



West Virginia is known for majestic landscapes, fantastic outdoor activities, and compelling business opportunities. If you are looking to pursue a career that empowers you to make a positive impact on the lives of children and their communities, look no further. West Virginia educators are well-equipped to nurture and shape the minds of tomorrow as they ensure the success of all students. Review the information below to begin your journey and change lives in the Mountain State!

Career Pathways Leading to a Professional Teaching Certificate

Traditional Educator Preparation Program Pathways

West Virginia is home to a wide variety of colleges and universities which provide outstanding traditional programs for beginning educators. These programs ensure that our teachers are ready to provide students with a world-class education. To get started, visit www.teachwv.com to review a list of state-approved program providers. Contact an approved provider to inquire about their programs which lead to licensure. Participants in state-approved teacher preparation programs must successfully complete required coursework, exams, and a student teaching experience to qualify for a Professional Teaching Certificate.

Licensure for Critical Need and Shortage Areas

In school districts where a shortage of applicants exists for specific vacancies, there may be opportunities for individuals who do not hold a Professional Teaching Certificate to fill areas of critical need. These individuals work to complete a state-approved teacher preparation program while they are employed in the classroom. Those who are interested should contact local school districts to inquire about their needs for teachers and review criteria of the following three options for acquiring a license to teach in an area of shortage on a certificate or permit while enrolled in a traditional or alternative program.

Traditional Programs

First Class Full-Time Permit

The school district must have a qualifying vacancy and make an offer of employment.

Candidate eligibility criteria includes:

- Enrolled in a traditional WVBE-approved educator preparation program with 25% or six semester hours (whichever is greater) completed
- General requirements (ex. U.S. citizenship, good character, age 18, etc.)
- Bachelor's degree
- Minimum 2.5 GPA

Requires an official recommendation from the approved educator preparation program.

Individuals on this permit must annually complete renewal criteria including 6 qualifying semester hours with a minimum 3.0 GPA.

Teacher-in-Residence Permit

The school district must have a WVBE-approved Teacher-in-Residence agreement and a qualifying vacancy. These individuals receive a stipend while teaching.

Candidate eligibility criteria includes:

- Enrolled and near completion of a traditional WVBE-approved educator preparation program leading to licensure
- General requirements (ex. U.S. citizenship, good character, age 18, etc.)
- Minimum 3.0 GPA
- Pass basic skills and content specific Praxis exams

Requires an official recommendation from the approved Teacher-in-Residence program.

Non-Traditional Programs

Alternative Teaching Certificate

The school district must provide a WVBE-approved alternative certification (AC) program, have a qualifying vacancy and make an offer of employment.

Candidate eligibility criteria includes:

- General requirements (ex. U.S. citizenship, good character, age 18, etc.)
- Bachelor's degree
- Minimum 2.5 GPA
- Pass basic skills Praxis exams

Additional criteria for general education endorsements includes:

- An academic degree major OR occupational qualifications, related to the vacancy's required endorsement(s)
- Pass content specific Praxis exams

Only those acquiring an Alternative Teaching Certificate may enroll into an AC program. Upon program completion, these individuals must meet requirements for the Provisional Teaching Certificate before advancing to a Professional Teaching Certificate.

Career Pathways Leading to a Career and Technical Education (CTE) Certificate

The West Virginia University Institute of Technology (WVUIT)

West Virginia's state-approved CTE educator preparation program provider is WVUIT. Individuals who would like to acquire a CTE Certificate must have completed the program and meet criteria identified within WVBE Policy 5202 and the CTE Endorsements and Testing Manual found in the certification section of www.teachwv.com, including the following:

- General requirements (ex. U.S. citizenship, good character, age 18, etc.)
- Pass identified basic skills and NOCTI (performance and written) exams
- Meet the identified education level (ex. high school diploma, GED, etc.)
- Hold identified industry credentials for the endorsement
- Meet identified wage-earning experience requirements

Individuals who possess a valid WV Professional Teaching Certificate are not required to complete the state-approved CTE program or pass an additional basic skills exam.

First Class Full-Time Permit

A majority of CTE vacancies are initially filled by individuals who have applied without a CTE Certificate. These individuals come directly from industry and are either enrolled or committed to enroll into the state's approved CTE teacher preparation program at WVUIT. A First Class Full-Time CTE Permit allows individuals to teach full-time as they are working to complete the approved CTE program. When a qualifying vacancy exists, individuals must meet criteria identified within WVBE Policy 5202 and the CTE Endorsements and Testing Manual found in the certification section of www.teachwv.com to acquire a First Class Full-Time CTE Permit, including the following:

- General requirements (ex. U.S. citizenship, good character, age 18, etc.)
- Pass identified basic skills exams
- Meet the identified education level (ex. high school diploma, GED, etc.)
- Hold identified industry credentials for the endorsement
- Meet identified wage-earning experience requirements

Begin Your Career in Education as a Substitute Teacher

Substitute Permit

Contact school districts to inquire about substitute teaching employment opportunities and review the state-minimum eligibility criteria for the Substitute Teaching Permit which includes the following:

The school district has substitute teaching vacancies not filled by individuals who hold a Professional Teaching Certificate.

- Age 18; good character; physically, mentally, and emotionally qualified
- Bachelor's degree
- Minimum 2.0 GPA

Candidates must complete initial substitute teacher training OR have successfully completed a clinical experience (student teaching) within one year prior to application.

Substitute Permit for Areas of CTE

Contact school districts to inquire about substitute teaching employment opportunities in areas of CTE and review the state-minimum eligibility criteria for the Substitute CTE Permit which includes the following:

- Age 18; good character; physically, mentally, and emotionally qualified
- Meet the identified education level (ex. high school diploma, GED, etc.)
- Hold identified industry credentials for the endorsement
- Meet identified wage-earning experience requirements

Candidates must complete initial substitute teacher training.



Licensure issued by the Office of Certification and Professional Preparation requires applicants to complete State and Federal Bureau of Investigation criminal background checks. This document provides licensure summaries and does not supersede WVBE policy or State Code requirements. Complete licensure requirements are subject to change and may be identified in WVBE policy 5202 at <http://wvde.state.wv.us/policies/>.

Date of Publication: May 1, 2019