



EMERGENCY PERMIT TO CERTIFIED

How to Navigate Your Next Steps

Our Purpose

Make the path into
teaching in Philadelphia
clear, accessible, and
achievable

We connect aspiring and current educators to:



Teaching Jobs
Across Philadelphia



Certification
Pathways



Paid “Earn While You
Learn” Programs

Why This Session



#1 barrier is not knowing which pathways exist to choose from.
The system hands you a deadline, not a map.
Philly students need your specific talents.
Today = clarity + a plan you can act on.

Who's in the Room

137
registered

11%

Already teaching on
an emergency permit

66%

Have a degree and
ready to explore teaching

23%

Working toward a degree
and finding their entry point

77% already hold a bachelor's degree or higher

Top barriers



Pathway confusion 35%

Cost 34%

Passing the Praxis 12%

Time 9%

If you don't have a bachelor's degree yet...

- 1- You are early, NOT excluded
- 2- 23% of this room is with you
- 3- Stay with us for the information and resources

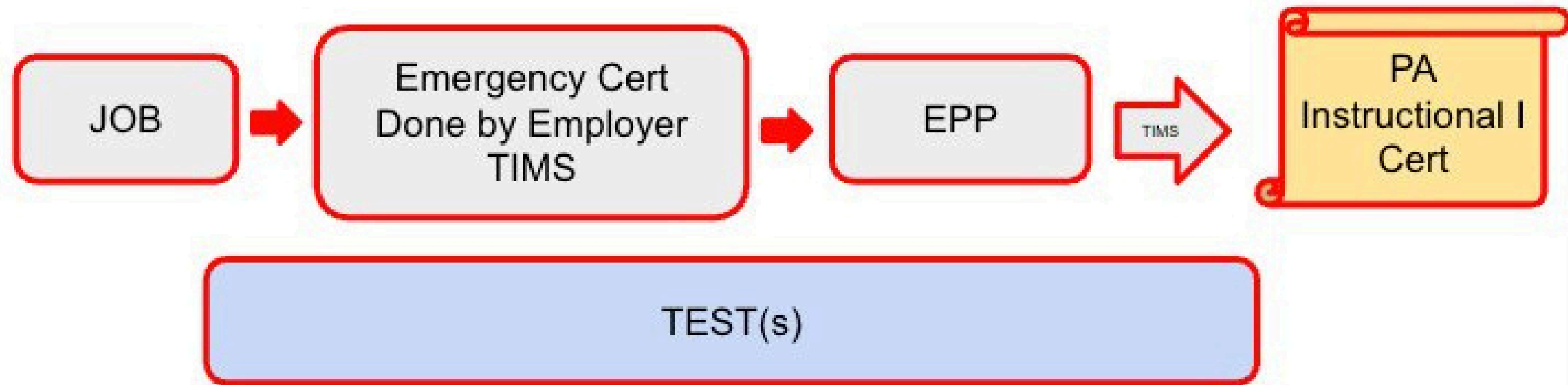
Later in the session, we'll cover your specific next steps because your path starts NOW, not when you finish your degree.

What is an emergency permit?

A temporary credential- not a career

- **Valid for ONE year only**
 - **Allows you to fill a teaching vacancy for one year while you pursue your certification**
- **Requires a bachelor's degree**
 - **You don't need an education major — any bachelor's qualifies**
- **Your school initiates the process**
 - **The employer applies through TIMS on your behalf and holds the permit**
- **Renewable IF you're making progress**
 - **You must complete 9 credits per year in a certification program to renew**

PATH TO TEACHING with EMERGENCY CERTIFICATION



Experience Based Certification

Formerly “Intern Cert”

“The Bridge”

Formal professional license that allows you to teach full-time and earn a salary while you finish your training

Prerequisites for Entry:

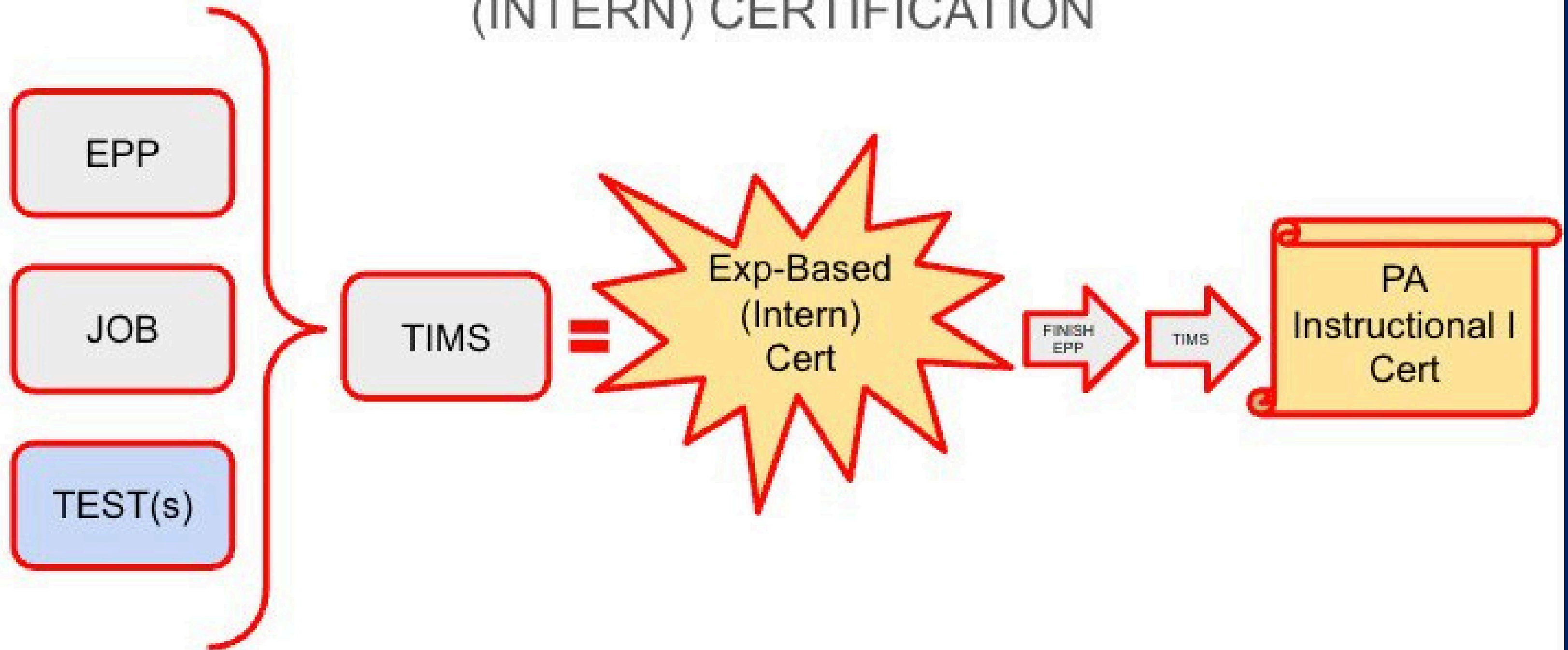
- Bachelor’s degree in any field
- Enrolled in a PDE-approved Experience-Based program.
- Pass the required subject matter tests before the certificate is issued.

Potential Pathway:

- **Day 1:** Use an Emergency Permit to get hired immediately.
- **Day 180:** Pass your Praxis exams and enroll in a program to convert to an Experience-Based Intern Certificate.
- **Year 2-3:** Complete your coursework while teaching and earning a full salary, eventually converting to a permanent Instructional I Certificate.

Valid for 3 years | Cannot be renewed | FREE to apply | YOU hold the cert (not your employer)

PATH TO TEACHING with EXPERIENCE-BASED (INTERN) CERTIFICATION



Two paths from emergency permit to certification

Through experience-based cert

1. Get a job in your target cert area
2. Pass the test(s) for that area
3. Enroll in a PDE-approved EPP
4. Apply in TIMS for experience-based cert
5. Complete EPP while teaching
6. Apply to convert to Instructional I

Best for: teachers already working who want to earn while they learn

Straight to Instructional I

1. Complete a PDE-approved EPP
2. Pass the required test(s)
3. Apply in TIMS for Instructional I

Best for: aspiring teachers who want to complete their program before entering the classroom

TIMS = where you apply for PA certification | Emergency cert = employer applies, 1 year | Experience-based cert = YOU apply, free | Instructional I = your goal

