) 657-3000 email: Gguzman@cde.ca.gov Web: www.ctc.ca.gov (916) 322-5050 ROTC and Workforce Development</p>	<p>Credential (preliminary, clear, or professional full-time)</p>	<p>Bachelor's degree (Preliminary credential requires a bachelor's degree.) Master's degree (Professional requires a subject matter credential.)</p>	<p>Preliminary: Requirements for the Full-time Adult Credential For the 5-year preliminary credential: Verify 5 years of experience and/or education related to each subject to be named on the credential. One of the following requirements must be satisfied: possess a high school diploma possess a diploma based on passage of the GED test possess the foreign equivalent of a high school diploma Pass the California Basic Educational Skills Test (CBEST).</p>	<p>Preliminary: 2 semester units. Professional: Applicants must satisfy all of the following requirements: Posses a valid preliminary full-time adult education teaching credential. Obtain verification from the Education Service District (ESD) of the successful teaching of a minimum of one course for adults in each of four terms within the 5-year period of validity of the Preliminary Adult Education Teaching Credential (two of these terms must be with one ESD). The teaching must be in the subject(s) authorized by the preliminary adult education teaching credential. Obtain verification from a local education agency (LEA) that the applicant has completed all Level I and Level II requirements of a Commission-accredited program of personalized preparation, including the use of computers in an instructional setting. Complete a unit requirement in health education, including, but not limited to, nutrition; the physiological and sociological effects of alcohol, narcotic, and drug abuse; and the use of tobacco. This requirement must also include training in cardiopulmonary resuscitation that covers infant, child, and adult CPR skills.</p>	<p>Preliminary: Valid 1-2 years Professional: Valid 2-5 years</p>	<p>Adult Education Credential as well as a subject area focus/emphasis TESOL Certificate Available. Career Technical ESL is also available.</p>	<p>A bachelor's or higher degree completed at a regionally accredited college or university and completion of 20 semester units or 10 upper division semester units in one or any combination of the following: Teaching English as a Second Language (TESL) Teaching English to Speakers of Other Languages (TESOL) English Language other than English Linguistics Bilingual/bicultural studies Teaching reading Speech A Teaching Credential is also needed.</p>	<p>California does not have an adult ESL credential, but rather an adult education credential with an academic subject focus (e.g., ESL).</p>
<p>Colorado Colorado Dept. of Education Adult Education and Family Literacy 201 E. Colfax Avenue Denver, CO 80203 contact: Debra Fawcett ph: (303) 866-6914 fax: (303) 866-6947 email: fawcett_d@cde.state.co.us Contact person for the process of Literacy Instruction Authorization: Pamela M. Smith, State</p>	<p>Literacy Instruction Authorization</p>	<p>Associate's degree</p>	<p>Literacy Instruction Authorization (LIA) is a credential that authorizes instructors to teach in Colorado's Adult Education and Family Literacy Act (AEFLA)-funded adult education programs. It provides a system to ensure a well-qualified workforce and is a gateway into the profession of adult education. One of the requirements for this credential is the successful completion of four required courses. A fifth and optional course on family literacy is available for Even Start instructors. For those who enter the field with previous experience and training, there is a portfolio option that awards course equivalency for qualifying previous college-level courses and/or for sufficient experience and training to be able to demonstrate competency in the knowledge areas that correspond to the objectives of the required courses.</p>	<p>Colorado's training for both ABE and ESL teachers is a series of courses leading to the LIA. The series comprises five courses, four of which are required, and one optional family literacy course for Even Start instructors. The state's Adult Education and Family Literacy office also provides professional development for all ABE and ESL practitioners in AEFLA and Even Start funded programs through an integrated Professional Development system. This system includes a PD Self-Assessment for Adult Education Teachers, a Resource Bank of materials related to the Skill and Knowledge descriptors from the self-assessment, four regional PD resource centers, and the PD Point System, which is correlated to renewal of the LIA.</p>	<p>The LIA must be renewed every 5 years; renewal is contingent upon continuing education and professional development credits.</p>	<p>LIA</p>	<p>One of the four required courses is Teaching ESL to Adult Learners. Another course, Adult Basic Education and Adult Secondary Education, is required even for those who teach (or plan to teach) ESL.</p>	

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Connecticut Connecticut Department of Education 165 Capitol Avenue Hartford, CT 06106 contact: Maureen Wagner ph: (860) 807-2102 fax: (860) 807-2062 email: maureen.wagner@ct.gov Web: www.sde.ct.gov/sde/lib/sde/PDF/Cert/facts/fact101_01.pdf	Certificate (Initial, Provisional, and Professional levels)	Bachelor's degree	Initial: Holds or is eligible endorsement for secondary academic Provisional: Successful completion of assessment training, or 3 years of ABE teaching Professional: 3 years of ABE teaching	Initial: Completed course of study in special education Professional: 30 semester hours beyond bachelor's degree	Provisional: Provisional level for 8 years; if not, the certificate lapses. Professional: Receive a master's; renewal every 5 years.	ESL Certification required	Bachelor's degree (same as ABE) Professional: 30 semester hours beyond bachelor's degree	
