

LEA-Specific Educator License Requirements

Approved 9/13/2022

I. Board Directive

The Board recognizes that unique situations create circumstances where teachers will need to be hired and qualified for positions using Local Educational Agency (LEA)-specific licenses. The Board delegates to the Administration the responsibility for implementing policy for LEA-specific licenses in accordance with Utah State Board of Education (USBE) Rule [R277-301](#).

II. Administrative Policy

A. Educator License and Endorsement Requirements

1. Rockwell LEA License Eligibility Criteria

All applicants must:

- a. Position must meet an area of teacher shortage, or critical need as approved by the Director;
- b. Complete a bachelor's or higher degree in a related field of study; or
- c. Have exceptional or specialized occupational experience, training, or expertise directly related to the area of assignment; and,
- d. Complete a criminal background check including review of any criminal offenses and clearance in accordance with [Rule R277-214](#); and,
- e. Complete the educator ethics review described in [Rule R277-500](#) within one calendar year prior to the application.

2. Rockwell LEA Endorsement Eligibility

This authorization may be issued for a one to three-year period upon request from a District administrator for a licensed teacher (LEA, Associate, or Professional) who is not endorsed in the area of assignment.

B. Rockwell LEA License or Endorsement Approval

1. The application must receive approval from the Rockwell Board of Education in a public meeting prior to Oct 1st:

- a. Rationale for the appointment of a Rockwell LEA-specific license or endorsement.
- b. 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 five days (not required for hourly applicants).

C. Applicants placed on Rockwell LEA-specific licenses serve under temporary employment agreements.

D. A Rockwell LEA-specific license area or endorsement is valid for up to three years. After three years, renewal of the license is subject to the approval or denial of the Utah State Board of Education.

E. A Rockwell LEA-specific license expires immediately if the educator's employment with Rockwell ends and the educator is not rehired by the school as an educator in the next contract year.

F. Rockwell is authorized to provide an LEA-specific educator license in the areas of Special Education. A required training in special education law will be provided within the first month of employment

I. Rockwell LEA-specific Educator Training, Mentoring, and Support

1. Within the first year of employment, the educator must complete the following training:

- a. Educator ethics;
- b. Classroom management and instruction;
- c. Basic special education law and instruction; and

- d. Utah Effective Teaching Standards described in [R277-530](#).
 - e. The educator must participate in the District's Mentoring Program.
 2. Rockwell shall provide at least a three-year mentoring program by a trained mentor educator who:
 - a. Holds a professional educator license; and
 - b. Where possible, performs substantially the same duties as the educator with release time to work as a mentor; or
 - c. Is assigned as an instructional coach or equivalent position.
 - d. The assigned mentor shall assist the educator to meet the Utah Effective Educator Standards established in [Rule R277-530](#) but may not serve as an evaluator of the educator.
 - e. All employees, to include mentors, must promptly report educator misconduct in violation of policy [DP378 Employee Code of Conduct](#).
 3. The Applicant and School will jointly develop an Associate Licensing Plan to:
 - a. Encourage transition from a Rockwell LEA License to a Professional License.
 - b. Identify applicable educational, skill, and/or content knowledge requirements for enrollment in a qualified educator preparation program.
 - c. Identify paths and opportunities to prepare for successful passage of a pedagogical performance assessment.
 - d. Develop significant competency and knowledge sufficient to justify an extension request from the Utah State Board of Education for a continued Rockwell LEA License if transition to an Associate License is not reasonable or applicable.
 4. For each school that requests LEA-specific licenses, license areas, or endorsements, the following information shall be posted on its website:
 - a. Disclosure of the fact that the school employs individuals holding LEA-specific educator licenses, license areas, or endorsements
 - b. Percentage of LEA-specific licenses, license areas, or endorsements
 - c. A link to the [Utah State Board of Education Utah Educator Look-up Tool](#) in accordance with [R277-515-7\(6\)](#)