

1 **R277. Education, Administration.**

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

3 **R277-301-1. Authority, 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 institution" means an institution that:

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

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

22 (2) "Currently enrolled" means:

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

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

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

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

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

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

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

- (a) Early Childhood;
- (b) Elementary;
- (c) Secondary;
- (d) School-Leadership;
- (e) Career and Technical Education or "CTE";
- (f) School Counselor;
- (g) School Psychologist;
- (h) Special Education;
- (i) Pre-school Special Education;
- (j) Deaf Education;
- (k) Speech-Language Pathologist;
- (l) Speech-Language Technician;
- (m) School Social Worker; and
- (n) Audiologist.

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

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

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

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

63

64 R277-301-3. License Structure.

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

66 (a) Associate educator license

67 (b) Professional educator license; and

68 (c) LEA-specific educator license.

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

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

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

74 (a) associate:

75 (b) professional; or

76 (c) LEA-specific

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

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

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

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

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

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

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

91

92 R277-301-4. Associate Educator License Requirements.

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

95 (2) An associate educator license, license area, or endorsement is valid until
96 June 30 of the third school year after the Superintendent issues or renews the license.

97 (3)(a) Except as provided in Subsection (4), the Superintendent may extend an
98 associate educator license for up to two school years if an LEA or Utah-based
99 accredited private school requests the extension for an employee.

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

104 (4) The Superintendent may not extend an associate license with a license area
105 in special education or related services, if the educator has three years of experience in
106 special education or related services.

107 (5) The general requirements for an associate educator license shall include:

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

109 (i) review of any criminal offenses and clearance in accordance with Rule R277-
110 214; and

111 (ii) continued monitoring in accordance with Subsection 53G-11-403(1);

112 (b) completion of the educator ethics review within one calendar year before the
113 application:

114 (c) one of the following:

115 (i) a bachelor's degree or higher from an accredited institution;

116 (ii) [current enrollment]currently enrolled in a university-based Board-approved

117 educator preparation program that will result in a bachelor's degree or higher from an

118 accredited institution; or

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

120 and

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

122 (6) The content knowledge requirements for an associate educator license shall

123 include:

124 (a) for an elementary license area, demonstration of the content competency

125 criteria established by the Superintendent;

126 (b) for a secondary or CTE license area with a content endorsement, or for an

127 endorsement being added to a professional license area, one of the following:

128 (i)(A) passage of a content knowledge test approved by the Superintendent,

129 where required; or

130 (B) demonstration of the competency criteria established by the Superintendent

131 if no content knowledge test is required;

132 (ii) a bachelor's degree or higher with a major in the content area from an

133 accredited university; or

134 (iii) enrollment in a program that will result in a bachelor's degree and complete

135 all requirements except completion of capstone school-based clinical experience and

136 any co-requisite coursework;

137 (c) for an early childhood license area, demonstration of the content competency

138 criteria established by the Superintendent; and

139 (d) for a school leadership license area, enrollment in:

140 (i) [a]an accredited university-based [Board-approved] school leadership

141 educator preparation program[; or] that results in:

142 (a) a masters degree or higher; and

143 (b) a NASDTEC Stage 2 educator license in school leadership or equivalent, as
144 determined by the Superintendent; or

145 (ii) an educator preparation program administered by the Superintendent.

146 (7) Notwithstanding, Subsection (5)(c)(ii);

147 (a) an applicant for an associate educator license with the following license
148 areas:

149 (i) special education (K-12);

150 (ii) pre-school special education;

151 (iii) deaf education;

152 (iv) audiologist;

153 (v) speech-language technician; or

154 (vi) speech-language pathologist;

155 (b) shall meet the following requirements for an associate educator license:

156 (i) demonstrate content knowledge competencies approved by the
157 Superintendent;

158 (ii) complete a special education law and instruction training approved by the
159 Superintendent;

160 (iii) earn a bachelor's degree in a field approved by the Superintendent; and

161 (iv) enroll in a preparation program as provided in Subsection (9).

162 (8)(a) For a special education or pre-school special education license area, an
163 applicant ~~for an associate educator license~~ shall enroll in a:

164 (i) Board-approved non-university-based special education preparation program;
165 or

166 (ii) a special education program at an accredited institution that will yield a
167 NASDTEC Stage 2 educator license.

168 (b) For a deaf education license area, an applicant shall:
169 ~~enroll in a deaf education program at an accredited institution that will yield a NASDTEC Stage 2~~
170 ~~educator license.]~~

171 (i) earn a master's degree in deaf education from an accredited institution; or

172 (ii) enroll in:

173 (A) a deaf education program at an accredited institution that will yield a

174 NASDTEC Stage 2 educator license; or

175 (B) a Board-approved non-university based deaf education preparation program.

