

1 **R277. Education, Administration.**

2 **R277-301. Educator Licensing.**

3 **R277-301-1. 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) Subsection [53E-3-401](#)(4), which allows the Board to make rules to execute the
8 Board's duties and responsibilities under the Utah Constitution and state law; and

9 (c) Section [53E-6-201](#), which gives the Board power to issue licenses.

10 (2) This rule specifies the types of licenses and license areas of concentration
11 available and the requirements and procedures for obtaining a license, required for
12 employment as a licensed educator in the public schools of Utah.

13 **R277-301-2. Definitions.**

14 (1) "Accredited school" means a public or private school that:

15 (a) meets standards essential for the operation of a quality school program; and

16 (b) has received formal approval through a regional accrediting association.

17 (2) "Currently enrolled" means:

18 (a) that an individual has been formally accepted into a Board-approved educator
19 preparation program; and

20 (b) that the program considers the individual to be an active participant.

21 (3) "Educator preparation program" means the same as that term is defined in
22 Section [R277-303-2](#).

23 (4) "Eminence" means the same as that term is defined in Section [R277-303-9](#).

24 (5) "Endorsement" means a designation on a license area of concentration earned
25 through demonstrating required competencies established by the Superintendent that
26 qualifies the individual to:

27 (a) provide instruction in a specific content area; or

28 (b) apply a specific set of skills in an education setting.

29 (6) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and the
30 Blind.

31 (7)(a) "License areas of concentration" or "license area" means a designation on a
32 license of the specific educational setting or role for which the individual is qualified, to
33 include the following:

34 (i) Early Childhood;

35 (ii) Elementary;

36 (iii) Secondary;

37 (iv) School Leadership

38 (v) Career and Technical Education or "CTE";

39 (vi) School Counselor;

40 (vii) School Psychologist;

41 (viii) Special Education;

42 (ix) Preschool Special Education;

43 (x) Deaf Education;

44 (xi) Speech-Language Pathologist;

45 (xii) Speech-Language Technician;

46 (xiii) School Social Worker; and

47 (xiv) Audiologist.

48 (8) "Licensing Jurisdiction" means the designated educator licensing authority in
49 any foreign country or state of the United States of America and the Department of
50 Defense Education Activity (DoDEA).

51 (9) "NASDTEC" means the National Association of State Directors of Teacher
52 Education and Certification.

53 (10) "NASDTEC Stage 2 Educator License" means a license issued to an
54 individual who holds a bachelor's degree and has completed an approved program but
55 has not met the jurisdiction-specific requirement for a Stage 3 license of a member

56 jurisdiction.

57 (11) "Renewal" means reissuing or extending the length of a license consistent
58 with Rule R277-302.

59 **R277-301-3. License Structure.**

60 (1) Utah educator licenses include the following licenses:

61 (a) Associate educator license;

62 (b) Professional educator license; and

63 (c) LEA-specific educator license.

64 (2) The Superintendent may only issue one single active Utah educator license
65 to an individual.

66 (3) An educator license shall include at least one license area of concentration.

67 (4) License areas of concentration and endorsements shall have a designation
68 of:

69 (a) associate;

70 (b) professional; or

71 (c) LEA-specific.

72 (5) An associate educator license may only include associate or LEA-specific
73 license areas of concentration and endorsements.

74 (6) An LEA-specific educator license may only include LEA-specific license
75 areas of concentration and endorsements.

76 (7) An educator may add a license area or endorsement to an existing license or
77 license area of concentration by meeting the requirements for an associate,
78 professional, or LEA specific endorsement as established in this rule.

79 (8) The Superintendent may establish deadlines and uniform forms and
80 procedures for all aspects of licensing.

81 (9)(a) All licenses expire on June 30 of the year of expiration and a licensee may
82 renew any time after January 1 of the same year.

83 (b) Responsibility for license renewal rests solely with the licensee.

84 **R277-301-4. Associate Educator License Requirements.**

85 (1) The Superintendent shall issue an associate educator license to an individual
86 that applies for the license and that meets all requirements in this Section R277-301-4.

87 (2) An associate educator license, license area, or endorsement is valid for three
88 years.

