**BESE 2024 Annual Report Educator Data**

**Teachers in Massachusetts, 2023-2024**

|  |  |
| --- | --- |
| **Total number of teachers (FTE)** | **77,630** |
| Percent of teachers licensed | 97.1% |
| Student to teacher ratio | 11.8 to 1 |
| Average teacher salary\* | $88,351 |

*\*This number reflects 2024 data.*

*Source: Massachusetts State Profile – Teachers,* [*http://profiles.doe.mass.edu/*](http://profiles.doe.mass.edu/)*.*

**LICENSURE DATA (Educator licenses, renewals, and waivers)**

|  |  |  |  |
| --- | --- | --- | --- |
| **License** | **Description** | **2024** | **2023** |
| **Educator licenses issued\*** | | 15,869 | 25,681 |
| Provisional | First license for people who have not completed an approved educator preparation program; valid for five years | 2,832 | 2,923 |
| Initial | First license for people who have completed an educator preparation program; valid for five years | 5,438 | 8,246 |
| Professional | Second license for people who have been employed for at least three years under an initial license; must be renewed every five years | 3,412 | 5,171 |
| Temporary | Temporary license for experienced teachers from another state; valid for one year | 276 | 255 |
| Vocational  Emergency\*\*\*\* | Licenses issued for educators in vocational schools (may be Preliminary, Initial, Professional, or Temporary)  A new license created due to COVID-19 and designed to assist educators that are unable to complete all requirements for licensure due to the state of emergency. | 605  0 | 846  8,240 |
| Endorsement | A supplementary credential issued to an educator licensed under 603 CMR 7.00, or a credential issued to an individual otherwise required by law or regulation to obtain such credential, indicating satisfactory knowledge and skills to perform services in the area(s) specified. | 5,189 | 5,235 |
| Initial Extension | The Initial license is valid for five years of employment and may be renewed at the discretion of the Commissioner for an additional five years | 735 | 797 |

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| --- | --- | --- | --- |
| **Renewals and waivers issued\*\*** | | | |
| Renewals |  | 27,499 | 12,548 | |
| Waivers | Waivers of licensure requirements for districts that have made a good-faith effort to hire a licensed or certified educator for a particular position but have been unable to find one | 1,783 | 1,411 | |

**Notes:** The descriptions of the licenses are in general terms and are not meant to fully detail all the pathways to each license.

\*Data are for calendar years.

\*\*Data are for fiscal years.

\*\*\*The licensure renewal cycle requires educators that hold a professional license to renew every five years.

\*\*\*\* The Department was authorized to issue an Emergency license up to November 7, 2023. In 2024, 3,140 Emergency Extensions have been awarded.

*Source: Educator Licensure Office.*