Delaware Department of Public Instruction P.O. Box 1402, J.G. Townsend Building Dover DE 19903 Maureen Wheelan email: ftracy-mumf@state.de.us Web: www.doe.state.de.us/	Certificate 1) Adult Administrator General Adult Education 2) Adult Education Secondary	Bachelor's degree in adult, elementary, or secondary education	Adult education administrator must hold a masters degree and complete a minimum of 3 years' experience in an adult education setting and be employed in adult education as administrator, coordinator, or teacher. 18 semester hours or its equivalent within a master's degree	6 semester hours of college-level work or completion of six approved courses/clusters in adult education, or 3 approved adult education credits and 2 years of documented satisfactory internship/employment as a teacher, counselor, or administrator in adult education		ESL teachers are credentialed in the same way as ABE.	ESL teachers are credentialed in the same way as ABE. Bachelor's degree	
District of Columbia University of the District of Columbia 4200 Connecticut Ave. NW 20008 ph: (202) 274-6649 fax: (202) 274-6649 GED Number: 202-274-7174 Credentialing office ph: (202) 442-5377 fax: (202) 274-7173 GED Testing Center: Web: www.dcged.org	Certificate 1) Adult Education Academic Subjects 2) Adult Basic Education	Bachelor's degree	1) Must hold a preK-12 certificate 2) Successful completion of appropriate tests	Adult Education Academic Subjects: 1) 18 designated semester hours 2) 30 semester hours (10 classes approx) in a subject area 3) Student teaching or 1 year of satisfactory experience of teaching adults	To renew license, must have 6 hours of professional development	License in ESL K-12 with an Endorsement in adult ESL	ESL teachers have to hold a valid teaching certificate in English as a Second Language. Adult ESL teachers need professional development in ESL and pedagogical material.	
Florida Florida Department of Education Turlington Building 325 West Gaines Street Tallahassee, FL 32399-0400 contact: Marsha Maxwell, ph: (850) 245-0995 fax: (850) 487-1735 Marsha's email: marcia.maxwell@fldoe.org and also email: cordiln@mail.doe.state.fl.us Web: www.firn.edu/doe	Certification in any field--no specific credentials are currently required for either ABE or adult ESOL	Bachelor's degree or higher	No state additional requirements	No training requirements		ESL teachers are credentialed in the same way as ABE/	ESL teachers are credentialed in the same way as ABE (all adult programs require a bachelor's degree).	
Georgia Georgia Department of Technical and Adult Ed. Office of Adult Literacy 1800 Century Place, NE, Suite 400 Atlanta, GA 30345-4304 contact: Carla R. De Bose, Director of Instructional ph: (404) 679-1635 fax: (404) 679-1635 email: cdebose@dtae.org Web: www.dtae.org	No credential is required.	Bachelor's degree (preferably in education, but not mandatory)	BA/BS (preferably in education, but not mandatory)	No training requirements		ESL teachers are credentialed in the same way as ABE.	ESL teachers are credentialed in the same way as ABE.	

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Hawai'i Community Education and Accreditation Hawai'i Department of Education 475 22nd Avenue, Room 124 Honolulu, HI 96816 contact: Annette Young-Ogata, Educational Specialist ph: (808) 735-8371 fax: (808) 735-8375 email: Annette_Young-Ogata@notes.k12.hi.us Web: www.k12.hi.us/~personn/license.html		Up to individual program site (graduated pay scale depending upon level of education and degree held; BA may be preferred, but sometimes waived depending on experience)	Up to individual program site	Up to individual program site		Same as ABE		
Idaho The Division of Professional and Technical Education 650 West State Street Room 324 Boise, ID 83720-0095 contact: Cheryl Engel, State Coordinator ph: (208) 332-6931 fax: (202) 332-4664 email: csengel@sde.idaho.gov Web: www.sde.idaho.gov	No credential is required (A basic core of training recommended to new teachers and refresher courses for experienced teachers)	Bachelor's degree	No additional requirement			Same as ABE (No credential is required; however, most adult ESL teachers have an optional master's in TESOL.)	ESL teachers must have a bachelor's degree. ESL training is required.	Idaho is moving toward a layered tier of certification that will include a certificate of completion of core ABE training that translates into college credits toward the earning of ABE certification, as well as a BA or MA in Adult education, depending on how far a person
Illinois Illinois Community College Board 401 East Capitol Avenue Springfield, IL 62701-1711 contact: David Baker, Assistant Director for Adult Education, Staff Development, Training, and Marketing ph: (217) 558-2162 fax: (217) 558-6700 email: david.a.baker@illinois.gov Web: www.iccb.state.il.us/	No credential required	Bachelor's degree	Local programs may add more stringent requirements.	6 hours professional development per fiscal year; a new teacher orientation completed within 6 months of hire.		Same as ABE		Illinois is implementing a new information management system this fiscal year. This will allow documentation of teacher professional development hours and educational background.
