

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
8 the 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
14 **R277-301-2. Definitions.**

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

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

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

18 (2) "Currently enrolled" means:

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

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

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

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

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

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

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

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

31 the Blind.

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

- 35 (i) Early Childhood;
- 36 (ii) Elementary;
- 37 (iii) Secondary;
- 38 (iv) School Leadership
- 39 (v) Career and Technical Education or "CTE";
- 40 (vi) School Counselor;
- 41 (vii) School Psychologist;
- 42 (viii) Special Education;
- 43 (ix) Preschool Special Education;
- 44 (x) Deaf Education;
- 45 (xi) Speech-Language Pathologist;
- 46 (xii) Speech-Language Technician;
- 47 (xiii) School Social Worker; and
- 48 (xiv) Audiologist.

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

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

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

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

60

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

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

- 63 (a) Associate educator license;
64 (b) Professional educator license; and
65 (c) LEA-specific educator license.

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

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

69 (4) License areas of concentration and endorsements shall have a designation
70 of:

- 71 (a) associate;
72 (b) professional; or
73 (c) LEA-specific.

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

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

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

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

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

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

86

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

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

90 (2) An associate educator license, license area, or endorsement is valid for three

91 years.

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

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

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

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

100 (5) The general requirements for an associate educator license shall include:

101 (a) completion of a criminal background check, including:

102 (i) review of any criminal offenses and clearance in accordance with Rule [R277-](#)
103 [214](#); and

104 (ii) continued monitoring in accordance with Subsection [53G-11-403\(1\)](#);

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

107 (c) one of the following:

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

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

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

113 (6) The content knowledge requirements for an associate educator license shall
114 include:

115 (a) for an elementary license area, [~~passage of an elementary content-~~
116 ~~knowledge test, approved by the Superintendent, that distinctly measures content in:~~

117 ~~——(i) mathematics;~~

118 ~~——(ii) reading/language arts;~~

119 ~~——(iii) social studies; and~~

120 ~~——(iv) science;]~~ demonstration of the content competency criteria established by

121 the Superintendent:

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

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

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

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

130 (iii) enrollment in a program that will result in a degree described in Subsection
131 (7)(b)(ii);

132 (c) for an early childhood license area, ~~[passage of a content knowledge test~~
133 ~~approved]~~ demonstration of the content competency criteria established by the
134 Superintendent; and

135 (d) for a school leadership license area, enrollment in:

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

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

138 (7) Notwithstanding, Subsection (5)(c)(ii),

139 (a) an applicant for an associate educator license with the following license
140 areas:

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

142 (ii) pre-school special education;

143 (iii) deaf education;

144 (iv) audiologist;

145 (v) speech language technician; or

146 (vi) speech language pathologist;

147 (b) shall meet the following requirements for an associate educator license:

148 (i) demonstrate content knowledge competencies approved by the

149 Superintendent; and

150 (ii) complete a special education law and instruction training approved by the

151 Superintendent;

152 (iii) earn a bachelor's degree in a field approved by the Superintendent; and

153 (iv) enroll in a preparation program as provided in Subsection (9).

154 (8)(a) For a special education or pre-school special education license area, an
155 applicant for an associate educator license shall enroll in a:

156 (i) Board-approved non-university based special education preparation program;

157 or

158 (ii) a special education program at a regionally accredited institution that will
159 yield a NASDTEC Stage 2 educator license.

160 (b) For a deaf education license area, an applicant shall enroll in a deaf
161 education program at a regionally accredited institution that will yield a NASDTEC Stage
162 2 educator license.

163 (c) For a speech language pathologist license area, an applicant shall enroll in a
164 speech language pathologist program at a regionally accredited institution of higher
165 education that:

166 (i) results in a masters degree or higher in speech language pathology; and

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

168 (d) For a school counselor license area, an applicant shall enroll in a school
169 counselor program at a regionally accredited institution of higher education that:

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

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

172 (e) For a speech language technician license area, an applicant shall:

173 (i) enroll in a speech language technician program that is:

174 (i) approved by the Board; or

175 (ii) administered by the Superintendent; or

176 (ii) complete the requirements of certified speech-language pathology assistant
177 through the American Speech-Language Hearing Association.

