

1 **R277. Education, Administration.**

2 **R277-503. Licensing Routes.**

3 **R277-503-1. Authority and Purpose.**

4 (1) This rule is authorized by:

5 (a) Utah Constitution Article X, Section 3, which vests general control and
6 supervision over public education in the Board;

7 (b) Section 53E-3-501, which directs the Board to establish rules and minimum
8 standards for the qualification and licensing of educators and ancillary personnel who
9 provide direct student services; and

10 (c) Subsection 53E-3-401(4), which allows the Board to make rules to execute the
11 Board's duties and responsibilities under the Utah Constitution and state law.

12 (2) The purpose of this rule is to:

13 (a) provide minimum eligibility requirements for applicants for teacher licenses;

14 (b) provide explanation and criteria of various teacher licensing routes;

15 (c) provide criteria and procedures for licensed teachers to earn endorsements; and

16 (d) require all applicants for licenses to submit to a criminal background check.

17 **R277-503-2. Definitions.**

18 (1) "Alternative Routes to Licensure advisors" or "ARL advisors" means:

19 (a) a specialist designated by the Superintendent with specific professional
20 development and educator licensing expertise; and

21 (b) a curriculum specialist designated by the Superintendent.

22 (2)(a) "Career and technical education" or "CTE" means organized educational
23 programs that:

24 (i) prepare individuals for a wide range of high-skill, high-demand careers;

25 (ii) provide all students with a seamless education system from public education to
26 post-secondary education, driven by a Plan for College and Career Readiness; and

27 (iii) provide students competency-based instruction, hands-on experiences, and
28 certified occupational skills, culminating in further education and meaningful employment.

29 (b) CTE areas of study include:

- 30 (i) agriculture;
- 31 (ii) business and marketing;
- 32 (iii) family and consumer sciences;
- 33 (iv) health science;
- 34 (v) information technology;
- 35 (vi) skilled and technical sciences; and
- 36 (vii) technology and engineering education.

37 (3) "Competency-based" means a teacher training approach structured for an
38 individual to master and demonstrate content and teaching skills and knowledge at the
39 individual's own pace and sometimes in alternative settings.

40 (4) "Core academic subject" means English, reading or language arts,
41 mathematics, science, foreign languages, civics and government, economics, arts, history,
42 and geography.

43 (5) "Council for Accreditation of Educator Preparation" or "CAEP" means the
44 nationally-recognized organization that provides accreditation of professional teacher
45 education programs in institutions offering baccalaureate and graduate degrees for the
46 preparation of k-12 teachers.

47 (6) "Endorsement" means a supplemental qualification to a teaching license that
48 is based on content area mastery obtained through a higher education major or minor or
49 through a state-approved endorsement program.

50 (7) "LEA," for purposes of this rule, includes the Utah Schools for the Deaf and the
51 Blind.

52 (8) "Letter of authorization" means a formal approval given to an individual, such
53 as an out-of-state candidate or a first year ARL candidate who:

- 54 (a) is employed by an LEA in a position requiring a professional educator license;
- 55 (b) has not completed the requirements for an ARL license or a Level 1, 2, or 3
56 license; or
- 57 (c) has not completed necessary endorsement requirements.

58 (9) "Level 1 license" means a Utah professional educator license issued by the
59 Board to an applicant who has met all ancillary requirements established by law or rule,

60 and:

- 61 (a) completed an approved preparation program;
- 62 (b) completed an alternative preparation program;
- 63 (c) is approved pursuant to an agreement under the NASDTEC Interstate Contract;

64 or

- 65 (d) completed the requirements of R277-511.

66 (10) "Level 2 license" means a Utah professional educator license issued by the
67 Board after satisfaction of all requirements for a Level 1 license and:

- 68 (1) satisfaction of requirements under R277-522 for teachers whose employment
69 as a Level 1 licensed educator began after January 1, 2003 in a Utah public LEA or
70 accredited private school;

- 71 (2) at least three years of successful education experience in a Utah public LEA or
72 accredited private school or one year of successful education experience in a Utah public
73 LEA or accredited private school and at least three years of successful education
74 experience in a public LEA or accredited private school outside of Utah;

- 75 (3) additional requirements established by law or rule.