89 (3) The Superintendent may only renew an associate educator license if:

90 (a) the individual has less than three years of experience in a Utah public or
91 accredited private school; or

92 (b) the individual is employed by a Utah public or accredited private school and
93 the employer has requested a one year extension of the license.

94 (4) Notwithstanding Subsection (3), the Superintendent may not renew an
95 associate license with a license area in special education or related services, if the
96 educator has three years of experience with the associate license.

97 ([4]5) The general requirements for an associate educator license shall include:

98 (a) completion of a criminal background check including review of any criminal
99 offenses and clearance in accordance with Rule [R277-214](#) and continued monitoring in
100 accordance with Subsection [53G-11-403\(1\)](#);

101 (b) completion of the educator ethics review within one calendar year prior to the
102 application; and

103 (c) one of the following:

104 (i) a bachelor's degree or higher from a regionally accredited institution;

105 (ii) current enrollment in a university-based Board-approved educator
106 preparation program that will result in a bachelor's degree or higher from a regionally
107 accredited institution; or

108 (iii) skill certification in a specific CTE area as established by the Superintendent.

109 ([5]6) The content knowledge requirements for an associate educator license

110 shall include:

111 (a) for an elementary license area, passage of an elementary content knowledge
112 test, approved by the Superintendent, that distinctly measures content in:

113 (i) mathematics;

114 (ii) reading/language arts;

115 (iii) social studies; and

116 (iv) science;

117 (b) for a secondary or CTE license area with a content endorsement, or for an
118 endorsement being added to a professional license area, one of the following:

119 (i)(A) passage of a content knowledge test approved by the Superintendent,
120 where required; or

121 (B) demonstration of the competency criteria established by the Superintendent
122 if no content knowledge test is required;

123 (ii) a bachelor's degree or higher with a major in the content area from a
124 regionally accredited university; or

125 (iii) enrollment in a program that will result in a degree described in Subsection
126 ([6]7)(b)(ii);

127 (c) for an early childhood license area, passage of a content knowledge test
128 approved by the Superintendent; and

129 (d) for a [all other] school leadership license area[s], enrollment in:

130 (i) a university-based Board-approved educator preparation program; or

131 (ii) an educator preparation program administered by the Superintendent.

132 ([6]8) Notwithstanding, Subsection ([4]5)(c)(ii)[~~and Subsection (5)(d)~~],

133 (a) an applicant for an associate educator license with [a]the following license
134 areas [in]:

135 (i) special education (K-12);

136 (ii) pre-school special education; [~~or~~]

137 (iii) deaf education;

- 138 (iv) audiologist;
139 (v) speech language technician; or
140 (vi) speech language pathologist;
141 ~~(b) [may also meet the general requirements and content knowledge]~~ shall meet
142 the following requirements for an associate educator license[;]:
143 ~~[(c) if the applicant has successfully:]~~
144 (i) ~~[passed]~~ demonstrate content knowledge ~~[test]~~ competencies approved by the
145 Superintendent; and
146 (ii) complete[d] a special education law training approved by the Superintendent;
147 [and]
148 (iii) earn a bachelor's degree; and
149 ~~[(iii)iv] [is]~~ enroll[ed] in[;] a preparation program as provided in Subsection (9).
150 ~~[(A)9](a)~~ For a special education or pre-school special education license area, an
151 applicant for an associate educator license shall enroll in a:
152 (i) Board-approved non-university based special education preparation program;
153 or
154 ~~[(B)ii]~~ a special education program at a regionally accredited institution that will
155 yield a NASDTEC Stage 2 educator license.
156 (b) For a deaf education license area, an applicant shall enroll in a deaf
157 education program at a regionally accredited institution that will yield a NASDTEC Stage
158 2 educator license.
159 (c) For a speech language pathologist license area, an applicant shall enroll in a
160 speech language pathologist program at a regionally accredited institution of higher
161 education that:
162 (i) results in a masters degree or higher in speech language pathology; and
163 (ii) will yield a NASDTEC Stage 2 educator license.
164 (d) For a school counselor license area, an applicant shall enroll in a school
165 counselor program at a regionally accredited institution of higher education that:

166 (i) results in a masters degree or higher in school counseling; and

167 (ii) will yield a NASDTEC Stage 2 educator license.

168 (e) For a speech language technician license area, an applicant shall enroll in a
169 speech language technician program that is:

170 (i) approved by the Board; or

171 (ii) administered by the Superintendent.

