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TEACHERS' CERTIFICATES ISSUED
UNDER GENERAL STATE LAWS
AND REGULATIONS

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LETTER OF TRANSMITTAL

DEPARTMENT OF THE INTERIOR,
BUREAU OF EDUCATION,
Washington, D. C., October 3, 1911.

SIR: The teacher is the most important factor in the school; the selection of teachers the most important and difficult duty of school officers. Public funds and children must be guarded against incompetent teachers. To do this, all the States of the Union have by law provided for the examination of applicants and for some form of license or certification for those who pass the examination in such way as to indicate their fitness to teach and their ability to manage schools. Since each State controls its own school system, a certificate issued in one State has no inherent value in another. Teachers, therefore, moving from one State to another find it necessary to obtain a new license or certificate at the expense of another examination, unless there is some law in that State by which certificates or licenses granted in the former State may be recognized. Since many thousands of teachers move from one State to another every year and the numbers who do so are constantly increasing, this question of the recognition of certificates becomes very important. The purpose of examination and certification is to find good and competent teachers, not to impose upon them unnecessary burdens. If all States had the same standards the problem would be easy. Certificates of any given class issued in any State might then be recognized at their face value in all other States; but until now standards have varied widely, and universal recognition of certificates is therefore impossible. Notwithstanding this difficulty, the practice has become established in many States of recognizing certificates of the higher grades issued in other States in which there is an equivalency of requirements. In some of the North Central and Western States this recognition extends to certificates of lower grades, and everywhere there is a tendency toward a greater liberality in this matter.

So important has the question become that the chief State education officers have taken it up for formal and careful consideration in two conferences, held respectively at Lincoln, Nebr., May 31 and June 1, 1910, and at Salt Lake City, Utah, November 17, 18, 19, 1910. A third conference for this purpose has been called to meet at Topeka,

Kans., October 18, 19, 20, 1911. The conferences held have focused attention upon the desirability of removing all unreasonable barriers to the free and full recognition of all standard certificates, and of establishing such standards as will make this possible.

This Office has cooperated with the chief State education officers in their conferences. Dr. Harlan Uplegraff, Specialist in School Administration, has attended both of the conferences already held, and he prepared the material upon which the deliberations of the second conference were partially based. The manuscript by Dr. Uplegraff, which I have the honor to forward herewith, has been written primarily to meet the needs of future conferences; but it will, in my judgment, prove helpful to all administrators of public education and to the many teachers who desire to know about the system of certification in the United States. It, therefore, recommends its publication as a bulletin of the Bureau of Education.

Very respectfully,

P. P. CLAXTON,
Commissioner.

The SECRETARY OF THE INTERIOR.

TEACHERS' CERTIFICATES ISSUED UNDER GENERAL STATE LAWS AND REGULATIONS.

INTRODUCTION.

This study was undertaken originally at the request of the first conference of chief State education officers regarding the recognition in each State of teachers' certificates and of diplomas of educational institutions issued in other States, held in Lincoln, Nebr., May 31 and June 1, 1910. In November, 1910, a limited edition of 200 copies of 124 pages of bound proof was issued as a means of assisting the second conference of these officers held in Salt Lake City, Utah, November 17, 18, and 19. This bound proof included the table showing the principal features of teachers' certificates in the various States (p. 12) and a summary of the laws and regulations in the various States governing the recognition of diplomas of higher educational institutions situated in the other States and of other certificates issued in other States. The completion of the study was delayed from time to time by reason of the pressing nature of other official duties which were more immediate in character, until it was thought best to incorporate in the study the acts of the 40 or more legislatures which convened during the past winter. This was especially desirable for the reason that there was much important legislation in a large number of States, part of which was due in a measure to the interest that had been awakened through the conferences above mentioned. No less than 10 States revised their entire systems of certification or enacted legislation which has brought about or will bring about radical changes in their systems. These States are New Jersey, Pennsylvania, Virginia, Georgia, Texas, North Dakota, Nebraska, Nevada, Idaho, and Oregon. In all, approximately one-half the States amended their laws; some—as Iowa, Missouri, and Kansas—making changes of considerable importance. This study includes all the changes in the States named above, except those in Georgia, which have not yet been made by the State board, and in all other States knowledge of which reached this office before it became necessary to close the subordinate tables so as to proceed with the analysis. Changes received later are given in the appendix.

All licenses to teach in the public schools of the United States, except those issued by city boards of education in accordance with conditions prescribed by such boards, are embraced in this study.

Diplomas and certificates of educational institutions that, either by law or by regulations of State boards, are declared licenses to teach are included, as well as those city certificates the conditions for the issuance of which are set forth in the acts of the State legislatures or in the regulations of State boards of education. In other words, every license that is fully defined in the educational laws of the State or in the regulations of the central educational authorities is made a part of this study, while any license which is framed for the most part by local regulations is omitted. It has not been possible, however, to make an analysis of the laws relating to those city certificates which are described.

The method of treatment is, first, the presentation of the provisions of the laws and regulations in certain principal tables, and, second, the analysis of the facts presented therein. The principal tables are as follows: (1) Principal features of teachers' certificates in the various States (Table 1, pp. 12-135); (2) Minimum age requirements (Table 32, pp. 226-28); (3) Fees (Table 33, pp. 228-31); (4) Revocation of certificates (Table 34, pp. 232-43); (5) Recognition of diplomas of educational institutions situated in other States and of certificates issued in other States (pp. 244-56). In the analysis of the facts presented the first table has received the greatest attention. This is due to the greater importance of the material it contains, and also to the fact that the other tables are not susceptible of so extended treatment. Facts are given a mathematical form and arranged in subordinate tables whenever possible in order to facilitate exact comparison. A summary of the results of the comparisons is given in text form in connection with the table.

The fundamental purpose of the study is to answer the question, What is the exact status of the legal provisions relating to certification of teachers in the various States at the present time? in such a way as to furnish data in the best form for use in the construction of standards of measurement for certificates and in the preparation of standard systems of certification. No attempt is made to discuss the merits of various practices, although the superior advantages of certain features are made apparent in the natural development of the fundamental purpose of the study. Certain matters quite unimportant from this point of view, but of considerable interest in other connections, are omitted; as, for example, the number of times a year examinations are held, regulations governing the conduct of examinations and of the transportation of questions and papers between State and county officers.

It is thought desirable to show the differences in practice in different parts of the United States as well as in the different States. This has been done by observing the five geographical divisions that have been used in the Bureau of Education and other bureaus of the

National Government. It is only in some such way as this that those who are interested in standards can grasp most intelligently and effectively the situation as it exists in every section of the country.

The following outline map shows the States included in the various divisions:

There are certain facts which, because of their practical universality, are assumed to exist without specific mention. They are: (1) every teacher must be of good moral character, (2) experience to be accepted as qualification for a certificate must be successful experience, (3) in physiology and hygiene are included the nature and effects of stimulants and narcotics.

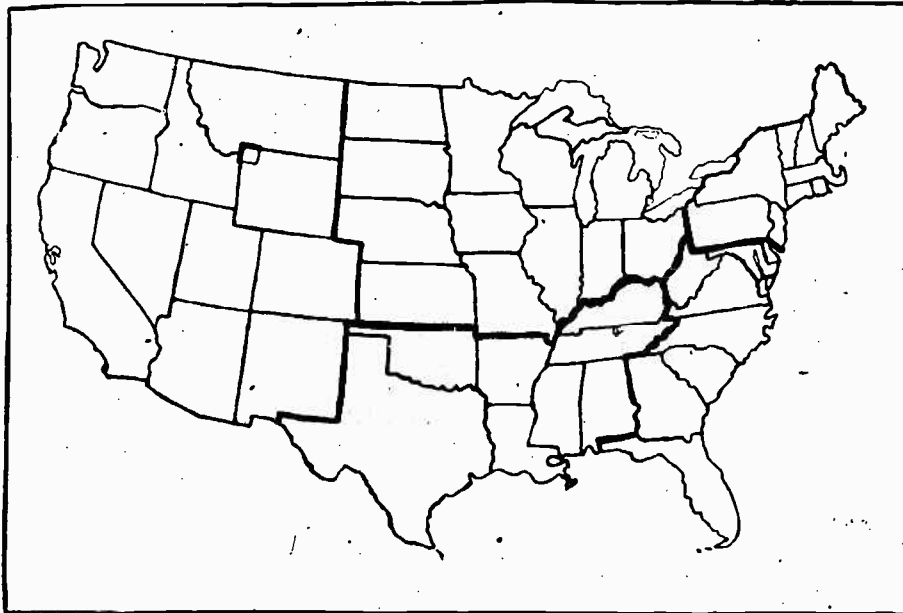


Fig. 1.—Geographical divisions observed in arrangement of subordinate tables.

In the principal tables the States are named in alphabetical order; but in all the subordinate tables and in the naming of States of which a particular fact is true the geographical order is followed, beginning with the North Atlantic States and proceeding through to those in the Western group. The order within the divisions of States is the same as that found in the tables.

All licenses to teach, whether legally known as diplomas, licenses, or certificates, and all diplomas and certificates of educational institutions valid as licenses to teach, are embraced in the generic name "certificate." The words "certificate" and "certificates" are used most frequently in their generic sense, meaning a kind or a class,

or kinds or classes, of certificates. Thus the statement that 10 certificates are issued in the State of Iowa means that 10 different kinds of certificates are issued.

PRINCIPAL FEATURES OF TEACHERS' CERTIFICATES.

The most important facts relating to a teacher's certificate are (1) the agency which issued it; (2) its form—territory in which valid, school or position in which the holder is authorized to teach, and duration; (3) its content—the scholarship, experience, and professional attainments to which it certifies; and (4) the effect of meeting the requirements for it, or of holding it, upon the issuance of subsequent certificates, or, in other words, its persistence. These principal features are contained in the table which follows.

This table includes all corrections made by the various State education offices in the table as printed in the bound proof edition, which included all legislation up to October 1, 1910. It has not been deemed necessary to request corrections of the changes embodied in the legislative acts of last winter, for the reason that the effect of such laws upon the systems already established seemed clear.

The name of the certificate found in the laws has been given in the table unless general use of another term indicated strongly the desirability of substituting the popular name. The highest certificate, as determined both by the right it bestows and the requirements which must be met, is given the precedence. State certificates are placed above county, and county certificates before city certificates. Within each of these divisions certificates valid in any school precede high school certificates, high school certificates precede elementary, while kindergarten and primary and special certificates follow. The certificate with the longer duration precedes the shorter.

Certificates of the same name but granted for different terms are for the sake of brevity given under one head. Certificates based upon one of several different sets of scholarship requirements are subdivided whenever necessary.

Blanks indicate either that there is no information required or that none is available.

TABLE 1. THE PRINCIPAL FEATURES OF
ALABAMA.

[General Public School Laws of Ala., 1908, pp. 23-27, 1909, pp. 3-10 (passed at the special session of the legislature); Acts of 1911 (statement of superintendent of education).]

Name of certificate.	Issued by	Valid in		Duration.	Persistence.
		Territory.	Schools.		
Life certificate.	State superintendent and secretary board of examiners.	State.	Any.	Life.	
First-grade certificate.	do.	do.	do.	6 years.	Nonrenewable.
Second-grade certificate.	do.	do.	do.	4 years.	do.
Third-grade certificate.	do.	do.	do.	2 years.	do.
Temporary certificate.	State board of examiners.	County specified.	do.	Next examination report.	Second can not be issued unless regular certificate has been received during interim.
Local certificates.					

ARIZONA.

[Ariz. School Laws, 1907, pp. 8-10, 14, 76-80.]

Life diploma.	Territorial board of education.	Territory.	Any.	Life.	
Educational diploma.	do.	do.	do.	6 years.	Nonrenewable.
First-grade certificate; Upon examination.	Territorial board of examiners.	do.	Grammar schools.	4 years.	Renewable for 4 years by action of board if holder has taught 2 years.
Without examination.	do.	do.	do.	do.	do.

NOTE.—References are given only to printed books and circulars; letters and memoranda from the various State offices, which constitute the sole authorities for many statements, are not cited.

TEACHERS' CERTIFICATES IN THE VARIOUS STATES.¹

ALABAMA.

[General Public School Laws of Ala., 1908, pp. 23-27; 1909, pp. 3-10 (passed at the special session of the legislature); Acts of 1911 (statement of superintendent of education).]

Experience required.	Questions prepared by--	Papers examined by--	Scholarship requirements.
5 years under Alabama first-grade certificate.	State board of examiners.	State board of examiners.	High degree of proficiency and professional attainment as shown (1) by sketch of his school work during any 5 years while holding a first-grade certificate, and (2) by discussion of questions involving history of education and theory and practice of teaching based on two or more books previously announced.
None	do	do	Examination in subjects required for second grade and in algebra, natural philosophy, plane geometry, school law, theory and practice of teaching, English and literature, with a minimum average of 75 per cent and grade of 50 per cent.
do	do	do	Examination in subjects required for third-grade certificate and in arithmetic, history of Alabama, civics and United States history, English grammar and composition, theory and practice of teaching, and intermediate geography, with minimum average of 75 per cent and grade of 50 per cent.
do	do	do	Examination in orthography, reading, penmanship, grammar, arithmetic (through fractions), primary geography, theory and practice of teaching, elementary principles of physiology and hygiene, United States history, and agriculture, with minimum average of 75 per cent and grade of 50 per cent.
do	No examination required		Recommendation of city or town superintendent or chairman of board of district trustees, approved by county superintendent; applicant must have been either not a resident of Alabama or ill at time of last examination.

ARIZONA.

[Ariz. School Laws, 1907, pp. 8-10, 14, 76-80.]

10 years, 1 in Arizona on first-grade certificate.	Board of examiners.	Board of examiners.	Examination in pedagogy, history of education, school economy, school government.
5 years, 1 in Arizona on first-grade certificate.	No examination required		None specified.
None	Board of examiners.	Board of examiners.	Examination in subjects required for a second-grade certificate and, in addition, algebra and natural philosophy, with an average of 80 per cent and minimum as in second grade below.
do			(1) Graduation from university or college having 4 years' course based on 4-year high-school course; (2) 1 year's work in education in a normal school, college, or university; (3) submission of diploma, recommendation of professors of education, and other papers. Condition (2) may be satisfied by passing examination in subjects required for life diplomas.

¹ Local certificates are granted by "separate districts" having 2,000 population or over. No detailed provisions in law. (Forty-two cities and towns had a population of 2,000 or over in 1910.)

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers' ARIZONA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Second-grade certificate.	Territorial board of examiners.	Territory.	Primary and assistant in grammar schools except in eighth grade.	3 years.	Nonrenewable.
Special certificate, commercial branches.	Territorial board of education.	do.	Commercial subjects.	4 years.	Renewable if holder has taught 3 years under certificate.
Manual training, domestic science, certificate without examination.	do.	do.	Subjects named.	do.	do.
Manual training, domestic science, certificate upon examination.	do.	do.	do.	do.	do.

ARKANSAS.

[Digest of School Laws, 1910, pp. 14-15, 25-28, 35-38. Acts of 1911, house bill No. 191.]

State certificate: Upon examination.	State superintendent.	State.	Life.		
Without examination.	do.	do.	do.	do.	
Professional license: Upon examination.	do.	do.	do.	6 years.	May be renewed indefinitely. ¹
Without examination.	do.	do.	do.	do.	Life certificate.
First grade State certificate.	do.	do.	do.	2 years.	Indefinitely.
First grade certificate.	County superintendent.	County.	do.	do.	May be renewed indefinitely. ¹
Second-grade certificate.	do.	do.	do.	1 year.	Twice.
Third-grade certificate.	do.	do.	do.	6 months.	Once.

¹ All renewals based on a requirement that the holder of any certificate must attend the "summer institutes."

certificates in the various States—Continued.

ARIZONA—Continued.

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
None.....	Board of examiners.	Board of examiners.	Examination in geography, history and civics, physiology, hygiene with special reference to the nature and effects of alcoholic drinks, etc., orthography, dictating, penmanship, composition, reading, method of teaching, grammar, arithmetic, and the school laws of Arizona, with an average of 80 per cent, no grade less than 70 per cent in grammar, orthography, or arithmetic and not less than 50 per cent in any other subject.
do.....	do.....	do.....	Examination in spelling, arithmetic, grammar, composition, writing, bookkeeping, shorthand, typewriting, and commercial law, unless a holder of a territorial certificate, in which case first five may be omitted.
1 year's experience in teaching subject.			Graduate of a manual training or domestic science school.
None.....	Board of examiners.	Board of examiners.	Such examination as required if conditions as above set forth can not be met.

ARKANSAS.

[Digest of School Laws, 1910, pp. 14-16, 25-28, 35-38.]

Acts of 1911, house bill No. 193.]

	State superintendent.	State superintendent.	Examination in subjects required for a first-grade county certificate, and in addition, algebra, geometry, physics, rhetoric, mental philosophy, general history, Latin, natural history, botany, and geology.
	No examination required.....		Holder of a State teachers' certificate, granted in another State, and satisfying the State superintendent that the examination of said applicant was of the standard required for issuance of a State license in Arkansas.
None.....	State superintendent.	State superintendent.	Examination in subjects required for a first-grade county certificate, and, in addition, algebra, plane geometry, general history, and rhetoric.
do.....	No examination required.....		Normal school diploma or degree from an educational institution if State superintendent is satisfied that the course of study pursued was of the standard required for issuance of a professional license.
do.....	State superintendent.	State superintendent.	Holder of a first-grade county license, and satisfactory examination in the same branches as for a first-grade county license, the county superintendent forwarding all papers to the State superintendent for grading.
do.....	do.....	County superintendent.	Examination in subjects required for a second-grade certificate, and, in addition, civil government and elementary algebra. Minimum average, 85 per cent; minimum grade, 70 per cent.
do.....	do.....	do.....	Examination in subjects required for third-grade, and, in addition, history of Arkansas, physiology, and theory and practice. Minimum average, 75 per cent; minimum grade, 65 per cent.
do.....	do.....	do.....	Examination in spelling, reading, penmanship, English grammar, arithmetic, geography, United States history, elementary agriculture and horticulture. Minimum average 65 per cent; minimum grade, 60 per cent.

TEACHERS' CERTIFICATES.

TABLE J.—The principal features of teachers'

CALIFORNIA.

[School Law of Cal., 1909, secs. 1503, 1521, 1771-1775, 1778, 1782-1783.]

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Life diploma: High school	State board of education	State	Any	Life	
Grammar school	do	do	Grammar and primary schools	do	
Kindergarten-primary	do	do	Kindergarten	do	
Special kindergarten-primary life diploma	do	do	Branches and grades named	do	
Permanent certificates:					
Secondary	County board of education	County, or city and county	Any	do	
Grammar or elementary	do	do	Grammar or primary	do	
Kindergarten-primary	do	do	Kindergarten	do	
Special	do	do	Branches and grades named	do	
Secondary school certificate	County board of education (on credentials only)	County	Any	6 years	Renewable at option of board; second renewal permanent. Permanent certificate may be given at time of first renewal.
Grammar or elementary school certificate	County board of education	do	Elementary	do	do

certificates in the various States—Continued.

CALIFORNIA.

[School Law of Cal., 1909, secs. 1503, 1521, 1771-1773, 1778, 1787-1793.]

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
24 months in high schools, normal schools or university; 21 in California.			Must have held and still hold a valid county or city and county certificate of same grade.
do.			Do.
do.			Do.
do.			Do.
5 years; 20 months in high school in same county.			Holder of secondary school certificate or State diploma.
5 years in same county.			Holder of elementary certificate or State diploma.
do.			Holder of kindergarten-primary certificate or State diploma.
do.			Holder of special certificate or State diploma.
None or 20 months.	No examination given.		One of following: (1) Holder of essentials approved by State board of education. Minimum requirements as follows: Graduation from an accredited 4 years' college course based on a 4 years' high-school course, and one year's graduate study in an approved institution, one-half of which was devoted to academic study and the remainder in a practice school of secondary grade in a university or normal school, and recommendation for a high-school certificate from the faculty in which pedagogical work was taken. (2) Holder of special credentials from State board of education. To obtain these it is necessary that applicant shall have taught 20 months and possess equivalent of requirements given under (1), sometimes determined by examination. (3) Holders of high-school certificates issued by other county boards.
None or 8 months.	County board of education	County board of education	One of following: (1) Examination in reading, writing, grammar and advanced composition, English and American literature, orthography and defining, vocal music, bookkeeping, arithmetic, algebra to quadratics, plane geometry, geography (physical, political, and industrial), elementary physics, physiology and hygiene, history of the United States, civil government, history (ancient, medieval and modern), school law, methods of teaching. (2) Holder of life diploma or certificate of any State declared by State board to be equivalent to requirements for elementary life diplomas (3) Holder of normal-school diploma from State school and those declared of equal rank by State board. (4) Holder of diploma from University of California or Leland Stanford Junior University when said holder has completed six months' training in one of State normal schools or has had eight months' successful experience in public schools of State after graduation. (5) Grammar school or grammar grade certificate of any other county of California.

TABLE 1.—The principal features of teachers' CALIFORNIA—Continued.

Name of certificate.	Issued by	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Kindergarten - primary certificate.	County board of education.	County	Kindergarten	6 years.	Renewable at option of board.
Special certificates.	do.	do.	Branches and grades named, limited to drawing, music, physical culture, commercial, technical, and industrial work.	do.	Renewable at option of board. Second renewal permanent.
Temporary certificates (of grades corresponding to county certificates.)	County superintendent.	County	Same as county certificates.	Maximum 6 months (expiring Jan. 1 or July 1 following issuance).	Not renewable, (only one to same person in same county)
Temporary elementary certificate.	do.	do.	do.	2 years.	do.
City, or city and county certificates:					
Grammar.	Board of education.	do.	Grammar or primary.	do.	Renewable at option of board. Second renewal permanent.
Special.	do.	do.	Same as county special.	do.	do.

COLORADO.

[School Laws of Colorado, 1929, pp. 31-36, 96-98. Sess. Laws, 1900, ch. 115, p. 421; Sess. Laws, 1900, ch. 115, p. 369.]

State diploma: Without examination.	State board of education.	State	Any	5 years.	Renewable for 5 years in discretion of State board of education; then renewable for life.
Upon examination.	do.	do.	do.	do.	do.
Without examination.	do.	do.	do.	do.	do.

certificates in the various States—Continued.

CALIFORNIA—Continued.

Experience required	Questions prepared by	Papers examined by	Scholarship requirements
None or 3 months	No examination, granted on credentials only		One of following: (1) Holder of diploma of graduation from the kindergarten department of any State normal school; (2) Holder of credentials showing professional kindergarten training in institution approved by State board of education and also general education equivalent to that required for graduation from kindergarten department of State normal school; (3) Holder of kindergarten certificate issued by any other county board.
None	County board of education.	County board of education.	Board must satisfy itself by examination or credentials of special fitness to teach subjects, and also of proficiency in English grammar, orthography, defining, and methods of teaching.
None (see last column)	No examination required		(1) Holder of a valid secondary or high school, elementary or grammar school, kindergarten-primary special certificate granted by county boards of education of California; (2) or graduate of a college, normal school, or university, who holds a valid certificate issued in another State and equivalent to a California certificate.
do.	No examination required		Graduate of University of California or of Leland Stanford University.
Prescribed by city board of examiners.	City board of examiners.	City board of examiners.	Prescribed by city board of examiners.
do.	do.	do.	Do.

COLORADO.

[School Laws of Colorado, 1909, pp. 38-39, 96-98; Sess. Laws, 1903, ch. 103, p. 421; Sess. Laws, 1909, ch. 166, p. 300.]

24 months			Graduation from a Colorado college maintaining standard 4-year course and requiring 4-year standard high-school course or equivalent for admission. Professional training equivalent to one-sixth standard 4-year course in at least three of these (one being No. 4): (1) General and educational psychology; (2) history of education; (3) science and principles of education; (4) practice teaching and special methods; (5) organization and management of schools; (6) philosophy, sociology, and anthropology.
do.	State board of examiners.	State board of examiners.	Academic and professional attainments equivalent to above.
6 years' eminent educational service in Colorado.			

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

COLORADO—Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Temporary certificate.	State board of education.	State	Any	5 years	Nonrenewable
First-grade county certificate.	County superintendent.	County	do.	3 years	Renewable once.
Second-grade county certificate	do.	do.	do.	18 months	do.
Third-grade county certificate.	do.	do.	do.	9 months	do.
School district certificate (districts of first class.)	School district board.	District	do.	Varies	Determined by district board.

CONNECTICUT.

[Laws relating to schools (1909), secs. 4, 118, 185, 210, 211, Connecticut School Documents No. 21, 1909, secs. 4, 67, 118, 210-212. Report of the board of education of the State of Connecticut to the governor, together with the report of the secretary of the board July 14, 1904-July 14, 1905, pp. 256-244. Letter from secretary of State board of education.]

Supervisor's certificate.	State board of education.	State	Any	At the pleasure of the board.	Renewable; successful experience.
Honor certificate ¹	do.	do.	do.	Not longer than 2 years	do.
Elementary certificate.	do.	do.	Subjects named in certificate.	do.	do.
Statutory certificate.	do.	Town specified.	do.	Not longer than 1 year.	do.

¹ County superintendent in emergency may recognize county teachers' certificates issued in another county or another State by indorsing same as "Good until next county examination."
County superintendent may issue a like grade certificate to a teacher holding a similar first-grade certificate of another county, good during life of certificate upon which it was issued.

certificates in the various States—Continued.

COLORADO—Continued.

Experience required	Questions prepared by	Papers examined by	Scholarship requirements
None	No examination required		Equivalent to qualifications described above for State diploma.
do	State superintendent	County superintendent	Examination in orthography, reading, writing, arithmetic, English grammar, geography, history, and Constitution of United States and the constitution of Colorado, civil government, physics, natural science, theory and practice of teaching, and school law of Colorado. If applicant is to teach in high school, examination shall extend to such additional branches as are to be pursued in such schools.
do	do	do	Same as first class, but lower percentage is required.
do	do	do	do.
Varies	Determined by district board		Determined by district board.

CONNECTICUT.

[Laws relating to schools (1900), sees. 4, 118, 193, 210, 211, Connecticut School Documents No. 21, 1902, sees. 4, 67, 118, 210, 212. Report of the board of education of the State of Connecticut to the governor, together with the report of the secretary of the board July 14, 1904-July 14, 1905, pp. 236-241. Letter from secretary of State board of education.]

Experience is required; no definite amount fixed.	State board of education.	State board of education.	Examination in school law, organization of public schools, courses of study, history of education in Connecticut, supervision, qualifications of teachers; also academic examination required for elementary certificate unless candidate (1) is a graduate of a college, university, or normal school; (2) holds a State elementary or honor certificate; or (3) has a high-school education and has had 5 years' successful experience as a supervisor, giving entire time to supervision.
Indefinite amount	do	do	Examination showing sound elementary knowledge in subjects required for elementary certificate, including examination upon preliminary papers, and, in addition, examination in art of teaching by actual demonstration, showing ability to teach and manage.
do	do	do	Examination showing elementary knowledge and special preparation for teaching in writing, English (including reading, writing, spelling, and grammar), arithmetic, elementary science (including physiology), geography, history, and civil government. Satisfactory preliminary papers must be submitted previous to admission to examination, showing evidence of professional study. Candidate must show in examination (oral) practical knowledge of subject matter of these papers, numbering 22 in all.
None	do	do	Examination must show "tolerable academic acquaintance" with reading, spelling, writing, arithmetic, English, grammar, rudiments of geography, United States history, physiology, and duties of citizenship.

* A holder of an honor certificate may obtain a "certificate of special excellence" in any subject covered therein by submitting a satisfactory thesis in that subject.

TEACHERS' CERTIFICATES.

TABLE 1.—*The principal features of teachers'*
CONNECTICUT—Continued.

Name of certificate.	Issued by.	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Kindergarten certificate.	State board of education.	State.....	Kindergartens.....	Not longer than 2 years.	Renewable; successful experience.
Kindergarten honor certificate.	do.....	do.....	do.....	1 year.....	do.....
Certificate of special preparation.	do.....	do.....	Subject named.....	1 or 2 years.....	do.....
Certificate of special excellence.	State board of education.	State.....	Subjects named.....	1 or 2 years.....	do.....
Local high-school certificates.	High-school committee.	Town or district.	High school, branches named.	Indefinite.....	At discretion of committee.
Local public-school certificate.	School visitors, school committee, or board of education.	do.....	Any specified school in branches named.	do.....	do.....

DELAWARE.

[School Laws for the Free Public Schools of Delaware, 1808-1899, pp. 6, 37-40, 55. Acts of 1911, chap. 94.]

Professional certificate.	County superintendent. ¹	County.....	Any.....	10 years.....	Nonrenewable.
First-grade certificate.	do.....	do.....	do.....	5 years.....	do.....
Second-grade certificate.	do.....	do.....	do.....	2 years.....	do.....
Temporary certificate.	do.....	do.....	do.....	1 year.....	On authority of State board.

¹ No teacher may teach classes above third grade who has not passed a satisfactory examination in hygiene, including the effects of alcohol and narcotics on health and character. Other branches may be specified on certificate.

certificates in the various States—Continued.

CONNECTICUT—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Must demonstrate ability to teach and manage by actual exercises in teaching.	State board of education.	State board of education.	Twenty preliminary papers in subjects named below, showing evidence of professional study. Examination upon these papers and in kindergarten gifts and occupations, music, drawing, English (including reading, spelling, grammar, English literature), penmanship, elementary science (including physiology), and history.
do.	do.	do.	Same as for honor certificate.
No prescribed minimum.	do. Examination is required only when original examination shows some deficiency.	do. State board.	A thesis on the special subject not included in honor or elementary certificates may be required. Examination may also include actual exercises in teaching.
do.	State board.	State board.	Holder of honor certificate or approval of board of education in lieu thereof. Skill in teaching demonstrated by actual class exercises, as well as accurate knowledge, must be shown.
At discretion of committee.	High-school committee or committee appointed by it (when examination given).	High-school committee or committee appointed by it (when examination given).	At discretion of committee.
do.	Authorities named in column 2; or special committee.	Authorities named in column 2; or special committee.	Examination in reading, writing, arithmetic, grammar, rudiments of geography and history, and rudiments of drawing if required. ¹

DELAWARE.

[School Laws for the Free Public Schools of Delaware, 1898-1908, pp. 6, 37-40, 55. Acts of 1911, chap. 94.]

None.	State board of education. ²	County superintendent.	Applicant must answer 90 per cent of questions asked in subjects specified under first-grade certificate below.
do.	do.	do.	Applicant must answer 90 per cent of questions in each of following subjects: Orthography, reading, writing, mental arithmetic, written arithmetic, geography, physiology and hygiene with special reference to the effects of stimulants and narcotics, United States history, United States and Delaware constitutions, pedagogy, and grammar; and 75 per cent of questions on such other subjects as are specified by the State board of education.
do.	do.	do.	Applicant must answer 75 per cent of questions asked in all subjects required for first-grade certificate.
do.	No examination required.		"Diploma or certificate of graduation from any respectable normal school or college."

¹ In accordance with the regulations of the State board of education.

² May be countersigned by superintendent of any other county.

³ County superintendent may prepare questions when so decided by State board.

TABLE 1.—*The principal features of teachers'***FLORIDA.**

[Digest of School Laws of the State of Florida, 1909, pp. 26-34, 97. Biennial Report of the Superintendent of Public Instruction of Florida, 1908, pp. 228-245.]

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Life certificate	State superintendent.	State	Any	Life	
State certificate	do	do	do	5 years	Reissued upon reexamination.
Special certificate	do	do	Branches specified.	do	do
Primary certificate, life.	do	do	Kindergarten, first, second, and third grade.	Life	
Primary certificate	do	do	do	4 years	Reissued upon reexamination.
First-grade life certificate: Upon examination.	County superintendent.	County	Any	Life	
Without examination.	do	State	do	Life in county.	
First-grade certificate.	do	County; may be indorsed by other county superintendents.	do	5 years	Reissued upon reexamination.
Second-grade certificate.	do	do	do	4 years	do
Third-grade certificate.	do	County	do	2 years	do
Temporary certificate.	do	do	Elementary	Until next examination.	Nonrenewable; one only to same person.

GEORGIA.

[Compilation of laws and decisions relating to the common-school system, 1910, p. 37-40.]

Permanent license	State school commissioner.	State	Any elementary school.	Life	
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* County superintendent may or may not, at his own discretion, require an examination.

certificates in the various States—Continued.

FLORIDA.

[Digest of School Laws of the State of Florida, 1909, pp. 29-34, 97. Biennial Report of the Superintendent of Public Instruction of Florida, 1908, pp. 228-245.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
18 months under Florida State certificate.	No examination.		Must be a teacher in a high school or college in State and present satisfactory indorsement of eminent ability in teaching from three persons holding life certificates.
24 months; 8 under Florida first grade.	State superintendent.	State superintendent.	Examination in geometry, trigonometry, physics, botany, zoology, Latin, rhetoric, English literature, psychology, and general history; minimum average of 85 per cent and grade of 60 per cent.
None.	do.	do.	Testimonials of peculiar fitness for teaching any subject not included in requirements for second-grade certificate; and examination with minimum grade of 90 per cent in such branches as are prescribed by State superintendent. (State certificate examination questions are given.)
4 years under primary certificate.	No examination required.		Satisfactory evidence of successful experience. Accomplished by indorsement of primary certificate.
None.	State superintendent.	State superintendent.	Examination in primary studies, prescribed by State superintendent, with minimum average of 80 per cent; and testimonials of peculiar fitness for primary work.
20 years; 9 years under certificate since 1894.	(1)	(1)	"Faithful and successful as an instructor and disciplinarian." Accomplished by indorsement of first-grade certificate.
6 years under first-grade with average of 90 per cent.			Holder of first-grade certificate.
None.	State superintendent.	Grading committee of county.	Examination in all subjects required for third-grade certificate and in algebra and physical geography, with a minimum average of 85 per cent and grade of 60 per cent.
do.	do.	do.	Same examination as for third-grade; minimum average of 75 per cent and grade of 60 per cent.
do.	do.	do.	Examination in orthography, reading, geography, arithmetic, geometry, United States history, physiology, theory and practice of teaching, composition, and agriculture.
do.	do.	do.	Same as for third-grade certificate.

GEORGIA.

[Compilation of laws and decisions relating to the common-school system, 1910, p. 37-40.]

3 years.	State school commissioner.	State school commissioner.	If in the judgment of the county school commissioner, any of the papers for first, second, or third grade licenses "exhibit unusual merit," he shall forward them "together with certificate of good moral and professional character of the applicant" to the State school commissioner, who may issue permanent license if in his opinion the papers exhibit "a sufficient degree of merit."
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TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

GEORGIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
First, second, and third grade licenses.	County board of education.	County may be indorsed by other county commissioners.	Any elementary school.	3, 2, and 1 years, respectively.	Reissued upon same conditions as original.
Temporary license.	do.	County can not be indorsed.	do.	Until next examination.	No provision.

IDAHO.

[Acts of 1911, chap. 134, pp. 518-525.]

Life certificate: Upon examination.	State board of education.	State.	Any.	Life.	
Without examination.	do.	do.	do.	do.	
State certificate: Upon examination.	do.	do.	do.	8 years.	Renewable at option of State board.
Without examination.	do.	do.	do.	do.	do.
Specialist's State certificate (music, drawing, manual training, domestic science and physical education).	do.	do.	Special department named in certificate.	do.	do.
First-grade certificate.	County superintendent.	State when filed in county.	Any.	5 years.	Renewable after 5 years' successful experience.

¹ Less experience is required of graduates of courses in chartered institutions covering 5 years above the eighth grade.

certificates in the various States—Continued.

GEORGIA—Continued.

Experience required.	Questions prepared by--	Papers examined by--	Scholarship requirements.
None.....	State school commissioner.	County school commissioner.	Examination in orthography, reading, writing, geography, grammar, arithmetic, agriculture, science and practice of teaching, and physiology and hygiene, including nature and effects of alcohol, etc. Minimum averages as follows: First grade, 90 per cent; second grade, 80 per cent; third grade, 70 per cent.
do.....	County school commissioner.	do.....	Examination must be ordered by county board and only to meet an emergency.

IDAHO.

[Acts of 1911, chap. 159, pp. 518-525.]

5 years, 2 in State. (See last column.)	State board of education.	State board of examiners.	Holder of valid Idaho State certificate and examination in such branches as State board of education may direct. Holder of life certificate from another State of approved educational standing. Must show professional training or qualifications by experience to instruct or manage any school in the State.
3 years ¹	do.....	do.....	Holder of a valid first-grade county certificate and examination in such branches as the State board of education may direct.
None, or 5 years; or 18 months, part of which within 2 years. (See last column.)			(1) Holder of B. A. or B. S. from University of Idaho finishing required course in department of education, or having taught 5 years in State. (2) Graduate of the advanced course (2 years' normal work above a 4-year high school course) of a State normal school of another State holding state or life certificate in such State, or a graduate of a college, the A. B. degree of which is recognized by the university of the State in which it is situated, when issuance of certificate is authorized by the State board; and 18 months' teaching experience, part of which within 2 years.
None.....	No examination required.	No examination required.	Graduate of an approved school offering a course of not less than 2 years in the special department, and based on graduation from an approved high school or an equivalent academic course.
8 months.....	State board of education.	State board of examiners.	(1) Examination in branches required for a second-grade and in addition, English literature, principles of teaching, algebra, physics or botany, and medieval and modern or English history. The county superintendent may transfer the grades of a holder of second-grade certificate who, after 8 months' successful teaching and 6 weeks' attendance at a professional school for teachers, has received credits in at least two subjects since receiving second-grade certificate. ¹

¹ No county certificate is issued when average is less than 85 per cent, or any grade less than 75 per cent.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers' IDAHO—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Second-grade certificate.	County superintendent.	State when file ¹ in county.	Any	3 years.....	Renewable upon re-examination, or after 2 years' teaching and 6 weeks' attendance at a professional school for teachers earning credits in 2 subjects. ²
Third-grade certificate.	do.....	County.....	do.....	1 year.....	Renewable upon re-examination, or upon 6 weeks' attendance during life of certificate, at a professional school for teachers, earning credits in 2 subjects. ²
Special third-grade certificate.	County superintendent with approval of State superintendent.	do.....	do.....	do.....	Nonrenewable. Only 1 to same person.
Permit.....	do.....	do.....	do.....	Until next regular examination.	Nonrenewable. Only 1 within 3 years to same person.

ILLINOIS.

The School Law of Illinois, 1909, pp. 4, 48-49, Circular No. 42, office of superintendent of public instruction, Nov. 1, 1909.]

General certificate.	State superintendent.	State.....	Any.....	Life.....	
State elementary school certificate.	do.....	do.....	Any elementary school.	do.....	
State high-school certificate.	do.....	do.....	Any high school.	do.....	
State supervisory certificate.	do.....	do.....	As principal or superintendent, any district.	do.....	

¹ Only two such certificates shall be given to one person after July 1, 1911.

² No county certificate is issued when average is less than 85 per cent, or any grade less than 75 per cent.

certificates in the various States—Continued.

IDAHO—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
8 months.....	State board of education.	State board of examiners.	Examination in all branches required for a third-grade certificate, and, in addition, physical geography, American literature, English composition, and cataloging and use of school libraries. Standings of a third-grade certificate in force may be transferred to a second-grade after 8 months' teaching, and 6 weeks' attendance at a professional school for teachers receiving credits in at least 2 subjects since receiving third-grade certificate.*
None or 8 months.....	do.....	do.....	Examination in orthoepy, spelling, reading, penmanship, arithmetic, elementary composition, grammar, geography, United States history, civil government of United States and of Idaho, physiology and hygiene with special reference to the effects of stimulants and narcotics, school law, Idaho elementary school manual, and the elements of agriculture; and, in addition, 8 months' teaching experience prior to July 1, 1911, or 6 weeks' attendance at a professional school for teachers, receiving credits in school law of Idaho, school management, and in methods of teaching reading and language, arithmetic, history, and geography.
None.....	do.....	do.....	Examination in subjects required for a third-grade certificate. Issued only when supply of legally qualified teachers has been exhausted.
do.....	No examination required.	do.....	Issued only when supply of legally qualified teachers has been exhausted, by indorsing certificates of other counties or States.

ILLINOIS.

[The School Law of Illinois, 1909, pp. 4, 48-49, Circular No. 42, office of superintendent of public instruction, Nov. 1, 1909.]

3 years.....	State superintendent.	State superintendent.	Examination in educational psychology, principles and methods of teaching, English, European, and United States history, algebra, civics, plane geometry, biological science, and physical science; Latin or a modern language; and a satisfactory thesis on one of the subjects listed by the State superintendent. Minimum average, 75 per cent; grade, 65 per cent.
1 year.....	do.....	do.....	Graduation from a State normal school or completion of an equivalent course, and an examination in first 3 subjects named above and a satisfactory thesis as above. Standings as above.
do.....	do.....	do.....	Graduation from an approved high school and university or other institution offering 4 years of work beyond a 4-year high-school course and examination and thesis as for State elementary certificate. Thesis must be upon a secondary school subject. Standings as above.
2 years of teaching or supervision.	do.....	do.....	Graduation from an approved college or normal school, or 10 years successful supervision in lieu thereof, and examination in English, educational psychology and history of education. Thesis, as above, on a problem of school administration. Standings as above.

* Not more than three third-grade certificates to one person after July 1, 1911.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

ILLINOIS—Continued.

Name of certificate	Issued by	Valid in —		Duration	Persistence
		Territory	Schools		
State special certificate. (Vocal music, drawing, manual training, or household arts only.)	State superintendent.	State	One subject named	Life	
First-grade certificate.	County superintendent.	County	Any	2 years	At discretion of county superintendent.
Second-grade certificate.	do.	do.	do.	1 year	do.
Special certificates. (Music, drawing, penmanship, bookkeeping, German, or any other subject.)	do.	do.	Branches named.	Not fixed by law.	do.

INDIANA.

[School Laws of Indiana, 1907, pp. 20-21, 72-91, 228, 250, 262, 275. Laws 1911, chap. 51. Indiana Teachers' Licenses, Charles A. Greathouse, 1910 (pamphlet).]

Life State license (regular).	State board of education.	State	Any	Life	
Life State license (special for college graduates).	do.	do.	do.	do.	
Professional license.	do.	do.	do.	8 years.	Reissued upon examination only.
State normal school diploma.	Board of trustees.	do.	do.	Life.	
60-month high-school license.	State superintendent.	do.	Designated subjects in any high school; common branches in any public school.	60 months.	Reissued upon examination only.

¹ In any county in which a county normal school is established, the diplomas of graduates, when directed by the county board of education, may be accepted by the county superintendent as sufficient evidence of qualification of first-grade certificate. (School Laws, 1900, p. 45.)

certificates in the various States—Continued.

ILLINOIS—Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements
None.	State superintendent.	State superintendent.	Graduation from a four-year high school course; 2 years of work in special subject in an approved institution, and same examination and thesis as required for State elementary certificate, the thesis to be on the educational value of the special subject. Standings as above.
do.	County superintendent.	County superintendent.	Examination in subjects required for a second-grade certificate, and in addition, in elements of the natural sciences (psychology and laws of health). No standings named.
do.	do.	do.	Examination in orthography, reading, penmanship, arithmetic, grammar, modern geography, civics, United States history, and history of Illinois. No standings named.
do.	do.	do.	Examination only in special subject or subjects which applicant desires to teach.

INDIANA.

[School Laws of Indiana, 1907, pp. 20-9, 72-91, 228, 279, 282, 283. Indiana Teachers' Licenses, Charles A. Givathouse, 1906 (reprinted).]

8 months.	State board of education.	State board of education.	Applicant must have held two 6-month, a 9-month and a 10-month, or two 14-month licenses. Examination in rhetoric, geometry, general history, English literature, physical geography, and two of following: Chemistry, geology, and zoology. Minimum general average, 85 per cent; minimum grade, 75 per cent.
30 months; 10 in Indiana.	do.	do.	Graduation from a standard approved college; holder of one or more 10-month licenses or a professional license, and examination in any three of following subjects: General history of education, the school system and the school law of Indiana, educational psychology, experimental psychology and child study, leading school systems of Europe and America, and principles and methods of instruction. Same grades as above.
18 months.	do.	do.	Same as for regular State license, except subjects of examination, which are as follows: Algebra, civil government, American literature, science of education, and two of following six: Physics, botany, German, French, Spanish, and Latin.
2 years' successful experience after graduation. For 3 years. (See scholarship requirements.)	No examination required. State board of education.	State superintendent.	Graduation from Indiana State Normal School. Applicant must have had 1 year's experience previous to August, 1908, or be a teacher in class A or B with 3 years' experience and 3 years' normal training in an accredited school. Also examination as follows: Division I.—Common branches (see 36-month common-school license), with minimum average of 95 per cent and grade of 85 per cent. Division II. (1) Literature and composition; (2) algebra or geometry, one required; (3) botany, zoology, chemistry, physics, or physical geography, one required; (4) history and civics, Latin, German, French, or Spanish, one required; (5) another subject to be selected from (2), (3), or (4). Minimum average, 85 per cent; grade, 75 per cent. Divisions must be taken separately, but both within same examination. Additional subjects may be taken.

*See p. 210.

TABLE 1.—*The principal features of teachers'*
INDIANA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
36-month high-school license.	State superintendent.	State.....	Designated subjects in any high school.	36 months...	Permanent, if 6 years' experience. Lapses if holder does not teach continuously.
24-month high-school license.	do.....	do.....	do.....	24 months...	Reissued upon examination only.
12 months' high-school certificate.	do.....	do.....	do.....	12 months...	do.....
36 months' common-school certificate.	do.....	do.....	Common branches.	36 months...	Same as 36 months' high-school license.
24 months' common-school license.	do.....	do.....	do.....	24 months...	Reissued upon examination only.
12 months' common-school license.	do.....	do.....	do.....	12 months...	do.....
36 months' primary-school license.	do.....	do.....	First, second, third, and fourth grades.	36 months...	Reissued upon examination only.
24 months' primary-school license.				24 months...	
12 months' primary-school license.				12 months...	
Kindergarten license.	do.....	do.....	Kindergarten.....	do.....	do.....
Kindergarten diploma.	Indorsed by State superintendent.	do.....	do.....	Life.....	

¹ In all literature examinations the manuscript is graded from 0 to 75 on correctness of answers and from 0 to 25 on the quality of English used.
² See p. 210.

certificates in the various States—Continued.

INDIANA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
1 or 3 years. (See scholarship requirements.)	State board of education.	State superintendent.	Same as for 10-month high-school license, except examination, which is as follows: Applicant must pass successfully (minimum average 85 per cent, grade 85 per cent) in science of education and one or more of following: Latin, German, French, Spanish, literature and composition, history and civics, physical geography, commercial geography, zoology, botany, physics, chemistry, commercial arithmetic, algebra, geometry, bookkeeping, and stenography. ¹
1 year. (See scholarship requirements.)	do.	do.	Applicant must have had 1 or more years' experience previous to August, 1908, or be a Class A ² teacher of 1 year's experience and 24 weeks' normal training in an accredited school, and must also pass successfully (minimum general average 90 per cent, grade 80 per cent) in one or more of subjects named in requirements for 36-month high-school certificate and science of education.
None. (See scholarship requirements.)	do.	do.	Applicant must have been a teacher prior to August, 1908, or be a graduate of a commissioned or certified high school with at least 12 weeks of normal training in an accredited school, and must also pass successfully (minimum average 85 per cent, grade 75 per cent) in one or more subjects named in requirements for a 36-month high-school certificate, and science of education.
Same as for 36 months' high-school certificate.	do.	do.	Same as for 36-month high-school license, except examination, which is as follows: Arithmetic, grammar, United States history, physiology and scientific temperance, geography, reading, writing, spelling, literature, science of education, drawing, and music. ³ Drawing and music are optional except in counties where they are specifically required. Examination in reading-circle books for current year may be substituted for examinations in analogous subjects. Minimum average 85 per cent, grade 85 per cent. A teacher holding this license is in Class C. ⁴
Same as for 24 months' high-school certificate.	do.	do.	Same as for 24 months' high-school certificate, except examination, which is in same subjects as for 36 months' common-school certificate. Minimum average, 90 per cent; grade, 80 per cent. A teacher holding this license is in Class B. ²
None; same as for 12 months' high-school certificate.	do.	do.	Same as for 12 months' high-school certificate, except examination, which is in same subjects as for 36 months' common-school certificate. Minimum average, 85 per cent; grade, 75 per cent. A teacher holding this license is in Class A. ²
Same as for respective common-school license.	do.	do.	Same scholarship requirements as for respective grades of common-school license, except that special primary questions are given in arithmetic, reading, grammar, and science of education.
None.	do.	do.	Any person eligible to any other examination is eligible to this, which is in kindergarten theory and practice, music, drawing, and English. Minimum average, 85 per cent; grade, 75 per cent. Graduation from an approved kindergarten training school.
	No examination required.		

¹ Grades in writing and spelling are determined from the manuscripts. Grammar and literature are graded from 0 to 90 on correctness of answers and from 0 to 10 on quality of English used.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

INDIANA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Supervisor's license in music, art, manual training, sewing, and cooking.	State superintendent.	State.....	Supervisor or teacher of special subject in any public school.	12 months.	Retained upon examination only.
Special license (rural and town schools).	State board of education.	do.....	Rural and town schools; common branches.	3 years.	do.....
County high school: 36 months.....	County superintendent.	County.....	Same as for corresponding license issued by State		
24 months.....	do.....	do.....			
12 months.....	do.....	do.....			
County common school: 36 months.....	do.....	do.....	Same as for corresponding license issued by State		
24 months.....	do.....	do.....			
12 months.....	do.....	do.....			
County primary: 36 months.....	do.....	do.....	Same as for corresponding license issued by State		
24 months.....	do.....	do.....			
12 months.....	do.....	do.....			
Special teachers' license.	do.....	do.....	Branches named..	3, 2, or 1 year.	Upon examination only.

IOWA.²

[Code of Iowa. Secs. 229-231, 234, 234, Department of Public Instruction Circular No. 5, 1911.]

State diploma.....	State board of examiners.	State.....	Any.....	For life.....	
State certificate: Without examination.	do.....	do.....	do.....	5 years.....	(4)
Upon examination.	do.....	do.....	do.....	do.....	
Primary teachers' State certificate.	do.....	do.....	First, second, and third grades.	do.....	do.....
Special State certificate (including kindergarten).	do.....	do.....	Any, in subjects or departments named.	do.....	Same as for State certificate.

¹ See p. 209.

² See appendix, p. 257.

certificates in the various States—Continued.

INDIANA—Continued

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
None; same as for 12 months' common-school license.	State board of education.	State superintendent.	Same as for 12 months' common-school license except examination, which is in special subject (minimum grade, 85 per cent) and, if not a graduate of a commissioned high school, in literature and composition, arithmetic, United States history, and physiology, and scientific temperance (minimum average, 85 per cent; grade, 75 per cent). Courses in approved schools in special subject will be accepted in lieu of normal training.
None.	do.	State board of education.	Completion of special 2 years' course for teachers in accredited schools. Holders of this license who have no experience are in class A; those with one or more years' experience are in class B.
superintendent.	do.	County superintendent.	Same as for corresponding license issued by State superintendent.
superintendent.	do.	do.	Do.
superintendent.	do.	do.	Do.
None.	State board of education.	do.	None specified. Papers may be sent to State superintendent for grading.

IOWA.

[Code of Iowa. Secs. 2628-2631, 2634, 2734, Department of Public Instruction Circular No. 5, 1911.]

5 years.	State board of examiners.	State board of examiners.	In addition to branches required for a State certificate, examination in geometry, trigonometry, chemistry, zoology, geology, astronomy, political economy, English literature, and general history.
None.	do.	do.	(1) Graduation from State university, normal schools, and colleges of agriculture, and other educational institutions in the State having regular collegiate courses of equal rank. The record must show at least 6 semester hours in psychology and 14 in education. (2) Holder of a certificate issued by State department of education in another State, upon evidence of scholarship and experience equivalent to that required for like certificate in Iowa.
2 years.	State board of examiners.	State board of examiners.	Examination in orthography, reading, writing, arithmetic, geography, English grammar, bookkeeping, physiology, history of United States, algebra, botany, physics, drawing, United States civics, Iowa civics, school laws of Iowa, didactics.
do.	do.	do.	Examination in psychology of the child, school management, history of education, school laws of Iowa, drawing, primary methods, plant study, vocal music, physical culture.
None.	do.	do.	Same as for special county certificate.

* Renewable for life upon proof of at least 5 years' successful teaching, three of which shall have been during the time the said certificate (with renewals) has been in force.

TABLE 1.—The principal features of teachers' IOWA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Normal training-course certificate.	Superintendent of public instruction.	State.....	Any.....	2 years.....	After 30 weeks' successful experience certified to by county superintendent under whom teaching was done, holder shall receive a county certificate of a grade corresponding to his qualifications. ¹
First-grade county certificate.	State board of examiners.	do.....	do.....	3 years.....	Renewable upon proofs of successful teaching and professional study during life of certificate. ²
Second-grade county certificate.	do.....	do.....	do.....	2 years.....	do.....
Third-grade county certificate.	do.....	do.....	do.....	1 year.....	Renewable once on evidence of successful teaching. Not more than 2 may be issued to same person. Not renewable.
Provisional county certificate.	do.....	do.....	Limited to county for which issued.	6 months.....	Not renewable.
Special county certificate (including kindergarten).	do.....	do.....	Any, in subjects or departments named.	3 years.....	Same as for first-grade county. ³

KANSAS.⁴

[Laws relating to the common schools of Kansas, 1909, pp. 18-24, 27-34, 115, 120-130, 143. Manual of the Board of Education, State of Kansas, 1910, pp. 5-38. Laws 1911, chap. 276.]

Life diploma.....	State board of education.	State.....	Any.....	Life.....	
Life certificate.....	do.....	do.....	No.....	do.....	Lapses if holder is not engaged in school work for 3 years.

¹ Renewable for life upon proof of at least 5 years' successful teaching, three of which shall have been during the time the said certificate (with renewals) has been in force.

² Holder of a second-grade certificate may build to a first-grade certificate by making the required grades, and by examination in the additional required branches, subject to the requirements of 30 weeks' experience. Likewise a holder of a third-grade certificate may build to a second or a first grade, applicant having the privilege of being examined in one or more of such branches at any regular examination.

³ See appendix, p. 287.

certificates in the various States—Continued.

IOWA—Continued.

Experience required.	Questions prepared by--	Papers examined by--	Scholarship requirements.
None.....	No examination required.	No examination required.	Certificate of graduation from the high school normal training course, the examination for graduation being conducted under rules of the State board of examiners.
36 weeks.....	State board of examiners.	State board of examiners.	Examination in reading, orthography, writing, arithmetic, geography, grammar, United States history, music, physiology and hygiene with reference to effects of stimulants and narcotics, elementary civics, elementary economics, elementary physics, and elementary algebra.
None.....	do.....	do.....	Same as for first-grade county certificate, except that an examination in the last four subjects named above is not required. Lower average required. ³
do.....	do.....	do.....	Examination in the same subjects required for a second-grade county certificate. Lower average required. (See note at bottom of p. 36.)
do.....	do.....	do.....	Examination in the same subjects required for a third-grade county certificate. Lower minimum grade accepted.
do.....	do.....	do.....	Examination in the subject or group of subjects for which a certificate is sought, and percents therein, such as are required for a first-grade county certificate.

KANSAS.

[Laws relating to the common schools of Kansas, 1909, pp. 18-24, 27-34, 115, 129-130, 143. Manual of the Board of Education, State of Kansas, 1910, pp. 5-38. Laws 1911, chap. 276.]

5 years; 2 in State.	State board of education.	State board of education.	Examination in all subjects required for a 3-year certificate and, in addition, in political economy, zoology, and Latin, German, or French. Minimum average, 85 per cent; minimum grade, 70 per cent.
2 years under 3-year renewable certificate.	No examination required.....		Holder of 3-year renewable certificate.

³ The State board of education has established the following rules governing the renewal of normal-training certificates:

First. Evidence of successful experience and professional interest on the part of holders of such certificates satisfactory to the State board of education.

Second. Holders shall attend 2 county teachers' institutes, provided that attendance at an approved summer training school for 2 summers shall be accepted in lieu of such institute attendance.

Third. Holders shall pursue such a course of professional reading as shall be outlined by the State board of education.

Fourth. Holders shall have taught 1 year of at least 20 weeks out of the 2 years, provided that attendance at a recognized institution of higher learning for 2 years shall be accepted in lieu of the required teaching experience.

It is expected that holders will attend 1 of the 2 institutes required before beginning to teach.

TABLE 1.—The principal features of teachers'

KANSAS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
3-year renewable certificate (upon complete examination to non-graduates).	State board of education.	State.....	Any.....	3 years.....	Life certificate granted if 2 years of successful experience.
3-year renewable certificate (without examination to graduates (arts course)).	do.....	do.....	do.....	do.....	do.....
3-year nonrenewable certificate (normal practice teaching course).	do.....	do.....	do.....	do.....	Nonrenewable. May secure renewable certificate by passing examination in professional subjects.
Industrial certificates: Manual training. Upon examination.	do.....	do.....	Any school in subjects named, provided holder has also a valid Kansas teacher's certificate.	1 year.....	Renewable 2 years if experience is satisfactory; 1 year without experience.
Without examination. Domestic science. Upon examination.	do.....	do.....	do.....	do.....	do.....
Without examination. Normal training certificate.	do.....	do.....	Any.....	2 years.....	2 years at a time; indefinitely. ¹

¹ The State board of education has established the following rules governing the renewal of normal training certificates:

First. Evidence of successful experience and professional interest on the part of holders of such certificates satisfactory to the State board of education.

Second. Holders shall attend 2 county teachers' institutes, provided that attendance at an approved summer training school for 2 summers shall be accepted in lieu of such institute attendance.

Third. Holders shall pursue such a course of professional reading as shall be outlined by the State board of education.

Fourth. Holders shall have taught 1 year of at least 20 weeks out of the 2 years, provided that attendance at a recognized institution of higher learning for 2 years shall be accepted in lieu of the required teaching experience.

It is expected that holders will attend 1 of the 2 institutes required before beginning to teach.

certificates in the various States—Continued.

KANSAS—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
1 year.....	State board of education.	State board of education.	Examination in first 15 subjects named under professional certificate; and in addition, plane and solid geometry, physical geography, medieval and modern history, botany, general psychology, history of education, school law, methods of instruction, school management, chemistry, drawing, and music. For any 2 of the last 3 named, any 2 of the following 3 may be substituted: Zoology, political economy or Latin, including Cæsar and Virgil. Standings as under life diploma.
do.....			Graduation from educational institution placed on the accredited list by the State board of education. See p. —.
20 weeks of practice teaching.	No examination required.....		Graduation from the normal course of certain Kansas institutions whose courses of study include all subjects required for the 3-year certificate and have received the approval of the State board of education.
None.....	State board of education.	State board of education.	Examination must show ability to teach both theory and laboratory work in clay modeling, cardboard construction, basketry, joinery, furniture making, wood turning, and mechanical drawing in elementary and high schools.
do.....			Graduation from accredited course in a manual-training institution.
do.....	State board of education.	State board of education.	Examination must show ability to teach sewing and cooking in elementary and high schools.
do.....			Same as for manual-training certificate (without examination).
do.....	State board of education.	Examiners appointed by State board of education.	The applicant must be a graduate of a 4-year high-school course approved by the State board of education. That course must include a prescribed course in normal training. The applicant is examined in arithmetic, grammar, geography, reading, American history, psychology, methods of instruction, and school management. Minimum average, 80 per cent; minimum grade, 60 per cent.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

KANSAS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
First-grade certificate.	County board of examiners.	County, except in cities of first and second class. May be indorsed in other counties for unexpired time.	Any	3 years	Renewed for 3 years without examination, provided certain conditions are met. ¹
Second-grade certificate.	do	do	do	2 years	(²)
Third-grade certificate.	do	do	do	1 year	Reissued once upon examination if holder has taught 3 months.
Temporary certificates.	County superintendent.	District named.	do	Until close of next examination.	Can not be reissued to same person at expiration of time set.
Local certificates: Cities of first and second class. ⁴	Examining committee.	City	Department named.	Varies	Varies
Common-school district having over 10 teachers.	do	District	do	do	do
County high school.	do	County	High school named.	do	do
Institute certificates: Conductor's	State board of education.	State	Institutes	1 year	Renewable for 5 years to holder who has successfully conducted one institute.
Instructor's	do	do	do	do	Renewable for 3 years to holder who has taught successfully in one institute.
Special certificate.	do	do	Branches named	do	Renewable for 1 year.

