Get Ready! Changes in Licensing (Upon Legislative Approval)

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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.
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