

LEA-Specific Competency-Based Guidelines

The purpose of an LEA-Specific Competency-Based license is to allow an LEA to grant a license to an individual with exceptional training or expertise to teach or work in the public schools and is valid only within that LEA under specific circumstances. The LEA must demonstrate that all other licensing routes, such as ARL and university programs, are unreasonable or untenable for the individual. These licenses are not intended as a temporary solution for an individual earning a standard license, rather they are intended as a long-term solution for an individual for whom earning a standard license does not make sense. LEAs are encouraged to adopt a formal policy regarding the use of this type of licensure. Inconsistent use of this type of license could result in legal liability for the LEA.

Requirements

Licensure Areas

LEA-specific licenses are typically requested for individuals that do not hold a Utah Educator License. If an individual already holds such a license then the existing license must either be non-renewable or the requested license must be in a license area not already held by the individual. The following are examples of this standard:

- **Example A:** An individual holds a Utah Level 1 license with an Elementary (1-8) license area that has expired and the individual has not met the requirements for upgrade to Level 2 licensure. Assuming all other requirements are met, the individual could receive an LEA-specific license in Elementary (1-8).
- **Example B:** An individual holds a current Utah Level 2 license with a Secondary (6-12) license area with a Chemistry endorsement. Assuming all other requirements are met, the individual could receive an LEA-specific license area in Elementary (1-8) that would be attached to the existing Level 2 license.
- **Non-example C:** An individual holds a current Utah Level 2 license with a Secondary (6-12) license area with a Chemistry endorsement. The individual could not receive an LEA-specific license area in Secondary (6-12) with a Physics endorsement.

Due to the high level of potential liability, LEA-specific licenses are not available in the areas of Special Education or student support areas (e.g. School Psychologist, Audiologist...etc.).

Administrators

To be eligible for an LEA-specific Administrative license, the individual must:

- hold a master's degree or higher from a regionally accredited institution; and
- pass the appropriate Board-approved test (Praxis II or SLLA).

Core Teachers

To be eligible to teach in a core subject, the individual must:

- hold a bachelor's degree or higher from a regionally accredited institution; and
- pass the appropriate Board-approved content knowledge test (Praxis II).

Core subjects are identified in CACTUS and include the following:

- English
- Reading or language Arts
- Mathematics
- Science
- Foreign Language
- Civics and Government
- Fine Arts
- History
- Geography

Non-Core Teachers

To be eligible to teach in a core subject, the individual must:

- hold an associate's degree or higher from a regionally accredited institution or professional skill certification relevant to the teaching assignment; and
- skills, talents or abilities specific to the teaching assignment, as determined by the LEA.

Procedures

When considering the issuance of an LEA-specific license, LEAs are strongly encouraged to discuss the situation with the local board. These licenses are issued under the local board's authority and the board should be consulted prior to applying for such a license.

The application form for an LEA-specific license can be found on the Utah Educator Licensing website ([Educator Licensing](#)) under the "forms" link. The request must include the following:

- the completed application, signed by the local board chair/president or designee;
- the appropriate fee, paid by the LEA;
- a letter, signed by the local board chair/president or designee, that details why all other licensure routes are unreasonable or untenable for the individual.

The application must be submitted within **60 days of hire** of the individual. This deadline may be extended if the LEA can show that the delay in submission was due to exploring other licensing options.

Renewing

If the individual does not hold a current educator license, he or she is issued a Level 1 – LEA-Specific Competency-based License. This license is similar to a standard Level 1 license and **must be renewed every three years** under the same procedures but is not required to be upgraded to Level 2. If an individual holding a Level 1 – LEA-specific Competency-based license has met the requirements for upgrade, then the license can be upgraded to a Level 2 – LEA-specific Competency-based license and can then be renewed under the same procedures, except that the renewal must be processed manually rather than online (similar to Level 1 renewal).

If the individual holds a current Utah Educator License, then the LEA-specific license will simply be attached to that license as a new license area. This does not alter the standard renewal timelines and procedures for the license.