



# Ohio Troops to Teachers

Information provided by:  
Ohio Department of Veterans Services  
September 2009



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## TROOPS TO TEACHERS OVERVIEW

Troops to Teachers (TTT) is a referral program designed to assist military personnel in their pursuit of teaching as a second career. As of June 2009, more than 12,000 TTT participants have been hired in the public schools through the program.

### PROGRAM INFORMATION

1. **Objective:** The program helps individuals by connecting them with information, people and institutions that can help them understand certification requirements, routes to certification and to ultimately find a teaching position.
2. **State Offices:** An important component of TTT is the network of State Placement Assistance Offices. These offices, generally located with the State Departments of Education, provide state specific information about certification and employment opportunities. They also promote the program within the state public education community. Currently, there are 32 state offices that cover the needs of 49 states.
3. **Teacher Certification:** Routes to certification often present the most challenging step in becoming a teacher. Many states offer “alternative certification” programs that provide less time consuming routes to certification than more traditional masters degree programs. Most of these alternative programs enable an individual to enter a paid teaching position while working under the mentorship of a master teacher. To be eligible for these programs, individuals must have a concentration of academic credit in a specific subject area (e.g., mathematics, social studies, science). Our state offices can provide more information regarding the opportunity for alternative certification programs and the qualifications for acceptance. Individuals with vocational-technical skills may find employment opportunities in many states. In general, certification for vocational-technical subjects require five or more years of recent, related experience.
4. **Internet Support:** TTT uses the Internet to promote the hiring of its participants. We offer school districts the opportunity to post their vacancies via our home page and provide them the ability to search our database for potential teacher candidates. TTT participants also can post a mini-resume to accompany their database record.
5. **Mentor Connection:** The Mentor Connection is an Internet based system established so interested individuals can contact, via e-mail, other military veterans who have already made the transition from active duty to public education through TTT. Our Mentors have volunteered to answer questions about their transition to teaching and the rewards and challenges of their new career. As of January 2004, there were over 100 mentors from all branches of the military, representing 25 states. They provide a valuable resource to other veterans or active duty personnel who are exploring the possibility of beginning a new career as a teacher.
6. **Application Process:** Applicant information is maintained in a database that is used to refer individuals to school districts for possible employment and to our state offices for more individual assistance. Applicants can expect to receive a letter from the DANTES TTT office within two weeks from the date of receipt, informing them of their status as a participant in the program. Referrals to school districts are made if the participant is currently separated, retired or is within nine months of separation or retirement. The TTT State Program Managers provide state specific information to the participant. They are available via e-mail or toll-free phone for counseling and advice on certification requirements, routes to certification and

employment potential. Applicants remain active in the TTT referral database until they are hired by a school district, request their name be withdrawn or do not respond to periodic surveys.

7. **Employment Opportunities:** The need for teachers varies widely throughout the United States, and not all school districts experience teacher vacancies in every subject area. The most critical needs are for math, science and special education teachers. Employment opportunities may be better in inner-city schools which are experiencing severe shortages of quality teacher candidates. Those interested in living in very rural parts of the country may also find more employment opportunities at school districts serving rural communities.

### **CONCLUSION**

As the teacher shortage continues to grow, school districts are increasingly turning to TTT to find new teacher candidates. School districts that hire one military veteran through TTT almost always come back looking for more “just like him/her.” Military veterans have established an excellent reputation as excellent teachers and exemplary role models for today’s students. The leadership skills, breadth of experience, dedication, commitment and maturity that “Troops” bring to the classroom are attributes sought by public school administrators and parents. If you are considering teaching as a second career, submit your application to Troops to Teachers and join the thousands of other military veterans who are “Proud to Serve Again.”

## **TTT Financial Aid**

- A stipend of not more than **\$5,000** is authorized to assist in attaining teacher certification.
- A **\$10,000** bonus is authorized for participants who teach in a high-needs school.
- Maximum amount an individual receives cannot exceed \$10,000 .

### **1. Eligibility for Referral and Placement Assistance**

Referral and Placement Assistance includes the following services:

- Access to our State Offices for counseling relative to becoming a certified teacher and for placement assistance;
- Participation in the job referral process via the Internet;
- Opportunity to post a mini-resume made available to school district recruiters;
- Use of the TTT Electronic Bulletin Board to post teaching related messages;
- Use of the MENTOR Connection to contact TTT participants who are teaching for hints about transitioning to teaching as a second career.

Those eligible for Referral and Placement Assistance Services must meet the following criteria:

A. Service Requirements: 1) Military personnel who have retired; 2) Active duty personnel who separate with six or more years of service on or after Oct. 1, 1990; or 3) Current members of the Selected Reserve with six or more years of creditable service towards retirement. The last period of service must be honorable. Those selected to participate in the Program before retirement, separation or release from active duty may continue to participate only if the last period of service is characterized as honorable.

B. Educational Requirements: Must hold a Baccalaureate or advanced degree from an accredited institution at the time of registration for academic teacher referral - **or** - have the equivalent of one year of college with six years of work experience in a vocational or technical field or meet state requirements for vocational/technical teacher referral.

### **2. Eligibility for Financial Assistance**

In addition to the Education Requirements noted above and pending availability of funds, financial assistance may be provided to qualified service members in the form of either (A) a stipend of up to \$5,000 for teacher certification expenses; or (B) a bonus of \$10,000. To qualify, a Service Member must meet one of the requirements listed below.

#### **Active Duty**

**AD-1.** Retired from active duty.

**AD-2.** Active duty member with approved date of retirement with one year or less remaining before retirement.

**AD-3.** Separated on or after Jan. 8, 2002 for physical disability. Must register within four years after separation.

#### **Reserve Component**

**RC-1.** Retired from the Selected Reserve.

**RC-2.** Currently serving in the Selected Reserve with 10 or more years of creditable service towards retirement and commit to serving an additional three years, or until eligible for retirement.