172 (f) For an audiologist license area, an applicant shall enroll in an audiology
173 program at a regionally accredited institution of higher education that will yield a
174 NASDTEC Stage 2 educator license.

175 (10) Notwithstanding Subsection (5)(c)(ii), an applicant for an associate educator
176 license with a license area in school psychologist or school social worker shall meet the
177 following requirements:

178 (a) demonstrate content knowledge competencies approved by the
179 Superintendent;

180 (b) earn a Bachelor's degree; and

181 (c) complete all requirements for a regionally accredited master's level
182 preparation program, except completion of capstone school-based clinical experience
183 and any co-requisite coursework.

184 ([7]11) Additional requirements for an associate educator license shall include:

185 (a) successful completion of professional learning modules created or approved
186 by the Superintendent in:

187 (i) educator ethics;

188 (ii) classroom management and instruction;

189 (iii) basic special education law and instruction;

190 (iv) the Utah Effective Teaching Standards described in [R277-530](#); or

191 (b) enrollment in a university-based Board-approved educator preparation
192 program.

193 (c) Notwithstanding Subsection (11)(a), the Superintendent may waive an

194 individual module, if the module is not necessary given the preparation of an applicant.

195 ([8]12) An educator that holds a professional license area of concentration and
196 has met the competency criteria established by the Superintendent need not complete
197 the requirements detailed in Subsection (6).

198 ([9]13) A license applicant who has received or completed license preparation
199 activities inconsistent with this rule may present compelling information and
200 documentation for review and approval by the Superintendent to satisfy the associate
201 educator license requirements.

202 ([10]14) The Superintendent shall designate a panel of at least three Board staff
203 members to review an appeal made under subsection ([9]13).

204 ([11]15) An LEA that employs an individual that holds an associate educator
205 license shall develop a personalized professional learning plan designed to support the
206 educator in meeting the requirements for a professional educator license no later than
207 60 days after beginning work in the classroom, which shall:

208 (a) be provided to the Superintendent upon request;

209 (b) include a formal discussion and observation process no later than 30 days
210 after beginning work in the classroom; and

211 (c) consider:

212 (i) previous education related experience; and

213 (ii) previous educational preparation activities.

214 ([12]16) An educator with an associate educator license may upgrade to a
215 professional educator license at any time prior to expiration of the associate educator
216 license if the educator meets all requirements of Section R277-301-5.

217 **R277-301-5. Professional Educator License Requirements.**

218 (1) The Superintendent shall issue a professional educator license to an
219 individual that applies for the license and meets all requirements in this Section R277-
220 301-5.

221 (2) A professional educator license, license area, or endorsement is valid for five
222 years.

223 (3) The general requirements for a professional educator license shall include:

224 (a) all general requirements for an associate educator license under Subsection
225 R277-301-5(4);

226 (b) completion of:

227 (i) a bachelor's degree or higher from a regionally accredited institution; or

228 (ii) skill certification in a specific CTE area as established by the Superintendent;

229 (c) for an individual with an early childhood, elementary, special education, or
230 preschool special education license area of concentration, completion of a literacy
231 preparation assessment; and

232 (d) one of the following:

233 (i) a recommendation from a Board-approved educator preparation program; or

234 (ii) a standard educator license in the area issued by a licensing jurisdiction
235 outside of Utah that is currently valid or is renewable consistent with Section 53E-6-307.

236 (4) The content knowledge requirements for a professional educator license,
237 license area, and endorsement shall include:

238 (a) all content knowledge requirements for an associate educator license under
239 Subsection R277-301-4(5);

240 (b) demonstration of all content knowledge competencies as established by the
241 Superintendent; and

242 (c) passage of a content knowledge test provided by the Superintendent, where
243 required by the Superintendent.

244 (5) An applicant for a secondary or CTE content area endorsement that holds a
245 bachelor's degree or higher with a major in the content area from a regionally accredited
246 university need not complete the requirement described in Subsection (4)(c).

