

# Get Ready! Changes in Licensing

(Upon Legislative Approval)

Diana Suddreth  
Director of Teaching and Learning  
Utah State Board of Education  
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# What does a license mean to you?

- › Permission to teach
- ~~Evidence of quality~~
- › Evidence of certain qualifications
  - Education
  - Background check
  - Content area competency
  - ~~Experience~~





# Licensing language

License

- Permits an individual to provide educational services in a Utah school.

License area

- Authorizes an individual to teach in a particular setting.

Endorsement

- Authorizes a teacher to teach a particular subject area or indicates an area of expertise.



Graduate  
Level  
Licensure  
Program

ARL

Out of  
State

ABCTE

Expanded  
Eminence

Eminence

SAEP

International  
Guest  
Teacher

LEA  
Specific

APT

Restricted  
endorsement

Letter of  
Authorization

Returning educator  
re-licensure



# Our goals

- › Eliminate bureaucracy
- › Establish a system that is fair to educators regardless of entry pathway and fair to students by putting competent teachers in classrooms
- › Increase flexibility to attract teachers
- › Focus on competency and eliminate constraints that prevent using competency measures

# Educator Licensing Proposal





# What may not change

- › License, License Area, Endorsement structure
- › Licenses must be renewed periodically
- › There are multiple ways to earn a license
- › Licenses are required for all educators in all public schools
- › Background checks are required of all



## License areas of concentration

- (i) Early Childhood;
- (ii) Elementary;
- (iv) Secondary;
- (v) Educational Leadership
- (vi) Career and Technical Education or “CTE”;
- (vii) School Counselor;
- (viii) School Psychologist;
- (ix) Special Education;
- (x) Preschool Special Education;
- (xi) Deaf Education;
- (xii) Speech-Language Pathologist; and
- (xiii) Speech-Language Technician.