**RC-3.** Separated from the Selected Reserve due to a physical disability on or after Jan. 8, 2002. Must register within four years after separation.

**RC-4.** Individuals transitioning from active duty on or after Jan. 8, 2002, and have served six years on active duty immediately before separation, and commit to three years with a Selected Reserve unit. Must register within four years after separation.

Troops to Teachers participants who accept financial assistance in the form of a Stipend or Bonus incur an obligation to teach for three years in schools or school districts that meet specified criteria as outlined below:

- **STIPEND:** Participants accepting the \$5K stipend are obligated to teach for three years in:
  - (a) any school within a school district that has at least 20% of the students who come from families living below the poverty level, or
  - (b) a school house where at least 50% of students are eligible for the free or reduced cost lunch program or have a “high percentage” (determined annually) of students with disabilities, so long as that school is in a school district that has between 10 and 20% of students who come from poverty level families.
- **BONUS:** Participants may accept a bonus of \$10K in lieu of the stipend if they are employed as a full-time teacher in a school district that has at least 10% or greater of students who come from families living below the poverty level and are:
  - (a) teaching in a school house where at least 50% of students are eligible for the free or reduced cost lunch program, or
  - (b) teaching in a school house that has a “high percentage” (determined annually) of students with disabilities. As of June 2008, the rate is 13.5%.

**DEFINITIONS:**

**Poverty level:** Poverty level refers to students within a school district who come from families with incomes below the poverty level for that area. The Census Bureau determines the percentage of poverty level students for a school district. Poverty level percentages have been calculated based on the Census Bureau data and are available on the Troops to Teachers web site. The Census Bureau web site providing school district poverty data by state is at:

<http://www.census.gov/housing/saipe/sd02/>

**Free or Reduced Cost Lunch:** Free or reduced cost lunch refers the National School Lunch Program based on the level of family income. The percentage is based on data available from the U.S. Department of Education at their web site: <http://nces.ed.gov/ccd/schoolsearch/>

**Students with Disabilities:** Students with Disabilities are those who qualify for assistance under part B of the Individuals with Disabilities Education Act (IDEA). The Standards and Poor’s web site <http://ww.schoolmatters.com> provides percentage of students with disabilities by school house, but data is not available for all states.

**High percentage of Students with Disabilities:** A “high percentage” is considered to be any percentage over the nation wide average for students eligible for assistance under part B of IDEA. As of March 2006, the rate is 12.8%. If data is not available from the Standards and Poor’s web site, individual school districts may have this information available for their schools.

## TTT General Program Questions

**Q – When was Troops to Teachers created and who runs it?**

A – Troops to Teachers (TTT) was established in 1994 as a Department of Defense program. The National Defense Authorization Act for FY 2000 transferred responsibility for program oversight and funding to the U.S. Department of Education but continued operation by the Department of Defense. The No Child Left Behind Act of 2001 provides for continuation of TTT through Fiscal Year (FY) 2006. TTT is managed by the Defense Activity for Non-Traditional Education Support (DANTES), Pensacola, Florida.

**Q – What is the purpose of the Troops to Teachers Program?**

A – Reflecting the focus of the No Child Left Behind Act of 2001, TTT's primary objective is to help recruit quality teachers for K-12 schools that serve low-income families throughout America. TTT helps relieve teacher shortages in subjects such as math, science and special education, and assists military personnel in making successful transitions to second careers in teaching.

**Q – During working hours, how does the TTT phone system operate?**

A – TTT's phones ring in a circular hunt group that reaches several available lines. When all lines are busy or no one is available, calls are routed to our voicemail system. TTT's normal business hours are 0630 to 1600 Central Time. Calls received during non-business hours automatically go to voicemail. If you leave a message, please include your name, phone number and purpose of call. DSN: 922-1241 Toll Free: 1-800-231-6242 Commercial 850-452-1241

**Q – If calling TTT after duty hours, which specific extension should I dial for certain kinds of services or questions?**

A – Counseling Matters: Extensions 157, 117 or 163  
Financial Issues: Extensions 154 or 162  
General Program Info: Extension 161  
Homepage/Internet Issues: Extension 163  
Mini-Resume Postings: Extension 216  
Registration Process: Extensions 148, 158 or 160  
School/School District Staff: Extension 156

### Eligibility Questions:

**Q – Does my time in the inactive Reserve and the inactive National Guard count toward the program minimums?**

A – No. The law stipulates that one's reserve time must have been in the Selected Reserve to meet the RC-2 category. See the

[Eligibility Criteria \(http://www.dantes.doded.mil/dantes\\_web/library/docs/ttt/EligibilityCriteria.pdf\)](http://www.dantes.doded.mil/dantes_web/library/docs/ttt/EligibilityCriteria.pdf).

Q – I'm a retired reservist. I no longer drill and will not receive any retirement dollars until I reach age 60. Am I eligible to register for TTT?

A – Yes, so long as you are retired, you are eligible to register for TTT. See category RC-1 at the [eligibility criteria](#).

**Q – Are all retired military eligible to register in TTT?**

A – Yes, regardless when retirement occurred, both retired active duty and Selected Reserve enlisted and officer personnel may register in TTT if they meet minimum education requirements for TTT registration as a vocational or academic teacher. Educationally, the program requires that you have a bachelor's degree or a minimum of one-year equivalent of college and six years of experience in a vocational/technical area.

