

DRAFT Policy 1130 – WCSD-LEA-Specific Teacher Licensing

1. **Purpose:** The purpose of this policy is to identify WCSD-LEA-Specific licensing requirements pursuant to the conditions outlined in Utah Administrative Rule R277-301.
2. **Policy:** The following procedures are established to identify qualification requirements and guidelines for the issuance of WCSD-LEA-Specific licensing.

3. Procedure:

3.1. Educator License Requirements.

- 3.1.1. Eligibility Criteria: All applicants must:
 - 3.1.1.1. Complete a bachelor's or higher degree from a college or university accredited by an association recognized by the U.S. Department of Education on their official web site at https://www2.ed.gov/admins/finaid/accred/accreditation_pg4.html . (see CTE degree exception below);
 - 3.1.1.2. Demonstrate content pedagogical knowledge by:
 - successfully passing an assessment; or,
 - demonstrated successful experience as measured by the potential impact on student learning.
 - 3.1.1.3. Complete a criminal background check including review of any criminal offenses and clearance in accordance with Rule R277-214; and
 - 3.1.1.4. Complete the educator ethics review described in Rule R277-500 within one calendar year prior to the application.
- 3.1.2. District LEA Specific CTE Applicants are not required to have a bachelor's degree; however, if the applicant does not have a bachelor's degree the applicant must:
 - 3.1.2.1. Have six years of directly related occupational experience within the 10 years prior to the Program application in a CTE license area (Attachment 1),
 - 3.1.2.2. Additional Considerations:
 - Periods of employment lasting less than one month and periods of employment prior to 18 years of age are not accepted for purposes of calculating the occupational experience requirement.
 - An associate's degree in a related area may be counted for up to two years of occupational experience.
 - The occupational experience requirement may be waived if the applicant has passed a recognized competency examination within the past five years or if the applicant holds a license directly related to the teaching assignment issued by the Utah State Department of Commerce, Division

of Occupational and Professional Licensing in any area where such licensure or certification exists.

- 3.1.3. Approval: The application must receive approval from the WCSD Board of Education in a public meeting no more than 60 days prior to the application.
- The request for Board approval must include the rationale for the appointment of an LEA-Specific license; and
 - Demonstrate that there is an inadequate supply of highly qualified licensed/endorsed applicants in the license/endorsement area by posting the position for a reasonable period of not less than one week to seek fully qualified applicants.

3.2. Educator Training and Support:

- 3.2.1. The LEA Specific applicant must participate in the **Mentoring Program** described in paragraph 3.4.
- 3.2.2. Within the first year of employment, the applicant must complete the following training: (Based on the requirements of the Professional Learning Plan, training may require successful coursework completion from a college, university, or the Southwest Educational Development Center.)
- Educator ethics;
 - Classroom management and instruction;
 - Basic special education law and instruction; and
 - Utah Effective Teaching Standards described in R277-530.

3.3. License and Endorsement Areas

- 3.3.1. The District is not authorized to provide an LEA-specific educator license in the area of:
- Special Education; or
 - Preschool Special Education.
- 3.3.2. An WCSD LEA-specific license, is limited to the following licensing areas,
- Early Childhood;
 - Elementary;
 - Secondary;
 - Career and Technical Education or "CTE";
 - Speech-Language Pathologist;
 - Speech-Language Technician;
 - School Social Worker; and
 - Communication Disorders.
- 3.3.3. A WCSD-LEA-specific license, license area, or endorsement is valid three years and thereafter the renewal of the license is subject to the approval or denial of the State Board of Education.
- 3.3.4. A WCSD-LEA-specific license expires immediately if the educator's employment

with the District ends.

3.4. District LEA License Mentoring Program:

3.4.1. The District shall provide at least a three (3) year mentoring program by a trained mentor educator who:

- holds a professional educator license and where possible;
- where possible, performs substantially the same duties as the educator with release time to work as a mentor; or
- is assigned as an instructional coach or equivalent position

3.4.2. A District “mentor” is called a Learning Coach. A Learning Coach will not evaluate the educator; however, all employees to include Learning Coaches must promptly report educator misconduct in violation of the District’s Code of Conduct found in Policy 1730.