76 (11) "Level 3 license" means a Utah professional educator license issued by the
77 Board to an educator who holds a current Utah Level 2 license and has also received:

- 78 (a) National Board Certification;
- 79 (b) a doctorate in education or in a field related to a content area in a unit of the
80 public education system or an accredited private school; or
- 81 (i) holds a Speech-Language Pathology area of concentration; and
- 82 (ii) has obtained American Speech-Language Hearing Association (ASHA)
83 certification.

84 (12) "National Association of State Directors of Teacher Education and
85 Certification" or "NASDTEC" means the educator information clearinghouse that maintains
86 an interstate reciprocity agreement and database for its members regarding educators
87 whose licenses have been suspended or revoked.

88 (13) "National Council for Accreditation of Teacher Education" or "NCATE" means
89 the nationally-recognized organization that accredits the education units providing

90 baccalaureate and graduate degree programs for the preparation of teachers and other
91 professional personnel for elementary and secondary schools.

92 (14) "Pedagogical knowledge" means practices and strategies of teaching,
93 classroom management, preparation and planning that are in addition to an educator's
94 content knowledge of an academic discipline.

95 (15) "Regional accreditation" means formal approval of a school that has met
96 standards considered to be essential for the operation of a quality school program by the
97 following organizations:

98 (a) Middle States Commission on Higher Education;

99 (b) New England Association of Schools and Colleges;

100 (c) North Central Association Commission on Accreditation and School
101 Improvement;

102 (d) Northwest Accreditation Commission;

103 (e) Southern Association of Colleges and Schools; and

104 (f) Western Association of Schools and colleges: Senior College Commission.

105 (16) "Restricted endorsement" means a qualification available only to teachers in
106 necessarily existent small school settings based on content area knowledge obtained
107 through a Board-approved program of study or demonstrated through passage of a Board-
108 designated test.

109 (17) "State-approved Endorsement Plan" or "SAEP" means a plan in place
110 developed between the Superintendent and a licensed educator to direct the completion
111 of endorsement requirements by the educator.

112 (18) "Teacher Education Accreditation Council" or "TEAC" means the nationally
113 recognized organization which provides accreditation of professional teacher education
114 programs in institutions offering baccalaureate and graduate degrees for the preparation
115 of K-12 teachers.

116 **R277-503-3. Licensing Eligibility.**

117 (1) For a license applicant following the traditional college or university license, the
118 license applicant shall:

- 119 (a) complete a Board approved college or university teacher preparation program;
120 (b) be recommended for licensing; and
121 (c) satisfy all other requirements for educator licensing required by law; or
122 (2) For a license applicant following an alternative licensing route, the license
123 applicant shall:
124 (a) have a bachelors degree or higher from an accredited higher education
125 institution in an area related to the position the applicant is seeking;
126 (b) have skills, talents or abilities, as evaluated by the employing entity, making the
127 applicant appropriate for a licensed teaching position and eligible to participate in an ARL
128 program; and
129 (c) while participating in an alternative licensing program, be approved for
130 employment under an ARL license.
131 (3) An ARL program may not exceed three school years.
132 (4) A license applicant seeking a Level 1 Utah educator license, or an area of
133 concentration, or an endorsement in a core academic subject area shall submit passing
134 scores on a Board-designated content test, where tests are available, prior to the issuance
135 of a renewable license or endorsement.
136 (5) For each endorsement in a core academic area to be posted on the license, a
137 teacher shall submit passing scores on a Board-designated content tests, where tests are
138 available.
139 (6) A licensure candidate recommended for a Utah Level 1 license who does not
140 submit a passing score on the test designated in Subsection(4) is not eligible for licensure
141 until achieving a passing score.
142 (7) All educators licensed under this rule shall also:
143 (a) complete the background check required under Section 53A-6-401;
144 (b) satisfy the professional development requirements of R277-500; and
145 (c) be subject to all Utah licensing requirements and professional standards.

146 **R277-503-4. Licensing Routes - Traditional and Alternative Routes.**

- 147 (1) An applicant seeking a Utah educator license shall successfully complete the

148 accredited program or legislatively-mandated program consistent with this rule.

149 (2) To be recognized by the Board, an institution of higher education teacher
150 preparation program shall be:

151 (a) Nationally accredited by:

152 (i) CAEP;

153 (ii) NCATE; or

154 (iii) TEAC; and

155 (b) approved by the Board to recommend for licensure in the license area, or
156 endorsements, or both in designated areas.

