

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 (3) This Rule R277-301 is categorized as Category 4 as described in Rule [R277-](#)
14 [111](#).

15
16 **R277-301-2. Definitions.**

17 ~~[(1) "Accredited school" means a public or private school that:~~

18 ~~——(a) meets standards essential for the operation of a quality school program; and~~

19 ~~——(b) has received formal approval through a regional accrediting association.]~~

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

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

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

25 (2) "Currently enrolled" means:

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

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

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

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

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

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

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

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

41 (i) Early Childhood;

42 (ii) Elementary;

43 (iii) Secondary;

44 (iv) School-Leadership;

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

46 (vi) School Counselor;

47 (vii) School Psychologist;

48 (viii) Special Education;

49 (ix) Pre-school Special Education;

50 (x) Deaf Education;

51 (xi) Speech-Language Pathologist;

52 (xii) Speech-Language Technician;

53 (xiii) School Social Worker; and

54 (xiv) Audiologist.

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

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

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

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

66 (11) "Teaching competency evaluation" means an evaluation of multiple
67 measures, approved by the Superintendent, which:

68 (a) measures candidate teaching knowledge and skills;

69 (b) aligns with the General Teacher Preparation Competencies described in
70 Section R277-304-4; and

71 (c) aligns with the Utah Effective Teaching Standards described in Section R277-
72 330-6.

73

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

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

76 (a) Associate educator license;

77 (b) Professional educator license; and

78 (c) LEA-specific educator license.

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

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

82 (4) License areas of concentration and endorsements shall have a designation
83 of:

84 (a) associate;

85 (b) professional; or

86 (c) LEA-specific.

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

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

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

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

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

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

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

101

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

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

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

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

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

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

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

116 _____ (b) The Superintendent may extend an associate educator license for up to one
117 school year for an educator with a license area in special education or related services,
118 if the educator has up to two years of experience in special education or related
119 services.

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

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

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

126 (i) review of any criminal offenses and clearance in accordance with Rule [R277-](#)
127 [214](#); and

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

129 (b) completion of the educator ethics review within one calendar year before the
130 application;

131 (c) one of the following:

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

133 (ii) current enrollment in a university-based Board-approved educator
134 preparation program that will result in a bachelor's degree or higher from [~~a regionally~~]
135 an accredited institution; or

136 (iii) skill certification in a specific CTE area as established by the Superintendent;
137 and

138 (d) minimum competencies, as defined by the Superintendent.

139 (6) The content knowledge requirements for an associate educator license shall
140 include:

141 (a) for an elementary license area, demonstration of the content competency
142 criteria established by the Superintendent;

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

- 145 (i)(A) passage of a content knowledge test approved by the Superintendent,
146 where required; or
- 147 (B) demonstration of the competency criteria established by the Superintendent
148 if no content knowledge test is required;
- 149 (ii) a bachelor's degree or higher with a major in the content area from [a
150 ~~regionally~~ an accredited university; or
- 151 (iii) enrollment in a program that will result in a bachelor's degree [~~described in~~
152 Subsection (6)(b)(ii)] and complete all requirements except completion of capstone
153 school-based clinical experience and any co-requisite coursework;
- 154 (c) for an early childhood license area, demonstration of the content competency
155 criteria established by the Superintendent; and
- 156 (d) for a school leadership license area, enrollment in:
- 157 (i) a university-based Board-approved educator preparation program; or
158 (ii) an educator preparation program administered by the Superintendent.
- 159 (7) Notwithstanding, Subsection (5)(c)(ii);
- 160 (a) an applicant for an associate educator license with the following license
161 areas:
- 162 (i) special education (K-12);
163 (ii) pre-school special education;
164 (iii) deaf education;
165 (iv) audiologist;
166 (v) speech-language technician; or
167 (vi) speech-language pathologist;
- 168 (b) shall meet the following requirements for an associate educator license:
- 169 (i) demonstrate content knowledge competencies approved by the
170 Superintendent;
- 171 (ii) complete a special education law and instruction training approved by the
172 Superintendent;
- 173 (iii) earn a bachelor's degree in a field approved by the Superintendent; and