**Q – I am a retired officer and I teach JROTC at a public high school. Will I be able to apply for and use TTT funds to obtain a full teaching certification? Do I have to leave JROTC?**

A – Possibly. Teaching generally requires that one be a state certified teacher. Eligible TTT participants who receive a TTT stipend to reimburse certification costs incur a three-year teaching obligation. Additionally, some states count certain JROTC courses as academic credit toward graduation and require their JROTC instructors to be certified teacher. JROTC instructors who must become certified and receive a TTT stipend or a TTT teaching bonus also incur a three-year teaching obligation.

**Q – Some of the TTT registration criteria refer to a six-year year minimum service requirement. Do the four years spent at a Service Academy count toward the six years?**

A – No.

#### **Procedures for Registering in the Troops to Teachers Program:**

**Q – Where may I obtain a TTT registration form?**

A – You may download the form from our Internet Home Page (<http://www.proudtoserveagain.com>), call TTT at DSN 922-1241, toll-free 1-800-231-6242, or e-mail the TTT home office ([ttt@voled.doded.mil](mailto:ttt@voled.doded.mil)). TTT's core office hours are 0630 – 1600, Central Time, Monday - Friday.

**Q – Where should I send my TTT registration form?**

A – The Troops to Teachers' home office at Saufley Field in Pensacola, Florida. The address is on the form.

**Q – May a person submit a "copy" of the registration or must it be an original?**

A – The registrant's original signature is required. Other than the signature, copies of documents are acceptable as long as they are legible.

**Q – By submitting a signed registration, am I obligating myself to anything?**

A – No, however you are certifying that all the information on the form is true and correct.

#### **Financial Questions:**

**Q – Is the financial assistance (stipend or bonus) a loan that must be repaid?**

A – No. Both are a one-time assistance. The stipends cover actual expenses incurred in becoming certified, up to \$5,000. Bonus awards are \$10,000. Bonuses are paid in three payments. In no case will the combined total of the stipend and bonus exceed \$10,000. Both stipends and bonuses are taxable.

**Q – What kinds of expenses will the stipend reimburse?**

A – We are allowed to reimburse expenses that you incur after the date on which you are accepted into the TTT program. They must be directly related to a teacher certification program, or be for courses leading to teacher certification or teaching endorsements leading to a current teacher's certification. Below is a list of eligible expenses:

Tuition – If you are working toward another degree while pursuing your teacher's license, include only those courses that are directly related to teacher certification.

Books and materials – For coursework only, not for student teaching. Computers and software are not eligible expenses.

Fees – Certification fees, testing fees and fingerprinting, if it is required by the state.

Lodging - For out-of-town seminars, testing and other certification requirements.

Transportation – 36.5 cents per mile to date (subject to change).

**Ineligible expenses** – *Expenses that we may not reimburse* – are those expenses that were incurred prior to your eligibility date, computers, software, sports equipment, meals or additional degrees that don't result in teacher certification. We are also not allowed to reimburse for certification or endorsements or endorsements in areas other than teaching, e.g., administration or counseling).

**Q – May I use the TTT financial assistance in addition to Pell Grant and/or GI Bill funding?**

A – Yes.

**Q – I sent my registration package. What happens now?**

A – You will receive a letter confirming or denying your eligibility. If you are only eligible for Referral and Placement Services, that will be stated. If you are eligible to apply for a Stipend and/ or Bonus, an information sheet and the appropriate application information will be in the package. As you complete the steps in becoming certified, obtain a teaching position, and return the required Stipend or Bonus packets, funds will be deposited to your account.

### **Questions about Becoming a Teacher:**

**Q – What if I'm not sure I want to be a teacher?**

A – The best way to know for sure is to gain some practical experience. Volunteer in a public school at the grade level and in the subject area in which you want to teach.

**Q – I have heard that a person has to be certified to teach. What does that mean?**

A – Each state requires that public school teachers meet certain educational standards. The teacher certification agency in each state's department of education is the best source for specific information. Direct links to states' certification offices may be found at [http://www.dantes.doded.mil/dantes\\_web/troopstoteachers/StateCertInfo.htm](http://www.dantes.doded.mil/dantes_web/troopstoteachers/StateCertInfo.htm). Our TTT state offices can also help you determine certification requirements for the states that they represent. See [http://www.dantes.doded.mil/dantes\\_web/library/docs/ttt/State\\_Office\\_Listing.pdf](http://www.dantes.doded.mil/dantes_web/library/docs/ttt/State_Office_Listing.pdf) for contact information.

**Q – Do substitute teachers have to be certified?**

A – Some states require that substitute teachers be certified to teach, but most do not. Substituting allows the district to become aware of your teaching abilities and offers you the opportunity to become acquainted with the system.

**Q – What are *starting* teachers paid?**

A – The American Teachers Federation cited an average beginning teacher salary in 1999-2000 of \$27,989. In some districts, veterans receive automatic longevity pay boost when they are hired. For current salary info, inquire with the districts in which you are interested in teaching. For the school year 2001-02, the national average for K-12 salaries was \$44,367. The American Federation of Teachers cited an average ranging from \$31,383 in South Dakota to \$54,348 in California. Occupational Outlook Handbook stated that the salaries of the lowest 10 percent ranged from \$23,320 to \$28,460, while the top 10 percent earned from \$57,590 to \$64,920. Information for individual Ohio school districts can be found at:

<http://www.ohea.org/documents/Teacher%20Salaries%202002-2003.pdf>

### **Teacher Certification Questions:**

**Q – I sent my registration package, and my eligibility has been confirmed. How will TTT help me become certified?**

A – The answer has several parts.

Part of the TTT home page, TTT Step-by-Step, at

[http://www.dantes.doded.mil/dantes\\_web/troopstoteachers/TTTStepByStep.htm](http://www.dantes.doded.mil/dantes_web/troopstoteachers/TTTStepByStep.htm), contains specific suggestions for becoming certified.