176 (c) For a speech-language pathologist license area, an applicant shall enroll in a

177 speech-language pathologist program at an accredited institution of higher education

178 that:

179 (i) results in a master's degree or higher in speech-language pathology; and

180 (ii) will yield a NASDTEC Stage 2 educator license.

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

182 (i) enroll in a school counselor program at an accredited institution of higher

183 education that:

184 (A) results in a masters degree or higher in school counseling; and

185 (B) will yield a NASDTEC Stage 2 educator license; or

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

187 Superintendent.

188 (e) For a speech-language technician license area, an applicant shall possess a

189 bachelor's degree in communication disorders, or the equivalent as determined by the

190 Superintendent, and:

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

192 (A) approved by the Board; or

193 (B) administered by the Superintendent; or

194 (ii) complete the requirements of certified speech-language pathology assistant

195 through the American Speech-Language Hearing Association.

196 (f) For an audiologist license area, an applicant shall enroll in an audiology

197 program at an accredited institution of higher education that will yield a NASDTEC

198 Stage 2 educator license.

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

202 (a) demonstrate content knowledge competencies approved by the
203 Superintendent;

204 (b) earn a bachelor's degree; and
205 (c) complete all requirements for an accredited master's level preparation
206 program, except completion of capstone school-based clinical experience and any co-
207 requisite coursework.

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

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

211 (i) educator ethics;

212 (ii) classroom management and instruction;

213 (iii) basic special education law and instruction;

214 (iv) the Utah Effective Educator Standards described in Rule R277-330; or

215 (b) enrollment in a university-based Board-approved educator preparation

216 program that will result in a bachelor's degree and completion of all requirements except
217 capstone school-based clinical experience and any co-requisite coursework.

218 (c) Notwithstanding Subsection (10)(a), the Superintendent may waive an
219 individual module, if the module is not necessary given the preparation of an applicant.

220 (11) An educator that holds a professional license area of concentration and has
221 met the competency criteria established by the Superintendent need not complete the
222 requirements detailed in Subsection (10).

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

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

229 (14) An LEA that employs an individual that holds an associate educator license
230 shall develop a personalized professional learning plan designed to support the
231 educator in meeting the requirements for a professional educator license no later than
232 60 days after beginning work in the classroom, which shall:

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

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

236 (c) consider:

237 (i) previous education related experience; and

238 (ii) previous educational preparation activities.

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

243 R277-301-5. Professional Educator License Requirements.

244 (1) The Superintendent shall issue a professional educator license to an
245 individual that applies for the license and meets all requirements in this Section R277-
246 301-5.

247 (2) A professional educator license, license area, or endorsement is valid until
248 June 30 of the fifth school year after the Superintendent issues or renews the license.

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

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

252 (b) completion of:

253 (i) a bachelor's degree or higher from an accredited institution; or

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

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

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

257 (d)(i) for an individual with a pre-school special education or early childhood

258 education license area of concentration, demonstration of emergent literacy

259 competencies, as defined by the Superintendent; and

260 ([e]ii) one of the following:

261 (f)(A) a recommendation from a Board-approved educator preparation program;

262 or

[ii]B) a standard educator license in the area issued by a licensing jurisdiction outside of Utah that is currently valid or is renewable consistent with Section 53E-6-307

(f) for an individual with a school leadership license area of concentration.

266 completion of a masters degree or higher from an accredited institution of higher

267 education:

268 ([f]g) Notwithstanding, Subsection (c), a license applicant in an APPEL program
269 who has an established professional learning plan before August 31, 2022, need not
270 complete a literacy preparation assessment.

271 (4) If an educator preparation program makes a recommendation and the
272 Superintendent determines that the candidate does not meet all requirements in this
273 rule, the candidate may appeal as provided Subsection (12).

274 (5) The content knowledge requirements for a professional educator license,
275 license area, and endorsement shall include:

276 (a) all content knowledge requirements for an associate educator license under
277 Subsection R277-301-4(5);

278 (b) demonstration of all content knowledge competencies as established by the
279 Superintendent; and

280 (c) passage of a content knowledge test provided by the Superintendent, where
281 required by the Superintendent

282 (6) An applicant for a secondary or CTE content area endorsement that holds a
283 bachelor's degree or higher with a major in the content area from an accredited
284 university need not complete the requirement described in Subsection (5)(c).

285 (7) The pedagogical requirements for a professional educator license shall
286 include demonstration of all pedagogical competencies as established by the
287 Superintendent.

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

290 (9) An individual holding a Utah professional educator license and license area
291 in early childhood education, elementary, secondary, CTE, special education, or deaf
292 education is considered to have met the clinical competencies and general teacher
293 pedagogical competencies requirement of Subsection (7) if applying to add any of the
294 license areas in the subsection.

