

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 (1) "Accredited institution" means an institution that:

19 (a) offers a competency-based postsecondary general education course online or
20 in person; and

21 (b) is accredited by an organization recognized by the United States Department
22 of Education.

23 (2) "Currently enrolled" means:

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

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

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

29 (4) "Endorsement" means a designation on a license area of concentration
30 earned through demonstrating required competencies established by the
31 Superintendent that qualifies the individual to:

- 32 (a) provide instruction in a specific content area; or
- 33 (b) apply a specific set of skills in an education setting.

34 (5) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and
35 the Blind.

36 (6)(a) "License areas of concentration" or "license area" means a designation on
37 a license of the specific educational setting or role for which the individual is qualified, to
38 include the following:

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

53 (7) "Licensing Jurisdiction" means the designated educator licensing authority in
54 any foreign country or state of the United States of America and the Department of
55 Defense Education Activity (DoDEA).

56 (8) "NASDTEC" means the National Association of State Directors of Teacher
57 Education and Certification.

58 (9) "NASDTEC Stage 2 Educator License" means a license issued to an
59 individual who holds a bachelor's degree and has completed an approved program but
60 has not met the jurisdiction-specific requirement for a Stage 3 license of a member
61 jurisdiction.

62 (10) "Renewal" means reissuing or extending the length of a license consistent
63 with Rule [R277-302](#).

64

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

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

- 67 (a) Associate educator license;
- 68 (b) Professional educator license; and
- 69 (c) LEA-specific educator license.

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

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

73 (4) License areas of concentration and endorsements shall have a designation
74 of:

- 75 (a) associate;
- 76 (b) professional; or
- 77 (c) LEA-specific.

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

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

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

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

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

89 (b) Notwithstanding Subsection (9)(a), an LEA-specific license may only renew
90 after July 1 of the year of expiration.

91 (c) Responsibility for license renewal rests solely with the licensee.

92

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

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

96 (2) An associate educator license, license area, or endorsement is valid [~~for~~
97 ~~three years.~~] until June 30 of the third school year after the Superintendent issues or
98 renews the license.

99 [~~(3) The Superintendent may only renew an associate educator license if:~~

100 ~~— (a) the individual has less than three years of experience in a Utah public or~~
101 ~~accredited private school; or~~

102 ~~— (b) the individual is employed by a Utah public or accredited private school and~~
103 ~~the employer has requested a one year extension of the license.]~~

104 (3)(a) Except as provided in Subsection (4), the Superintendent may extend an
105 associate educator license for up to two school years if an LEA requests the extension
106 for an employee of the LEA.

107 (b) The Superintendent may extend an associate educator license for up to one
108 school year for an educator with a license area in special education or related services,
109 if the educator has up to two years of experience in special education or related
110 services.

111 (4) [~~Notwithstanding Subsection (3), the~~] The Superintendent may not [renew]
112 extend an associate license with a license area in special education or related services,
113 if the educator has three years of experience [with the associate license] in special
114 education or related services.

115 (5) The general requirements for an as[-]sociate educator license shall include:

- 116 (a) completion of a criminal background check, including:
- 117 (i) review of any criminal offenses and clearance in accordance with Rule R277-
- 118 214; and
- 119 (ii) continued monitoring in accordance with Subsection 53G-11-403(1);
- 120 (b) completion of the educator ethics review within one calendar year before the
- 121 application;
- 122 (c) one of the following:
- 123 (i) a bachelor's degree or higher from [~~a regionally~~] an accredited institution;
- 124 (ii) current enrollment in a university-based Board-approved educator
- 125 preparation program that will result in a bachelor's degree or higher from [~~a regionally~~]
- 126 an accredited institution; or
- 127 (iii) skill certification in a specific CTE area as established by the Superintendent;
- 128 and
- 129 (d) minimum competencies, as defined by the Superintendent.
- 130 (6) The content knowledge requirements for an associate educator license shall
- 131 include:
- 132 (a) for an elementary license area, demonstration of the content competency
- 133 criteria established by the Superintendent;
- 134 (b) for a secondary or CTE license area with a content endorsement, or for an
- 135 endorsement being added to a professional license area, one of the following:
- 136 (i)(A) passage of a content knowledge test approved by the Superintendent,
- 137 where required; or
- 138 (B) demonstration of the competency criteria established by the Superintendent
- 139 if no content knowledge test is required;
- 140 (ii) a bachelor's degree or higher with a major in the content area from [~~a~~
- 141 ~~regionally~~] an accredited university; or
- 142 (iii) enrollment in a program that will result in a bachelor's degree [~~described in~~
- 143 ~~Subsection (6)(b)(ii)] and complete all requirements except completion of capstone~~
- 144 school-based clinical experience and any co-requisite coursework;