Links to the states' certification agencies may be found on the TTT homepage at

[http://www.dantes.doded.mil/dantes\\_web/troopstoteachers/StateCertInfo.htm](http://www.dantes.doded.mil/dantes_web/troopstoteachers/StateCertInfo.htm)

Our TTT state offices can also help you determine certification requirements for the states that they represent and offer suggestions regarding the best accomplishing your goals. See [http://www.dantes.doded.mil/dantes\\_web/library/docs/ttt/State\\_Office\\_Listing.pdf](http://www.dantes.doded.mil/dantes_web/library/docs/ttt/State_Office_Listing.pdf) for contact information.

Current TTT participants who are already teaching act as mentors in many states and offer advice regarding how to proceed. See the mentor list at

[http://www.dantes.doded.mil/dantes\\_web/troopstoteachers/mentor/mentor1.htm?Flag=True](http://www.dantes.doded.mil/dantes_web/troopstoteachers/mentor/mentor1.htm?Flag=True).

**Q – Is a teaching certificate required to be hired as a full time teacher?**

A – Not necessarily. Many states have a certificate that is referred to as an “alternative teaching certificate” that can be issued to an individual based on the applicant's academic background and the state's immediate need to hire someone. Also, participants in many states can be hired as vocational/technical teachers based on their skill levels without having a current vocational/technical teaching certificate. Because of the No Child left Behind Act, fewer states allow one to teach without being fully certified.

**Q – What does fully certified mean?**

A – This can vary greatly among the states. (1) In general, you must have proven knowledge in the subject matter that you teach. Possessing a baccalaureate or higher degree in the required subject, or sometimes by completing a certain number of courses in the subject or passing state-approved subject matter tests may suffice. (2) Most states also require that you complete certain education classes as well as a period of practice teaching. (3) In many states, you must teach three to five years before permanent certification is awarded. To be sure, check with the respective [TTT state office](#) or [state certification agency](#).

## Points of Contact

	Voice	Fax
Ohio Troops to Teachers 77 South High St, 7 <sup>th</sup> Floor Columbus, OH 43215-4183	614-466-4283 800-852-6064	614-728-0094
National Office Troops to Teachers DANTES Code 02T 6490 Saufley Field Road Pensacola, FL 32509-5243	800-452-6616	850-452-1096

## Helpful Web sites

### National TTT Home Page

- <http://www.proudtoserveagain.com>

### Ohio Teacher Certification Information

- <http://www.ode.state.oh.us/GD/Templates/Pages/ODE/ODEPrimary.aspx?page=2&TopicRelationID=513>

### Frequently Asked Questions Concerning Ohio Teacher Certification

- <http://www.ode.state.oh.us/GD/Templates/Pages/ODE/ODEDetail.aspx?page=3&TopicRelationID=53&Content=8828>

### Teacher Education Programs

- <http://www.ode.state.oh.us/GD/Templates/Pages/ODE/ODEPrimary.aspx?page=2&TopicID=513&TopicRelationID=516>

### PRAXIS Test Information

- <http://www.ets.org/praxis/index.html>

### JROTC Information

- [http://www.dantes.doded.mil/dantes\\_web/troopstoteachers/jrotc.asp](http://www.dantes.doded.mil/dantes_web/troopstoteachers/jrotc.asp)

### Teacher's Job Vacancy Listing

- <http://www.ode.state.oh.us/jobs/>

### Ohio School Districts

- <http://www.osba-ohio.org/schools.htm>

### Ohio 2002 -2003 Teacher Salaries

- <http://www.ohea.org/gd/Templates/Pages/GDContentViewer.aspx?content=4998>

### High Need Schools ( 50 percent or more eligible to receive free or reduced school lunches)

- <http://www.greatschools.net/modperl/distlist/OH>

## How to Become a Teacher in Ohio

### Traditional Pathway to Teaching

The vast majority of teachers in Ohio enter the profession after completing a prescribed course of study in teacher education from a college or university approved to recommend individuals for license in Ohio (see page 17). The license is issued by the Ohio Department of Education after the candidate has:

- Successfully completed the prescribed teacher education program;
- Received a bachelor's degree;
- Passed the required Praxis II tests in content area and profession knowledge;
- Received the recommendation of the head of teacher education of the institution attended; and
- Passed a criminal background check.

### Alternative Educator License

The Alternative Educator License is a two-year nonrenewable license for individuals wishing to teach in grades 7 through 12. The license is then issued at the request of the employing school district, upon evidence that the candidate has:

- Received a bachelor's degree;
- Completed 30 semester hours of coursework in the subject area (see page 12) to be taught;
- Passed the required Praxis II tests in content area;
- Completed 6 semester hours of professional educational coursework in adolescent development and methods of teaching (which includes a field-based experience); and
- Passed a criminal background check.

At the conclusion of the two years of teaching with the Alternative Educator License, the applicant must have:

- Completed 12 semester hours of additional coursework in professional education during the employment in a school district; and
- Passed the Praxis II professional education test.