247 (6) The pedagogical requirements for professional educator license shall include:

248 (a) demonstration of all pedagogical competencies as established by the

- 249 Superintendent; and
- 250 (b) when applicable to the license area, passage of a pedagogical performance
251 assessment meeting standards:
- 252 (i) established by the Superintendent; and
- 253 (ii) approved by the Board.
- 254 (7) An individual holding a Utah level 1, level 2, or level 3 educator license on
255 January 1, 2020 meets the pedagogical requirements described in Subsection (6).
- 256 (8) An individual holding a Utah level - APT educator license that is employed by
257 a Utah LEA and an individual enrolled in ARL or a university-based Board-approved
258 educator preparation program on January 1, 2020 may meet the content knowledge and
259 pedagogical requirements described in this Section R277-301-6 by completing all
260 requirements of the applicable program.
- 261 (9) An individual holding a Utah professional educator license and license area
262 in early childhood education, elementary, secondary, CTE, special education, or deaf
263 education is considered to have met the pedagogical performance assessment
264 requirement of Subsection (5)(b) if applying to add any of the license areas in the
265 subsection.
- 266 (10) A license applicant who has received or completed license preparation
267 activities inconsistent with this rule may present compelling information and
268 documentation for review and approval or denial by the Superintendent to satisfy the
269 professional educator license requirements.
- 270 (11) The Superintendent shall designate a panel of at least three individuals,
271 including at least two Board licensed educators not employed by the Board, to review
272 an appeal and make a recommendation to the Superintendent for the Superintendent's
273 review and decision described in Subsection (10).

274 **R277-301-6. Educator Licenses Issued by Licensing Jurisdictions Outside of**
275 **Utah.**

276 (1) The Superintendent shall review applications for a Utah educator license for
277 individuals holding educator licenses issued by licensing jurisdictions outside of Utah to
278 determine if the applicant has met the requirements for a Utah license under this rule.

279 (2) The Superintendent shall accept scores from an applicant that meet the Utah
280 standard for passing on assessments from licensing jurisdictions outside of Utah that
281 utilize the same assessment as Utah as meeting the requirements of this rule.

282 (3) The Superintendent shall accept scores from an applicant on reasonably
283 equivalent content knowledge or pedagogical performance assessments utilized by
284 licensing jurisdictions outside of Utah that meet the passing standard of that jurisdiction
285 as meeting the requirements of this rule.

286 (4) The Superintendent shall accept demonstrations of content knowledge and
287 pedagogical competencies from an applicant utilized by licensing jurisdictions outside of
288 Utah that are reasonably equivalent to Utah competencies.

289 (5) An individual with one year of successful experience in a public or accredited
290 private school under a standard license issued by another jurisdiction need not
291 complete the content knowledge and pedagogical assessment requirements in the
292 areas and subjects taught.

293 (6) An individual holding a standard license from another jurisdiction that was
294 enrolled in a preparation program prior to January 1, 2020 and received the standard
295 license prior to August 1, 2021 need not complete the requirements of Subsection
296 R277-301-5(6)(b).

297 **R277-301-7. LEA-specific Educator License Requirements.**

298 (1) The Superintendent may issue an LEA-specific educator license to a
299 candidate if:

300 (a) the LEA requesting the LEA-specific educator license has an adopted policy,
301 posted on the LEA's website, which includes:

302 (i) educator preparation and support:

- 303 (A) as established by the LEA; and
304 (B) aligned with the Utah Effective Teaching Standards described in [R277-530](#);
305 (ii) criteria for employing educators with an LEA-specific license; and
306 (iii) compliance with all requirements of this Rule R277-301;
307 (b) an LEA governing board applies on behalf of the candidate
308 (c) the candidate meets all the requirements in this Section R277-301-7; and
309 (d) within the first year of employment, the LEA trains the candidate on:
310 (i) educator ethics;
311 (ii) classroom management and instruction;
312 (iii) basic special education law and instruction; and
313 (iv) the Utah Effective Teaching Standards described in [R277-530](#).
314 (2) An LEA-specific license, license area, or endorsement is valid only within the
315 requesting LEA.
316 (3) An LEA-specific license, license area, or endorsement is valid for one, two,
317 or three years in accordance with the LEA governing board's application and this
318 Section R 277-301-7.
319 (4) The first renewal of an LEA-specific educator license, license area, or
320 endorsement shall be approved or denied by the Board.
321 (5) The Board may require that subsequent renewals be approved by the Board
322 on a case by case basis.
323 ~~[(6)(a) An LEA-specific license area of concentration may only be issued for one~~
324 ~~school year and may not be renewed for a license area in:~~
325 ~~——(i) special education; or~~
326 ~~——(ii) pre-school special education.~~
327 ~~——(b) If an LEA grants a license area of concentration under this Subsection (6),~~
328 ~~the LEA shall provide special education law training recommended by the~~
329 ~~Superintendent within the first month of the educator's employment.]~~
330 (6) An LEA may not issue an LEA-specific license area of concentration to an