¹ Varying amounts of work in an accredited high school or its equivalent will be required in the future of applicants for any grade certificate, as follows: After May 1, 1913, 1 year of work; after May 1, 1915, 2 years of work; after May 1, 1917, 4 years of work.

² This requirement does not apply to any person who shall have taught at least 6 school years before May 1, 1912. The board of education is empowered to make such temporary modifications of these requirements as may be necessary to supply the schools with teachers.

certificates in the various States—Continued.

KANSAS—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
12 months.....	State board of education.	County board of examiners.	Examination in all subjects required for second-grade certificate and such additional branches as State board may prescribe. Minimum standings 90 per cent and 75 per cent. ¹
3 months.....	do.....	do.....	Examination in all subjects required for third grade and such additional branches as State board may prescribe. Minimum standings 80 per cent and 60 per cent. ²
None.....	do.....	do.....	Examination in orthography, reading, writing, grammar, geography, arithmetic, history of Kansas, United States history, Constitution of United States, physiology and hygiene, agriculture, and principles and methods of teaching with minimum average of 75 per cent and minimum grade of 60 per cent.
do.....	County superintendent when examination is required.		Upon written request of a district board county superintendent may issue certificate if he believes the applicant possesses "the necessary qualifications of a teacher."
Varies.....	Examining committee when examination is required.		Varies: as determined by each local board. Must be judged competent to teach in department named.
do.....	do.....		Do.
do.....	do.....		Do.
8 years as a teacher.	No examination required.....		Must have taught successfully under certificate in three normal institutes, not more than two of which were in the same year. This rule may be waived in the case of applicants of high professional standing and long experience in educational work.
5 years as a teacher.....	do.....		Holder of State certificate or life diploma or one whose professional experience and ability warrants.
Not fixed.....	do.....		"Board must be satisfied as to special qualifications."

¹ Conditions are as follows: (1) No nonteaching period of more than 2 years; (2) attended 90 per cent of last county institute or 6 weeks professional training in some approved school; and (3) does such professional work as State or county superintendent may direct.

² Holder may build toward a first grade certificate. Any grade of 90 per cent or more secured at not to exceed 4 regular examinations may be retained for 2 years and applied toward such first-grade certificate.

³ Cities having a population of 2,000 or over.

TABLE 1.—*The principal features of teachers'*

KENTUCKY.

[Common School Laws of Kentucky, 1913, pp. 12, 27-33, 133-134, 158, 166. Biennial Report of State Superintendent of Public Instruction of Kentucky, 1908-9, pp. 28-29.]

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
State diploma.....	State board of examiners.	State.....	Any.....	Life, unless holder fails to teach 2 successive years.	
State certificate.....	do.....	do.....	do.....	8 years, unless holder fails to teach 2 successive years.	Renewed for original period on recommendation of county board of examiners.
University diploma (B. A. in education).	Board of trustees (approved by State superintendent).	do.....	do.....	Life.....	
Advanced university and normal-school certificates.	Board of trustees of univ., board of regents of normal schools, subject to approval of State superintendent.	do.....	do.....	3 years.....	Renewed for life upon evidence of successful teaching and approval of State superintendent.
Intermediate university and normal-school certificates.	do.....	do.....	do.....	4 years.....	Nonrenewable.
Elementary university and normal-school certificate.	do.....	do.....	do.....	2 years.....	do.....
Kentucky Normal and Industrial Institute certificates.	Board of trustees.....	do.....	Colored schools.....	Life.....	
First-class county certificate.	County board of examiners.	County.....	Any.....	4 years.....	May be renewed annually for 4 years if holder has taught 8 consecutive years under first-grade certificate.
Second-class county certificate.	do.....	do.....	do.....	2 years.....	Nonrenewable.
Third-class county certificate.	do.....	do.....	do.....	1 year.....	Not issued more than once to same person.

certificates in the various States—Continued.

KENTUCKY.

Common School Laws of Kentucky: 1910, pp. 12, 27-33, 133-134, 158, 166. Biennial Report of State Superintendent of Public Instruction of Kentucky, 1908-9, pp. 28-29.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
2 years in State.	State board of examiners.	State board of examiners.	Examination in subjects required for a State certificate and, in addition, in geometry, physics, and elementary Latin with minimum average of 90 per cent and grade of 70 per cent.
2 years.	do.	do.	Examination in subjects required for county certificates and in English literature, algebra, higher arithmetic, and psychology, with a minimum average of 90 per cent and grade of 70 per cent, and recommendation of county board of examiners.
None.			Bachelor of Arts in education from State university.
do.			Completion of 3 years' work in department of education of State university or in State normal schools.
do.			Same, except 2 years' work.
do.			Same, except 1 year work.
do.			Graduation from institution.
do.	State board of examiners.	County board of examiners.	Examination in spelling, reading, writing, grammar, geography, arithmetic, United States history, history of Kentucky, composition, physiology and hygiene, including nature and effects of alcoholic drinks, etc., with minimum average of 85 per cent and grade of 65 per cent.
do.	do.	do.	Same, except minimum average of 75 per cent and grade of 55 per cent.
do.	do.	do.	Same, except minimum average of 65 per cent and grade of 50 per cent.

TABLE 1.—*The principal features of teachers'*

LOUISIANA.

[Sixth compilation of the Laws of Louisiana relating to public schools, 1908, pp. 65-69, 122, 146, 147.]

Name of certificate.	Issued by.	Valid in -		Duration.	Persistence.
		Territory.	Schools.		
State certificate.	State board of examiners.	State.	Any.	10 years.	May be renewed by board.
First-grade certificate.	Parish board of examiners.	Parish; papers may be sent to another parish superintendent upon his request.	do.	5 years.	Extended 1 year for attendance State summer normal school for 9 weeks or more.
Second-grade certificate.	do.	do.	do.	3 years.	Extended 1 year for attendance State summer normal school 9 weeks.
Third-grade certificate.	do.	do.	do.	1 year.	Renewed 1 year if summer school is attended 9 weeks.
Normal-school diploma.	Institutions named in last column.	State.	do.	4 years.	Renewed for 4 years by authority issuing diploma.
Special certificate.	Parish examining committee.	Parish.	Special academic department named.	5 years.	Nonrenewable.

¹ State superintendent may renew for graduates of Peabody Normal School.

certificates in the various States—Continued.

LOUISIANA.

[Sixth compilation of the Laws of Louisiana relating to public schools, 1908, pp. 65-69, 122, 146, 147.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Note.....	State board of examiners.	State board of examiners.	Examination in subjects required for first-grade certificate and also in literature, chemistry, bookkeeping, Latin, general history, botany, history of education, psychology, and school administration. Completion of course in any subject by a graduate of any institution in Louisiana authorized by law to issue diplomas certified to by the president of such institution secures credit of satisfactory examination in that subject. This does not apply to subjects in the field of education.
do.....	State superintendent.	Parish board of examiners.	If applicant holds a valid second-grade certificate, examination in higher algebra, physics, geometry, penmanship and drawing, theory and art of teaching, English grammar and composition, arithmetic (written and mental), political and physical geography, United States history, and agriculture. If applicant holds a third-grade certificate, also in reading, constitutions of Louisiana and of the United States, and spelling. An applicant who holds no certificate nor is a graduate of an institution authorized to issue diplomas must, in addition to the first-grade subjects, take the third-grade examination in physiology and hygiene and the second-grade examination in constitutions of Louisiana and of the United States and spelling.
do.....	do.....	do.....	Examination in grammatical analysis, physical and political geography, elementary algebra, theory and art of teaching, arithmetic, United States history, agriculture, reading, constitutions of Louisiana and United States, and spelling. If applicant does not hold third-grade certificate, also in penmanship and drawing, and physiology and hygiene. Minimum average, 80 per cent; minimum grade, 50 per cent. Average of 70 per cent entitles applicant to third-grade certificate.
do.....	do.....	do.....	Examination in spelling, reading, penmanship, drawing, arithmetic, English grammar, geography, United States history, constitutions of United States and of Louisiana, physiology and hygiene, with special reference to the effects of stimulants and narcotics, and theory and art of teaching. Minimum average, 75 per cent; minimum grade, 40 per cent.
do.....	State superintendent.	Parish examining committee.	Diplomas from Prichard Normal School, State normal school, city normal school, New Orleans; department of philosophy and education Louisiana State University; Teachers' College of Tulane University.
do.....	State superintendent.	Parish examining committee.	Examination in subjects to be taught.

Note.—General average obtained upon examination is increased 15 per cent for attendance upon State summer normal schools for nine weeks. Examinations must be taken within one year from date of attendance.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers' MAINE.

[Maine School Laws, 1900, pp. 13, 38. Circulars "Examination for State certificates," 1904, "Conditions of granting State certificates of superintendence grade," 1910.

Name of certificate.	Issued by—	Valid in		Duration.	Persistence.
		Territory.	Schools.		
State certificates Upon examination. Superintendence grade.	State superintendent.	State.	Superintendent.	Life or 5 years. ¹	Renewable for life.
Public-school grade.	do.	do.	Any.	Life, 5, 3, or 1 year. ¹	One renewal without re-examination.
Grammar or common school grade.	do.	do.	Common schools.	do.	do.
Common-school grade.	do.	do.	do.	do.	do.
Primary or common school grade.	do.	do.	do.	do.	do.
Without examination.	do.	do.	(c)	do.	do.
Town certificate.	Town superintendent.	Town.	Branches upon which examined.	1 year.	Renewable without examination.

¹ Persons having had less than 5 years' experience in school supervision are eligible for the 5-year certificate; those who present evidence of successful work as superintendents for 5 or more years are eligible for the life certificate.

² See page 309.

³ The preliminary examination consists of filling out a blank form concerning the life, education, experience, special preparation, and reading of the applicant and other facts bearing upon his probable ability as a teacher. The names of 5 references are also required.

certificates in the various States—Continued.

MAINE.

[Maine School Laws, 1906, pp. 13, 38. Circulars "Examination for State certificates," 1904, "Conditions of granting State certificates of superintendence grade," 1910.]

Experience required.	Questions prepared by —	Papers examined by —	Scholarship requirements.
Not less than 2 years' experience as superintendent of schools or as a school principal with supervisory powers.	State superintendent.	State superintendent.	Written examination in school law, methods of teaching, school management, educational psychology, history of education, and school administration.
18, 9, 5, or 0 terms ¹ .	do.	do.	Written examination in reading, writing, spelling, arithmetic, geography, English grammar, United States history, physiology and hygiene, elementary science or nature study, civil government, theory and practice of teaching, and school law; minimum average 90 per cent, minimum grade 70 per cent; also graduation from college or full college-preparatory course of first-class seminary of exceptionally high rank with ability to teach college preparatory studies, including at least one ancient and one modern language, and a recommendation for high school work given by references. Reports of references are taken into account, ² also statements contained in preliminary examination. ³
do.	do.	do.	Examination in same subjects; minimum average 80 per cent, minimum grade 70 per cent. Account also taken of statements of references and of preliminary examination. ^{2, 3}
do.	do.	do.	Same, except minimum average and grade 70 per cent and 50 per cent. ^{2, 3}
do.	do.	do.	Same, except no minimum average is stipulated, and minimum grade is placed at 35 per cent.
do.	do.	do.	Graduation from a Maine State normal school. ⁴
As determined by town superintendent.	Town superintendent.	Town superintendent.	Examination in reading, spelling, grammar, geography, history, arithmetic, civil government, bookkeeping, physiology with special reference to effect of alcoholic drinks, stimulants, and narcotics, elements of the natural sciences especially as applied to agriculture, and such other branches as superintending school committee desires to introduce into the public school, particularly into the school for which he is examined.

⁴ Graduates of State normal schools are admitted to all classes of State certificates. In determining the grade of certificate to be given to each graduate, consideration is given to the grade of work done by the student during the course, experience in teaching, if any, before entrance to the course, and rank attained in examination.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

MARYLAND.

[The Public School Laws of 1910, pp. 12, 24, 26, 31-32. By-Laws, Rules, and Regulations of the Public School System of Maryland, 1908, pp. 18-21.]

Name of certificate.	Issued by	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Life certificate: Without examination.	State board of education.	State.	Any.	Life	
Upon examination.	do.	do.	do.	do.	
State normal diploma.	do.	do.	do.	do.	
State normal certificate.	Principal of school and State board.	do.	do.	5 years.	Renewed for life, upon 2 years' experience and recommendation of county superintendent.
University, college, and normal diplomas.	Indorsed by State superintendent.	do.	do.	Varies; may be for life.	
County certificates: First grade. First class. Second class. Second grade. First class. Second class.	County superintendent.	County.	do.	6 months after election to a position within 15 months after date of issuance.	Renewed for 5 years if county superintendent is satisfied of holder's fitness to teach and govern.

certificates in the various States—Continued.

MARYLAND.

[The Public School Laws of 1910, pp. 12, 24, 25, 31-32. By-Laws, Rules, and Regulations of the Public School System of Maryland, 1908, pp. 18-21.]

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
7 years, 5 in Maryland.			Holder of first-class certificate; unanimous recommendation of county board of school commissioners; satisfactory proof of liberal education and professional study, equivalent to graduation from some reputable college.
do.	State superintendent, subject to approval of State board.	State superintendent.	Same as above; board of education may require any applicant to pass a satisfactory examination.
1 year.	No examination required.		Graduation from a State normal school of Maryland or of the normal department of Washington College.
None.	do.		None specified. (No longer issued.)
Varies, left to judgment of State superintendent.	do.		Graduation from approved higher institution in Maryland, including completion of 2 years' professional course prescribed by State board of education.
None.	County superintendent.	County superintendent.	Examination for first grade same as that for second grade except the omission of the history of Maryland and the addition of bookkeeping, algebra (without limitations), natural philosophy, plane geometry (of books), and general history. Examination for second grade in orthography, reading, writing, arithmetic, geography, United States history, history of Maryland, grammar, Constitutions of United States and Maryland, algebra (to quadratics), theory and practice of teaching, physiology, and laws and by-laws of the public school system of Maryland. The grade of certificate is determined by the scholastic qualifications as shown in the examination. The class of certificate under each grade is determined by a consideration of the (a) scholarship, (b) executive ability, (c) personality, and (d) teaching power of the applicant, and of such other points as the state board of education may approve.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

MASSACHUSETTS.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Union superintendent's certificate.	State board of education.	State.....	Superintendent.....	From 1 to 5 years.	A pleasure of board; may be renewed if record is satisfactory.
Local certificates....	School committee.	Town.....		1 year, usually.	Very variable practice.

MICHIGAN.

[School Laws, 1900, secs. 50, 165, 177, 287, 301, 334. Public Acts of Michigan, 1908, ch. 213; 1905, chs. 24, 148; 1907, chs. 112, 125; 1909, ch. 105; 1911, chs. 20, 146.]

University of Michigan certificate.	Regents of university.	State.....	Any.....	Life.....	
State life certificate.	State board of education.	do.....	do.....	do.....	
College certificate.	do.....	do.....	do.....	4 years.....	Renewable for life after 3 years' experience.
Advanced State Normal College, Central Normal, Northern Normal, or Western Normal certificate.	do.....	do.....	do.....	Life.....	
Central Normal and Western Normal advanced rural certificate.	do.....	do.....	In rural schools.....	5 years.....	Renewable for 3 years after 5 years' teaching.
State Normal College, Central Normal, Northern Normal, or Western Normal graded certificate.	do.....	do.....	In grades.....	3 years.....	Renewable for 3 years after 3 years' teaching.
State Normal College, Central Normal, Northern Normal, or Western Normal elementary rural school certificate.	do.....	do.....	In rural schools.....	do.....	do.....
Certificate of teacher of agriculture.	State board of agriculture.	do.....	Any.....	do.....	Nonrenewable

¹ As determined by State board of education.

² Qualifications of certain superintendents of schools determined by the State board of education.

³ As determined by school committee.

⁴ SEC. 28. It [The school committee] shall select and contract with the teachers of the public schools, shall require full and satisfactory evidence of their moral character, and shall ascertain by personal examination their qualifications for teaching and their capacity for the government of schools; or in lieu thereof, may accept the diplomas granted by the State normal schools of this Commonwealth to their graduates.

SEC. 29. Every teacher shall, before he opens any public school, obtain from the school committee a certificate, in duplicate, of his qualifications, one of which shall be deposited with the selectman, or, in a city, with the auditor or treasurer or with any officer who may be prescribed on the charter, before any payment is made to him on account of his services. (Mass. School Laws, 1909, p. 24.)

The authority and duty of the school committee of a town are not confined to ascertaining by examination the literary qualifications of teachers and their capacity for the government of schools, but they are the sole judges of their qualifications in all respects to teach and govern the schools for which they are selected. (9 Allen, 94.)

The school committee have the whole power to examine teachers. (Bachelder v. City of Salem, 4 Osh., 599.)

certificates in the various States—Continued.

MASSACHUSETTS.

Experience required.	Questions prepared by--	Papers examined by--	Scholarship requirements.
(1).....	(1).....	(1).....	See footnote 3.
(2).....	(2).....	(2).....	See footnote 4.

MICHIGAN.

[School Laws, 1906, secs. 59, 165, 177, 287, 301, 334. Public Acts of Michigan, 1903, ch. 213, 1905, chs. 24, 148; 1907, chs. 112, 125; 1909, ch. 165; 1911, ch. 20.]

None.....	No examination required.....		Possession of bachelor's, master's or doctor's degree, and also a teacher's diploma for work done in the science and the art of teaching in the university or in equal institution.
2 years.....	State board of education.	State board of education.	Eminent scholarship and ability shown by examinations in every study required for such certificate.
None.....	No examination required.....		Possession of bachelor's, master's or doctor's degree of approved college, with at least a 1-year course in science and art of teaching and observation of actual school work.
do.....	do.....		Two years' normal course after 4 years' high school or 4 years' course after tenth grade.
do.....	do.....		Two years' normal work in advance of elementary rural course.
do.....	do.....		One year's normal work after 4 years' high school.
do.....	do.....		Two years' normal work and 1 term if no high-school credits.
do.....	do.....		Graduation from 4-year course in agriculture in the Michigan Agricultural College, with a course of at least a half year in pedagogics.

The committee are to find such teachers [good teachers] by examination. The most satisfactory examination will be made by observing a teacher at his work. If this can not be done, the candidate may be examined by questions which shall test his ability to teach the branches of learning to be pursued in the schools, also his ability to organize and control a school. [Note in Mass. School Law, 1892, p. 42, and repeated for several years.]

Chapter 215, acts of 1904, provides as follows:

In all the superintendency unions in which any part of the expense of the superintendent is borne by the Commonwealth the State board of education shall determine, by examination or otherwise, the qualifications of candidates for the position of superintendent of public schools; and, after the first day of January, in the year nineteen hundred and five, no person shall be elected to such position who does not hold a certificate of fitness and competency from said board: *Provided, however,* That this act shall not apply to any superintendency union in which one town does not receive aid from the Commonwealth for expense of a superintendent until the termination of the contract, if any, existing between such towns at the time of the passage of this act.

Algebra, botany, United States history, civil government, arithmetic, literature, chemistry, general history, geography, geology, Latin, geometry, orthography, theory and art of teaching, rhetoric, zoology, German, English grammar, school law, penmanship, physiology, and physics.

TABLE 1.—The principal features of teachers'

MICHIGAN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Kindergarten teachers' certificate.	State superintendent.	State.....	Kindergarten and first grade.	Life.....	
Certificate for teachers of music or drawing.	do.....	do.....	Subject named.	do.....	
First-grade county certificate.	County board of examiners.	County (State, if countersigned by State superintendent).	Any.....	4 years.....	Renewable if average is above 85 per cent in 2 examinations, and continuous teaching.
Second-grade county certificate.	do.....	County ¹	do.....	3 years.....	do.....
Third-grade county certificate: Class A.....	do.....	do.....	Primary department.	1 year.....	do.....
Class B.....	do.....	do.....	Any.....	do.....	(²)
County normal training class diploma.	County normal board.	do.....	Any school having not over 2 teachers.	do.....	Renewable, option of county normal board for 3 years.
County special certificate.	County commissioner.	Specified district.		Until next public examination.	Nonrenewable.
Local certificates ³ .					

MINNESOTA.

[School Laws of Minnesota, 1907, pp. 113-119. Laws of Minnesota, 1909, ch. 455. Circular of information, relating to examinations, etc., department of public instruction, 1908.

First-grade professional certificate: Upon examination.	State superintendent.	State.....	Any.....	Limited number of years at first. For life after 10 years' successful teaching.	See duration.
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¹ Examination papers may be sent to another county on request of applicant; new certificates may be issued thereon; valid in the other county for life of original certificate.

² Without examination, if average is above 85 per cent in 2 examinations, and continuous teaching; not more than 3 to same person.

certificates in the various States—Continued.

MICHIGAN—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None.....	No examination required.....		Graduation from approved kindergarten training school and possession of a teacher's certificate, or diploma from a college or a high school with a 4-year course.
do.....	No examination required.....		Completion of at least 2 years' course in music in State university, a State normal school, or an incorporated college; or completion of at least 1-year course in drawing in same or equal institution.
1 year.....	State superintendent.	County board of school examiners.	Examination in orthography, reading, writing, grammar, geography, arithmetic, theory and art of teaching, United States history, civil government, physiology and hygiene, school law, State course of study for district schools, physics, general history, botany, and algebra.
7 months.....	do.....	do.....	Examination in subjects required for third-grade certificate, and in addition two of the following: General history, botany, physics, and algebra.
3 years in primary department of graded schools.	do.....	do.....	Examination in writing, orthography, reading, grammar, arithmetic, geography, United States history, civil government, theory and art of teaching, physiology and hygiene, with special reference to the effect upon the human system of alcoholic drinks, stimulants, narcotics, school law, State course of study for district schools, and the causes and prevention of dangerous communicable diseases.
None.....	do.....	do.....	Same as for third grade, Class A.
do.....	No examination required.....		Graduation from county normal training class (1-year course).
do.....	County commissioner.	County commissioner.	Personal examination by county commissioner in third-grade branches.

MINNESOTA.

[School Laws of Minnesota, 1907, pp. 113-119. Laws of Minnesota, 1909, ch. 455. Circular of Information, relating to examinations, etc.: department of public instruction, 1908.]

Permanent teachers of successful experience, including 9 months in Minnesota.	State superintendent.	State superintendent.	Examination in the branches required for a first-grade certificate; also all the branches included in subdivision 1 (following); 2 in subdivision 3; 2 in subdivision 4; and 3 in each of the other subdivisions, namely: (1) Educational science, including history of education, psychology, general pedagogy, and school organization; (2) mathematics, including higher algebra, solid geometry, trigonometry, plane and spherical; (3) English, including English and American literature and rhetoric; (4) history, ancient, medieval, English, and American; (5) science, including botany, chemistry, geology, and physiology, astronomy, zoology, and political science.
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* "In incorporated cities employing a principal of the high school and also a superintendent of schools who gives not less than one-third of his or her time to school supervision, the superintendent of schools and the board of education or a committee thereof shall be empowered to examine their teachers and grant certificates to such as are not already legally qualified, at such times and in such form as the superintendent of public instruction shall prescribe." (Public Acts, 1911, No. 146.)

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers' MINNESOTA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
First-grade professional certificate—Contd. Without examination.	President of university and State superintendent.	State.....	Any.....	Life or 2 years.	
Second-grade professional certificate.	State superintendent.	do.....	Elementary grades	Same as first-grade professional.	See duration.
Professional permit.	do.....	do.....	Same as corresponding professional certificate.	1 year.....	Nonrenewable
First-grade certificate: Upon diploma....	President of school and State superintendent.	do.....	Elementary grades	2 years....	Renewable for life on 2 years' teaching.
Upon normal elementary diploma.	State normal board	do.....	do.....	3 years.....	Renewable 3 years; completion of additional year in State normal school.
Upon examination.	State and county superintendent.	do.....	do.....	5 years.....	Conditions of renewal prescribed by State superintendent.
Second-grade certificate. ¹	do.....	County; in other counties when indorsed.	do.....	2 years.....	do.....
Limited second-grade certificate.	do.....	do.....	do.....	1 year.....	Renewable 5 months' experience; all grades above 70 per cent. Reissued upon examination. ²
Third-grade certificate.	County superintendent.	District specified.	do.....	do.....	do.....
Special certificates.	State superintendent.	State.....	Branches named.	Term of years or life.	Limited (2 years). ⁴

MISSISSIPPI.

[School Laws of Mississippi, 1906, pp. 20-26, Acts of 1908, Chap. 201.]

Professional license.	State board of education.	State.....	Any.....	Life.....	
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¹ Laws, p. 114, sec. 272. The written answers for the scholastic examination shall be read and marked under the direction of the State superintendent. Markings for the professional requirements shall be given by the county superintendent, who shall also be the judge of skill in teaching and moral character of applicants. (1351.)

² Superintendents of public instruction may limit first and second grade teachers' certificates to 1 year in certain instances. (Douglas, Aug. 24, 1899.)

certificates in the various States—Continued.

MINNESOTA—Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
2 years for life certificate; none for 2-year certificate.	No examination required.		Graduation from University of Minnesota from its college of education or from college of science, literature, and art, or from college of agriculture, including specified courses in college of education.
Same as first-grade professional.	State superintendent.	State superintendent.	Examination in all branches included in examination for first-grade certificate in subdivision 1 (above) and in 6 branches included in the other subdivisions.
do.	do.	do.	Teachers lacking not more than 3 of the branches required for a professional certificate.
None.	No examination required.		Graduation from State normal school or of the teachers' course in the department of agriculture in the State university.
do.	No examination required.		Completion of course in a Minnesota State normal school prescribed for elementary diploma.
8 months.	State superintendent.	State superintendent.	Examination in reading, spelling, arithmetic, grammar, United States history, composition, geography, physiology, civil government, and practical hygiene; also algebra, geometry, physical geography, and physics. Other branches may be substituted by State superintendent for the last 3. Music, drawing, and languages are optional.
5 months.	do.	do.	Examination in reading, spelling, writing, arithmetic, grammar, United States history, composition, geography, physiology, civil government, and practical hygiene.
None.	do.	do.	Do.
do.	County superintendent.	County superintendent.	Do.
2 years for life certificate.	State superintendent.	State superintendent.	Examination in branches to be taught, with those required for a second-grade certificate.

MISSISSIPPI.

[School Laws of Mississippi, 1906, pp. 23-26, Acts of 1906, Chap. 201.]

Varies.	State board of examiners.	State board of examiners.	To teachers of recognized ability, moral character, and scholarly attainments who shall pass a satisfactory written examination in algebra, physics, geometry, rhetoric, English literature, botany, chemistry, science of teaching, civil government, Cæsar and Virgil.
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* Certificates showing completion of 2 years' prescribed work in State normal schools may be indorsed by State superintendent, giving them the effect of second-grade certificates.

* Not more than 2 certificates to same person in same county.

* Certificate may be renewed after 2 years' successful experience.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

MISSISSIPPI—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
State license.....	State board of examiners.	State.....	Any.....	1, 2, or 3 years, according to standing.	May be renewed by re-examination. Holder of second 3 years' license exempt from further examination.
First-grade license..	County board of examiners.	County.....	do.....	1, 2, or 3 years. See last column.	Second 3 years' license renewable so long as holder continues to teach.
Second-grade license.....	do.....	do.....	do.....	1 year.....	Nonrenewable.
Third-grade license.....	do.....	do.....	do.....	do.....	do.....
Transfer license.....	State board of examiners.	County designated by applicant.	do.....	Unexpired time of original.	Same as for original license.

MISSOURI.

[Rev. School Laws of Missouri, 1911, secs. 10920, 10939-10948, 11073. Laws 1911, S. B. 240. Circular of Dept. of Ed., "Requirements for State certificates, 1910."]'

Life State certificate: Upon examination.	State superintendent.	State.....	All public schools of State.	Life.....	
Upon diploma.....	do.....	do.....	do.....	do.....	
Missouri normal diploma.	Board of regents.	do.....	do.....	do.....	

certificates in the various States—Continued.

MISSISSIPPI—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Varies.....	State board of examination.	State board of examination.	Subjects required for first-grade certificate.
None for 1 year; 6 months for 2 and 3 year certificate	State superintendent.	County board of examiners.	Examination in subjects required for second-grade certificate, except no examinations are "elementary," and also in history of Mississippi, agriculture, and civil government, with minimum average of 75 per cent and grade of 50 per cent for 1-year certificate; minimum average of 85 per cent for 2-year certificate; and 90 per cent for 3-year certificate.
None.....	do.....	do.....	Examination in spelling, reading, mental arithmetic, practical arithmetic, elementary geography, elementary English, grammar and composition, primary United States history, primary physiology and hygiene, with special reference to the effects of narcotics and stimulants, with a minimum average of 75 per cent and grade of 50 per cent.
do.....	do.....	do.....	Same as for second grade, except minimum average of 60 per cent and grade of 40 per cent.
do.....	See scholarship requirements.	State board of examiners.	Holder of any license may direct a county superintendent to forward his papers and license to State board of examiners. If grading of county board is sustained, the transfer license is issued.

MISSOURI.

[Rev. School Laws of Missouri, 1911, secs. 10920, 10939-10948, 11073. See p. 56. Circular of Dept. of Ed., "Requirements for State certificates, 1910."]

40 months.....	State superintendent.	State superintendent.	The same as 5-year limited certificate, and in addition history of education, psychology, and a thorough examination along some special line of educational or pedagogical work, as mathematics, English history, foreign languages, or science.
do.....	do.....	do.....	Graduation from an institution holding membership in the "Missouri Collego Union" or an institution of equal rank, and examination in history of education, and two of the following: Primary teaching and kindergarten, grade and rural teaching, supervision, Missouri school system. Completion of advanced course, which admits to junior year in the university.
10 months in training school.	No examination required.....		

TEACHERS' CERTIFICATES.

TABLE 1.—*The principal features of teachers'*

MISSOURI—Continued.

Name of certificate.	Issued by.	Valid in.		Duration.	Persistence.
		Territory.	Schools.		
Limited State certificate: Upon examination.	State superintendent.	State	All public schools of State.	5 years.	Renewable.
Upon diploma.	do.	do.	do.	do.	do.
Missouri normal certificate.	Board of regents.	do.	do.	2 years.	Nonrenewable.
First-grade county certificate.	County superintendent.	State	do.	3 years.	Renewable an unlimited number of times, provided holder completes required professional work or, having 5 years' experience, continues in same position.
Second-grade county certificate.	do.	County, may be indorsed in other counties.	do.	2 years.	Once only.
Third-grade county certificate.	do.	do.	do.	1 year.	Reissued upon examination only during 4 consecutive years.
Special county certificate.	do.	do.	do.	Until next regular examination.	Nonrenewable.

¹ The county superintendent is required to grade all applicants who have had 4 months' experience on (1) teaching ability and (2) management. The minimum grade requirements apply to their professional qualities as well. (See also note ².)

Grades made in the summer terms of State educational institutions and in such other schools as may be approved by the State board of education, when obtained under conditions prescribed by the State board, shall be accepted by State and county superintendents in lieu of examination.

Grades given by the State superintendent on county certificates are valid throughout the State.

certificates in the various States—Continued.

MISSOURI—Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
12 months	State superintendent.	State superintendent.	Examination in same branches as for second-grade county certificate and one branch of each of following divisions: (1) ancient history, medieval and modern history, English history and government, American history and government, general economic history; (2) rhetoric, history of English language, history of American and English literature, Latin (Caesar and Cicero), German (2 years); (3) biology, botany, zoology, physical geography, geology; (4) physics, chemistry, higher algebra, plane and solid geometry, manual training; (5) primary teaching and kindergarten, grade and rural teaching, supervision, Missouri school system. ¹
do.	do.	do.	Graduation from an institution holding membership in the "Missouri College Union" or an institution of equal rank and examination in pedagogy, psychology, and four common-school branches to be selected by examiner.
5 months in training school	No examination required.		Course of study, elementary pedagogy, academic, equal to 2 years in high school.
8 months	State superintendent.	State superintendent.	Examination in same branches as for second-grade county certificate, with addition of one division of history, either ancient, medieval, modern, or English, and one branch of science, either physical geography, elementary physics or elementary biology. ^{1,2} Minimum average of 90 per cent.
None	do.	County or State superintendent.	Examination in same branches as third-grade county certificate, with addition of algebra and literature. ^{1,2} Minimum average of 85 per cent.
do.	do.	do.	Examination in spelling, reading in English, penmanship, language lessons, geography, arithmetic, English grammar, United States history, civil government (including State government), physiology and hygiene, pedagogy, elementary agriculture. ^{1,2} Minimum average of 80 per cent with no branch below 60 per cent.
do.	County superintendent.	County superintendent.	Same as for third-grade county certificate.

¹ Completion of various years of classified or accredited high schools or their equivalent required of applicants for first and second grade certificate after various years, as follows: From and after Sept. 1, 1914, 2 years; from and after Sept. 1, 1916, 3 years; from and after Sept. 1, 1918, 4 years.
² The work may be done in any public, private, or parochial school or by private study. These requirements do not apply to those holding certificates on Jan. 1, 1912.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

MONTANA.

[School Laws of Montana, 1909, pp. 15, 16, 21, 132-138. Acts of 1911, H. B. No. 87.]

Name of certificate.	Issued by	Valid in		Duration.	Persistence.
		Territory.	Schools.		
Life diploma: Upon examination.	State board of education.	State.....	Any.....	Life.....	
Without examination.	do.....	do.....	do.....	do.....	
State certificate: Upon examination.	do.....	do.....	do.....	6 years.....	Renewable.
Without examination.	do.....	do.....	do.....	do.....	do.....
University diploma.	do.....	do.....	do.....	5 years.....	Renewable for life after teaching in high schools 27 months
Temporary State certificate.	State Superintendent.	do.....	do.....	Until meeting of State board of education.	
Normal school diploma.	State board of education.	do.....	do.....	3 years.....	Life diploma granted graduate of 4-year course after 1 year's experience; graduate of 3-year course after 2 years' experience.
Professional certificate.	County board of examiners.	County: valid in any other county upon indorsement.	do.....	Not less than 4 years.	10 months under certificate; renewable as long as holder continues teaching and gives county superintendent satisfactory evidence of progress and efficiency.
First-grade certificate.	do.....	do.....	Any, except in high schools and as principal of school of more than two departments unless holder is a graduate of a reputable college, university, or normal school.	Not less than 3 years.	do.....
Second-grade certificate.	do.....	County.....	do.....	2 years.....	Renewable.....

certificates in the various States—Continued.

MONTANA.

[School Laws of Montana, 1909, pp. 21, 132-138. Acts of 1911, H. R. No. 87.]

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
10 years of not less than 7 months each, of which 21 months were in public schools of Montana. See scholarship requirements	Superintendent of public instruction.		Examination in subjects required for a professional county certificate and, in addition, in rhetoric, botany, zoology, geology, general history, political economy, and English literature. (1) Holder of State certificate or Montana normal school diploma. Five years' experience in State required of former, 1 or 2 years of latter. (2) Graduate of University of Montana holding a university certificate of qualification to teach, and having taught in high schools 27 months.
5 years of not less than 7 months each, of which 21 months were in public schools of Montana. 18 months since graduation.	Superintendent of public instruction.		Examination in subjects required for a professional county certificate with the addition of English literature and psychology.
None	No examination required.		Graduation from a reputable college, university, or normal school in advanced course, and a resident teacher of Montana. Registration of University of Montana diploma and university certificate of qualification to teach, in the office of the State superintendent.
See scholarship requirements.			Qualifications must warrant the granting of a State certificate.
None	No examination required		Graduation from either 3 or 4 year course of Montana State Normal School.
12 months.	State superintendent.	County board of examiners.	Examination in subjects required for first-grade certificate and, in addition, in physics and plane geometry.
do.	do.	do.	Examination in subjects required for second-grade certificate and, in addition, in American literature and elementary algebra.
None	do.	do.	Examination in subjects required for third-grade certificate and, in addition, in civics of United States and Montana, and physical geography.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

MONTANA—Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Third grade certificate.	County board of examiners.	County	Any, except in high schools and as principal of school of more than two departments unless holder is a graduate of a reputable college, university, or normal school.	1 year.	Retained not more than once by same person.
Special certificate (penmanship, drawing, modern language and music, elocution, physical training, commercial branches, manual training, domestic science, kindergarten, first primary).	do.	District	Special branches named.	3 years.	Renewable. No definite conditions specified.
Temporary certificate.	do.	County	Same as first grade.	Until next examination.	Issued not more than once to same person except in emergency.

NEBRASKA.¹

[School Laws, 1909, pp. 70-81, 91, 102. Laws of Nebraska, 1897, chap. 63; 1905, chap. 135; 1907, chap. 123. Acts of 1911, chap. 120.]

Professional State certificate: Upon examination.	State superintendent	State	Any	Life	
Upon diploma	do.	do.	do.	do.	
do.	do.	do.	do.	do.	
Nebraska State normal life diploma.	Board of education of State normal schools.	do.	do.	do.	
College or university permanent certificate.	State superintendent.	do.	do.	do.	
State normal school diploma.	Board of education of State normal schools.	do.	do.	3 years	

¹ See appendix for revised scheme of certification as submitted by J. W. Crabtree, superintendent of public instruction.

certificates in the various States—Continued.

MONTANA—Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
None.....	State superintendent.	County board of examiners.	Examination in penmanship, orthography, reading, writing, arithmetic, mental arithmetic, geography, grammar, United States history, and theory and practice of teaching. Minimum standing for each county certificate is fixed by State superintendent.
do.....	No examination required.....		Issued upon the request of a majority of any local board.
do.....	No examination required.....		Applicant must give satisfactory reasons for not attending previous regular examination.

NEBRASKA.

[School Laws, 1909, pp. 70-81, 91, 102. Laws of Nebraska, 1897, chap. 15; 1903, chap. 135; 1907, chap. 123; Acts of 1911, Senate file, No. 300.]

1 year in State.....	State superintendent.	State superintendent.	Possession of Nebraska first-grade county certificate, and examination in chemistry, English literature, general history, geology, physical geography, plane trigonometry, psychology, rhetoric, and zoology.
3 years in State.....			Diploma from approved college or university, and possession of Nebraska first-grade county certificate.
2 years.....			Diploma from advanced course of a State normal school of another State conferring the right to teach for life in said State.
2 years after graduation or 3 years before or partly before and partly after.			Completion of the higher course of study in a State normal school.
3 years.....			Graduate of University of Nebraska or institution in Nebraska approved by the State superintendent on the basis of the University of Nebraska holding degree of A. B. or B. S. and certificate showing completion of course of instruction for special training of teachers; or the completion of a course of study equal in extent and similar in subjects to the advanced course of the Nebraska State normal schools, in a Nebraska institution approved by the State superintendent on the basis of the State normal schools.
None.....			Completion of higher course of State normal school.

TABLE 1.—The principal features of teachers'

NEBRASKA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence
		Territory.	Schools.		
College, university, or normal school first-grade State certificate.	Board of trustees of institution and State superintendent.	State	Any	3 years	May be extended by State superintendent.
College or university first-grade State certificate.	Board of trustees of institution.	do.	do.	do.	do.
Elementary State certificate.	Board of education of the State normal schools.	do.	Common school districts and grades of high school and city districts.	1 to 3 years (discretion of county superintendent).	do.
College or university second-grade State certificate.	Board of trustees of institution and State superintendent.	do.	do.	do.	do.
City certificates supervisor's, high school, grammar, (special primary, and kindergarten grades) First-grade county certificate:	State superintendent.	do.	City schools.	(1)	(1)
Upon examination.	County superintendent.	County.	Any except in city districts.	2 to 3 years.	Renewable at the discretion of the county superintendent, subject to the rules and regulations of the State superintendent.
Without examination.	do.	do.	do.	do.	do.
Second-grade county certificate.	do.	do.	do.	1 to 2 years.	(1)
Third-grade county certificate.	do.	do.	do.	Not over 1 year.	Not renewed.
Permit.	State superintendent.	Specified district in specified county.	do.	Term of school.	do.
Emergency certificate.	County superintendent.	County.	do.	Until results of next regular examination are learned.	Granted only once in any county to same person.

¹ City certificates shall be granted as State certificates under rules prescribed by the State superintendent of public instruction. Such rules shall set forth the standards for each class and fix the minimum requirements of same.

certificates in the various States—Continued.

NEBRASKA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None			Completion of course of study equal in extent and similar in subjects to higher course of State normal schools, in a Nebraska institution approved by the State superintendent on basis of State normal schools.
do			Graduate of University of Nebraska or institution in Nebraska approved by the State superintendent on the basis of the University of Nebraska with the degree of A. B. or B. S. and completion of course for special training of teachers.
do			Completion of elementary course in State normal school of Nebraska.
do			Completion of course of study equal in extent and similar in subjects to elementary course of State normal schools, in a Nebraska institution approved by the State superintendent on the basis of the State normal schools.
(1)	(1)	(1)	For a city certificate of supervisor's or high school grade, requirements must not be less than the equivalent of a first-grade State certificate; for other grades, not less than for a second-grade county certificate. ¹
1 year or 12 weeks normal training.	State superintendent.	State superintendent.	Same as second-grade county certificate with examination in algebra, botany, geometry, and physics; or graduation from standard college, university, or State normal school.
1 year (or 8 weeks normal training).	do	do	Graduation from a college, university, or State normal school, and meeting the requirements of the State superintendent. Same as third-grade county certificate, with examination in civil government, bookkeeping, drawing, theory and art of teaching, and elementary agriculture.
None	do	do	Examination in orthography, reading penmanship, geography, arithmetic, mental arithmetic, physiology and hygiene, English composition, English grammar and United States history.
do	do	do	Granted on recommendation of county superintendent. Applicant must attend teachers' examinations and write upon such subjects as county superintendent may direct.
do	do	do	Evidence of ability to secure passing grades in all subjects required for certificate sought.

¹ Papers are graded by the State superintendent. The county superintendent issues the certificate upon the standings sent him by the State superintendent, provided he "has satisfactory evidence that the candidate is a person of good moral character, has had successful experience, if any, and possesses aptness to teach and govern a school." (School Laws, 1909, p. 76.)

² If average 85 per cent and no grade below 80 per cent may be reissued without examination upon recommendation of county superintendent.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

NEVADA.

[School Law, 1906, pp. 14-21. Laws of Nevada, 1907, chap. 182, p. 378. Laws 1911, chap. 133.]

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Life diploma (high-school elementary, special).	State board of education.	State.....	Any.....	Life.....	
High-school certificate: Upon examination.	do.....	do.....	do.....	4 years.....	Renewed at discretion of State board.
Without examination. Elementary school certificate: First-grade— Upon examination.	do.....	do.....	do.....	5 years.....	do.....
Without examination. Elementary school certificate: First-grade— Upon examination.	do.....	do.....	Elementary schools.	3 years.....	do.....
Without examination. Second grade.	do.....	do.....	do.....	5 years.....	do.....
Elementary school certificate. Third grade.	do.....	School in which applicant is teaching.	Elementary schools.	2 years.....	Non renewable.
Special certificate (music, drawing, manual training, commercial subjects, kindergarten, foreign languages).	do.....	do.....	Subjects named.....	Until next examination.	Issued only once to same person.
Temporary certificate.	Deputy superintendent.	School district.	Any.....	2 years.....	Renewable for 2 years if holder continues teaching.
	"			Until next examination.	Non renewable.

certificates in the various States—Continued.

NEVADA.

[School Law, 1909, pp. 14-21. Laws of Nevada, 1907, chap. 182, p. 378. Laws 1911, chap. 133.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
(1) 72 months in State, or 36 in State; (2) 45 months for graduates of State normal school.			(1) Evidence of having taught successfully and continuously in public schools of State for 72 months, or (2) graduate of State normal school and holder of high-school or grammar-school certificate who has had 45 months' experience; life diploma of same grade as certificate.
None.....	State board of education.	Board of educational examiners.	Examination in English grammar, spelling, arithmetic, English literature, general history, history of the United States, civil government, algebra, plane geometry, physics, history and methods of teaching; one of the following languages: Latin, French, German, or Spanish; and any three of the following: Rhetoric, English history, solid geometry, physical geography, chemistry, botany, and zoology.
.....do.....			Graduation from State normal school, advanced course.
16 months.....	State board of education.	Board of educational examiners.	Examination in spelling, reading, writing, English grammar, mental arithmetic, written arithmetic, physiology and hygiene, history of the United States, geography, general history, drawing, music, business forms, and theory and methods of teaching.
None.....			Graduation from elementary course in State normal school.
.....do.....	State board of education.	Board of educational examiners.	Examination in subjects required for first grade elementary certificate. Minimum average, 75 per cent; minimum grade, 60 per cent.
.....do.....	do.....	do.....	Granted only to those who have taken the December examination and are at that time engaged in teaching, at discretion of board.
.....do.....	do.....	do.....	Board shall determine fitness of applicant to teach special subject by whatever method it considers most appropriate. May be granted to teach music, drawing, manual training, penmanship, kindergarten work, or any foreign language.
.....do.....			Board of school trustees must request. Certificate will not be granted if any member of board is a near relative of applicant.

TABLE 1.—The principal features of teachers'

NEW HAMPSHIRE.

[Laws of New Hampshire, relating to public schools, pp. 34, 41-42. Abstract of regulations governing State examination and certification (no date).]

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Supervisory certificate.	State superintendent.	State.....	Any.....	Life.....	
High school certificate: Permanent.....	do.....	do.....	High schools.....	do.....	
Probationary.....	do.....	do.....	do.....	1 year.....	Permanent certificate issued upon completion of examinations.
Elementary certificate: Permanent— Upon examination.	do.....	do.....	Elementary.....	Life.....	
Without examination. Probationary.....	do.....	do.....	do.....	do.....	
	do.....	Has never been determined.	do.....	1 year.....	Has never been determined.
Local certificates ¹ .	School board.....	District.....	Branches named.....	do.....	None.....

¹ An average of not lower than 90 per cent and no subject below 80 per cent entitles applicant to a certificate "with credit." An average of not lower than 95 per cent and no subject below 90 per cent entitles applicant to a certificate "with honor."

² Group I.—History of education, psychology, pedagogy, school law, school management, with special reference to the problems of the adolescent period.

³ Group II.—English literature, including American authors; grammar; rhetoric; composition; either Latin, Greek, French, or German; either physics, chemistry, or biology; algebra, through quadratics; plane geometry; United States history; either Grecian and Roman, mediæval and modern, or English history; and civil government.

certificates in the various States—Continued.

NEW HAMPSHIRE.

[Laws of New Hampshire, relating to public schools, pp. 34, 41-42. Abstract of regulations governing State examination and certification (no date).]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
2 years.....	State superintendent.	State superintendent.	Examination in history of education, school management, psychology, pedagogy, school organization and supervision, school law, and graduation from approved college or equivalent. ¹
None.....	do.....	do.....	(1) Graduation from approved college, certificate of college standing in advance courses of subjects in Group III and examination in Group I, with minimum average of 75 per cent and grade of 55 per cent; (2) or satisfactory evidence of adequate education, and examination in Groups I, II, and III, with same minimum standings. ¹
do.....	do.....	do.....	Same as for permanent certificate except minimum average of 70 per cent and minimum grade of 50 per cent, and omission of Group III from subjects of examination.
do.....	do.....	do.....	(1) Graduation from approved high school or academy in New Hampshire and examination in Group I (same standings as under (2)) or (2) examination in Groups I and II, with minimum average of 75 per cent and grade of 55 per cent. <i>Group I.</i> —Psychology, pedagogy, school management, school law. <i>Group II.</i> —English literature, grammar, composition, spelling, United States history, civil government, oral and written arithmetic, physiology and hygiene, and geography. ¹
do.....	No additional examination required.	No additional examination required.	Graduation from a State normal school of New Hampshire (full course).
do.....	State superintendent.	State superintendent.	Same as for permanent except minimum average of 70 per cent and minimum grade of 50 per cent and the further ² provision that certificates of standing in professional subjects in teacher's course in a State normal school are accepted in lieu of examination in Group I.
do.....	School board.....	School board.....	Examination in studies proscribed by law—physiology and hygiene with special reference to effects of alcoholic stimulants and of narcotics, humane treatment of lower animals, United States and New Hampshire Constitutions—and by school board for particular school or grade in which teacher desires to teach.

¹ *Group III.*—Examination to test special¹ proficiency in one of following departments of study: The English language and literature, the Greek and Latin languages and literatures, the French and German languages and literatures, history, chemistry and physics, biology, mathematics, and commerce.

² The superintendent of public instruction may issue, without the requirement of examination, a certificate of qualifications to any person who has served as a teacher in the public schools of the State for a term of three school years when in his judgment the educational interests of the State will be served by such action. (Act of Apr. 14, 1911.)

TABLE 1.—*The principal features of teachers'*

NEW JERSEY.

[Rules of the State board of education, adopted April, 1911.]

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Supervisor's certificate:					
Permanent.....	State board of examiners.	State.....	Any, as supervisor or principal, or teacher of any branch covered by certificate.	Life.....	
Limited.....	do.....	do.....	do.....	Not given.....	
Secondary State certificate:					
Permanent.....	do.....	do.....	Any, in branches named.	Life.....	
Limited.....	do.....	do.....	do.....	1 year.....	Renewable for 2 years.
Elementary State certificate:					
Permanent.....	do.....	do.....	Elementary.....	Life.....	
Limited.....	do.....	do.....	do.....	1 year.....	Renewable for 2 years.

¹ No grade may fall below 70 per cent.

In lieu of an examination the State board may accept (1) the diploma of any approved college for the subjects it covers; (2) the diploma of a State normal school of another State; (3) a permanent State certificate granted in another State on examination, provided that such normal-school diploma or State certificate covers work equivalent to the requirements in this State for the grade of certificate for which application is made.

Records from approved universities, colleges, or summer schools of the completion of a course of study in any professional subject required for any grade of certificate may be accepted in lieu of examination in such subject, provided the record of the same be submitted under seal or affidavit of the institution.

Any New Jersey county or State certificate in full force within one year next preceding the date of the examination and any credit heretofore given by any board of examiners shall be accepted in lieu of an examination in the subjects covered.

*Certificates in the various States—Continued.***NEW JERSEY.**

[Rules of the State board of education, adopted April, 1911.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
3 years as supervisor.	No examination required.....		Holder of a limited supervisor's certificate, after 3 years' successful experience as supervisor.
5 years' experience in teaching and 1 year as supervisor of a school employing at least 5 assistant teachers.	State board of examiners.	State board of examiners.	Holder of a New Jersey secondary or elementary certificate, or the equivalent, upon presentation of testimonials of executive ability from the county or the city superintendent and the president, district clerk, or secretary of board of education under which applicant has taught; and examination in school organization. ¹
3 years.....	No examination required.....		Holder of a limited secondary State certificate, after 3 years' successful experience.
None.....	State board of examiners.	State board of examiners.	Holder of a diploma from an approved college or from an approved 4-year high-school teachers' course of a State normal school, or holder of a permanent New Jersey elementary State certificate; and, in addition, examination in psychology, with special reference to teaching, history of education, physiology and hygiene, principles of secondary education; school law, and the subjects to be taught. ¹
3 years.....	do.....	do.....	Holder of a limited elementary State certificate, after 3 years' successful experience and examination in psychology, physical training, manual training, or household economics, theory and practice of teaching, history of education, physics, elementary algebra, school law, and any three of the following: Botany, chemistry, vocal music, zoology, mineralogy, agriculture, plane geometry, astronomy. ¹
None.....	do.....	do.....	Examination in orthography, reading, grammar, composition, literature for the grades, arithmetic, penmanship, business forms, geography, United States history with civics, general history, physiology and hygiene, drawing. After Sept. 1, 1911, applicant must have had 1 year of a course in an "approved" high school; after 1912, 2 years; after 1913, 3 years; after 1914 must be a graduate of such school. ¹

TEACHERS' CERTIFICATES.

TABLE 1.—*The principal features of teachers'*
NEW JERSEY—Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence	
		Territory	Schools			
Special State certificates (kindergarten, modern languages, physical training, manual training, cooking, sewing, agriculture, commercial branches, and penmanship): ¹	Permanent.....	State.....	Branches named.	Life.....		
	Limited.....	do.....	do.....	1 year.....	Renewable for 2 years.	
Provisional State certificate (any grade).	do.....	City or county.	According to grade of certificate.	Until 45th of month following next regular examination.	(See last column.)	
Normal-school certificates:	Permanent (any grade).	do.....	State.....	Any in branches named.	Life.....	
	Limited secondary.	do.....	do.....	do.....	1 year.....	Renewable for 2 years.
	Limited elementary.	do.....	do.....	Elementary.....	do.....	do.....
	Limited special.	do.....	do.....	Branches named.	do.....	do.....
Limited kindergarten-primary certificate.	do.....	do.....	Kindergarten and first 3 primary grades.	do.....	do.....	
Permit.....	City or county superintendent.....	City or county issuing.	According to grade of certificate applied for.	30 days.....	Nonrenewable.	

¹ Kindergarten includes kindergarten drawing and kindergarten music; drawing includes plane geometry; commercial branches include stenography, typewriting, commercial arithmetic, bookkeeping, commercial law, and economics; manual training includes mechanical drawing; cooking includes household chemistry, physiology, and hygiene; sewing includes dressmaking; penmanship includes penmanship theory and practice, orthography, and English grammar; music includes history of music, methods in music, musical material used in schools; modern languages include psychology, history of education, theory and practice, and school law.

certificates in the various States—Continued.

NEW JERSEY—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
3 years.....	No examination required.....		Holder of a special limited State certificate after 3 years' successful teaching.
None.....	State board of examiners.	State board of examiners.	Examination in subject to be taught. For kindergarten, modern languages, and commercial branches must be a graduate of a 4-year approved high-school course or the equivalent. For a music certificate applicant must also file testimonials from two qualified teachers of music. ¹
.....do.....	No examination required (see last column).		Applicant must file with State board the recommendation of the county or the city superintendent having jurisdiction over school applicant desires to teach. Such certificate may be extended until 15th of month following the second regular examination, if applicant must be examined in all branches required for the special grade applied for, provided he shall pass in more than half of subjects specified for said grade of certificate at the first examination, securing at least 70 per cent in each subject and a minimum average of 75 per cent.
2 years.....	No examination required.....		Holder of a limited normal-school certificate of similar grade, after 2 years teaching.
None.....	.....do.....		A normal certificate for the high-school teachers' course of 4 years shall rank as a secondary certificate for the branches named in certificate.
.....do.....	.....do.....		A normal certificate for either the 2-year or the 3-year normal course shall rank as an elementary State certificate.
.....do.....	.....do.....		A certificate for efficient special work in any subject to the extent of two elective units shall rank as a special certificate in that subject.
.....do.....	.....do.....		A kindergarten-primary certificate issued by a normal school.
.....do.....	.....do.....		Applicant must file with city or county superintendent a certified copy of an application for a State certificate.

¹ No grade may fall below 70 per cent.
 In lieu of an examination the State board may accept (1) the diploma of any approved college for the subjects it covers; (2) the diploma of a State normal school of another State; (3) a permanent State certificate granted in another State on examination, provided that such normal-school diploma or State certificate covers work equivalent to the requirements in this State for the grade of certificate for which application is made.
 Records from approved universities, colleges, or summer schools of the completion of a course of study in any professional subject required for any grade of certificate may be accepted in lieu of examination in such subject, provided the record of the same be submitted under seal or affidavit of the institution.
 Any New Jersey county or State certificate in full force within one year next preceding the date of the examination and any credit heretofore given by any board of examiners shall be accepted in lieu of an examination in the subjects covered.

TABLE 1.—The principal features of teachers'

NEW MEXICO.

[Acts of 1907, chap. 97, p. 224, and Regulations of Territorial Board of Education in Report of Supt. of Public Instruction for biennium ending June 15, 1908, pp. 21-25.]

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Professional life certificate	Territorial board of education	Territory	Any.....	Life	
5-year certificate	do.....	do.....	do.....	5 years	Renewable for 2 years if holder did not previously hold a professional 5-year certificate (which see).
3-year certificate	do.....	do.....	do.....	3 years	Granted 5-year certificate upon completion of 3 years' experience.
Temporary permits	State superintendent.	do.....	do.....	Until next examination.	Nonrenewable.
First-grade certificate	Territorial board of education.	do.....	do.....	3 years	County superintendent may renew once without examination if approved by territorial superintendent.
Second-grade certificate	do.....	do.....	do.....	2 years	Nonrenewable
Third-grade certificate	do.....	do.....	do.....	1 year	do.....
Temporary permits	County superintendent.	County	do.....	Until next examination.	Not issued twice in succession.
City certificates. ¹					

¹ Honorary life certificates may be granted in recognition of scholarship and efficient service in New Mexico public schools to those persons who are unable to furnish transcripts of college records and have served at least 90 months in public schools of New Mexico.

² Group I.—Arithmetic review (1), geometry (1), zoology (1), algebra (1), English grammar review (1), composition and rhetoric (1), history of English literature and English and American classics (2), United States history (1), civics (1), general history (1), physiology and hygiene (1), botany (1), physical geography (1), psychology (1), history of education, including a general knowledge of the following school systems: The German, the French, the United States, and the New Mexico [sic] (1), school management (1), general method (1), special method in reading, geography, language, spelling, and primary arithmetic

certificates in the various States—Continued.

NEW MEXICO.

[Acts of 1907, chap. 97, p. 224, and Regulations of Territorial Board of Education in Report of Supt. of Public Instruction for biennium ending June 15, 1908, pp. 21-29.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
5 years.....	Territorial superintendent when examination is required.	Territorial superintendent when examination is required (see last column, No. 2).	(1) Life certificate of another State acceptable to Territorial board of education, or (2) examination in subjects constituting four credits in group II additional to those presented in said group for 5-year certificate and all in group I (see below, 5-year certificate), or (3) satisfactory credits in these subjects.
None if sufficient credits are presented in observation and practice. (See scholarship requirements.)	do.....	do.....	(1) Certificate of another State acceptable to Territorial board of education, or (2) examination in subjects constituting four credits in group II and all in group I, or (3) satisfactory credits in these subjects, or (4) holder of 3-year professional certificate with 3 years' experience.
None.....	do.....	do.....	(1) Certificate of another State acceptable to Territorial board of education. (2) examination in subjects constituting four credits in group II and all in group I except last two (substitutions allowed in any subject except the five subjects immediately preceding these last two), or (3) satisfactory credits in these subjects. Holder of credentials deemed sufficient to meet the requirements of the law.
do.....	Territorial superintendent, when examination is necessary.	Territorial superintendent, when examination is necessary. (See scholarship requirements.)	(1) Indorsement by Territorial board of unexpired certificate of other States; (2) completion specified courses in specified schools, including graduation from full course at St. Michael's College; (3) presentation of credits in subjects required; or (4) examination in subjects required for second-grade certificate, and, in addition, civil government, elements of pedagogy (more advanced), applied psychology, and one of the following: Algebra, botany, zoology, physics, or bookkeeping, with a minimum average of 90 per cent and grade of 75 per cent.
do.....	do.....	do.....	(2) or (3), as above, or examination in subjects required for third-grade certificate, and, in addition, United States history and elementary course in teaching and school management, with an average of 75 per cent and a minimum grade of 50 per cent. (Questions of higher standard than presented for third grade.)
do.....	do.....	do.....	Examination in reading, penmanship, orthography, English grammar and composition, geography, physiology, and arithmetic. Percentages not named—lower than required for second grade. As in temporary permit issued by Territorial superintendent.