If you are interested in the Alternative Educator License, please send **official** transcripts (ODE will not accept copies) and complete the "Evaluation Request Application". Return all to:

Ohio Department of Veteran Services  
Veronica Hampton  
77 South High St., 7<sup>th</sup> Floor  
Columbus, OH 43215

### Ohio's Alternative Route to Certification

Type of Credential	Content/Subject Area Coursework Needed	Tests Required Before Licensure	Additional Coursework Needed Before Entering the Classroom	Validity Period	Requirements to be Completed while Teaching
Alternative Educator License	30 semester hours in the content/subject* for license area sought ( <u>Integrated</u> social studies, science and language arts requires 60 semester hours of content /subject courses.)	Praxis II Subject area exam for license area sought, if applicable  (Can be delayed for <u>Intervention Specialist</u> until the end of 2-year AEL period, if desired)	Six semester hours of professional education coursework* within the past five years from a college or university approved to prepare teachers, as follows: <ul style="list-style-type: none"> <li>• three hours in teaching methods, including field experience, and</li> <li>• three hours in developmental characteristics of the adolescent through young adult student</li> </ul>	Two years non-renewable	Applicant must successfully complete at least 12 additional semester hours of coursework* while employed in this two-year period in: the principles and practices of teaching, student development and learning, pupil assessment procedures, curriculum development, classroom management, and teaching methodology. Applicant must participate in the district's mentoring program for alternatively licensed educators. (Leads to eligibility for the Two-Year Provisional License)
Two-Year Provisional License		Praxis II Principles of Learning and Teaching		Two years	Applicant must complete a program of support, including mentoring, as well as the performance-based assessment. The formal program of support is provided by the employing school district and is congruent with the performance-based assessment. (Completion of the formal program of support and the passage of the performance-based assessment leads to eligibility for the Five-Year Professional License)
Five-Year Professional License		Praxis III Performance-based Assessment		Five Years	6 semester hours of coursework related to classroom teaching and/or the area of licensure, or 18 CEUs or other equivalent activities as approved by the LPDC of the employing district or school. (Leads to eligibility to renew the Five-Year Professional License)

\*Courses must equate to a GPA of 2.5

**Available Subject Areas for the Adolescent through Young Adult  
Alternative Educator License Grades 7-12**

Bookkeeping Basic Business  
Computer Science  
Dance  
Drama/Theater  
Earth Sciences  
Economics  
English  
Geography  
Health  
History  
Home Economics  
Industrial Technology  
Integrated Language Arts  
Integrated Mathematics  
Integrated Social Studies  
Integrated Science  
Journalism  
Language- French  
Language- German  
Language-Greek  
Language- Japanese  
Language- Latin  
Language- Russian  
Language- Spanish  
Library/Media  
Life Sciences  
Music  
Physical Education  
Physical Sciences: Chemistry  
Physical Sciences: Physics  
Political Science  
Psychology/Sociology  
Speech/Communication  
TESOL (Teaching English to Speakers of  
other Languages)  
Visual Arts

## Becoming a Career-Technical Teacher

Preparation for a career as a teacher of career-technical (formerly vocational) subjects has its own set of requirements for preparation and licensure. Recent work experience is a key ingredient for the Ohio teaching license in career-technical fields and, in many cases, a baccalaureate degree is not required to begin teaching. You can complete the needed coursework and licensing process while teaching.

### License Requirements

**(Route A)** In Ohio, an individual who evidences two years of recent and successful related work experience in the teaching area and holds a baccalaureate degree in the teaching area from an approved teacher preparation program is eligible for the provisional career-technical license in:

- Agriculture
- Family and consumer sciences
- Integrated business
- Technology education
- Marketing
- Trade and industry

**(Route B)** An individual who holds a high school diploma (or higher level degree) and evidences at least five years of full-time work experience in the teaching area (three years of which must be within the last five years) and who completes a minimum of four semester hours of an approved pre-service program in career-technical education is eligible for a provisional career-technical license in the areas of:

- Agriculture
- Health occupations
- Business
- Family and consumer sciences occupations
- Marketing
- Trade and industry

Additional coursework, Praxis II, an Entry Year Program and a state-administered performance-based assessment (Praxis III) are required to progress to the professional license.

### Is It Right for You?

To find out if a transition from business, industry or military service to career-technical teaching is right for you, examine your experience and credentials and then:

- If you already have a baccalaureate degree (or higher) in a career-technical area, investigate area colleges to determine the availability of a Route A teacher education program in that field.
- If you do not hold a baccalaureate degree from a career-technical teacher preparation program but have a great deal of experience in a career-technical field, look for high schools that offer career-technical programming in your area of expertise and ask about the availability of teaching positions.

### Getting Started

If you decide to pursue Route A, contact a college or university that offers career-technical educator preparation to determine what coursework you would be required to take. Route A candidates must complete all college coursework and pass the appropriate Praxis II test(s) to obtain a provisional license. If you decide to pursue Route B, your credentials must be evaluated by a school district that wishes to hire you. The school district can obtain the required VE-36 form from the Ohio Department of Education and help to ensure that all supporting materials are attached (employment verification, transcripts, etc.). Regardless of the route you take, you must complete additional requirements within the established timeline (2-4 years) to progress from provisional to professional license.

## **Becoming a Substitute Teacher**

All Substitute Teaching Licenses must be initiated by a school/district. Interested persons may contact a school district in their area to begin the application process. Such licenses shall be designated as short-term substitute licenses or long-term substitute licenses.

Requirements are as follows:

- A baccalaureate degree from an accredited institution;
- A completed criminal background check;
- Payment of the prescribed fee.

Substitute licenses are designated as short-term (for periods of five days or less) or long-term (for periods longer than five days). An evaluation of the applicant's credentials by the Office of Certification/Licensure will determine the designation.

### (1) Short-Term Substitute License

(a) A short-term substitute teaching license may be issued to the holder of a baccalaureate degree. An individual holding a short-term substitute license may teach in a given classroom for no more than five days.

(b) Individuals may apply for a one-year substitute license, or a five-year substitute license. Either license may be used in any school or district, public or non-public, in the state. Substitute licenses may be renewed at the request of an employing school/district.

### (2) Long-Term Substitute License

For periods longer than five days, an individual with a long-term substitute license must be employed. A long-term substitute license, valid for the area listed on the license, may be issued as follows:

(a) An early childhood long-term substitute license may be issued to the holder of a baccalaureate degree who evidences twelve semester hours in professional education leading to an early childhood license.