- 145 (c) for an early childhood license area, demonstration of the content competency
146 criteria established by the Superintendent; and
- 147 (d) for a school leadership license area, enrollment in:
- 148 (i) a university-based Board-approved educator preparation program; or
149 (ii) an educator preparation program administered by the Superintendent.
- 150 (7) Notwithstanding, Subsection (5)(c)(ii);
- 151 (a) an applicant for an associate educator license with the following license
152 areas:
- 153 (i) special education (K-12);
154 (ii) pre-school special education;
155 (iii) deaf education;
156 (iv) audiologist;
157 (v) speech-language technician; or
158 (vi) speech-language pathologist;
- 159 (b) shall meet the following requirements for an associate educator license:
- 160 (i) demonstrate content knowledge competencies approved by the
161 Superintendent;
- 162 (ii) complete a special education law and instruction training approved by the
163 Superintendent;
- 164 (iii) earn a bachelor's degree in a field approved by the Superintendent; and
165 (iv) enroll in a preparation program as provided in Subsection (9).
- 166 (8)(a) For a special education or pre-school special education license area, an
167 applicant for an associate educator license shall enroll in a:
- 168 (i) Board-approved non-university-based special education preparation program;
169 or
- 170 (ii) a special education program at ~~a regionally~~ an accredited institution that will
171 yield a NASDTEC Stage 2 educator license.

172 (b) For a deaf education license area, an applicant shall enroll in a deaf
173 education program at ~~[a-regionally]~~ an accredited institution that will yield a NASDTEC
174 Stage 2 educator license.

175 (c) For a speech-language pathologist license area, an applicant shall enroll in a
176 speech-language pathologist program at ~~[a-regionally]~~ an accredited institution of higher
177 education that:

- 178 (i) results in a masters degree or higher in speech-language pathology; and
- 179 (ii) will yield a NASDTEC Stage 2 educator license.

180 (d) For a school counselor license area, an applicant shall:

181 (i) enroll in a school counselor program at ~~[a-regionally]~~ an accredited institution
182 of higher education that:

183 ~~[(i)]~~ (A) results in a masters degree or higher in school counseling; and

184 ~~[(ii)]~~ (B) will yield a NASDTEC Stage 2 educator license~~[-];~~ or

185 (ii) demonstrate minimum school counselor competencies as defined by the
186 Superintendent.

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

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

189 (A) approved by the Board; or

190 (B) administered by the Superintendent; or

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

193 (f) For an audiologist license area, an applicant shall enroll in an audiology
194 program at ~~[a-regionally]~~ an accredited institution of higher education that will yield a
195 NASDTEC Stage 2 educator license.

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

199 (a) demonstrate content knowledge competencies approved by the
200 Superintendent;

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

202 (c) complete all requirements for ~~[a regionally]~~an accredited master's level
203 preparation program, except completion of capstone school-based clinical experience
204 and any co-requisite coursework.

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

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

208 (i) educator ethics;

209 (ii) classroom management and instruction;

210 (iii) basic special education law and instruction;

211 (iv) the Utah Effective ~~[Teaching]~~ Educator Standards described in Rule R277-

212 [530]330; or

213 (b) enrollment in a university-based Board-approved educator preparation
214 program.

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

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

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

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

226 (14) An LEA that employs an individual that holds an associate educator license
227 shall develop a personalized professional learning plan designed to support the
228 educator in meeting the requirements for a professional educator license no later than
229 60 days after beginning work in the classroom, which shall:

- 230 (a) be provided to the Superintendent upon request;
- 231 (b) include a formal discussion and observation process no later than 30 days
- 232 after beginning work in the classroom; and
- 233 (c) consider:
- 234 (i) previous education related experience; and
- 235 (ii) previous educational preparation activities.

236 (15) An educator with an associate educator license may upgrade to a

237 professional educator license at any time before expiration of the associate educator

238 license if the educator meets all requirements of Section R277-301-5.