Indiana Indiana Department of Education Rm #229 State House Indianapolis IN 46204 Gerry Hafner, Assistant Director ph: (317) 232-0522 (for Gerry & Linda) fax: 317-233-0859 email: haffner@doe.state.in.us Web: http://ideanet.doe.state.in.us	A valid Indiana teacher's license in elementary or secondary is required.	Bachelor's degree	No state additional requirements	An extension PD system is available for all Indiana adult education teachers. A New Teacher Training System (NTTS) has been designed to inform, prepare, and support new adult educators. Features of the NTTS include an introduction to Indiana's adult education system; welcome packet and handbook; online pre-service; workshops on ABE and ESL principles and practice; mentoring by an experienced adult educator; assistance with assessment; and ongoing professional development information.		ESL teachers are credentialed in the same way as ABE. A voluntary ESL workforce training (non-credit) certificate is available through Ball State University in partnership with the Indiana Department of Education, Division of Adult Education.	Same as ABE (A bachelor's degree is required.) Current ESL teachers get training/continual professional development, but it is not mandatory. Workshops for new ESL teachers are offered.	
Iowa Iowa Department of Education Grimes State Office Building 400 East 14th street Des Moines, IA 50319 contact: Helene Grossman, Equity/ESL/Family Literacy Consultant ph: (515) 281-3640 fax: (515) 281-4122 email: helene.grossman@iowa.gov Web: www.state.iowa.gov/educate	No credential required ABE and ESL are taught at the 15 community colleges. Each community college has its own set of requirements.	No state requirement				Same as ABE		

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Kansas Kansas Board of Regents Office 1000 SW Jackson Street, Suite 520 Topeka, KS 66612-1368 contact: Diane Glass ph: (785) 296-7159 email: dglass@ksbor.org	Kansas Adult Education (KAEA) Credential	Associate's degree or less, bachelor's degree, and master's degree or above--credentials have levels.	Must be currently working in the field of adult education.	50 hours of PD every 2 years. Professional development should be aligned with program improvement plan. Local programs must have approved program improvement objectives negotiated each year (each program has specific requirements).	KAEA renewed every 2 years (Cannot renew without 50 hours of PD.)	Same as ABE (ESL teachers have to have the Kansas Adult Education Credential.) Through the Department of Education, teachers can get an ESL endorsement to their elementary or secondary education credential. ESL teachers have ESL endorsement.	Associate's degree or less, bachelor's degree, or master's degree and above--credentials have levels. Adult ESL teachers are encouraged to have ESL Endorsement from Kansas Department of Education.	
Kentucky Kentucky Adult Education Council on Postsecondary Education 1024 Capital Center Dr. Suite 250 Frankfort, KY 40601 contact: Dr. Joyce Bullock ph: (502) 573-5114 ext. 118 email: joyce.bullock@ky.gov	There is no adult education credential required (2002 started discussing a credential).	Bachelor's degree	No additional requirements			No ESL credential required	Bachelor's degree	
Louisiana Louisiana Department of Education Division of Adult Education and Training P.O. Box 94064 Baton Rouge, LA 70804 contact: Adrienne Fontenot and Elizabeth Moore ph: (225) 342-0444 fax: (225) 219-4439 email: elizabeth.moore@la.gov adrienne.fontenot@la.gov	There is no adult education credential required, although a K-12 credential is available. (This may be required at the local level. Adult Education certification is highly recommended by the state but not required. Incentives are provided at state and local levels for having adult ed. certified teachers on staff.)	Bachelor's degree preferred. (A bachelor's degree may be required at the local level. Requirements for paraprofessionals are also determined at the local level.)	No additional requirements	State plan mandates 15 hours annually of professional development for full-time teachers and 10 hours of professional development for part-time teachers.		An Optional ESL Certificate to the K-12 credential is available but not required by the state.	Bachelor's degree preferred. (A bachelor's degree may be required at the local level. Requirements for paraprofessionals are also determined at the local level.)	
Maine Maine Department of Education 23 State House Station Augusta, ME 04333 contact: Becky Dyer ph: (207) 624-6755 email: becky.dyer@state.me.us	No credential is required for ABE teachers.	Bachelor's degree	No additional requirements are required by the state.			Same as ABE (no credential is required).	Requirements are the same as ABE (bachelor's degree requirement).	
Maryland Maryland State Department of Education 200 West Baltimore Street Baltimore, MD 21201 contact: Patricia Bennett, State director, MSDE, EL/Civics ph: (410) 767-0168 fax: (410) 333-2099 email: pbennett@msde.state.md.us	No credential required	Bachelor's degree; master's preferred	Training and experience in adult education; knowledge of and cultural sensitivity toward target population.	Individual Professional Development plan required annually; participation in state and local trainings; pre-service, assessment, GED foundation training for new teachers.	Assessment training update required every 2 years.	Same as ABE.	ESL teachers are required to have knowledge of and to implement the Maryland Content Standards for Adult ESL/ESOL.	
