

Morgan School District
ABB LEA-Specific Education License Requirement Policy

PURPOSE AND PHILOSOPHY

Under Utah Code Ann. 53E-6-201, an individual employed in a position that requires licensure by the Utah State Board of Education (USBE) must hold the license appropriate to that position. The USBE has designated the following licenses: (1) associate educator license; (2) professional educator license, and (3) LEA-Specific educator license. LEA means Local Education Agency. Morgan School District (MSD) is the LEA.

1. Individuals who follow the traditional route of attending an educator preparation program, receiving a degree in education, and attaining what was formerly a level 1, 2, or 3 license by the USBE are now issued a professional educator license.
2. Individuals who have a bachelor's degree or higher, or who are enrolled in an educator preparation program that will result in a bachelor's degree or higher, or who have a skill certification in a specific CTE area as established by the USBE, may now be issued an associate educator license upon satisfaction of USBE requirements. Before 2020, individuals could pursue an alternative route to licensure (ARL) or an academic pathway to teaching (APT) and teach on a letter of authorization (LOA). As of 2020 these processes are discontinued. In their place, an individual may pursue an associate educator license. An associate educator license is valid for two years (with a possible one-year extension) and may be upgraded to a professional educator license in accordance with Utah law.
3. An individual who does not meet the criteria for a professional or associate educator license, but meets the criteria set forth in this policy may be issued an LEA-Specific educator license. An LEA-Specific license is valid only in MSD. As used in this policy, the term "LEA-Specific license" means an LEA-Specific educator license.
4. Requirements for a professional educator license and an associate educator license are found in Utah Admin. Code R277-301. Consistent with the law, this policy identifies requirements for a MSD LEA-Specific license.

APPLICATION

1. An individual for whom an LEA-specific license is sought is referred to in this policy as a candidate. A candidate may be a current employee seeking an LEA-specific license in a new area of concentration or an individual not yet employed by MSD.
2. An LEA-specific license is issued by the USBE. Requests for an LEA-specific license must be made to the USBE by MSD on behalf of the candidate. A request to MSD for a LEA-specific license must be made by the candidate's principal to the Director of Human Resources. If the principal determines that the candidate satisfies the requirements as set forth in Utah Admin. Code R277-301, then the request is submitted by the Director of Human Resources to the MSD Board of Education for approval.
3. The application must receive approval from the Board in a public meeting no more than 60 days before it is submitted to the USBE. The request for Board approval must include

the rationale for the appointment of an LEA-specific license and must demonstrate an inadequate supply of highly qualified licensed/endorsed applicants in the license/endorsement area. Evidence may be gathered by posting the position for a reasonable period.

EXPIRATION

1. An LEA-specific license or endorsement is valid for three years; thereafter the renewal of the license is subject to the approval or denial by the USBE.
2. An LEA-specific license expires immediately if the educator's employment with MSD ends.

REQUIREMENTS

1. An LEA-specific license must include general/initial, content knowledge, and pedagogical requirements.
 - a. General/Initial
 - i. A candidate must complete a criminal background check, including review of any criminal offenses and clearance in accordance with Utah Admin. Code R277-214. (<https://rules.utah.gov/publicat/code/r277/r277-214.htm>)
 - ii. Within the first year of employment, the candidate must complete the following training: Educator Ethics Review described in Rule R277-500 (<https://rules.utah.gov/publicat/code/r277/r277-500.htm>)
 - b. Content
 - i. A candidate is required to have a bachelor's degree or higher; and/or
 - ii. successfully pass a content exam, if required.
 - c. Pedagogy
 - i. A candidate must successfully pass a recognized competency examination within the past five years; or
 - ii. demonstrate pedagogical knowledge as determined by the principal

EDUCATOR TRAINING AND SUPPORT

An employee with an LEA-specific license must participate in the MSD Mentoring Program, and complete 60 hours of renewal activities for a three-year license; 20 hours annually. This is the requirement for Professional License renewals and is also the number of renewal hours that each LEA is required to provide to all teachers.

LICENSE AND ENDORSEMENT AREAS

An LEA-specific license is limited to the following licensing areas:

1. Early Childhood;
2. Elementary;
3. Secondary;
4. Career and Technical Education (CTE);

MSD is not authorized to provide an LEA-specific educator license in the areas of preschool special education, special education, deaf education, speech language pathology/therapy, social work, psychology, and counseling.

SCHOOL MENTORING PROGRAM

1. For at least the first three (3) years of employment, MSD shall provide a mentoring program to each employee with an LEA-specific license. The mentoring program shall include a trained mentor educator who holds a professional educator license and, where possible,
 - a. performs substantially the same duties as the educator; or
 - b. is assigned as an instructional coach or equivalent position.
2. The mentor does not evaluate the educator; however, all employees, including mentors, must promptly report educator misconduct in violation of MSD policy.

Notice

Each school where an educator holding an LEA-specific license works shall post the following on its website:

1. Disclosure of the fact that the school employs individuals holding LEA-specific educator licenses, license areas, or endorsements;
2. The percentage of the types of licenses, license areas, and endorsements held by educators employed in the school based on the employee's FTE in CACTUS; and
3. A link to the Utah Educator Look-up tool provided by the USBE in accordance with Utah Admin. Code R277-515-7(6).

REFERENCES

Utah Code Annotated 53E-6-201.

Utah Administrative Code R277-214.

Utah Administrative Code R277-301.

Utah Administrative Code R277-515.