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

181 (9) Notwithstanding Subsection (5)(c)(ii), an applicant for an associate educator
182 license with a license area in school psychologist or school social worker shall meet the
183 following requirements:

184 (a) demonstrate content knowledge competencies approved by the
185 Superintendent;

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

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

190 (10) Additional requirements for an associate educator license shall include:

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

193 (i) educator ethics;

194 (ii) classroom management and instruction;

195 (iii) basic special education law and instruction;

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

197 (b) enrollment in a university-based Board-approved educator preparation
198 program.

199 (c) Notwithstanding Subsection (11)(a), the Superintendent may waive an
200 individual module, if the module is not necessary given the preparation of an applicant.

201 (11) An educator that holds a professional license area of concentration and has
202 met the competency criteria established by the Superintendent need not complete the
203 requirements detailed in Subsection (6).

204 (12) A license applicant who has received or completed license preparation
205 activities inconsistent with this rule may present compelling information and
206 documentation for review and approval by the Superintendent to satisfy the associate
207 educator license requirements.

208 (13) The Superintendent shall designate a panel of at least three Board staff
209 members to review an appeal made under Subsection (12).

210 (14) An LEA that employs an individual that holds an associate educator license

211 shall develop a personalized professional learning plan designed to support the
212 educator in meeting the requirements for a professional educator license no later than
213 60 days after beginning work in the classroom, which shall:

- 214 (a) be provided to the Superintendent upon request;
- 215 (b) include a formal discussion and observation process no later than 30 days
216 after beginning work in the classroom; and
- 217 (c) consider:
 - 218 (i) previous education related experience; and
 - 219 (ii) previous educational preparation activities.

220 (15) An educator with an associate educator license may upgrade to a
221 professional educator license at any time prior to expiration of the associate educator
222 license if the educator meets all requirements of Section R277-301-5.

223

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

225 (1) The Superintendent shall issue a professional educator license to an
226 individual that applies for the license and meets all requirements in this Section R277-
227 301-5.

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

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

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

233 (b) completion of:

- 234 (i) a bachelor's degree or higher from a regionally accredited institution; or
- 235 (ii) skill certification in a specific CTE area as established by the Superintendent;

236 (c) for an individual with an early childhood, elementary, special education, or
237 pre-school special education license area of concentration, completion of a literacy
238 preparation assessment; and

239 (d) one of the following:

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

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

243 (e) Notwithstanding, Subsection (c), a license applicant in an APPEL program
244 who has an established professional learning plan prior to August 31, 2022, need not
245 complete a literacy preparation assessment.

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

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

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

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

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

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

259 (a) demonstration of all pedagogical competencies as established by the
260 Superintendent; and

261 (b) when applicable to the license area, passage of a pedagogical performance
262 assessment meeting standards:

263 (i) established by the Superintendent; and

264 (ii) approved by the Board.

265 (7) An individual holding a Utah level 1, level 2, or level 3 educator license on
266 January 1, 2020 meets the pedagogical requirements described in Subsection (6).

267 (8) An individual holding a Utah level - APT educator license that is employed by
268 a Utah LEA and an individual enrolled in ARL or a university-based Board-approved
269 educator preparation program on January 1, 2020 may meet the content knowledge and
270 pedagogical requirements described in this Section R277-301-6 by completing all

271 requirements of the applicable program.

272 (9) An individual holding a Utah professional educator license and license area
273 in early childhood education, elementary, secondary, CTE, special education, or deaf
274 education is considered to have met the pedagogical performance assessment
275 requirement of Subsection (5)(b) if applying to add any of the license areas in the
276 subsection.

277 (10) An individual with an associate license with a speech language technician
278 license area who completes a school-based clinical experience meeting requirements
279 established by the Superintendent meets the requirements for a professional license.

280 ([40]11) A license applicant who has received or completed license preparation
281 activities inconsistent with this rule may present compelling information and
282 documentation for review and approval or denial by the Superintendent to satisfy the
283 professional educator license requirements.

284 ([44]12) The Superintendent shall designate a panel of at least three individuals,
285 including at least two Board licensed educators not employed by the Board, to review
286 an appeal and make a recommendation to the Superintendent for the Superintendent's
287 review and decision described in Subsection ([40]11).