Massachusetts Massachusetts Department of Education 350 Main Street Malden, MA 02148-5023 contact: Mary Jayne Fay, ABE Licensure Specialist ph: (781) 338-6048 fax: (781) 338-6759 email: licenseABE@doe.mass.edu Web: www.doe.mass.edu/educators/e_licensure.html and www.doe.mass.edu/acls/certification.html	License (voluntary)	Bachelor's degree or master's degree (any subject)	All applicants: 1) Minimum education requirement 2) Communication & Literacy Skills Test 3) ABE Subject Matter Test Applicants for professional licensure, depending route to licensure: Demonstrates proficiency in professional standards, field experience, and practicum		Valid 5 years; provisional is non-renewable; professional is renewable every 5 years. Requirements are under development.	Same as ABE.	Same as ABE. (ESL included in the ABE Subject Matter Test)	Smart System currently in place to track student information as well as teacher licensure information. In the future, this system will be used to look at the effect of professional development in relation to student outcomes.

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Michigan Office of Adult Education, Labor, and Economic Growth P.O. Box 30714 Lansing, MI 48909 contact: Linda Colagross, Education Consultant Manager ph: (517) 373-6911 fax: (517) 335-3630 email: colagrossli@michigan.gov web: Web: www.michigan.gov/adulteducation	Michigan teaching certificate	Bachelor's degree or master's degree	Michigan Test for Teacher Certification. Additional requirements are determined by local districts. Most require an elementary education degree, but some require a secondary education degree.	5 days of professional development annually - offered - free to maintain	Provisional cert. valid 6 years; Professional cert. valid 5 years	Same as ABE. Additional requirements are determined locally. Some areas may also require an ESL endorsement.		
Minnesota Minnesota Board of Teaching 1500 Highway 36 West Roseville, MN 55113-4266 contact: Dianne Garcia ph: (651) 582-8833 fax: (651) 582-8872 email: board.teaching@state.mn.us Web: http://cfl.state.mn.us/teachbrd	License	Bachelor's degree	1) Successful demonstration of identified standards 2) Successful completion of an ABE teacher preparation program			ESL teachers are credentialed in the same way as ABE.	Requirements are the same as ABE (Bachelor's Degree Requirement)	
Mississippi State Board for Community and Junior Colleges Education Research Center 3825 Ridgewood Road Jackson, MS 39211 contact: Danny Seal, Program Specialist ph: (601) 432-6440 fax: (601) 432-6363 email: seal@sbcjc.cc.ms.us Web: http://sbcjc.cc.ms.us	Certificate of ABE orientation completion	Bachelor's degree or higher	20 hours of state-approved PD annually. This is the minimum requirement for part-time instructors. Full-time instructors receive more. 60 hours of PD opportunities are offered by the state annually. This is also supplemented locally.	20 hours of orientation to behavioral and federal regulations, documentation requirements, etc. Includes some theory on adult education. Based on a manual. Must pass a test on manual contents to receive certificate of ABE orientation completion. 1 year of mentoring by a local trainer.		Same as ABE, plus must pass an 8-hour training on BEST Plus. Annual BEST Plus refresher meetings are also offered.		
Missouri State of Missouri Department of Elementary and Secondary Education Adult Education 402 Dix Road P.O. Box 480 Jefferson City, MO 65102 contact: Gene Johnson, Supervisor of AEL ph: (573) 522-6547 fax: (573) 526-5710 Teresa Noels: (573) 751-1248 Web: http://services.dese.state.mo.us	There is a 4-year Initial AEL certificate (issued by the Department of Education). After 4 years with an Initial certificate, teacher may apply for the Career Continuous certification. When the teacher has completed Initial Certification, MA degree, and 10 years of teaching, teacher may apply for High Quality Career Continuous certification. This is a lifetime certificate and, upon receiving this certificate, a teacher is exempt from professional development.	Bachelor's degree or higher	Must be hired/employed by a state-funded AEL program as an AEL teacher. Prior to initial certification, candidates must apply to go through 16 hours of pre-certification and a background check. Then candidates are qualified to apply for Initial AEL certification. Next, within 4 years, staff participate in 60 hours of approved professional development, including the Beginning Teachers' Assistance Program (BTAP). Beginning teachers are also required to participate in a 2-year mentoring program. Those holding a Career Continuous certificate are required to attend 20 hours of approved professional development per year.	AEL I: 1) Successful completion of the AEL Beginning, Intermediate, and Experienced Teacher Workshops; 2) One in-service per year and other training as may be required AEL II: 1) 12 credit hours of AEL; 3) Successful completion of seven annual workshops and one in-service per year, and other training as required. Expand professional development opportunities. Pre-certification workshop and beginning teacher assistance program. There is a statewide PD Center.	Rather than having a renewal process, Missouri teachers have the option of upgrading their certificates after 4 and 10 years of teaching.	Certification is the same as ABE teachers.	Requirements are the same as ABE (a bachelor's degree is needed).	