157 (3)(a) An applicant who meets the eligibility requirements in Section R277-503-3,
158 and is assigned to teach exclusively in an online setting, is eligible to begin the ARL
159 program.

160 (b) Upon completion of the ARL program, the applicant shall earn a license area of
161 concentration that is restricted to providing instruction in an online setting.

162 **R277-503-5. Alternative Routes to Licensure (ARL)**

163 (1) To be eligible to begin the ARL program, an applicant for a school position
164 requiring an elementary license area of concentration shall have a bachelors degree and
165 at least 27 semester hours of applicable content courses distributed among elementary
166 curriculum areas provided under R277-700-4.

167 (2) To be eligible to begin the ARL program, an applicant for a school position
168 requiring a secondary license area of concentration shall hold at least a bachelors degree
169 and:

170 (a) a degree major or major equivalent directly related to the assignment; or

171 (b) have completed all Board-designated content coursework required for the
172 relevant endorsement.

173 (3) To be eligible to begin the ARL program, an applicant for a CTE school position
174 who does not meet the requirements in R277-503-4(2) shall meet the requirements for a
175 CTE license area of concentration as provided in R277-518.

176 (4) To be eligible for acceptance in the ARL program, an applicant shall be

- 177 employed in a position at a Utah public or accredited private school where the applicant:
178 (a) receives a teaching assignment where the applicant has primary instruction
179 responsibility for the assigned students;
180 (b) is designated the teacher of record for assigned courses for all school
181 accountability and educator evaluation purposes;
182 (c) is responsible for the instructional planning of the courses including developing,
183 adapting, and implementing the curriculum to meet student needs;
184 (d) analyzes and assesses student progress and adjusts instruction, materials, and
185 delivery strategies to meet the students' needs;
186 (e) has final responsibility for determining student grades and credit for the courses
187 taught by the applicant;
188 (f) is assigned in:
189 (i) a 7-12 secondary setting and employed at least 0.5 FTE in the applicant's eligible
190 content areas; or
191 (ii) a K-6 elementary setting and employed at least 0.5 FTE and is responsible to
192 teach language arts and reading, mathematics, science, and social studies or is employed
193 in a state-sponsored dual immersion program; and
194 (g) shall be formally evaluated twice each school year consistent with R277-531,
195 Public Educator Evaluation Requirements (PEER).

196 **R277-503-6. Licensing by Agreement.**

197 (1) An individual employed by an LEA shall satisfy the minimum requirements of
198 R277-503-3 as a teacher with appropriate skills, training or ability for an identified licensed
199 teaching position in the LEA.

200 (2) An applicant shall obtain an ARL application for licensing from the Board's web
201 site.

202 (3) After evaluation of a candidate's transcripts and Board-designated content test
203 score, the ARL advisors and the candidate shall determine the specific content knowledge
204 and pedagogical knowledge required of the license applicant to satisfy the requirements
205 for licensing.

206 (4) The ARL advisors may identify higher education courses, district sponsored
207 coursework, Board-approved professional development, or Board-approved competency
208 tests to prepare or indicate content, content-specific, and developmentally-appropriate
209 pedagogical knowledge required for licensing.

210 (5) An applicant who has been employed as an educator under a competency-
211 based license or as a full-time instructional paraeducator may offer that experience in lieu
212 of one or more pedagogy courses as follows:

213 (a) The applicant has had at least three years of experience as an educator or
214 paraeducator;

215 (b) The applicant's experience has been successful based on documentation from
216 the LEA; and

217 (c) The Superintendent and employing LEA have approved the applicant's
218 experience in lieu of pedagogy courses.

219 (6) An employing LEA shall assign a trained mentor to work with an applicant for
220 licensing by agreement.

221 (7)(a) An LEA shall supervise and assess a license applicant's classroom
222 performance for a minimum of one school year if the applicant teaches full-time or a
223 minimum of two school years if the applicant teaches part-time.

224 (b) An LEA may request assistance from an institution of higher education or the
225 ARL advisors in monitoring and assessing an applicant.

226 (8)(a) An LEA shall assess a license applicant's disposition as a teacher following
227 a minimum of one school year full-time teaching experience.

228 (b) An LEA may request assistance in assessment under Subsection (8)(a).

