Ensure Indiana’s reciprocity statutes create more opportunities for educators to teach in the Hoosier state

The Indiana Department of Education (IDOE) will support legislation creating more opportunities for out-of-state teaching professionals to work in the Hoosier state. Teacher license reciprocity allows candidates who hold an out-of-state license to earn a license in a receiving state, subject to meeting state-specific requirements. Allowing out-of-state teachers who have lifetime teaching licenses to teach in Indiana or come out of retirement allows schools to remain student-focused by providing more hiring options.

This comes at a time when Indiana is considering state teacher exams. In October 2018, IDOE issued a Request for Proposal to develop a more modernized licensing examination to assess our teachers’ classroom preparedness. The 2018 legislative session initiated the conversation regarding the relevance of a national teacher exam as part of a broader discussion concerning teacher shortages. Responding to the teacher shortage is a complex problem. IDOE is exploring all options.

Quick Facts

- In 2017, 23% of school corporations reported using substitute teachers to fill full-time teaching positions.
- In 2018, Indiana State University surveyed Indiana superintendents and found 91% experienced a teacher shortage in fall 2018.
- Indiana does not have full reciprocity by statute for out-of-state teachers. This limits districts’ abilities to attract qualified, licensed teachers to fill vacant teaching positions in the state.
- Currently some out-of-state applicants are granted initial or full licensure. However, several candidates in high-demand, hard-to-find content areas are required to take additional coursework.
- Full reciprocity agreements allow states to work through variations in licensing systems to coordinate license transfers and fill vacant teaching positions with qualified candidates.
- Between July 2017 and June 2018, IDOE issued 676 emergency permits for STEM and CTE fields.