# Licensing path for most educators

Associate  
Educator License

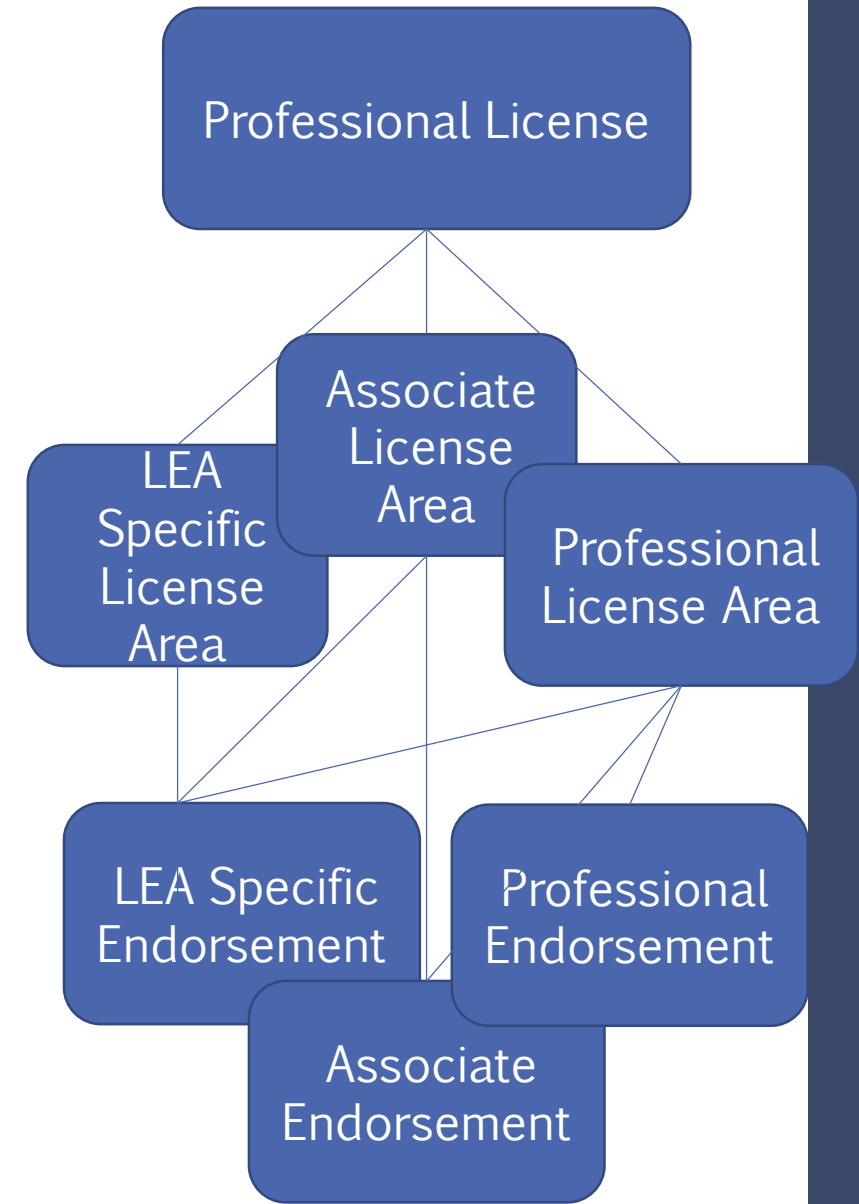
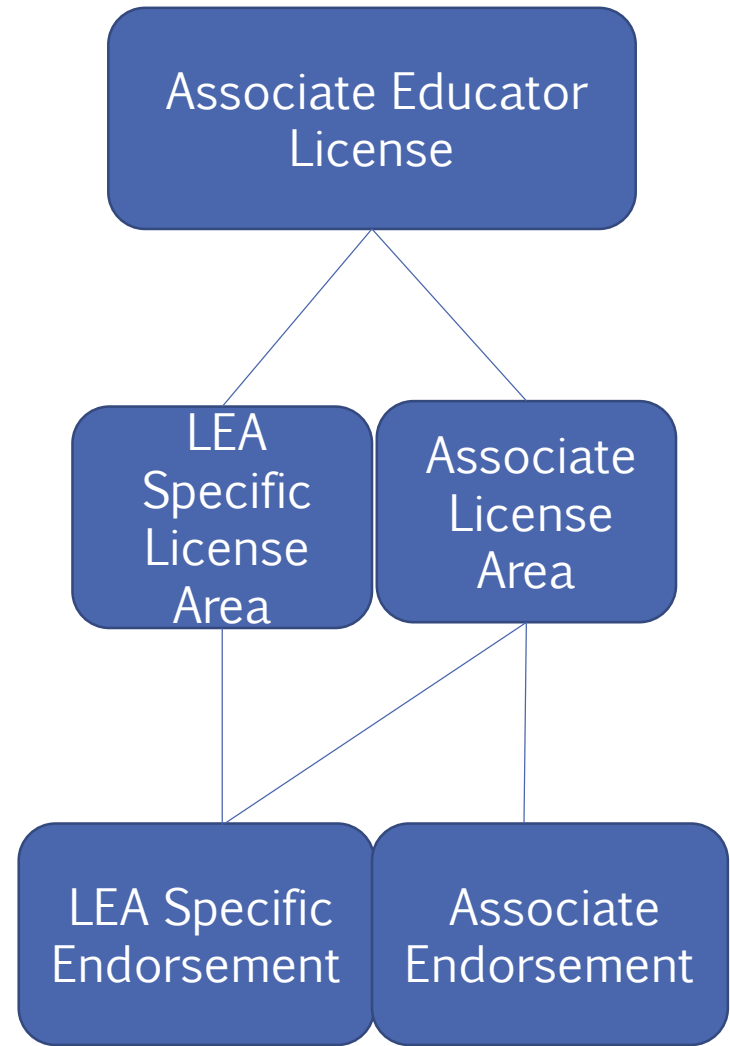
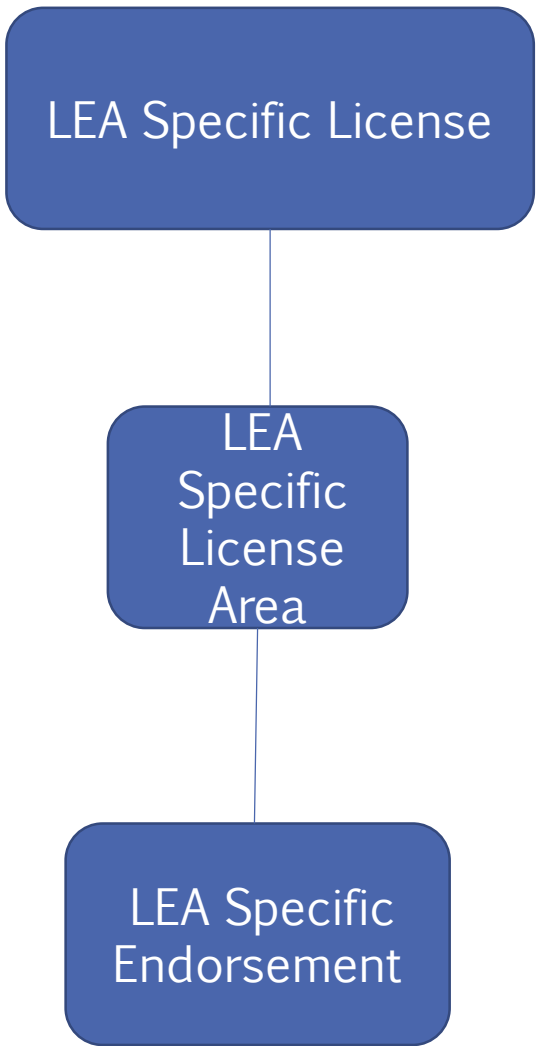