(1), observation (4), practice (1). Substitutions are allowed for any subject except the seven last named, twenty-seven months' teaching being considered the equivalent of the last two.

Group II.—Latin (2, 3, or 4), Spanish (2), German (2), Greek (2), trigonometry (4), sociology (4), ethics (4), geology (4), astronomy (4), commercial law (4), English history (4), chemistry (1), bookkeeping (4), physics (1), calculus (4). Substitutions are allowed for any credit in this group. Grades must accompany all applications for acceptance of credits.

City certificates may be issued by city boards of education. "Each city is a law unto itself in the matter of certifying its teachers, but certificates issued by a city board are legal only in the city where issued." (9 cities in 1910.)

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers' NEW YORK.

[Laws of New York, 1910, ch. 140, being ch. 16 of the Consolidated Laws, sec. 551-555. Handbook 7, September, 1910: Regulations relating to teachers' certificates.]

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
College graduate professional certificate.	Commissioner of education.	State.....	Any.....	Life.....	
College graduate professional provisional certificate.	do.....	do.....	do.....	3 years.....	Nonrenewable
College graduate certificate:					
Permanent.....	do.....	do.....	do.....	Life.....	
Limited.....	do.....	do.....	Any except primary or grammar grades in cities and in villages of 5,000 or more.	2 years.....	Extended 1 year, upon passing examination in psychology, history of education, principles of education, and methods.
Normal diplomas.	Commissioner of education, chairman and secretary of local board, and principal of normal school.	do.....	Any.....	Life.....	
State life certificate.	Commissioner of education.	do.....	do.....	do.....	
State limited certificate.	do.....	do.....	do.....	5 years.....	Nonrenewable, if remaining subjects are passed in one examination life certificate will be issued.
Special certificate. Without examination (in elocution, sewing, cooking, manual training, vocal music).	School commissioner or city superintendent.	School commissioner, district or city (subject to ch. 140, sec. 551, Laws, 1910). ¹	Subjects named.....	3 years.....	Renewable for 6-year periods after 2 years' experience.
Upon examination (in kindergarten, drawing, commercial branches, stenography).	do.....	do.....	do.....	do.....	do.....

¹ These examination questions are of higher standard than those required for other certificates.

certificates in the various States—Continued.

NEW YORK.

[Laws of New York, 1910, ch. 140, being ch. 16 of the Consolidated Laws, secs. 531-535. Handbook 7, September, 1910. Regulations relating to teachers' certificates.]

Experience required.	Questions* prepared by--	Papers examined by -	Scholarship requirements.
3 years under provisional college graduate professional certificate.	No examination required.		Holder of a college graduate professional certificate.
None.	do.		Graduation from an approved college course including education.
3 years.	do.		Do.
None.	do.		Graduation from an approved college.
None; (10) periods of practice teaching and observation.	do.		Diploma from a New York State normal school or New York State normal college.
3 years.	Commissioner of education.	Commissioner of education.	Examination in subjects required for elementary certificate and in algebra with a minimum grade of 75 per cent, and examination in following subjects: Group II, with an average of 75 per cent and minimum grade of 60 per cent, English and American literature, a foreign language (French, German, Latin [Caesar]), plane geometry, physics, chemistry, botany or zoology, physical geography, history (ancient, European, or Great Britain and Ireland), civics, drawing; Group III: History of education or psychology, methods and school management, school law. ¹
do.	do.	do.	Examination in all of Groups I and III required for State life certificates and in physics, civics, drawing, and 10 additional credits in Group II.
None; applicant must satisfy commissioner he is qualified to teach the subject.			Graduation from approved high school or equivalent and from approved professional institution wherein the course of study in special subjects has been completed. Request from a city or district superintendent after position has been assured candidate.
do.	Commissioner of education.	Commissioner of education.	Same as above, and in addition examination as follows: (1) For kindergarten certificate, training-school examination in history of education, psychology, principles of education, school management, primary methods, kindergarten methods; (2) for drawing certificate, in drawing; (3) for commercial certificate, in advanced bookkeeping, business arithmetic; (4) for stenographer's certificate, in stenography and typewriting.

¹ Indorsable in other districts or cities.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

NEW YORK.—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Training school certificate.	City superintendent.	City. Indorsable by superintendent in other cities.	Any elementary school.	3 years.....	Renewable for 10-year periods on evidence of 2 years' successful experience.
Training class certificate.	School commissioner.	School commissioner's district; must be indorsed by any other commissioner, unless he can give valid reason for refusing.	Any school not maintaining an academic department. After 3 years' experience may teach in subacademic grades of school maintaining an academic department, provided holder entered training class on academic diploma.	do.....	Renewable for 10-year periods on evidence of 2 years' successful experience.
Rural school renewable certificate.	do.....	do.....	Any school not maintaining an academic department.	10 years.....	Renewable for 10 years, on evidence of 5 years' successful experience.
Academic certificate.	do.....	Particular school approved by school commissioner not maintaining an academic department.		2 years.....	Nonrenewable. May be extended 1 year for each 18 credits earned in examinations for life certificate while certificate is in force.
Elementary certificate.	do.....	do.....		do.....	May be extended 1 year for each 8 counts of academic work completed while in force.
Temporary license.	Commissioner of education.	School commissioner's district, school district, or city.	Any.....	Not to exceed 1 year.	Nonrenewable.
Local certificates ¹					

¹ Local certificates are issued according to authority conferred in special acts or in city charters or as may be authorized by the regents' general rules.

certificates in the various States—Continued.

NEW YORK—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Same as for normal diploma.	Commissioner of education.	Commissioner of education.	Graduation from a 4-year academic course required for admission to training school. Graduation from the 2-year professional course of training school and examination in arithmetic; geography; language, composition, and grammar; physiology and hygiene; nature study; American history, with civics; drawing; methods in reading, writing, and spelling; psychology; history of education; and school management.
None; in training class has had opportunity to observe work of critic teacher in grades at least twice each week and has been required to teach occasionally.	.do.	.do.	Examination in subjects required for a rural school renewable certificate, except algebra and one branch of history other than American; substitution of language, composition and grammar, including methods in same, for first-year English, and of methods in reading, writing, and spelling for methods in teaching. In addition, examination is required in psychology, and the questions in arithmetic and geography include questions in methods in these subjects.
2 years.	.do.	.do.	Examination in penmanship; spelling; arithmetic; geography; first-year English; algebra; physiology and hygiene; nature study and agriculture; drawing; American history with civics; either ancient, European, or English and Irish history; history of education; school management; methods of teaching; and school law.
None.	.do.	.do.	Holder of a parent's academic diploma. Issued only after engagement to teach has been made.
.do.	.do.	.do.	Examination in writing, spelling, arithmetic, geography, elementary United States history with civics, first-year English, physiology and hygiene, drawing. Minimum grade of 75 per cent. Issued only after engagement to teach has been made.
Do.	No examination required.		Issued at discretion of commissioner of education to meet emergencies.

TABLE 1.—The principal features of teachers'

NORTH CAROLINA.

[Public School Law of North Carolina, 1909, pp. 67-68.]

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
State certificate.	State board of examiners.	State.....	Any elementary school.	5 years.....	Reissued upon re-examination.
High-school certificate.	do.....	do.....	Any.....	3 years.....	do.....
Special high-school certificate (for assistant teachers). County certificates, first, second, and third grades.	do..... County superintendent.	do..... County.....	Branches named..... Any elementary school; third grade as assistant teacher only.	do..... 2, 1, and 1 year.	do..... First grade renewable at discretion of county superintendent; second and third grades can be reissued upon re-examination.

NORTH DAKOTA.

[Laws of 1911, chaps. 265, 266.]

Professional certificates: First grade— Upon examination.	State board of examiners.	State.....	Any.....	5 years or life.	
Without examination.	do.....	do.....	do.....	Life.....	
Do.....	do.....	do.....	do.....	2 years.....	Renewable for 5 years after 9 months' teaching on such certificate. Renewable for life after 5 years' teaching.

¹ The board of examiners may accredit the specific marks or standings given in high schools, summer schools, normal schools, and the other institutions of this State upon good evidence of proficiency in the subjects specified.

certificates in the various States—Continued.

NORTH CAROLINA.

[Public School Law of North Carolina, 1909, pp. 67-68.]

Experience required.	Questions prepared by -	Papers examined by -	Scholarship requirements.
1 year.....	State board of examiners.	State board of examiners.	Certificate of county superintendent that applicant holds a first-grade certificate and has taught 1 year successfully. Examination in same subjects as required for county certificate. Minimum general average, 90 per cent.
None.....	do.....	do.....	(1) Graduation from college of high rank and examination in English, theory and practice of teaching, and school law. (2) Examination in above subjects and also in history (State, national, including civics, English, and general); advanced arithmetic; algebra; geometry; one of following languages—Latin (Caesar, Cicero, Virgil), Greek (Anabasis), French, or German; and one of the following sciences—physical geography, physics, agriculture, chemistry, or botany.
do.....	do.....	do.....	Examination in subjects under (1) above, and in such branches as applicant desires to teach.
do.....	County superintendent (State board prepares uniform examination questions which county superintendent may obtain upon application).	County superintendent.	Examination in spelling, reading, writing, arithmetic, drawing, language lessons and composition, grammar, geography, history of North Carolina, United States history, agriculture, physiology and hygiene, including nature and effects of alcoholic drinks and narcotics, and theory and practice of teaching. Minimum averages as follows: First grade, 90 per cent; second grade, 80 per cent; third grade, 70 per cent.

NORTH DAKOTA.

[Laws of 1911, chaps. 265, 266.]

18 months.....	State board of examiners.	State board of examiners.	Equivalent of a college education and all qualifications necessary for a second-grade professional certificate and examination in (1) foreign language, (2) a natural science other than the one presented for the second-grade professional certificate, (3) ethics, (4) political science, economics, or domestic science, (5) any 2 subjects of college grade listed for second-grade professional certificate and not previously offered by the applicant.
9 months.....			Diploma from 4-year course of Teachers' College of the University of North Dakota.
None or 3 years (see last column).			Bachelor's diploma from a college of recognized standing which must show at least a 2-year course or 10 semester hours of professional training, or in lieu of such professional study holder must have had 3 years' successful teaching after receiving said diploma.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

NORTH DAKOTA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Professional certificates—Contd. Second grade— Upon examination.	State board of examiners.	State	Any except in 4-year high schools.	5 years	Renewable at discretion of board for a period of years or for life.
Without examination.	do.	do.	do.	5 years or life (see last column).	Renewable at discretion of board.
Do.	do.	do.	do.	2 years	Renewable for 5 years after 9 months' teaching on such certificate. Renewable for life after 5 years' teaching.
Teachers' College of the University of North Dakota diploma.	University trustees.	do.	Any.	do.	Holder entitled to a first-grade professional certificate after 9 months' successful teaching.
Normal school diploma.	Normal school trustees.	do.	Same as second-grade professional.	do.	
Special certificates (drawing, music, kindergarten, primary subjects, agriculture, commercial subjects, domestic science, or manual and industrial training).	State board of examiners.	do.	Subjects named.	At option of State board.	
Permit.	do.	do.	Any.	Maximum, 6 months, valid only until examination.	Nonrenewable.
Elementary certificates: First grade.	do.	do.	Any grade up to and including the eighth grade, and in ninth grade in 1 year high schools.	3 years	Renewable by county superintendent under rules prescribed by State board.

The board of examiners may accredit the specific marks or standings given in high schools, summer schools, normal schools, and the other institutions of this State upon good evidence of proficiency in the subjects specified.

certificates in the various States—Continued.

NORTH DAKOTA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
9 months.....	State board of examiners.	State board of examiners.	Same as for first-grade elementary certificate and in addition examination in (1) psychology, (2) history of education, (3) principles of education, (4) school administration, (5) methods in elementary subjects, (6) rhetoric and composition, (7) American or English literature, (8) ancient, English, or American history, (9) 1 natural science (which may include agriculture), (10) higher algebra, solid geometry, manual training, or domestic science. ¹
do.....			Diploma from the advanced or 5-year course of State normal schools or the 2-year course for high-school graduates entitles holder to a life certificate. Diploma from the 4-year course of State normal schools or the 1-year course for high-school graduates entitles holder to a 5-year certificate. Diploma or certificate from institution whose curriculum is equivalent to the 4-year or 5-year courses of the State normal schools, which must show at least a 2-year course or 18 semester hours of professional training; or in lieu of such professional study holder must have had 3 years' successful teaching after receiving said diploma.
None or 3 years (see last column).			Completion of the 4-year course ranks as first-grade professional certificate.
None.....	No examination required.	No examination required.	
do.....	do.....	do.....	Diploma ranks same as second-grade professional certificate issued without examination.
None or 9 months (see last column).	State board of examiners (when required).	State board of examiners (when required).	Holder of at least a second-grade elementary certificate is entitled to special certificates in music, drawing, kindergarten, or primary subjects. Qualifications equivalent to the requirements for a second-grade professional certificate are essential for a special certificate in the other lines. Satisfactory evidence of proficiency in the special line may be obtained by examination or otherwise. ¹
None.....	No examination required.		Graduation from a college, but without experience or the professional training required.
8 months.....	State board of examiners.	State board of examiners.	Examination in same subjects as for a second-grade elementary certificate, and in addition elements of psychology and 4 of the following subjects of secondary grade: Elementary algebra, plane geometry, physics, physical geography, botany, elements of agriculture, nature study, manual training, domestic science, and American literature. ¹

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

NORTH DAKOTA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Elementary certificates—Contd. Second grade: Upon examination.	State board of examiners.	State.....	Rural schools and any grade up to and including the eighth.	2 years.....	Renewable by county superintendent under rules prescribed by State board.
Without examination.	do.....	do.....	do.....	do.....	do.....
High school diploma.	High school board of education.	do.....	do.....	do.....	Holder entitled to a first grade elementary certificate after 8 months' successful experience.
Permit.....	County superintendent.	County.....	Option of county superintendent.	Until next regular examination.	Nonrenewable.

OHIO.

[Ohio School Laws, 1906, pp. 167-179; Sess. Laws 1908, pp. 350-353, and 1910, pp. 305-306, 317-319.]

High-school life certificate: Plan I.....	State board of school examiners.	State.....	Any.....	Life.....	
Plan II.....	do.....	do.....	do.....	do.....	
Common-school life certificate: Plan I.....	do.....	do.....	Any, for branches named.	do.....	

The board of examiners may accredit the specific marks or standings given in high schools, summer schools, normal schools, and the other institutions of this State upon good evidence of proficiency in the subjects specified.

certificates in the various States—Continued.

NORTH DAKOTA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None.....	State board of examiners.	State board of examiners.	Examination in reading, arithmetic, language and grammar, geography, United States history, physiology and hygiene (including physical culture), civil government, pedagogy, and one of the following: Music, drawing, agriculture, nature study, domestic science, manual training. ¹
do.....			Certificate of completion of 10½ months' course of State normal schools.
do.....	No examination required.....		Diploma from high school doing 4 years' work, including psychology, pedagogy, and two senior review subjects.
do.....	do.....		Satisfactory evidence of qualifications and satisfactory reason for nonattendance at previous examination, and subject to the regulations of the board.

OHIO.

[Ohio School Laws, 1906, pp. 167-179. Sess. Laws 1908, pp. 350-353, and 1910, pp. 305-306, 317-319.]

50 months.....	State board of school examiners.	State board of school examiners.	Examination in subjects required for common-school life certificate and, in addition, in geometry, rhetoric, civil government, advanced algebra, advanced physics, Latin, psychology, history of education, science of education, and three of following: Chemistry, botany, zoology, astronomy, trigonometry and its applications, logic, Greek, German, and political economy. ¹
(1) 24 months' for holder of provisional certificate of same kind issued to college and normal-school graduates by State commissioner. (2) 10 years for holder of professional certificate of same grade issued by a city or county board of examiners.	do.....	do.....	(1) Holder of provisional high-school certificate issued by State commissioner and examination in theory and practice of teaching, history of education, and science of education. ² (2) Holder of professional high-school certificate issued by county board of examiners, and examinations in same subjects.
50 months.....	do.....	do.....	Examination in orthography, reading, writing, arithmetic, elementary algebra, geography, physical geography, English grammar and composition, United States history, including civil government, general history, English literature, physiology and hygiene, including effects of alcohol and narcotics, elementary physics, theory and practice of teaching, scientific temperance, and such other branches, if any, as they may elect. ¹

¹ Examination for any kind of a certificate issued by the State board requires a minimum average of 85 per cent and a minimum grade of 80 per cent.

TABLE 1.—The principal features of teachers'

OHIO—Continued.

Name of certificate.	Issued by.	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Common-school life certificate—Continued. Plan II.....	State board of school examiners.	State.....	Any, for branches named.	Life.....	
Special life certificate: Plan I.....	do.....	do.....	do.....	do.....	
Plan II.....	do.....	do.....	do.....	do.....	
Provisional high-school certificate.	State commissioner.	do.....	Any.....	4 years.....	Eligible after 24 months' experience for high-school life certificate.
Provisional elementary-school certificate.	do.....	do.....	Any, for branches named.	do.....	Eligible after 24 months' experience for common-school life certificate.
Provisional special certificate.	do.....	do.....	do.....	do.....	Eligible after 24 months' experience for special life certificate.
Teachers' high-school certificate: Professional.....	County or city board of school examiners.	State certificates issued by city board, valid in cities only.	High schools.....	5 or 8 years.....	Renewable unless holder has not taught 4 years preceding.
Provisional ¹	do.....	County ²	do.....	1, 2, or 3 years.....	(?)

¹ Examination for any kind of a certificate issued by the state board requires a minimum average of 85 per cent and a minimum grade of 80 per cent.

² County and city boards of examiners may issue certificates without examination to holders of like certificates granted by other county and city boards of examiners.

certificates in the various States—Continued.

OHIO—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Same as high-school life, Plan II.	State board of school examiners.	State board of school examiners.	(1) Holder of provisional elementary-school certificate issued by State commissioner and examination in theory and practice. (2) Holder of professional elementary certificate issued by county board, and examination in theory and practice.
50 months.....	do.....	do.....	Examination in special branches in which certificate is desired and in physiology and hygiene, including effects of alcohol and narcotics, psychology, theory and practice, history of education, and science of education as prescribed for high-school life certificates.
Same as high-school life, Plan II.	do.....	do.....	(1) Holder of provisional special certificate issued by State commissioner and examination in theory and practice and in special branch. (2) Holder of professional special certificate issued by county board, and examination in same subject.
None.....	State department.	State department.	Graduation from any approved normal school, teachers' college, college, or university in a 4 years' academic and professional course requiring for entrance graduation from a high school of first grade and including actual secondary teaching under supervision in a training school. Examination in same subjects as for teacher's high-school certificate.
do.....	do.....	do.....	Graduation from a 2-year academic and professional course in approved normal school, college, or university based on graduation from high school of first grade, including practice teaching under supervision and examination in same subjects as for teacher's elementary-school certificate.
do.....	do.....	do.....	Completion of special course in institutions named above, including practice teaching and examination in same subjects as for teacher's special certificate.
40 months.....	State commissioner.	County board of examiners.	Examination in literature, general history, algebra, physics, physiology including narcotics, theory and practice of teaching, and four of following: Latin, German, rhetoric, civil government, geometry, physical geography, botany, and chemistry. Minimum average, 92 per cent; minimum grade, 85 per cent. These standings do not apply to city certificates. Examination in same subjects; average and grade required not stipulated.
None.....	do.....	do.....	

¹ Discretion of board. If holder has taught 5 years continuously renewable by passing examination in theory and practice.

² After September 1, 1912, all teachers in elementary schools in village, township, and special school districts must have passed an examination in elementary agriculture (Laws, 1911, H. B. 520).

TEACHERS' CERTIFICATES.

TABLE I.—The principal features of teachers'

OHIO—Continued.

Name of certificate.	Issued by	Valid in		Duration.	Persistence.
		Territory.	Schools.		
Teachers' elementary school certificate: Professional	County or city board of school examiners.	State. (See professional high-school certificate.)	Elementary schools,	5 or 8 years.	Same as professional high-school certificate.
Provisional ¹	do.	County ²	do.	1, 2, or 3 years.	(³)
Teachers' special certificate: Professional	do.	State. (See professional high-school certificate.)	Branches named.	5 or 8 years.	Same as professional high school.
Provisional ¹	do.	County ²	do.	1, 2, or 3 years.	Same as provisional elementary.
Temporary certificates.	do.	County or city.	As designated.	Until next examination.	Nonrenewable.

OKLAHOMA.

[Laws and Opinions for the Regulation and Support of the Common Schools, 1908, Articles III and XXV 1910, Article XV. Oklahoma Educational Directory and Requirements for State Certificates, pp. 101-106. Biennial Report of the Department of Public Instruction, 1908, pp. 134-140. Circular No. 6, from State department.]

Life diploma ⁴	State board of education.	State	Any	Life	
Superintendent's certificate.	do.	do.	Superintendent or teach any school.	Life, 10, or 5 years.	Nonrenewable.

¹ After September 1, 1912, all teachers in elementary schools in village, township, and special school districts must have passed an examination in elementary agriculture (Laws, 1911, H. B. 520).

² County and city boards of examiners may issue certificates without examination to holders of like certificates granted by other county and city boards of examiners.

³ Discretion of board. If holder has taught 5 years continuously renewable by passing examination in theory and practice.

⁴ County boards of examiners may issue provisional certificates without examination (except in theory and practice and science of education) to graduates of schools for training of teachers having a 2-year course who have also previously graduated from a first-grade high school.

certificates in the various States—Continued.

OHIO—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
4 months.....	State commissioner.	County board of examiners.	Examination in orthography, reading, writing, arithmetic, English grammar and composition, geography, history of United States, including civil government, physiology including narcotics, literature, theory and practice of teaching. Minimum average, 92 per cent; minimum grade, 85 per cent. These standings do not apply to city certificates.
None.....	do.....	do.....	Examination in same subjects; standings not stipulated.*
6 months.....	do.....	do.....	Examination in subjects to be taught and in theory and practice of teaching with a minimum average of 92 per cent and grade of 85 per cent. These standings do not apply to city certificates.
None.....	do.....	do.....	Same examination, no standings stipulated.
do.....	County examiners when examination is required.	County board of examiners when examination is required.	Examination at discretion of county board of examiners.

OKLAHOMA.

[Laws and Opinions for the Regulation and Support of the Common Schools, 1908, Articles III and XXV; 1910, Article XV. Oklahoma Educational Directory and Requirements for State Certificates, pp. 101-105. Biennial Report of the Department of Public Instruction, 1908, pp. 134-146. Circular No. 6, from State department.]

10 years, 5 years, or 1 year.	State board of education.	State board of education.	Issued only to university or college graduates who are teachers of exceptionally successful experience, to superintendents, presidents of institutions of learning, and to others of eminent standing who present the qualifications for high-school or grammar certificates. Examination in arithmetic, elementary algebra, agriculture, bookkeeping, composition and rhetoric, civics, domestic science, drawing, geography, physical geography, English grammar, history of education, United States history, history of Oklahoma, general history, English literature, music, narcotics and stimulants, orthography, penmanship, physiology and hygiene, physics, psychology, reading, school law, school supervision, and theory and practice, with an average of 90 per cent and minimum of 70 per cent.
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* Diplomas from educational institutions constitute certificates, as follows: (a) From State normal school, life certificate good for any school; (b) from State University (at Norman), life certificate when countersigned by State superintendent; may be countersigned upon expiration of 36 months' teaching after graduation. Two years pedagogy and practice teaching accepted in lieu of experience; (c) from Colored Agricultural and Normal University, 5-year certificate; (d) from Oklahoma Agricultural and Mechanical College, permanent certificate of grade must be granted by State superintendent.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

OKLAHOMA—Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
High-school certificate.	State board of education.	State	Any high school.	Life, 10, or 5 years. (See last column.)	Nonrenewable
Grammar-school certificate.	do.	do.	First to eighth grade, inclusive.	do.	do.
Primary certificate.	do.	do.	First to fourth grade, inclusive.	Life, 10 or 5 years.	do.
Kindergarten certificate.	do.	do.	Kindergarten.	do.	do.
Special certificate (drawing, manual training, physical culture, ancient and modern languages, English history and civics, mathematics, science, music, commercial, technical, and industrial subjects).	do.	do.	Branches and grades named.	do.	do.

certificates in the various States—Continued.

OKLAHOMA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
1 year for 5-year certificate, or 1 year's work, 10 hours per week, in pedagogy, one-third of time in actual teaching in training school; for 10-year certificate, 5 years; for life certificate, 10 years.	State board of education.	State board of education.	<p>Examination in subjects required for a grammar-school certificate, and in addition advanced algebra, plane geometry, history of education, advanced physics, psychology, and one branch each of Groups I, V, and VII, and two of Groups II, III, IV, and VI.</p> <p><i>Group I.</i>—Astronomy, calculus, plane, solid, and spherical geometry, plane and spherical trigonometry, mechanics, and surveying.</p> <p><i>Group II.</i>—Advanced agriculture, botany, chemistry, geology, mineralogy, zoology, biology, entomology, paleontology.</p> <p><i>Group III.</i>—Ancient history, medieval history, English history, modern history, economic history, logic or ethics, political economy, sociology, European history.</p> <p><i>Group IV.</i>—Oklahoma school law, philosophy of education, primary teaching, kindergarten training, school supervision, commercial law, practice teaching.</p> <p><i>Group V.</i>—2 years' work in French, Greek, German, Latin, or Spanish.</p> <p><i>Group VI.</i>—English novelists, English essays, English drama, history of English language, rhetoric (advanced), literary criticism.</p> <p><i>Group VII.</i>—Mechanical drawing, domestic art, elocution, history of art, military science, physical culture, manual training.</p> <p><i>Grading.</i>—For life certificate, average of 90 per cent, minimum of 80 per cent, for 10-year certificate average of 85 per cent, minimum 75 per cent; for 5-year certificate, average of 80 per cent, minimum 70 per cent.</p>
Same, except alternative pedagogy course is omitted. (See last column.)	do.	do.	<p>Holder of first-grade county certificate or graduate of a reputable college and examination in subjects required for superintendent's certificate, except history of education, psychology, school law, and school supervision.</p> <p><i>Grading.</i>—As in high-school certificate above.</p>
Same as for grammar certificate.	do.	do.	<p>Holder of first-grade county certificate or graduate of a reputable college who by examination shows familiarity with the methods of teaching the following: Music, numbers, nature study, drawing, reading, language, penmanship, physiology, hygiene, narcotics and stimulants, agriculture, geography, history, domestic science; also how to originate busy work and industrial occupations.</p> <p><i>Grading.</i>—As in high-school certificate above.</p>
do.	Not granted on examination.		<p>Graduation from the kindergarten training departments of Oklahoma State normal schools and other schools on accredited list.</p>
Satisfactory standing as a teacher.			<p>Applicant must satisfy board as to his scholarly attainments. "Candidates for a special high-school certificate must be a graduate of a reputable college and have had not less than 8 years of high-school and college work and must also have had not less than 3 years of special advanced training in subjects for which certificate is desired, including not less than half a year of post-graduate work in some accredited university;" however, as an equivalent, board may consider as evidence of scholarship, education, experience, training, travel, or culture that may be offered.</p>

TABLE 1.—The principal features of teachers'

OKLAHOMA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Elementary certificates (first, second, and third grade).	State board of education.	State.....	Elementary grades	Same as corresponding grade of county certificates.	
County certificates: First grade.	County board of examiners.	State in- dorse- ment compul- sory.	Any.....	3 years.....	Renewed for original period if holder has attended 75 per cent of sessions of institutes and has taught 3 months each year and has average of 75 per cent.
Second grade.	do.	County and adjoining counties.	do.	2 years.	do.
Third grade.	do.	County.	do.	1 year.	Not more than two to same person.
Temporary certificate.	County superintendent.	District designated.		Until next examination.	Not given a second time.

OREGON.

[Acts of 1911, Senate bill No. 191.]

Life State certificate.	Superintendent of public instruction.	State.	Any.....	Life.	
State certificate.	do.	do.	do.	5 years.	Renewable if holder has attended an institution of higher education for 32 consecutive weeks within 6 years of date of original issue upon satisfactory work in at least 4 subjects, one of which shall be education. May be again renewed in like manner.

certificates in the various States--Continued.

OKLAHOMA--Continued.

Experience required.	Questions prepared by--	Papers examined by	Scholarship Requirements.
Same as first, second, and third grade county certificates.	State board of education.	State board of education.	Same as corresponding grades of county certificates.
12 months.	do.	Board of county examiners.	Examination in subjects required for second grade and, in addition, bookkeeping and the elements of natural philosophy, with an average of 90 per cent and minimum of 70 per cent.
3 months.	do.	do.	Examination in subjects required for third grade and, in addition, civics, with an average of 80 per cent and a minimum of 60 per cent.
None.	do.	do.	Examination in orthography, reading, writing, English grammar, composition, geography, arithmetic, United States history, physiology and hygiene, theory and practice of teaching, agriculture, domestic science, drawing, music, and history of Oklahoma, with an average of 70 per cent and a minimum of 50 per cent.
do.	No examination required.	do.	Upon request of district, fitness determined by examination. Applicant must not have failed at any regular examination.

OREGON.

[Acts of 1911, Senate bill No. 191.]

60 months, 15 in State.	State board of examiners.	State board of examiners.	Examination in subjects required for 5-year State certificate and, in addition, botany, plane geometry, general history, physics, bookkeeping, geology, history of education, and English literature, with average of 85 per cent and minimum of 70 per cent.
12 months.	do.	do.	Examination in subjects required for 1-year State certificate and, in addition, algebra, composition, physiology, psychology, and American literature, with average of 85 per cent and minimum of 70 per cent.

TABLE L.—The principal features of teachers'

OREGON—Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Special certificate. (See last column for subjects.)	Superintendent of public instruction.	School district.	Any subject named.	Life.	
College or university graduates' certificates.					
State life certificate.	do.	State.	High schools only and city superintendent.	do.	
5-year State certificate.	do.	do.	do.	5 years.	
1-year State certificate.	do.	do.	do.	1 year.	
Normal school graduates' certificates.					
State life certificate.	do.	do.	(1) Grammar schools and 1-year, 2-year, and 3-year high schools, and city superintendent; (2) any school. (See last column.)	Life.	
5-year State certificate.	do.	do.	Same as (1) above.	5 years.	
1-year State certificate.	do.	do.	do.	1 year.	
1-year State certificate.					
Upon examination.	do.	do.	Any.	do.	Renewable only once on evidence of 6 months successful teaching during life of certificate.
Without examination.	do.	do.	do.	do.	do.
Primary State certificate.	do.	do.	Not above third grade.	5 years.	(1) Same as 5-year State certificate; or (2) not less than 32 months successful teaching during life of certificate; (3) renewable again under same conditions.

¹ Districts having a population of more than 100,000.

certificates in the various States. (Continued).

OREGON (Continued).

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
None	No examination required.	No examination required.	Upon request of local board of directors superintendent of public instruction may issue, at his discretion without examination, to a list of library science, music, agriculture, art, manual training, penmanship, kindergarten, domestic science and domestic art, typewriting, stenography, bookkeeping, and physical culture. Applicant must present to superintendent of public instruction credentials showing special fitness for subject he wishes to teach.
30 months.	do		Holder of a 5-year State high-school certificate and recommendation of county superintendent where applicant last taught.
6 months.	do		Holder of a 4-year State high-school certificate and recommendation of county superintendent where applicant last taught.
None	do		Graduate from standard college or university, having completed 120 semester hours, including 15 semester hours in education.
30 months.	do		Holder of a 5-year normal school graduate's State certificate and recommendation of the county superintendent where applicant last taught. Completion of 2 years of work in a standard college or university at graduation from the standard college course of the Oregon Normal School, if said school shall meet the requirements of standard colleges, under certificate valid in any of the schools in the State.
6 months.	do		Holder of a 4-year normal school graduate's State certificate and recommendation of the county superintendent where applicant last taught.
None	do		Graduate from a standard normal school.
do	State board of examiners.	State board of examiners.	Examination in arithmetic, civil government, geography, grammar, history, orthography, physical geography, reading, school law, theory and practice of teaching, and writing, with average of 75 per cent and no grade less than 60 per cent.
do			Completion of 4 years work in an accredited high school or other accredited institution, including completion of the teachers' training course in said institution.
12 months in the State.	State board of examiners.	State board of examiners.	Examination in methods in reading, methods in arithmetic, methods in language, methods in geography, theory and practice of teaching, writing, physiology, orthography, and psychology; and in addition thereto a thesis on a subject to be selected from list prepared by superintendent of public instruction.

TABLE I. - The principal features of teachers'

OREGON - Continued.

Name of certificate	Issued by	Validity		Duration	Persistence
		Territory	Schools		
Temporary permit	County superintendent	State	Any	Until next examination.	Only to each person within a period of 3 years.*
Special district certificates ¹	District board of examiners	District	do	Optional of district board.	

PENNSYLVANIA.

[Act 1911, No. 191.]

Name of certificate	Issued by	Territory	Schools	Duration	Persistence
Permanent State certificate	Superintendent of public instruction	State	Branches named	Life	
College certificates	do	do	do	do	
Provisional	do	do	do	3 annual school terms.	
State normal school diploma	State normal school	do	do	Life	
State normal school certificate	do	do	do	2 annual school terms.	
Special certificates (kindergarten, drawing, vocal music, manual training, physical training, etc.)	do	do	do	Life or term of years.	
Professional certificate	County or district superintendent	County or district under-seeable by either county or district superintendent in districts of second or third class.	do	3 years	Renewable on examination in 2 of the elective branches for a professional certificate not to be offered by the applicant. Not renewable more than 3 times. ³
Provisional certificate	do	County or district (non-seeable)	do	1 year	May not teach more than 5 school terms on a provisional certificate.

¹ See Appendix, p. 257.

² A county or district superintendent may, after satisfactory examination, add additional branches to any provisional certificate which he issues or may grant to holders of State or professional certificates, after examination, provisional certificates in any branches additional to those on their certificates, subject to all provisions relating to provisional certificates.

certificates in the various States—Continued

OREGON—Continued.

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
None.	County superintendent, when necessary. (See last column.) District board of examiners.	County superintendent, when necessary. (See last column.) District board of examiners.	(1) Holder of a certificate of another State or (2) an examination equivalent to that required for a 1-year State certificate.

PENNSYLVANIA.

[Act 1911, No. 191.]

2 school terms.	Examining board.	Examining board.	Holder of a professional certificate, for 2 or more years, and certificates of successful teaching during 2 school terms from proper superintendents and boards of school directors, proof of careful reading of at least 4 books on pedagogy approved by the State superintendent, and examination in all the branches enumerated under requirements for professional and provisional certificates. ¹
3 years in State.	No examination required.		Graduation from a college or university approved by the College and University Council of Pennsylvania, and of approved departments therein.
None.	do.		Same as for permanent college certificate on evidence of having completed during his college or university course not less than 200 hours' work in pedagogical studies such as psychology, ethics, logic, history of education, school management, and methods of teaching.
2 school terms.	do.	do.	Diploma issued by a State normal school of Pennsylvania.
None.	State board of normal school examiners.	State board of normal school examiners.	Certificate from a State normal school of Pennsylvania.
do.	(See last column.)	(See last column.)	Graduate of an approved special school of such subjects, under such conditions as State superintendent may impose.
2 full school terms.	County or district superintendent.	County or district superintendent.	Examination in all branches required for a provisional certificate and in addition any two of the following: Vocal music, drawing, English literature, plane geometry, general history, physical geography, elementary botany, elementary zoology, or elementary physics. Must satisfy said superintendent of intelligent reading of two of the books on pedagogy approved for such purposes by the State superintendent. ¹
None.	do.	do.	Examination in spelling, reading, writing, physiology and hygiene, geography, grammar, arithmetic, elementary algebra, history of the United States and of Pennsylvania, civil government, including State and local government, school management, and methods of teaching. ¹

¹ Teachers who have held professional certificates for 10 years or more may continue to teach the subjects embraced in their certificates in the districts in which they are now teaching without further examination.

TABLE 1.—The principal features of teachers'

RHODE ISLAND.

[Laws of Rhode Island, relating to education, 1910, chap. 68, p. 23. Rhode Island Education Circulars, Examination and Certification of Teachers, June 30 and July 1, 1910; The Certification of Superintendents of Schools, 1908.]

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Superintendents' certificates:					
First-class permanent	State board of education	State	Any	Unlimited	
First-class temporary	do.	do.	do.	5 years or until holder is entitled to permanent of first class	
Second-class permanent	do.	do.	do.	Unlimited	
Second-class temporary	do.	do.	do.	5 years or until holder is entitled to permanent of second class	
Third-class temporary (only)	do.	Town	do.	1 year	Nonrenewable
First-grade certificate: Upon examination	do.	State	do.	3 years	Renewable 6 years first and second time; third time may be permanent
Without examination	do.	do.	do.	do.	do.
Second-grade certificate: Upon examination	do.	do.	do.	2 years	Renewable 4 years first time; 3 years second time; third time may be permanent
Without examination	do.	do.	do.	do.	do.

¹ Special training for superintendence consisting of 1 year's course in supervision and administration at an approved normal school, college, or university, or successful experience of 10 years in teaching may be accredited as the equivalent of 5 years' experience in superintendence; but in no case shall a permanent certificate be granted to any person who has not had at least 5 years' experience in superintendence.

certificates in the various States—Continued.

RHODE ISLAND.

[Laws of Rhode Island, relating to education, 1907, chap. 68, p. 25. Rhode Island Education Circulars Examination and Certification of Teachers, June 30 and July 1, 1906. The certification of superintendents of Schools, 1908.]

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
10 years' successful experience as superintendent; 5 years' successful experience as superintendent.	No examination required.	Do.	Graduation from approved college or normal school, or equivalent education. Do.
Same as first-class permanent; Same as first-class temporary.	Do.	Do.	Secondary education or equivalent. Do.
	Do.	Do.	Qualifications not equal to above but satisfactory evidence of scholastic and professional qualifications for service and approval by school committee employing the applicant.
None under regular rules. Sometimes required in special cases not under an ordinary rule.	State board of education.	State board of education.	Must have held a second-grade certificate and have passed examination for the same, and in addition examination in the following subjects: Solid and spherical geometry, trigonometry, zoology and mineralogy, chemistry, history of medieval and modern Europe, Latin or French, advanced algebra or analytical geometry, physics, political and constitutional history of the United States or English history, botany or zoology, Greek or German, history of education, educational psychology, philosophy of education, methodology, school management, and school law. Certification of completion of requirements in any subject in an approved institution may be accepted. Graduation from approved university or college, and satisfactory course in professional subjects or 5 years' successful experience.
Do.	State board of education.	State board of education.	Must have held a third-grade certificate or have passed examination for the same, and in addition examination in the following subjects: Algebra, plane geometry, elements of physics, elements of chemistry, botany or zoology, rhetoric, English literature, civics, political and constitutional history of United States or Greek history to death of Alexander, commercial geography or Roman history to the death of Marcus Aurelius, and in professional subjects required for first-grade certificate. College work accepted as above.
Do.	Do.	Do.	Graduation from an approved normal school from course of 2½ years following high-school course of 4 years.

² In lieu of other evidence, examination may be held to determine scholastic and professional qualifications.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers' RHODE ISLAND—Continued.

Name of certificate.	Issued by	Valid in		Duration.	Persistence.
		Territory	Schools.		
Third-grade certificate. Upon examination.	State board of education.	State	Any.	2 years.	Renewable 4 years first time; 6 years second time.
Without examination.	do.	do.	do.	do.	do.
Fourth-grade certificate.	do.	do.	do.	do.	Renewable only as a fourth-grade evening school for 4 years.
Temporary certificate.	do.	do.	do.	1 year or until next examination.	Nonrenewable.
Evening-school certificate: First grade.	do.	do.	Evening school.	3 years.	Same as for same grade of regular certificate, except in permanent certificates.
Third grade.	do.	do.	do.	2 years.	
Fourth grade.	do.	do.	do.		
Special certificates (County special branch, including kindergarten).	do.	do.	Subjects named.	2 years.	Same as for second grade.
Conditional certificates.	do.	do.	Any.	Same as temporary.	Nonrenewable.

SOUTH CAROLINA.

[General School Law of South Carolina (containing regulations of state board of education, 1899, pp. 19, 23, 37, 63)]

State certificate.	Governor and State superintendent, confirmed by state board of education.	State.	Any.	2 years.	Renewable.
Licentiate of instruction diploma.	Governing board of institution.	do.	do.	do.	do.
County certificate (first, second, and third grade).	County board of education.	County; Registration in any other county permitted.	do.	do.	First and second grade renewable at option of board if institutes attended; third grade can not be renewed.
County certificates without examination.	do.	do.	do.	do.	Optional.

certificates in the various States—Continued.

RHODE ISLAND—Continued

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
None under regular rules. Sometimes required in special cases not under an ordinary rule.	State board of education.	State board of education.	Issued mainly upon examination in arithmetic, language, geography, history, physiology, reading, spelling, penmanship, methods, school management, and school law.
do	State board of education.	State board of education.	Graduation from normal schools not quite up to the standard for second grade. Also upon long and successful experience, with work in summer schools and the like.
Successful experience.	do	do	Simple examination in the same subjects as for the third grade, except professional subjects.
None	do	do	College graduation without qualification in professional subjects or successful experience.
do	do	do	Graduates of approved colleges and universities.
do	do	do	Same conditions as for third grade, except professional subjects not required.
None	No examination required.		Issued only as a renewal of a fourth-grade certificate.
do	State board of education.	State board of education.	Upon presentation of satisfactory evidence of preparation in specialty. Kindergarten certificate may be made valid for first and second grades of primary schools. Granted to candidates who fail to pass in one or two subjects, but whose general average is good.

SOUTH CAROLINA.

[General School Law of South Carolina (containing regulations of State board of education), 1909, pp. 19-23, 57-63.]

None	No examination required.		Diploma of graduation from reputable university or college in some other State of 33 high rank as the leading colleges within the State or completion of 9 courses at State summer school.
do	do		Course of study of institution must have received approval of State board of education.
do	State board of education.	County board of education.	Examination in following subjects: Algebra, arithmetic, United States history, civics and current events, grammar, physiology, geography, pedagogy, and agriculture. Minimum averages and grades, respectively, as follows: First grade, 80 per cent and 80 per cent; second grade, 70 per cent and 45 per cent; third grade, 60 per cent and 40 per cent.
do	No examination required.		Completion of 9 courses at county or district summer schools. Diploma of graduation from accredited higher institution within the State.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

SOUTH DAKOTA.

[School Laws of South Dakota, 1909, pp. 4-6, 15-17, 64-66, 81.]

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
Life diploma: Upon examination.	State superintendent.	State.....	Any.....	Life.....	
Upon diploma.....	do.....	do.....	do.....	do.....	
State certificate: Upon examination.	do.....	do.....	do.....	5 years.....	Renewable; successful experience and full at- tendance county in- stitute dur- ing current year.
Upon diploma.....	do.....	do.....	do.....	do.....	do.....
Provisional State certificate.	do.....	do.....	do.....	2 years.....	
Regents' certificate.	Regents of educa- tion.	do.....	Elementary grades.	2 years.....	Not deter- mined.
First-grade certi- ficate.	State superintend- ent.	do.....	do.....	3 years.....	Same as State certificate.
Second-grade cer- tificate.	do.....	County (may be indorsed in other counties).	do.....	2 years.....	Nonrenewable.
Third-grade certi- ficate.	do.....	District specified.	do.....	1 year.....	do.....
Primary certificate.	do.....	County, in cities and towns only (may be indorsed in other counties).	Kindergarten, first and second grades.	5 years.....	Same as State certificate.

* Issued for necessary probationary period for a State certificate.

certificates in the various States—Continued.

SOUTH DAKOTA.

[School Laws of S. Dak., 1909, pp. 4-6, 15-17, 64-66, 81.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
30 months.	State superintendent.	State superintendent.	Proficiency in reading, orthography, penmanship, arithmetic, geography, grammar, composition, United States history, South Dakota history, civics, physiology and hygiene, and examination in physical geography, physics, algebra, geometry, general history, English language and rhetoric, English and American literature, either economics or sociology, and any two of botany, zoology, physiology, physics, chemistry, Latin, German, biology and mineralogy, astronomy, algebra, and trigonometry, all of the college grade, and pedagogy, including principles, methods, management, psychology, and history of education.
do.	No examination required.		Graduation from an approved college or university having a regular 4-year course above a 4-year high-school course, with a course of pedagogical studies and professional training comprising at least one-fourth work during at least 18 months; or graduation from an approved normal school, having at least a 2-year course above a 4-year high-school course.
24 months.	State superintendent.	State superintendent.	Proficiency in orthography, reading, penmanship, arithmetic, geography, English grammar, physiology and hygiene, United States history, including South Dakota history, and examination in civil government, American literature, drawing, algebra, plane geometry, physical geography, physics or botany, general history, pedagogy, and English language, composition, and rhetoric.
18 months.	No examination required.		Graduation from approved normal school giving 1 year's work above 4-year high-school course; applicant must have had at least one-fourth work during at least 18 months in pedagogy and professional training.
None.	do.		Do.
do.	do.		Twenty-two week's attendance at a State normal school and an examination in subjects prescribed by regents.
do.	State superintendent.	State superintendent.	Examination in orthography, reading, writing, arithmetic, geography, physical geography, English grammar, physiology and hygiene, history of United States, civil government, current events, American literature, South Dakota history, drawing, and didactics.
do.	do.	do.	Examination in orthography, reading, writing, arithmetic, physiology and hygiene, geography, English grammar, history of United States, civil government, South Dakota history, didactics, and drawing.
do.	do.	do.	Issued in discretion of State superintendent to those unable to pass second-grade examination.
do.	do.	do.	Examination in reading, writing, orthography, arithmetic, physiology and hygiene, with special reference to effects of alcoholic drinks, etc., geography, English grammar, United States history, South Dakota history, drawing, didactics, and kindergarten and primary methods.

TABLE 1.—The principal features of teachers' certificates—Continued.

Name of certificate.	Issued by.	Valid in		Duration.	Persistence.
		Territory.	Schools.		
Special temporary certificate (first, second, or third grade).	County superintendent.	District specified.	Elementary schools.	Until next regular examination.	Nonrenewable.
Local certificate (grades of first class).	Examining committee (superintendent and 2 others).	City as determined by local board and examining committee.			
Special certificate in special subjects. ²	do.	do.	do.	do.	do.

TENNESSEE.

[Public School Laws of Tennessee, 1909, pp. 6, 21, 78, 82. Memorandum from office of State superintendent. Circular regulations governing the examination and certification of high-school teachers in Tennessee, 1911.]

County high-school State certificate: ¹ Without examination.	State superintendent.	State.	High schools.	1 year.	Renewable annually for continuous service.
Upon examination (1).	do.	do.	do.	5 years.	Renewable indefinitely for continuous service.
Upon examination (2).	do.	do.	High schools in subjects named.	3 years.	Renewable; 2 years for continuous service.
Upon examination (3). State normal school graduates' permanent license.	State board of education.	State.	Any.	Life.	Reissued upon examination.
State normal school certificate of graduation. Secondary certificate: ²	do.	do.	do.	4 years.	See permanent license.
Upon examination (first and second grades).	County superintendent.	County.	do.	1 year.	Renewable; successful teaching; keeping up reading-circle course.

¹ The superintendent in all other independent districts must indorse certificate of county superintendent in order to make it valid in such district. He may require such additional examination as he desires.

² All certificates in special subjects, music, drawing, penmanship, bookkeeping, foreign languages, kindergarten, etc., are issued by local examiners.

certificates in the various States—Continued.

SOUTH DAKOTA—Continued.

Experience required	Questions prepared by	Papers examined by	Scholarship requirements
None	County superintendent	County superintendent	Examination in grades has required for such certificates on regular examination.
	Examining committee	Examining committee	As determined by local board and examining committee.
	do.	do.	Same as above, for local certificate.

TENNESSEE.

[Public School Laws of Tennessee, 1909, pp. 6, 21, 78, 82. Memorandum from office of State superintendent. Circular regulations governing the examination and certification of high-school teachers in Tennessee, 1911.]

None			Holder of a bachelor's diploma from the University of Tennessee or an equivalent institution, who has taken at least 2 years' or not less than 3 months each of professional work, or who has passed satisfactory State examination on such subjects.
do.	State board of education	State board of education	Examination in following 5 groups, spelling and grammar being included in each group: (1) English—rhetoric and literature; (2) Latin—Latin grammar, Caesar, Cicero, Verul (Greek, German, French, or Spanish may be taken with the Latin); (3) History—American, English, general, and civil government; (4) Biology, physiology, physics, physical geography, chemistry, agriculture, and geology of Tennessee; (5) Mathematics—arithmetic, algebra, geometry. Minimum average, 80; minimum grade, 70.
do.	do.	do.	Examination in one or more of above groups with same minimum requirements. Also in (6) domestic science and (7) commercial branches—commercial arithmetic, commercial law, stenography, and typewriting.
do.	do.	County examining committee	Examination in one or more of above subjects with same minimum requirements.
15 months after graduation.			Graduation from a State normal school and examination in additional courses of reading and study.
None			Graduation from one of the State normal schools.
do.	County superintendent	County superintendent	Examination in subjects required for primary certificate and, in addition, in elements of algebra, plane geometry, book-keeping, rhetoric, civil government, physics, geology of Tennessee, and agriculture. If general average is 85 per cent or above, certificate is called first grade; if general average is from 85 per cent to 70 per cent, certificate is called second grade.

*The term "secondary school" as used in Tennessee signifies a school consisting "of a principal and when necessary an assistant or assistants," in which in addition to the common branches the following subjects "shall be taught": Geology of Tennessee, natural philosophy, bookkeeping, civil government, rhetoric or higher English, and elocution. The term "high school" signifies the usual secondary school of other States.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

TENNESSEE—Continued.

Name of certificate.	Issued by	Valid in		Duration.	Persistence.
		Territory	Schools.		
Secondary certificate. Contd.					
Without examination (1).	County superintendent (see last column).	County (see last column).	Any	1 year	Renewed every year during life of holder.
Without examination (2).	do	do	do	do	Renewed every year for 4 years, or for 9 years if "State secondary certificate" is renewed (see last column).
Primary certificate.					
Without examination.	do	do	Only in schools teaching common branches named in last column (upon examination).	do	Renewable if "State primary" is renewed (see last column).
Upon examination (1) or (2) or (3).	County superintendent.	County	do	do	Same as secondary certificate upon examination.

TEXAS.

[General Laws, 1911, chap. 90; School Laws, 1909, secs. 83-107, pp. 31-41.]

Permanent State certificate. Without examination.	State superintendent.	State	Any	Life, or during good behavior
Upon examination.	do	do	do	do

¹ Prior to 1909 a valid certificate could be issued only by a county superintendent. The State superintendent had authority only "to prescribe the mode of examining and licensing teachers, and their necessary qualifications." See note 3, p. 106.

certificates in the various States -Continued.

TENNESSEE (continued).

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
None.	No examination required.		Holder of degree of baccalaureate of instruction from Peabody Normal College is entitled to a secondary certificate in any county in the State. ¹
do.	do.	do.	Holder of "State secondary certificate." This certificate is issued upon examination. The questions are prepared in the State office and the papers are graded by the State institute instructors. The holder is entitled to a secondary certificate in any county in the State. Its duration is 5 years, renewable for 5 years upon 15 days' institute attendance. ¹
do.	do.	do.	Holder of a State primary certificate, which is obtained in same manner as and has corresponding validity to the "State secondary certificate." Its duration is 1 year, renewable upon 15 days' attendance upon State institute. ¹
do.	County superintendent.	County superintendent.	1. Examination in spelling, reading, arithmetic, grammar, geography, State history, and American history. Minimum average, 85 per cent called third grade certificate.

TEXAS.

(General Laws, 1911, chapters school law, 1909, sec. 51-67, pp. 41-44.)

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
None.	No examination required.		1. Holder of bachelor's degree from institution of higher learning which has completed 4 full years of instruction in pedagogy. Those who can not meet the last condition may procure in not more than 3 years' service, 200 experience in Texas.
do.	do.	do.	2. Holder of University of Texas teachers' diploma showing completion of 1 full course in department of education, and satisfactory to the requirements for degree of holder of (1).
do.	do.	do.	3. Holder of diploma from the Peabody Normal College at Nashville, Tenn.
do.	do.	do.	4. Holder of a valid first-grade certificate issued by the examining the necessary requirements of the College of Industrial Arts (see first-grade certificate) and 3 year's experience in Texas.
None.	State department of education.	State board of education.	1. Examination in the subjects required for a first-grade certificate, and, in addition, history of education, English and American literature, chemistry, solid geometry, physics, plane trigonometry, and elementary algebra, bookkeeping. Minimum average, 85 per cent minimum grade, 90 per cent.
do.	do.	do.	2. Holder of a State permanent primary certificate who, during the first 6 years of its validity shall pass the required examination in the following additional subjects: Algebra, physics, elementary geometry, general history, chemistry, solid geometry, plane trigonometry, and elementary double-entry bookkeeping. ²
do.	do.	do.	3. Holder of a valid first-grade certificate and examination in the required additional subjects under (2) above.

¹Summer normal institutes in Texas are authorized to hold examinations for certification of teachers. Certificates thus obtained shall be of the same class and governed by the same laws as to terms of validity as are other State certificates.

²If the State permanent primary certificate was secured by building on a State first-grade certificate, reexamination in algebra, physics, elementary geometry, and general history is not required.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers'

TEXAS—Continued.

Name of certificate.	Issued by—	Valid in		Duration.	Persistence.
		Territory.	Schools.		
Texas State Normal College diploma.	State superintendent.	State	Any	Life, or during good behavior.	
State permanent primary certificate.	do.	do.	All grades below the high school.	do.	May build to permanent State certificate during first 6 years.
State kindergarten certificates:					
Permanent	do.	do.	Kindergarten	do.	
Temporary	do.	do.	do.	4 years	
Texas State Normal college certificates:					
First-grade	State board of education.	do.	Any	6 years	
Second-grade	do.	do.	Any grade below high school.	4 years	
First-grade State certificate: Upon examination.	State superintendent.	do.	Any	1 or 6 years. (See last column.)	May build to permanent State or permanent primary State certificate.
Without examination.	do.	do.	do.	6 years.	
do.	do.	do.	do.	4 years.	

certificates in the various States--Continued.

TEXAS Continued.

Experience required:	Questions prepared by	Papers examined by	Scholarship requirements.
None	No examination required.		A diploma from a Texas State normal college shall rank as a permanent state certificate.
do.	State department of education.	State board of examiners.	(1) Examination in subjects required for a second-grade certificate, and, in addition, civil government, English composition, physical geography, history of education, elementary psychology applied to teaching, and English and American literature. (2) Holder of a valid first-grade certificate, and examination in the following additional subjects: History of education, elementary psychology applied to teaching, and English and American literature. Minimum average, 85 per cent; minimum grade, 50 per cent. (3) Holder of a valid second-grade certificate and examination in the required additional subjects, making the required grades.
3 years successful experience in kindergartens of State.	No examination required.		Holder of a valid temporary State kindergarten certificate, after 3 years' experience.
None	do.		(1) Graduation from regular course of a State educational institution in Texas maintaining a department for training kindergarten teachers, and completion of the kindergarten course consisting of not less than 2 years' training with daily practice in the kindergarten. (2) Graduation from kindergarten training schools and departments approved by the State superintendent of public instruction.
do.	do.		Completion of 2 years' work in a Texas State Normal College.
do.	do.		Completion of 1 year's work in a Texas State Normal College.
do.	State department of education.	State board of examiners.	(1) Examination in all subjects required for a second-grade certificate, and, in addition, in English composition, civil government, algebra, physical geography, elements of geometry, and general history. Minimum average of 85 per cent, and grade of 50 per cent; tender certificate valid for 6 years; minimum average of 75 per cent, and grade of 50 per cent; tender certificate valid for 4 years. (2) Holder of a valid second-grade certificate and examination in the prescribed additional subjects.
do.	No examination required.		Completion of regular course for graduation in the College of Industrial Arts, and in addition two full courses in education.
do.	do.		Completion of four full courses in the College of Arts, and one full course in the department of education in the University of Texas or in any university or college ranked as "first class" by the State superintendent, upon recommendation of State board of examiners.

TABLE 1.—The principal features of teachers'.
TEXAS—Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Second-grade State certificate	State superintendent	State	Grades below high school	6 years or 4 years (See last column)	May hold to just grade or permanent primary certificate
Second-grade county certificate	County board of examiners	County	do.	do.	Only one to same individual
City certificates: Permanent (high school, first-grade, primary)	City board of examiners	City	As board of trustees desires	During good behavior	Varies
Temporary (high school, first-grade, second-grade)	do.	do.	do.	Not more than 4 years	As determined by board of trustees based upon reading, attendance, aptitudes, or other means of professional growth

UTAH.

[Laws of Utah, 1900, chap. 71, 1902, chap. 12, 1903, chap. 11, circular letter of State superintendent, (in date)]

State professional high school diploma	State board of education	State	Any	Life, lapses upon expiration of 5 years' non-teaching period	
State professional grammar diploma	do.	do.	Elementary	do.	
State grammar certificate	do.	do.	do.	5 years	Renewable upon presentation of 6 hours of additional work from a reputable institution, 3 hours of which must be of college grade.

*A city or town which has a scholastic population of 500 or more and has become an independent district, and which levies a local tax for educational purposes, or maintains a system of free schools for 9 months in each year, and which has employed a superintendent of city schools, may have a city board of examiners, and issue certificates.

certificates in the various States - Continued.

TEXAS - Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
None	State department of education.	State board of examiners.	Examination in spelling, reading, writing, arithmetic, English grammar, geography, Texas history, elementary physiology and hygiene, with special reference to narcotics, school management, and methods of teaching, United States history, and elementary agriculture. Minimum average of 85 per cent, and grade of 50 per cent, render certificate valid for 6 years, minimum average of 75 per cent, and grade 50 per cent, render certificate valid for 4 years.
do.	do.	County board of examiners.	Same as for second-grade State certificate.
2 years in Texas.	City board of examiners.	City board of examiners.	Requirements can not be lower than those prescribed by law for permanent State or county certificates of corresponding grade.
None.	do.	do.	Same, except omit "permanent."

UTAH.

Laws of Utah, 1905, chap. 71, 1907, chap. 42, 1909, chap. 15, circular letter of State superintendent (no date).]

