

UINTAH SCHOOL DISTRICT POLICY ACTION REVIEW

1st Reading	<u>3/11/20</u>	New	<u>X</u>
2nd Reading	<u>4/15/20</u>	Revised	<u> </u>
Approved	<u>4/15/20</u>	Substitute	<u> </u>

005.0070 USD-LEA SPECIFIC LICENSE/ENDORSEMENT

1.0 PURPOSE

The purpose of this policy is to identify USD-LEA-Specific licensing/endorsement requirements pursuant to the conditions outlined in Utah Administrative Rule R277-301.

1.1 POLICY

- 1.1.1 The following procedures are established to identify qualification requirements and guidelines for the issuance of USD-LEA-Specific licensing and endorsements.

2.0 PROCEDURE/EDUCATOR LICENSE/ENDORSEMENT REQUIREMENTS

2.1 **USD-LEA License Eligibility Criteria. All applicants must:**

- 2.1.1 Complete or have ability to complete a bachelor's or higher degree while working under the LEA-Specific license; or have exceptional or specialized occupational experience, training, or expertise directly related to the area of assignment;
- 2.1.2 Complete a criminal background check including review of any criminal offenses and clearance in accordance with Rule R277-214;
- 2.1.3 Complete the educator ethics review described in Rule R277-500 within one calendar year prior to the application; and, complete the following Professional Learning Modules: (a link will be available on USBE website)
 - Educator ethics;
 - Classroom management and instruction;
 - Basic special education law and instruction;
 - Utah Effective Teaching Standards described in R277-530.

2.2 **USD-LEA Endorsement Eligibility Criteria:**

- 2.2.1 This authorization is issued for a temporary period upon request from a District administrator for a licensed teacher (LEA, Associate, or Professional) who is not endorsed in the area of assignment.

2.3 **Approval:**

- 2.3.1 The application must receive approval from the USD Board of Education in a public meeting at which time the Uintah School District has no more

than 60 days to submit the application to the State Board of Education for an LEA License and include:

- Rationale for the appointment of a USD-LEA-Specific license or endorsement.
- Verification that there is an inadequate supply of highly qualified and suitable licensed applicants in the license and endorsement area as demonstrated by posting the position for a reasonable period of not less than one week.
- Where applicable include an Associate Licensing Plan.

2.3.2 Applicants placed on a USD-LEA Specific Licenses serve under temporary (at-will) employment agreements subject to termination at any time at the sole discretion of the Uintah School District.

2.3.3 A USD-LEA-Specific License, license area, or endorsement is valid for up to three years subject to demonstration of adequate progress consistent with the Associate Licensing Plan, successfully putting into effect guidance from the Learning Coach, and the observations / recommendations of administration. After three years, renewal of the LEA-specific educator license/endorsement is subject to the approval or denial of the State Board of Education.

2.3.4 A USD-LEA-specific license expires immediately if the educator's employment with the District ends and the educator is not rehired, or is non-renewed as an educator in the Uintah School District.

2.3.5 The District is not authorized to provide an LEA-specific educator license in the area of:
Special Education; or Preschool Special Education.

2.4 **USD-LEA Specific License Mentoring/Learning Coach Program for pedagogical support.**

2.4.1 The USD-LEA Specific License incumbent must participate in the following Mentoring Program:

2.4.2 The District shall provide mentoring program by a trained mentor educator who holds a professional educator license; and is assigned as an instructional coach or equivalent position.

2.4.3 A District Mentor/Learning/Instructional Coach will not evaluate the educator; however, all employees to include Instructional Coaches must promptly report educator misconduct in violation of the District's Code of Conduct found in Policy 005.1250.

2.4.4 An Instructional Coach will help the USD-LEA Licensed Educator meet the **Utah Effective Educator Standards** established in Rule R277-530

- Assisting the educator with a Self-Assessment.
- Ensuring that the educator has an Individual Learning Plan
- Working on educational strategies drawn from the USD mentoring program

- Meeting regularly with the educator for coaching observations and feedback and document those meetings
- Reflecting at a Mid-Year Review
- Reflecting, reviewing, and reassessing at an End-of-Year Review

2.4.5 The Applicant and the District will jointly develop an Associate Licensing Plan to encourage transition from a USD-LEA license to a Professional License. Each plan will:

- Identify applicable educational, skill, and/or content knowledge requirements for enrollment in a qualified educator preparation program.
- Identify paths and opportunities to prepare for successful passage of a pedagogical performance assessment.
- Develop significant competency and knowledge sufficient to justify an extension request from the Utah State Board of Education for a continued USD-LEA License if transition to an Associate License is not reasonable or applicable.

2.5 **The District shall post on each school's website the percent of LEA-Specific licenses, license areas, or endorsements.**