295 (10) An individual with an associate license with a speech-language technician
296 license area who completes a [school-based clinical experience meeting requirements
297 established by the Superintendent]speech-language technician preparation program
298 approved by the Superintendent as described in Section R277-306-5 meets the
299 requirements for a professional license.

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

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

309

310 **R277-301-6. Educator Licenses Issued by Licensing Jurisdictions Outside of**
311 **Utah.**

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

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

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

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

325 (5) An individual with a NASDTEC Stage 2 educator license need not complete
326 the content knowledge and pedagogical assessment requirements in the areas and
327 subjects taught.

328 (6) An individual holding a standard license from another jurisdiction that was
329 enrolled in a preparation program before January 1, 2020 and received the standard
330 license before August 1, 2021 need not complete the requirements of Subsection R277-
331 301-5(7)(b).

332

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

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

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

338 (i) educator preparation and support:

(A) as established by the LEA; and

(B) aligned with the Utah Effective Teaching Standards described in Rule R277-330;

(ii) criteria for employing educators with an LEA-specific license; and

(iii) compliance with all requirements of this rule;

(b) an LEA governing board applies on behalf of the candidate;

(c) the candidate meets all the requirements in this Section R277-301-7; and

(d) the candidate successfully completes professional learning modules created or approved by the Superintendent in:

(i) educator ethics;

(ii) classroom management and instruction;

(iii) basic special education law and instruction; and

(iv) the Utah Effective Educator Standards described in Rule R277-330.

(2) An LEA-specific license, license area, or endorsement is valid only within the requesting LEA for the educator's current assignment.

(3) An LEA-specific license, license area, or endorsement is valid until June 30 of the third school year after the after the Superintendent issues the license.

(4) An LEA may not [issue] request an LEA-specific license area of concentration to an educator for the following license areas:

(a) special education;

(b) pre-school special education;

(c) deaf education;

(d) school psychologist;

(e) school social worker;

(f) audiologist;

(g) speech-language technician;

(h) speech-language pathologist; or

(i) school counselor.

367 (5) An LEA may not [issue] request an LEA-specific endorsement in drivers
368 education.

369 (6) An LEA-specific license expires immediately if the educator's employment
370 with the LEA that requested the license ends.

371 (7) An LEA may request renewal of an LEA-specific license if an educator meets
372 professional learning requirements established by the Superintendent.

373 (8) The general requirements for an LEA-specific educator license shall include:

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

375 (i) review of any criminal offenses and clearance in accordance with Rule R277-
376 214; and

377 (ii)

377 (ii) continued monitoring in accordance with Subsection 53G-11-403(1);

378 (b) completion of the educator ethics review within one calendar year before the
379 application; and

380 (c) approval of the request by the LEA governing board in a public meeting no
381 more than 60 days before the application, which includes the LEA's rationale for the
382 request.

383 (9) The content knowledge and pedagogical requirements for an LEA-specific
384 educator license shall be established by the LEA governing board.

385 (10) An LEA school that requests an LEA-specific license, license area, or
386 endorsement shall prominently post the following information on each school's website:

387 (a) disclosure of the fact that the school employs individuals holding LEA-
388 specific educator licenses, license areas, or endorsements;

389 (b) an explanation of the types of licenses issued by the board;

390 (c) the percentage of the types of licenses, license areas, and endorsements

391 held by educators employed in the school-based on the employees' FTE as reported to
392 the Superintendent; and

393 (d) a link to the Utah Educator Look-up tool provided by the Superintendent in
394 accordance with Subsection R277-312-7(6).

395

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

397 (1) The Superintendent shall annually report to the Board on licensing, including:
398 (a) educator licensing;
399 (b) educator preparation; and
400 (c) equitable distribution of teachers.
401 (2) The Superintendent shall use a process approved by the Board to:
402 (a) establish the content knowledge competency requirements required for
403 associate and professional endorsements; and
404 (b) review, adopt, and establish passing standards for all assessments required
405 for educator licensing.
406 (3) The Superintendent shall create an ethics review for all licensed educators
407 based upon Rule R277-217, Educator Standards and Local Education Agency (LEA)
408 Reporting.
409 (4) The Superintendent may correct identified errors in licensing information with
410 notice to the license holder.

411

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

413 (1) An individual with an assignment in CACTUS or USIMS shall have a cleared
414 background check and current enrollment in FBI Rapback in accordance with Section
415 53G-11-403.

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

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

421 (b) An LEA may be subject to corrective action under Rule R277-114 for
422 continued non-compliance with Subsection (1).

423 (4) An individual who is a school resource officer and certified law enforcement
424 officer in accordance with Section 53-6-203 meets the background check requirements

425 of Section 53G-11-403 by virtue of completing law enforcement background check
426 requirements.

427

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

429 **Date of Last Change: December 10, 2024**

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

431 **Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-6-102; 53E-3-
432 401**

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434