288

289 **R277-301-6. Educator Licenses Issued by Licensing Jurisdictions Outside of**
290 **Utah.**

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

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

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

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

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

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

312
313 **R277-301-7. LEA-specific Educator License Requirements.**

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

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

318 (i) educator preparation and support:

319 (A) as established by the LEA; and

320 (B) aligned with the Utah Effective Teaching Standards described in [R277-530](#);

321 (ii) criteria for employing educators with an LEA-specific license; and

322 (iii) compliance with all requirements of this rule;

323 (b) an LEA governing board applies on behalf of the candidate;

324 (c) the candidate meets all the requirements in this Section R277-301-7; and

325 (d) within the first year of employment, the LEA trains the candidate on:

326 (i) educator ethics;

327 (ii) classroom management and instruction;

328 (iii) basic special education law and instruction; and

329 (iv) the Utah Effective Teaching Standards described in [R277-530](#).

330 (2) An LEA-specific license, license area, or endorsement is valid only within the

331 requesting LEA.

332 (3) An LEA-specific license, license area, or endorsement is valid for [~~one, two,~~
333 ~~or~~] three years [~~in accordance with the LEA governing board's application and this~~
334 ~~Section R277-301-7~~].

335 [~~(4) The first renewal of an LEA-specific educator license, license area, or~~
336 ~~endorsement shall be approved or denied by the Board.~~

337 ~~_____ (5) The Board may require that subsequent renewals be approved by the Board~~
338 ~~on a case by case basis.]~~

339 ([~~6~~]4) An LEA may not issue an LEA-specific license area of concentration to an
340 educator for the following license areas:

- 341 (a) special education;
- 342 (b) pre-school special education;
- 343 (c) deaf education;
- 344 (d) school psychologist;
- 345 (e) school social worker;
- 346 (f) audiologist;
- 347 (g) speech language [~~therapist~~] technician; or
- 348 (h) speech language pathologist.

349 (5) An LEA may not issue an LEA-specific endorsement in drivers education.

350 ([~~7~~]6) An LEA-specific license expires immediately if the educator's employment
351 with the LEA that requested the license ends.

352 (7) An LEA may request renewal of an LEA-specific license if an educator meets
353 professional learning requirements established by the Superintendent.

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

355 (a) completion of a criminal background check, including:

356 (i) review of any criminal offenses and clearance in accordance with Rule [R277-](#)
357 [214](#); and

358 (ii) continued monitoring in accordance with Subsection [53G-11-403\(1\)](#);

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

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

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

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

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

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

371 (c) the percentage of the types of licenses, license areas, and endorsements
372 held by educators employed in the school-based on the employees' FTE as reported to
373 the Superintendent; and

374 (d) a link to the Utah Educator Look-up tool provided by the Superintendent in
375 accordance with Subsection [R277-312-7\(6\)](#).

376
377 **R277-301-8. Eminence.**

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

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

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

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

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

390 (b) Subsection (4)(a) supersedes Subsection R277-301-7(5) for a licensee with

391 an eminence designation.

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

394

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

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

397 (a) educator licensing;

398 (b) educator preparation; and

399 (c) equitable distribution of teachers.

400 (2) The Superintendent shall use a process approved by the Board to:

401 (a) establish the content knowledge competency requirements required for
402 associate and professional endorsements; and

403 (b) review, adopt, and establish passing standards for all assessments required
404 for educator licensing.

405 (3) The Superintendent shall create an ethics review for all licensed educators
406 based upon Rule [R277-217](#), Educator Standards and Local Education Agency (LEA)
407 Reporting.

408 (4) The Superintendent may correct identified errors in licensing information with
409 notice to the license holder.

410

411 **R277-301-10. Licensee Enrollment in FBI Rapback.**

412 (1) An individual with an assignment in CACTUS or USIMS shall have a cleared
413 background check an current enrollment in FBI Rapback in accordance with Section [53G-](#)
414 [11-403](#).

415 (2) Notwithstanding Subsection (1), if an individual cannot enroll in FBI Rapback
416 due to physiological limitations, the educator shall submit fingerprints and complete a new
417 background check every two years.

418 (3) An LEA may not receive funding for an educator who is not in compliance with
419 this section.

420

421 **KEY: professional competency, educator licensing**
422 **Date of Last Change: January 11, 2022**
423 **Notice of Continuation: November 5, 2021**
424 **Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-6-102; 53E-3-**
425 **401**