(b) A middle-childhood, adolescence to young adult, or multi-age long-term substitute license may be issued to the holder of a baccalaureate degree who evidences twenty semester hours in the subject field for which licensure is sought.

(c) A substitute vocational teaching license may be issued to an individual who is deemed to hold the appropriate education and experience based upon a review of such credentials using criteria established by the Ohio Department of Education.

(d) A substitute license for interpreters of the hearing impaired may be issued to an individual who is deemed to have the necessary skills to serve in the capacity of educational interpreter.

(e) An intervention specialist long-term substitute teaching license may be issued to the holder of a baccalaureate degree who evidences 12 semester hours in special education. The license may be renewed upon completion of six semester hours in an approved program leading to an intervention specialist license.

### (3) Renewal of a substitute teaching license

A five-year substitute teaching license may be renewed on the recommendation of the superintendent of the employing district.

# OHIO PRAXIS II TESTS, CODES, AND QUALIFYING SCORES FOR ALTERNATE EDUCATOR LICENSE

**Note:** Applicants for alternate educator license need to take the designated PLT and Specialty Area test.

## Praxis II Chart PLT and Specialty Area Test Requirements for Ohio (Effective September 1, 2004)

<b>Adolescence to Young Adult (Grades 7-12 Integrated areas)</b>						
Area of Licensure	Praxis II PLT required			Praxis II Specialty area test required		
	Test name	Test number	Qualifying score	Test name	Test number	Qualifying score
Integrated Language Arts	Principles of Learning and Teaching 7-12	0524	165	English Content Knowledge	0041	167
Integrated Mathematics	Principles of Learning and Teaching 7-12	0524	165	Mathematics Content Knowledge	0061	139
Integrated Science	Principles of Learning and Teaching 7-12	0524	165	Choose <u>one</u> option: <u>Option 1</u> A. Biology and General Science and B. One of the following: Physics <u>or</u> Chemistry <u>or</u> Earth Science <u>Option 2</u> A. Chemistry, Physics & General Sciences <u>and</u> B. Biology Content Knowledge	0030  0265 0245 0571  0070 0235	560  132 152 151  520 148
Integrated Social Studies	Principles of Learning and Teaching 7-12	0524	165	Social Studies Content Knowledge	0081	157

## Adolescence to Young Adult (Grades 7-12 Single Subject areas)

Area of Licensure	Praxis II PLT required			Praxis II Specialty area test required		
	Test name	Test number	Qualifying score	Test name	Test number	Qualifying score
Earth Sciences	Principles of Learning and Teaching 7-12	0524	165	Earth Science Content Knowledge	0571	151
Life Sciences	Principles of Learning and Teaching 7-12	0524	165	Biology Content Knowledge	0235	148
Physical Sciences (Chemistry and Physics)	Principles of Learning and Teaching 7-12	0524	165	Chemistry Content Knowledge <u>and</u> Physics Content Knowledge	0245 0265	152 132
Physical Science: Chemistry	Principles of Learning and Teaching 7-12	0524	165	Chemistry Content Knowledge	0245	152
Physical Science: Physics	Principles of Learning and Teaching 7-12	0524	165	Physics Content Knowledge	0265	132

**SCIENCE :** NOTE: Licensure in dual fields, e.g., Life Science and Chemistry or Earth Science and Physics, requires tests in each area.

## Multi-Age (Grades Pre-K-12)

Area of Licensure	Praxis II PLT required			Praxis II Specialty area test required		
	Test name	Test number	Qualifying score	Test name	Test number	Qualifying score
Foreign Language – French	Principles of Learning and Teaching P-3 <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	French Content Knowledge	0173	160
Foreign Language – German	Principles of Learning and Teaching P-3 <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	German Content Knowledge	0181	165
Foreign Language – Spanish	Principles of Learning and Teaching P-3 <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	Spanish Content Knowledge	0191	160
Foreign Language –	Principles of Learning	0521	166	No Specialty area test required	N/A	N/A

Other	and Teaching P-3 <u>or</u> 5-9 <u>or</u> 7-12	0523 0524	168 165			
Health	Principles of Learning and Teaching P-3 <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	Health Education	0550	480
Library/Media	Principles of Learning and Teaching P-3 <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	Library/Media Specialist	0310	610
Music	Principles of Learning and Teaching P-3 <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	Music Content Knowledge	0113	154
Physical Education	Principles of Learning and Teaching P-3 <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	Physical Education Content Knowledge	0091	153
Visual Art	Principles of Learning and Teaching P-3 <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	Art Content Knowledge	0133	157

### Intervention Specialist

Area of Licensure	Praxis II PLT required			Praxis II Specialty area test required		
	Test name	Test number	Qualifying Score	Test name	Test number	Qualifying score
Early Childhood (P-3)	Principles of Learning and Teaching P-3	0521	166	Special Education Knowledge-based core principles	0351	151
Gifted (K-12)	Principles of Learning and Teaching P-3, <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	No Specialty area test required	N/A	N/A
Hearing Impaired (P-12)	Principles of Learning and Teaching P-3, <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	Education of Deaf and Hard of Hearing	0271	158
Mild/Moderate and Moderate/Intensive (K-12)	Principles of Learning and Teaching P-3, <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	Special Education Knowledge-based core principles	0351	151
Visually Impaired (P-12)	Principles of Learning and Teaching P-3, <u>or</u> 5-9 <u>or</u> 7-12	0521 0523 0524	166 168 165	Teaching Students with Visual Impairments	0280	580

