

Competency-Based Endorsements

WHAT is an endorsement?

An **endorsement** qualifies an educator to provide instruction in a specific content area or apply a specific set of skills in an education setting based on the essential educator competencies. Specific content area endorsements qualify educators to teach specific courses in Utah. Other endorsements, while not qualifying an educator to teach a specific course, provide formal evidence of educator expertise in a particular field (e.g., educational technology, elementary mathematics).

EDUCATOR COMPETENCY is a demonstration of the:

- content knowledge,
- pedagogical skills, and
- professional dispositions

necessary to effectively and efficiently engage and instruct each student in order to achieve mastery in their learning.

HOW does an educator earn a competency-based endorsement?

Currently, earning an endorsement requires educators to complete specific coursework and/or Praxis content exams to meet endorsement requirements. Due to changes in Utah State Board of Education Board policy ([R277-301-9](#)), educators now have more flexible and personalized pathways to demonstrate competency to earn endorsements.

Beginning in July 2021, Utah's educator endorsements will be designed through the lens of educator competencies that embody the knowledge, skills, and dispositions needed to teach in a particular area of concentration. Newly designed endorsements pathway options may include university coursework, microcredentials, certification exams, and other available options for demonstrating competency.

WHY is Utah moving to competency based endorsements?

As the Utah State Board of Education reimagines the future of P-20 education for both students and educators, there is a dynamic shift to creating more personalized opportunities as represented in Utah's [Portrait of a Graduate](#) and the [Personalized, Competency Based Learning Framework](#). As our educators and students engage in personalized, competency-based learning, it is expected that each educator will engage all students with high expectations for shared learning goals and empow-

er each learner to take ownership of their strengths, needs, and interests while tailoring flexible supports to maximize student growth and competence. Given this expectation, it is advantageous to provide similar learning opportunities for our teachers. **Competency based endorsements** will afford greater flexibility, acknowledge previously acquired knowledge and skills, as well as provide more leeway for our school districts and charters in ensuring a highly qualified workforce.

WHEN will the current endorsement pathways change?

Educators can use the current endorsement requirements and complete by June 2023 or use the redesigned endorsements as they become available. **In July of 2023**, all educators will be required to use the redesigned endorsement pathways to earn the endorsement.

During this **two-year transitional period** each stakeholder will have a role to play:

1. **Educators** will work to complete endorsement requirements related to any current endorsements prior to July 1, 2023 or be ready to transfer to the new pathways;
2. **University faculty** will amend their content to meet the endorsement competencies and submit to the USBE for approval; and
3. **USBE staff** will develop microcredentials and other pathway content for educator use.

Will educator endorsements already earned be impacted?

No, if an educator has previously earned an endorsement, then that endorsement will remain intact and no action is needed.

Where can I see the drafts of the competency-based endorsements?

The redesigned competency-based endorsements that are available for review can be found at: <https://www.schools.utah.gov/licensing/endorsements?mid=5266&tid=4>.

What endorsements have been redesigned using competency pathways?

K-12 Endorsements
Adapted Physical Education
American Sign Language
Dance
Drama
Dual Language Immersion
Education Technology
Gifted and Talented
Instructional Coach
Library Media
Literacy Specialist
Music
Physical Education
Visual Arts

ELEMENTARY Endorsements
Arts Integration
Dance Specialist
Drama Specialist
Mathematics
Mathematics Specialist
Music Specialist
Physical Education
Science
STEM
Visual Arts Specialist

SECONDARY Endorsements
Fine Arts: <ul style="list-style-type: none">▶ Dance▶ Film and Media Arts▶ Music▶ Social/Ballroom Dance▶ Theatre▶ Visual Arts
English Language Arts
Health Education
Literacy Interventionist
Mathematics: <ul style="list-style-type: none">▶ Middle School▶ Mathematics— Secondary▶ Mathematics—Special Education
Physical Education
Science: <ul style="list-style-type: none">▶ Science Core (6–8)▶ Biology I and II▶ Chemistry I and II▶ Earth Science I and II▶ Physics I and II
Social Studies <ul style="list-style-type: none">▶ Anthropology▶ Economics▶ Geography▶ History▶ Political Science▶ Social Studies Composite▶ Sociology▶ Utah Studies
World Languages