229 (9) The ARL advisors shall annually review and evaluate a license applicant
230 following training, assessments or course work, and the full-time teaching experience and
231 evaluation by the LEA.

232 (10) Consistent with evidence and documentation received, the ARL advisors may
233 recommend a license applicant to the Board for a Level 1 educator license.

234 **R277-503-7. Licensing by Competency.**

- 235 (1) An LEA may employ an individual as a teacher if the individual:
236 (a) has appropriate skills, training, or ability for an identified licensed teaching
237 position in the LEA; and
238 (b) satisfies the minimum requirements of Section R277-503-3.
- 239 (2)(a) An employing LEA, in consultation with the applicant and the ARL advisors,
240 shall identify Board-approved content knowledge and pedagogical knowledge
241 examinations.
- 242 (b) The applicant shall pass designated examinations demonstrating the applicant's
243 adequate preparation and readiness for licensing.
- 244 (3) An employing LEA shall assign a trained mentor to work with an applicant for
245 licensing by competency.
- 246 (4) An LEA shall monitor and assess a license applicant's classroom performance
247 during a minimum of one-year full-time or two-years part-time teaching experience.
- 248 (5) An LEA shall assess a license applicant's disposition for teaching following a
249 minimum of one-year full-time teaching experience.
- 250 (6) An LEA may request assistance in the monitoring or assessment of a license
251 applicant's classroom performance or disposition for teaching.
- 252 (7) Following the one-year training period, an LEA and the Superintendent shall
253 verify all aspects of preparation including content knowledge, pedagogical knowledge,
254 classroom performance skills, and disposition for teaching to the ARL advisors.
- 255 (8) If all evidence/documentation is complete and satisfactory, the Superintendent
256 shall recommend an applicant for a Level 1 educator license.
- 257 (9) An ARL candidate under Section R277-503-5 shall be issued an ARL license or
258 license area as appropriate that is presumed to expire at the end of the school year.
- 259 (10) An ARL license may be extended annually for two subsequent school years
260 with the following documentation of progress in the ARL program:
- 261 (a) a copy of the supervisor's successful end-of-year evaluation;
262 (b) copies of transcripts and test results, or both, showing completion of required
263 coursework;
264 (c) verification of working with a trained mentor; and

265 (d) satisfaction of the full-time full year experience.

266 **R277-503-8. LEA Specific Competency-based Licenses.**

267 (1)(a) An LEA may apply to the Board for a Level 1 competency-based license for
268 an applicant to fill a position in the LEA.

269 (b) The application shall demonstrate that other licensing routes for the applicant
270 are untenable or unreasonable.

271 (2) An employing LEA shall request a Level 1 competency-based license no later
272 than 60 days after the date of the individual's first day of employment.

273 (3) An application for a Level 1 competency-based license from the LEA for an
274 individual to teach one or more core academic subjects shall provide documentation of:

275 (a) the individual's bachelors degree; and

276 (b)(i) for a K-6 grade teacher, the satisfactory results of the state test including
277 subject knowledge and teaching skills in the required core academic subjects under
278 Subsection 53E-6-306(3)(a)(ii) as approved by the Board; or

279 (ii) for a teacher in grades 7-12, demonstration of a high level of competency in each
280 of the core academic subjects in which the teacher teaches by passing the state core
281 academic subject test required under Subsection R277-503-3(4), in each of the core
282 academic subjects in which the teacher teaches at the Superintendent-established passing
283 score.

284 (4) An application for a Level 1 competency-based license from an LEA for non-core
285 teachers in grades K-12 shall provide documentation of:

286 (a) a bachelors degree, associates degree or skill certification; and

287 (b) skills, talents or abilities specific to the teaching assignment, as determined by
288 the LEA.

289 (5) Following receipt of documentation and consistent with Subsection
290 53E-6-306(2), the Superintendent shall approve a Level 1 competency-based license.

291 (6) If an individual with a Level 1 competency-based license leaves the LEA before
292 the end of the employment period, the LEA shall notify the Superintendent regarding the
293 end-of-employment date.

294 (7) An individual's Level 1 competency-based license shall be valid only in the LEA
295 that originally requested the competency-based license.

296 (8) A written copy of a Level 1 competency-based license shall prominently state the
297 name of the LEA followed by LEVEL 1 - LEA SPECIFIC - COMPETENCY-BASED
298 LICENSE.