Montana Montana Office of Public Instruction Helena, MT 59620-2501 Contact: Margarete Bowles, ABE State Director ph: (406) 444-4443 Web: www.metnet.state.mt.us	No credential required	No level of education required; it is up to local decisions.	No requirements	No training is required by state.		Same as ABE (No ESL credential)	Same as ABE (No ESL requirements)	

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Nebraska Nebraska Department of Education 301 Centennial Mall South P.O. Box 94987 Lincoln, NE 68509 contact: Vicki Bauer, Director ph: (402) 471-4807 fax: (402) 471-8127 email: vicki.bauer@nde.ne.gov Web: www.nde.state.ne.us/ADED/home.htm	No ABE credential is required.	High school diploma	No requirements	24 hours of professional development every 3 years		For optional K-12 endorsement, adult ESL teachers need 15 hours of coursework.	No ESL requirements	
Nevada Community College of Southern Nevada 2409 Las Verdes - K1A Las Vegas, NV 89102 contact: Ken Zutter, Program Information Specialist ph: (775) 687-9236 fax: (775) 687-9114 email: kzutter@doe.nv.gov Also contact: Sharyn Yanoshak ph: (702) 253-6280 fax: (702) 253-6280	Voluntary Adult Basic Educator's Certificate of Performance	No level of education is required by the state.	Initial Certificate: Evidence of student outcomes as demonstrated by retention and CASAS test scores or receipt of GED. Must show for two classes. Good for 3 years.	For optional professional license, a master's degree is required, plus 6 hours of coursework and 3 years teaching experience; license is valid 3 years and need 30 hours of professional development.		Same as ABE	Same as ABE	
New Hampshire Bureau of Adult Education 21 South Fruit Street, Suite #20 Concord, NH 03301-3860 contact: Debbie Tasker, Consultant and GED administrator, phone: (603) 271-6701; email: dtasker@ed.state.nh.us Art Ellison: ph: (603) 271-6698; fax: (603) 271-1953; email: aellison@ed.state.nh.us Web: link: www.nhadulted.org www.state.nh.us/labor	No credential is required.	State does not require a level of education. Requirements set by local programs, may vary by type of program.	No requirements			Same as ABE. ESOL Certificate is an option for Adult ESL professionals (given by the Bureau of Adult Education). This ESOL Certificate is given to recognize teacher's efforts but gives no financial reward.	Same as ABE--bachelor's degree is needed for the ESOL Certificate option.	
New Jersey New Jersey Department of Labor and Workforce Development P.O. Box 055, 2nd Floor Trenton, NJ 08625-0055 contact: Claudia Merkel-Keller, Assistant Director of Workforce Dev. ph: (609) 943-5922 fax: (609) 984-4313 email: claudia.merkel-keller@dol.state.nj.us Web: www.state.nj.us/education	General certification required for all teachers working in the public school system (K-12), but no specification of content focus.	Bachelor's degree	Must pass an examination in physiology and hygiene, including the effects of narcotics and alcohol, have completed basic military training, or have completed college-level study in areas such as biology, health, or nutrition.	Must complete the Provisional Teacher Program (induction/mentoring for alternate route or traditionally prepared first-year teachers); or a state-approved college teacher preparation program and 1 year of full-time teaching under a valid state license.	Certification is permanent, but there is a requirement for 100 hours of professional development to be completed in a 5-year span of time to maintain the certification.	Same as ABE.		
