

1 **R277. Education, Administration.**

2 **R277-301. Educator Licensing.**

3 **R277-301-1. Authority, ~~[and]~~ Purpose, and Oversight Category.**

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 530330; 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] the general teacher pedagogical competencies  
307 requirement of Subsection (~~[5]~~~~[Z]~~~~[(b)]~~) if applying to add any of the license areas in the  
308 subsection.

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

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

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

321

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

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

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

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

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

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

341 (6) An individual holding a standard license from another jurisdiction that was  
342 enrolled in a preparation program before January 1, 2020 and received the standard  
343 license before August 1, 2021 need not complete the requirements of Subsection R277-  
344 301-5(6)(b).

345

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

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

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

351 (i) educator preparation and support:

352 (A) as established by the LEA; and

353 (B) aligned with the Utah Effective Teaching Standards described in Rule R277-

354 530;

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

- 383 (5) An LEA may not issue an LEA-specific endorsement in drivers education.
- 384 (6) An LEA-specific license expires immediately if the educator's employment  
385 with the LEA that requested the license ends.
- 386 (7) An LEA may request renewal of an LEA-specific license if an educator meets  
387 professional learning requirements established by the Superintendent.
- 388 (8) The general requirements for an LEA-specific educator license shall include:
- 389 (a) completion of a criminal background check, including:
- 390 (i) review of any criminal offenses and clearance in accordance with Rule [R277-](#)  
391 [214](#); and
- 392 (ii) continued monitoring in accordance with Subsection [53G-11-403](#)(1);
- 393 (b) completion of the educator ethics review within one calendar year before the  
394 application; and
- 395 (c) approval of the request by the LEA governing board in a public meeting no  
396 more than 60 days before the application, which includes the LEA's rationale for the  
397 request.
- 398 (9) The content knowledge and pedagogical requirements for an LEA-specific  
399 educator license shall be established by the LEA governing board.
- 400 (10) An LEA school that requests an LEA-specific license, license area, or  
401 endorsement shall prominently post the following information on each school's website:
- 402 (a) disclosure of the fact that the school employs individuals holding LEA-  
403 specific educator licenses, license areas, or endorsements;
- 404 (b) an explanation of the types of licenses issued by the board;
- 405 (c) the percentage of the types of licenses, license areas, and endorsements  
406 held by educators employed in the school-based on the employees' FTE as reported to  
407 the Superintendent; and
- 408 (d) a link to the Utah Educator Look-up tool provided by the Superintendent in  
409 accordance with Subsection [R277-312](#)-7(6).
- 410

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

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

413 (a) educator licensing;

414 (b) educator preparation; and

415 (c) equitable distribution of teachers.

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

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

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

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

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

426

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

428 (1) An individual with an assignment in CACTUS or USIMS shall have a cleared  
429 background check and current enrollment in FBI Rapback in accordance with Section  
430 [53G-11-403](#).

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

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

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

438



Draft 3 - Blue – New Text | Red – ~~[Deleted Text]~~  
Draft 4 – Green – New Text | Purple – ~~[Deleted Text]~~

**Draft 4**  
April 5, 2024

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

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

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

442 **Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-6-102; 53E-3-**

443 **401**