#### Test Date<sup>1</sup>

#### Registration Deadlines<sup>2</sup>

	Regular	Late	Emergency	Outside U.S.	Monday Testing	By Phone	Online
<b>9/12/09*</b>	8/13/09	8/20/09	9/4/09	7/16/09	7/30/09	10/9/09	10/13/09
<b>11/14/09</b>	10/15/09	10/22/09	11/6/09	9/17/09	10/1/09	12/11/09	12/15/09
<b>1/9/10*</b>	12/10/09	12/17/09	1/1/10	11/12/09	11/26/09	2/5/10	2/9/10
<b>3/13/10</b>	2/11/10	2/18/10	3/5/10	1/14/10	1/28/10	4/9/10	4/13/10
<b>4/24/10*</b>	3/25/10	4/1/10	4/16/10	2/25/10	3/11/10	5/21/10	5/25/10
<b>6/12/10*</b>	5/13/10	5/20/10	6/4/10	4/15/10	4/29/10	7/9/10	7/13/10
<b>7/24/10</b>	6/24/10	7/1/10	7/16/10	5/27/10	6/10/10	8/20/10	8/24/10

You can take the PRAXIS II Subject Assessment tests at your Base Education Office while you are on active duty.

Printable versions of the Praxis Series *Test at a Glance* can be found at <http://www.ets.org/praxis/prxorder.html>.

Campus bookstores are another good source to find study guides to help prepare for the Praxis exams.

If you have any military education benefits remaining, you may be able to be reimbursed for the exam fee. Go to <http://www.gibill.va.gov/Education/LCweb.htm>.

## Approved Teacher Education Programs Offered by Colleges and Universities in Ohio

[University of Akron](#)

[Antioch University McGregor](#)

[Baldwin-Wallace College](#)

[Bowling Green State University](#)

[Case Western Reserve University](#)

[Central State University](#)

[Cleveland State University](#)

[Defiance College](#)

[Findlay, University of](#)

[Heidelberg College](#)

[John Carroll University](#)

[Lake Erie College](#)

[Malone College](#)

[Miami University](#)

[Mount Union College](#)

[Muskingum College](#)

[Oberlin College](#)

[Ohio Northern University](#)

[Ohio University](#)

[Otterbein College](#)

[Shawnee State University](#)

[Urbana University](#)

[Walsh University](#)

[Wittenberg University](#)

[Wright State University](#)

[Youngstown State University](#)

[Antioch College](#)

[Ashland University](#)

[Bluffton College](#)

[Capital University](#)

[Cedarville University](#)

[Cincinnati, University of](#)

[Dayton, University of](#)

[Denison University](#)

[Franciscan University of Steubenville](#)

[Hiram College](#)

[Kent State University](#)

[Lourdes College](#)

[Marietta College](#)

[Mount St. Joseph, College of](#)

[Mount Vernon Nazarene College](#)

[Notre Dame College](#)

[Ohio Dominican College](#)

[Ohio State University, The](#)

[Ohio Wesleyan University](#)

[Rio Grande, University of](#)

[Toledo, University of](#)

[Ursuline College](#)

[Wilmington College](#)

[Wooster, The College of](#)

[Xavier University](#)

**Comparison of Teachers Salaries**  
**Beginning and Average in 2001-2002 Ranked by Average Salary within Region**

<b>State</b>	<b>Average Salary</b>	<b>Beginning Salary</b>	<b>State</b>	<b>Average Salary</b>	<b>Beginning Salary</b>
<b>NEW ENGLAND</b>			<b>SOUTHEAST</b>		
Connecticut	\$52,376	35,555	Georgia	\$43,933	\$32,283
Rhode Island	51,619	20,272	Virginia	41,752	31,238
Massachusetts	48,732	32,746	North Carolina	42,118	29,359
New Hampshire	39,915	25,611	Florida	39,275	30,096
Vermont	39,771	25,4229	Alabama	37,206	29,938
Maine	37,300	24,962	Tennessee	38,515	28,857
			Kentucky	37,951	26,813
			Mississippi	33,259	24,567
<b>MIDEAST</b>			West Virginia	36,775	25,633
New Jersey	\$50,115	\$35,311	Arkansas	36,026	27,565
New York	51,020	34,577	Louisiana	36,328	28,229
Pennsylvania	50,599	31,866			
District of Columbia	51,000	31,982	<b>ROCKY MOUNTAINS</b>		
Delaware	49,011	32,868	Colorado	\$40,659	\$28,001
Maryland	48,251	31,828	Idaho	39,194	25,316
<b>GREAT LAKES</b>			Utah	38,153	26,806
Michigan	\$52,497	\$32,649	Wyoming	37,853	26,773
Illinois	49,697	31,761	Montana	34,379	22,344
Indiana	44,609	28,440	<b>FAR WEST</b>		
Ohio	44,266	29,953	Alaska	\$49,028	\$36,294
Minnesota	42,175	29,998	California	54,348	34,180
Wisconsin	41,056	27,397	Oregon	46,033	31,026
<b>PLAINS</b>			Nevada	44,621	28,734
Iowa	\$38,230	\$27,553	Hawaii	44,306	31,340
Kansas	37,059	26,596	Washington	43,470	28,348
Missouri	36,053	27,554	<b>OUTLYING AREAS</b>		
Nebraska	36,236	26,010	Virgin Islands	\$34,784	\$22,751
North Dakota	32,468	20,988	Guam	35,038	28,054
South Dakota	31,383	23,938	Puerto Rico	24,000	18,000
<b>SOUTHWEST</b>			<b>U.S. AVERAGE</b>		
Arizona	\$38,510	\$27,648		\$44,367	\$29,755
Texas	39,230	30,938			
New Mexico	36,716	27,597			
Oklahoma	32,870	27,547			

Source: American Federation of Teachers, annual survey of state departments of education.