Professional  
Educator License



Licensing path if associate-to-professional pathway is “untenable or unreasonable”

LEA-Specific License





# Associate Educator License

- › Background Check
- › Completion of Ethics Review within 1 year
- › Bachelor's Degree, Program Enrollment, or CTE Certification
- › Elementary Content Area Assessment, or
- › Secondary Content Area Assessment, Degree, or Program Enrollment
- › Professional learning modules created or approved by the Superintendent
  - Educator ethics
  - Classroom management and instruction; and
  - Special Education
  - Enrollment in a Board-approved educator preparation program

Valid for 3 years (with possible 1 year extension)



# LEA Requirements-Associate

- › Develop a personalized professional learning plan designed to support the educator within the first 60 days of employment, available to the Superintendent upon request considering
  - previous education related experience;
  - previous educational preparation activities; and
  - A formal discussion and observation process within the first 30 days of employment.



# Professional Educator License

- › All requirements of an Associate License
- › Recommendation from a Board-approved educator preparation program, a Utah LEA, an accredited private school in Utah; or a jurisdiction outside of Utah.
- › Content knowledge demonstration (see associate)
- › Pedagogical performance

Valid for 5 years



# Flexibility

- › Greater recognition of out of state licenses
  - Scores from comparable assessments will be recognized
  - Individuals with 4 or more years of successful experience in a public or accredited private school under a standard license issued by another jurisdiction shall be considered to have met both the content knowledge and pedagogical assessment requirements in the areas and subjects taught.
- › The Superintendent may consider compelling evidence
- › Three-person appeal committee
- › College preparation programs set their own requirements for admission to programs



# Transition

- › Individuals with Level 1, 2, or 3 Licenses are recognized as having met the pedagogical requirements
- › APT and ARL licensed individuals may demonstrate pedagogical requirements by completing their current program





# LEA Specific License

- › Background check
- › Ethics review
- › Approval by LEA governing board according to their requirements
  - Superintendent may serve as governing board for private schools
- › Valid only within the applying LEA
- › Pre-school and Special Education licenses may not be renewed
- › Renewals approved by the Board

Maybe be valid for 1, 2, or 3 years



# LEA Requirements-LEA Specific

Post on each school's website

- › disclosure of the fact that the school employs individuals holding LEA-specific educator licenses, license areas, or endorsements;
- › the percentage of the types of licenses, license areas, and endorsements held by educators employed in the school based on the employees' FTE in CACTUS; and
- › a link to the Utah Educator Look-up tool provided by the Superintendent in accordance with Subsection R277-515-7(6).



# LEA Requirements

- › Mentoring
  - All Associate and LEA-specific
  - Professional with less than 3 years experience
- › Mentor characteristics
  - Professional License
  - Release time
  - Utah Professional Educator Standards
  - Non-evaluative
- › Professional learning plans leading to professional licensure



# When?

- › Some things will be effective upon recording.
  - Out of State flexibility
  - Appeals Process
  - Flexibility to teacher preparation programs
  
- › Major changes will be effective January 1, 2020
  - Change in license designations
  - Pedagogical Performance



# Some questions remain

- › Details on the timeline
- › Changes to CACTUS
- › Micro-credentials vs. Endorsements
- › Endorsement requirements
- › Standards for pedagogical performance



[Diana.Suddreth@schools.Utah.gov](mailto:Diana.Suddreth@schools.Utah.gov)