2 years' experience in State.	State board of education.	State board of education.	Graduation from a college course, including professional subjects and credits ² in arithmetic, United States history, reading and elocution, orthography, English grammar, political and physical geography, physiology, algebra, physics, rhetoric, drawing, plane and solid geometry, latinity, English literature, general history, civil government, history, and science of education, and psychology, and also in three of following: chemistry, geology, French, German, Latin, Greek, trigonometry, geology, biology, and mineralogy. Holders of normal diplomas from University of Utah are entitled to this diploma after 2 years' successful experience.
do.	do.	do.	Completion of 4 years of high-school and 1 year of college work, and credits ² showing satisfactory knowledge of required subjects named above, except solid geometry and the three electives.
do.	do.	do.	Credits ² covering 4 years of high-school work, including 3 years of English, algebra, physics, civil government, latinity, and physical geography, also credits in psychology and history of education.

² Credits may be based upon properly authenticated work done in an educational institution, upon grades received in examinations previously taken, or upon an examination conducted by the State board of education.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers' UTAH—Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
University diploma	University	State	High and elementary schools	Life	
Normal grammar diploma	School of education of University of Utah	do	Elementary	do	See State professional high-school diploma, last column.
Normal certificates	do	do	Grades or subjects specified	5 years	
Temporary State high-school certificate	State board of education	do	High schools	1 year	Renewed at discretion of State board for 1 year.
Normal certificate	do	do	Elementary	2 years	Nonrenewable.
County grammar certificate	do	do	Elementary, except in cities	do	May be renewed year by year under such regulations as the board may prescribe.
County primary certificate	do	do	Primary, except in cities	do	do
Temporary county certificate	do	do	In school specified	Until next examination	Nonrenewable
City certificates: 1. High school	Board of education	City	High-school teachers and principals of grade schools.	Varies	Varies
2. Grammar	do	do	Fifth to eighth grades.	do	do
3. Primary	do	do	First to fourth grades.	do	do

VERMONT.

[General laws of the State of Vermont relating to public instruction, in force August 1, 1907 (chaps. 41 and 46), pp. 267-271, 275; Acts of 1908, chap. 37; Acts of 1910, Nos. 61 and 64.]

Unlimited certificate	State superintendent of education	State	All	Until revoked	
Normal school certificate of graduation:					
Higher course	state board of education	do	do	10 years	Original period twice, 10 years, then permanent.
Lower course	do	do	do	5 years	

1 In 1910 without examination to teachers whose examination record for 1909 was above average of 75 and grade of 60 per cent, provided school work was indorsed by county superintendent and if 6 units of summer-school work is filed. Those not filing summer-school units exempt from reexamination in all subjects having grade of 80 per cent.

certificates in the various States—Continued.

UTAH—Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
None specified. do.....	No examination required. do.....		Completion of prescribed courses in school of education of university. Discretion of school of education at university.
do.....	do.....		Do.
None.....	Examination not necessarily required.		Credentials covering a college course accepted; examination may be required. Also official statement showing he is employed in a high school in the State.
do.....	No examination required.		Graduation from a normal training school of high standard.
do.....	State board of education.	State board of education.	Applicant must show that he is proficient in penmanship and qualified to teach reading, writing, spelling, English grammar, United States history, arithmetic, physiology and hygiene, nature studies, and drawing. In 1911 and thereafter all who have not had 3 years' successful experience in the State must have had 4 years' high-school education or its equivalent to be eligible to enter the examination, and must, in addition, pass a successful examination in psychology and history of education.
do.....	do.....	do.....	Same as for county grammar certificate.
do.....	No examination required.		Applicant must give evidence of his ability to pass the regular examination. Application must be indorsed by county superintendent and district board.
Varies.....	City board of examiners.	City board of examiners.	Varies.
do.....			Do.
do.....			Do.

VERMONT.

[General laws of the State of Vermont relating to public instruction, in force August 1, 1907 (chaps. 44 and 60, pp. 267, 271, 275; Acts of 1908, chap. 37; Acts of 1909, Nos. 61 and 64.)

200 weeks; may be lessened by possession of certain scholastic requirements. (See scholarship requirements.)	No examination required.	(1) 500 weeks' experience in public schools of State; (2) graduation from approved college and 8 years' experience in State; (3) graduation from a normal school and 200 weeks' experience in State and holder of one 10-year or two 5-year certificates; or (4) holder of first-grade certificate for 10 years, of first and second grade certificates for 12 years, or of second and third grade certificates for 14 years, and 200 weeks' experience in State.
None.....	do.....	Graduation from higher course of a normal school.
do.....	do.....	Graduation from lower course of a normal school.

¹ Cities of 5,000 population or over (4 in 1910).

TABLE 1.—The principal features of teachers'

VERMONT—Continued.

Name of certificate.	Issued by.	Valid in		Duration.	Persistence.
		Territory.	Schools.		
First-grade certificate: Upon examination.	State superintendent of education.	State.	Any.	3 years.	Renewable for official period after 40 weeks' experience, in State.
Without examination.	do.	do.	do.	do.	Renewable 40 weeks' experience.
Second-grade certificate, upon examination.	do.	do.	do.	2 years.	Renewable in 60 days during employment in same town.
Third-grade certificate.	do.	State, may be limited to a particular school.	do.	Not exceeding 1 year.	Issued once only, unless holder has not taught 28 weeks.
Special certificates: First and second grade (in high-school subjects, music, drawing, physical culture, industrial arts and sciences).	do.	State.	Subjects named.	First grade, 3 years; second grade, 2 years.	Renewable.
Third grade.	do.	Town specified.	Any.	Not exceeding 1 year.	Not issued until holder has received first or second-grade certificate.
Teacher training-course certificate.	do.	State.	do.	3 years.	
Primary and kindergarten certificates.	do.	do.	Primary and kindergarten grades.	3 years.	Not issued until holder has received a certificate upon public examination.
Permits.	do.	do.	School specified.	Not exceeding 12 weeks.	Non-renewable. Can not be given a second time to same person until a certificate has been earned.

certificates in the various States. Continued.

VERMONT. Continued.

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
40 weeks	State superintendent.	State superintendent.	Satisfactory oral examination. Examination of greater difficulty in subjects required for second grade, and in addition in psychology, English literature, general history, and algebra.
None			Graduation from a college approved by State superintendent or of a normal school in another State.
14 weeks	State superintendent.	State superintendent.	Examination in reading, writing, spelling, grammar, geography, arithmetic, free-hand drawing, history and Constitution of United States, psychology, elementary physiology, and hygiene including the effects of alcoholic drinks and narcotics. Same as for second-grade certificate.
Indefinite amount	No examination required.		Holders of first or second grade certificate or teacher of special training. Grade of certificate same as grade of previous certificate. In case of special training, State superintendent determines grade.
20 weeks (See first column.)	do		If applicant has held a second-grade certificate or its equivalent, 20 weeks instead of 40 weeks experience is required.
None	do		Graduate from a teacher-training course and recommendation of the principal and of the special training teacher of the high school, or academy, in which such course is maintained.
400 weeks in primary grades (See scholarship requirements.)	do		Graduate of recognized kindergarten training school without experience may be granted certificate.
None	Lower of union superintendent.	Lower of union superintendent.	Not more than one-third of the terms taught in any town in 1 year may be taught under permits, provided total terms must not exceed five.

TABLE 1.—The principal features of teachers' VIRGINIA.

[Regulations of the State board of education, 1907, in Virginia School Laws, 1907, pp. 122-128; amended regulations, in Virginia School Laws, 1908, pp. 36-38; and circular of information concerning certification of teachers, No. 63, Mar. 7, 1911.]

Name of certificate.	Issued by.	Valid in.		Duration.	Persistence.
		Territory.	Schools.		
University certificate.	State board of examiners.	Any school division in State when endorsed by superintendent thereof.	Any.	12 years.	From time to time for similar period.
Collegiate certificate.	do.	do.	do.	10 years.	do.
Academic certificate.	do.	do.	do.	9, 7, 5, or 3 years.	Nonrenewable.
Professional certificate.	State board of examiners, division superintendent and principal endorses.	do.	do.	7 years.	Renewed for 7 years, provided teacher has been successful in reading course for each year has been completed.
Full normal professional certificate.	do.	do.	do.	10 years.	Renewable from time to time for similar period.
Normal professional certificate.	do.	do.	do.	7 years.	do.
Professional elementary certificates (Grammar grades).	do.	do.	Elementary.	do.	do.
Primary grades.	State board of examiners.	Any school division in State when endorsed by superintendent thereof.	do.	do.	Renewable from time to time for similar periods.

¹ The course must cover the following subjects: Principles of teaching, including how to study; methods of teaching arithmetic, civics and history, geography, language, reading and literature; hygiene, drawing, practice teaching or advanced observation; and elementary agriculture and school gardening, or manual training and domestic economy.

certificates in the various States--Continued.

VIRGINIA.

[Regulations of the State board of education, 1907, in Virginia School Laws, 1907, pp. 122-128, amended regulations, in Virginia School Laws, 1908, pp. 35-38, and circular of information concerning certification of teachers, No. 63, Mar. 1, 1911.]

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
None specified.			Holder of degree from the graduate school of a registered university.
do.			Holder of a baccalaureate degree from a registered college.
do.			Graduation from an institution which does not fully comply with definition of a college but which offers an approved four-year course in literature and science at least 1 year in advance of the standard 4-year high school. Each additional year of high school above 1 year required for admission adds 2 years to the duration of the certificate given its graduates.
do.	State board of examiners, when examination is required.	State board of examiners, when examination is required.	Diploma of graduation from normal course of State university, State normal, and other specified institutions.
do.			Completion of course leading to a full diploma in the State normal school at Farmville, Harrisburg, or Fredericksburg.
do.			Completion of course leading to a professional certificate in either of above State normal schools.
9 or 6 months (see last column).			(1) Holder of first-grade with 9 months' experience or of high-school certificate with 6 months' experience; and (2) completion of a prescribed course in the State normal schools during the regular term or in the summer sessions. Equivalent courses in other normal schools are given same credit. Course may be completed in a term of 1 year, or in two sessions of 6 weeks each, or in three sessions of 4 weeks each. In the second case the work must be completed within 4 years; in the last, within 5 years. ¹
9 months in primary or grammar grades.			Same as for grammar-grade certificate except experience (which see) and course of study. ¹

¹ The course must include principles of teaching, with special emphasis on how to study; primary methods in reading, language, arithmetic, physical nature study, and home geography; hygiene, music and games, primary industrial work, drawing and observation work, and practice teaching.

TABLE 1. *The principal features of teachers'*

VIRGINIA Continued.

Name of certificate.	Issued by.	Valid in ^a		Duration.	Existence.
		Territory.	Schools.		
Summer-school professional certificate.	State board of examiners.	Any school division in State when held as required by superintendent thereof.	Elementary.	7 years.	Renewable if professional reading course has been pursued.
High-school certificate.	do.	do.	do.	1 year.	May be extended.
Normal training certificates.	do.	do.	In 1 and 2 from schools.	3 or 2 years.	Nonrenewable.
Special certificates (including also kindergarten and higher branches).	do.	do.	Subjects named.	5 years.	Renewable from time to time for similar period. Professional reading course required.
First-grade certificate: Upon examination.	do.	do.	Any.	do.	Renewable 2 or 5 years; 3 years' successful experience, completion of prescribed reading.
Without examination (1).	do.	do.	do.	do.	Renewable indefinitely so long as reading course is pursued.
Without examination (2).	do.	do.	do.	1 year.	Same as first grade on examination.
Without examination (3).	do.	do.	do.	2 years.	Nonrenewable.
Second-grade certificate.	do.	do.	do.	do.	Renewable for 1 year; 1 year's successful experience and completion prescribed reading course.

^a May be extended provided holder (1) pursues professional course of study and passes examinations in 2 subjects thereof each year; or (2) passes in 2 courses in the summer school of the University of Virginia, or one of like grade; or (3) passes required number of subjects in examination for a professional certificate.

certificates in the various States--Continued.

VIRGINIA--Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
9 or 6 months (See last column.)			Holder of first-grade or of a high-school certificate who has taught 6 months, and who has attended summer schools of University of Virginia or another of equal rank for 2 sessions of 6 weeks each, and has made a grade of at least 75 per cent in both class work and examination in 6 courses in other than the elementary subjects and in at least 4 different subjects, 1 of which shall be English and another education. The other 4 courses may be taken from the following groups (not more than 2 courses may be from 1 group): Industrial education, science, mathematics, history, education and philosophy, and language.
None			Graduation from 4-year high-school course of study, approved by board of examiners, indorsement by division superintendent.
do.			Graduation from a 4-year high-school course in which the training-class work is taken in the last year and based on preceding years' work. Graduates from 3-year high-school course in which training-class work is based on preceding 2 years' work receive 2-year certificates.
See last column	State board of examiners when examination is required.	State board of examiners when examination is required.	(1) Holder of valid first grade certificate or equivalent thereof that exception may be made in the cases of music, drawing, and domestic sciences, who has attended the University of Virginia summer school for 2 sessions of 6 weeks each and completed at least 1 course in educational psychology and 3 courses in any one subject in the university department will be given certificate to teach such subject. (2) Graduation from kindergarten department of a State normal or other recognized kindergarten training school and evidence of required scholarship. (3) Examination in higher branches which applicant desires to teach unless he is a graduate of a university or college of approved standing.
6 months	State board of examiners	State board of examiners	Examination in subjects required for a second-grade certificate and in algebra through quadratics, one branch of science (either physical geography, physics, or agriculture), and one division of history (either general or English), with minimum average of 85 per cent and grade of 70 per cent.
6 years' successful experience immediately prior to July, 1907.			Holder of first-grade certificate for 6 years immediately prior to July, 1907, and recommendation of division superintendent.
6 months under second grade.			Holder of examination credits required for first grade, but who was given second-grade certificate because of lack of experience.
None			Completion of certificate course at State normal school.
do.	State board of examiners.	State board of examiners.	Examination in subjects required for third-grade certificate and in drawing and theory and practice of teaching, with minimum average of 75 per cent and grade of 60 per cent.

TEACHERS' CERTIFICATES.

TABLE I.—The principal features of teachers'

VIRGINIA—Continued.

Name of certificate.	Issued by.	Valid in		Duration.	Persistence.
		Territory.	Schools.		
Third-grade certificate.	State board of ex-aminers.	Any school division in State when in-duced by super-intendent there- of.	Any, when no teacher holding first- or second- grade certifi- cates are avail- able.	1 year.	Nonrenewable. Granted only to same per- son.
Fourth-grade cer- tificate.	do.	do.	Any colored school.	2 years.	do.
Summer school cer- tificate (to first grade).	do.	do.	do.	3 years.	Renewable from time to time for sim- ilar period.
Provisional certi- ficates.	do.	do.	Depends on grade of certificate is- sued.	1 year.	Nonrenew- able.
Emergency certi- cate.	do.	Special school that can not otherwise secure a teacher.		Until a li- censed teacher can be se- cured.	do.

WASHINGTON.

[Code of Public Instruction, 1901, pp. 81-91. Session Laws, 1901, chap. 97, Acts 1911, 11, B, 50.]

Life certificate.	State superintend- ent.	State regis- tration in county required.	Any.	Life.	
Permanent certi- ficates:					
(a) Professional.	do.	do.	do.	do.	
(b) First grade.	do.	do.	do.	do.	
(c) First grade, primary.	do.	do.	Primary grades.	do.	
Professional certi- cate.	do.	do.	Any.	5 years.	Renewable each year's at- tention to a higher insti- tution com- pleting 3 subjects; (b) 24 months' teaching. Any renewal may be re- newed.

¹ The course must cover at least three terms of four weeks each or two terms of six weeks each, and must occupy a minimum of 240 recitation periods of 40 minutes each. It includes the following subjects: The common branches; methods of teaching reading to beginners; hygiene, public and private; civics, with

certificates in the various States--Continued.

VIRGINIA--Continued.

Experiences required.	Questions prepared by	Papers examined by	Scholarship requirements.
None.	State board of examiners.	State board of examiners.	Examination in orthography (including punctuation), reading, writing, arithmetic (including business forms), grammar, geography, United States history, history of Virginia, civil government (including Virginia), and physiology and hygiene, with a minimum average of 65 per cent and grade of 50 per cent.
do.	do.	do.	Negro applicants who make an average of 50 per cent with no branch below 40 per cent on third-grade subjects.
6 months.			Completion of prescribed course at Hampton or Petersburg within a period of 5 years by holder of second-grade or higher certificate.
See last column.			A teacher holding a certificate who did not take spring examination, but attended a State summer normal school for 20 days, and passed on at least one-half of the subjects, including arithmetic and grammar, is given such provisional certificate as the grades warrant. When other branches are passed, full certificate bears same date as original. A teacher who attended a summer institute and made required grades in one-half of subjects for either first or second grade certificate, and satisfied all other requisites, is granted a provisional certificate, which can not be renewed. Provisional certificates of the third and fourth grades are not issued. Recommendation of a division superintendent.
None.	No examination required.		

WASHINGTON.

[Code of Public Instruction, 1909, pp. 81-96. Session Laws, 1909, chap. 97, Acts 1911, II, B, 80.]

15 months, 27 months in State.	State board of education.	State superintendent.	Tests required for professional certificates and examination in psychology, history of education, bookkeeping, composition, general history. Other subjects may be substituted.
72 months, 36 in State.	do.	do.	Holder of professional certificate for at least 18 months. Indorsement of county superintendent.
do.	do.	do.	Holder of first-grade certificate for at least 18 months. Indorsement of county superintendent.
do.	do.	do.	Holder of first-grade primary certificate for at least 18 months. Indorsement of county superintendent.
24 months, 8 in State.	do.	do.	All requirements of a first-grade certificate, also examination in plane geometry, geology, botany, zoology, civil government. Other subjects may be substituted in lieu of any or all of these by State board upon request of applicant.

special reference to community life; agriculture, principles of teaching, and any three of the following: sewing, cooking, bench work, poultry raising, and household handicrafts, including glazing, mending tinware, whitewashing, chair caning, and eubbing.

TABLE 1.—The principal features of teachers'

WASHINGTON—Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
University life diploma.	Repeats upon recommendation of faculty.	State.	Any.	Life.	
University normal diploma.	do.	do.	do.	5 years.	
State college life diploma.	do.	do.	do.	Life.	
State college normal diploma.	do.	do.	do.	5 years.	
Normal-school life diploma.	Normal school.	do.	do.	Life.	
Normal-school diploma.	do.	do.	do.	5 years.	
Secondary normal-school certificate.	do.	do.	do.	3 years.	Nonrenewable.
Elementary normal-school certificate.	do.	do.	Elementary.	2 years.	do.
First-grade certificate.	State superintendent.	do.	Any.	5 years.	Same as professional.
First-grade primary certificate.	do.	do.	Primary.	do.	do.
Second-grade common-school certificate.	do.	do.	City.	2 years.	Renewable at State or a 4-ounce higher institution, or 1 summer session (6 weeks), satisfactory standing in 3 subjects; (b) 6 months' successful teaching.
Third-grade common-school certificate.	do.	do.	do.	1 year.	Renewable 1 year at a 4-ounce higher institution, satisfactory standing in 3 subjects; second grade certificate.
City certificates, High school.	Board of directors.	City.	do.	do.	Fixed by regulations of board of directors.
Grammar school.	do.	do.	Grammar or primary school as teacher; primary school as principal.	do.	do.
Primary.	do.	do.	Primary school as teacher.	do.	do.

Cities having over 100 teachers (4 in 1910).

certificates in the various States. Continued.

WASHINGTON Continued

Experience required.	Question prepared by	Papers examined by	School departments
24 months.			Examine for hours in department of education and of education in liberal arts course.
None.			Do.
24 months.			Do.
None.			Do.
1 year.			Completion of advanced course in a State normal school.
None.			Completion of advanced course in a State normal school and demonstrated ability in teaching department of 18 weeks.
do.			Completion of secondary course and 14 weeks teaching as required for normal school diploma.
do.			Completion of elementary course in a State normal school.
9 months.	State board of education.	State department of education.	Must pass the examination in all subjects required for a second-grade certificate, including history, physiology, literature, and physical geography. Substitutes for two subjects allowed.
6 months in primary grades.	do.	do.	Credits in subjects for second-grade certificate and examination in nature study, drawing, literature, and physical geography. Substitutes for two subjects allowed.
None.	do.	do.	Credits in subjects for third-grade certificate and examination in nature study, drawing, literature, and physical geography. Substitutes for two subjects allowed.
do.	do.	do.	Examination in reading, grammar, penmanship and instruction United States history, civics, physiology, physics, geography, the science of art of teaching, mathematics, and Washington State manual.
Examined by regular members of board of directors.	Board of examiners.	Board of examiners.	Must pass examination required for grammar certificates and, in addition, in civil government, physical geography, chemistry, physics, algebra, Latin, and such other subjects as board of directors may determine.
do.	do.	do.	Applicant must have been found upon examination to have a practical knowledge of pedagogics, school management, and the general school system of the State of Washington, and to be proficient in and qualified to teach the following branches: Reading, writing, spelling, English grammar, geography, arithmetic, physiology and hygiene, United States history, and such other English branches as board of directors may prescribe.
do.	do.	do.	Same as for city grammar school certificate.

TEACHERS' CERTIFICATES.

TABLE A.—The principal features of teachers' WASHINGTON—Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Special certificate	County or city superintendent	County	Special subjects	Indefinite	So long as holder teaches
Temporary certificate					

WEST VIRGINIA.

[See School Laws of W. Va., 1908, pp. 41, 46, 50, 51; Acts of W. Va., 1909, pp. 350, 352; Handbook relating to Examination for teachers' certificates, Department of free schools, W. Va., 1910—Acts 1911, S. B. 119.]

First-class State professional certificate	State board of education	State	Any	12 years	Renewable for like period, if holder has taught 5 years under original
Second-class State professional certificate Upon examination	do.	do.	do.	6 years	Renewable as first-class State professional certificate, provided holder has taught 1 year thereon, or otherwise 6 years
Without examination	do.	do.	do.	do.	do.
Graduates' certificate	State superintendent	do.	do.	5 years	Renewable for 5 years
High-school teachers' certificate	do.	do.	do.	do.	Renewable 5 years, if taught 1 year
Primary teachers' certificate	do.	do.	Primary grades	do.	Same as first-grade uniform certificate

1 Temporary certificates shall be issued in accordance with the rules and regulations of the State board of education.
2 See appendix, p. 258.

certificates in the various States—Continued.

WASHINGTON—Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
None	County or city superintendent	County or city superintendent	Must show "by examination, or otherwise satisfactory evidence of fitness to teach special subjects." No limitation placed upon subjects for which certificates may be granted.

WEST VIRGINIA.

[Rev. School Laws of W. Va., 1908, pp. 41, 46, 56, 59; Acts of W. Va., 1909, pp. 330, 332. Handbook relating to examination for teachers' certificates, Department of free schools, W. Va., 1910, Acts 1911, S. B. 199.]

1 year under second-class State professional.	No examination required		
3 years	State board of education	State board of education	Holder of first-grade uniform certificate or equivalent. Examination in educational psychology and method, history of education and school management; rhetoric and composition; English and American literature; algebra; and in five other subjects.
1 year under first-grade uniform certificate, 1 year immediately preceding	No examination required	do.	Graduation from State university or State normal school and its branches or other school whose grade of work is considered equal in all respects to the work of the state normal school. Graduation from West Virginia University including six courses in education; from normal department of State normal school and its branches; from normal department of any other school in State which in the judgment of the State board of education is equivalent in amount, kind, and quantity to that of the State normal school; or from normal department of the West Virginia Colored Institute.
None	No examination required		Same as for second-class State professional certificate.
do.	State board of education	State board of education	
2 years under first or second grade uniform certificate.	do.	do.	Examination in elementary literature, child study, and school management, school hygiene and sanitation, primary reading, number work, nature study, and in two of following subjects: History for children, story-telling, drawing, and music. "This certificate is designed for those who have made special preparation for primary work." Minimum average, 85 per cent; minimum grade, 65 per cent.

*Applicant must choose five of the following subjects: American history and civics; English, ancient and medieval history; Latin, through Virgil; Greek, through Xenophon; German, 2 years; French, 2 years; plane geometry; solid geometry; trigonometry; physics; chemistry; physical geography; botany; agriculture; zoology; physiology; and elementary geology. Minimum average, 85 per cent; minimum grade, 65 per cent.

TABLE I. -The principal features of teachers'

WEST VIRGINIA Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
First-grade graded school certificate	State superintendent.	State	In rural and graded schools, and in both schools of local authorities agree.	3 years	Renewable once for life period. If holder has taught 1 year thereon, or has served as county superintendent, while certificate was in force. If examination in agriculture, if original did not include this subject.
Second-grade graded school certificate	do.	do.	do.	3 years	Nonrenewable.
Third-grade graded school certificate	do.	do.	do.	1 year	Not issued more than 2 years in succession to same applicant.
First-grade elementary school certificate	do.	do.	In town schools and in graded schools up to and including the room in which the third reader is taught.	3 years	Same as first-grade graded school certificate.
Second-grade elementary school certificate	do.	do.	do.	3 years	Nonrenewable.
Third-grade elementary school certificate	do.	do.	do.	1 year	Issued not more than 1 year to same person in 2 years.
Kindergarten certificate	State superintendent.	County designated.	According to grade of certificate.	Until time of re-examination.	Nonrenewable. Issued only once to same person.

WISCONSIN.

[Laws of Wis., relating to common schools, 1909, pp. 71, 90, 106, 161, 178, 199.]

Unlimited State certificate:					
Upon examination.	State superintendent.	State	Any	Life	
Without examination.	do.	do.	do.	do.	

"No person may be employed as a teacher in a regularly established kindergarten unless she holds a diploma from a kindergarten college or, in addition to holding such a certificate as is required of other persons employed as teachers in the schools of this State, be duly examined in kindergarten methods and theories in such manner as the board of education which establishes said kindergarten may prescribe."

certificates in the various States—Continued.

WEST VIRGINIA—Continued

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
None	State superintendent	State superintendent	Same as for first-grade elementary certificate, and examination in general history and single-entry bookkeeping.
do	do	do	Same as for second-grade elementary certificate, and examination in general history and single-entry bookkeeping.
do	do	do	Same as for third-grade elementary certificate, and examination in general history and single-entry bookkeeping.
do	do	do	Examination in orthography, reading, penmanship, arithmetic, English grammar and literature, physiology and hygiene, United States history, State history, geography, civil government, agriculture and theory and art of teaching. Minimum average, 90 per cent.; minimum grade, 75 per cent.
do	do	do	Same as for first-grade elementary certificate, except minimum standing, 80 per cent and 65 per cent.
do	do	do	Same as for first-grade elementary certificate, except minimum standing, 70 per cent and 60 per cent.
None	No examination required.		Issued on recommendation of county superintendent; State superintendent determines grade of such certificate.

WISCONSIN.

[Laws of Wis., relating to common schools, 1909, pp. 71, 80, 106, 161, 178, 190.]

24 months.	State board of examiners.	State board of examiners.	Examination in subjects required for a limited certificate, and in addition in botany, political economy, history of education, zoology, chemistry, or astronomy. Latin may be substituted for English literature.
1 year after graduation; 2 years, if from institution outside State.			Holder of Wisconsin University or normal school diploma and graduate's license. University course must have included completion of pedagogical work.

TABLE 1.—The principal features of teachers'

WISCONSIN—Continued.

Name of certificate.	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Limited State certificate: Upon examination.	State superintendent.	State	Any	3 years	None
Without examination.	do	do	Any, except as principal of 4-year high school	do	do
University, college, and normal school graduate's license.	do	do	do	1 year; 2 years if from institution outside State.	See unlimited and limited certificates without examination.
Unlimited special certificate.	do	do	Subjects specified.	Life.	
Special certificate.	do	District specified	One subject, as specified.	Varies	Renewed for not more than 1 year upon recommendation of State board.
Unlimited State kindergarten certificate.	do	State	Kindergarten or first three grades.	Life	
State kindergarten license.	State superintendent.	State	Kindergarten or first three grades.	1 year	See unlimited State kindergarten certificate.
Unlimited State manual-training certificate. ¹					
Unlimited State domestic-science certificate. ¹					
State manual-training license. ²					
State domestic-science license. ²					
High-school teacher's certificate. ³	State superintendent.	Varies	Branches specified.	Varies, life or 5 years.	2-year certificate is non-renewable.
Emergency high-school principal's certificate.	do	Locality designated.	High-school principal.	1 year	Renewed for not more than 1 year, upon recommendation of State board.
Milwaukee high-school diploma. ⁴	do	State	Any	Life	
Special license.	do	District specified.	School specified.	Next meeting of State board of examiners.	Renewed on recommendation of State board of examiners.

¹ Same as for unlimited State kindergarten certificates upon completion of a like technical course, except 2 years' experience required of graduates of private schools.

² Same as for State kindergarten license upon completion of a like technical course, except granted for 2 years to graduates of private schools.

certificates in the various States—Continued.

WISCONSIN—Continued.

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
12 months.	State board of examiners.	State board of examiners.	Examination in subjects required for a first-grade certificate, and in addition in mental philosophy, English literature, and psychology.
1 year after graduation, 2 years if from institution outside State.	None.	None.	Holder of normal school elementary certificate and a graduate's license.
None.	No examination required.	None.	Holder of certificate from president of university showing completion of pedagogical course or holder of certificate from president of a State normal school showing completion of full or elementary course or from institution giving equivalent courses located either within or without the State.
	State board of examiners.	State board of examiners.	Vary to meet conditions under which applicant desires to teach. More especially for high school positions and principalships of State graded schools.
	do.	do.	Vary to meet conditions under which applicant desires to teach.
1 year after graduation, 2 years if from institution outside State.	No examination required.	None.	Holder of State kindergarten license issued under conditions described below, or satisfactory proof of equal knowledge and ability.
None.	No examination required.	None.	Holder of a diploma from a State normal school or from a private normal school of equivalent rank who has completed kindergarten training course.
None.	State superintendent.	State superintendent.	This certificate is issued only for such branches as are not covered by local certificates, usually for life.
	do.	do.	This certificate is issued to a superintendent of schools who has been elected principal of the high school in the same system. No requirements are specified. ³
5 years.	do.	do.	Such examination as to moral character, learning, and ability to teach as State superintendent deems proper and reasonable. When diploma is countersigned, it has effect of unlimited State certificate.
Must meet requirements of one kind of certificate issued by State superintendent.	No examination required.	None.	Granted only for urgent reasons. Must satisfy State superintendent of possession of scholarship requirements for one kind of certificate issued by him.

³ This statute was enacted for the purpose of enabling a quick adjustment of an emergency situation. It is seldom necessary to resort to its provisions.
⁴ This provision of the law is practically imperative. But one diploma has been countersigned in the past 7 years. The normal department of the Milwaukee high school was abolished in 1875.

TABLE 1.—The principal features of teachers' WISCONSIN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.
		Territory.	Schools.		
County superintendents' certificate.	State superintendent.	State.....	Elementary schools. ¹	Until revoked.	
First-grade certificate.	County, district, or city superintendent. ²	County, superintendent's district, or city; can not be indorsed in another county, district, or city. ²	do.....	5 years.	Renewable one or more times if holder has taught 10 years. Counter signature of a diploma from a free high school held by holder, equivalent to renewal for 5 years.
Second-grade certificate.	do.....	do.....	Elementary schools.	3 years.	Renewable if holder has taught 2 years and attended professional schools 6 weeks, receiving credits in two subjects.
Third-grade certificate.	County, district, or city superintendent.	County, superintendent's district, or city; can not be indorsed in another county, district, or city. ²	Elementary schools.	1 year.	Renewable (1) if holder attends professional schools 6 weeks. Not more than three to one person, or (2) if satisfactory standings are secured in two of additional subjects required for second-grade certificate.
Special third-grade certificate.	do.....	do.....	Elementary schools. (May be limited to a particular rural school or a department thereof.)	Not more than 1 year.	Not more than one issued to same person.
First-grade kindergarten certificate.	do.....	do.....	Kindergarten.....	4 years; or 1 year, and 3 years after 6 months' teaching.	Nonrenewable.
Second-grade kindergarten certificate.	do.....	do.....	do.....	2 years.	do.....

¹ Holder may teach in a high school any of the branches covered by the certificate, or may serve as principal of a State graded school of the second class, if granted a special licence.

² 67 cities in 1910.

certificates in the various States—Continued.

WISCONSIN—Continued.

Experience required.	Questions prepared by.	Papers examined by.	Scholarship requirements.
6 months.	State board of examiners.	State board of examiners.	Examination in subjects required for a first-grade certificate and in school law and the organization, management, and supervision of district schools.
do.	County, district, or city superintendent.	County, district, or city superintendent.	Examination in all subjects required for second-grade certificate, and, in addition, English literature, theory and art of teaching, algebra, physics, and English history. ⁴
do.	do.	do.	Examination in subjects required for third-grade certificate, and, in addition, physical geography, American literature, English composition, and cataloguing and use of school libraries. ⁴
None.	County, district, or city superintendent.	County, district, or city superintendent.	Examinations in orthoepy, spelling, reading, penmanship, arithmetic, elementary composition and grammar, geography, history of United States and civil government of the United States and of Wisconsin, physiology and hygiene with special reference to stimulants and narcotics, school management, manual of elementary course of study for common schools of Wisconsin, elements of agriculture. Applicant must have attended a professional school for teachers at least 6 weeks, and also received in such school standings in school management and in methods of teaching reading and language, arithmetic, and geography. Standard to be adopted by each county superintendent and approved by State superintendent—must be higher for first than second and higher for second than for third grade certificates. ⁴
do.	do.	do.	Issued only when supply of legally qualified teachers is exhausted, and only to as many persons as are required. Same examination as for third grade.
do.	do.	do.	Examination in subjects required for second-grade kindergarten certificate and, in addition, in history of education as related to the development of the kindergarten and in the elements of zoology.
do.	do.	do.	Examination in subjects required for third-grade kindergarten certificate, and in general literature and elements of botany.

⁴ Certificates may be issued by a county superintendent upon papers of an examination held in another county. Must be of same grade as original certificate and coterminous with it.

⁵ Standings in State normal schools and county training schools may be accepted by county superintendents and other officers in lieu of examination in these subjects.

TABLE 1.--The principal features of teachers'

WISCONSIN--Continued.

Name of certificate	Issued by	Valid in		Duration	Persistence
		Territory	Schools		
Third-grade kindergarten certificate	County, district, or city superintendent.	County, superintendent's district or city, unless limited; can not be indorsed in another county, district, or city.	Kindergarten	1 year or less	Nonrenewable
County training-school certificate	County training-school board.	Same as for first-grade certificate.	Elementary schools.	3 years, or may be limited to 1 year.	1-year certificate extended after 8 months' experience.
Special certificate	City superintendent.	City	Branches specified	1 year	Nonrenewable
Temporary certificate					

WYOMING.

[School Laws, 1909, 122-130. Session Laws, 1909, chap. 34.]

Professional first-class certificate: Upon examination.	State superintendent.	State	Any school; superintendent or principal of any school.	Life	
Without examination.	do.	do.	do.	do.	
Professional second-class certificate: Upon examination.	do.	do.	Any school; superintendent or principal of any school having not over 2-year high school course.	do.	
Without examination.	do.	do.	do.	do.	
First-class certificate: Upon examination.	do.	do.	Any elementary school, assistant in high school for subjects covered in examination, superintendent or principal of schools having no high school.	4 years	Renewable upon completion of reading-circle course; not longer than term of certificate nor more than 2 years at a time.
Without examination.	do.	do.	do.	do.	do.

¹ Certificates may be issued by a county superintendent upon papers of an examination held in another county, must be of same grade as original certificate and coterminal with it.

certificates in the various States—Continued.

WISCONSIN—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	County, district, or city superintendent.	County, district, or city superintendent.	Examination in orthoepy, orthography, reading, writing, arithmetic, English grammar, physiology, and hygiene with special reference to childhood, drawing, music, juvenile literature, theory and art of kindergarten teaching.
None for 1-year limited certificate; 8 months for 3-year certificate.			Completion of prescribed course in a county training school for teachers.
None	City superintendent.	City superintendent.	Examination provided by city school board and approved by State superintendent.

WYOMING.

[School Laws, 1909, 122-130. Session Laws, 1909, chap. 33.]

3 years	State board of examiners.	State board of examiners.	Holder of a professional second-class certificate and an examination in advanced psychology and school supervision.
None or 2 years (see 1 in 1 column).			Graduation from University of Wyoming with major in psychology and pedagogy amounting to one-fifth entire course; or examination in professional subjects for second-class certificate and 2 years' successful experience.
2 years	State board of examiners.	State board of examiners.	Examination in subjects required for first-class certificates and 2 additional subjects elected from following: school management, pedagogy, methods, and history of education. Minimum average 80 per cent, grade 60 per cent.
1 year			Graduation from State normal school of University of Wyoming, or other school of equivalent rank, as determined by State board of examiners.
do.	State board of examiners.	State board of examiners.	Examination in subjects required for second grade and, in addition, elementary algebra, English and American literature, elementary psychology, physical geography, and two or more of following: Plane geometry, botany, zoology, chemistry, general history, Latin, German, political economy, bookkeeping, and shorthand. Minimum average 80 per cent, grade 60 per cent.
do.			Graduation from the preparatory school of the University of Wyoming or from a 4-year high-school course, and 1 year in normal course at university.

¹ Temporary certificates may be issued by county, district, and city superintendents with the consent of the State superintendent.

TEACHERS' CERTIFICATES.

TABLE 1.—The principal features of teachers' WYOMING—Continued.

Name of certificate.	Issued by	Valid in		Duration.	Persistence.
		Territory.	Schools.		
Second-class certificate: Upon examination.	State superintendent.	State.	Elementary schools.	2 years.	Renewable upon completion of reading-circle course; not longer than term of certificate nor more than 2 years at a time.
Without examination.	do.	do.	do.	do.	do.
Third-class certificate: Upon examination.	do.	do.	do.	1 year.	Nonrenewable.
Without examination.	do.	do.	do.	do.	do.
Special primary certificate.	do.	do.	Primary and kindergarten.	1 year.	Reissued upon examination.
Special technical certificate: Upon examination.	do.	do.	Technical subjects.	do.	do.
Without examination.	do.	do.	do.	do.	Renewable for life to graduates of technical school of University of Wyoming (see last column).
Diploma certificate.	do.	do.	(See last column.)	(See last column.)	(See last column.)
Temporary certificate.	do.	do.	Any.	Until next examination (see last column).	Renewable only under exceptional circumstances (see last column).
Permit.	County superintendent.	County.	do.	do.	do.

certificates in the various States - Continued.

WYOMING Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
None.....	State board of examiners.	State board of examiners.	Examination in subjects required for third-class certificates and, in addition, rhetoric and composition, and theory and practice of teaching. Minimum average 80 per cent, grade 60 per cent.
do.....	do.....	do.....	Same as first class (without examination), except 18 weeks in normal course.
do.....	State board of examiners.	State board of examiners.	Examination in orthography, reading, penmanship, arithmetic, English grammar, geography, United States history, civil government of United States and of Wyoming, and physiology and hygiene. Minimum average 70 per cent, grade 50 per cent.
do.....	do.....	do.....	Same as first class (without examination), except no normal course required.
1 year.....	State board of examiners.	State board of examiners.	Two certificates of as high class as second grade and an examination in primary and kindergarten methods, elementary psychology, methods, and school management. Minimum average 75 per cent, grade 60 per cent.
None.....	do.....	do.....	Examination in special branches applicant expects to teach.
do.....	do.....	do.....	Graduation from technical school of University of Wyoming. Renewable for life if holder passes examination in professional subjects required for second-class professional certificate.
(See last column).	do.....	do.....	Granted to graduates of State normal school and of college of liberal arts of University of Wyoming for period necessary for them to gain experience required for life certificate. Granted also to graduates of other normal schools and colleges of equivalent rank, as determined by board of examiners.
None.....	No examination required.....	do.....	Applicant must have been engaged to teach and a member of a school board engaging him must have forwarded request for granting of such certificate indorsed by county superintendent.
do.....	No examination required.....	do.....	Issued by county superintendent until such time as State board of examiners can act upon application for temporary certificate.

NUMBER OF CERTIFICATES.

The table given on page 153 shows the number of different kinds of certificates, the number of certificates issued by central, county, and local agencies, and the number of certificates issued by each class of agencies that are valid in State, county and town or district.

The States in the South Atlantic Division issue fewer kinds of certificates than the States in the other groups; the States of the South Central group are next in order, then the North Atlantic and the Western, while the North Central States have the largest number of certificates in their schemes of certification. The medians or averages for these groups are 7, 10, 11, 11, and 11, respectively, while the median number of certificates for all the States is 11. One-half of the States issue from 8 to 15 certificates each.

Of the total number of different kinds of certificates issued by the several States, amounting in all to 588, 68 per cent are issued by central agencies (State officers or educational institutions), 24 per cent by county boards and superintendents, and 8 per cent by local

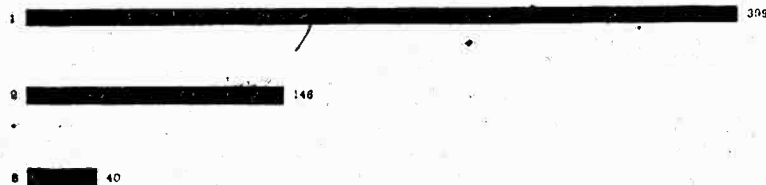


FIGURE 2.—Number of certificates issued by central, county, and local agencies: 1, central agencies; 2, county agencies; 3, local agencies.

agencies. The number of city certificates given in the table are those provided for in the laws. But the laws are frequently so framed as to permit the multiplication of the number provided for by the issuance of several certificates under the head of each named in the laws. Thus in Nebraska 4 are mentioned in the law and 17 are issued. It would be practically impossible to ascertain the number of different kinds of city certificates actually issued in all of the States.

These figures are an illuminating commentary upon the extent to which centralization in the authority to grant licenses to teach has occurred. However, it must not be inferred from this that even a majority of the teachers in the United States are holding certificates issued by State authority. The large number of rural teachers holding certificates of the lower grades in States where county or town superintendents issue the certificates is sufficient to bring the number holding certificates issued by State authority below one-half the entire number of teachers. It is true in all probability, nevertheless, that the certificates of over one-half of the teachers

have met the requirements of the State offices at some stage in the process of securing a certificate, if not in the issuance, then in the grading or most probably in the preparation of the examination questions and in the regulations governing the examinations. As only 4 States give the county superintendents full authority in all these matters, and only 4 others do the same for the town superintendents, it is likely that from 85 to 95 per cent of the certificates now in force in the United States have been shaped, in part at least, by State education officers.

NAMES OF CERTIFICATES.

Each State has employed its own set of terms to designate its certificates. In many States the names were not given at one time but were evolved during a long period of time to meet differing conditions. In other States a nomenclature has been adopted at the time of a revision, as in New Jersey, Indiana, and California. But, taking the country as a whole, a very great variety of terms is used. The word "license" is used instead of "certificate" in a fairly large proportion of the States, but notwithstanding "license" is the more precise term, it is not nearly so prevalent. The highest certificate in some States is called a "diploma," and the word "permit" has been adopted in a number of States for the temporary certificate. In Connecticut there are "statutory" and "honor" certificates and "certificates of special preparation."

Commonly a certificate is designated by the extent of territory which it covers, the kind of school in which it is valid, or the number of years or months for which it is granted. The terms "State certificates," "county certificates," "life certificates," and "primary certificates" are familiar to all teachers. Frequently a combination of these terms is made, as "State life certificate," "State primary certificate," "36-months' certificate." Differentiation between certificates of the same general class are also made, as "first-grade county," "second-grade county," etc., which are alike in the kinds of school and in the territory in which they are valid, but differ in duration. Permanent and provisional, or probationary, certificates constitute a similar distinction. Finally, in certain States the term "professional" is used for a higher grade of certificate.

Because of the heterogeneity in the naming of certificates, it is usually impossible for a person not acquainted with the State systems to know by their names the provisions of the certificates. For example, what rights are conferred upon a holder of a first-grade certificate in Alabama, a professional certificate in Montana, a college certificate in Michigan, or an academic certificate in New York? A uniform nomenclature is needed for all the States, or at least the adoption of principles which shall control the naming of certificates

AGENCIES THAT ISSUE CERTIFICATES.

Certificates to teach are issued by State, county, and district (city and town) education officers. In certain States all of the certificates are issued by the officers of one of these units of government, but it is much more common to find two or even all three of these classes of officers represented in the scheme of administration, the terms "State certificates," "county certificates," and "city certificates" being used to designate the classes of certificates issued by each. Within each of these classes of education officers, each State almost invariably makes one office most prominent, that of the board of education, the board of examiners, or the superintendent. The following list shows the number of States in which each of these offices predominates in each class:

STATE.	
	States.
State board of education.....	16
State board of examiners.....	9
State superintendent.....	22
COUNTY.	
County board of education.....	2
County board of examiners.....	5
County superintendent.....	22
LOCAL (city, town).	
City or town board of education.....	10
City or town board of examiners.....	6
City or town superintendent.....	4

States differ widely in the distribution of the certifying power among these various classes of officers. No less than five distinct systems of administrative organization exist. They are (1) the State system, (2) the State-county system, (3) the State-county local system, (4) the State-local system, and (5) the county system. A sixth, the local or town system, might also be said to exist if we throw aside the certificates granted superintendents of union districts in Massachusetts, as all the other certificates to teach issued in that State are given by the town school committees or boards of education. Delaware is the only State in the Union in which all the certificates are issued by the county authorities, but even there the State board of education issues regulations for the guidance of the county superintendents. In 6 States, certificates are issued by both State and local officials; in 8 States the authority is distributed among the State, county, and local officers; in 16, between the State and county officers only, while in as many as 17 States practically the entire certifying power is lodged in the State officers.

The following list enumerates the States having each of the above-named administrative systems for the issuance of licenses to teach:

STATE SYSTEM.

North Atlantic: Vermont, Rhode Island, New Jersey.
 South Atlantic: Virginia, West Virginia.
 South Central: (None.)
 North Central: Iowa, North Dakota, Minnesota, Nebraska, South Dakota.
 Western: Wyoming, Arizona, Utah, Nevada, Idaho, Washington, Oregon.

STATE-COUNTY SYSTEM.

North Atlantic: (None).
 South Atlantic: Maryland, North Carolina, South Carolina, Georgia, Florida.
 South Central: Kentucky, Tennessee, Mississippi, Louisiana, Arkansas, Oklahoma.
 North Central: Indiana, Illinois, Missouri.
 Western: Montana, Colorado.

STATE-COUNTY-LOCAL SYSTEM.

North Atlantic: New York, Pennsylvania.
 South Atlantic: (None).
 South Central: Texas.
 North Central: Ohio, Michigan, Wisconsin, Kansas.
 Western: California.

STATE-LOCAL SYSTEM.

North Atlantic: Maine, New Hampshire, Connecticut, Massachusetts.
 South Atlantic: (None).
 South Central: Alabama.
 North Central: (None).
 Western: New Mexico.

COUNTY SYSTEM.

South Atlantic: Delaware.

Respecting this classification, it is to be said that from a strictly legal point of view a number of the States placed under the State systems belong in other divisions. These States are given below, together with the legal objection to such classification.

New Jersey.—City and county superintendents may issue temporary permits, valid for 30 days.

North Dakota.—County superintendents may issue temporary permits, valid until next examination. A high-school diploma (training school) is a license to teach.

Minnesota.—County superintendent countersigns certificates issued by State superintendent and issues third-grade certificates, valid for one year and renewable once, but limited to a single district. The county superintendent also passes upon the professional qualifications and the moral character of applicants.

Nebraska.—County superintendent signs all county certificates and passes upon each candidate's ability to teach and govern, but State superintendent prepares all questions and grades all papers.

South Dakota.—County superintendent issues temporary certificates, valid until next examination. Two cities issue local certificates.

Wyoming.—County superintendent issues temporary permit, valid until next examination.

Oregon.—County superintendent may issue temporary permit, valid until next examination. Portland may issue its own certificates.

Washington.—County superintendent may issue special certificates of indefinite validity. Four cities may issue local certificates under limitations prescribed in State laws.

Utah.—Four cities may issue local certificates.

It does not seem that the issuance of a temporary permit by a county superintendent is sufficient ground to place a State under the State-county or State-county-local system; nor does the issuance of certificates in a small number of school districts give sufficient warrant for placing these North Central and Western States in the same class with the State-local systems of New England. Nebraska, Minnesota, and Washington are nearer the border line, but the State superintendent seems practically to control the situation in Nebraska, and the third-grade certificate of Minnesota differs from the temporary permits of the other States only in the matter of duration, while the number of certificates issued by county superintendents to teach special branches within any county in Washington must be very small, since the superintendent of any city has the authority to issue such certificates for his city. So the above classification seems to present most fairly the real facts in each case.

On the other hand, there are two States that might be considered as belonging to the State group, but which have been assigned to the State-local group. These States, together with the situation in each case, are as follows:

Alabama.—42 cities and towns may issue their own certificates without limitation by the State law.

New Mexico.—9 cities and towns may issue their own certificates without limitation by State law.

It is believed that in each case the number of cities and towns which may issue certificates as compared with the number which can not is sufficiently large to warrant their classification under this head. In no case in the first group does a State have nearly so many as 5 per cent of its cities and towns issuing its own certificates, while in both of these States the percentage is far above this amount.

Texas, which is included under the State-county-local group, could be classified under the State-local system were it not that the only certificate issued by the county board of examiners—second grade—is valid for so long a period, 4 or 6 years, and is without doubt issued to a large number of teachers.

Cities in the States included in the State-county group may in certain instances issue local certificates under special acts. It is possible also that in practice only a comparatively small number of

the cities in certain States included in the State-county-local group issue their own certificates, depending entirely upon the State and county to certificate their teachers. The proportion of 5 per cent which was used above as a basis of differentiation between the State and State-local group has been followed likewise here to separate the State-county from the State-county-local group. In each State included in the latter group far more than 5 per cent of the cities and towns have the authority to issue local certificates. It should be added also that the New England towns found in the State-local group include both rural and urban communities, while in the other States the word "town" means a large collection of houses and other buildings grouped closely together and does not include the open country. Thus rural New England has the right of certifying its own teachers, a privilege not enjoyed by country districts in any other portion of the country.

TABLE 2.—Number of States in each geographical division included under each form of administrative system.

Divisions.	State system.	State-county.	State-county-local.	State-local.	County.	Total.
North Atlantic.....	3	.....	2	4	.....	9
South Atlantic.....	2	3	.....	.....	1	8
South Central.....	.....	6	1	1	.....	8
North Central.....	5	3	4	.....	.....	12
Western.....	7	2	1	1	.....	11
Total.....	17	16	8	6	11	48

Local certificates prevail to the greatest extent in New England, and as we go west the centralization of authority in the State officers increases. Four of the State-local systems are in New England; 5 of the 8 State-county-local systems and 11 of the 16 State-county systems are in the South Atlantic and South Central States; while 12 of the 16 State systems are west of the Mississippi, 7 being in the Western States.

The tendency in the development of the administration of teachers' certificates has been and is toward centralization of authority in State agencies. Within the last 6 years at least 18 States have passed legislation which produced this effect, and in two-thirds of these a new era was entered upon. Iowa, Louisiana, New Mexico, Utah, Virginia, Wyoming, Vermont, and, within the past year, New Jersey, Pennsylvania, Georgia, Texas, Nebraska, and Oregon stand out as conspicuous examples.

As to the effect of centralizing the authority to certificate teachers in State agencies, there seems to be a general agreement that much good has come from it. Higher standards in the examination of teachers have generally prevailed, and the profession has been

advanced through the wider validity of certificates. The present movement toward recognition of certificates issued by State agencies in other States will have the effect of strengthening the tendency toward centralization. On the other hand, there is not apparent just now such a development in the office of superintendent of rural schools as would indicate a probability that such officers will soon

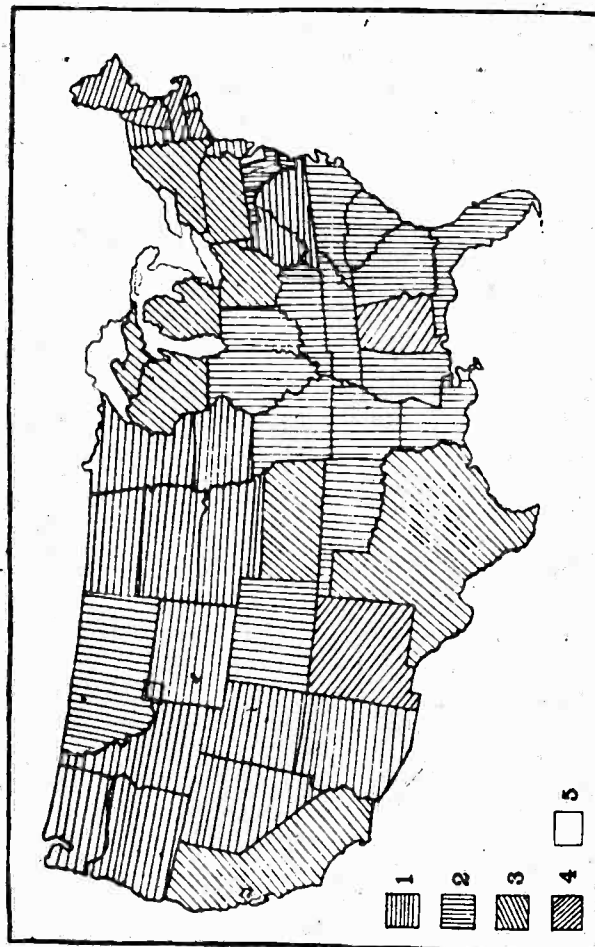


FIGURE 3.—Administrative organization for issuance of teachers' certificates. 1—State systems; 2—State-county systems; 3—State-county-local systems; 4—State-local systems; 5—county systems.

make a successful demand for the strengthening of the authority of the county agencies in granting certificates to their own teachers. The authority of cities in the certification of their teachers has been diminished during the past two years in two States. In fact, it has been removed altogether in both Nebraska and New Jersey. In the former State the State superintendent will issue city certificates; in

the latter they have been abolished altogether and the city teachers are required to hold the regular State certificates. On the other hand, in Michigan the number of cities that has the right to examine and certificate teachers has been increased. It seems that the larger cities will retain their authority in this respect because of the differences in the conditions which must be met by State offices, as now constituted, and city offices. Possibly with the development of the State education office there may be a diminution in the authority enjoyed by cities. At least the increase in the power of the State office in New Jersey was concomitant with increased power and dignity given to that office, while in Nebraska it seems that the former authority given cities was too liberal and needed correction.

PREPARATION OF QUESTIONS AND EXAMINATION OF PAPERS.

The preparation of questions and examination of papers are part of the administrative routine and are closely associated with the issuance of certificates. With the development of centralizing tendencies the authority either to make out the questions or to grade the papers has been taken from the county superintendents and similar officers and lodged in the higher authorities. It has been shown in the preceding section that of the 48 States all but 1 have teachers' certificates issued by State agencies. Of these 47 States, 34 have certificates issued by county agencies; but in 9 of them the functions of the county superintendent are either almost entirely controlled by the State superintendent—in Minnesota, Nebraska, and Idaho, or are confined to the issuance of permits or like certificates—in New Jersey, North Dakota, South Dakota, Wyoming, Oregon, and Washington. In the 25 States remaining in which the county superintendent has more power, 2 give to the central agencies the authority both to prepare the questions and to examine the papers, but in one of these States—New York—the State regents may waive their rule, and in another—Missouri—it applies only to the first-grade county certificate, except as other papers may be forwarded for grading by the State superintendent, who prepares all questions. In 16 other States the central office prepares the questions and the county officers grade the papers—South Carolina, Kentucky, Oklahoma, and Kansas (in these States the questions are prepared by the State board and the papers graded by the county board); Delaware and Indiana (questions by State board, grading by county superintendent); Florida, Mississippi, Louisiana, Texas, Ohio, Michigan, and Montana (questions by State superintendent, grading by county board); Georgia, Arkansas, and Colorado (questions by State superintendent, grading by county superintendent). In only 7 States are the county officers free from any interference by State education officers in the examination of teachers. These States are California (board of examiners),

Pennsylvania, Maryland, North Carolina, Tennessee, Illinois, and Wisconsin (county superintendents). In 2 of these States so many certificates are granted upon credentials issued by State authorities that the field of activity of the county boards is somewhat circumscribed—California and Tennessee. And in Wisconsin the standards of examination fixed by each county superintendent must have the approval of the State superintendent. Thus, in fact, there remain only 4 States in which all the county certificates are entirely under the control of county boards or superintendents, 3 among the South Atlantic and 1 among the North Central States.

State officers participate either directly or through county and local agencies in the certification of teachers outside of cities in all States but 8, viz, 4 New England States, Maine, New Hampshire, Massachusetts, and Connecticut; Pennsylvania, Maryland, North Carolina, and Illinois.

The following table presents these facts relating to certificates issued by county agencies in a form adapted to ready reference:

TABLE 3.—Preparation of questions and examination of papers for certificates issued by county agencies.

	Questions prepared by				Papers examined by			
	State board.	State superintendent.	County board.	County superintendent.	State board.	State superintendent.	County board.	County superintendent.
North Atlantic Division:								
New York.....		X				X		
Pennsylvania.....				X				
South Atlantic Division:								
Delaware.....	X							
Maryland.....				X				X
North Carolina.....				X				X
South Carolina.....	X							
Georgia.....		X						X
Florida.....		X						X
South Central Division:								
Kentucky.....	X							X
Tennessee.....				X				X
Mississippi.....		X						X
Louisiana.....		X						X
Texas.....		X						X
Arkansas.....		X						X
Oklahoma.....	X							X
North Central Division:								
Ohio.....		X						X
Indiana.....	X							X
Illinois.....				X				X
Michigan.....		X						X
Wisconsin.....				X				X
Missouri.....		X				X		
Kansas.....	X							X
Western Division:								
Montana.....		X						X
Colorado.....		X						X
California.....			X					X
North Atlantic Division.....		1		1		1		1
South Atlantic Division.....	2	2		2		2		4
South Central Division.....	2	4		2		5		3
North Central Division.....	2	3		2		1		3
Western Division.....	2		1			2		1
United States.....	6	12	1	6		2	12	11

¹ See page 143.

PROVISIONS OF CERTIFICATES.

Every kind of certificate must contain three specifications which describe it and at the same time differentiate it from all other kinds of certificates. These are (1) the territory within which the holder may

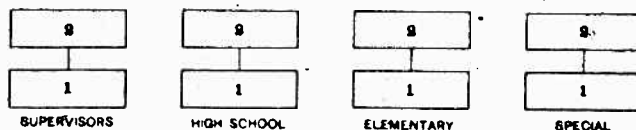


FIGURE 4.—The horizontal system in New Jersey. 1, limited certificate; 2, permanent certificate obtained after 3 years' successful experience under limited certificate. Each is valid in the school and cases beneath.

teach, (2) the kinds of positions he may fill, (3) the length of time the certificate is valid.

The difference in the relative importance which the various States place upon these three provisions have developed two distinct systems of certification. Those States which issue certificates for different kinds of schools and make this distinction between various certificates of greater importance than those relating to territory and duration have usually two or three certificates for each class of school. The corresponding certificates in each class are coordinate in rank, and all are valid throughout the entire State. On the other hand, those States which make the territorial basis superior to the other two provisions usually have from four to six or more certificates in an ascending series, most of which are valid in any kind of school or position. The lowest certificates in such States are valid only in a single county and the highest are valid throughout the entire State. The first type may be called the horizontal system; the second, the vertical. In most States a combination of these two systems exists at present. The latter was the first in point of time. Elements of the second have been introduced now and then; the primary and kindergarten certificates and special certificates are examples.