New Mexico New Mexico Higher Education Department 1068 Cerillos Rd. Santa Fe, NM 87505 contact: State Director for Adult Basic Education, Pamela Etre-Perez, PhD ph: (505) 476-6533 email: pam.etre-perez@state.nm.us Web: http://sde.state.nm.us NMHED Web site (re: policies, procedures, grant opportunities): hed.state.nm.us.	No credential required	No level of education required		Statewide ABE professional development is offered but is not required.		Same as ABE (No ESL Credential required)	No ESL requirements	

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STATE	CREDENTIAL REQUIRED (if any)	LEVEL OF EDUCATION	REQUIREMENTS	TRAINING	RENEWAL	ESL Credential	ESL Requirements	Notes
New York New York State Education Department Office of Workforce Preparation and Continuing Education 89 Washington Avenue Albany, NY 12234 contact: Tom Orsini ph: (518) 474-8940 fax: (518) 474-2801 email: torsini@mail.nysed.gov Web: www.emsc.nysed.gov/workforce/home.html usny.nysed.gov/licensing (teacher cert)	PreK-12 teaching Certificate required by Local Education Agencies (LEAs) Temporary teaching certificate in adult education (only as required by LEAs)	A bachelor's degree is required (for temporary preK-12 cert.). After 5 years of teaching, ABE staff need a masters degree (for permanent preK-12 cert.)	3 years of preparation/experience in the subject to be taught	At least 10 hours of inservice per year	Every year, teachers must renew their certificate.	Same as ABE	Same as ABE	
North Carolina Department of Community Colleges 200 West Jones Street Raleigh, NC 27603 contact: Karen Brown ph: (919) 807-7140 fax: (919) 807-3445 email: kbrown@nccommunitycolleges.org Web: www.ncccs.cc.nc.us	No credential required	Bachelor's degree	No state-level requirements	No training requirements at the state level (training is a local decision)		Same as ABE (No ESL Credential required)	Same as ABE (A Bachelor's Degree is necessary)	In the near future trying to put credential in place
North Dakota North Dakota Department of Public Instruction 600 East Boulevard Avenue, State Capitol Building, 9th Floor Bismarck, ND 58505-0440 contact: David Massey, Assistant State Superintendent ph: (701) 328-2393 fax: (701) 328-4770 email: dmassey@nd.gov Web: www.dpi.state.nd.us/adulted	No credential required					Same as ABE		
Ohio Ohio Department of Education Office of Career-Technical and Adult Education Adult Basic and Literacy Education 25 South Front Street, 6th Floor, Mail Stop 614 Columbus, OH 43215-4183 contact: Denise Pottmeyer, State Director for Adult Basic and Literacy Education ph: (614) 466-5015 fax: (614) 728-8470 email: denise.pottmeyer@ode.state.oh.us Web: www.ode.state.oh.us	If employed by an LEA, an instructor must hold: *a current Ohio teaching certificate/ license in any area (K-12 or adult education) or * a temporary Adult Education Teaching Permit (this permit is for those with lapsed certificates or for those without certificates with a minimum of a bachelors degree). For programs housed in community-based organizations or community colleges, instructor requirements are reviewed and negotiated during grant approval process, but most programs hire certified teachers.	Bachelor's degree or higher in any area	All staff paid by Adult Basic and Literacy Education (ABLE) funds must complete an Individual Professional Development Plan (IPDP). The Resource Center Network (RCN), funded by the Ohio Department of Education, financially supports two activities per year for staff that work more than 7 hours per week; one activity for staff that work less than 7 hours per week. ABLE staff are encouraged to attend more than the required trainings. The state has developed teacher, administrator, and support staff competencies that will form the basis of PD tracks that may lead to a certification or endorsement in various areas (e.g., ESOL instructor). The tracks will include required and elective courses.	The RCN offers required and other core trainings in areas including but not limited to New Teacher Training, Reading, Writing, Math, Technology, Learning Disabilities, ESOL, etc. A training calendar and online registration exist on the RCN Website.	Ohio teaching certificate/license must be renewed according to Ohio Department of Education Policy. Adult Education Teaching Permit: Instructors apply for annual renewal through the local school district and Department of Education.	Same as ABE	Same as ABE	Local programs establish their own hiring practices within these guidelines. For instance, the program can decide that only individuals with ESL certificates will be hired to teach ESL classes or only those certified in math, reading, or writing will teach ABE/GED classes.

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STATE	CREDENTIAL REQUIRED (if any)	LEVEL OF EDUCATION	REQUIREMENTS	TRAINING	RENEWAL	ESL Credential	ESL Requirements	Notes
Oklahoma Oklahoma Department of Education contact: Dr. Stephanie Curtis, Director of Lifelong Learning ph: (405) 521-3321 fax: (405) 521-0091 Web: www.ridoe.net http://sde.state.ok.us/pro/abe.html	All teachers have to be Oklahoma certified, but there is no credential required for ABE teachers and ESL teachers.	Bachelor's degree	To obtain an Oklahoma Teacher's Certificate credential, teachers must pass general education and subject area competency examinations.	No state-level training prior to certification. Adult education training is provided by the state agency after the certified teacher has been hired by the local adult learning center.	Oklahoma Teacher's Certificates are renewed every 5 years.	Same as ABE (ESL teachers have to be Oklahoma certified and pass general education and subject area competency examinations).	Same as ABE (ESL teachers need to have a bachelor's degree.)	