## Federal Perkins Loan Cancellation

### Who qualifies for cancellation:

All three categories of teacher cancellation have been extended to borrowers with Perkins, NDSL or Defense loans prior to July 23, 1992 for teaching service performed on or after October 7, 1998:

1. *Teaching in an elementary or secondary school that serves low-income students (Perkins/NDSL loans made on or after July 1, 1987).*

In order to be eligible for Perkins teaching cancellation, you must be teaching full-time at a low-income school, as determined by the State Education Agency. To be considered a "low-income school," the school must be in a school district that qualified for funds in the year for which the cancellation is sought under Title I of the Elementary and Secondary Education Act of 1965, as amended. The school also must have more than 30 percent of its enrolled children counted in the Title I funding formula. To find out if the school that employs you is classified as a Low Income School, you can check our online database for the year(s) that you have been employed as a teacher. Usually, you will want to check the database for the most recent years in which you taught at the school. Questions about the inclusion or omission of a particular school should be directed to the State Education Agency contact in the state where the school is located, and not to the U.S. Department of Education.

NOTE: If you have had a portion of your loan cancelled for teaching at a low-income elementary or secondary school in one year, you can continue to have portions of your loan cancelled for teaching at that school, even if it is not listed as a low-income school in later years. Under certain circumstances, the institutions that holds your Perkins Loan may permit retroactive cancellation, if you can demonstrate that you qualified for cancellation in a prior year. However, the institution may not refund payments made during such a retroactive period.

2. *Teaching in an elementary or secondary school system that has a shortage of teachers in a designated subject (Perkins Loans made on or after July 23, 1992).*

Federal Perkins Loan Borrowers can also have their loans cancelled for full-time teaching if there is a shortage of teachers in their subject area. Each year the State Education Agency determines any subject shortage areas in the elementary and secondary schools within the state. These designated subject shortage areas include mathematics, science, foreign languages, and bilingual education. You should check with your local school system or State Education Agency to find out if your subject matter area has been designated as a teacher shortage area. These teaching benefits would be extended to any borrower with an outstanding loan balance on a Federal Perkins, Direct or Defense loan made prior to July 23, 1992 for teaching service performed on or after October 7, 1998, if the cancellation benefits provided under this section are not included in the borrower's promissory note. *The Secretary considers all elementary and secondary schools operated by the Bureau of Indian Affairs (BIA) or operated on Indian reservations by Indian tribal groups under contract with BIA to qualify as schools serving low-income students.*

3. *Teaching disabled students in a public or other nonprofit elementary or secondary school (Perkins/NDSL loans made on or after July 1, 1987).*

You must have an official at the public or other nonprofit elementary or secondary school certify that you are teaching handicapped or learning disabled students, either on the

Federal Perkins Loan postponement/cancellation form, or on an official letter from the school bearing the school's seal or letterhead. For Perkins Loans made on or after July 23, 1992, this cancellation includes special education teachers, including teachers of infants, toddlers, children or youth with disabilities.

## **Cancellation amounts for years of service**

If a borrower is eligible for teacher cancellation under any of the three categories listed above, up to 100 percent of the loan may be canceled for teaching service, in the following increments:

15 percent canceled per year for the first and second years of service;

20 percent canceled for the third and fourth years;

30 percent canceled for the fifth year.

## **How to apply for teacher cancellation for a Perkins Loan**

To apply for loan cancellation, you must request the appropriate forms from the office that administers the Perkins loan program at the college or university that holds your loan. You must submit two forms for each year for which you seek cancellation: postponement/deferment request form at the beginning of the school year, and a cancellation request form at the end of the second year. You must also provide any documentation the college requests to show that you qualify for cancellation. It is the college's responsibility to determine whether you qualify for cancellation. The institution's decision cannot be appealed to the Department.

See your loan promissory note for information on other Perkins/NDSL cancellation provisions for Head Start, Peace Corps, or VISTA workers, nurses or medical technicians, military personnel serving in areas of imminent danger, or certain types of law enforcement, family service, or early intervention work. Note that some of these cancellation provisions were added to Perkins Loans made after 1990 and 1992, and some of them offer partial rather than full cancellation. You should consult your Perkins Loan promissory note to see if you meet all of the requirements for cancellation. If you have further questions, contact the office that administers the program at your former college or university.

Additional information on the Perkins Loan Cancellation:

<http://studentaid.ed.gov/PORTALSWebApp/students/english/cancelperk.jsp?tab=repaying>

Information on the Stafford Loan Cancellation:

<http://studentaid.ed.gov/PORTALSWebApp/students/english/cancelstaff.jsp?tab=repaying>

## JROTC Instructor Information

### U.S. Air Force JROTC Program

Write to:  
Headquarters AFOATS/JRI  
551 East Maxwell Blvd.  
Maxwell AFB, AL 36112-6106

**Phone:** (800)522-0033 X 5275 or 334-953-5275 or DSN  
493-5275

**Web Site:** <http://www.afoats.af.mil>



### U.S. Army JROTC Program

Write to:

Headquarters, U.S. Army Cadet Command  
ATTN: ATCC-JR-IM (Instr Mgt)  
Fort Monroe, VA 23651-5000

**Phone:** 1-800-347-6641 or 757-727-4001 or DSN 680-4001

**Web Site:** <http://www.rotc.monroe.army.mil/JROTC>

### U.S. Navy JROTC Program

Write to:  
Department of the Navy  
CNET NJROTC  
ATTN: Instructor Administration  
250 Dallas Street  
Pensacola, FL 32508-5220

**Phone:** (800)628-7682 or 850-452-9511/9510 or DSN  
922-9511/9510 **Web Site:** <https://www.njrotc.navy.mil/>



### U.S. Marine Corps JROTC Program

Write to:  
Commanding General  
Training and Education Division  
C469MCCDC  
3300 Russell Road  
Quantico, VA 22134-5012

**Phone:** (703)784-3705 or DSN 278-3705  
**Web Site:** <http://www.tecom.usmc.mil/jrotc>