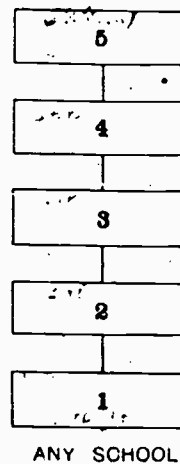


FIGURE 5.—The vertical system in Kentucky. 1, third-grade county; 2, second-grade county; 3, first-grade county; 4, State certificate; 5, State diploma. All are valid in any school.

The figures on this page, representing graphically the certificate systems of New Jersey and of Kentucky, show the differences between the two systems and incidentally suggest the origin of the terms used to designate each. Temporary, university, and normal-school certificates and diplomas are omitted.

The following tables (Tables 4 to 10) show the provisions of every certificate issued in each State. Before classifying the certificates according to (1) and (2), they were previously separated under the heads of the authorities issuing them in order that the relative number of certificates issued by each agency might be shown, and also the relation between the territory covered by the certificate and the jurisdiction of the officer granting it.

In these tables supervisor's certificates are included under "any school," while under "subjects named" appear all special certificates. The columns headed "No" contain the number of certificates, meeting the conditions, while opposite each number under "Duration" are given the terms for which each of the certificates is granted. Certificates valid in rural schools only are listed under elementary schools. L, signifies life; T, temporary; V, varies.

TABLE 4.—Certificates issued by central agencies that are valid throughout the State, distribution among the respective classes of schools, and duration of such certificates.

Table with columns: State/Division, No., Any school, High school, Elementary, Primary and kindergarten, Subject named. Rows include North Atlantic Division (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania) and South Atlantic Division (Delaware, Maryland, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Tennessee, Alabama, Mississippi, Louisiana, Texas, Arkansas, Oklahoma, North Carolina Division, Ohio, Indiana, Illinois, Michigan, Wisconsin).

1. Year(s) may be for life.
2. To teach subjects specified only.
3. Each certificate requires different amounts of professional training and experience.
4. Includes one State supervisor's certificate which is not tabulated valid for life as principal or superintendent any district.

TABLE 5.—Certificates issued by county agencies that are valid throughout the county, distribution among the respective classes of schools, and duration of such certificates.

	Any school.		High school.		Elementary.		Primary and kindergarten.		Single subjects.	
	No.	Duration.	No.	Duration.	No.	Duration.	No.	Duration.	No.	Duration.
North Atlantic Division:										
New York.....	3				3	10, 10, 3.			2	3, 1.
Pennsylvania.....	3									
South Atlantic Division:										
Delaware.....	4	10, 5, 2, 1.								
Maryland.....	4	5, 5, 5, 5.								
North Carolina.....	3	3, 1, 1.								
South Carolina.....	3	2, 2, 2.								
Georgia.....	4				3	3, 2, 1.			1	T.
Florida.....	3	1, 3, 3, 2.								
South Central Division:										
Alabama.....	3	4, 2, 1.								
Tennessee.....	3	1, 1, 1, 1, 1.								
Mississippi.....	4	3, 3, 1, 1.								
Louisiana.....	3	3, 1, 1.								
Texas.....	3	3, 2, 1, 1.								
Arkansas.....	3	3, 2, 1, 1.								
Oklahoma.....	3	3, 2, 1.								
North Central Division:										
Ohio.....	5		5	5, 8, 1, 2, 6, 3.	5	5, 8, 1, 2, 6, 3.	3	3, 2, 1.	5	5, 8, 1, 2, 6, 3.
Indiana.....	9		3	3, 2, 1, 1, 1, 1, 1, 1, 1.	3	3, 2, 1.	3	3, 2, 1.	1	1, 1, 1.
Illinois.....	3		3	3, 3, 1, 1.						
Michigan.....	5		3	3, 2, 1, 1, 1.						
Wisconsin.....	9		6	5, 3, 1, 1, 3, 1.	3	3, 2, 1.	3	3, 2, 1.		
Minnesota.....	4		1	2, 1, 1, 1.						
North Dakota.....	4		1	1, 1, 1, 1.						
South Dakota.....	4		1	1, 1, 1, 1.						
Nebraska.....	4		4	3, 2, 1, 10, T.						
Kansas.....	4		4	3, 2, 1, 1, T.						

1 Valid in any other county upon registration.
 2 Valid in any other county when endorsed by county commissioner or by county superintendent.
 3 A first-grade certificate issued without examination is valid throughout the State, but for life only in the county in which issued.
 4 Examination papers may be sent to another parish upon request of its superintendent.
 5 Examination of first-grade certificate compulsory in every other county. Indorsement of second-grade certificate compulsory in adjoining counties. Third grade is valid in county only.
 6 Professional certificates issued by county agencies are valid throughout the State.
 7 To teach designated subjects only. Five-year license is valid for elementary school also.
 8 Not fixed by law.
 9 Two of these are valid in rural schools only.
 10 If holder is a college graduate, valid in any school.



TABLE 6.—Certificates issued by central agencies that are valid in a single county, distribution among the respective classes of schools, and duration of such certificates.

	No.	Any school.		High school.		Elementary.		Primary and kindergarten.	
		No.	Duration.	No.	Duration.	No.	Duration.	No.	Duration.
North Atlantic Division: New Jersey.....	2	2	T, T						
South Atlantic Division: West Virginia.....	1	1	T						
South Central Division:									
Tennessee.....	1	1		1	2				
Alabama.....	1	1	T						
Mississippi.....	1	1	G						
North Central Division:									
Minnesota.....	12					12	2, 1		
Iowa.....	1	1	T						
South Dakota.....	2	11	2					1	5.
North Atlantic Division.....	2	2							
South Atlantic Division.....	1	1							
South Central Division.....	3	2		1					
North Central Division.....	5	2				2		1	
United States.....	11	7		1		2		1	

Valid in any other county when indorsed by county commissioner.

TABLE 7.—Certificates issued by central agencies that are valid in a single town or district.

	No.	Territory.	Schools.	Duration.
North Atlantic Division:				
Vermont.....	2	Town and school specified.	Any, and school specified.	1, T.
Rhode Island.....	1	Town.	Any.	1.
Connecticut.....	1	do.	Branches named.	1.
New York.....	1	do.	Any.	1.
South Atlantic Division:				
Virginia.....	1	Special school.	Special school.	T.
North Central Division:				
Wisconsin.....	3	District.	Subject specified; high school principal, and school specified.	Varies, 1, T.
South Dakota.....	1	do.	Elementary.	1.
Nebraska.....	1	do.	Common school districts.	T.
Western Division:				
Utah.....	1	do.	School specified.	T.
Nevada.....	2	do.	Any.	T, T.
North Atlantic Division.....	5			
South Atlantic Division.....	1			
North Central Division.....	5			
Western Division.....	3			
United States.....	14			

TABLE 8.—Certificates issued by county agencies that are valid in a single district, distribution among the respective classes of schools, and duration of such certificates.

No.	Territory.	School.	Duration.
North Atlantic Division:			
New York	2	Special school.	Special school.
South Central Division:			
Oklahoma	1	District.	T.
North Central Division:			
Ohio	1	do.	T.
Michigan	1	do.	T.
Wisconsin	1	do.	T.
Minnesota	1	do.	T.
South Dakota	1	do.	T.
Western Division: Montana	1	do.	Elementary Special branches.
North Atlantic Division	1		
South Atlantic Division	1		
North Central Division	1		
Western Division	1		
United States	9		

TABLE 9.—Certificates issued by local agencies.

No.	Territory.	Schools.	Duration.
North Atlantic Division:			
Maine	1	Town.	Branches named.
New Hampshire	1	District.	do.
Massachusetts	1	Town.	do.
Connecticut	2	do.	Branches named.
New York	1	do.	Varies.
South Atlantic Division:			
West Virginia	1	City.	Kindergarten.
South Central Division:			
Alabama	1	Separate districts.	(1)
Texas	6	City.	Any.
North Central Division:			
Ohio	7	(2)	(2)
Wisconsin	9	City or county.	Elementary and branches named.
North Dakota	1	State.	Elementary.
South Dakota	2	City.	do.
Kansas	3	City, district, county.	High school.
Western Division:			
Colorado	1	District.	Any.
New Mexico	1	City.	do.
Utah	3	do.	High school, grammar or primary.
Washington	5	do.	High school, grammar, primary, special.
Oregon	1	District.	T.
California	2	City, or city and county.	Elementary or special.
North Atlantic Division	6		
South Atlantic Division	1		
South Central Division	7		
North Central Division	22		
Western Division	13		
United States	44		

¹ No detailed provisions.

² Same as county certificate—valid in other cities.

TABLE 10. Summary of certificates issued by central, county, and local agencies—
Tables 4-9.

	Grand total.	Central agencies.			County agencies.			Local agencies.	
		Total.	Valid in—			Total.	Valid in		
			State.	County.	Town or district.		County.		District.
North Atlantic Division:									
Maine.....	11	10	10					1	
New Hampshire.....	7	6	6					1	
Vermont.....	13	11	11					2	
Massachusetts.....	2	1	1					1	
Rhode Island.....	15	14	14					1	
Connecticut.....	10	8	7					2	
New York.....	16	10	9	1	5	3	2	1	
New Jersey.....	15	15	13	2					
Pennsylvania.....	11	7	7		2	2			
South Atlantic Division:									
Delaware.....	3				4	4			
Maryland.....	8	4	4		4	1			
Virginia.....	21	21	20	1					
West Virginia.....	13	12	11	1				1	
North Carolina.....	6	5	3		3	3			
South Carolina.....	5	2	2		3	3			
Georgia.....	5	1	1		4	1			
Florida.....	10	5	5		5	5			
South Central Division:									
Kentucky.....	10	7	7		3	3			
Tennessee.....	11	9	8	1	2	2			
Alabama.....	6	5	4	1				1	
Mississippi.....	10	5	4	1	5	3			
Louisiana.....	6	2	2		4	1			
Texas.....	16	9	9		1	1		6	
Arkansas.....	6	3	3		3	3			
Oklahoma.....	22	18	18		4	4		1	
North Central Division:									
Ohio.....	29	6	6		16	15	1	7	
Indiana.....	27	18	18		9	9			
Illinois.....	8	5	5		3	3			
Michigan.....	16	10	10		6	5	1		
Wisconsin.....	36	17	13	3	19	9	1	9	
Minnesota.....	14	12	10	2	1			1	
Iowa.....	10	10	9	1					
Missouri.....	8	4	1		4	4		1	
North Dakota.....	12	10	10		1	1		1	
South Dakota.....	10	7	4	2	1	1		2	
Nebraska.....	18	11	11		4	4			
Kansas.....	16	9	9		4	4		3	
Western Division:									
Montana.....	11	5	5		6	5	1		
Wyoming.....	10	9	9		1	1			
Colorado.....	6	2	2		4	3		1	
New Mexico.....	9	7	7		1	1		1	
Arizona.....	6	6	6						
Utah.....	14	11	10	1				3	
Nevada.....	11	11	9	2				2	
Idaho.....	8	3	3		5	5			
Washington.....	24	17	17		2	2		5	
Oregon.....	13	11	11		1	1		1	
California.....	16	4	4		10	10		2	
North Atlantic Division.....	98	85	78	2	7	5	2	6	
South Atlantic Division.....	72	48	46	1	23	23	0	1	
South Central Division.....	87	58	55	3	22	21	1	7	
North Central Division.....	203	122	111	5	59	54	5	22	
Western Division.....	128	86	80	0	29	28	1	13	
United States.....	588	399	373	11	110	101	9	49	

TERRITORY COVERED BY CERTIFICATE.

Analyzing the statistics presented in the foregoing 7 tables from the standpoint of the territory within which the holder is authorized to teach, we find that of the 588 different kinds of certificates included in this study (See Table 10) 64 per cent are valid throughout the entire State in which they are issued, 24 per cent are valid in a single county, some of which may be indorsed in other counties (e. g., Oklahoma), or grades may be certified to other counties (e. g., Nebraska), and 12 per cent are valid only in the city, town, or school district specified.

The States are divided into 4 groups from this point of view, after eliminating the certificates issued in cities and the temporary permits, which are in most cases issued by local officers and have their validity limited to a single school or district.

These groups, together with the State composing each, are as follows:

1. States in which all certificates except those noted above are valid throughout the entire State:

North Atlantic Division: Vermont, Rhode Island, New Jersey.....	3
South Atlantic Division: Virginia, West Virginia.....	2
South Central Division: Alabama.....	1
North Central Division: Iowa, North Dakota, South Dakota.....	3
Western Division: Wyoming, New Mexico, Arizona, Utah, Nevada, Oregon.....	6
Total.....	15

2. States having certificates some of which are valid throughout the entire State and others valid only in a specified county (omitting those certificates noted above):

North Atlantic Division: New York, Pennsylvania.....	2
South Atlantic Division: Maryland, North Carolina, South Carolina, Georgia, Florida.....	5
South Central Division: Kentucky, Tennessee, Mississippi, Louisiana, Texas, Arkansas, Oklahoma.....	7
North Central Division: Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, Missouri, Nebraska, Kansas.....	9
Western Division: Montana, Colorado, Idaho, Washington, California.....	5
Total.....	28

3. States having certificates all of which are valid only in a specified county:

South Atlantic Division: Delaware.....	1
--	---

4. States having certificates some of which are valid throughout the entire State and others only in a specified town:

North Atlantic Division: Maine, New Hampshire, Connecticut, Massachusetts.....	4
--	---

It is thus seen that in one-third of the States the validity of all certificates issued, except city and temporary, is State-wide, and that not quite three-fifths of the States still retain the dual territorial

system of State and county certificates, while one-twelfth have the dual State-town system. State-wide validity is most prevalent in the western States, State-town validity in the North Atlantic division, and State-county validity in the South Central, North Central, and

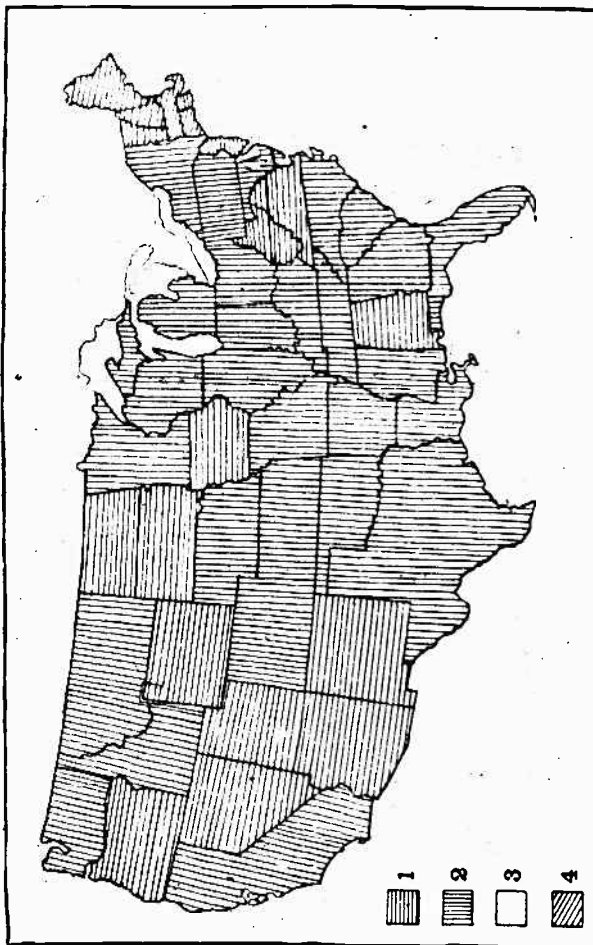


Fig. 6.—Territory in which certificates are valid (omitting temporary and local certificates). 1, all valid throughout entire State; 2, some valid throughout entire State, others valid only in a specified county; 3, all valid only in specified county; 4, some valid in entire State, others valid in a specified town.

South Atlantic divisions, the last named having seven-eighths, three-fourths, and five-eighths of the States in each division, respectively. Delaware is the only State in the Union having no certificates valid throughout the entire State.

VALIDITY OF CERTIFICATES—SCHOOLS OR POSITIONS.

A study of Tables 4 to 9, from the standpoint of the schools in which the different kinds of certificates authorize their holders to teach, reveals a number of interesting facts. As the data relating to city, town, and district certificates under this head are not available they are not included in this analysis.

A comparison of the proportion of certificates valid throughout the State and in a single county for each of the various types of schools (Tables 4 to 9) results as follows:

TABLE 11.—Percentage of certificates valid in each type of school. A. Valid in State. B. Valid in county.

	Number of certificates.		Percentage.		
	State.	County.	State.	County.	Difference.
Total.....	354	129	100	100	.....
Any school.....	191	72	54	55.8	+1.8
High school.....	19	6	5.4	4.6	-.8
Elementary schools.....	69	31	19.5	24	+4.5
Primary and kindergarten.....	32	10	9	7.8	-1.2
Special.....	43	10	12.1	7.8	-4.3

The small proportion of primary and kindergarten and special certificates in the county list is due partially to the fact that many States have extended differentiation of certificates between various classes of schools only in those issued through the State office. Only 4 States—Indiana, Michigan, Wisconsin, and California—authorize the issuance of primary and kindergarten certificates, and only 7—Pennsylvania, Georgia, Louisiana, Ohio, Illinois, Washington, and California—grant special certificates, through county agencies. The larger proportion of elementary certificates in the counties is due in large measure to the desire of the States to build up their high schools by preventing those holding lower grades of certificates from teaching in them. Some of these elementary certificates are limited to the rural schools.

Every State issues one or more certificates valid in any school in the State.

The following States issue one or more certificates valid only in high schools:

North Atlantic: New Hampshire, New York.....	2
South Atlantic: (None).....	0
South Central: Tennessee, Oklahoma.....	2
North Central: Ohio, Indiana, Illinois, Nebraska.....	4
Western: Utah, Oregon.....	2
Total.....	10

The following States issue one or more certificates, valid only in the elementary or rural schools:

North Atlantic: Maine, New Hampshire, Connecticut, New York, New Jersey ..	5
South Atlantic: Virginia, West Virginia, South Carolina, Georgia, Florida	5
South Central: Tennessee, Texas, Oklahoma	3
North Central: Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, North Dakota, South Dakota, Nebraska	9
Western: Montana, Wyoming, Arizona, Utah, Nevada, Washington, Oregon, California	8
Total	30

The following States issue one or more certificates, valid only in the primary grades or in the kindergarten, or in both:

North Atlantic: Vermont, Connecticut, New York, New Jersey, Pennsylvania ..	5
South Atlantic: Virginia, West Virginia, Florida	3
South Central: Texas, Oklahoma	2
North Central: Ohio, Indiana, Michigan, Wisconsin, Iowa, South Dakota	6
Western: Wyoming, Arizona, Utah, Washington, Oregon, California	6
Total	22

The following States issue one or more certificates authorizing the holder to teach only the branches specified (drawing, music, manual training, domestic science, foreign languages and other high-school subjects, and in similar States primary and kindergarten subjects):

North Atlantic: Vermont, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania	6
South Atlantic: Virginia, North Carolina, Florida	3
South Central: Oklahoma	1
North Central: Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, Iowa, North Dakota, Kansas	9
Western: Wyoming, Arizona, Utah, Nevada, Idaho, Oregon, California, Washington	8
Total	27

The States which have one or more certificates for every kind of school, and also one or more certificates valid in any school, are 6 in number—New York, Oklahoma, Ohio (elementary and special issued in county and valid in county), Indiana, Utah, and Oregon. All the Pennsylvania certificates are granted for "branches named." Three others have every kind in fact—New Jersey, Nevada, and California, but in the first two the high-school certificate is valid in any school and in the latter the kindergarten certificate is included in the special certificate. Nebraska, under the revised system, may also be added. (See appendix, p. 258.) Illinois has every kind but the primary and kindergarten.

The following 7 States have every kind but the high-school certificate—Connecticut, Virginia, Florida, Michigan, Wisconsin, Wyoming,

and Washington (special certificate is a county certificate). North Dakota should also be included, for its primary and kindergarten certificates are issued as special certificates.

Five States have only elementary school certificates in addition to the certificate valid in any school—Maine, New Hampshire, South Carolina, Georgia, and Tennessee.

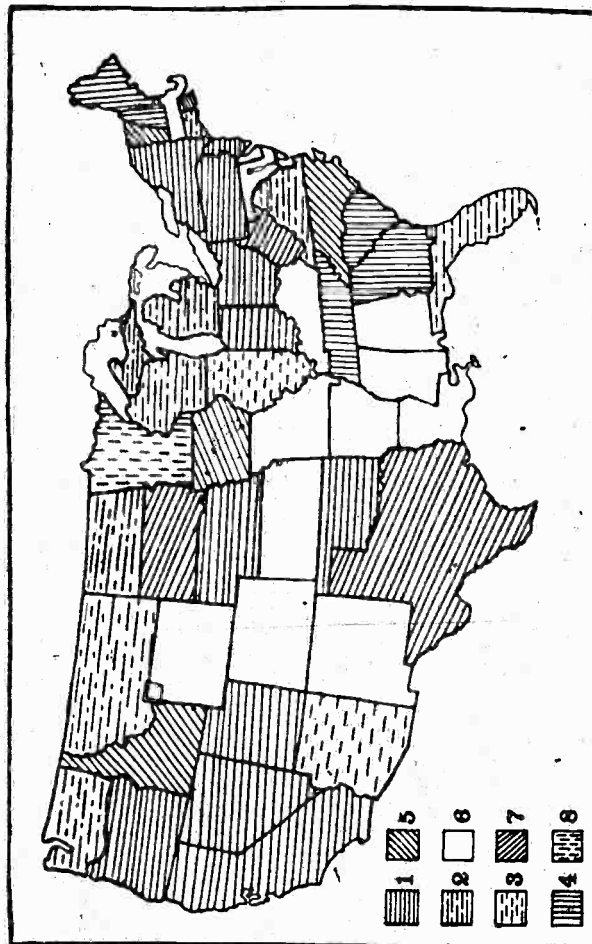


FIGURE 7.—Certificates for different types of schools in addition to certificates valid in any school. 1. States having every kind. 2. States having every kind but high school. 3. States having every kind but primary or kindergarten. 4. States having elementary schools only. 5. States having primary or kindergarten only. 6. States having none. 7. States having elementary and primary or kindergarten. 8. States having elementary and special.

Five other States have the primary or kindergarten certificate, or both, in addition to the certificate valid in any school—Vermont, Rhode Island, North Carolina, Iowa, Idaho.

Three States have the primary or kindergarten certificate, or both, and the elementary certificate in addition to the certificate valid in any school—West Virginia, Texas, and South Dakota.

One State has the special and elementary certificate in addition to the certificate valid in any school—Minnesota.

Thirteen States issue no certificates other than those valid in any school—Massachusetts, Delaware, Maryland, Kentucky, Alabama, Mississippi, Louisiana, Arkansas, Missouri, Kansas, Montana, Colorado, New Mexico.

DURATION OF CERTIFICATES.

The length of time for which certificates of different kinds are granted does not vary to any great extent between the different classes of schools in which they are valid. The only noticeable exception to a fairly even distribution of varying terms is in the relatively large number of life certificates valid in any school. This is due to the natural tendency to make the highest certificates issued in any State valid in all schools and to the opportunities provided for obtaining life certificates upon the basis of several different sets of conditions, as graduation from college or normal school, and long service, thereby making a relatively large number of permanent certificates.

The following table shows the relation between duration of certificates and the territory in which the certificates are valid. The first division shows the duration of certificates issued by central agencies that have State-wide validity; the second shows those issued by county agencies that have county validity. Temporary certificates are excluded, as well as those whose terms are variable, thus accounting for the differences in the totals from those in Tables 4 and 5 from which the reckoning was made. As there are but 11 certificates issued by State agencies where validity is limited to a county and as there are but 23 certificates issued by State and county where validity is limited to a town or district, most of which are temporary, the figures given in the table may be taken as representing the essential facts in regard to duration of all certificates issued in the several States other than those issued by local agencies.

TABLE 124.—Duration of certificates: A, issued by central agencies and valid throughout the State; B, issued by county agencies and valid in county only.

States	Duration, in years												Total	
	Life	12	11	10	9	8	7	6	5	4	3	2		1
<i>A.</i>														
North Atlantic Division	22			1					13	1	10	13	17	77
South Atlantic Division	6	2		2	1		5	2	11	2	5	5	5	46
South Central Division	21			3					5	4	7	3	5	55
North Central Division	40				1				12	4	18	11	20	109
Western Division	28						2	18	7	5	1	9	7	78
Total	117	2		6	1		5	9	58	21	41	46	55	365
<i>B.</i>														
North Atlantic Division				2									1	3
South Atlantic Division				1					7	1	2	6	4	22
South Central Division	1								1	2	3	4	9	20
North Central Division						1			1	2	12	11	17	47
Western Division								1	1		4	3	4	21
Total	6			3				5	14	4	23	21	35	115
Grand total	123	2		9	1		5	14	72	25	64	70	90	480

Generally speaking State certificates are issued for longer terms than county certificates. Of the former the most frequent duration, as they are distributed in the above table, is life; then 5 years, 1 year, 2 years, 3 years, 4 years, and 6 years; while of the latter the most frequent duration is 1 year; then 2 years, 3 years, 5 years, life, 6 years, and 4 years. Four-ninths of the former are for 4 years or under, while one-half of the latter are for 2 years or under. Five-ninths of the former are for 5 years or over, while but one-fourth of the latter are for the same period. This marked difference is due, to be sure, to the large number of life certificates, but eliminating them entirely from consideration the same difference exists, although not in so large measure.

Analyzing the grand totals for each period in the table, we find that certificates, from the standpoint of duration, can be divided into three classes—two large classes at opposite ends of the range of distribution and a small one between—first, the life certificate, which comprises almost exactly one-fourth the total number; second, those whose duration is 5 years or less, amounting to a little over two-thirds (67.6 per cent) of the entire number issued; and, third, those whose duration is from 6 to 12 years, containing about one-fourteenth of the total number.

Of the 36 certificates issued for periods varying from 6 to 12 years, inclusive, 13 are in the South Atlantic, 10 in the South Central, 8 in the Western, 3 in the North Atlantic, and 2 in the North Central Division; 1 twelve-year certificate is issued, each, in Virginia and West Virginia; 2 ten-year certificates each in New York, Virginia, and Oklahoma, and 1 each in Vermont, Louisiana, and Delaware; 1 nine-year certificate is issued in Virginia; 2 eight-year certificates are

issued in Idaho, and 1 each in Kentucky, Ohio, and Indiana; 5 seven-year certificates are issued in Virginia; 4 six-year certificates are issued each in California and Texas, 2 in West Virginia, and 1 each in Alabama, Arkansas, Montana, and Arizona. Virginia issues the greatest number of certificates of this long duration, having 9 such certificates; California and Texas have 4 each, and Wyoming and West Virginia 3 each, the remaining 13 States having but 1 or 2 each.

Arranged by geographical divisions the States issuing certificates ranging in duration from 6 to 12 years, are as follows:

North Atlantic: Vermont, New York.....	2
South Atlantic: Delaware, Virginia, West Virginia.....	3
South Central: Kentucky, Alabama, Louisiana, Texas, Arkansas, Oklahoma.....	6
North Central: Ohio, Indiana.....	2
Western: Montana, Wyoming, Arizona, Idaho, California.....	5
Total.....	18

The relatively small number of four-year certificates is worthy of note. Of the 25 issued, 18 are in the Southern and Western States; Wyoming, Arizona, and Ohio have 3 each; Texas, Kentucky, Florida, and Michigan, 2 each; Rhode Island, Virginia, Tennessee, Alabama, Louisiana, Arkansas, Wisconsin, and Nevada, 1 each.

The States the term of whose certificates are confined to the most prevalent periods—life, 5, 3, 2, and 1 years—are as follows:

North Atlantic: Maine, New Hampshire, Massachusetts, Connecticut, New Jersey, Pennsylvania.....	6
South Atlantic: Maryland, North Carolina, South Carolina, Georgia.....	4
South Central: Mississippi.....	1
North Central: Illinois, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas.....	8
Western: Colorado, New Mexico, Utah, Washington, Oregon.....	5
Total.....	24

The following States could be included in the above list if the 4-year certificates were added to the others:

North Atlantic: Rhode Island.....	1
South Atlantic: Florida.....	1
South Central: Kentucky, Tennessee.....	2
North Central: Michigan, Wisconsin.....	2
Western: Nevada.....	1
Total.....	7

Practically all of the life certificates are issued by central authority (State board, State office, or State educational institutions) and are valid throughout the State. Of the 6 issued by county agencies 5 are in California and 1 in Florida, and in the case of the former State many of the individual certificates are based upon credentials

approved by the State board or upon graduation from institutions approved by said board.

Judging by the relative frequency of the different periods for which certificates are issued in the various groups of States the 5-year certificate is in greater favor than any other in the Western and also in the South Atlantic division; the 4-year in the South Central and

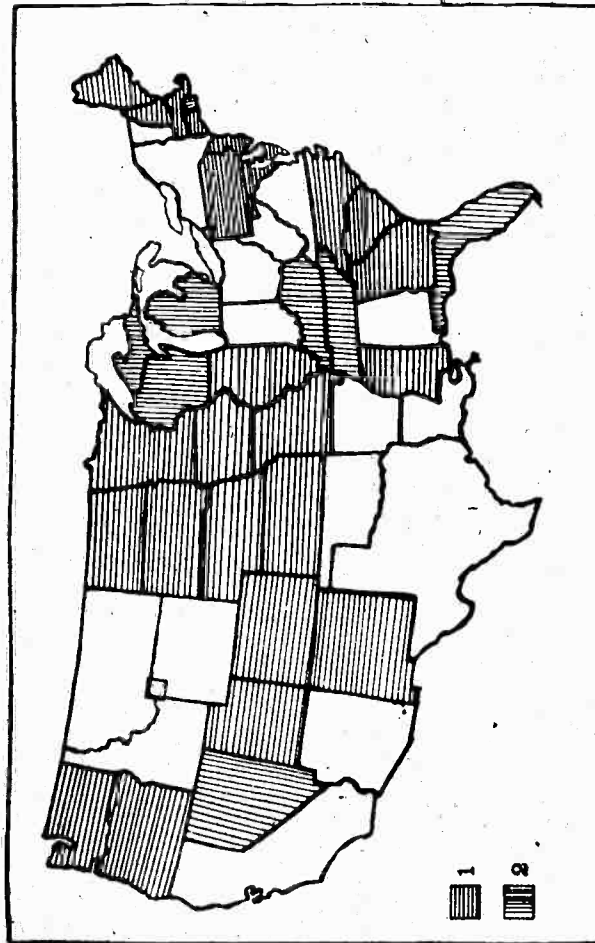


FIGURE 8. Periods for which certificates are issued. 1. States whose certificates are for life, 2, 3, 4, or 5 years. 2. States whose certificates are for life, 3, 4, 5, or 1 year.

the 1-year in the North Central and North Atlantic divisions. The 3-year and 2-year certificates exist in greatest numbers in the North Central States, although there are not so many of them as of the 1-year certificate.

The following 8 States do not issue life certificates: Delaware, Virginia, West Virginia, North Carolina, South Carolina, Massachusetts,

Louisiana, and Colorado. All but two, however—Delaware and North Carolina—make provision for renewal of their highest certificates. In Colorado the second renewal must be for life, while in the remaining States the certificates are renewed for the original period, from time to time, provided the conditions for renewal have been met.

SCHOLARSHIP AND EXPERIENCE REQUIREMENTS.

While, as was said above, any kind of certificate is described and differentiated from all other kinds by the territory in which it is valid, the schools in which its holder may teach, and the term of years it covers, it is just as true that its intrinsic merit is determined by a wholly different set of conditions. What a certificate is really worth is fixed by the scholarship, the experience, and the attainments to which it bears witness.

This study of scholarship requirements has one large and important limitation. All examinations in the same subject, all courses of the same length or of the same number of subjects, are presumed to be equal in content and in value. Every requirement made in the laws and regulations, and in the cases of requirements of graduation from State colleges, universities, and normal schools of the respective States, every statement made in the catalogue or register of such institutions is accepted at its face value. A further study of the examination questions, of the method and results of the grading of the papers, and of the quality of the work done in the various educational institutions concerned is much to be desired.

Four different kinds of scholarship requirements are stipulated, as follows: (1) Completion of hours, studies, or courses in educational institutions—high schools, training schools, summer schools, county institutes, State normal schools, and colleges and universities. (2) Examinations in certain school or college studies or subjects. (3) Possession of a prior certificate. (4) Professional reading and similar means for promoting or maintaining professional efficiency.

Varying degrees of each of these classes of requirements are adjusted to the capacities of persons that seek to enter or to continue in the work of teaching. In consequence, they can be best studied by segregating the requirements that are intended to apply to each of certain large classes of persons: (1) College graduates, (2) normal-school graduates and those completing certain courses in normal schools, (3) high-school graduates, (4) nongraduates with long experience, (5) nongraduates with little or no experience, (6) those who desire to do supervisory work, (7) those who desire to teach in primary schools and kindergartens, (8) those who desire to teach special subjects.

In order to facilitate comparison the certificates held by each of such classes of persons have been arranged in tables. The certificates of each State are grouped together, the order of the States being determined by their geographical position. All of the facts relating to scholarship requirements are given as well as such other facts as would assist in determining the comparative value of the different certificates. Sufficient indication of the provisions of each certificate to make possible an easy identification of it in the basal table (Table 1) is also furnished.

Scholarship requirements are stated in such ways as permit their measurement whenever possible. Time of study in educational institutions is indicated in years; 4 years is considered the standard time required for graduation from a standard college and also for graduation from a standard high school; and either 2 or 4 years for graduation from a normal school. The amount of professional work in a college course is given in semester hours in all possible cases.

Examination requirements are stated in the form of numbers of subjects in which examination is required. But to ascertain more accurately the practice of the different States in this regard, the examination subjects are divided into four classes:

(I) *Traditional elementary school subjects.*—(1) Reading; (2) writing; (3) orthography, punctuation, orthoepy; (4) language, composition; (5) grammar; (6) arithmetic, mental and written, number work; (7) geography; (8) United States history, elementary civics, local history; (9) physiology, hygiene, nature and effects of alcohol, stimulants, and narcotics.

(II) *Newer elementary school subjects.*—(1) Drawing; (2) music; (3) nature study; (4) agriculture; (5) manual training; (6) household arts, domestic science, etc.; (7) physical training; (8) current events.

(III) *Higher subjects (secondary and higher schools).* Rhetoric, literature, algebra, geometry, languages, history, physics, chemistry, biology, economics, and such other branches as compose the standard high school and college curricula, and also cataloging and use of school libraries.

(IV) *Professional subjects.*—Philosophy of education, history of education, psychology, school administration, theory and practice, methods, school law and State manuals, and such other professional subjects as may be named.

CERTIFICATES BASED PRIMARILY ON GRADUATION FROM COLLEGE.

In the following table, dealing with certificates based on college graduation, those which require a professional course are set over against those which do not. Within each State the certificate with the highest requirements is given first. The persistence of certificates is

included in this table also, in order that the relation of the certificates which usually form a progressive series, may be seen; the discussion of persistence is reserved, however, for a later section. The subjects in which examinations are required are divided into three classes only, the new elementary and higher subjects as given above being combined into one class and designated "higher." Only graduates of standard colleges (4-year course based on a 4-year high-school course) are dealt with in this table.

TABLE 13.—Certificates based upon graduation from standard colleges, including state-

States.	Amount of professional work.	Certificates valid in—		Subjects examined in—		Years experience required.	Years valid.	Term and conditions of granting higher certificates.
		Territory.	Schools.	Professional course.				
				Elementary.	Higher Professional.			
North Atlantic Division:								
Maine.....								
New Hampshire.....								
Vermont.....								
Massachusetts.....								
Rhode Island.....	{ "Satisfactory."	State.	Any.....			0.....	3	{ 6 years first and second time; third renewal may be permanent.
	1 year.....	do.	{ Supervisor.			15	Life.	
Connecticut.....	{ Not specified.	State.	Any.....				Life.	
New York.....	do.....	do.	do.....			0	3	{ Permanent certificate, 3 years' experience.
New Jersey.....						3		
Pennsylvania.....	{ 200 hours	State.	Any.....			3	Life.	
	do.....	do.	do.....			0	3	{ Permanent certificate, 3 years' experience.
South Atlantic Division:								
Maryland.....	2 years.....	do.	do.....			(2)	(2)	(2)
Virginia.....								
West Virginia.....	6 courses.	State.	Any.....			0	3	{ Obtains 6-year certificate after 3 years' experience; then 12-year, after 4 additional years' experience. 12-year certificate renewable for like period if holder teaches 8 years under it.
North Carolina.....								
South Carolina.....								
Georgia.....								
Florida.....								
South Central Division:								
Kentucky.....	{ Not specified.	State.	Any.....			0	Life.	
Tennessee.....	2 courses, 3 months each.	do.	Secondary.			0	1.....	{ Annually for continuous service.
Alabama.....								
Mississippi.....								
Louisiana.....								
Texas.....	{ 4 in 11 courses.	State.	Any.....			0	Life.	
Arkansas.....								
Oklahoma.....	2 years.....	State.	Any.....			0	Life.	

¹ As superintendent.

² Examination in subjects to be taught.

ment of additional requirements, and terms and conditions of renewals of such certificates.

No professional course.							
Certificates valid in -		Subjects examined in -			Years experience required.	Years valid.	Term and conditions of renewal or of granting higher certificates.
Territory.	School.	Elementary.	Higher.	Professional.			
State	Supervisor	0	0	0	2	Life	Original term: 40 weeks' experience.
do	Secondary	0	0	0	0	do	
do	Any				1	5	
State	do				5	3	6 years, first and second time; third renewal may be permanent.
do	Supervisor				10	Life	
do	do				Indefinite	do	
do	Secondary, any				3	do	
State	Secondary	1	(3)	4	3	Life	Permanent certificate, 3 years' experience.
do	Supervisor	1	(2)	5	8 as supervisor		
do	do	1	(2)	4	0	3	
State	Any				Not specified	12	Similar period, from time to time;
do	do				do	10	do
do	Subject named				Name	5	Similar period, from time to time; professional reading.
do	Any				7	12	Similar period: 8 years' experience under original 12-year certificate issued; 4 additional years' experience.
do	do				3	6	
do	do	0	1	2	0	3	Reissued upon re-examination. Not specified.
do	do				0	2	
State	Any				3	Life	
State	Any				Exceptional success	Life	
do	do				1	do	

*Varies; at discretion of State board.

TEACHERS' CERTIFICATES.

TABLE 13—Certificates based upon graduation from standard colleges.

States.	Amount of profes- sional work.	Professional course.					Years. experience required.	Years valid.	Term and condi- tions of renewal or of granting higher certifi- cates.		
		Certificates valid in		Subjects exam- ined in		Elementary				Higher	Professional
		Territ- ory.	Schools.	Elementary	Higher							Professional
North Central Divi- sion:											
Ohio.....	Not speci- fied.	State.	Any.....	1	3	4	2	Life.			
do.....	do.....	do.....	do.....	1	3	1	0	4..... Life certificate, 24 years' experi- ence.			
Indiana.....											
Illinois.....											
Michigan.....	11 semes- ter hours. ¹	State.	Any.....				0	Life.			
do.....	(1 year.)	do.....	do.....				0	4..... Life certificate after 3 years' experience.			
Wisconsin.....	12 semes- ter hours.	do.....	do.....				0	1..... Life.			
do.....	do.....	do.....	do.....				0	1..... Life certificate aft- er 1 year's expe- rience.			
Minnesota.....	15 semes- ter hours.	do.....	do.....				2 or 0	1, 1 fe or 2..... Life certificate after 2 years' experience.			
Iowa.....	(*)	do.....	do.....				0	5..... Life, 3 years' expe- rience.			
Missouri.....											
North Dakota.....	20 semes- ter hours.	State.	Any.....				1	Life.			
do.....	16 semes- ter hours.	do.....	do.....				0	2..... 5 years; 6 months' experience. For life, 5 years' experience.			
do.....	15 semes- ter hours.	do.....	do.....				4	Life.			
South Dakota.....	do.....	do.....	do.....				2	5..... Life certificate issued after 44 years' experi- ence.			
do.....	do.....	do.....	do.....				0	2..... 5 years' certificate issued after 2 years' experi- ence.			
Nebraska.....	15 semes- ter hours in educa- tion, 6 in psychol- ogy.	do.....	do.....				3	Life.			
do.....	do.....	do.....	do.....				0	3 years.			
Kansas.....	15 semes- ter hours.	do.....	do.....				2	Life.			
do.....	do.....	do.....	do.....				0	3..... Life, 2 years' expe- rience.			

¹ A thesis is required also.
² 11 semester hours in University of Michigan.

CERTIFICATES BASED ON COLLEGE GRADUATION.

including statement of additional requirements, etc.—Continued.

No professional course.

Territory.	School.	Subjects examined in			Years experience required.	Years valid.	Term and conditions of renewal or of granting higher certificates.
		Elementary	Higher	Professional			
(State.....)	Any.....	7	7	1	34	Life.....	Reissued upon examination.
(do.....)	do.....	2	2	1	54	8	
(do.....)	Secondary.....	0	0	1	1	Life.	
(do.....)	Supervisor.....	0	0	1	2	do.....	
(State.....)	Any.....	0	0	3	44	Life.....	Similar period; successful experience.
(do.....)	do.....	4	0	2	14	5 years...	

³ After graduation.

⁴ 6 semester hours in psychology and 14 semester hours in education.

TEACHERS' CERTIFICATES.

TABLE 13.—Certificates based upon graduation from standard colleges,

States,	Amount of professional work.	Certificates valid in—		Subjects examined in—			Years experience required.	Years valid.	Term and conditions of renewal or of granting higher certificates.
		Territory,	Schools.	Elementary	Higher	Professional.			
Professional course.									
Western Division:									
Montana.....	do.....	do.....	do.....				3	Life.....	
Wyoming.....	30 semester hours.	do.....	Super-visor or any.				0	Life.....	Life; 3 years' experience.
Colorado.....	20 semester hours.	do.....	do.....				2½	5.....	3 years, then for life, discretion of State board.
Arizona.....	1 year.....	do.....	do.....				0	4.....	
Utah.....	16 semester hours.	do.....	do.....				0	Life.....	
Nevada.....	18 semester hours.	do.....	do.....				5	do.....	Life diploma; 5 years' experience.
Idaho.....	16 semester hours.	do.....	do.....	(1) (1) (1)			0	5.....	
Washington.....	12 semester hours.	do.....	do.....				2	Life.....	
Oregon.....	15 semester hours.	do.....	Super-visor; secondary.				3½	Life.....	
California.....	1 year of graduate work.	do.....	Any or elementary.				2½	Life.....	
	do.....	County	Any.....				0	6.....	Life; 2½ years' experience.
	do.....	do.....	Elementary.				0	6.....	do.....

1 Examination as required by State board of education.

CERTIFICATES BASED ON COLLEGE GRADUATION.

including statement of additional requirements, etc.—Continued.

No professional course.							
Certificates valid in—		Subjects examined in—			Years experience required.	Years valid.	Term and conditions of renewal or of granting higher certificates.
Territory.	School.	Elementary.	Higher.	Professional.			
State.....	Any.....				5.....	Life.....	Life; 5 years' experience.
do.....	do.....				2.....	8.....	
do.....	Supervisor or any.....	0	0	2	2.....	Life.....	
State.....	Any.....	(1)	(1)	(1)	5.....	Life.....	Life certificate; 5 years' experience.
do.....	do.....				5.....	8.....	
do.....	do.....				2.....	Do.....	

The States readily fall into four groups.

Group I. Nine States do not have college graduation as a qualification for a certificate, seven of which are in the two groups of Southern States and two in New England. They are Maine, Massachusetts, Delaware, Georgia, Florida, Alabama, Mississippi, Louisiana, and Arkansas.¹

Group II. The North Atlantic States are the most prominent for having no provision for professional studies in any of their certificates issued to college graduates, although there are three States making no such provision in both the South Atlantic and North Central divisions. The 10 States included in this group are:

North Atlantic: New Hampshire, Vermont, Connecticut, New Jersey.

South Atlantic: Virginia, North Carolina, South Carolina.

North Central: Indiana, Illinois, Missouri.

Group III. Ten other States, in which every division but the North Central is represented, issue both certificates which require professional study and those which do not. The Western States are the most prominent in this group, which is composed of the following States:

North Atlantic: Rhode Island, New York, Pennsylvania.

South Atlantic: West Virginia.

South Central: Texas, Oklahoma.

Western: Montana, Wyoming, Idaho, Washington.

Group IV. The remaining 19 States, the largest of the five groups, require that certain amounts of professional study be pursued either during the college course or in postgraduate study. All but three of these States lie in the North Central and Western divisions.

South Atlantic: Maryland.

South Central: Kentucky, Tennessee.

North Central: Ohio, Michigan, Wisconsin, Minnesota, Iowa, North Dakota, South Dakota, Nebraska, Kansas.

Western: Colorado, New Mexico, Arizona, Utah, Nevada, Oregon, California.

The amount of professional study required, as well as the method of stating the requirements, varies greatly. The following amounts were gathered either from the laws or regulations, in which case they may be found also in Table 1, or from the requirements for graduation printed in the catalogues or registers of the State universities in the respective States.

¹ Probably in some of the States the diplomas of certain educational institutions are valid as certificates to teach, but no detailed provisions regarding such have been found in the school laws.

TABLE 14 — Amounts of professional study required for certificates based primarily upon college graduation in certain States.

Amount.	States.	Number of States.
2 courses, 3 months each.....	Tennessee.....	1
4 full courses.....	Texas.....	1
6 courses.....	West Virginia.....	1
4 credits.....	New Mexico.....	1
20 hours (1½ semester hours).....	Pennsylvania.....	1
11 semester hours.....	Michigan.....	1
12 semester hours.....	Wisconsin, Washington.....	2
14 semester hours in education.....	Iowa.....	1
6 semester hours in psychology.....	South Dakota, Kansas, Montana, Oregon, Minnesota.....	5
15 semester hours.....	Nebraska.....	1
15 semester hours in education.....	North Dakota, Utah, Idaho.....	3
6 semester hours in psychology.....	Nevada.....	1
16 semester hours.....	Colorado.....	1
18 semester hours.....	Wyoming.....	1
30 semester hours.....	Maryland, Oklahoma.....	2
2 years.....	Arizona.....	1
1 year.....	Rhode Island, California.....	2
1 year's post graduate.....	New Jersey, Kentucky, Ohio.....	3
Not specified.....		3

It is interesting to note the large number of strong educational States in the North Central and Western divisions that have severally fixed upon amounts of work which vary but little, the most frequent being 15 semester hours.

But very few States require either an examination or practical experience in addition to graduation and completion of professional work; Ohio and Idaho require the former; Colorado and Maryland the latter, but the requirements may be waived by the State boards in Idaho and Maryland.

Certificates granted to college graduates who have not had professional study (Groups II and III above) require usually an examination or some experience, or both. But 1 State (South Carolina) requires neither. Two require examinations alone (Pennsylvania and North Carolina); 10 require experience alone. The States and the years of experience are as follows: Vermont, 1½; Rhode Island, 5, 10; New York, 3; West Virginia, 7½; Texas, 3; Oklahoma, 1½; Montana, 5, 2; Washington, 2; Connecticut and Virginia not definitely stated. Eight require both examination and experience: New Hampshire, 2, 0; New Jersey, 3, 0; Indiana, 3½, 5½; Illinois, 1; Missouri, 4½, 1½; Wyoming, 2; Idaho, 5. The examinations are for the most part on professional subjects in all the States except Indiana.

Summarizing in part, it may be said that a minimum amount of professional study is required by 34 States for admission to one or more of the certificates based upon college graduation. Every State in the North Central division (12 States) and in the Western division (11 States) is represented in this number. Five are in the North Atlantic—New Hampshire, Rhode Island, New York, New Jersey,

Pennsylvania; two in the South Atlantic—Maryland and West Virginia; and four are in the South Central division—Kentucky, Tennessee, Texas, and Oklahoma.

CERTIFICATES BASED PRIMARILY ON COMPLETION OF COURSES IN NORMAL SCHOOLS.

The following table dealing with scholarship and experience requirements of certificates issued to normal-school graduates or those who have completed certain courses is similar to the previous table for graduates of colleges. It is necessary in the case of normal schools to define as accurately as possible the length of the course, as well as the length of the high-school course upon which it is based. This is done by giving the number of years in each. However, the figures can not be depended upon with full assurance. When the laws and regulations of the State do not specify the amounts, they are taken from the circulars of the State normal schools; but it was very difficult in a large number of cases, and impossible in others, to obtain an explicit statement upon these points. Then, too, if current reports are to be trusted, not all institutions observe with reasonable faithfulness the requirements for admission and graduation as published. Nevertheless, the table may be accepted as a sufficiently accurate presentation of the requirements as stated to serve as a tentative statement.

To have given a statement of all the alternatives relating to years of high-school work required for entrance to the various courses and the length of time to complete the courses based on such entrance requirements would have produced a mass of practically useless material and, more important, would have caused confusion in the mind of the reader and obscured the real situation. It seemed better, therefore, to reduce most of the statements regarding the length of high-school and normal courses to the basis of the length of term required to complete the course by a graduate of a 4-year high school or a person possessing a substantial equivalent. The fundamental distinction between courses continuing more than 2 years above a high school is made for the reason that the 2-year course seems to be generally accepted at the present time as of the proper length for a teacher of elementary schools. Because of wide differences in the courses of normal schools and the variety of the examinations required it did not seem worth while to attempt to tabulate and compare them. However, the States requiring examination in addition to completion of courses are indicated by notes.

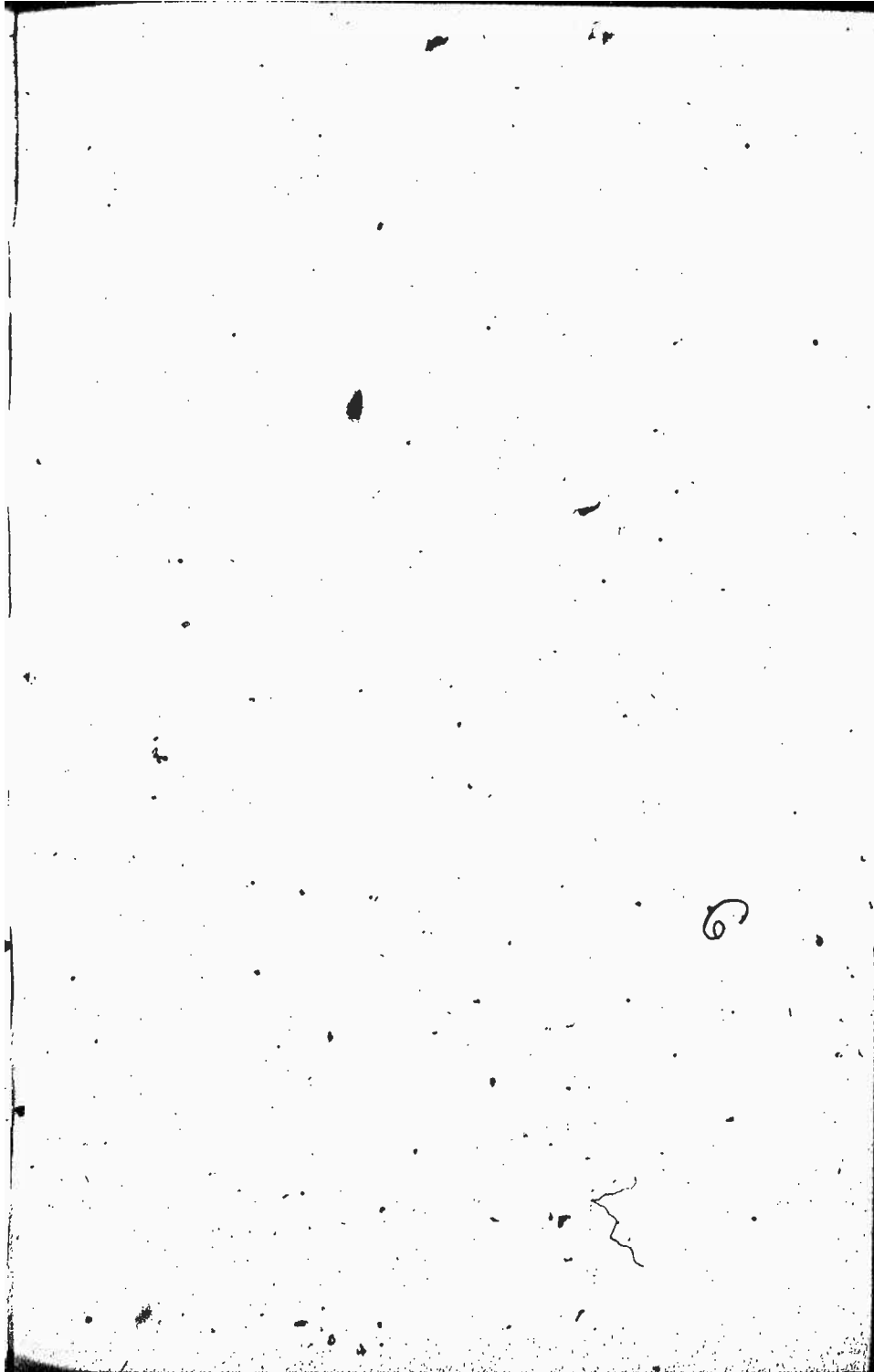


TABLE 15.—Certificates to which graduates and students of various courses in State normal

States.	Based on 4-year high-school course and 2-year normal-school course or less.						
	Years in—		Certificates valid in—		Years experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.
	Norm. al school.	High school.	Territory.	Schools.			
Maine.....	2	4	State.....	Any.....	0	2	1 renewal without re-examination.
New Hampshire.....	2	4	State.....	Any.....	6	Life.	
Vermont.....	2	4	do.....	do.....	0	10	10 years, then permanent...
	4	0	do.....	do.....	0	5	5 years, 2 times.....
Rhode Island.....							
New York.....	2	4	State.....	Any.....	10	Life.	
	2	4	do.....	Elementary.....	0	3	10-year periods; 2 years teaching (Tr. sch.).
New Jersey.....							
	2-3		do.....	do.....	2	Life.	
Pennsylvania.....	2-3		do.....	do.....	0		2 years; life certificate, 3 years' experience.
Delaware.....	2	(3)	do.....	do.....	0	2	Life; 2 years' experience.
Maryland.....	2	(2)	State.....	Any.....	1	Life.	
	2	3	do.....	do.....	(3)	7	Similar period, time to time.
	2	4	do.....	do.....	(3)	10	do.....
	1	4	do.....	Elementary.....	1-4	7	do.....
Virginia.....	1	(2,3)	do.....	do.....	1	7	do.....
	1	(2,3)	do.....	Subjects named.	1	Life.	
	2	(2)	do.....	do.....	0	5	
	1	4	do.....	Any.....	7	12	Similar period, 8 years' experience.
West Virginia.....	1	4	do.....	do.....	3	6	12-year certificate, 4-years' teaching.
	1	4	do.....	Any high school.	0	5	5 years.....
North Carolina.....							
South Carolina.....							Description of certificate not given.
Georgia.....							
Florida.....							
Kentucky.....	2	(2)	do.....	Colored schools	0	Life.	
	1		do.....	Any.....	0	2	Nonrenewable.....
	2		do.....	do.....	0	4	do.....
	3		do.....	do.....	0	3	Life; 3 years' experience.....
Tennessee.....	2	4	do.....	do.....	1 1/2	Life.	
	6	0	do.....	do.....			
	2	4	do.....	do.....	0	4	Life certificate; 1 1/2 years' experience.
	6	0	do.....	do.....			
Alabama.....							
Mississippi.....							
Louisiana.....							
Texas.....	2	0	do.....	do.....	0	Life.	
	1	0	do.....	do.....	0	6	
Arkansas.....	4	0	do.....	Elementary.....	0	4	
			do.....	Any.....	0	6	Life; examination in 5 academic subjects.
Oklahoma.....	6	0	do.....	do.....	0	Life.	
Ohio.....	2	4	State.....	Elementary and special.	2 1/2	Life.	
	2	4	do.....	do.....	4	4	Life certificate; 2 1/2 years' experience.
Indiana.....	3	4	State.....	Secondary, elementary, or special.	1	2	Reissued upon examination.
	3	4	do.....	do.....	0	1	do.....

Additional practice teaching required.

* Could not be ascertained accurately.

CETIFICATES BASED ON NORMAL SCHOOL COURSES. 177

schools are eligible, together with terms and conditions of renewals of such certificates.

Based on 4-year high-school course and normal course longer than 2 years.

Years in		Certificates valid in		Years' experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.
Normal school.	High school.	Territory.	Schools.			
4	4	State	Any	0	2	4 years; 9 years; then may be permanent.
4	4	do.	do.	0	Life	
4	4	do.	Secondary	2	do.	
4	4	State	Secondary	0	1	2 years; life certificate; 3-year experience.
4	4	State	Any	2	Life	Life certificate; 2 1/2 years' experience.
4	4	do.	do.	2	Life	
3	4	State	Any	3	Life	Relieved upon examination.
3	4	do.	do.	3	Life	
4	4	do.	do.	2	Life	Life certificate; 6 years' experience.
3	4	do.	Secondary, elementary, and special.	3	Life	

* None specified.

* Examination is required in addition.

TEACHERS' CERTIFICATES.

TABLE 15.—Certificates to which graduates and students of

States.	Years in—		Certificates valid in		Years experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.
	Normal school.	High school.	Territory.	Schools.			
Illinois	1	4	State	Any or special	1	Life	
	4	4	do.	do.	0	Life	
Michigan	1	0	do.	Rural schools	0	5	3 years; after 5 years' teaching
	0	0	do.	do.	0	3	3 years; after 3 years' teaching
Wisconsin	1	4	do.	Any or special	0	3	do.
	1	1	do.	Any	8	Life	
	(1)	0	do.	do.	1	5	Nonrenewable
	1	4	do.	do.	0	1	5-year certificate; 1 year's teaching.
Minnesota	2	0	do.	Elementary (rural)	4	3	Renewable; 3 year's teaching; professional school, 6 weeks; credit in 2 subjects.
	1	4	State	Elementary	0	3	3 years; completion of 1 year in normal school.
Iowa	2	4	do.	do.	0	2	Life; 2 years' experience
	2	0	State	Any	1	Life	
Missouri	2	0	do.	do.	0	2	Nonrenewable
	2	4	do.	do.	1	Life	
North Dakota	1	4	do.	do.	1	5	Renewable at discretion of board. May be for life after 5 years' teaching.
	2	4	do.	do.	0	2	
South Dakota	2	4	do.	do.	1	Life	
	1	4	do.	do.	2	5	Renewable; successful experience and attendance at institutes.
Nebraska	2	4	do.	do.	0	2	5-year certificate; 2 years' teaching.
	2	4	do.	do.	2	Life	
Kansas	2	4	do.	do.	0	3	Life certificate; 2 years' teaching.
	3-4	4	State	Any	2	Life	
Montana	2	4	do.	do.	1	do.	
	1	4	do.	do.	0	3	2 years at a time; not longer than original period; reading circle course must be maintained.
Wyoming	2	4	do.	do.	0	2	Life certificate; 2 years' teaching.
	1	4	do.	Elementary	0	2	Same as 4-year certificate.
Colorado							
New Mexico							
Arizona	2	4	State	Elementary	0	Life	
	(2,3)	(3,4)	do.	do.	0	5	
Utah							
Nebraska							
Idaho	2	4	do.	Any	5	Life	
	2	4	do.	Any or special	2	8	At discretion of State board.
Washington	2	4	do.	Any	3	Life	
	2	4	do.	do.	0	5	Life diploma after 3 years' teaching.