- 174 (iv) enroll in a preparation program as provided in Subsection (9).
- 175 (8)(a) For a special education or pre-school special education license area, an
176 applicant for an associate educator license shall enroll in a:
- 177 (i) Board-approved non-university-based special education preparation program;
178 or
- 179 (ii) a special education program at [~~a regionally~~] an accredited institution that will
180 yield a NASDTEC Stage 2 educator license.
- 181 (b) For a deaf education license area, an applicant shall enroll in a deaf
182 education program at [~~a regionally~~] an accredited institution that will yield a NASDTEC
183 Stage 2 educator license.
- 184 (c) For a speech-language pathologist license area, an applicant shall enroll in a
185 speech-language pathologist program at [~~a regionally~~] an accredited institution of higher
186 education that:
- 187 (i) results in a masters degree or higher in speech-language pathology; and
188 (ii) will yield a NASDTEC Stage 2 educator license.
- 189 (d) For a school counselor license area, an applicant shall:
- 190 (i) enroll in a school counselor program at [~~a regionally~~] an accredited institution
191 of higher education that:
- 192 [(i)] (A) results in a masters degree or higher in school counseling; and
193 [(ii)] (B) will yield a NASDTEC Stage 2 educator license[-]; or
194 (ii) demonstrate minimum school counselor competencies as defined by the
195 Superintendent.
- 196 (e) For a speech-language technician license area, an applicant shall:
- 197 (i) enroll in a speech-language technician program that is:
198 (A) approved by the Board; or
199 (B) administered by the Superintendent; or
- 200 (ii) complete the requirements of certified speech-language pathology assistant
201 through the American Speech-Language Hearing Association.

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

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

208 (a) demonstrate content knowledge competencies approved by the
209 Superintendent;

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

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

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

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

217 (i) educator ethics;

218 (ii) classroom management and instruction;

219 (iii) basic special education law and instruction;

220 (iv) the Utah Effective ~~[Teaching]~~ Educator Standards described in Rule R277-
221 530]330; or

222 (b) enrollment in a university-based Board-approved educator preparation
223 program.

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

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

229 (12) A license applicant who has received or completed license preparation
230 activities inconsistent with this rule may present compelling information and

231 documentation for review and approval by the Superintendent to satisfy the associate
232 educator license requirements.

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

235 (14) An LEA that employs an individual that holds an associate educator license
236 shall develop a personalized professional learning plan designed to support the
237 educator in meeting the requirements for a professional educator license no later than
238 60 days after beginning work in the classroom, which shall:

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

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

242 (c) consider:

243 (i) previous education related experience; and

244 (ii) previous educational preparation activities.

245 (15) An educator with an associate educator license may upgrade to a
246 professional educator license at any time before expiration of the associate educator
247 license if the educator meets all requirements of Section R277-301-5.

248

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

250 (1) The Superintendent shall issue a professional educator license to an
251 individual that applies for the license and meets all requirements in this Section R277-
252 301-5.

253 (2) A professional educator license, license area, or endorsement is valid [~~for~~
254 five years] until June 30 of the fifth school year after the Superintendent issues or
255 renews the license.

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

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

259 (b) completion of:

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

288 ([6]7) The pedagogical requirements for a professional educator license shall
289 include:

290 (a) demonstration of all pedagogical competencies as established by the
291 Superintendent; and

292 (b) when applicable to the license area, passage of a teaching competency
293 evaluation ~~[pedagogical performance assessment meeting standards:~~

294 ~~— (i) established by the Superintendent; and~~

295 ~~— (ii) approved by the Board.]~~

296 ([7]8) An individual holding a Utah level 1, level 2, or level 3 educator license on
297 January 1, 2020 meets the pedagogical requirements described in Subsection ([6]7).

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

303 (9) An individual holding a Utah professional educator license and license area
304 in early childhood education, elementary, secondary, CTE, special education, or deaf
305 education is considered to have met the ~~[pedagogical performance assessment]~~
306 teaching competency evaluation requirement of Subsection ([5]7)(b) if applying to add
307 any of the license areas in the subsection.

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

311 (11) A license applicant who has received or completed license preparation
312 activities inconsistent with this rule may present compelling information and
313 documentation for review and approval or denial by the Superintendent to satisfy the
314 professional educator license requirements.

315 (12) The Superintendent shall designate a panel of at least three individuals,
316 including ~~[at least two]~~ the director of an LEA-based educator preparation program and

317 a Board licensed educator[s] not employed by the Board, to review an appeal and make
318 a recommendation to the Superintendent for the Superintendent's review and decision
319 described in Subsection (11).

320

321 **R277-301-6. Educator Licenses Issued by Licensing Jurisdictions Outside of**
322 **Utah.**

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

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

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

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

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

340 (6) An individual holding a standard license from another jurisdiction that was
341 enrolled in a preparation program before January 1, 2020 and received the standard
342 license before August 1, 2021 need not complete the requirements of Subsection R277-
343 301-5(6)(b).

344

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

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

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

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

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

409

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

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

412 (a) educator licensing;

413 (b) educator preparation; and

414 (c) equitable distribution of teachers.

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

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

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

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

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

425

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

427 (1) An individual with an assignment in CACTUS or USIMS shall have a cleared
428 background check and current enrollment in FBI Rapback in accordance with Section
429 [53G-11-403](#).

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

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

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

437

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

439 **Date of Last Change: June 7, 2023**

440 **Notice of Continuation: November 5, 2021**

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

442 **[401](#)**