Oregon Department of Community Colleges & Workforce Development 255 Capitol Street NE/PSB Salem, OR 97310-0203 contact: Mary Jane Bagwell, Adult Education Leadership Specialist ph: (503) 378-8648, x 284 fax: (503) 378-8434 email: maryjane.bagwell@state.or.us Web: www.oregon.gov/ccwd/abe	No credential required Requirements are determined by individual colleges.	A majority of full-time instructors hold master's degrees in relevant content areas. However, this is not always the case in rural areas. Part-time instructors often hold a minimum of a bachelor's degree.				Same as ABE		
Pennsylvania Pennsylvania Department of Education 333 Market Street Harrisburg, PA 17126-0333 contact: Rose Brandt ph: (717) 772-3737 ph: (717) 783-6788 email: rosebrandt@state.pa.us Web: www.paadulted.org	No credential required	No level of education required by the state; agencies require teachers to have a bachelor's degree.	No requirements	State provides professional development, but it is not a requirement.	New teachers are provided orientations.	No ESL credential required (looking into establishing "guidelines" for teachers to have certain knowledge).	Required: new ESL teachers are provided orientation.	
Rhode Island Rhode Island Department of Elementary and Secondary Education 255 Westminster Street, Shepard Building Providence, RI 02903-3400 contact: Johan Uvin, State Adult Education Director ph: (401) 222-8950 and 222-8948 fax: (401) 222-4256 email: johan.uvin@RIDE.RI.GOV	No credential is required.	No level of education is required by the state; many programs ask that teachers have a high school credential or bachelor's degree, but there is no state mandate.	No requirements mandated by the state; programs may have preferred qualifications.	Participation in new practitioner orientation within first year of hire; ongoing expectation of engagement in professional development activities. FY 08 grants included up to 50 hours of paid professional development for full-time staff.		Same as ABE	Same as ABE	Currently, a work group composed of ABE and ESL practitioners is researching models and creating a proposal to address credentialing, compensation, and qualification of staff.
South Carolina South Carolina State Department of Education Office of Community Education South Carolina Department of Ed. 1429 Senate St. 906 Ruthledge Office Bldg. contact: Kathy Harvin Columbia, SC 29201 ph: (803) 734-3160 fax: (803) 734-2873 email: old email: Certification@scteachers.org Web: www.scteachers.org and sc.ta.org	No credential is required. A task force is working to establish a credential.	A bachelor's degree is required.	No additional requirements	Regional training through the College of Charleston	Current task force so that ESL teachers have to have a credential (not yet established)	ESL teachers must complete 45 hours of professional development. A 4-year degree is not required for ESL teachers.	At conferences and workshops, South Carolina offers "ESL Strands" best practices for teaching literary skills, etc.	
South Dakota Department of Labor 700 Governors Drive Pierre, SD 57501-2291 contact: Marcia Hess ph: (605) 773-3101 fax: (605) 773-6184 email: marcia.hess@state.sd.us Web: www.sdjobs.org and www.state.sd.us	No credential is required.	No level of education is required by the state, but a bachelor's degree is preferred.	No requirements	15-hour New Teacher training for all ESL and AEL teachers within 4 months of hire date		Same as ABE (No ESL credential is required.)	15-hour New Teacher training for all ESL and AEL teachers within 4 months of hire date	

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STATE	CREDENTIAL REQUIRED (if any)	LEVEL OF EDUCATION	REQUIREMENTS	TRAINING	RENEWAL	ESL Credential	ESL Requirements	Notes
Tennessee Department of Labor and Workforce Development, Division of Adult Education 500 James Robertson Parkway 11th Floor Davy Crockett Tower Nashville, TN 37245 contact: Hope Lancaster, Director of Professional Development and ESOL ph: (615) 741-7057 fax: (615) 532-4899 email: hope.lancaster@state.tn.us Web: www.state.tn.us/labor-wfd/AE	No credential required Teacher certification is highly recommended but no longer a requirement.	Bachelor's degree	Preferred: Tennessee teacher certification, training, or coursework in teaching reading and/or math; 3 years' teaching experience; completion of at least three workshops in the subject(s) being taught	Requirement for first-year teachers: 6 hours of new teacher orientation on working with adult learners and a minimum of 6 hours of Division of Adult Education-sponsored professional development. All other teachers: a minimum of 6 hours of professional development each year		Same as ABE		
Texas Texas Learns 6311 Irvington Blvd. Houston, TX 77022-5618 contact: Joanie Rethlake, State Director ph: (713) 696-0700 fax: (713) 696-0797 email: jrethlake@hcde-texas.org	No credential is required. Optional credential started in 2004.	A bachelor's degree is required.	For optional credential, professional development required. Optional credential is based on a point system.	When teachers are certified with the optional credential, 12 hours of professional development are required. 24 hours of professional development are required for every teacher each year if teachers are not certified with the optional credential. Current in-service training requirement proposal		Same as ABE		
Utah Utah State Office of Education 250 East 500 South Salt Lake City, UT 84111 contact: Marti Kelly, Coordinator of ABE ph: (801) 538-7824 fax: (801) 538-7768 Web: www.usoe.k12.ut.us/cert	No credential is required.	No required level of education is required by the state.	No requirements	No requirements		Same as ABE	No ESL requirements	
Vermont Department of Education 120 State Street Montpelier, VT 05620-2501 contact: Thomas Alderman, Director of Adult Education ph: (802) 828-3134 fax: (802) 828-3146 email: tom.alderman@state.vt.us Web: www.education.vt.gov	No credential required	No state requirement (Majority have BA or MA, but there is no official requirement.)	No requirements	No requirements		Same as ABE		
Virginia Office of Adult Education and Literacy Virginia Department of Education James Monroe Building 101 North 14th Street P.O. Box 2120 Richmond, VA 23218-2120 contact: Elizabeth Hawa, Director ph: (804) 225-2075 email: Elizabeth.Hawa@doe.virginia.gov	No credential is required. It is recommended by the Office of Adult Education and Literacy that individuals who are hired to teach adult education classes in Virginia be either licensed or working toward licensure.	Bachelor's degree (minimum)	Local program decision	Training available through the Virginia Adult Learning Resource Center				Although there is no state-level requirement that adult education ESL teachers be licensed/endorsed in adult education or ESL, the Division of Teacher Education and Licensure does have an adult education endorsement with an add-on related to ESL. (See Virginia Licensure Regulations for School Personnel - July 1998, Code of Virginia 8 VAC 20-21-160, 8 VAC 20-21-170, 8 VAC 20-21-180, and 8 VAC 20-21-190; Virginia Licensure Renewal Manual - July 1998.)