* Examination required in addition.
 † Could not be ascertained accurately.

various courses in State normal schools are eligible—Continued.

Based on 4-year high-school course and normal course longer than 2 years.

Years in—		Certificates valid in—		Years experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.
Normal school.	High school.	Territory.	Schools.			
		1 State	Any	0	3	Life, 3 years' teaching.
		1 State	Any	0	3	Life.
		1 do.	do.	0	3	Life.
		4 State	Any	2	3	Life diploma after 1 year's experience.
		4 do.	do.	2	3	Life diploma after 2 years' experience.
		4 do.	do.	0	3	Life diploma after 2 years' experience.
		4 State	Any	5	5	Life.
		4 do.	do.	5	5	Life.

* At discretion of school of education of University of Utah.

TEACHERS' CERTIFICATES.

TABLE 15.—Certificates to which graduates and students of

States.	Based on 4-year high-school course and 2-year normal-school course or less.						
	Years in		Certificates valid in		Years experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.
	Normal school.	High school.	Territory.	Schools.			
Oregon	2	4	State	Elementary	3	Life	Life certificate: 3½ years' teaching.
	2	4	do.	do.	4	6	
California	2	4	do.	do.	0	1	3-year certificate: 1 year's teaching.
	2	4	do.	Elementary or special.	2½	Life	
	2	4	do.	do.	0	6	At discretion of county board, second renewal must be permanent; the first may be. Life diploma after 2½ years' experience.

various courses in State normal schools are eligible.—Continued.

Based on 4-year high-school course and normal course longer than 2 years.

Years in		Certificates valid in		Years experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.
Normal school.	High school.	Territory.	Schools.			

But 7 States do not issue certificates based upon the completion of courses in normal schools, all of which are in the two Southern divisions. They are Delaware, North Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana. However, it is probable that in some of them State diplomas of graduation from certain institutions are valid as teachers' certificates, but such authority has not been found in the school laws.

But 10 States, on the other hand, require for any certificate more than a 2-year normal course, based on a 4-year high-school course for any certificate. They are:

North Atlantic: Rhode Island, New York, New Jersey, Pennsylvania.

North-Central: Ohio, Indiana, Iowa, Kansas.

Western: Montana, Nevada.

Only 3 of these do not have one or more certificates based on a 2-year normal course and a 4-year high-school course—Rhode Island, 2; Iowa, 4; Kansas, 4. There are thus 30 States which have no certificates for normal-school graduates requiring more than a 2-year course based on a 4-year high-school course. All but 2 of these, West Virginia and Kentucky, have this high requirement for one or more of its certificates. At least 12 States have certificates for shorter courses, but of these Virginia, West Virginia, Kentucky, and Indiana require an examination in addition for these lower certificates. Four States require an examination in addition to the completion of the 2-year normal course based on the 4-year high-school course—Ohio, Indiana, Illinois, and Kansas. Four other States require experience in addition to the normal courses—Virginia, West Virginia, North Dakota, and Idaho.

States which issue life certificates to those completing normal-school courses, without experience in actual teaching, are but 5 in number—New York, Iowa from a 4-year normal course based on a 4-year high-school course, Kentucky, Oklahoma, and Utah.

CERTIFICATES BASED PRIMARILY UPON GRADUATION FROM HIGH SCHOOLS.

The following table shows the certificates that are based primarily upon graduation from high schools. For explanation of the form of the table the reader is referred to the table regarding certificates issued to college graduates, the two being identical in construction.

TABLE 16.—*Certificates based upon graduation from secondary schools.*

States.	Amount of professional work.	Professional course.					Years experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.
		Certificates valid in—		Subjects examined in—					
		Territory.	Schools.	Elementary.	Higher.	Professional.			
Maine									
New Hampshire									
New York	1 year additional.	State	Elementary	7	3	7	None ¹	3	5-year periods; 2 years' teaching.
Virginia	1 year	do	Any	0	0	0	0	3	Nonrenewable.
Iowa	Graduation from normal training course.	do	do	0	0	0	0	2	County certificate issued after 36 weeks' experience.
North Dakota	Psychology, pedagogy, and two review subjects.	do	Elementary.	0	0	0	0	2	3-year certificate (1st grade) after 8 months' experience.
Kansas	Graduation from normal training course.	do	Any	5	0	3	(²)	2	Similar periods indefinitely, if holder maintains progressive efficiency.
New Mexico									
Utah	2 branches	State	Elementary.	40	0	0	2	5	Renewed, 6 hours of additional work, 3 of college grade.
Oregon	Not stated	do	Any	0	0	0	0	1	Renewable once; 6 months' teaching.

¹ Observation two times a week and occasional teaching during training course.

² For three years if professional course is part of 4-year high-school course; for two years if part of 3-year course.

³ May be extended provided holder (1) pursues professional course of study and passes examination in two subjects thereof each year; or (2) passes in two courses in the summer school of the University of Virginia or one of like grade; or (3) passes required number of subjects in examination for a professional certificate.

CERTIFICATES BASED ON HIGH-SCHOOL GRADUATION. 185

together with terms and conditions of renewals of such certificates.

Certificates valid in --		Subjects examined in --			Years experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.
Territory.	Schools.	Elementary.	Higher.	Professional.			
State.....	Any.....	0	1	2	2, 1, 0 0 0 0 1	Life, 5, 3, 1..... Life or 1..... 2..... 1.....	One renewal without reexamination. Life certificate when required standings obtained. Extended 1 year for each 18 counts earned in examinations. May be extended.*
do.....	Elementary.	0	0	4			
do.....	School designated.....	0	0	0			
do.....	Any.....	0	0	0			
State.....	Any.....	0	0	0	0	3	Once without examination.

* Also given by examination in 6 academic and 2 professional subjects.
 * Twenty weeks' practice teaching.

Two States maintain county normal training schools and issue certificates to their graduates—Michigan and Missouri.

Graduation from high school as a requirement for any certificate is becoming more and more prominent. The first State to apply this requirement to all certificates was Indiana in 1907. Such a provision went into full effect in Utah in 1911. New Jersey, Missouri, and Kansas passed similar laws gradually increasing the requirement of high-school attendance for certain certificates from one year to graduation from a 4-year high-school course. In New Jersey the law provides that every holder of an elementary certificate must, after September 1, 1911, have completed one year in an approved high school; after 1912 two years; after 1913 three years, and after 1914 must have graduated from such a school. The Kansas law puts the requirement into effect more gradually and is not so sweeping in its provision:

After May 1, 1913, no person shall be granted a certificate who has not completed at least one year of school work in an accredited high school or its equivalent, and after May 1, 1915, no person shall be granted a certificate who has not completed at least two years of high school work, or its equivalent, and after May 1, 1917, no person shall be granted a certificate who has not completed four years of high school or its equivalent: *Provided further*, That this requirement shall not apply to anyone who has taught at least six school months before May 1, 1912: *And provided further*, That the State board of education may make such temporary modifications of the requirements of this section as may be necessary to supply the schools with teachers. (Chap. 277, Feb. 28, 1911.)

The Missouri law is more liberal as regards the place and manner in which the secondary school course may be pursued. Also it is applicable to only the first and second grade county certificates. The provisions begin to become effective one year earlier than in Kansas, but do not go into full effect until 1918:

From and after September 1, 1912, all applicants for first or second grade certificates to teach must present evidence of having completed the first year's work of a classified or accredited high school as defined in section 10923, R. S. Mo. 1909, or its equivalent. From and after September 1, 1914, all applicants for first or second grade certificates must present evidence of having completed two years of such work, or its equivalent. From and after September 1, 1916, all applicants for first or second grade certificates must present evidence of having completed three years of such work, or its equivalent. From and after September 1, 1918, all applicants for first or second grade certificates must present evidence of having completed four years of such work, or its equivalent. "The high-school work herein required may be done in any public, private, or parochial school or private study and satisfactory evidence thereof presented by the written statements of parties who have personal knowledge that such work has been done or by passing a satisfactory examination on the subjects for which credit is claimed and which are not required in the examination prescribed by section 10939 of this article." (S. B. 240, Mar. 30, 1911.)

In New York the requirement applies only to "primary and grammar schools of any city or school district authorized by law to employ a city superintendent." In case the teacher does not have 3 years' successful experience or is not a graduate of a New York State normal

school, or has not a New York State certificate, she must have completed at least 3 years' work in an approved high school or academy or other approved institution of learning of equal or higher rank and in addition have graduated from a 2-year training school course. (N. Y. Education law, 1910, sec. 551.)

CERTIFICATES BASED PRIMARILY UPON EXAMINATION.

Certificates based primarily upon examination are of two classes, higher and lower. While all the certificates issued by the various States fit into this scheme, the difference in the fundamental organization of the systems in the various States causes differences in the adjustments. States whose certificates are differentiated primarily on the basis of schools in which the certificates are valid—the horizontal system—have within each class but a small number of certificates. For example, New Jersey has but two certificates each for high schools, elementary schools, etc. Thus in a vertical distribution, such as is made here, there are but few certificates to be considered in such States. On the other hand, a State having the vertical system with all or many of its certificates valid in any school furnishes a large number of certificates in such a distribution. As the latter system predominates in the country as a whole, it has seemed necessary to make the division along the lines marked out by it.

FIRST, SECOND, AND THIRD GRADE COUNTY CERTIFICATES AND THEIR EQUIVALENTS.

A better conception of all the certificates issued primarily on examination can be obtained by considering first those of the lower class. Two tables are required for these certificates. The first table deals with the county certificates as issued generally in the Central and Western States and such other certificates issued in other States as seem to be their equivalents (Table 17); the second deals with certificates slightly higher in rank (Table 22). The subjects in which examinations are required are divided into four classes, as defined on page 164. The experience requirements are all reduced to the standard of a school year of 9 months. The first table is arranged for a series of three certificates. When there are but two certificates the lower is listed under the third grade and the middle section is left blank. The first-grade certificates of certain States, as Rhode Island, are obviously of a higher standard. In certain other States, as Utah, there is but one certificate of rank corresponding to those in the table.

Under each section subdivisions are made for the years that such certificates are usually issued, for the purpose of discovering such differences as may exist between the certificates issued for the different periods.

TEACHERS' CERTIFICATES.

TABLE 17.—Number and character of subjects in which examination is required for county certificates and their equivalents, arranged according to division, together with the number of years of experience required for such certificate.

States.	Lowest certificate.										Middle certificate, if any.										Highest (first grade county) certificate.										Years experience required.								
	1 year.			2 years.			3 years.			2 years.			3 years.			4 years.			2 years.			3 years.			4 years.			5 years.			Lowest member.	Middle member.	Highest member.						
	Common branches.	Secondary subjects.	Professional subjects.	Common branches.	New elementary subjects.	Secondary subjects.	Professional subjects.	Common branches.	New elementary subjects.	Secondary subjects.	Professional subjects.	Common branches.	New elementary subjects.	Secondary subjects.	Professional subjects.	Common branches.	New elementary subjects.	Secondary subjects.	Professional subjects.	Common branches.	New elementary subjects.	Secondary subjects.	Professional subjects.	Common branches.	New elementary subjects.	Secondary subjects.	Professional subjects.												
North Atlantic Division:																																							
Maine.....	7	1	0																																				
New Hampshire.....	7	1	4																																				
Vermont.....	8	1	0	1																																			
Massachusetts.....	8	0	0	0	0																																		
Rhode Island.....	8	0	0	0	0																																		
Connecticut.....	8	0	0	0	0																																		
New Jersey.....	8	1	0	2																																			
Pennsylvania.....	8	0	0	1																																			
South Atlantic Division:																																							
Delaware.....	8	0	0	1																																			
Maryland.....	8	0	0	0																																			
District of Columbia.....	8	0	0	0																																			
Virginia.....	8	0	0	0																																			
West Virginia.....	8	0	0	0																																			
North Carolina.....	8	0	0	0																																			
South Carolina.....	8	0	0	0																																			
Georgia.....	7	1	0	1																																			
Florida.....	7	1	0	1																																			
South Central Division:																																							
Kentucky.....	8	0	0	0																																			
Tennessee.....	8	0	0	0																																			
Alabama.....	8	0	0	0																																			
Mississippi.....	8	0	0	0																																			
Louisiana.....	8	0	0	0																																			

CERTIFICATES BASED ON EXAMINATION.

State	7	1	0	0	8	1	0	2	8	1	2	1	0	4	3	1	8	1	6	2	0	0	0	0
Texas ¹	7	1	0	0	8	1	0	2	8	1	2	1	0	4	3	1	8	1	6	2	0	0	0	0
Arkansas ²	9	4	0	1	8	4	1	1	8	4	1	1	1	1	1	1	8	4	1	1	1	1	1	1
Oklahoma	8	2	1	1	8	2	1	1	8	2	1	1	1	1	1	1	8	2	1	1	1	1	1	1
North Central Division:																								
Ohio	8	2	1	1	8	2	1	1	8	2	1	1	1	1	1	1	8	2	1	1	1	1	1	1
Indiana	8	2	1	1	8	2	1	1	8	2	1	1	1	1	1	1	8	2	1	1	1	1	1	1
Illinois	8	0	0	0	8	0	0	0	8	0	0	0	0	0	0	0	8	0	0	0	0	0	0	0
Michigan	8	0	0	0	8	0	0	0	8	0	0	0	0	0	0	0	8	0	0	0	0	0	0	0
Wisconsin	9	0	0	2	9	0	0	2	9	0	0	2	2	2	2	2	9	0	4	2	0	0	0	0
Minnesota ³	9	0	0	0	9	0	0	0	9	0	0	0	0	0	0	0	9	0	4	2	0	0	0	0
Iowa	9	1	0	0	9	1	0	0	9	1	0	0	0	0	0	0	9	1	0	0	0	0	0	0
Missouri	8	1	0	1	8	1	0	1	8	1	0	1	1	1	1	1	8	1	0	0	0	0	0	0
North Dakota	8	1	0	1	8	1	0	1	8	1	0	1	1	1	1	1	8	1	0	0	0	0	0	0
South Dakota	8	0	0	0	8	0	0	0	8	0	0	0	0	0	0	0	8	0	0	0	0	0	0	0
Nebraska	8	1	0	0	8	1	0	0	8	1	0	0	0	0	0	0	8	1	0	0	0	0	0	0
Nebraska ⁴	8	1	0	0	8	1	0	0	8	1	0	0	0	0	0	0	8	1	0	0	0	0	0	0
Western Division:																								
Montana	8	0	0	1	8	0	0	1	8	0	0	1	1	1	1	1	8	0	3	1	8	0	5	1
Wyoming	8	0	0	1	8	0	0	1	8	0	0	1	1	1	1	1	8	0	3	1	8	0	5	1
Colorado	7	0	3	2	7	0	3	2	7	0	3	2	2	2	2	2	7	0	3	2	2	2	2	2
New Mexico	8	0	0	2	8	0	0	2	8	0	0	2	2	2	2	2	8	0	2	2	2	2	2	2
Arizona	8	0	0	2	8	0	0	2	8	0	0	2	2	2	2	2	8	0	2	2	2	2	2	2
Utah ⁵	7	2	0	3	7	2	0	3	7	2	0	3	3	3	3	3	7	2	0	3	3	3	3	3
Nevada	9	1	0	1	9	1	0	1	9	1	0	1	1	1	1	1	9	1	0	1	1	1	1	1
Idaho	9	1	0	1	9	1	0	1	9	1	0	1	1	1	1	1	9	1	0	1	1	1	1	1
Washington	7	1	0	2	7	1	0	2	7	1	0	2	2	2	2	2	7	1	0	2	2	2	2	2
Oregon	7	1	0	2	7	1	0	2	7	1	0	2	2	2	2	2	7	1	0	2	2	2	2	2
California ⁶	9	1	7	2	9	1	7	2	9	1	7	2	2	2	2	2	9	1	7	2	2	2	2	2

¹ The first member of the series is the fourth-grade certificate, the second member, the third; and the fourth member, the third grade renewed. The third-grade certificate may be renewed a second time for 6 years. The second and first grade certificates in Rhode Island are not parallel to certificates of the same name in other States. The experience required for a renewal of the third-grade certificate is not definitely stated. Two years is probably a fair approximation.

² It is not altogether clear that these 2 certificates compose a series. The first is the statutory certificate; the second, the elementary. The experience required for the latter is not definitely stated.

³ Both elementary certificates, the first is the limited; the second, the limited renewed.

⁴ Candidates for the second certificate have the privilege of choosing 2 subjects from 2 new elementary and 7 academic subjects.

⁵ The first certificate is the second grade, and has the same duration as the first-grade certificate. They are both renewed at first for 6 months after election to a position, and then are extended for a maximum period of 1 year if county superintendent is satisfied of holder's fitness to teach and govern.

⁶ The second certificate—second grade—is for 1 year. The standards being required than for the third grade.

⁷ Either the first, second, or third grade certificates may be renewed for 6 years. For the former if the county examination is passed; for the latter if the "State" examination. Those who are successful in the latter are given a "certificate" which compels any county superintendent to grant the holder a yearly license for 1 year during a period of 5 years from the date of said "certificate."

⁸ The highest certificate is valid for 6 years.

⁹ Either the second or first grade certificate may be granted for 4 years or for 6, according to standings received in examinations. Neither certificate has the duration indicated in the table, but each presents the nearest practicable approximate.

¹⁰ The lowest certificate—the third grade—is issued for one-half year, the middle certificate—second grade—for 1 year.

¹¹ For the highest certificate—the candidate is permitted to choose 3 subjects from 4 academic subjects and 2 new elementary subjects.

¹² State board is authorized to prescribe additional branches for second and third grade certificates, the former valid for 2 years, the latter for 3.

¹³ The certificate may be renewed from time to time under such regulations as State board may prescribe.

¹⁴ This certificate is issued for 6 years. Its requirements are higher than for the usual first grade certificate.

The most common arrangement of the series of county certificates, and equivalents thereto, is that of 3 certificates granted for 1, 2, and 3 years, respectively. No less than 12 of the States have this plan, 7 of them being in the North Central division—Ohio, Indiana, Iowa, Missouri, South Dakota, Nebraska, Kansas. Two different arrangements prevail in 4 States each—the 1, 2, and 5 year series in Vermont, Virginia, Minnesota, and Washington, and the 1, 3, and 5 year series in West Virginia, Louisiana, Wisconsin, and Idaho. None of the 14 other plans obtains in more than 2 States.

Effect of duration upon examination requirements.—The differences in the duration of the lowest and middle certificates have not affected materially the examination requirements, the requirements for the 1-year certificates in certain States calling for just as many subjects as the 2-year and 3-year certificates in the other States. In the highest member of the series (first grade) there is a marked difference in the requirements for certificates of different lengths of time. The number of subjects required for the 2-year certificates is much less than the average for the 3, 4, and 5-year certificates, as is shown by the averages in the following table:

TABLE 18.—Average number of subjects required for first-grade certificates of various durations.

	Duration of certificates.			
	2 years.	3 years.	4 years.	5 years.
Standard elementary subjects.....	7.6	8.1	8.4	8.1
New elementary subjects.....	.8	1.2	0.0	1.2
Higher (secondary) subjects.....	.8	2.3	2.2	3.5
Professional subjects.....	.8	1.1	1.6	1.4

It follows that the first-grade certificates of 2 years' duration can not as a class be accepted as 3, 4, and 5 year certificates of the same grade. An exception to this principle must be made in the case of North Carolina.

› *Third or lowest grade' of certificates.*—Considering now the lowest grade of certificates issued in the several States, we find that 19 of the 47 States require examinations in 8 traditional elementary school subjects, 14 require 9 subjects, 11 require 7 subjects, 2 require 6 subjects, and 1 requires but 5 subjects.

The North Central and Western States, as a whole, require more than those of the three other divisions, which are practically on a par in this respect.

The North Central States lead in the number of new elementary subjects, 8 of the 12 States requiring them being in this division.

Four of the North Atlantic States and 5 in each of the other geographical divisions require one or more subjects. Oklahoma, has 4 such subjects; North Carolina, Indiana, Utah, and Nevada, 2 each; and 22 other States 1 each. But 9 States require examination in higher subjects, and 5 of these are in the North Atlantic group.

Professional subjects are required most generally in the Western and North Central States and least frequently in the South Central and North Atlantic States. The only State requiring 3 of these subjects and 3 of the 5 States requiring 2 are in the Western division. New Hampshire, however, requires 4; 5 States, 2 each, and 18 States, 1 each, while 22 States require none.

It is patent from the above facts that the North Central and Western States have the highest requirements for the lowest grade of certificates and that their systems of certification reflect to a greater extent recent educational progress both in the widening of the curriculum and in the introduction of professional study than do the systems of the States in the other geographical divisions.

FIRST OR HIGHEST GRADE OF COUNTY CERTIFICATES.

The differences in the number of subjects required for the lowest certificate and the highest of this county series are indicated in the following table giving the average number of each of the 4 kinds of subjects required for each kind of certificate.

TABLE 19.—Average number of subjects required for third or lowest and for first-grade county certificates.

	Third grade.	First grade.
Traditional elementary subjects.....	7.9	8.1
New elementary subjects.....	.7	1.0
Higher (secondary) subjects.....	.3	2.6
Professional subjects.....	.8	1.3
All subjects.....	9.7	13.0

Of the increase of 3.3 subjects, 2.3 is absorbed by secondary subjects, 0.5 by professional, 0.3 by new elementary, and but 0.2 by traditional elementary subjects.

All geographical divisions are practically alike in the number of traditional elementary subjects required for the first-grade certificate, the variation in the averages between the highest and lowest divisions—the South Atlantic and the North Atlantic—being but one-half of a subject, $8\frac{1}{2}$ and 8.

The South Central States have the distinction of requiring a higher average of new elementary subjects than any other division, $1\frac{3}{4}$.

This is due to the introduction of agriculture as a subject required for a certificate in every State except Kentucky. The North Atlantic States stand next in order with an average of $1\frac{1}{2}$, then the North Central with 1, the South Atlantic with seven-eighths, and the Western States last with six-sevenths.

The North Central States lead in the average number of secondary studies required, 3.6, the other divisions following in this order, South Central, 3.25; Western, 3.13; South Atlantic, 1.5; and North Atlantic; 0.8.

The North Atlantic States lead in the number of professional subjects required, the average being 1.8, the Western States follow with 1.63; the North Central, 1.17; then the South Atlantic, 1.11; and South Central, 0.88.

In the total number of certificates required the North Central States again have the highest average, 15. The Western States have an average of 14; the South Central, 13.6; the North Atlantic, 12.2; and the South Atlantic, 12.

These differences are largely due to the differences in number of secondary subjects. The differences in the other three classes of subjects practically counterbalance each other in all the groups.

The following table shows the number of States that require the various numbers of each class of subjects. But 40 States have a first-grade county certificate or its equivalent.

TABLE 20.—Number of States requiring each number of each class of subjects in examination for first-grade certificate or equivalent.

Number of subjects.	Number of States requiring each number of subjects.			
	Traditional elementary.	New elementary.	Higher secondary.	Professional.
0.....		13	9	6
1.....		21	5	20
2.....		5	6	12
3.....		1	7	2
4.....		1	6	
5.....	1		3	
6.....	1		2	
7.....	3		2	
8.....	23			
9.....	12			

The examination requirements for a first-grade county certificate which would be most representative of the practice in all the States at the present time may be said to be composed of the median or average number for all the States in each of these classes of subjects, namely, 8 traditional elementary school subjects, 1 new elementary

subject, 3 secondary school subjects, and 1 professional subject—a total of 13 subjects.

The following table shows in which subjects of the three last classes—new elementary, higher, and professional—examinations are required for the first-grade certificate. An O signifies that the subject is optional. Its exponent indicates the number of subjects which must be chosen from the optional group.

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TABLE 21.—Subjects in which examination is required for first grade county certificates, not including the traditional elementary subjects.

States.	Higher (secondary) subjects.										New elementary subjects.						Professional subjects.																					
	Algebra.	Physics.	Civil government.	Literature.	Geometry.	Natural science.	Physical geography.	History (not United States).	Economics.	Bookkeeping.	Botany.	Biology.	Zoology.	Rhetoric.	Chemistry.	Astronomy.	Mineralogy.	Drawing.	Music.	Nature study.	Agriculture.	Manual training.	Domestic science.	Physical training.	Principles of teaching.	Theory and practice of teaching.	Theory and practice of school law.	Methods.	Pedagogy.	Science of education.	Theory and art.	Psychology.	School management.	Didactics.	History of education.			
North Atlantic Division:																																						
Maine.....																																						
New Hampshire.....																																						
Vermont.....																																						
Massachusetts.....																																						
Rhode Island.....																																						
Connecticut.....																																						
New York.....																																						
New Jersey.....																																						
Pennsylvania.....																																						
South Atlantic Division:																																						
Delaware.....																																						
Maryland.....																																						
Virginia.....																																						
West Virginia.....																																						
North Carolina.....																																						
South Carolina.....																																						
Georgia.....																																						
Florida.....																																						
South Central Division:																																						
Kentucky.....																																						
Tennessee.....																																						
Alabama.....																																						
Mississippi.....																																						
Louisiana.....																																						
Texas.....																																						
Arkansas.....																																						
Oklahoma.....																																						

The subjects which would compose the most typical examination scheme for a first-grade certificate composed of eight traditional elementary subjects, one new elementary subject, three higher subjects, and one professional subject (see p. 187) may be said to be those which are most frequently required. As language and composition are the subjects most frequently omitted of all the main traditional elementary subjects given on page 209, the eight traditional subjects would be as follows: (1) Reading, (2) writing, (3) orthography, (4) grammar, (5) arithmetic, (6) geography, (7) United States history, including elementary civics and local history, (8) physiology, hygiene, nature and effects of alcohol, stimulants, and narcotics. Agriculture would be introduced as the new elementary subject; algebra, physics, and literature as the three higher subjects, and theory and practice of teaching as the professional subject. It may be remarked in passing that the variety of terms used to designate the professional subjects impresses one with the desirability of a more uniform terminology.

Turning to the subjects required by the individual States, it is seen that two States, Vermont and Virginia, now have the exact number of subjects required for the typical examination scheme for the first-grade certification. But 11 States can comply with this standard in all respects, although if substitutes were allowed from one class of subjects to another a number of States would be added to the list. The States that answer all the requirements, beginning with the State that requires the largest number of subjects, then the State having the next largest, and so on, are (1) Wisconsin, (2) California, (3) Idaho, (4) Texas, Oklahoma, and Nebraska, (5) Louisiana, (6) Alabama and Missouri, (7) Vermont and Virginia. The California certificate, while included in this table because it is the lowest granted, is nevertheless of a higher grade than the others. The second certificates in the New York and New Jersey schemes of certification are included in the next main table under this head because they are of higher grade. All of these more than fulfill the above requirements.

On the other hand, those States having particularly low requirements should be mentioned, beginning with the State that has the lowest number of subjects, then the next lowest, and so on—South Carolina, Tennessee, Georgia, Florida, Illinois, Oregon, Mississippi, Maine, and Connecticut.

EXPERIENCE REQUIREMENTS FOR COUNTY CERTIFICATES AND THEIR EQUIVALENTS.

There is no uniformity of practice regarding experience requirements for county certificates and their equivalents except that necessarily no State makes any experience requirement for the lowest certificate. Only 12 States require experience for the middle certificate. One

State requires more than one year, 3 States one year, and 8 States less than one year. Just one-half of the States require experience for the first-grade certificate. Two States require three years; 1 State less than three years but more than two years; 3 States, two years; 3 States, less than two but more than one year; 8 States, one year; and 7 States less than one year. The average amount for all the States is 0.68 years, and for the 24 States that require experience, 1.3 years. Our typical first-grade certificate would require 5 or 6 months' experience, which is the time approximately of the Mississippi and Nevada certificates. The North Atlantic States require the longest experience; none less than one year. But 3 of the 16 Southern States require any, while all but 3 of the North Central and all but 4 of the Western States require some teaching.

CERTIFICATES NEXT HIGHER IN RANK THAN FIRST-GRADE COUNTY CERTIFICATE.

The following table complements Table 17, which deals with the examination and experience requirements of county certificates and their equivalents. Some States have a certificate slightly higher in rank than the first grade, which it is reasonable to expect teachers of superior ability will obtain. The object of the two tables (17 and 22) taken together is to present the certificate history of the great majority of teachers in the elementary schools who obtain their first certificate upon examination and who progress from lower to higher certificates without prolonged consecutive study in educational institutions beyond the minimum required by law. Naturally the last step in such a history is the securing of a permanent license to teach or of the certificate which most nearly approaches it. The conditions for obtaining this permanent certificate are given under "Supplementary information." Conditions of renewals of certificates below the first grade will be treated in another connection (see p. 217). The remaining portion of the table needs no explanation, as in other respects it follows the forms of previous tables.

We must not lose sight of the fact, however, that in States whose systems of certification are vertical in type the county certificates are issued both to high-school teachers and elementary teachers. Many of the former who have attended college doubtless obtain the certificates described in this table as soon as they are able to meet the experience requirements. This table, therefore, serves another purpose in differentiating certain certificates that are peculiarly suited to college students who can not for some reason secure a certificate based upon college graduation. For this class of teachers this kind of certificate serves as a stepping stone from the county to the higher certificates.

TEACHERS' CERTIFICATES.

TABLE 22.—Scholarship and experience requirements of certificates based upon examinations that are *not* higher in rank to first-grade county certificates, together with the conditions of renewal of such certificates and of first-grade certificates. This table is the complement to Table 17.

States	Certificates	Years duration	Examination.				Additional experience required	Supplementary information, including renewals, etc.
			First-grade elementary	New elementary	Higher	Professional		
North Atlantic Division:								
Maine	State	Life	8	1	0	2	44	Renewable 10 years on 5 years' successful experience. Elementary certificate extended 1 year for each 6 counts of academic work completed while it is in force. Proof of careful reading of four books in addition. Professional (first-grade) certificate renewable not more than 3 times by taking additional courses in 2 subjects each time. Teachers holding professional certificate 10 years may continue to teach branches covered in same district without further examination. County certificate: nonrenewable. First grade nonrenewable. Holder of first-grade certificate and 1 year's attendance in State normal schools or 2 summer sessions attendance in same institutions. Renewable for 7 years from time to time. First-grade renewable 3 to 5 years upon completion of increased reading. Renewable once for original period on 1 year's teaching. Holder of first-grade certificate and 1 year's experience. State examination in first-grade subjects. First-grade renewable at discretion of county superintendent. First and second grade certificates may be renewed at option of board if institutes are attended. Examination papers for first grade that in judgment of State superintendent possess unusual merit. First grade nonrenewable. Both are county certificates; but latter is valid in State for 5 years from date. First grade nonrenewable. First-class county certificate may be renewed annually for a period of 4 years if holder has taught 4 consecutive years under first-class certificate. First-class county certificate may be renewed annually upon successful teaching and keeping up reading-records work. First-grade certificate nonrenewable.
Massachusetts	Elementary	Life or 1	7	0	1	4	0	
New Hampshire	Unlimited	do.	8	1	3	1	(1)	
Rhode Island	Rural school renewable	10	6	2	3	4	2	
Connecticut	Elementary State	Life	9	3	8	4	3	
New York	Permanent	do.	8	1	1	2	(1)	
South Atlantic Division:								
Delaware	Professional	10	8	0	0	1	0	
Maryland	Professional elementary	7	8	1	3	1	1	
Virginia	First-grade uniform State	5	9	1	2	1	0	
West Virginia	State	5	9	2	0	1	1	
North Carolina	Permanent life	Life	7	1	0	1	3	
South Carolina	First-grade life	do.	7	1	3	1	(1)	
Georgia	State diploma	Life	9	0	3	0	2	
Florida	State diploma	Life	9	0	6	0	2	
South Central Division:								
Kentucky	State diploma	Life	9	0	6	0	2	
Tennessee	State diploma	Life	9	0	6	0	2	
Alabama	State diploma	Life	9	0	6	0	2	

CERTIFICATES HIGHER THAN FIRST GRADE.

State	Grade	Life	8	7	6	5	4	3	2	1	0	Notes
Mississippi	State permanent (Professional)	Life	8	1	4	4	4	3				First grade renewable so long as holder continues to teach. Second first-grade certificate extended 1 year for attendance summer normal school for 8 weeks.
Louisiana	State permanent (Professional)	Life	8	1	2	1	0					Holder of second-grade certificate.
Texas	State permanent (Professional)	Life	8	1	2	1	0					County papers, graded by State superintendent, State examination.
Arkansas	State permanent (Professional)	Life	8	1	2	1	0					First grade renewable indefinitely provided holder attends county institutes.
Oklahoma	State permanent (Professional)	Life	8	1	6	7	0					Holder of first-grade certificate or graduate of a reputable college. First-grade certificate renewable if holder teaches 2 months each year, attends 75 per cent of the sessions of the institutes, and has average of 75 per cent.
North Central Division:												
Ohio	Common-school	Life	9	1	5	2						Professional elementary certificate (first grade) renewable indefinitely; discretion of county board.
Indiana	Common-school	Life	9	1	5	2						36 months' license becomes permanent when holder has 6 years experience.
Illinois	Common-school	Life	9	1	5	2						Lapses if holder does not teach continuously.
Michigan	Common-school	Life	9	1	5	2						First grade renewable at discretion of county superintendent.
Wisconsin	Common-school	Life	9	1	5	2						First grade renewable if average is above 85 per cent in two examinations and continuous teaching.
Minnesota	Common-school	Life	9	1	5	2						First-grade certificate may be renewed one or more times if holder has taught 10 months.
Iowa	Common-school	Life	9	1	5	2						Condition of renewal of first-grade certificate fixed by State superintendent.
Missouri	Common-school	Life	9	1	5	2						First grade renewable upon proof of successful teaching and professional study during life of certificate.
North Dakota	Common-school	Life	9	1	5	2						First grade renewable unlimited number of times provided holder keeps up professional work, or, having 5 years' experience, continues in same position.
South Dakota	Common-school	Life	9	1	5	2						First grade renewable by county superintendent under rules prescribed by State board.
Nebraska	Common-school	Life	9	1	5	2						First grade renewable by full attendance county institute during current year.
Kansas	Common-school	Life	9	1	5	2						First grade renewable at the discretion of the county superintendent under rules prescribed by State board.
Western Division:												
Montana	Professional	Life	8	0	5	1						First grade renewable provided holder attends institutes or summer school and holder has had three grades teaching experience in 10-month periods, as long as holder and his teaching certificate are renewed annually.
Wyoming	Professional, second class	Life	8	0	7	1						Holder and his teaching certificate gives county superintendent satisfactory evidence of progress and efficiency.
Colorado	Professional, second class	Life	8	0	7	1						First grade renewable 2 to 4 year periods upon completion of reading-circle course.
New Mexico	Life diploma	Life	9	0	2	6						Renewable once.
Arizona	Life diploma	Life	9	0	2	6						First grade renewable by county superintendent if State superintendent approves.
Utah	Life diploma	Life	9	0	2	6						County grammar certificate may be renewed year by year under rules prescribed by State board.
Idaho	Life diploma	Life	8	2	2	1						Elementary school certificate renewable at discretion of State board.
Nevada	Life diploma	Life	8	2	2	2						First-grade certificate renewable after 5 years' successful experience.
Washington	Permanent	Life	8	2	2	2						First grade renewable if holder has had 10 months' teaching experience in 1 year's attendance at higher-educational institution or (b) 24 months' teaching.
Oregon	State	5	7	1	4	3						Renewable indefinitely upon 1 year's attendance higher-educational institution.
California	State	5	7	1	4	3						Grammar or elementary school certificate renewable at option of board. Second renewable, permanent; first, may be.

10 under first grade. 12 under professional (first-grade certificate). 13; or 4 years under first grade with average of 90 per cent.

HIGHEST CERTIFICATES BASED UPON EXAMINATION.

Every State, except Massachusetts and Utah, has a certificate based upon examination and valid for life or for the longest term for which certificates may be granted in the State. Frequently there is also a certificate slightly lower in grade and briefer in duration which serves as a preliminary certificate. In other States the requisite experience and other qualifications are obtained under a first-grade certificate or a certificate next higher in rank as given in the table just above.

Entries are made in the column for traditional and new elementary subjects whenever a new examination is required in those subjects or whenever the possession of a certificate requiring them is a prerequisite. States making such requirement neither in law or regulation have it in fact through the requirement of certain years of experience. Such experience might be gained under several various kinds of certificates, and so it is impossible to indicate the number of subjects in which examinations have been passed to obtain the certificate in question.

TABLE 23.—Scholarship and experience requirements for highest certificates based upon examination.

States.	Certificates.	Duration.	Examination.				Years of experience required.	Supplementary information.
			Traditional	New elementary	Higher	Professional		
North Atlantic:								
Maine.....	State.....	Life.....	8	1	0	2	4)	
New Hampshire.....	Elementary.....	Life or 1 year.....	7	0	1	4	0	
Vermont.....	Unlimited.....	Life.....	8	1	3	1	11	Higher examination requirements. First-grade certificate.
Massachusetts.....								
Rhode Island.....	First grade.....	3.....	0	0	21	6	0	(Holder of second-grade certificate. First and second renewal, 6 years; third time may be permanent. First renewal 4 years; second, 9 years; third renewal may be permanent.)
Connecticut.....	Second grade.....	2.....	0	0	10	0	0	
New York.....	Honor.....	Life.....	8	0	0	2	3	
	State life.....	Life.....	6	1	12	3	3	
	Secondary State permanent.....	Life.....	6	1	6	3	3	
New Jersey.....	Elementary State permanent.....	Life.....	0	0	6	4	3	Nonrenewable. If remaining subjects passed, life certificate issued. Examination in branches to be taught.
Pennsylvania.....	Permanent State.....	do.....	9	3	8	4	3	
South Atlantic:								
Delaware.....	Professional.....	10.....	8	0	0	1	2	
Maryland.....	Life.....	7.....	8	1	3	1	1	
Virginia.....	Professional elementary.....	7.....	8	1	3	1	1	County certificate; nonrenewable. Examination requirements not definitely stated. One year, or 2 summer sessions' attendance in State normal school also required; renewed similar period indefinitely.
West Virginia.....	First-class professional.....	12.....	9	1	10	3	4	Renewed similar period; 8 years' experience.
North Carolina.....	Second-class professional.....	5.....	9	1	10	3	1	Nonrenewable.
South Carolina.....	State.....	4.....	9	2	0	1	0	First-grade county certificate; renewed at option of county board.
Georgia.....	First-grade county permanent license.....	Life.....	5	1	1	1	3	Must be a teacher in a high school or a college and taught 18 months under Florida State certificate.
Florida.....	Life.....	do.....	0	0	9	1	7	Nonrenewable.
South Central:								
Kentucky.....	State.....	5.....	0	0	9	1	4	Renewed similar period, recommendation of county board. This certificate requires county superintendent to grant a license to teach. Renewable; professional training. Status of applicant's school work during 5 years under first-grade certificate no required.
Tennessee.....	(State.....	Life.....	9	0	6	0	2	Teacher of highest ability and scholarly attainments. Renewable by State board.
	Secondary (first grade).....	8.....	6	0	7	0	0	
Alabama.....	Life.....	Life.....	0	0	0	2	5	
Mississippi.....	Professional license.....	do.....	0	0	9	1	(1)	
Louisiana.....	State.....	10.....	9	2	10	4	0	
Texas.....	Permanent State.....	Life.....	8	1	14	3	(2)	

TABLE 23.—Scholarship and experience requirements for highest certificates based upon examination—Continued.

States.	Certificates.	Duration.	Examination.				Years of experience required.	Supplementary information.
			Traditional	New elementary	Higher	Professional		
South Central—Continued.								
Arkansas.....	State..... Professional license. Life diploma.....	Life..... 6.....do.....	8 8	1 1	6 2	1 1	0 0	Renewable indefinitely; attendance summer institutes. Teachers of eminent standing, who possess qualifications of high-school or grammar certificates.
Oklahoma.....	High-school. Grammar-school.....	Life, 10, or 5..... do.....do.....	0 9	0 4	16 7	0 1	10, 5, 1 10, 5, 1	
North Central Division:								
Ohio.....	High-school, life. Common-school, life. Life; State license.	Life..... do.....do.....do.....	9 9 8	1 1 2	14 5 6	5 2	54 54	Holder of two 36 month's licenses. These 2 required also.
Indiana.....	General.....	do.....do.....	9 9	0 0	12 12	2 2	2 2	
Illinois.....	State, life. Unlimited, State.	do.....do.....	9 9	0 1	14 14	5 5	24 24	
Michigan.....	Unlimited, State.	5.....do.....	9	1	9	4	1	
Wisconsin.....	First-grade, professional.	See remarks.....	8	1	13	4	1	Granted for limited number of years at first; permanent after 10 years' experience; to permanent teachers. Do.
Minnesota.....	Second-grade, professional. State diploma.....	do.....do.....	8 8	1 1	9 14	4 5	1 5	Renewable, 5 years' teaching; 3 under this certificate.
Iowa.....	State. Life, State.	Life..... 5.....do.....	8 8	1 0	14 4	2 4	2 4	Renewable. Renewable for term of years or for life at discretion of State board.
Missouri.....	Limited, State. Professional, first-grade. Professional, second-grade.	Life..... Life or 5..... 5.....do.....	0 0 0	0 0 0	11 5 5	5 5 5	2 1 2	Renewable, attendance at institutes.
North Dakota.....	Life diploma.....	Life.....	0	0	9	3	4	
South Dakota.....	State.....	Life.....do.....	8 8	2 2	10 7	6 6	3 3	Life certificate, 2 years' experience.
Nebraska.....	Professional, State. Life diploma. Life certificate. 3-year renewable.	do.....do..... 3.....do.....	8 8 8	2 2 2	7 6 7	6 6 6	1 1 1	
Kansas.....	Life diploma. State certificate. Professional certificate.	Life..... 6.....do..... 4.....do.....	8 8 8	0 0 0	15 7 5	2 1 1	7 3 1	Renewable, conditions not specified. Renewable as long as holder continues to teach and gives county independent satisfactory evidence of progress and efficiency.
Western division:								
Montana.....	Professional, first-class. Professional, second-class. State diploma.	Life..... do.....do.....	8 8 8	0 0 0	12 7 2	3 2 2	3 2 2	Preparation equivalent to college graduation, including professional course.
Wyoming.....	Professional, first-class. Professional, second-class. State diploma.	Life..... do.....do.....	8 8 8	0 0 0	12 7 2	3 2 2	3 2 2	
Colorado.....	State diploma.	do.....do.....	8 8	0 0	7 2	2 2	2 2	

State	Certificate Type	Life	5	10	15	20	25	30	35	40	45	50	55	60	65	70	75	80	85	90	95	100
New Mexico	Life certificate		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5-year certificate		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Life diploma	Life	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	High-school diploma	Life	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arizona	Life certificate	Life	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	High-school certificate	Life	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nevada	Life certificate	Life	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	State certificate	Life	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Idaho	Life certificate	Life	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	State certificate	Life	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Washington	Life certificate	Life	8	3	11	4	5	6	21													
	Professional certificate	Life	8	3	11	4	5	21														
Oregon	Life, State certificate	Life	7	1	11	3	69															
	State certificate	Life	7	1	11	3	13															
California	Life diploma, high-school	Life	9	1	4	21																
	Life diploma, grammar	do.	9	1	7	21																

Nonrenewable.

Renewable at discretion of State board. As required by State board. Applicant must be holder of State certificate. As required by State board. Applicant must be holder of first-grade certificate. Renewable at option of State board.

Renewable indefinitely, 24 months' teaching or 1 year's attendance at higher institution of learning.

Renewable indefinitely, 1 year's attendance at higher institution of learning. Equivalent of graduation from University of California and 1 year's post-graduate work, including practical teaching.

1 Not specified.

1 Varies.

It will be seen from the above table that the number of traditional and new elementary subjects required in the examinations for the highest certificates does not differ materially from the number required for the first-grade certificate. It is necessary, therefore, to analyze only the requirements for secondary and professional subjects. These do not differ in name from those required for the first grade, except that higher professional subjects, as school administration, higher educational psychology, and history of education, are given more prominence. The examination questions are in almost all cases of greater difficulty and the grading is done more closely than in the lower certificates.

The North Central States require a larger number of secondary subjects than any other section—an average of 11.9 for the States represented in the distribution. The South Central States have an average of 8.75; the Western of 8.4; the North Atlantic of 5.3; and the South Atlantic of 3.3. • One-fourth of all the States require 1 subject or none, while another fourth requires 12 or more. One of two middle fourths of the States requires from 1 to 8, the other from 8 to 11, inclusive. The median is 8.5 subjects.

The order of the divisions for the average number of professional subjects required is the same as for academic subjects, except that the South Central moves down two places and the Western and the North Atlantic move up one place each. The average for the States represented in each division is as follows: North Central, 3.5; Western, 3.1; North Atlantic, 3; South Central, 1.6; South Atlantic, 1.3. Three more than one-fourth of the States require but 1 professional subject or none, while one less than one-fourth of the States require 5 or 6 subjects. One-half of the States require 2 or less, the other half 3 or more—the approximate median being 2.9.

The tables showing the number of States having each of the various numbers of secondary and professional subjects follow:

TABLE 24.—Number of States having each number of higher subjects.

Number of subjects.	Number of States having each number of subjects.
0.....	7
1.....	6
2.....	1
3.....	2
4.....	1
5.....	0
6.....	2
7.....	1
8.....	4
9.....	3
10.....	3
11.....	3
12.....	2
13.....	3
14.....	1
15.....	2
16.....	0
17.....	0
18.....	0
19.....	0
20.....	0
21.....	1
Total.....	44

TABLE 25.—Number of States having each number of professional subjects.

Number of subjects.	Number of States having each number of subjects.
0.....	3
1.....	11
2.....	9
3.....	5
4.....	6
5.....	7
6.....	3
Total.....	44

Great differences in the number of subjects required in both classes of studies, both as to geographical divisions and individual States, are evident. The highest standard prevails in the North Central States and the lowest in the South Atlantic, the differences in the averages for the secondary and professional subjects being 8.3 and 2.2, respectively. These differences are probably greater than exist between certificates in any other class.

A certificate of the highest type, based upon examination in the various States that would best represent the present status of certification in the United States, as a whole, would be composed of 8 traditional elementary subjects, 1 new elementary subject (as holds true for the first-grade certificate), 9 higher subjects, and 3 professional subjects—an increase above the first grade of 6 higher and 2 professional subjects.

PRIMARY, KINDERGARTEN, AND SPECIAL CERTIFICATES.

The same essential facts relating to scholarship and experience requirements that have been given for certificates based upon educational courses and upon examinations are given in the three following tables for certificates valid to teach (1) in primary grades and kindergartens, (2) in special subjects, (3) as supervisor. Circumstances do not permit an analysis of these tables. It may be

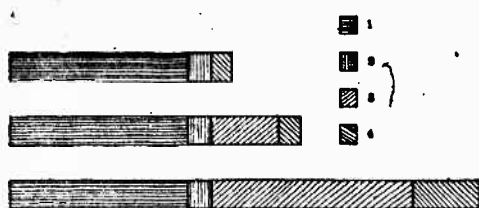


FIGURE 9.—Subjects required in examination for the typical third-grade county certificate (top rectangle), for typical first-grade county certificate (middle rectangle), and for typical highest certificate issued upon examination (bottom rectangle.) 1—traditional elementary subjects; 2—new elementary subjects; 3—higher (secondary and college) subjects; 4—professional subjects. (See p. 205.)

said in general, however, that a few States require that the qualifications of a regular certificate be met as well as those for teaching special subjects; but the majority of the States confine their inquiries into the qualifications of applicants in the special and professional branches. In some States the tendency is to regard

primary and kindergarten certificates of the same general character as regular certificates with special qualifications. Three States require examinations much like the regular examinations, with the special branches added. Other States look upon these as special certificates, and in consequence the scope of the examination is much more limited. As regards duration, the tendency seems to give these certificates longer terms than county certificates. Renewals are made in ways similar to those for county certificates.

TABLE 26.—Scholarship and experience requirements for primary and kindergarten certificates.

[P=Primary certificate or special certificate for primary grades; K=Kindergarten certificate or special certificate for kindergarten; S=Special subjects (kindergarten or primary methods, etc.); T=Tests required in addition to examination.]

States.	Duration.	Years in college.	Years in normal school.	Years in high school.	Examination.				Years' experience.	Conditions and terms of renewal.
					Traditional.	New elementary.	Higher.	Professional.		
North Atlantic Division:										
Vermont (P. and K.)	5		2	(?)					7	After holder has obtained certificate upon examination.
Rhode Island	2	(1)	(1)	(1)	(1)	(1)	(1)	(1)	0	4 years, then 9 years, then permanent.
Connecticut (K.)	2				5	3	1	1	0	Successful teaching.
New York (K.)	3		4	4	5	3	1	1	0	Do.
New Jersey (K.)	Life		2	4	0	0	0	0	0	5-year periods; 2 years' experience.
(K.)	do.		2	4	S.	S.	S.	S.	2	
(K.)	do.		2	4					3	
Pennsylvania (K.)	Life		2						0	2 years; then life; 3 years' teaching.
South Atlantic Division:										
Virginia (K.)	5		1	(?)					0	Similar period; professional reading course.
West Virginia (P.)	5				9	6	0	4	2	Once, 1 year's teaching.
Florida (P. and K.)	Life				(?)	(?)	(?)	(?)	4	Life certificate 4 years teaching.
(K.)	do.								0	
South Central Division:										
Texas (K.)	Life		2	(?)					3	
Oklahoma (P.)	Life, 10, or 5	4			8	4	0	1	10, 5, 1	Higher certificates issued.
(K.)	do.				9	4	3	1	10, 5, 1	Do.
(P.)	do.		2						10, 5, 1	Do.
North Central Division:										
Indiana (K.)	Life		2	4					0	
(K.)	do.		1	4	0	3	0	1	0	Reissued upon examination.
(P.)	3, 2, or 1		3	4	8	2	1	1	3, 1, 0	3-year permanent; 6 years teaching.
Michigan (K.)	Life		2	4	8	0	0	1	0	
(P.)	do.		1		8	1	0	1	3	Continuous teaching; average 85 per cent in 2 examinations.
Wisconsin (K.)	Life		2						1	
(K.)	do.		2						0	Life certificate 1 year's teaching.
(K.)	do.		4		6	4	2	2	3	Nonrenewable.
(K.)	do.		2		6	3	2	1	0	Do.
Iowa (P. and K.)	1				6	3	0	1	0	Do.
(P. and K.)	5				0	4	0	5	0	Life, 5 years' teaching.
(P. and K.)	3				S.	S.	S.	S.	0	Do.
North Dakota (P. and K.)	Varies		2	4	S.	S.	S.	S.	0	Not prescribed.
(P. and K.)	do.		2	4					1	Do.
(P. and K.)	do.				S.	1	0	S.	0	Do.
(P. and K.)	do.				S.	5	5	5	1	Do.
South Dakota (P.)	5				8	1	0	2	0	
Western Division:										
Wyoming (P. and K.)	4				8	0	0	5	4	Reissued upon examination.
Utah (P.)	2			4	7	2	0	3	0	Year by year under regulation of State board.
Washington (P.)	Life				8	3	2	2	7	
(P.)	do.				8	3	3	2	5	2 years' teaching or 1 year's attendance at higher institution. Indefinitely.
Oregon (P.)	5				3	0	0	T ²	14	Indefinitely on (a) 1 year's attendance higher educational institution; (b) 3½ years' teaching.
California (P. and K.)	Life	(1)	(1)	(1)	(1)	(1)	(1)	(1)	0	
(P. and K.)	do.	(2)	(2)	(2)	(2)	(2)	(2)	(2)	24	
(P. and K.)	do.	(3)	(3)	(3)	(3)	(3)	(3)	(3)	0	Life certificate 2½ years teaching.

¹ Discretion of State board.

² Indefinite.

³ Discretion of State superintendent.

TABLE 27.—Scholarship and experience requirements for special certificates.

[S=Special subjects in addition to those indicated, if any; HS=certificates for high-school subjects only; T=Thesis.]

States.	Years' duration.	Years in college.	Years in normal school.	Years in high school.	Examination.			Years' experience.	Conditions and terms of renewal.	
					Traditional.	New elementary.	Higher.			
North Atlantic Division:										
Vermont.....	5				S	1	0	1	(1)	Successful teaching. After holder has obtained 1st or 2d grade certificate. 4 years, then 9 years, then permanent.
	(2)				S	1	0	1		
Rhode Island.....	2	(1)	(1)	(1)	(1)	(1)	(1)	(1)	0	Successful teaching. 5-year periods, 2 years' experience. Do.
Connecticut.....	2				S	0	0	1	0	
New York.....	3		4						0	Do.
	3		4		S	S	S	S	0	
New Jersey.....	Life		4		S	S	S	S	2	2 years, then life; 3 years' teaching.
	do.		4		S	S	S	S	2	
Pennsylvania.....	Life		2						0	2 years, then life; 3 years' teaching.
	Life		2						0	
South Atlantic Division:										
Virginia.....	5		1		S	1	3	1	(1)	Similar period; professional reading course. Do.
	5		2		S	S	S	S	(1)	
Virginia (HS).....	5		4		S	S	S	S	0	Do.
North Carolina (HS).....	3				S	S	S	2	0	
Florida.....	5				(1)	(1)	(1)	(1)	0	Reissued upon examination. Do.
	5				(1)	(1)	(1)	(1)	0	
South Central Division:										
Oklahoma (HS).....	Life, 10 or 5		4						10, 5, 1	Higher certificates issued.
North Central Division:										
Life.....					1	S	S	4	10	Life, 4 years' experience. Renewed unless holder has not taught during 4 years preceding.
do.....					2	S	S	1	2	
do.....					2	S	S	1	10	Life, 4 years' experience. Reissued upon examination. Do.
do.....					2	S	S	1	0	
Ohio.....	4 or 5		4		S	S	S	1	4	Life, 4 years' experience. Reissued upon examination. Do.
	3, 2, or 1				S	S	S	1	0	
Indiana.....	1		4		S	S	S	S	0	Discretion of county superintendent.
	1		4		S	S	S	S	0	
Illinois.....	Life		4		3	S	S	S	0	Discretion of county superintendent.
	(1)		4		0	0	0	3T	0	
Michigan.....	Life		2						0	Life certificate, 2 years' teaching.
	do		2						1	
Wisconsin.....	1		2						0	Life, 5 years' teaching. Do.
	1		2						0	
Iowa.....	5				0	4	0	5	0	Not prescribed. Do.
	3		4		S	S	S	S	1	
North Dakota.....	Varies		4		S	S	S	S	0	Do.
do.....	do		4		S	S	S	S	0	
do.....	do		4		S	S	5	5	1	Do.
do.....	do		4		S	S	5	5	0	
Kansas.....	1				S	S	S	S	0	2 years if teaching is satisfactory. Do.
	1				S	S	S	S	0	
Western Division:										
Wyoming.....	4		4						0	Life, if professional subjects passed. Reissued upon examination.
	4				S	S	S	S	0	
Arizona.....	4		2						1	3 years' teaching.
	4								0	
Utah.....	5				5	4	1	S	0	Not specified.
	5				(1)	(1)	(1)	(1)	0	
Nevada.....	2	(1)	(1)	(1)	(1)	(1)	(1)	(1)	0	2 years if holder continues teaching.
	2	(1)	(1)	(1)	(1)	(1)	(1)	(1)	0	
Idaho.....	8		4						0	Valid so long as holder teaches.
	8		4						0	
Washington.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	0	Valid so long as holder teaches.
	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	0	
California.....	Life				2	S	S	1	5	5 years' teaching in same county.
	6				2	S	S	1	0	

¹ Indefinite.
² Discretion of State board.

³ Discretion of State University.
⁴ At discretion of county superintendent.

SUPERVISORS' CERTIFICATES.

Supervisors' certificates, issued in 7 States, usually have the requirements for the highest grades of certificates granted either upon the basis of completion of educational courses or upon examination plus certain professional requirements, in which school administration has the most prominent position. The certificates are usually for life and require previous experience, as that of supervisor in a minor position.

TABLE 28.—Scholarship and experience requirements for supervisors' certificates.

States.	Years duration.	Years in college.			Examination.			Years experience.
		Years in normal school.	Years in high school.	Traditional.	New elementary.	Higher.	Professional.	
Maine.....	Life.....			0	0	0	6	5
New Hampshire.....	do.....	4		0	0	0	6	2
	do.....	4						10 as superintendent.
	do.....		2 ¹	4				do.
Rhode Island.....	do.....	5						5 as superintendent.
	do.....			4				10 as superintendent.
	do.....	11		4				5 as superintendent.
	do.....				8	0	1	6
Connecticut.....	do.....	4					6	Indefinite.
	do.....		2	4			6	do.
	do.....			4			6	5 as superintendent.
	do.....	4 or 4	4	1	0	(7)	5	4 as supervisor.
	do.....	4	4	1	0	(?)	5	1 as supervisor, 5 as teacher.
New Jersey.....	Life.....			4	9	3	8	4
	do.....			4	9	3	8	4
	do.....			4	9	1	3	2
	do.....			4	9	1	3	2
Oklahoma.....	Life, 10, or 5.			8	4	8	5	10, 5, or 1.
Illinois.....	Life.....	4 or 2	4	0	0	1	2T	2 as teacher supervisor.
	do.....			0	0	1	2T	10 as supervisor.
	do.....	4		4	0	0	2	0.
Wyoming.....	do.....			4	0	0	2	2.
	do.....			8	0	7	4	3.
	do.....	2	4					1.
	do.....			8	0	5	3	2.
Oregon.....	do.....	4		4				3 ² .
	do.....	14		2	4			3 ³ .
	do.....	14						1.

¹ Professional course.

² Valid only in schools having not over 2 years high school.

SOME COMMENDABLE FEATURES IN SCHOLARSHIP AND EXPERIENCE REQUIREMENTS.

The requirements for high-school graduation and for normal training in certain States have already been described.

It seems that scholarship requirements are going to lay more emphasis on completion of courses in educational institutions and less on examinations. The revised regulations of the Virginia State



board of education relating to certification, and the regulations of the education department of the State of New York relating to teachers' certificates, are in advance of all other legal enactments in this respect. By reason of their authority over both the normal schools and the systems of certification, each of these States has been able to bring the two elements into very close relation. Certain certificates are granted only upon the completion of prescribed or approved courses, and provision is made for the normal school giving such courses as are prescribed. Renewal and extension of certificates are likewise made dependent upon securing credits for work proposed in prescribed courses in the regular or summer sessions of State normal schools or in training schools or classes. Comparatively few of the certificates of these States are based upon examination alone, provision being made for certification of graduates from universities, colleges, normal schools, training schools, high schools, and summer schools. (See Table I, Scholarship Requirements.)

Indiana likewise has specified normal courses which must be completed before the various grades of certificates are granted; but in this State the examination requirements still remain and, in fact, are of equal importance and possibly are fundamental.