3.4.3. A Learning Coach will help the LEA Licensed Educator meet the **Utah Effective Educator Standards** established in Rule R277-530 by:

- Assisting the educator with a Self-Assessment (SA).
- Ensuring that the educator has an Individual Learning Plan (ILP).
- Working on educational strategies drawn from the WCSD Instructional Playbook (IP).
- Meeting regularly with the educator for coaching observations and feedback.
- Documenting those meetings with a Collaborative Assessment Log (CAL).
- Determining and conducting action research using a Case Study student (CS).
- Using the Differentiated Tier 1 protocol to improve and analyze student progress (DT1).
- Reflecting at a Mid-Year Review (MYR).
- Reflecting, reviewing, and reassessing at an End-of-Year Review (EOYR).

3.4.4. Learning Coaches will receive regular mentor training at Learning Coach Forums (LCF).

3.4.5. Learning Coaches will practice their new learning during Targeted Coaching Practice days (TCP).

3.4.6. The mentoring program shall include:

- A formal Professional Learning Plan (as described in subparagraph 3.5.);
- Support in meeting the requirements of a professional license area; and
- On-going training on educator ethics and special education.

3.5. Professional Learning Plan shall consist of:

- A research-based classroom management plan.
- Self-Assessment and Goal Setting based on the Utah Effective Teaching Standards
- Weekly mentoring from a trained coach during the first, and consistent mentoring for the next two years, in the areas of Content Planning, Instruction, Formative Assessment and Learning Environment
- Regular classroom observations and modeling of strategies from a trained coach

- Observations and Evaluation from their principal (as per district policy 1432)

3.6. The District shall post LEA-specific licenses, license areas, or endorsements on each school's website.

Secondary CTE License Endorsement Areas

"Career and technical education (CTE)" means organized educational programs or competencies which directly or indirectly prepare students for employment, or for additional preparation leading to employment, in occupations where entry requirements do not generally require a baccalaureate or advanced degree. Categories include:

Agricultural Science	Network+
Agriculture Mechanization	Security
Animal Science	Web Development
Horticulture	Skilled and Technical Sciences
Natural Resource Science	Communication
Plant and Soil Science	Graphics/Printing Technology
Business and Marketing	Television Broadcasting
Business and Marketing 6-8	Construction Trades
Business and Marketing Core	Carpentry
Business and Marketing Information Technology	Electrical
Elementary Keyboarding	Plumbing
Secondary Keyboarding	Engineering Technologies
K-12 Teaching as a Profession	Environmental Technician
Family and Consumer Sciences	Mechanics and Repairs
Family and Consumer Sciences 6-8	Automotive Collision Repair
Advanced Interior Design	Automotive Service
Child Development/Early Childhood	Heavy Duty Mechanic/Diesel
Fashion/Textiles/Apparel	Small Engine Technician
Food Science/Nutrition	Personal and Miscellaneous Services
Food Services/Culinary Arts	Cosmetology/Barbering
Health Science	Esthetics
Biotechnology	Nail Technician
Exercise Science/Sports Medicine	Precision Production Trades
Introduction to Health Science	Cabinetry/Millwork
Medical Anatomy and Physiology (MAP)	Machining/CNC
Medical Math	Welding Technician
Health Technology	Protective Services
Dental Assistant	Fire Science
Emergency Medical Responder	Law Enforcement
Emergency Medical Technician	Transportation and Material Moving
Medical Assistant	Aviation
Medical Forensics	Visual Art
Nurse Assistant	Commercial Art
Pharmacy Technician	Commercial Photography
Surgical Technician	Technology and Engineering
Information Technology	Biomanufacturing
A+ (Computer Repair/Maintenance)	Drafting (CAD)
Cisco Certified Networking Associate (CCNA)	Electronics
Computer Science, Level 1	Engineering
Computer Science, Level 2	Manufacturing
Database Development (Oracle)	Physics with Technology
Exploring Computer Science	Technology
Geographic Information Systems (GIS)	Work-Based Learning
Introduction to Information Technology	
Linux	
Microsoft Certified Professional (MCP)	
Multimedia	