331 educator for the following license areas:

332 (a) special education;

333 (b) pre-school special education;

334 (c) deaf education;

335 (d) school psychologist;

336 (e) school social worker;

337 (f) audiologist;

338 (g) speech language therapist; or

339 (h) speech language pathologist.

340 (7) An LEA-specific license expires immediately if the educator's employment
341 with the LEA that requested the license ends.

342 (8) The general requirements for an LEA-specific educator license shall include:

343 (a) completion of a criminal background check including review of any criminal
344 offenses and clearance in accordance with Rule [R277-214](#) and continued monitoring in
345 accordance with Subsection [53G-11-403\(1\)](#);

346 (b) completion of the educator ethics review within one calendar year prior to the
347 application; and

348 (c) approval of the request by the LEA governing board in a public meeting no
349 more than 60 days prior to the application, which includes the LEA's rationale for the
350 request.

351 (9) The content knowledge and pedagogical requirements for an LEA-specific
352 educator license shall be established by the LEA governing board.

353 (10) An LEA school that requests an LEA-specific license, license area, or
354 endorsement shall prominently post the following information on each school's website:

355 (a) disclosure of the fact that the school employs individuals holding LEA-
356 specific educator licenses, license areas, or endorsements;

357 (b) an explanation of the types of licenses issued by the board;

358 (c) the percentage of the types of licenses, license areas, and endorsements

359 held by educators employed in the school based on the employees' FTE as reported to
360 the Superintendent; and

361 (d) a link to the Utah Educator Look-up tool provided by the Superintendent in
362 accordance with Subsection R277-[5]312-7(6).

363 **R277-301-8. Eminence.**

364 (1) The purpose of an eminence designation is to allow an individual with
365 exceptional training or expertise, consistent with Section R277-301-2, to teach or work
366 in the public schools on a limited basis.

367 (2) An LEA may request an eminence designation for an LEA-specific license,
368 license area, or endorsement for a teacher whose employment with the LEA is no more
369 than 37% of a teacher's regular instructional load.

370 (3)(a) The Superintendent may approve or deny a request under Subsection (2).

371 (b) The Superintendent may require documentation of the exceptional training,
372 skills, or expertise of a candidate for an eminence designation.

373 (4)(a) The Superintendent may approve or deny the renewal of an LEA-specific
374 license, license area, or endorsement with an eminence designation at the request of
375 the LEA that requested the designation.

376 (b) Subsection (4)(a) supersedes Subsection R277-301-7(5) for a licensee with
377 an eminence designation.

378 (c) If a request for an eminence designation or renewal of an eminence
379 designation is denied by the Superintendent, the LEA may appeal the denial to the
380 Board.

381 **R277-301-9. Superintendent Annual Report to the Board.**

382 (1) The Superintendent shall annually report to the Board on licensing, including:

383 (a) educator licensing;

384 (b) educator preparation; and

- 385 (c) equitable distribution of teachers.
- 386 (2) The Superintendent shall use a process approved by the Board to:
- 387 (a) establish the content knowledge competency requirements required for
- 388 associate and professional endorsements; and
- 389 (b) review, adopt, and establish passing standards for all assessments required
- 390 for educator licensing.
- 391 (3) The Superintendent shall create an ethics review for all licensed educators
- 392 based upon Rule [R277-217](#), Educator Standards and Local Education Agency (LEA)
- 393 Reporting.
- 394 (4) The Superintendent may correct identified errors in licensing information with
- 395 notice to the license holder.

396 **KEY: professional competency, educator licensing**

397 **Date of Enactment or Last Substantive Amendment: June 24, 2021**

398 **Authorizing, and Implemented or Interpreted Law: Art X Sec 3; [53E-6-102](#); [53E-3-](#)**

399 **[401](#)**