Instructional I — “The Destination”

The Entry Point

Complete a PDE-approved program + pass all required tests for your subject area

What Comes Next

Earn Instructional II (permanent) by completing 24 post-bacc credits + induction

How Long it Lasts

Valid for 6 years of actual teaching service (not calendar years)

Keep it Active

Complete Act 48 — 180 hours of professional development every 5 years

Map where you are to take the next step

01

Start + Enroll

- Secure bachelor's degree
- Enroll in PDE-approved EPP
- Enrollment verification required

02

Teach + Learn

- Teach on emergency permit
- Complete 9 credits/year
- Build toward experience-based cert

03

Test Prep + Testing

- Study for the Praxis
- Register early and ask about waivers
- Build toward experience-based cert

04

Certification

- Apply via TIMS portal
- Receive Instructional I
- Valid for 6 years of service

Which test do you need?

The test depends on your target certification area.

Early Childhood (PreK–4)	PECT Modules 8006, 8007, 8008
Special Education (PK–12)	Praxis 5355 + Praxis 5511
Secondary ELA (7–12)	Praxis 5038
Secondary Math (7–12)	Praxis 5165
Secondary Science: Biology	Praxis 5236
Secondary Science: Chemistry	Praxis 5246
Secondary Social Studies (7–12)	Praxis 5581
World Languages: Spanish	Praxis 5511 + Praxis 5195
World Languages: French	Praxis 5511 + Praxis 5174

Free test prep: Butler County Community College — bc3.edu/praxis

Your Next Step Comes Down to 3 Decisions

You don't need everything
figured out. You need your next
step.



Where will you get certified?



How will you pay for it?



When will you start?

LET'S BREAK THIS DOWN

1 Reality of the System

2 Pathways of Support

3 Getting Unstuck

MEET OUR PANEL SPEAKERS



**DR. CHERYL
LEATHERBARROW**

Program Director of Graduate Education
Assistant Professor of Secondary Education and
Educational Leadership
Chestnut Hill College



LIZ BARNEY

Certification Specialist
School District of Philadelphia



**DR. NICOLE MITTENFELNER
CARL**

Director of the Urban Teaching Residency master's
programs and the Urban Education online master's
program.
University of Pennsylvania

Panel Discussion

Take your first step...

Download the PA Certification Action Worksheet

A worksheet to track your certification journey — whether you're just starting or already teaching.

How to use it

Weekly (5 min)

Open your tracker, update 1–2 tasks, check one box

Monthly (10 min)

Update your monthly check-in, adjust your timeline

Each semester

Update coursework tab, check your permit tracker

If you don't hold a bachelor's degree yet...

Your next steps look like this:

1

Get hired at a school in a support-based role

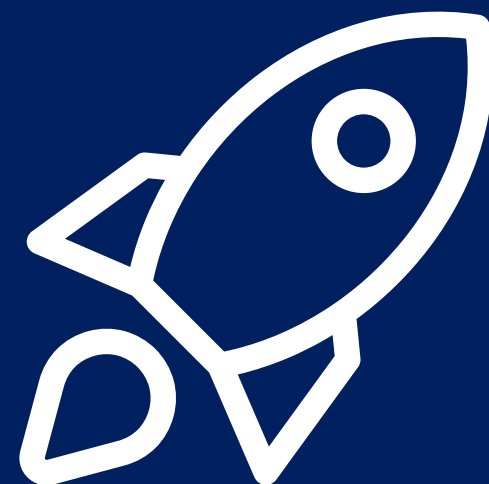
Paraprofessional, teaching assistant, guest teacher, support staff — any role that gets you into a school building and working with students. This builds your experience and connects you to the system.

2

Enroll in a bachelor's degree program that leads to certification

Earn While You Learn programs are your best next step — they let you work in a school and complete your degree at the same time. Look for programs that are PDE-approved so your credits count toward certification.

This combination — school experience + degree program — puts you on the path to becoming certified.



Before You Go...

Philadelphia Needs **YOU** in the Classroom.

TODAY

Download the roadmap worksheet and identify which phase you're in

THIS WEEK

Create your TIMS account and research one certification program

THIS MONTH

Reach out to a program, have the first conversation, take one step forward

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THANK YOU!

PLEASE SHARE YOUR
THOUGHTS!