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STATE	CREDENTIAL REQUIRED (if any)	LEVEL OF EDUCATION	REQUIREMENTS	TRAINING	RENEWAL	ESL Credential	ESL Requirements	Notes
Washington Adult Basic Education Office WA State Board for Community & Technical Colleges 319 SE 7th Ave, P.O. Box 42495 Olympia, WA 98504-7200 contact: Brian Kates, Policy Associate ph: (360) 704-4324 fax: (360) 586-0145 email: bcaines@sbctc.ctc.edu	No credential is required.	No level of education is required by the state.	No state requirements	No state requirement		Same as ABE (no ESL Credential is required); advanced degree is requested by employers.	Programs which are funded by the state need to provide professional development to ESL teachers.	Employers often request a master's degree from ESL teachers. Local employers, mostly community and technical colleges and community-based organizations, determine their own individual hiring requirements.
West Virginia Department of Education Office of Professional Preparation Building 6, Rm 252 1900 Kanawha Boulevard, East Charlestown, WV 25305-0330 contact: Coordinator ph: (304) 558-7010 fax: (304) 558-7843 email: mfmiller@access.k12.wv.us Web: http://wvde.state.wv.us	Adult License with ABE Endorsement	Bachelor's degree	Depending upon route to licensure, requirements may include: 1) Minimum education requirement 2) Meets the proficiency scores on the state competency exam(s) and enrolls in an 18 semester hour WVBE-approved alternative route to certification program 3) National Board for Professional Teaching Standards (NBPTS) Certificate and WVBE Adopted Tests	Complete pre-service training program	1) Valid 5 years; 2) 6 semester hours of appropriate college/university coursework for issuance of a Professional Teaching Certificate or in a program of adult education; 3) 30 clock hours of ABE staff development in-service activities; 4) recommendation of a superintendent in the county of employment	Professional Teaching Certificate and ESL Endorsement	Initial Professional Teaching Certificate: Valid 3 years; 1) bachelor's degree; 2) NBPTS Certificate; 3) Praxis I & II, Principles of Learning and Teaching Praxis Test; Professional 5-Year Teaching Certificate: valid 5 years; 1) successful completion of a beginning educator internship or a valid out-of-state certificate and 5 years' teaching experience; 2) 2 years' experience; 3) recommendation of superintendent	
Wisconsin Wisconsin Technical College System Board 4622 University Avenue Madison, WI 53707-7874 contact: Sharon Spangberg, Certification Consultant ph: (608) 266-0003 fax: (608) 266-1690 email: sharon.spangberg@wtcsystem.edu Web: www.board.tec.wi.us/cert/index.htm	Certificate (provisional or 5-year certificate)	Bachelor's degree	Provisional certificate: 20 relevant credit hours required	Professional certificate: relevant major required (including courses in educational methods, history and philosophy of the Wisconsin technical college system, curriculum development, educational psychology, educational evaluation, guidance and counseling, and educational diversity, plus 2-credit course)	Valid 2 years	Certificate	Provisional certificate: Bachelor's degree or minor in ESL, TESOL, applied linguistics, VESL, or bilingual education and 1 year of occupational experience outside the field of education Professional certificate: Required major in one of the areas listed above	
Wyoming Community College Commission in Wyoming Professional Teaching Standards Board 2300 Capitol Avenue Hathaway Bldg. 2nd Floor Cheyenne, WY 82002 contact: Margarete Elwood, Adult Basic Ed Director ph: (307) 777-7675 fax: (307) 777-6234	No credential is required. (Since 2002 have been discussing a credential.)	No level of education is required by the state.	No state requirements.	No state training requirement		Same as ABE	Same as ABE	

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