239

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

241 (1) The Superintendent shall issue a professional educator license to an

242 individual that applies for the license and meets all requirements in this Section R277-

243 301-5.

244 (2) A professional educator license, license area, or endorsement is valid [~~for~~

245 ~~five years~~] until June 30 of the fifth school year after the Superintendent issues or

246 renews the license.

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

248 (a) all general requirements for an associate educator license under Subsection

249 R277-301-5(4);

250 (b) completion of:

251 (i) a bachelor's degree or higher from a [~~a regionally~~] an accredited institution; or

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

253 (c) for an individual with an early childhood, elementary, or special education

254 license area of concentration, completion of a literacy preparation assessment;

255 (d) for an individual with a pre-school special education license area of

256 concentration, demonstration of emergent literacy competencies, as defined by the

257 Superintendent; and

258 (e) one of the following:

- 259 (i) a recommendation from a Board-approved educator preparation program; or
260 (ii) a standard educator license in the area issued by a licensing jurisdiction
261 outside of Utah that is currently valid or is renewable consistent with Section [53E-6-307](#).
- 262 (f) Notwithstanding, Subsection (c), a license applicant in an APPEL program
263 who has an established professional learning plan before August 31, 2022, need not
264 complete a literacy preparation assessment.
- 265 (4) If an educator preparation program makes a recommendation and the
266 Superintendent determines that the candidate does not meet all requirements in this
267 rule, the candidate may appeal as provided Subsection (12).
- 268 ([4]5) The content knowledge requirements for a professional educator license,
269 license area, and endorsement shall include:
- 270 (a) all content knowledge requirements for an associate educator license under
271 Subsection R277-301-4(5);
- 272 (b) demonstration of all content knowledge competencies as established by the
273 Superintendent; and
- 274 (c) passage of a content knowledge test provided by the Superintendent, where
275 required by the Superintendent.
- 276 ([5]6) An applicant for a secondary or CTE content area endorsement that holds
277 a bachelor's degree or higher with a major in the content area from ~~a regionally~~ [an](#)
278 accredited university need not complete the requirement described in Subsection (4)(c).
- 279 ([6]7) The pedagogical requirements for professional educator license shall
280 include:
- 281 (a) demonstration of all pedagogical competencies as established by the
282 Superintendent; and
- 283 (b) when applicable to the license area, passage of a pedagogical performance
284 assessment meeting standards:
- 285 (i) established by the Superintendent; and
286 (ii) approved by the Board.

287 ([7]8) An individual holding a Utah level 1, level 2, or level 3 educator license on
288 January 1, 2020 meets the pedagogical requirements described in Subsection (6).

289 ([8]9) An individual holding a Utah level - APT educator license that is employed
290 by a Utah LEA and an individual enrolled in ARL or a university-based Board-approved
291 educator preparation program on January 1, 2020 may meet the content knowledge and
292 pedagogical requirements described in this Section R277-301-6 by completing all
293 requirements of the applicable program.

294 ([9]10) An individual holding a Utah professional educator license and license
295 area in early childhood education, elementary, secondary, CTE, special education, or
296 deaf education is considered to have met the pedagogical performance assessment
297 requirement of Subsection (5)(b) if applying to add any of the license areas in the
298 subsection.

299 ([10]11) An individual with an associate license with a speech-language
300 technician license area who completes a school-based clinical experience meeting
301 requirements established by the Superintendent meets the requirements for a
302 professional license.

303 ([11]12) A license applicant who has received or completed license preparation
304 activities inconsistent with this rule may present compelling information and
305 documentation for review and approval or denial by the Superintendent to satisfy the
306 professional educator license requirements.

307 ([12]13) The Superintendent shall designate a panel of at least three individuals,
308 including ~~[at least two]~~ the director of an LEA-based educator preparation program and
309 a Board licensed educator[s] not employed by the Board, to review an appeal and make
310 a recommendation to the Superintendent for the Superintendent's review and decision
311 described in Subsection (11).

312

313 **R277-301-6. Educator Licenses Issued by Licensing Jurisdictions Outside of**
314 **Utah.**

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

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

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

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

328 (5) An individual with ~~[one year of successful experience in a public or~~
329 ~~accredited private school under a standard license issued by another jurisdiction]~~ a
330 NASDTEC Stage 2 educator license need not complete the content knowledge and
331 pedagogical assessment requirements in the areas and subjects taught.