A combination of measurement of experience and of educational qualifications is found in the Indiana scheme of dividing its teachers into three classes, as follows:

Class A.—A teacher without experience: Shall be a graduate of a high school or its equivalent; shall have had not less than one term of 12 weeks' work in a school maintaining a professional course for the training of teachers; shall have not less than a 12 months' license.

Class B.—A teacher with 1 year's experience: Shall be a graduate of a high school or its equivalent; shall have had not less than two terms of 24 weeks' work in a school maintaining a professional course for the training of teachers, or the equivalent of such work; shall have not less than a 2 years' license; shall have a success grade.

Class C.—A teacher with 3 or more years' successful experience: Shall be a graduate of a high school or its equivalent; shall be a graduate from a school maintaining a professional course for the training of teachers, or its equivalent; shall have a 3 years' license or its equivalent; shall have a success grade.

Provided that for teachers already in the service successful experience in teaching shall be accepted as an equivalent for high-school and professional training, as required by all the above classifications.—(From Laws, 1907, ch. 101, sec. 2.)

Maine has a plan of determining the duration of certificates according to the nature of the qualifications of the candidates, which is of interest:

The period for which the certificate is granted is determined primarily by facts of experience, as stated on reverse of certificate. For a life certificate, as determined by these facts alone, the candidate must have actually taught at least 18 terms; for a 5 years' certificate, at least 9 terms; and for a 3 years', at least 5 terms. For any less than 5 terms of actual teaching the 1 year's certificate is granted. The force of these facts is, however, modified, first by graduation from normal school, such graduation counting

as the equivalent of an actual experience of 3 terms; second, by conditions of rank in written examination, a very low rank in one or more subjects as compared with average rank reducing the term on the assumption that the candidate will desire to attain higher rank and thus a higher grade of certificate, and so will wish the sooner to take a re-examination; third, by extent of professional reading, the candidate who has evidently read little in this direction being granted certificate of shorter term than might otherwise have been granted. On the other hand, especial excellence in ranks attained in examination or in estimates of references, will serve as an equivalent for some small lack of experience. A 5 years' certificate, for example, may thus be granted when the number of terms taught is only 7 or 8 instead of the full number required primarily.

MEASURING EFFICIENCY OF TEACHERS.

In three States methods for the determination of the efficiency of teachers have been adopted. The plan used in Indiana is the most definite. A pamphlet issued by the State superintendent describes it thus:

In determining the "success grade" of each teacher in service the city, town, and county superintendents are required by law to use the following scheme: (1) Teaching power, 45 per cent; many items enter into this, but the principal ones are preparation of lesson, skill in presentation, and results attained; (2) government, 35 per cent; the teacher's power in government is shown in the general spirit of the school, and in the attitude the pupils take toward their daily tasks, toward each other, and toward the school property; (3) general characteristics, 20 per cent; under this head the personality of the teacher, his professional and community interest, and all those qualities that make for the best citizenship should be considered. (From Indiana Teachers' Licenses, Charles A. Greathouse.)

In Maryland four factors enter into the analysis, but no grading scheme is provided. The law reads as follows:

On or before the 1st day of October of each year the county superintendent shall submit to the county school board a list of all teachers employed, together with a classification of their certificates. In determining the class of the certificates the following points are to be considered: (a) Scholarship, (b) executive ability, (c) personality, and (d) teaching power. The county superintendent may add such other requirements as may be approved by the State board of education. (Public School Laws of Maryland, 1910, pp. 32-33.)

In Maine the experience is apparently not rated altogether by school officials, as is the case in the two other States:

The applicant is required to furnish the names of 5 references, to 3 of whom are sent circular letters asking each to estimate the applicant's fitness as excellent, good, fair, poor, or very poor in each of the following points except the last named: Moral character, success in gaining cooperation of pupils and parents, tact in directing and controlling pupils, interest in work, energy, enthusiasm, skill in instructing, power in stimulating pupils to do their best, influence over pupils out of school, efforts for self-improvement, extent of general reading, manners as influencing those of pupils, capacity for work, for what kind of school would you recommend the candidate.

These statements are then graded by the State superintendent according to the following scale: Excellent, 90 to 100 per cent; good, 70 to 90 per cent; fair, 50 to 70 per cent; poor, 30 to 50 per cent; and very poor, 1 to 30 per cent. The average of the 3 reports determines the rating for each element of fitness.

Minimum salaries are fixed for each class of teachers in both Indiana and Maryland. This fact constitutes a powerful incentive toward increased efficiency in teaching.

Complaint has often been made that the examinations as at present conducted are not satisfactory tests of the knowledge and ability of the applicants. Connecticut has a unique plan which has for its object the avoidance of some of these shortcomings. It involves the submission of "preliminary papers" showing evidence of professional study and an "oral" test in the various subjects. The circular of the State education office No. 21, 1909 (pp. 9-16), describes the process for the elementary certificate as follows:

ELEMENTARY CERTIFICATE.

PRELIMINARY PAPERS.

Candidates can not be admitted to examination for an elementary certificate unless on or before the day of examination they have sent to the secretary of this board satisfactory papers giving evidence of professional study.

In preparing these papers candidates are urged to make use of every available help, and the language of books may be copied, provided the matter quoted is indicated. They must, however, expect to be examined with especial strictness on the subject-matter of their papers, and must be prepared to show that all which they have written represents knowledge which they can readily use in teaching. These papers may be short, but they have great weight in determining the fitness of the candidates. They may be questioned orally upon the subject matter of these papers.

The following papers must be presented:

English.—1. A paper describing the candidate's method of teaching children to read.

This paper must be divided into three parts: (1) Giving a plan of teaching beginners; (2) a plan for teaching those who can use books; (3) the special uses of oral and silent reading.

2. A paper describing the candidate's method of teaching children to express themselves easily and clearly, both in speaking and in writing.

The use to be made of (1) copying, (2) dictation, (3) oral statement, and (4) composition should be given.

3. A paper giving a few books with which the candidate is familiar under the following heads:

- | | |
|-------------------------------|--------------|
| (1) Books for young children. | (4) History. |
| (2) Poetry. | (5) Science. |
| (3) Biography. | (6) Fiction. |

A summary of one of the books may be required.

The author, title, and publisher of each book must be given.

4. (1) A list of useful school reference books.

(2) A list of not more than twenty books which ought to be in a school library.

The author, title, and publisher of each book must be given.

5. A paper describing the kind of literature which should be used (1) in teaching children the beginnings of reading, with selections or references to books; (2) the kind of literature to be used in the later practice of reading.

This paper should also describe the extent to which the teacher would go in studying English literature with children, and in particular give a list of books—

- (a) which should be read in school.
 (b) which young children should be induced to read to themselves.

The lists should be carefully selected, but may be very brief.

If possible, these books should be arranged for the stages of school progress.

6. A paper giving—

- (1) A list of important points of English usage on which children need of special drill. The correct forms of expression and the incorrect forms to be avoided should be given.
- (2) A method of teaching punctuation, and the written forms of the language may be here included.
- (3) In this paper candidates should also state and illustrate what elements of English grammar can be used in securing correct written and spoken language.

7. A paper describing the candidate's method of teaching spelling.

Penmanship.—A paper describing the candidate's plan of teaching children to write.

This paper must include the small and capital letters as they would be taught to children. Small charts containing small and capital letters will be sent.

Arithmetic.—1. One paper giving the facts of number to and including 10.

2. One paper describing the candidate's plan of oral and written work under all topics mentioned on page 214, especially showing how children may be taught to work practical problems with facility.

Elementary science.—Two papers, each describing the candidate's plan of a lesson to be given to children.

It is recommended that one paper shall describe a lesson in chemistry and one a lesson in physics, geology, or botany.

Each paper must give (1) age of children for whom the lesson is intended; (2) purpose of giving the lesson; (3) concise description of apparatus, experiments, or object of observation—supplemented by any necessary diagrams or drawings; (4) method of teaching the lesson.

The following topics suggest some of the more important subjects with which the candidates must be familiar:

air	expansion
oxygen	circulation of water—of air
nitrogen	winds and currents
hydrogen	evaporation
candle flame	condensation
carbon dioxide	melting
gravitation	freezing
three states of matter	rain, snow
pressure in solids, liquids, and gases	dew, frost
fog, cloud	sound
vapor and climate	common minerals
conduction	rock disintegration
sources of heat	soil formation
cohesion	soil transportation
magnetism	work of rain, rivers, and ice
telegraph	organic rock
electric lamp	sedimentary rock
steam engine	fossils
transmission of pressure	

Geography.—1. One paper describing a plan of lesson for young children.

2. One paper giving topics of lesson for older scholars, and suggestions as to the way in which the scholars should prepare such a lesson.

3. A list of books which children may profitably read in connection with this subject.

The author, title, and publisher of each book must be given.

4. A short list of reference books useful for a teacher.

The author, title, and publisher of each book must be given.

Physiology.—1. One paper giving parts of the subjects most important for school children and the object of teaching each.

2. One paper describing a plan for a single lesson, stating:

(1) Age of children; (2) purpose of the lesson.

History.—1. One paper giving the object and uses of studying history in public schools.

2. One paper giving a list of books which may be read by children in connection with this subject.

The author, title, and publisher of each book must be given.

3. One paper describing a plan of a single lesson in history.

Civil government and duties of citizenship.—A paper describing a plan of a single lesson in civil government and the duties of citizenship.

School management.—1. A paper suggesting principles and rules for grouping and classing scholars.

2. A paper describing clearly the method of keeping registers of attendance. The candidate will fill out a register for three terms of 12 weeks each, using not less than five names. The register should be complete, and the method of obtaining the average attendance should be indicated for each term. All the work performed in obtaining averages for each term should be left on the proper page of the register.

State register containing directions will be sent on application.

3. A paper showing acquaintance with the laws of the State relating to instruction, attendance, employment of children, and the duties of teachers.

The laws relating to schools will be sent on application.

EXAMINATIONS.

Preliminary papers.—Candidates must show a thorough practical understanding of all that they have written in the papers presented before the examination. They may be questioned orally upon the subject matter of these papers.

In order to pass the examinations and receive an elementary certificate, candidates must satisfy all the following requirements:

Penmanship.—They must furnish evidence that they can teach penmanship.

One test will be making on the blackboard or on paper the small and capital letters as they should be made in teaching children.

Reference is made to the following books, which will be loaned on application:

Parker, Talks on Teaching, pages 75-79.

Farnham, Sentence Method of Teaching Reading, Writing, and Spelling.

Prince, Course and Methods, pages 66-73.

Charts containing the small and capital letters, topics, and questions hitherto used will be furnished on application.

Reading.—Candidates must furnish evidence that they can teach reading. Mere ability to read is not sufficient. A definite method of procedure with beginners and with those who can read books will be required. Candidates must also be ready to answer questions upon books which they themselves have read.

The following references on the subject of reading will be loaned on application:

Farnham, The Sentence Method of Teaching Reading, Writing, and Spelling.

Hall, How to Teach Reading and What to Read in Schools.

Parker, Talks on Teaching, pages 26-66.

McMurray, Special Method in Primary Reading and Oral Work with Stories.

Welch, Right Reading for Children.

Boston, Mass., board of supervision, Method of Teaching Reading in the Primary Schools.

Topics and questions hitherto used will be sent on application.

Spelling.—They must be able to spell and pronounce common words.

Under this subject will be given questions relating to pronunciation, the use of the dictionary, abbreviations, and diacritical marks.

See Penniman, J. H., New Practical Speller.

Questions hitherto used will be sent on application.

English.—1. They must show a good knowledge of punctuation and capital letters.

2. They must be able to write and properly address a letter of any ordinary nature.

3. They must be able to state clearly in their own language the substance of any short selection, and to write briefly on a subject given in the examination.

4. They must show a good knowledge of the elements of English grammar.

Topics and questions hitherto used will be sent on application.

English literature.—They must have studied some topics in English literature, and be able to write intelligently, in correct English, in answer to simple questions upon this topic.

The topics and questions hitherto used will be sent on application.
Books listed in the topics will be loaned.

Arithmetic.—They must be able both to figure and to work out simple practical problems in the following subjects ordinarily taught as parts of arithmetic:

addition
subtraction
multiplication
division
common and decimal fractions
percentage (including among its applications simple interest, stocks, commissions, and profit and loss)
common weights and measures and their applications
the metric system
mensuration of plane surfaces and of rectangular solids
ratio and proportion
square and cube root

They must also know how to keep a cash account and make out bills and receipts.

Topics, charts, and questions hitherto used will be sent on application.

Elementary science. They must have a good elementary knowledge of one subject chosen for their preliminary papers in science.

See under elementary science, page 212.

School Document No. 12, 1903, Lessons on Plants, by H. N. Loomis, and questions hitherto used will be sent on application.

Reference is made to the following, which will be loaned on application:

Huxley, Science Primer. Introductory.
Roscoe, Science Primer. Chemistry.
Stewart, Science Primer. Physics.
Gekke, Science Primer. Geology.
Bower, Science Applied to Work.
Buckley, A. B., Short History of Natural Science.

Geography. They must—

1. Understand the elements of mathematical geography.
 2. Be able to locate the principal divisions of land and water of the world.
 3. Be able to locate the chief political divisions of the world and the States and Territories of the United States.
 4. Be able to describe the important physical features of North America and of Europe.
 5. Show a good knowledge of certain topics ordinarily taught as a part of geography.
- These topics will be sent on application.

The following books are referred to, and will be loaned on application:

Grove, Science Primer. Geography.
Gekke, Science Primer. Physical Geography.
Shaler, The Story of our Continent.
Shaler, First Book of Geology [with teacher's pamphlet].
Brigham, Geographic Influences in American History.
Topics and questions hitherto used will be furnished.

Physiology. 1. They must be able to do (at least sufficiently for some elementary instruction) the work required of teachers in the textbook on physiology prepared by Dr. J. K. Thacher and A. B. Morrill.

This book and charts will be sent to those who wish to prepare themselves on this subject.

2. They must be acquainted with the law relating to the teaching of physiology and hygiene.

The law is found in general statutes, sections 2162, 2163, 2245. The laws relating to schools will be sent on application.

History. They must be able to show a good knowledge of certain topics in history. These topics will be sent on application.

Reference is made to the following books, which will be loaned:

Hart, *Suggestions on History and Government of United States.* Cambridge.

Bourne, *Teaching of History and Civics.*

Gordy & Twitchell, *Pathfinder of American History.*

Atkinson, *On History and the Study of History.*

Atkinson, *The Study of Politics.*

Sample, *American History and its Geographic Conditions.*

Duties of citizenship. They must be able to show a satisfactory knowledge of certain topics in duties of citizenship. These topics will be furnished on application.

The following reference books will be loaned:

Fiske, *Civil Government in the United States.*

Forman, *First Lessons in Civics.*

See also under history.

Vocal music and drawing are not now required except for kindergarten certificate. If satisfactory evidence of ability to teach these branches be furnished, they will be noted on the certificate.

Undoubtedly this State has taken the most advanced ground in this feature of examination and certification of teachers. The plan deserves a careful and extended trial in other States as well.

Connecticut has also another unique method of determining the qualifications of applicants. Teachers for advanced certificates are required to demonstrate their ability to teach by actual test. It would be of great benefit to other States if more were known of the experience that has been met in the carrying out of these two plans for testing knowledge and practice.

Utah and New Mexico, by stating their scholarship requirements in the form of "credits," place a premium upon attending educational institutions and thus promote a good tendency, although these credits may be earned in examination as well as in school.

California has the highest requirements for teachers' certificates of all the States. Her minimum is far above the maximum for elementary teachers in many States. The character of the requirements for the necessary year of postgraduate work for high-school teachers is of the greatest interest. The requirements of the board in this respect are as follows:

High-school certificates may be issued under the provisions of section 1521, subdivision 2 (a), and section 1775, subdivision 1 (a), of the political code of California, as follows:

(a) To candidates who have received the bachelor's degree from a college requiring not less than 8 years of high-school and college training, and who submit evidence that in addition to the course required for the bachelor's degree they have successfully completed at least 1 year of graduate study in a university belonging to the Association of American Universities; which year of graduate study shall include one-half year of advanced academic study (part of the time, at least, being devoted to one

or more of the subjects taught in the high school), and such other times in a well-equipped training school of secondary grade directed by the department of education of any one of the universities of the association, as may be necessary to fulfill the pedagogical requirements prescribed by this board.

(b) To candidates who have received the bachelor's degree from a college requiring not less than 8 years of high-school and college training, and who submit evidence that in addition to the courses required for the bachelor's degree they have successfully completed at least one-half year of graduate study in a university belonging to the Association of American Universities; which half-year of graduate study shall consist of advanced academic study (part of the time, at least, being devoted to one or more of the subjects taught in the high school), and 6 months as student teachers in a well-equipped school of secondary grade directed by a California State Normal, or its recognized equivalent, under conditions conforming to the requirements prescribed by this board as the minimum amount of pedagogy.

(c) The minimum amount of pedagogy which section 1521, subdivision 2 (a) of the political code directs the State board of education to prescribe, is hereby declared to be as follows:

Satisfactory completion of courses, suitable and essential to acquiring efficient skill in teaching and an intelligent comprehension of the scope, and the attainable goals in high-school instruction; said courses to be equivalent to not less than 12 hours per week for one-half year; provided, that at least one-third of this work shall consist of practical teaching under the direction of supervising instructors of academic competency and breadth of pedagogic comprehension who for a period of not less than 2 years have taught the subjects in which they supervise.

PERSISTENCE OF CERTIFICATES.

Certificates are granted either for life or for a term of years. Whenever the term of years for which a certificate has been issued comes to an end, one of four things occurs: (1) The holder is not given another certificate; (2) the same kind of certificate is reissued to him after fulfillment of the same conditions upon which the original certificate was granted; (3) the same certificate is renewed or extended by fulfillment of other conditions; (4) the holder obtains a higher certificate through the fulfillment of additional conditions. In each of the last two cases the effect of the fulfillment of the requirements for the original certificate continues with full force in the granting of subsequent certificates. This continuance of the effect of fulfilling the requirements for, or the holding of, a certificate after the certificate itself has no longer any validity is called persistence. The term is also extended to cover the permanent continuance of the effect of meeting the requirements for a life certificate.

Obviously, persistence is absent in the first two cases mentioned above.

It exists in three forms:¹

(1) Through continuance of a life certificate.

¹ In the study of this subject it is assumed that the persistence of any certificate may be destroyed by the revocation of that certificate, or of a subsequent certificate; but no mention will be made of this possible limitation in the treatment of any phase of the question. For example, the so-called life or permanent certificates or that issued "during good behavior" are all treated alike as life certificates without reference to their possible revocation. The lapsing of a certificate through its holder failing to teach is, however, mentioned.

- (2) Through renewal or extension of the same certificate.
- (3) Through obtaining a higher certificate.

The third form in which persistency appears—the obtaining of a higher certificate—may be accomplished in a number of distinct ways. The following factors have been noted as entering into the determination: (1) Successful experience (this requirement is universal); (2) professional reading; (3) attendance at higher institutions of learning; (4) examination in additional subjects; (5) raising of standings in same subjects; (6) showing progressive efficiency in other ways.

Whether persistence is good or bad depends upon (1) the scholarship requirements for the certificate; (2) the amount of experience required for the certificate; (3) the form in which persistence appears; and (4) the requirements which must be met in order for persistence to operate. It should be so regulated as to promote progressive efficiency in all cases. That such is not always the case is apparent from that which follows, although no particular examples are cited. Because of the importance of the first two factors mentioned, it is desirable that the certificates be studied by classes, divided according to the educational accomplishments of the holders, the same method as that followed in studying scholarship and experience requirements. The tables previously given under that head contain the facts relating to persistence as well.

Certificates issued to college graduates (see Table 13).—Those States issuing certificates to college graduates grant, with few exceptions, a certificate for a limited number of years, upon the expiration of which a life certificate is issued. As a rule no experience is required for this certificate and no examination. The only condition which must be fulfilled in order to achieve the life certificate is the universal one of successful experience. The number of years required varies, as shown in the following table:

TABLE 29.—Number of years experience required of college graduates under provisional and other certificates before a permanent life certificate is issued.

Number of years experience.	Number of States requiring each number of years.
0.....	8
1.....	2
2.....	4
3.....	11
4.....	2
5.....	3
12.....	1
Total.....	31

The median number of years required is 3. As is seen in this table, 8 States admit college graduates to life certificates directly upon graduation, without test of their practical ability. In some

instances the list of institutions is restricted to a State university, as in Michigan, or to State institutions, as in Oklahoma.

Virginia and West Virginia do not grant life certificates. Virginia's highest certificate, requiring no specified amount of experience, is renewable for similar periods at the discretion of the board. The 12-year certificate of West Virginia is renewable, but 9 years experience is required for its issuance and 4 additional years for its renewal.

No State makes any other requirement than that of successful experience for the awarding of a life certificate to a graduate of a standard college holding a provisional certificate. Virginia is the only State that makes any other requirement for the renewal of any certificate issued primarily on the basis of college graduation, and in this case the colleges are not considered of standard grade. For its 5-year certificate it requires that the holder keep up his professional reading. North Carolina is the only State which will not renew a certificate based on graduation from a standard college.

Certificates issued to State normal school graduates (see Table 15).— There is a greater number of certificates based upon completion of normal-school courses and also a wider variety of practice as regards conditions upon which certificates are issued to those completing courses in normal schools, due to the differences in the courses offered in those institutions. There is usually at least one certificate in each State which may be obtained by normal-school graduates without experience, that one being granted to those completing the highest course. But there are not so many States which offer life certificates to graduates as in the case of colleges. Provisional certificates are issued, but they are not quite so prominent as are those for college graduates. The number of States requiring each of the various numbers of years of experience from normal-school graduates applying for life certificates is shown in the following table:

TABLE 30.—Number of States requiring each of the various numbers of years of experience from normal-school graduates applying for life certificates.

Number of years of experience required.	Number of States requiring.
0.....	4
1.....	7
2.....	5
3.....	4
4.....	0
5.....	6
6.....	1
10.....	1
Total.....	28

The median number of years is two, one year less than in the case of college graduates. Some Southern States issue to normal-school graduates certificates which are not included in this list by reason of lack of data.

Kansas is the only State that requires any condition other than successful experience as a prerequisite for awarding a life certificate to a holder of a short-term or provisional normal graduates' certificate. It requires an examination in professional branches. No doubt various degrees of discretion are exercised by the boards of other States in awarding this advancement in certificates, and doubtless they take into account other matters than that of mere experience. The exercise of their discretion is most marked probably in those States in which the laws make the plainest provision for it, as in California, North Dakota, Nevada, and Idaho. Among the conditions of renewal of certificates based upon shorter courses than those required for graduates are found the following: (1) Attendance at institutes—South Dakota; (2) reading circle courses must be maintained—Wyoming; (3) completion of additional year in normal school—Minnesota; (4) six weeks' attendance at a professional school—Wisconsin.

Certificates issued to high-school graduates (see Table 16).—Graduates from high schools, including a normal training course, are given, after a probationary period, a certificate which is renewable indefinitely in the States of Iowa, North Dakota, and Kansas. The same is true of the New York certificates that involve a year in the training class after the completion of the high-school course. New Hampshire issues a life certificate to high-school graduates making the required standings. Virginia, Oregon, and Utah make provision for the extension of this kind of certificate. The only State making any explicit condition upon which renewal is based is Kansas, which requires the holder to maintain progressive efficiency.

Lower grades of county certificates.—The following table shows for each State the provisions relating to renewal and reissuance of county certificates lower than first grade and their equivalents. The examination and experience requirements for these certificates are given in Table 17.

PERSISTENCE OF CERTIFICATES.

TABLE 31.—Renewal and reissuance of certificates below first-grade county certificates and their equivalents. Complement of Tables 17 and 22. (Successful teaching is required for all renewals, whether mentioned or not.)

States.	Renewal.	Reissuance.
North Atlantic Division:		
Maine.....	Renewed once.....	None.
New Hampshire.....	Nonrenewable.....	Do.
Vermont.....	Renewable.....	Do.
Rhode Island.....	Fourth renewable as evening school certificate only; third, 4 years, then 6.	Do.
Connecticut.....	Renewable.....	Do.
New York.....	Elementary extended 1 year for each 8 counts of academic work.	Do.
New Jersey.....	Build to higher certificate.	Build to higher certificate.
Pennsylvania.....	Professional renewable 3 times, examined on 2 additional subjects.	May teach only 5 terms on a provisional certificate.
South Atlantic Division:		
Delaware.....	Nonrenewable.....	None.
Maryland.....	do.....	Do.
Virginia.....	Second grade, completion of prescribed reading.	Third grade, over to same person.
West Virginia.....	Nonrenewable.....	Not issued to same person for more than two years in succession.
North Carolina.....	do.....	None.
South Carolina.....	Third nonrenewable; second may, option of board, institute attendance.	Do.
Georgia.....	Nonrenewable.....	Do.
Florida.....	do.....	Do.
South Central Division:		
Kentucky.....	do.....	Third grade issued once only to same person.
Tennessee.....	Renewable, reading circle course	None.
Alabama.....	Nonrenewable.....	Do.
Mississippi.....	do.....	Do.
Louisiana.....	Extended 1 year for 9 weeks' attendance at normal schools.	Do.
Texas.....	May build to higher certificate.....	Do.
Arkansas.....	Second, 2 times; third, 1 time.....	Do.
Oklahoma.....	Second renewable, institute attendance, standing, and experience.	Third grade, not more than 2 to same person.
North Central Division:		
Ohio.....	At discretion of board.....	None.
Indiana.....	Nonrenewable.....	Do.
Illinois.....	Discretion of county superintendent.....	Do.
Michigan.....	Renewable if standing above 85 per cent in 2 examinations and continuous teaching.	Do.
Wisconsin.....	Second and third renewable, 6 weeks institutions, 2 credits, advance standings.	Third grade, not more than 3 to same person.
Minnesota.....	Second renewable under conditions prescribed by State superintendent.	Third grade, not more than 2 issued to same person in same county.
Iowa.....	Second, indefinitely; third, once; professional study for second.	None.
Missouri.....	Second renewable once only.....	Third reissued during period of four successive years.
North Dakota.....	Under rule prescribed by State superintendent.	None.
South Dakota.....	Nonrenewable.....	Do.
Nebraska.....	Second renewed if standing above a certain standard.	Third grade issued only once to same person.
Kansas.....	Holders second grade may build to higher grade.	Third grade reissued once if holder has taught 3 months.
Western Division:		
Montana.....	Second may be renewed.....	Third grade, not more than 2 to same person.
Wyoming.....	Second, completion of reading circle course.	None.
Colorado.....	Renewable once.....	Do.
New Mexico.....	Nonrenewable.....	Do.
Arizona.....	do.....	Do.
Utah.....	Renewable under regulations of State board.	Do.
Nevada.....	Nonrenewable.....	Third grade, only once to same person.
Idaho.....	Renewable 6 weeks' attendance professional school (2 credits).	None.
Washington.....	Second and third, attendance educational institutions.	Do.

Twelve States limit the number of times a third-grade certificate may be issued. Five of these States are in the North Central group, one in the North Atlantic, and two in each of the remaining divisions. Four States limit the number of third-grade certificates which the same person may hold to 1, four other States to 2, one State to 3, and one State to 4. Pennsylvania limits the number of terms which may be taught under a provisional certificate to 5, while West Virginia will not issue more than 2 third-grade certificates in succession to the same person.

No State limits the number of times that a second-grade certificate may be issued.

Thirteen States do not permit the renewal of either the second or third grade certificate, 13 permit the renewal of the third, but frequently a limit is placed upon the number of times. In five States successful experience appears to be a sufficient reason—Connecticut, Tennessee, Arkansas, Iowa, and Colorado. Louisiana, Wisconsin, Idaho, and Washington require study in professional schools. In North Dakota and Utah the matter is regulated by the State board and in Ohio by the local boards. In Michigan it depends upon the standing made in examinations.

The second-grade certificate, when there is such, is renewable except in the 13 States just referred to. These 13 States are New Hampshire, Delaware, Maryland, West Virginia, North Carolina, Georgia, Florida, Kentucky, Mississippi, Indiana, South Dakota, New Mexico, and Arizona. In many of these there is a strong tendency against the renewal of certificates and in favor of a reissuance after reexamination. Successful experience is the only ground specified in about eight of the States. Among additional prerequisites no one has prominence. Additional examinations are prescribed in 1, higher standings in 2, attendance in educational institutions in 4, institute attendance alone in 3, and combined with high standings in 1, discretion of officials in 2, meeting conditions prescribed in regulations in 3, and professional reading in 4.

Thus a teacher can continue teaching for life or the lowest grade certificate in all but 12 States and can continue teaching on the second or next to the lowest certificate in all the States. Thirteen States permit even the renewal of a third-grade certificate. All but 13 States grant renewals of the second-grade certificate, and apparently without limit, although many of the States make such requirements as are intended to bring about improvement in the teachers holding the certificate.

First-grade certificates (see Table 22).—First-grade certificates are renewable in all States but Delaware, Maryland, Georgia, Florida, and Tennessee. Whether the renewal is for stated periods or for life the effect is the same, as there is no limitation in any State except West

Virginia and Kentucky upon the number of times renewal may occur, provided the required conditions are met. For this reason the first-grade county certificate or its equivalent or, when there is not such, the certificate next above in rank, is the highest certificate that the majority of the teachers in the United States ever attain.

The conditions of renewal vary considerably, but most of them have as their object the furnishing of an incentive for the improvement of teachers in service. This incentive is most effective when conditions for renewal depend upon future acts rather than past accomplishments. For example, high standings in previous examinations do not give so strong a stimulus as the required completion of a course in professional reading.

The various conditions and the States in which they prevail are as follows:

1. Successful teaching only: West Virginia, Kentucky, Mississippi, Indiana, Wisconsin, Arizona—6. (In Indiana particularly and in Wisconsin the requirements for the original certificates are high, and so there is not so good a reason for additional requirements, although this does not entirely excuse their absence.)
2. Continuance in same position and 5 years' experience: Missouri—1.
3. Standings in 2 previous examinations: Michigan—1.
4. Discretion of county superintendent or board: North Carolina, Illinois, Ohio, California—4.
5. Meeting requirements prescribed by State superintendent or State board: North Dakota, Nebraska, New Mexico, Utah, Nevada—5.
6. Keeping up professional reading or reading-circle work: Virginia, Tennessee, Iowa, Missouri, Wyoming—5.
7. Attendance at institutes: South Carolina, Arkansas, South Dakota—3.
8. Attendance at institutes and standings previous examination—2.
9. Attendance at summer normals: Louisiana—1.
10. Attendance at summer normals and professional reading: Kansas—1.
11. Attendance at higher educational institutions one year: Wisconsin and Oregon—2.
12. Continuous teaching and satisfactory evidence of progress and efficiency: Montana—1.

Transfer of grades from lower to higher certificates.—In order to encourage the advancement of the professional ability of teachers holding county and equivalent licenses, a number of States have made provision for the transfer of grades from the lower to the higher certificates. This process is known in certain sections as "building up" or "building" from a lower to a higher certificate. A digest of the laws in accordance with which this is accomplished by holders of county certificates is as follows:

IDAHO.

The county superintendent may transfer the standings of a third-grade certificate in force to a second-grade certificate, and those of a second-grade to a first-grade, provided holder has had eight months successful experience in teaching and has attended a professional school for teachers at least six weeks and received credits in at least two subjects. Examination in additional subjects must be taken. (Act of 1911, H. B. No. 240, pp. 79-81.)

IOWA.

An applicant for life validation of a limited certificate is privileged to be reexamined at any regular examination in any branch or branches to raise his percentage to the required grade.

Holder of a second-grade certificate may build to a first-grade certificate by making the required grades, and by examination in the additional required branches, subject to the requirements of 36 weeks' experience. Likewise a holder of a third-grade certificate may build to a second or a first grade, applicant having the privilege of being examined in one or more of such branches at any regular examination. (State Department Circular No. 5, 1911.)

KANSAS.

Any person holding a second-grade certificate may retain for two years any grade of 90 per cent or more, secured at not to exceed four regular county teachers' examinations, and such grades shall be applied toward a first-grade certificate, but no grade received prior to the issuance of such second-grade certificate shall be so applied. (Act of Feb. 28, 1911, chap. 277, p. 506, Session Laws, 1911.)

MISSOURI.

A holder of a second or third-grade certificate "may raise the grade of his certificate by passing in the additional subjects required" provided the average for the higher certificate is obtained. (Same minimum standing for all certificates.) (School Laws, 1909, sec. 10942, p. 99.)

MONTANA.

A holder of a first, second, or third grade certificate who has taught one year or more in Montana upon making application for a certificate of higher grade is credited with the percentages of his last examination for the certificate which he holds, and is required to take examination in only those subjects in which his grades are not up to the required standard for the higher grade of certificate and in the additional branches required for such certificate. (Act of Mar. 3, 1905, School Laws, 1909, p. 136.)

NEVADA.

Any person who shall at any regular examination make a grade of 85 per cent or more in any subject shall receive credit for such subject toward a first-grade elementary certificate; provided that no such credit shall be held for a period of more than two years. (Act Approved Mar. 29, 1911, Laws of Nevada, p. 192.)

NEW MEXICO.

"Standings of 90 per cent or more in subjects on an unexpired second-grade certificate may be accepted in granting a first-grade certificate." (Report of Superintendent of Public Instruction, 1908, pp. 26, 28.)

OREGON.

Any person receiving credits of 90 per cent or over in any subject or subjects at any regular teachers' examination in this State shall not be required to be reexamined in such subject or subjects in order to receive any certificate for which the applicant may be eligible to apply; provided, that credits so earned shall be forfeited if such person ceases to be actually engaged in educational work for three consecutive years. The holder of any common-school certificate shall be entitled to write on one or more subjects at any examination for the purpose of securing credits; and when sufficient credits have been earned the proper certificate shall be issued. (Acts of 1911, S. B. No. 101, p. 15.)

RHODE ISLAND.

Candidates for second-grade certificates who have held third-grade certificates or passed examinations for same will be examined in additional subjects only.

Candidates for first-grade certificates who have held a second-grade certificate or passed an examination for same will be examined in additional subjects. (Circular on examination and certification of teachers, June 30 and July 1, 1910.)

TEXAS.

Holder of a State second-grade certificate may build to either a State first-grade certificate or to a State permanent primary certificate, and the holder of a State first-grade certificate may build to a State permanent certificate or to a State permanent primary certificate, by taking examination in prescribed additional branches.

Likewise the holder of a State permanent primary certificate thus secured may build to a State permanent certificate during the first six years of the validity of said State permanent primary certificate.

A State certificate issued on work done in the University of Texas, a Texas State normal college, or any college or university of the first class, may be built upon through the regular examinations to a certificate of a higher grade.

In all cases of building from one certificate to another applicant shall have the privilege of being examined in one or more of the additional subjects at any examination. (Act of 1911, Bulletin No. 8, State Department.)

WASHINGTON.

Any person who receives credits of 90 per cent or over in any subject at any regular teachers' examination shall not be required to take an examination again in such subject, so long as he is actively engaged in educational work. The holder of any common-school certificate shall be entitled to write on one or more subjects at any examination for the purpose of securing credits; and when sufficient credits have been earned the proper certificate shall be issued. (School Laws, 1909, Par. 316, sec. 6, p. 85.)

WISCONSIN.

Sec. 450-452. County or city superintendent may transfer the standings of a third-grade certificate in force to a second-grade certificate if holder has taught successfully at least eight months and has attended a professional school for teachers for at least six weeks and received credits in at least two subjects.

Sec. 450-453. Contains same provision in relation to transfer from second to first-grade certificate.

The superintendent may allow any holder of an unexpired third-grade certificate or county training-school certificate to write on any two or more of the additional branches demanded for a second-grade certificate. If applicant secures the required standing in any two of said branches, the superintendent shall issue a new third-grade certificate based upon the previous examination or upon the county training-school certificate, good for one year; and if on expiration of such new third-grade certificate the applicant completes the second-grade examination, the superintendent may issue a second-grade certificate.

If at any time during the life of a second-grade certificate any applicant shall successfully write in the additional branches demanded for a first-grade certificate the superintendent may issue such first-grade certificate. (School Laws, 1909, p. 72, et seq.)

Of the 12 States in which "building up" is authorized by law for county certificates or their equivalents, all but Rhode Island and Texas are in the North Central and Western States. In 3 States—Rhode Island, Texas, and Missouri—no limitation is placed upon the grades that may be transferred. (In Missouri it is necessary that the average grade for the higher certificate be reached.) Two States do not permit the transfer of grades of teachers who have not taught 9 months—Iowa and Montana; while two others—Wisconsin and

Idaho—add the experience requirement of 8 months and 6 weeks attendance at professional schools. The limitations of other States have to do with the standings received in examinations. Three States permit the transfer of any grade of 90 per cent or more at any time—New Mexico, Washington, and Oregon—while in two States—Kansas and Nevada—it is further provided that only grades received within the preceding two years may be transferred. In Kansas the standing is fixed at 90 per cent; in Nevada at 85 per cent.

MINIMUM AGE REQUIREMENTS.

The most frequent minimum age requirement for the lowest grade of certificate is 18 years, 25 States having fixed this limit; 2 States require 16 years; 8 States, 17 years; and 1 State, 21 years; while 12 States have no fixed minimum age.

The following table gives the essential facts regarding this subject:

TABLE 32.—*Minimum age requirements.*

State and kind of certificate.	Minimum age requirement.	Source of information.
Arizona:		
Any certificate.....	18 years.....	School laws 1907, p. 40.
Arkansas:		
Any certificate.....	None.....	Statement of State superintendent public instruction.
California:		
Any certificate.....	18 years.....	School laws 1909, p. 77.
Colorado:		
Any certificate.....	do.....	School laws 1908, p. 96.
Connecticut:		
Any certificate.....	None.....	Statement of secretary of State board of education.
Delaware:		
Any certificate.....	18 years.....	Regulation of State board of education. (Statement of secretary State board of education.)
Florida:		
Any certificate.....	17 years.....	Statement of State superintendent of public instruction.
Georgia:		
Any certificate.....	None.....	Statement of State school commissioner.
Idaho:		
Any certificate.....	18 years.....	Acts of 1911, H. B. No. 240.
Illinois:		
Any certificate.....	18 years, male 17 years, female.....	School law 1906, p. 48.
Indiana:		
Any certificate.....	None.....	Statement of State superintendent of public instruction.
Iowa:		
Any certificate.....	18 years.....	Regulation of State board of examinations. (Statement of State superintendent.)
Kansas:		
First-grade certificate.....	20 years.....	Session laws 1911, p. 506.
Second-grade certificate.....	18 years.....	
Third-grade certificate.....	do.....	
Temporary certificate.....	do.....	
Kentucky:		
State diploma.....	24 years.....	School laws 1910, pp. 28-30.
State certificate.....	21 years.....	
County certificate.....	18 years.....	
Louisiana:		
Any certificate.....	do.....	Public school law 1911, p. 147. (Regulation of State board of education.)
Maine:		
Any certificate.....	None.....	Statement of State superintendent of public schools.
Maryland:		
Any certificate.....	18 years, male 18 years, female.....	Public school law 1906, p. 40.
Massachusetts:		
Any certificate.....	None.....	Statement of State commissioner of education.

TABLE 32.—Minimum age requirements—Continued.

State and kinds of certificates.	Minimum age requirement.	Source of information.
Michigan:		
Any certificate	18 years	General school laws 1909, p. 79.
Minnesota:		
First-grade certificate	do	Circular of information 1908
Second-grade certificate	do	School laws 1907, pp. 116-117.
Limited second-grade certificate	17 years	
Mississippi:		
Any certificate	do	School laws 1910, p. 35.
Missouri:		
Any certificate	None	Statement of State superintendent of public schools.
Montana:		
Any certificate	18 years	School laws 1909, p. 113.
Nebraska:		
Any certificate	None	Statement of examiner, State of Nebraska.
Nevada:		
High-school certificate	20 years	School laws 1909, p. 113.
First-grade elementary certificate	do	
Any other certificate	18 years	Act of 1911. (Statement of State superintendent.)
New Hampshire:		
Any certificate	None	Statement of State superintendent of public instruction.
New Jersey:		
Supervisor's certificate	25 years	Regulations of State board of education.
Any other certificate	18 years	
New Mexico:		
Any certificate	17 years	Regulation of Territorial board of education. (Statement of Territorial superintendent of public instruction.)
New York:		
Any certificate	18 years	Education law 1909, p. 131.
North Carolina:		
Any certificate	do	School law 1909, p. 60.
North Dakota:		
Any professional certificate	20 years	Acts of 1911, Senate bill No. 60.
First-grade elementary certificate	do	
Second-grade elementary certificate	18 years	
Ohio:		
Any certificate	do	Session laws 1908, p. 351.
Oklahoma:		
First-grade certificate	20 years	School laws 1910, pp. 66-67.
Second-grade certificate	18 years	
Third-grade certificate	16 years	
Oregon:		
Any certificate	18 years	Acts of 1911, S. B. No. 101.
Pennsylvania:		
State teachers' permanent certificate	21 years	School laws 1909, pp. 137, 154.
Practical teachers' State certificate (not a regular student or graduate of a normal school)	do	
Rhode Island:		
Any certificate	None	Statement of commissioner of public schools.
South Carolina:		
Any certificate	18 years	School laws 1909, p. 60.
South Dakota:		
Any certificate	do	School law 1909, p. 16.
Tennessee:		
Any certificate	do	Regulation of the State superintendent of public instruction.
Texas:		
Any certificate	16 years	Bulletin 8, State department of education.
Utah:		
State diploma	20 years	School law 1909, pp. 3-4, 17.
State certificate	20 years	
Any county certificate	18 years	
Vermont:		
Any certificate	17 years	General laws of the State of Vermont relating to public instruction, 1907, p. 207.
Virginia:		
First-grade certificate	19 years	Public free school law 1907, pp. 124, 125. (Regulations of State board of education.)
Second-grade certificate	18 years	
Third-grade certificate	do	
Washington:		
Temporary certificate	do	Code of public instruction, 1909, p. 85.
Second-grade certificate	do	
Third-grade certificate	do	
Any certificate other than above	19 years	

1 A general rule which may be waived in some instances.

TABLE 32.—*Minimum age requirements—Continued.*

State and kinds of certificates.	Minimum-age requirement.	Source of information.
West Virginia: Any certificate.....	17 years.....	School law 1908, p. 43.
Wisconsin: Any certificate.....	None.....	School laws 1909, p. 99. (Comments by State superintendent.)
Wyoming: Any certificate.....	17 years.....	School laws 1909, p. 125.

FEES.

The following table dealing with fees charged for teachers' certificates is included as a matter of practical interest in the administration of systems of certification. Generally, higher fees are charged for the more advanced certificates. The amounts vary greatly among the various States, ranging from \$10 to 50 cents. Some States charge no fees. There is great variety also in the use that is made of the fees collected. Most frequently they go toward the payment of the expenses of conducting the examinations and the maintenance of institutes.

TABLE 33.—*Fees required for teachers' certificates and funds to which they are credited.*

Names or kinds of certificates.	Amount of fees.	Funds to which credited.
Alabama (public school laws, 1908, pp. 23-24): Life certificate.....	\$3.....	Paid into State treasury to the credit of educational fund.
First-grade certificate.....	\$2.....	Do.
Second-grade certificate.....	\$1.50.....	Do.
Third-grade certificate.....	\$1.....	Do.
Temporary certificate.....	No fee.....	
Any certificate issued upon special examination.....	\$5.....	Paid to State board of examiners.
Arizona (school laws, 1907, pp. 9-14): Life diploma.....	\$7.....	\$2 paid into county treasury to the credit of institute fund; \$5 defrays expenses of issuing.
Educational diploma.....	\$5.....	Defrays expenses of issuing.
First-grade certificate issued without examination.....	\$2.....	Territorial school fund.
Any other certificate.....	do.....	County institute fund.
Arkansas (school laws, 1910, pp. 13, 37): State certificate.....	\$10.....	Paid into State treasury to defray expenses of examination, the remainder constituting an institute fund and a library fund for the office of the department of public instruction.
Professional license.....	\$5.....	Do.
Any county certificate.....	\$2.....	County superintendent's fund for payment of salary.
California (school law, 1909, pp. 13-20): Life diploma.....	\$2.....	Defrays expense of issuing.
Temporary certificate.....	No fee.....	
Any county certificate.....	\$2.....	Paid into county treasury; one-half is credited to the teachers' institute fund; one-half to the teachers' library fund.
Colorado (school laws, 1909, p. 97): State diploma.....		
Any county certificate.....	\$1.....	State normal institute fund.
Temporary certificate.....		
School-district certificate.....		
Connecticut.....		
Delaware.....		

TABLE 33.—Fees required for teachers' certificates and funds to which they are credited—Continued.

Names or kinds of certificates.	Amount of fees.	Funds to which credited.
Florida (school laws, 1909, p. 28): Any certificate.....	\$1.....	County school fund.
Georgia.....	.....	.....
Idaho (acts of 1911, H. B. 240, Art. X, secs. 90 and 100): Life certificate.....	\$10.....	State board of education fund.
State certificate.....	\$5.....	Do.
First-grade county certificate.....	\$4.....	\$3 to State board of education fund; \$1 to county institute fund.
Second-grade county certificate.....	\$3.....	\$2 to State board of education fund; \$1 to county institute fund.
Third-grade county certificate.....	\$2.....	\$1 to State board of education fund; \$1 to county institute fund.
Illinois (school laws, 1909, pp. 38, 48, 49): Any State certificate.....	\$1 annual registration fee.....	County institute fund.
Any county certificate.....	\$1.....	Do.
City certificate.....	No fee.....	.....
Indiana (school laws, 1907, pp. 20, 21, 83): Life State license.....	\$5.....	.....
Professional license.....	No fee.....	.....
All State licenses other than above.....	\$1.....	Defrays expenses of examination.
Iowa (school laws, 1907, pp. 9-10, 16-20): State diploma.....	\$5.....	Paid into State treasury.
Any State certificate.....	\$2.....	Do.
Any certificate validated for life.....	\$5.....	Do.
Any county certificate.....	\$1.....	One-half paid into State treasury; one-half credited to county institute fund.
All certificates.....	\$1 annual registration fee.....	County institute fund.
Kansas (school laws, 1909, pp. 28-29): Any county certificate (upon examination held at a State educational institution).....	\$1.....	Do.
Any county certificate (upon examination before county examining board).....	\$2.....	\$1 to credit of county institute fund.
Kentucky (school laws, 1910, pp. 29-33): State diploma.....	\$5.....	Paid to the two members of State board of examiners appointed by the State superintendent.
State certificate.....	\$4 (besides registration fee for forwarding answers to examination questions to State board of examiners).....	\$1 paid to the county board of examiners; \$3 divided between the two professional members of the State board of examiners.
Any county certificate.....	\$1.....	Divided between the two members of county board of examiners appointed by county superintendent.
Louisiana (school laws, 1908, p. 65): Any parish certificate.....	\$1.....	Paid to State superintendent to credit of institute fund.
Maine.....	.....	.....
Maryland (school laws, 1910, p. 32).....	No fee.....	.....
Massachusetts.....	.....	.....
Michigan (school laws, 1909, pp. 116-117): Any certificate.....	\$1 to male applicant and an annual fee of \$1; 50 cents to female applicant and an annual fee of 50 cents.....	Teachers' institute fund.
Minnesota.....	.....	.....
Mississippi (school laws, 1906, pp. 25, 27, 41): Professional license.....	\$5.....	To State board of examiners for their services.
State license.....	50 cents.....	.....
Transfer license.....	\$1.50.....	.....
Special license.....	\$2.50.....	To county superintendent for his services.
Any county license.....	50 cents on application for license and 50 cents additional for each year's duration of any license for more than one year.....	Institute fund.

TABLE 33.—Fees required for teachers' certificates and funds to which they are credited—Continued.

Names or kinds of certificates.	Amount of fees.	Funds to which credited.
Missouri (school laws, 1909, pp. 89, 98): Any State certificate.....	No fee.....	Paid to county treasurer to defray expenses of examination and teachers' associations and meetings.
Any county certificate.....	\$3 to white applicants; \$1.50 to colored applicants who present certificates of attendance at a colored institute.	
Montana (school laws, 1909, pp. 16, 137): Temporary State certificate.....	\$1.....	Institute fund of county in which holder is employed. County institute fund.
Any county certificate.....	do.....	
Nebraska (school laws, 1909, pp. 78, 102): Professional State certificate.....	\$1.....	Paid to State superintendent to defray expenses of issuing. \$1 to teachers' institute fund, 50 cents paid to State superintendent to defray expenses of issuing.
Any county certificate.....	\$1.50.....	
City certificate.....	\$1.....	City institute or union institute fund.
Nevada.....		
New Hampshire.....		
New Jersey.....		
New Mexico (Department of Education, Circular Letter No. 12): Professional certificates— Life certificate.....	\$10.....	
3-year and 5-year certificates.....	\$3.....	
New York.....		
North Carolina (school law, 1909, p. 67): Any certificate issued upon private examination.....	\$3.....	County school fund.
North Dakota (acts of 1911, senate bill 60): First-grade professional.....	\$5.....	Deposited by State board of examiners in State treasury to aid in the establishment of teachers' reading circles and in the professionalizing of teaching in the State and in defraying expenses of the board. Do.
Second-grade professional or a special certificate.....	\$3.....	
Elementary certificates.....	\$2.....	\$1 to county teachers' institute fund; \$1 to State board of examiners.
Ohio (school laws, 1910, pp. 134, 146): Any life certificate.....	\$5.....	Paid to State treasurer. \$1 to State general-revenue fund; 50 cents to county institute fund. County or city institute fund.
Any State professional certificate.....	\$1.50.....	
Any county or city certificate.....	50 cents.....	
Oklahoma (school laws, 1910, pp. 66, 67, Department of Education Report, 1908, pp. 135, 138): Any State certificate except an elementary State certificate.....	\$3.....	Sent to county superintendent of county where applicant resides. Normal institute fund.
Elementary State certificate.....	\$2.....	
County certificates of first, second, and third grades.....	do.....	No fee compulsory, but not to exceed \$2.
County temporary certificate.....	do.....	
Institute conductor's certificate.....	\$2.....	
Institute instructor's certificate.....	\$1.....	
Any county certificate.....	\$2 (indorsement fee in a county other than that in which issued).	
Oregon (acts of 1911, S. B. No. 101): Life State certificate.....	\$5.....	State board of examiners' fund.
Five-year State certificates or renewal.....	\$4.....	Do.
Primary 5-year State certificates or renewal.....	do.....	Do.
One-year State certificates or renewal.....	\$2.....	Do.
Special certificates.....	\$5.....	Do.

TABLE 33.—Fees required for teachers' certificates and funds to which they are credited—Continued.

Names or kinds of certificates.	Amount of fees.	Funds to which credited.
Oregon—Continued.		
Temporary county certificate.	\$2.50.....	State board of examiners fund
Special district certificate.	Option of authority issuing.	
Pennsylvania.....		
Rhode Island.....		
South Carolina.....		
South Dakota (school laws, 1909, pp. 6-16. H. B. No. 396, legislature 1911):		
Life diplomas—		
Upon examination.....	\$10.....	State professional fund.
Upon diploma.....	No fee.....	
State certificates—		
Upon examination.....	\$5.....	Do.
Upon diploma.....	No fee.....	
Provisional State certificate.	\$2.....	Do.
First, second, and third grade certificates, and primary certificates.	\$1.....	50 cents to credit of institute fund; 50 cents to credit of general fund of the State.
Tennessee.....		
Texas (Bulletin No. 8, State Department of Education, Apr. 1, 1911):		
First-grade State, second-grade State, or permanent State certificates.	\$2.....	\$1 to county board of examiners; \$1 to State board of examiners.
State permanent certificate based on diploma or work done in a college or university, or life certificate of another State.	do.....	State board of examiners.
Any county certificate.....	do.....	County board of examiners.
Utah.....		
Vermont.....		
Virginia.....		
Washington (Code of Public Instruction, 1909, pp. 84-91):		
Any certificate.....	\$1.....	County or city institute fund.
West Virginia (act of 1911, statement of state department; School Laws, 1908, p. 59):		
State professional certificate.	\$5.....	Expense of examination.
Any certificate granted under uniform examination system.	\$1.50 (on entire examination). 75 cents (on partial examination).	State general school fund.
Emergency certificate.....	\$1.50.....	Do.
Wisconsin (School Laws, 1909, p. 81):		
Any certificate.....	No fee.....	
Wyoming (School Laws, 1909, pp. 128-129):		
First-class and professional certificates.	\$1.50.....	State general fund.
Second and third class certificates and special certificates.	\$1.....	Do.
Temporary certificate.....	50 cents.....	Do.

SUSPENSION AND REVOCATION OF CERTIFICATES.

The grounds upon which certificates may be suspended or revoked are much the same among all the States; immoral or unprofessional conduct, unfitness for teaching, refusal to comply with law or regulations or with directions of officers constitute the most prominent grounds. The rights of the teacher against whom charges are brought are well protected in most States; a fair hearing and, frequently, the right of appeal being specifically provided for. The officer or officers issuing the certificates and their superior officers make the decisions. The following table presents the essential facts regarding the subject.

TEACHERS' CERTIFICATES.

TABLE 34.—*Suspension and revocation of certificates.*

Names or kinds of certificates.	Officer empowered to suspend or revoke.	Grounds upon which suspension or revocation may be made.	Process.
Alabama (School laws, 1908, p. 27): Life certificate.	Superintendent of education.	Leaving off the business of teaching for 3 consecutive years. Immoral conduct or unbecoming or indecent behavior.	
Any certificate. Arizona (School laws, 1907, pp. 8-10): Any diploma. Any certificate. Arizona (School laws, 1910, pp. 39, 75): Any certificate.	Ter. board of education. Ter. board of examiners. County superintendent.	Immoral conduct or evident unfitness for teaching. Immoral character or insufficient learning and ability for a competent teacher. Failure to attend one institute annually without a reasonable excuse renders certificate revocable.	Notice immediately given to such teacher and the directors, thereby terminating the contract between said parties.
California (School laws, 1909, pp. 13, 119): Life diplomas. Any county certificate.	State board of education. County board of education.	Immoral or unprofessional conduct, or evident unfitness for teaching. Immoral or unprofessional conduct, evident unfitness for teaching, or persistent defiance of and refusal to obey the laws regulating the duties of teachers.	State board of education adopts such rules for said revocation as it may deem expedient or necessary. A hearing before the county board of education, and upon the affirmative vote of at least 4 members of the board, the charges to be presented to the board in writing and verified under oath. Notice of the time of hearing and a full and complete statement of the charges to be furnished to the accused at least 10 days before the hearing. The accused to be given a fair and impartial hearing, and to have the right to be represented by counsel. The hearing to be governed by and conducted under the rules of the board.
City, or city and county certificates. Colorado (School laws, 1900, pp. 36, 97): State diplomas.	City, or city and county board of education. State board of education.	Immoral or unprofessional conduct, profanity, intemperance, or evident unfitness for teaching. Satisfactory evidence that the holder thereof has become unworthy of the same.	Before revocation the holder of such diploma shall have at least 30 days notice to appear before the State board and file any charges brought against him. The right of the State board of education shall not be denied the teacher, and appeal be taken within 30 days from date of notice of such revocation. Do.
Any county certificate.	County superintendent.	Immorality, incompetency, or other just-cause.	
School district certificates (Districts of first class.)	School board of district.	do	

<p>Connecticut (laws relating to schools, 1906, secs. 67, 210, 211). Any State certificate. Local high-school certificates. Local public-school certificates. Delaware (school laws, 1908-9, pp. 10, 37, 40). Any certificate.</p>	<p>State board of education. Board of school visitors or high school committee. School visitors, school committee, board of education. County school commissioner.</p>	<p>Incompetence to teach or to manage a school, or failure to conform to the requirements. do. (1) Refusal to comply with the reasonable directions given by the county superintendent; (2) Failure of the teacher to make the required complete and correct annual report to the State board. Unsuccess, incompetence, immorality, or failure to be governed by the rules and regulations of the department of public instruction. Good and sufficient cause. Incompetency, immorality, cruelty to pupils, or neglect of duty.</p>	<p>Right of appeal to the State board of education. Notice in writing shall be given to the authority issuing said certificate, giving grounds for suspension. In either revocation or suspension the teacher shall be notified in like manner, and also of the right of appeal, and to whom and when the appeal should be made.</p>
<p>Florida (school laws, 1909, pp. 24, 37). Any certificate.</p>	<p>Authority issuing or endorsing same, or State superintendent. State school commissioner. County commissioner.</p>	<p>Any disqualification which would have been sufficient for and for refusing to issue the same, had the cause existed at the time of its issue. Neglect of duty, incompetency, immorality, or any other cause which would have been sufficient ground for refusing to issue the same, had the cause existed or been known at the time of issue.</p>	<p>Right of appeal to county board of education, whose decision shall be final. The holder shall have at least 30 days' notice to appear before the State board and show cause why such revocation should not be made. No certificate shall be revoked or annulled without a per curiam hearing, unless the holder thereof shall, after 30 days' notice, appear or refuse to appear before the superintendent for that purpose.</p>
<p>Georgia (laws and decisions of common school systems, p. 40). Permanent license. Any county certificate. Idaho (act of 1911, H. B. No. 240). Life diploma or State certificate. Any county certificate.</p>	<p>State board of education. County superintendent.</p>	<p>Immorality or other unprofessional conduct. Immorality, incompetency, or other just cause.</p>	<p>Due notice of such revocation shall be given in writing by the county superintendent and an appeal therefrom shall lie to the State superintendent of public instruction and the same be taken within 5 days after notice is given; it shall operate as a stay of proceedings until the State superintendent shall have passed upon such appeal.</p>
<p>Illinois (school law, 1908, pp. 4, 9). Any State certificate. Any county certificate. Indiana (school laws, 1907, pp. 24, 37). Life State license. Any license issued by county superintendent or by State superintendent.</p>	<p>State board of education. County superintendent.</p>	<p>Incompetency, immorality, cruelty, or general neglect of the business of the school.</p>	<p></p>

TABLE 34.—*Suspension and revocation of certificates—Continued.*

Names or kinds of certificates.	Officer empowered to suspend or revoke.	Grounds upon which suspension or revocation may be made.	Process.
Iowa (school laws, 1907, p. 18): Any certificate or diploma.	County superintendent.	Incompetency, immorality, intemperance, cruelty, or general neglect of the business of the school.	The county superintendent shall within 10 days after charges are preferred transmit to such teacher a written statement of said charges, and set the time and place for the hearing of the same, at which trial the teacher shall be privileged to be present and make defense. The county superintendent shall issue in duplicate an order revoking the certificate or diploma, the same becoming operative and of full force and effect 10 days after the date of its issue, one copy of the order to be mailed to the holder of the certificate and the other to be mailed to the State superintendent. The person aggrieved has the right to appeal to the State superintendent within 10 days from the date of such mailing. In such case such case not being effective until affirmed by the State superintendent after full hearing. The revocation of all State certificates and the diplomas must be affirmed by the educational board of examiners after full review before becoming effective.
Life certificates. Kansas (school laws, 1909, pp. 21, 33): Any certificate.	By authority issuing.	Certificate shall lapse provided holder does not teach during a period of 5 successive years. Immorality, gross neglect of duty, annulling written contracts with boards of education and district boards without the consent of a majority of the board which is a party to the contract, or any cause that would have justified the withholding thereof when the same was granted. Void if the holder should not be engaged in school work for 3 consecutive years, subject to renewal by State board of education.	
Life certificates. Kentucky (common school laws, 1910, pp. 30-32, 107, 124, 183): University diploma (B. A. in Education), or any university or normal school certificate.	Board of trustees of university, board of regents of normal schools, or the State superintendent of public instruction. (Any county superintendent may revoke for his county.)	(1) For cause: (2) failure to attend county institute without legal excuse renders certificate forfeitable.	
State diploma.	Superintendent of public instruction, or by county superintendent as far as it	(1) For cause: (2) failure to attend county institute without legal excuse, or failure to engage in active school work two successive years forfeits the certificate.	In case of revocation by a county superintendent immediate notice shall be given to the State superintendent to approve or reverse such revocation. If the certificate is revoked for failure to attend institute the teacher must be given notice to appear and show cause. If he can, why the certificate should not be revoked. In case of revocation by county superintendent immediate notice shall be given to the State superintendent. Before a certificate is revoked for failure to attend insti-

<p>State certificate.....</p> <p>Any county certificate.....</p> <p>City certificate (in cities of first class).</p> <p>Louisiana (school laws, 1906, pp. 41-42, 65): Parish superintendent's certificate. Any parish certificate.....</p> <p>Maine.....</p> <p>Michigan (public school laws, 1917, pp. 20, 21, 22, 23): County superintendent's certificate. Any certificate.....</p> <p>Massachusetts.....</p> <p>Michigan (school laws, 1909, pp. 74-76, 81-83, 138): University of Michigan certificate.</p> <p>State life certificate..... College certificate..... Advanced State Normal College, Central Normal, Northern Normal, or Western Normal certificates. Certificate of teacher of agriculture.</p>	<p>applies to his own county subject to the approval of State board of education</p> <p>Superintendent of public instruction, or by county superintendent as far as it applies to his county, subject to the approval of State superintendent.</p> <p>County superintendent.....</p> <p>City board of education.....</p> <p>State board of education.....</p> <p>Parish superintendent.....</p> <p>State board of education.....</p> <p>Parish superintendent.....</p> <p>State board of education.....</p> <p>State board of education.....</p> <p>State superintendent.....</p> <p>Board of county school commissioners.</p> <p>Annulled only by board of regents; may be suspended by the legal examining officer or officers in any county, parish, city or district as far as it affects said county, township, city, or district.</p> <p>State board of education..... do..... do.....</p> <p>State board of agriculture.....</p>	<p>Incompetency, inefficiency, immorality, or unfitness of teacher, or failure to attend county institute without legal excuse.</p> <p>Any cause deemed sufficient by city board. Failure to receive regular employment of the board within 5 years from date of certificate forfeits the certificate.</p> <p>Incompetency, inefficiency, or unworthiness..... do.....</p> <p>Immoral or unprofessional conduct. Inefficiency, incivility, or incompetency for discharge of duties. Immorality.....</p>	<p>tute, the teacher must be given a chance to show cause why the certificate should not be revoked.</p> <p>A hearing is given the teacher in case of failure to attend institute without legal excuse.</p> <p>Subject to approval or disapproval of parish board of education.</p> <p>Subject to approval of State board of education. Teacher given reasonable notice of the charge in writing and an opportunity to defend himself. If charge is sustained, appeal filed with the State board of education. An appeal shall file to the State board of education, whose decision shall be final.</p> <p>A personal hearing shall be granted.</p>
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TEACHERS' CERTIFICATES.