299 (9)(a) An LEA may change the assignment of a competency-based license holder
300 and provide notice to the Superintendent;

301 (b) The Superintendent may require additional competency-based documentation
302 for the teacher to remain qualified.

303 (10) A Level 1 competency-based license is equivalent to the Level 1 license as
304 described in R277-500 and R277-502 as to length and professional development
305 expectations, and subject to the same renewal procedures except that an individual may
306 renew a Level 1 competency-based license.

307 (11) A Level 2 competency-based license may be issued to a Level 1 competency-
308 based license holder if that individual successfully completes the Entry years Enhancement
309 program as detailed in R277-522.

310 (12) A Level 2 competency-based license is equivalent to the Level 2 license as
311 described in R277-500 and R277-502 as to length and professional development
312 expectations.

313 (13) A Level 3 competency-based license may be issued to a Level 2 competency-
314 based license holder if that individual holds a doctorate in education or in a field related to
315 a content unit of the public education system from an accredited institution.

316 (14) A Level 3 competency-based license is equivalent to the Level 3 license as
317 described in R277-500 and R277-502 as to length and professional development
318 expectations.

319 (15) If an individual holds a Utah license, an application for an LEA specific
320 competency-based license shall be subject to additional Superintendent review based
321 upon the following criteria:

322 (a) license level;

323 (b) current license status;

324 (c) area of concentration and endorsements on Utah license; and

325 (d) circumstances justifying the LEA specific license.

326 (16)(a) If an application is not approved based on the Superintendent's review of the
327 criteria provided in Section R277-503-4, appropriate licensure procedures shall be
328 recommended to the requesting LEA.

329 (b) An applicant may be required to:

330 (i) renew an expired license;

331 (ii) apply for an endorsement;

332 (iii) pass appropriate Board approved tests consistent with Subsection
333 R277-503-3(4);

334 (iv) obtain an additional area of concentration;

335 (v) apply to Alternative Route to Licensure; or

336 (vi) satisfy other reasonable standards.

337 **R277-503-9. Endorsement Routes.**

338 (1)(a) An applicant shall successfully complete one of the following programs for
339 an endorsement:

340 (i) a Board-approved institution of higher education educator preparation program
341 with endorsements;

342 (ii) assessment, approval, and recommendation by a designated and subject-
343 appropriate Board specialist; or

344 (iii) a Board-approved Utah institution of higher education or Utah LEA-sponsored
345 endorsement program that includes content knowledge and content-specific pedagogical
346 knowledge approved by the Superintendent.

347 (b)(i) The Superintendent shall be responsible for final recommendation and
348 approval for programs described in Subsections (1)(a)(i) and (ii).

349 (ii) A university or LEA shall be responsible for final review and recommendation of
350 programs described in Subsection (1)(a)(iii), and the Superintendent shall be responsible
351 for final approval.

352 (2)(a) A restricted endorsement shall be available and limited to teachers in

353 necessarily existent small schools as determined under R277-445.

354 (b) Teacher qualifications shall include at least nine semester hours of
355 Superintendent-approved university-level courses in each course taught by the teacher
356 holding a restricted endorsement.

357 (3) All provisions that directly affect the health and safety of students required for
358 endorsements, such as prerequisites for drivers education teachers or coaches, shall apply
359 to applicants seeking endorsements through all routes under this rule.

360 (4) Prior to an individual taking courses, exams or seeking a recommendation in the
361 ARL licensing program, the individual shall have LEA and Superintendent authorization.

362 **R277-503-10. Sunset Clause.**

363 (1) This rule will sunset on June 30, 2020.

364 (2) Notwithstanding, Subsection (1), the Superintendent shall grant an Associate
365 Educator license to an ARL candidate in good standing with the candidate's ARL program
366 prior to June 30, 2020.

367 (3) An educator who receives a Associate Educator license under Subsection (2)
368 may receive a Professional Educator license by completing the candidate's approved ARL
369 program.

370 (4) The Superintendent may not accept new applications for the ARL program after
371 November 1, 2019.

372 **KEY: teachers, alternative licensing**

373 **Date of Enactment or Last Substantive Amendment: January 10, 2017**

374 **Notice of Continuation: November 15, 2016**

375 **Authorizing, and Implemented, or Interpreted Law: Art X Sec 3; 53E-3-501(1)(a);**
376 **53E-3-401(4)**