332 (6) An individual holding a standard license from another jurisdiction that was
333 enrolled in a preparation program before January 1, 2020 and received the standard
334 license before August 1, 2021 need not complete the requirements of Subsection R277-
335 301-5(6)(b).

336

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

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

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

342 (i) educator preparation and support:

343 (A) as established by the LEA; and

- 344 (B) aligned with the Utah Effective Teaching Standards described in Rule R277-
345 530;
- 346 (ii) criteria for employing educators with an LEA-specific license; and
347 (iii) compliance with all requirements of this rule;
- 348 (b) an LEA governing board applies on behalf of the candidate;
- 349 (c) the candidate meets all the requirements in this Section R277-301-7; and
350 (d) ~~[within the first year of employment, the LEA trains the candidate on]~~the
351 candidate successfully completes professional learning modules created or approved by
352 the Superintendent in:
- 353 (i) educator ethics;
354 (ii) classroom management and instruction;
355 (iii) basic special education law and instruction; and
356 (iv) the Utah Effective ~~[Teaching]~~ Educator Standards described in Rule R277-
357 [530]330.
- 358 (2) An LEA-specific license, license area, or endorsement is valid only within the
359 requesting LEA for the educator's current assignment.
- 360 (3) An LEA-specific license, license area, or endorsement is valid [for three
361 years] until June 30 of the third school year after the after the Superintendent issues the
362 license.
- 363 (4) An LEA may not issue an LEA-specific license area of concentration to an
364 educator for the following license areas:
- 365 (a) special education;
366 (b) pre-school special education;
367 (c) deaf education;
368 (d) school psychologist;
369 (e) school social worker;
370 (f) audiologist;
371 (g) speech-language technician;
372 (h) speech-language pathologist; or

- 373 (i) school counselor.
- 374 (5) An LEA may not issue an LEA-specific endorsement in drivers education.
- 375 (6) An LEA-specific license expires immediately if the educator's employment
376 with the LEA that requested the license ends.
- 377 (7) An LEA may request renewal of an LEA-specific license if an educator meets
378 professional learning requirements established by the Superintendent.
- 379 (8) The general requirements for an LEA-specific educator license shall include:
- 380 (a) completion of a criminal background check, including:
- 381 (i) review of any criminal offenses and clearance in accordance with Rule [R277-](#)
382 [214](#); and
- 383 (ii) continued monitoring in accordance with Subsection [53G-11-403](#)(1);
- 384 (b) completion of the educator ethics review within one calendar year before the
385 application; and
- 386 (c) approval of the request by the LEA governing board in a public meeting no
387 more than 60 days before the application, which includes the LEA's rationale for the
388 request.
- 389 (9) The content knowledge and pedagogical requirements for an LEA-specific
390 educator license shall be established by the LEA governing board.
- 391 (10) An LEA school that requests an LEA-specific license, license area, or
392 endorsement shall prominently post the following information on each school's website:
- 393 (a) disclosure of the fact that the school employs individuals holding LEA-
394 specific educator licenses, license areas, or endorsements;
- 395 (b) an explanation of the types of licenses issued by the board;
- 396 (c) the percentage of the types of licenses, license areas, and endorsements
397 held by educators employed in the school-based on the employees' FTE as reported to
398 the Superintendent; and
- 399 (d) a link to the Utah Educator Look-up tool provided by the Superintendent in
400 accordance with Subsection [R277-312](#)-7(6).
- 401

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

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

404 (a) educator licensing;

405 (b) educator preparation; and

406 (c) equitable distribution of teachers.

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

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

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

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

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

417

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

419 (1) An individual with an assignment in CACTUS or USIMS shall have a cleared
420 background check and current enrollment in FBI Rapback in accordance with Section
421 [53G-11-403](#).

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

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

427 (b) An LEA may be subject to corrective action under Rule [R277-114](#) for
428 continued non-compliance with Subsection (1).

429

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

Blue Text – Additions
~~Red Text~~ – Deletions

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- 431 **Date of Last Change: June 7, 2023**
- 432 **Notice of Continuation: November 5, 2021**
- 433 **Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-6-102; 53E-3-**
- 434 **401**