TABLE 34.—Suspension and revocation of certificates—Continued.

Names or kinds of certificates.	Officer empowered to suspend or revoke.	Grounds upon which suspension or revocation may be made.	Process.
Michigan—Continued. Any county certificate.....	County board of examiners.....	Neglect of duty, incompetency, immorality, or any other reason which would have justified said board in withholding the same when given.	Written charges shall be filed with the county commissioner, who shall immediately notify the accused of said charges, sending him a copy of the same, together with the names of the person or persons filing the charges. The commissioner may, and on written demand of the accused shall, within 20 days after the filing of said charges, call a meeting of the board of examiners of the county and summon the accused and also any witnesses to appear there. No certificate shall be suspended or revoked without a personal hearing unless the holder thereof shall, after a reasonable notice, neglect or refuse to appear before said board. Any person refusing to appear before said board on the day mentioned in the summons shall be deemed guilty of a misdemeanor, and upon conviction in any court of competent jurisdiction shall be subject to fine or imprisonment, or both.
Any certificate.....	County commissioner.....	Willful neglect of duty, incompetency to instruct or govern a school, or gross immorality, known to the commissioner through personal investigation or knowledge.	A temporary suspension of certificate. The county commissioner shall call a meeting of the board of examiners within 10 days after the suspension, summoning the teacher to appear before said board. The board shall file its decision in the office of the county commissioner within 10 days after the close of the hearing, and the county commissioner within 5 days after the filing of said decision shall mail a copy thereof to said teacher; any teacher may appeal within 20 days after the filing of said decision to the probate court of said county, who shall hear and determine said cause.
Minnesota (laws, 1911, chap. 98): Any certificate.....	County superintendent may suspend. State superintendent may suspend or revoke.	(a) Immoral character; (b) conduct unbecoming a teacher; (c) failure, without justifiable excuse, to teach for the term of his contract without first securing the written release of the school board; (d) inefficiency in teaching or in management of school; (e) affliction with active tuberculosis or some communicable disease; is cause for suspension while holder is suffering from such disability.	County superintendent or any school board may begin suspension. County superintendent must serve notice upon teacher and may appeal within 10 days. The county superintendent, who may confirm, modify, or reverse such suspension, extent fit to cover all counties, or may revoke the certificate. If county superintendent refuses to suspend upon complaint of board of education, the board may appeal to the State superintendent, who, after giving teacher opportunity for defense, takes such of above actions as he deems best.

SUSPENSION AND REVOCATION OF CERTIFICATES.

<p>Mississippi (school laws, 1906, pp. 10, 26): State license. Any license.</p>	<p>State board of examiners County superintendent</p>	<p>Good cause, or leaving off the business of teaching. Intemperance, immorality, brutal treatment of a pupil, or other good cause.</p>	<p>An appeal lies to the State board of education. The county superintendent shall notify the teacher of the charges 10 days before the trial.</p>
<p>Missouri (school laws, 1909, pp. 89, 100, 115): Any State certificate.</p>	<p>State superintendent or county superintendent.</p>	<p>Incompetency, cruelty, immorality, drunkenness, or neglect of duty.</p>	<p>The county superintendent in the county where the offense is alleged to have been committed shall notify, in writing, the holder of the certificate and certificate; such person or board shall proceed as provided for revocation by a county superintendent.</p>
<p>University or normal diploma or certificate. Any county certificate.</p>	<p>State superintendent, board of curators of university, board of regents of normal school, or county superintendent.</p>	<p>Incompetency, immorality, neglect of duty, or the annulling of written contracts with boards of directors without the consent of the majority of the members of the board which is a party to the contract.</p>	<p>All charges must be preferred in writing and signed by the party or parties filing the accusation, and the teacher must be given due notice and opportunity to be heard.</p>
<p>Montana (school laws, 1909, pp. 16-19, 114, 131, 137): Any State or life diplomas.</p>	<p>State superintendent.</p>	<p>Incompetency, immoral conduct, or any cause which would have justified the State board in refusing to grant such diploma.</p>	<p>Before revocation the holder shall be served with a written statement of the charges against him, and shall have an opportunity of defense before said State board of education.</p>
<p>Do</p>	<p>State board of education.</p>	<p>Leaving the school before the expiration of time specified in the contract without the written consent of the trustees constitutes sufficient cause for the suspension of such diplomas for the period of 1 year.</p>	
<p>Any county certificate.</p>	<p>County superintendent.</p>	<p>(1) Incompetency, immorality, intemperance, cruelty, or neglect of the business of the school, or refusal to attend institute; (2) leaving the school before the expiration of the time specified in the contract without the written consent of the trustees constitutes sufficient cause for the suspension of such certificates for the period of 6 months.</p>	
<p>Nebraska (school laws, 1909, pp. 77, 80): Any certificate.</p>	<p>Authority issuing the same.</p>	<p>Incompetency, immorality, intemperance, cruelty, crime against the law of the State, negligence of duty, or general negligence of the business of the school, nonattendance at institute without satisfactory reasons in writing, and any cause which would justify the refusal to grant such certificate.</p>	<p>The teacher shall be given opportunity to explain his conduct, and a certificate shall be revoked only after a full hearing of the evidence for and against such action.</p>

TABLE 34.—*Suspension and revocation of certificates—Continued.*

Names or kinds of certificates.	Officer empowered to suspend or revoke.	Grounds upon which suspension or revocation may be made.	Process.
Nevada (laws 1911, pp. 183-189); Any certificate.	State board of education may revoke or suspend; deputy superintendent of public instruction may revoke.	May be revoked for incompetency, insubordination, or immorality. May be suspended for failure to attend county or district institutes and for breaking a contract to teach.	Subject to appeal to State board of education.
New Hampshire. New Jersey (school laws, 1906, pp. 49, 66, 150). Any certificate.	State board of examiners.	(1) Good cause; (2) being agent for or in any way pecuniarily or beneficially interested in the sale of any text books, or other school supplies of any kind, or unlawfully promoting or favoring the same. Leaving school before the expiration of the term of employment without the consent of the board of education renders certificate liable to suspension for a period not exceeding one year.	Do. Do.
Do.	State superintendent.	Incompetency, immorality, or any cause that should have withheld the issue of such certificate.	A full and fair hearing, with privilege of counsel.
Any county certificate. Any city certificate. New Mexico (school laws, 1906, p. 205). Any certificate.	County board of examiners City board of examiners.	Refusal to conform to the requirements of the school laws, or any sufficient cause.	Commissioner of education may reconsider and reverse his action. Teacher must be given reasonable notice of the charge, and an opportunity to defend himself. If the certificate is thus annulled, or a former superintendent of public instruction, or a diploma of State normal school, notice of such annulment must be sent forthwith to the commissioner of education.
New York (education law, 1910, secs. 94, 556, 562, 691, 773). Any certificate.	Territorial board of education. Commissioner of education. School commissioner.	(1) Immorality.	Do. Do.
Do.	School commissioner.	(2) Failure to fulfill an agreement to teach a term of school, without good reason. (3) Willful failure to attend teachers' institute.	Commissioner of education may reconsider and reverse his action. Teacher must be given reasonable notice of the charge, and an opportunity to defend himself. If the certificate is thus annulled, or a former superintendent of public instruction, or a diploma of State normal school, notice of such annulment must be sent forthwith to the commissioner of education.
North Carolina (school law, 1904, p. 73). Any certificate.	School commissioner.	(1) Failure to attend continuously the biennial institute and school debarred from teaching for a period of one year, or until such teacher shall have attended according to	Commissioner of education may reconsider and reverse his action. Teacher must be given reasonable notice of the charge, and an opportunity to defend himself. If the certificate is thus annulled, or a former superintendent of public instruction, or a diploma of State normal school, notice of such annulment must be sent forthwith to the commissioner of education.

<p>North Dakota (acts of 1911, Senate bill 69). Any certificate.</p>	<p>State board of examiners.</p>	<p>law, some county institute and school, or presents a record of continuous attendance at some summer school of good standing for a period of not less than three weeks. (2) Any teacher may be suspended by the county superintendent if guilty of immoral or disreputable conduct, incompetent to discharge efficiently the duties of a public school-teacher, or persistent neglect of such duties.</p>
<p>Ohio (school laws, 1910, pp. 107, 124, 137, 143). Any State life certificate. Any county certificate.</p>	<p>State board of examiners. County board of examiners.</p>	<p>Any cause which would have been sufficient grounds for refusal to issue the same, and willful violation of teacher's contract, incompetency, immorality, immorality, immorality, crime against law of State, and refusal to perform duty.</p>
<p>Any city certificate. Any superintendent's, supervisor's, or principal's certificate.</p>	<p>City board of examiners.</p>	<p>Intemperance, immorality, incompetency, or negligence.</p>
<p>Oklahoma (common-school laws, 1910, pp. 114, 117, 121). University diploma certificate. C. A. and N. University normal department diploma certificate. Any county certificate.</p>	<p>State superintendent. County board of examiners.</p>	<p>Immorality or any other cause that would have justified the withholding thereof. Allowing mixed attendance of the races exceeds the certificate for the period of 1 year.</p>

Concurrence of the majority of the school committee essential.

Immediate action is had by the board when said board has personal knowledge of the cause, but an opportunity must be given accused or personal explanation. If board is notified by others, it shall be notified and given every opportunity for defense. Upon revocation, the State board shall notify immediately the clerk of the school district where said teacher is employed, shall notify said teacher through the clerk, and shall also notify each county superintendent in the State, and enter in action on its records. If said teacher refuses to surrender his certificate, said board may publish notice of such revocation in a newspaper printed in the county where accused was last employed.

Before any hearing is had by a board of examiners the accused shall be notified in writing as to the nature of the charges, and the time set for the hearing, such notice to be served personally or at his residence, and he shall be entitled to produce witnesses and defend himself.

Do.

TABLE 34.—*Suspension and revocation of certificates—Continued.*

Names or kinds of certificates.	Officer empowered to suspend or revoke.	Grounds upon which suspension or revocation may be made.	Process.
Oregon (acts of 1911, S. B. No. 30): Any certificate.	Authority issuing.	Immorality, intemperance, crime against the law of the State, or gross neglect of duty.	Revocation may take place upon the written complaint of any county superintendent, after the defendant has been given an opportunity to be heard. The holder shall not be eligible to receive another teacher's certificate within 12 months after date of revocation. The aggrieved shall have right of appeal to State superintendent when certificate is revoked by a county superintendent, which shall act as a stay of proceedings for a period of 30 days; to the State board of education when revocation is by State superintendent, which appeal shall act as a stay of proceedings until the next regular or special meeting of said board.
Pennsylvania (acts of 1911, House bill No. 312, art. xlii): All State certificates or indentments of certificates of other States. Provisional or professional certificates.	Superintendent of public instruction. Superintendent who grants under whose supervision their holders are teaching.	Incompetency, cruelty, negligence, immorality, or intemperance. do.	Reasonable notice in writing must be given to the parties interested. There must be a hearing in all cases unless the facts are personally and officially known to the superintendent revoking. do.
Rhode Island (laws relating to education, 1940, p. 26): Any certificate.	State board of education.	Cause.	Due notice shall be given to the holder before revocation, and an opportunity for a hearing is granted. do.
South Carolina (school laws, 1909, pp. 12, 21, 23): State certificate.	do.	Immorality, unprofessional conduct, prefanity, or evident unfitness for teaching. do.	Subject to appeal to State board of education.
South Dakota (school laws, 1909, pp. 6, 17, 18, 44): Like diplomas and State certificates. First, second, third grade and primary certificates.	County board of education. State superintendent. County superintendent.	Same as causes enumerated for revocation of certificates by county superintendent. Any cause which would have prevented the issue of the same, incompetency, immorality, intemperance, violation of the State law, cruelty, general neglect of the business of the school, and refusal and neglect to attend regularly a county institute and at least one district institute each year, provided that holders of first-grade or higher certificates in force, who have attended regu-	Process similar to revocation of certificates by county superintendent. Within 10 days after revocation, the county superintendent shall transmit a written statement to the holder of such statement, and shall also forward a copy of such statement to the State superintendent. The aggrieved may serve a written notice of appeal to the State superintendent within 10 days after receipt of such notice, specifying the grounds

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upon which the appeal is taken. Thereupon the State superintendent shall provide for a fair review.

Before cancellation of certificate the holder thereof shall be heard, and shall have an opportunity to be heard. The charges and evidence shall be stated under oath and in duplicate that the accused may be furnished a copy of the same. He shall have the right to appeal to the State superintendent, and, when certificate is canceled by State superintendent, to the State board of education.

Hearing given the accused.

Due examination and inquiry into the case.

Revocation on charges preferred by city board of examiners.

Written notice of such revocation shall be given to the teacher and to one of the board of school directors or trustees.

Appeal may be taken to the State board of examiners within 30 days of the revocation of a certificate.

Early at least four normal institutes, may be excused by the county or the State superintendent, from attendance at county institutes for such current year. Failure to make required reports works forfeiture of certificate.

(c) Conducting school in violation of State laws, or unfitness to instruct, or (b) refusal to be re-examined, or (d) contract expires, without good cause, or without consent of the trustees who are a party to the contract.

Willful and persistent absence from county teachers' institute, or the district institute in independent districts, void by withdrawal from school work for a period of three years.

(e) Immoral or unprofessional conduct, or unmistakable evidence of serious infectious or hereditary disease, or evident unfitness for teaching; (f) certificate forfeited if holder allows a period of five years to elapse without following some educational pursuit.

Neglect or refusal to give instruction in any subject required by law.

Immoral and unprofessional conduct, profanity, intemperance, or evident unfitness for teaching.

Incompetence or other unfitness to teach in a public school.

Case.

Any certificate.
Tennessee (school laws, 1909, pp. 19, 39, 44).
Any certificate.

Authority issuing, or State superintendent.

County superintendent.
State superintendent.
County superintendent.

Do.
Any permanent State certificate.
Any permanent county certificate.
Utah (school law, 1909, pp. 6, 14, 18, 86, 87).
Any State diploma or State certificate, or any certificate issued by the State board of education.
Any certificate.
Any city certificate.
Vermont (school laws, 1907, p. 271).
Any certificate or permit.
Virginia (school laws, 1907, p. 128).
Any certificate.

State board of education.

County board of examiners.
City board of education.

Authority issuing the same.

Division superintendent.



TABLE 34—Suspension and revocation of certificates—Continued.

Name of kind of certificate.	Officer empowered to suspend or revoke.	Grounds upon which suspension or revocation may be made.	Process.
Washington (school laws, 1908, pp. 91, 123, 134): Any certificate.	Authority having the same.	Immorality, violation of written contract, intemperance, crime against the law of the State, or any unprofessional conduct.	Charges may be preferred by any superintendent. The defendant shall be given an opportunity to be heard. In case any certificate is revoked, the holder shall not be eligible to receive another teacher's certificate for a period of 12 months after the date of revocation. The aggrieved shall have the right of appeal. On revocation by county superintendent the appeal lies to the State superintendent; on revocation by State superintendent the appeal lies to the State board of education. On revocation by the faculty of the State university, the State college, or the normal schools the appeal lies to the State board of education. An appeal to State superintendent shall operate as a stay of proceedings for suspension or revocation of the certificate for 30 days after the date of the State board of education shall operate as a stay of proceedings till the next regular or special meeting of said board. Certificate is not forfeited until a declaration of the forfeiture has been made by the proper authority.
Do.		(a) Nonattendance at institute renders a certificate forfeitable unless there is valid excuse; (b) the use of tobacco or any other narcotics on the school premises shall work a forfeiture of certificate.	
West Virginia (school laws, 1908, pp. 32-44, 58): State professional certificate. Any certificate issued under the uniform examination system.	State board of education. State superintendent.	Good cause. Drunkenness, immorality, or untrustworthiness, or any other cause which could have justified the withholding therefrom of the license granted, or any neglect or refusal to perform his duties.	After 10 days' notice and upon proper evidence.
Wisconsin (school laws, 1909, pp. 79, 84): Any State certificate or license, or their equivalent. Any county certificate.	State superintendent. County superintendent.	Incompetency or immoral conduct. Immoral character, delinquency in learning, or inability to teach.	Before revocation the holder shall be served with a written statement of the charges against him, and shall have an opportunity for defense. The superintendent shall give to the complainant, the teacher, and the board by whom he is employed, at least 10 days' notice, in writing, containing a statement of the charges and of the time and place when and where he will hear the same. He shall proceed according to the rules of procedure in such cases, and shall have the accused an opportunity of defense. In case of annulment the teacher shall not be disqualified thereby until notice containing his name, the date of and reasons for such annulment be filed in the office of the town clerk.

and a copy thereof delivered to the clerk of the district in which the teacher is employed. Any annulment of a certificate is subject to appeal and to reversal by the State superintendent.

Revocation takes place on recommendation of the State board of examiners.

Wyoming (school laws, 1909,
p. 125):
Any certificate.....

State superintendent.....

Gross inefficiency or immoral character.....

RECOGNITION OF DIPLOMAS AND CERTIFICATES OF EDUCATIONAL INSTITUTIONS GRANTED IN OTHER STATES AND OF TEACHERS' CERTIFICATES ISSUED IN OTHER STATES.

Diplomas from certain educational institutions are generally recognized either as valid teachers' certificates in themselves or as partial or complete fulfillment of the requirements for a certificate in the State in which the institutions are located. But the recognition of diplomas from institutions not located in the State is not nearly so general. In fact, there are 11 States that give no recognition whatsoever to such diplomas—Connecticut, North Carolina, Georgia, Florida, Kentucky, Tennessee, Alabama, Mississippi, Louisiana, Arkansas, and Iowa. But in addition there are 3 others that merely accept the grades in subjects covered by the certificates and require examination in the remaining subjects—Oklahoma, Ohio, and Colorado, while 1 other—Maine—merely gives the diploma consideration in determining the duration of the certificate, requiring examination in all subjects. There thus remain 33 States in which recognition is established upon a plane of comity.

At least 21 States keep accredited or approved lists of educational institutions whose diplomas are recognized by them. The laws of 12 States specifically require that the institutions shall be of equal rank with those of the State in which recognition is sought. Five States require previous experience of the applicant—New York, North Dakota, Montana, Colorado, and Idaho.

Recognition of certificates issued by other States is not so general as recognition of diplomas of educational institutions. Only 30 States grant recognition of any kind. Those which do not are:

North Atlantic: Maine, New Hampshire, Connecticut.

South Atlantic: Delaware, Maryland, North Carolina, Louisiana, Florida.

South Central: Kentucky, Tennessee, Alabama, Mississippi, Louisiana, Texas, Arkansas.

North Central: North Dakota.

Western: Montana.

The following States demand the establishment of "reciprocal relations" before the certificates of another State will be recognized: New Jersey, Virginia, West Virginia, South Carolina, Missouri, Kansas, and New Mexico. The laws or regulations or practice of 13 States sanction the recognition of only the highest grade or grades of certificates, as follows:

North Atlantic: New York, New Jersey.

North Central: Ohio, Maryland, Delaware, Michigan, Wisconsin, Kansas.

Western: Wyoming, New Mexico, Idaho.

The following States recognize any certificate issued by a State department: Virginia, Iowa, South Dakota (above second grade),

Nebraska, Washington, and Oregon. The last three accept credits only and those must be above specified percentages.

The laws of 11 States require that the certificates be of equal rank with those in the State. Oklahoma grants merely credits which the certificate covers.

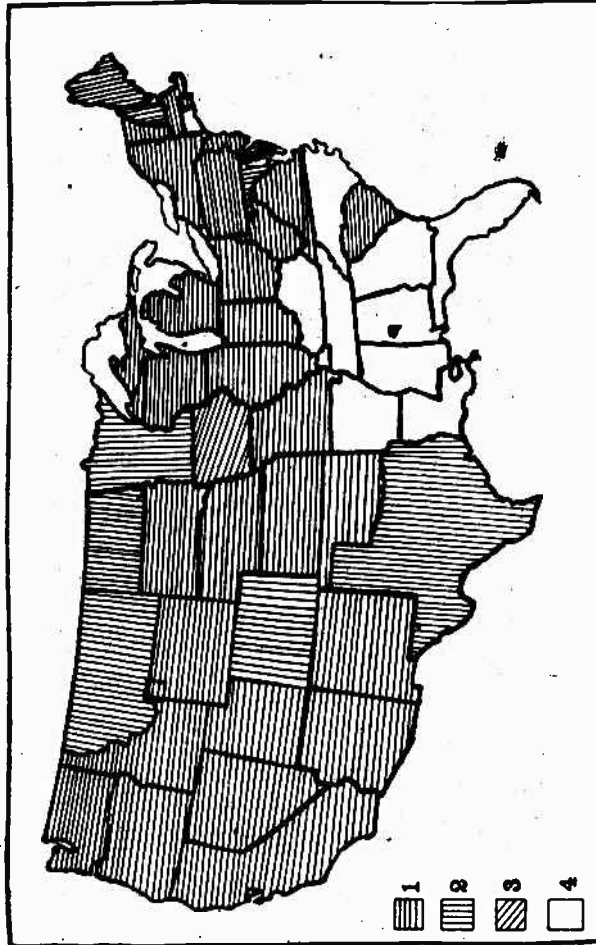


FIGURE 10.—States which give some recognition, however slight, to diplomas of educational institutions situated in other States and to certificates issued in other States: 1, States which recognize both diplomas and certificates; 2, States which recognize diplomas but not certificates; 3, States which recognize certificates but not diplomas; 4, States which recognize neither diplomas nor certificates.

A DIGEST OF THE LAWS AND REGULATIONS BEARING UPON THE RECOGNITION OF DIPLOMAS AND CERTIFICATES IN EACH OF THE STATES.

ALABAMA.

Diplomas.—None. (Memorandum from the State office.)

Certificates.—None. (Memorandum from the State office.)

ARIZONA.

Diplomas.—A graduate of a standard college or university who has had one year's work in pedagogy, certified to by a professor of pedagogy, is given a first-grade Territorial certificate.

A graduate, except in the kindergarten department, of a normal school whose courses are equivalent to the Arizona Normal School is also given a first-grade Territorial certificate. (Regulations of Territorial board of education, in School Laws, 1907, p. 80.)

Certificates.—A holder of a life diploma issued by State authority is granted a first-grade certificate. (Regulations of Territorial board of education, in School Laws, 1907, p. 80.)

ARKANSAS.

Diplomas.—None.

Certificates.—None.

CALIFORNIA.

Diplomas.—"No credentials shall be prescribed or allowed unless the same in the judgment of said [State] board [of education] are the equivalent of a diploma of graduation from the University of California and are satisfactory evidence that the holder thereof has taken an amount of pedagogy equivalent to the minimum amount of pedagogy prescribed by the state board of education of this State. * * *

"The said board shall also consider the cases of individual applicants who have taught successfully for a period of not less than 20 school months, and who are not possessed of the credentials prescribed by the board under the provisions of this section. The said board, in its discretion, may issue to such applicants special credentials, upon which they may be granted certificates to teach in the high schools of the State. In such special cases, the board may take cognizance of any adequate evidence of preparation which the applicants may present. The standards of qualification in such special cases shall not be lower than that represented by the other credentials named by the board under the provisions of this section." (School Laws, 1909, pp. 12-13.)

Certificates.—See diplomas.

COLORADO.

Diplomas.—Grades given for work in educational subjects accepted the same as grades from the State institutions of Colorado, provided the applicant has taught two years. (Memorandum from State office.)

Certificates.—None. (Memorandum from State superintendent.)

CONNECTICUT.

Diplomas.—None. (Letter from secretary of State board of education, dated Sept. 12, 1910.)

Certificates.—None. (Letter from secretary of State board of education, dated Sept. 12, 1910.)

DELAWARE.

Diplomas.—May be issued at the discretion of the county superintendents upon presentation of "diplomas or certificates of graduation from any respectable normal school or college." (School Laws, 1908-9, p. 55.)

Certificates.—None.

FLORIDA.

Diplomas.—None. (Letter from State office, Sept. 14, 1910.)

Certificates.—None. (Letter from State office, Sept. 14, 1910.)

GEORGIA.

Diplomas.—Strictly forbidden. (Laws, 1910, p. 39.)

Certificates.—None. (Memorandum from State office.)

HAWAII.

Diplomas.—Diplomas and certificates of other States or Territories may be received as equivalent to Hawaiian certificates as follows: (a) University degree, grammar-grade certificate; (b) Normal diplomas, Hawaiian normal diploma; (c) State or Territorial grammar-grade certificates, grammar-grade certificate; (d) First-class county certificates, primary-grade certificate.

Certificates.—See above.

IDAHO.

Diplomas.—The State board of education may issue a State certificate to a graduate of an advanced course of a State normal school of another State who holds a State or life certificate in such State, or to a graduate of a chartered college, the bachelor's degree of which is accepted by the State university of the same State, if the applicant has taught 18 months, provided part of this experience has been within two years preceding date of application. (Acts of 1911, H. B. 240, art. 10, sec. 91.)

Certificates.—See above.

ILLINOIS.

Diplomas.—Graduates from approved colleges, universities, and normal schools are admitted to examination on the same basis as graduates of like institutions within the State. (Circular, department of public instruction, No. 42, p. 4, Nov. 1, 1909.)

Certificates.—Holders of life certificates from other States, the requirements of which are equal to those of Illinois, may enter the examination for any one of the certificates under Plan II, which requires an examination in three professional subjects and a thesis. (Circular, department of public instruction, No. 42, p. 4, Nov. 1, 1909.)

INDIANA.

Diplomas.—Graduates of approved universities, colleges, and State normal schools are eligible for licenses in Indiana upon the same basis as graduates of like institutions within the State.

"A State normal diploma that represents three full years' normal-school work preceded by four years' high-school work may be countersigned by the superintendent of public instruction, provided the holder of it has taught successfully for two years since graduation. When so signed it becomes valid for life in any of the public schools of the State.

"A diploma from a kindergarten training school that has been approved by the State board of education may be countersigned by the superintendent of public instruction and made a valid life license for kindergarten work." (Indiana Teachers' Licenses, Charles A. Greathouse, 1910, p. 10; School Laws, 1907, pp. 20-21.)

Certificates.—A life certificate from another State that has been granted upon examination and is equivalent to the life license examination in Indiana may be countersigned by the superintendent of public instruction. When so signed it becomes valid for life in any of the public schools of the State. (Indiana Teachers' Licenses, Charles A. Greathouse, 1910, p. 9.)

IOWA.

Diplomas.—None. (School Laws, 1907, p. 11.)

Certificates.—The State educational board of examiners is empowered "to validate certificates issued by State departments of education in other States where such certificates were issued upon evidence of scholarship and experience equivalent to that required for like certificates" under the laws of Iowa. Such validated certificate is valid in any public school in the State for five years after date of such validation. (Department of public instruction, Circular No. 5, 1911.)

KANSAS.

Diplomas.—Graduates of educational institutions on the accredited list are granted a three-year renewable certificate upon presentation of proper credentials. Any college, university, or educational institution of like standing which requires a four-year high-school course, or its equivalent, approved by the State board of education, as a condition of admission to its freshmen class, and whose course of study and the character of work done are, in the judgment of said board, of such standing as to prepare its graduates to teach successfully in the public schools of the State, and which has a department of education, the prescribed course of which is satisfactory to the State board of education, may be placed on the accredited list by said board. (Laws, 1911, ch. 276.)

Certificates.—The law provides that when the State board of education is satisfied that any resident of Kansas holding a State certificate of another State secured the same by passing an examination equivalent to that given by said board, it may issue to said person a State certificate. The practice of the board is to issue a three-year renewable certificate to persons holding State life certificates or certificates which may be renewable into State life certificates, from those States whose offices extend reciprocal relations. (Manual of board of education, State of Kansas, 1910, p. 37; letter from State superintendent of public instruction, dated Sept. 27, 1910.)

Reciprocal relations.—Reciprocal relations covering the indorsement of the highest grade of life certificates have been established without limitation with six States, as follows: Iowa, Nebraska, New Jersey, Pennsylvania, South Dakota, and Virginia.

The following limitations have been placed upon indorsements of certificates and diplomas issued in other States: Indiana, Missouri, and Oregon, if issued on examination; North Dakota, if applicant is a graduate of a normal school, college, or university; Michigan, New York, Ohio, Rhode Island, and Utah, each case is considered on its merits; Washington, option of State board:

Forty-four colleges, located in 16 different States, have been placed upon the accredited list.

Reciprocal relations have been established without limitation in the recognition of the highest grade of State normal-school diplomas with the following nine States: Indiana, Iowa, Minnesota, Nebraska, New Jersey, New York, Pennsylvania, South Dakota, and Virginia. Limitations are imposed as follows: Michigan, Rhode Island, and Utah, each case is considered on its merits; North Dakota, the course must cover the Kansas requirements; Arizona, professional examination is required; Vermont, may consider certain cases; Washington, option of State board. (Manual of the board of education, 1910, pp. 35, 37-38.)

KENTUCKY.

Diplomas.—None. (Memorandum from State office.)

Certificates.—None. (Memorandum from State office.)

LOUISIANA.

Diplomas.—None, except from Peabody Normal College. (Laws, 1908, p. 68.)

Certificates.—None. (Memorandum from State office.)

MAINE.

Diplomas.—No exemption from examination and other requirements. Diplomas are given weight in the determination of the grade of certificate to be issued upon the same basis as graduates of institutions within the State. (Memorandum from State office.)

Certificates.—None. (Memorandum from State office.)

MARYLAND.

Diplomas.—The State superintendent may, with the approval of the State board of education, recognize and indorse diplomas of State normal schools and of other normal schools, and of colleges with a department of pedagogy when he is satisfied with the character of the instruction given and the length of time that has been spent in such institution by the applicant. (School Laws, 1910, p. 12.)

Certificates.—None. (Memorandum from State office.)

MASSACHUSETTS.

Diplomas.—Diplomas of standard normal schools, colleges, and universities are generally recognized, except in cities, as sufficient warrant for the granting of local certificates. (Memorandum from State office.)

Certificates.—School committees, except those in certain cities, generally recognize certificates issued in other States and issue certificates based upon them. Practice varies greatly as to the grades of certificates that are thus recognized. (Memorandum from State office.)

MICHIGAN.

Diplomas.—The State board of education may indorse normal school diplomas or certificates "if it be shown to the satisfaction of said board that such certificates are for life and that the * * * examinations required or courses of study pursued are fully equal to the requirements of this State." (School Law, 1909, p. 140.)

Certificates.—The State board of education may indorse State teachers' certificates granted upon examinations or other State certificates granted in other States "if it be shown to the satisfaction of said board that such certificates are for life and that the examinations required or courses of study pursued are fully equal to the requirements of this State." (School Law, 1909, p. 140.)

MINNESOTA.

Diplomas.—Graduates of accredited universities, colleges, and of advanced courses of State normal schools are placed upon the same basis as graduates of institutions within the State. The basis for determining whether a college or university shall be placed upon the accredited list is the University of Minnesota, including its department of pedagogy. (Pamphlet issued by the department of public instruction, 1909, Certification and employment of teachers, p. 5.)

Seventy-six universities and colleges outside of Minnesota, located in 21 different States, and 49 State and private normal schools, located in 23 different States, have been placed upon the accredited list. (Pamphlet issued by the department of public instruction, 1909, Certification and employment of teachers, pp. 6-8.)

Certificates.—None. (Pamphlet issued by the department of public instruction, St. Paul, Minn., June, 1908, entitled "Circular of information relating to examinations, certificates," etc., p. 7.)

MISSISSIPPI.

Diplomas.—None. (Memorandum from State office.)

Certificates.—None. (Memorandum from State office.)

MISSOURI.

Diplomas.—Diplomas from colleges and universities of equal rank to those in the "Missouri College Union" are placed on the same basis as graduates of those institutions. (See scholarship requirements, Table I.) Some concessions are made to graduates of State and private normal schools in other States. (Memorandum from State office; letter from State office, dated Sept. 30, 1910.)

Certificates.—The State superintendent will recognize certificates from other States with which reciprocal relations have been established, provided the certificates are

equal to those issued in Missouri, and provided further, applicant has had experience in teaching. (Memorandum from State office, and circular, "Requirements for State certificates, 1910.")

MONTANA.

Diplomas.—The law provides that State or life diplomas may be granted to graduates of educational institutions without the State upon conditions established by the State board of education. The board grants to graduates of reputable colleges, universities, and the advanced courses of normal schools certificates without examination when such graduates have had 18 months' successful experience after graduation and have become resident teachers of Montana. (Laws, 1908, p. 16; report of State superintendent of public instruction, 1908, p. 51; letter from State office, Sept. 29, 1910.)

Certificates.—None.

NEBRASKA.

Diplomas.—Professional State certificates may be granted to any person who is a graduate of a college or university of good standing and who has had three years' successful experience in Nebraska and who holds a first-grade county certificate. The same certificate may also be granted to the holder of a life diploma from a State normal school of another State. (Laws, 1909, p. 75.)

Certificates.—A professional State certificate may be granted at the discretion of the State superintendent to the holder of a professional State certificate from another State. (Laws, 1909, p. 75.)

"The holder of a county certificate granted by another State who desires recognition in Nebraska must register as above [in the county in which he desires to teach, pay the regular fee, and secure an examination number]. The Nebraska county superintendent may request that all grades of 80 or above, if earned before a State examining board, be recorded by the State department and require the applicant to pass examination in all subjects below 80 included in the desired certificate. If the grades were not earned before a State examining board, the applicant must take examination in arithmetic, reading, history, geography, and grammar and in all other subjects included in the desired certificate for which no grades are given." (Employment and certification of teachers. Complete rules, 1911, pp. 20-21.)

NEVADA.

Diplomas.—"Graduates of universities, colleges, and normal schools approved by the State board of education shall be permitted to submit their credentials from such institutions, and to the extent that these credentials give evidence of scholarship and professional preparation they shall be accepted in lieu of examination; provided, that no certificate of the elementary grade shall be granted upon any credentials not equivalent to a diploma of graduation from the Nevada State Normal School; and provided further, that no high-school certificate shall be granted upon any credential not equivalent to a diploma of graduation from a science course or the liberal arts course of the University of Nevada, together with the required training in educational subjects." (Laws, 1911, ch. 133.)

Certificates.—"Any teacher holding a life certificate from another State shall be permitted to submit such certificate as evidence of his or her fitness for teaching, and if the State board of education shall be satisfied that the State which issued such certificate maintains a high professional standard, said board may issue a certificate for teaching in this State of such grade as it shall deem proper." (School Laws, 1909, p. 20.)

NEW HAMPSHIRE.

Diplomas.—Graduates of colleges, universities, and normal schools outside the State are treated upon the same basis as graduates of colleges and private normal

schools within the State—that is, credits are accepted for subjects in group 3, examination for high-school certificates. See Table A. (Memorandum from State office.)

Certificates.—None. (Memorandum from State office.)

NEW JERSEY.

Diplomas.—"11. In any examination for a teacher's certificate the diploma of a university or college authorized to confer degrees may be accepted in lieu of an examination in the subjects prescribed for such examination; provided, that the course of study covered by said diploma shall include said prescribed subjects or their equivalent, shall not have been pursued through correspondence, and shall have been approved by the State board of examiners."

"14. The State board of examiners may grant a second-grade State certificate, valid for two years, to the holder of a diploma of any normal school or teachers' college, or a permanent certificate to teach in another State and valid as a State certificate therein, when the course of study of such normal school or teachers' college or the requirements for such certificate shall be, in the judgment of said board, equivalent to those required for a State certificate to teach in this State; provided, that such other State shall grant reciprocal privileges to those holding similar diplomas or certificates issued in this State. After the expiration of said two years the said normal school diploma, teachers' college diploma, or permanent State certificate * * * may be indorsed by the State board of examiners; provided, the holder thereof shall have taught not less than two years in this State, shall have given satisfactory evidence of efficiency and success as a teacher, and shall file approved testimonials. When so indorsed such diploma or certificate shall have the same force and effect as if issued in this State. Normal school diplomas issued in States not having a State system of certification * * * may be indorsed as hereinabove provided." (Rules and regulations of State board of education, in School Laws, 1908, pp. 151-152.)

Certificates.—See last paragraph above.

Reciprocal relations have been established under rule 14 with Canada and with 11 States, as follows: Connecticut, Indiana, Kansas, Massachusetts, Michigan, New York, Pennsylvania, Rhode Island, Washington, West Virginia, and Wisconsin. (Letter from State superintendent, Sept. 27, 1910.)

NEW MEXICO.

Diplomas.—The State board of education is authorized to issue certificates "to persons whom it may deem qualified." It appears from this that credits may be accepted for studies irrespective of graduation. (School Laws, 1909, p. 202.)

Certificates.—The Territorial board of education is "empowered to officially indorse teachers' certificates granted in States and other Territories, under such rules as it may prescribe." No regulations have as yet been printed. The acts of the State board as found in the reports of the Territorial superintendent of public instruction make it appear that as a rule only certificates of the highest grade are recognized and only from those States with which reciprocal relations have been established. (School Laws, 1909, p. 202; report of the Territorial superintendent of public instruction for biennium ending June, 1908, p. 28.)

The Territorial board of education has taken the following action regarding the recognition of certificates and diplomas issued in other States:

Consideration is given transcripts of credits submitted from educational institutions in all States. Reciprocal relations have been established with Michigan, Missouri, Minnesota, Nebraska, Oklahoma, Kansas, and Wyoming, whereby certificates equivalent to New Mexico county first grade or higher are recognized in so far as the requirements are equivalent to those specified for New Mexico licenses. (Memorandum from State office.)

TEACHERS' CERTIFICATES.

NEW YORK.

Diplomas.—The commissioner of education may in his discretion indorse diplomas of approved colleges and normal schools. Graduates of colleges approved by the education department, in a course approved by that department, may be granted a limited certificate, valid for two years. If the course taken by the applicant includes a course in education under the regulations of the education department, he may be granted a college graduate professional provisional certificate, valid for three years. Life certificates are granted after three years' successful experience. (Handbook 7, education department, 1910, pp. 25-29. Education Law, 1910, p. 120. Bulletin 474.)

"The commissioner of education may also, in his discretion, indorse a diploma issued by a State normal school or a certificate issued by a State superintendent or State board of education in any other State, which indorsement shall confer upon the holder thereof the same privileges conferred by law upon the holders of diplomas or certificates issued by State normal schools or by the commissioner of education in this State."

"This discretion will be exercised on evidence that the standards on which such diplomas and certificates were based are equal in value to standards in this State and that the applicant has proved to be a successful teacher for at least two years." (Handbook 7, education department, July, 1908, p. 26.)

Certificates.—See last two paragraphs above.

NORTH CAROLINA.

Diplomas.—Graduates of institutions outside the State are placed upon the same basis as graduates of institutions within the State, examination being required of all without concessions. (Memorandum from State office.)

Certificates.—None. (Memorandum from State office.)

NORTH DAKOTA.

Diplomas.—Recognition of diplomas granted by institutions outside of State placed on the same basis as those within. A normal school must have a reputation "for thoroughness;" a college or university must be "of recognized standing;" and the applicant must have taught for at least 18 months after graduation. If these requirements are met, a first-class State certificate may be issued. (School Laws, 1908, p. 78.)

Certificates.—None. (Memorandum from State office.)

OHIO.

Diplomas.—The law makes no distinction between Ohio institutions and those of other States. "The diploma of any normal school, teachers' college, college, or university approved by the State commissioner of common schools shall entitle the holder thereof when he or she has successfully passed the examination approved in section 5 of this act to a professional elementary-school certificate. * * * Provided, said diploma is granted only to such students as have taken a full two-year academic and professional course, entrance to which shall require graduation from a high school of the first grade." If the course is a four-year academic and professional course, a provisional high-school certificate may be issued. It is required that each of these courses shall include actual teaching under supervision in a training school, including elementary or secondary grades, respectively. A memorandum from the State office states, however, "no diplomas honored." (Session Laws, 1910, p. 317; memorandum from State office dated Sept. 19, 1910.)

Certificates.—"Life certificates known as professional State certificates issued by other States may be recognized by the board under the following conditions:

"The applicant for recognition of a certificate issued by another State shall register in the regular form.

"He shall attend the examination at which his case is to come before the board.

"He shall file the certificate to be honored with the grades in the branches covered by the certificate and a copy of the questions upon which certificate filed was granted.

"He shall take the examination in the branches required in Ohio not covered by his certificate." (Leaflet from Ohio State board of school examiners, respecting date of examination, etc.)

OKLAHOMA.

Diplomas.—The State board of education accepts grades received in subjects required in an examination from those State institutions which appear on its accredited list; it does not issue certificates upon diplomas. (Circular issued by State superintendent.)

Certificates.—The State board of education accepts grades which appear upon State certificates issued by other States, or which are certified to by the State superintendent; it does not issue a certificate upon a State certificate from another State. Grades from a first-grade county certificate and reading circle grades will be accepted also, provided they are of the required average. (Circular issued by State superintendent.)

OREGON.

Diplomas.—Credits from institutions outside the State are placed upon the same footing as credits from institutions within the State. (Memorandum from State office.)

Certificates.—Credits secured upon examination by State authorities from other States shall be accepted by the superintendent of public instruction when secured in accordance with the following requirements:

1. When obtained by examination for the corresponding grade of certificate; provided, the examination questions were prepared and answer papers were graded by the State department of education, the standings received in other States shall be accepted subject for subject; provided, that the passing standing shall not be less than 80 per cent in any one subject; provided, further, that in determining the corresponding grade of certificate this recognition of credits shall apply to any certificate regardless of territorial restrictions in the State wherein such certificate was issued.

2. Equivalent credits for any subject or subjects may be accepted at the discretion of the superintendent of public instruction of Oregon.

3. Credits for successful teaching experience may be allowed in accordance with the regulations in force in this State.

4. Certificates or credits subject to interstate recognition shall enjoy the same privileges as similar certificates or diplomas in this State subject to the experience requirements of this State.

PENNSYLVANIA.

Diplomas.—The superintendent of public instruction may validate in this Commonwealth teachers' certificates issued by other States or by the State normal schools or colleges of other States whose requirements are equivalent to those of this Commonwealth. He may revoke such validation of certificates at any time.

Certificates.—(See above.)

RHODE ISLAND.

Diplomas.—Each case considered on its merits. No discrimination against outside diplomas. (Memorandum from commissioner of public schools.)

Certificates.—Each case considered on its merits. Qualifications for each certificate considered. When approved, apparently full recognition and no discrimination against outside certificates. (Memorandum from commissioner of public schools.)

TEACHERS' CERTIFICATES.

SOUTH CAROLINA.

Diplomas.—Diploma of graduation from reputable university or college situated in another State and of as high rank as leading colleges in the State are accepted upon the same basis as diplomas from these colleges. A State certificate may be issued upon such a diploma without examination. (Regulations of board of education in School Laws, 1909, p. 58, rule 10.)

Certificates.—Recognition accorded certificates from such other States as grant similar recognition to certificates in South Carolina. (Memorandum from State office.)

SOUTH DAKOTA.

Diplomas.—A diploma from an approved university or college giving four years' work above a four-year high-school course is accepted in lieu of subjects required for a life diploma, provided one-fourth of such university or college course for 18 months was devoted to professional training. If a less amount of time was given to professional subjects, these subjects may be passed by examination.

A diploma from any approved State or private normal school having a two-year course of study above a four-year high-school course may likewise be accepted as above. (Laws, 1909, p. 5.)

Certificates.—The State superintendent may validate certificates issued by other departments of education which are of the rank of the life diploma, State certificate, and first and second grade certificates issued in South Dakota, provided the requirements upon which they are based are equivalent to the requirements for corresponding certificates in South Dakota. (Laws, 1909, p. 6.)

TENNESSEE.

Diplomas.—None.

Certificates.—None.

TEXAS.

Diplomas.—"SEC. 103. *Certificates based on college degrees.*—Any person who holds a diploma conferring on him the degree of bachelor of arts, or any equivalent bachelor's degree, or any higher academic degree, from any college or university of the first class, and who has completed four full courses in education and pedagogy may receive from the State superintendent of public instruction a permanent State certificate, which shall be valid anywhere in this State during good behavior: *Provided*, That any person who holds a diploma conferring on him the degree of bachelor of arts, or any equivalent bachelor's degree, or any higher academic degree, from any college or university of the first class, who has not had four full courses in education but who has taught three years in the State, may receive from the State superintendent of public instruction a permanent State certificate which shall be valid anywhere in this State during good behavior. The institutions to be recognized as colleges or universities of the first class shall be determined by the State superintendent of public instruction upon the recommendation of the State board of examiners." (School Laws, 1909, pp. 40-41.)

Certificates.—None.

UTAH.

Diplomas.—"The State board of education has the power to accept credits, certificates, and diplomas from other States and from institutions of learning in lieu of examination." (Circular letter signed by State superintendent of public instruction.)

Certificates.—"Life diplomas issued by State boards in other States and shown to be of equal rank with those issued by the State board of this State may receive equal recognition after the holders acquire two years' successful experience in schools of this State. When countersigned by the State superintendent of public instruction under the direction of the State board, such diplomas shall have equal validity with

those of corresponding rank issued by the State board." Temporary certificates are issued to those who lack experience in Utah. (School Law, 1909, p. 5.)

See also diplomas, above.

VERMONT.

Diplomas.—Graduates of institutions outside of the State are treated upon the same basis as graduates from institutions within the State. Graduates from approved colleges and normal schools are required to have less experience in the granting of all certificates than those persons who are not graduates. (Act 1908, ch. 37.)

Certificates.—The holder of any certificate that is valid for two or more years is eligible to a special third-grade or one year's certificate. (Letter from State superintendent, Sept. 29, 1910.)

VIRGINIA.

Diplomas.—"For schools and colleges outside Virginia the State board of examiners may accept any certificate that would be accepted by the State authorities of the State from which the certificate comes and may issue a Virginia certificate of such grade and life as may seem warranted by conditions attending the individual case." (Regulations State board of education. School Laws, 1907, p. 12.)

Certificates.—The State board of examiners endeavors to grant the same recognition to certificates from other States as is extended Virginia certificates of like grade by the department of public instruction of those particular States. (Letter from E. H. Russell, Sept. 14, 1910.)

WASHINGTON.

Diplomas.—The State board of education is authorized to grant certificates without examination, except in the State Manual of Washington, to graduates of those normal schools, colleges, and universities, and other institutions of higher education which have been approved by it, provided the entrance and graduation requirements of these institutions must be equal to those of the University of Washington or of the advanced course of the State normal schools of Washington. (Laws, 1909, p. 13.)

Certificates.—The State board of education is authorized to issue certificates without examination, except in the State Manual of Washington, to the holders of State life certificates, the requirements of which have been found by them to be equal to the requirements for a life certificate in Washington. (Laws, 1909, p. 13.)

"Credits of 90 per cent or over on a valid certificate obtained by examination in any other State in which the examination questions are prepared and answer papers graded by the State department of education may be accepted subject for subject in accordance with the rules and regulations prescribed by the State board of education." (Laws, 1911, ch. 16.)

WEST VIRGINIA.

Diplomas.—"The State board of education may also issue certificates to teachers coming from other States when such teachers hold certificates or diplomas of equal value with those issued under this act: *Provided*, That the States which issue such certificates likewise recognize those issued in this State." (School Laws, 1908, p. 58.)

Certificates.—See diplomas above.

WISCONSIN.

Diplomas.—The holder of a diploma of a university or college whose regular college courses are fully and fairly equivalent to corresponding courses of the University of Wisconsin, or the holder of a diploma granted by a State normal school whose courses of study are fully and fairly equivalent to the courses of study in the Wisconsin normal schools and who has had two years' experience after the date of issuance of such diploma, may, if recommended favorably by the State board of examiners, be granted an unlimited State certificate; if the holder of the diploma is lacking in experience,

he may be granted a special license valid for two years: (School Laws, 1909, pp. 83-84.)

Certificates.—The holder of a life certificate in another State, the requirements for which are equivalent to those of the unlimited certificate in Wisconsin, who has had two years' experience in Wisconsin subsequent to the date of the foreign certificate, may be granted an unlimited certificate; if he is lacking in experience, a special license may be granted him valid for a period of two years. (School Laws, 1909, pp. 81-82.)

WYOMING.

Diplomas.—“Exemption certificates granted to graduates of the State Normal School and other schools of the University of Wyoming may be granted to the graduates of other normal schools and colleges of equivalent rank: The State board of examiners shall be the judge of equivalency.” (School Laws, 1909, p. 127.)

These certificates are made valid for such a period as is necessary to give the holder the experience required for a life certificate.

Certificates.—“Certificates granted in other States and of as high rank as the first or second class certificates having requirements equivalent to those in this State may be given the same validity in this State. The State board of examiners shall be the judge of equivalency.” (School Laws, 1909, p. 127.)

Under this regulation, recognition is not limited to “State” certificates.

APPENDIX.

ACTS OF VARIOUS LEGISLATURES PASSED DURING THE WINTER OF 1911 AND NOT REFERRED TO IN TABLE 1.

HAWAII.

[Department of public instruction circular.]

"Primary and grammar grade certificates issued by this department and diplomas granted by the Honolulu Normal School are recognized teaching certificates."

Grammar grade certificates issued on examination embrace the following subjects: (a) subject matter of course of study except manual training and calisthenics; (b) geometry, book I to IV; algebra to quadratics; (c) universal history; (d) school management and methods of teaching.

Primary certificates issued on examination embrace the following subjects: (a) same as above; (b) methods of teaching; (c) school management.

IOWA.

[State Department circular No. 5—1911.]

County first-grade and special certificates shall be validated for life by the State board of educational examiners upon fulfilling the following conditions:

1. Testimonials from county or city superintendents or from the principals having immediate supervision of his school work and from a member of the local school board that applicant has had at least five years' continuous successful teaching experience (either before or after the passage of this act), three of which shall have been immediately prior to the time validation is sought and under the grade of certificate for which such validation is desired.

2. Applicant's certificate must show an average of not less than 85 per cent and no branch less than 80 per cent, applicant being privileged to be reexamined at any regular examination in any branch or branches to raise his percentage to the required grade.

3. Applicant must furnish proof of professional study during the entire five-year period such as is made necessary in the case of term renewals of certificates.

OREGON.

[Acts of 1911, Senate bill No. 101.]

The standardizing of colleges, universities, and normal schools.—A standard college, university, or normal school is one that shall be standardized by the United States Bureau of Education, of Washington, D. C. In case of the failure of said bureau to prepare a list of standardized colleges, universities, and normal schools, or to pass upon the standard of any college, university, or normal school of Oregon, a board of such standardization, composed of the president of the University of Oregon, the president of the Oregon Agricultural College, the president of the Oregon Normal School, the city superintendent of the largest city in the State, one person selected by the Independent College Presidents' Association of Oregon, one person selected by the Catholic Educational Association of Oregon, and the superintendent of public instruction, shall meet from time to time in the statehouse at Salem, Oreg., upon

the call of the superintendent of public instruction, and shall prepare a list of the educational institutions of Oregon, which, in the judgment of the board, shall be recognized as the standard colleges and universities of Oregon, and shall pass upon the standard of any college, university, or normal school of other States seeking recognition in this State.

WEST VIRGINIA.

[Acts of 1911, House bill No. 242.]

Amends section 163 of chapter 27, acts of 1908, which requires a district superintendent to hold a first-grade certificate, by requiring in addition thereto a supervisor's certificate, which shall be issued upon application by the State board of education to persons who have taken at least six courses in education at the State university, and to graduates in the normal departments of the State normal school and its branches, and of normal departments of other schools of equivalent grade, and to applicants who shall pass a satisfactory examination in school law, school sanitation, school supervision, and methods of teaching.

NEBRASKA.

The following table, giving the principal features of teachers' certificates in Nebraska, was prepared by J. W. Crabtree, State superintendent of public instruction. It includes the city-State certificates which were authorized by the legislature at its last session. The legislature gave the State superintendent authority to determine the qualifications for the various grades of city-State certificates. His action in accordance with that authorization was received too late for inclusion in the study proper.

NEBRASKA—Continued.

Name of certificate.	Issued by—	Valid in—		Persistence.	Re-nova-l.	Experiences re-quired.	Questions pre-pared by—	Papers ex-amin-ed by—	Scholarship re-quirements.
		Territory.	Schools.						
First-grade high school city-State certificate.	State su-perin-tendent.	State	High-school and city-school dis-tricts.	3 years.	See Note 4.	1 year in high school.	State board of examiners.	State board of examiners.	Any 6 subjects from A, and 8 college hours above 4-year high-school course in department for which certificate is desired; psychology and school management; and 3 additional subjects from B; methods in special subjects, and paper.
First-grade grammar city-State certificate.	do.	do.	do.	do.	do.	2 years.	do.	do.	Any 4 subjects from A; psychology and school management and any other 3 from B; grammar methods, and paper.
First-grade primary city-State certificate.	do.	do.	do.	do.	do.	do.	do.	do.	Any 4 from A; psychology and 3 additional from B; primary methods, and paper.
First-grade kindergarten city-State certificate.	do.	do.	do.	do.	do.	do.	do.	do.	Any 3 from A; psychology and any 2 from B; kindergarten methods, and paper.
First-grade special supervisor city-State certificate.	do.	do.	do.	do.	do.	do.	do.	do.	Any 3 from A; psychology and any 2 from B; methods in special department, and paper.
Second-grade high school city-State certificate.	do.	do.	do.	1 year.	do.	1 year.	do.	do.	Any 6 subjects from A, and 8 college hours above 4-year high-school course in department for which certificate is desired; psychology and school management; methods in special subjects, and paper.
Second-grade grammar city-State certificate.	do.	do.	do.	do.	do.	do.	do.	do.	Any 1 subject from A; psychology and school management; grammar methods; primary methods.
Second-grade primary city-State certificate.	do.	do.	do.	do.	do.	do.	do.	do.	Psychology; kindergarten methods.
Second-grade kindergarten city-State certificate.	do.	do.	do.	do.	do.	do.	do.	do.	Psychology; methods in special department.
Second-grade special supervisor city-State certificate.	do.	do.	do.	do.	do.	do.	do.	do.	Same as second-grade county certificate with examination in algebra, botany, geometry, and physics; or graduation from standard college, university, or State normal school.
First-grade county certificate.	County superintendent.	County	Common-places and grades of high-school districts.	2 to 3 years.	do.	1 year or 12 weeks normal training.	do.	do.	

Second-grade county certificate. • case.	do.	do.	do.	1 year or 8 weeks' normal training.	do.	do.	do.	Same as third-grade county certificate, with bookkeeping, drawing, theory and art of teaching, and elementary agriculture.
Third-grade county certificate.	do.	do.	Common-school districts.	Not over 1 year.	do.	do.	do.	Examination in orthography, reading, penmanship, geography, arithmetic, mental arithmetic, physiology and hygiene, English composition, English grammar, and United States history.
Emergency certificate.	State superintendent.	Specified district in specified county.	do.	Specified term.	do.	do.	do.	Evidence of ample scholarship. Teachers to take examinations as required by superintendent. Used only in sparsely settled regions in case of scarcity of teachers.

NOTE 1.—All classes of professional, first-grade, and second-grade city and State certificates are issued also on the completion of prescribed courses of study in standard normal schools and colleges in Nebraska, with signatures of the authorities of the institution and the State superintendent. The standard normal-school certificate represents two full years of college and professional training. The standard college and university certificate represents four full years of college and professional training.

NOTE 2.—The general first and second grade State certificates are not included in the outline, because these are issued only by the standard normal schools and colleges on the completion of prescribed courses of study. These certificates are not valid in city districts, but may be accepted as credentials to a city State certificate.

NOTE 3.—Graduation.—Third-grade county, second-grade county, first-grade county, second-grade State and second-grade city State, first-grade State and first-grade city State, professional State and professional city State certificates mark a natural graduation in the scheme of certification, making it possible, by easy steps, to go from the lowest county certificate to the highest professional certificate.

NOTE 4.—The holder of a county certificate may be reissued when the holder makes progress, by examination or otherwise, toward the next higher certificate.

NOTE 5.—A graduate of a standard college or university may receive a general professional life certificate or a city State professional certificate on evidence of three years' successful teaching in Nebraska, and a Nebraska first-grade county certificate.

NOTE 6.—The rules and regulations of the conference of chief school officers on reciprocal relations between States on the certification of teachers are in force in this State. Credentials from standard normal schools and colleges from other States are given practically the same value as credentials submitted from Nebraska institutions.

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