

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 **R277-301-2. Definitions.**

14 (1) "Accredited school" means a public or private school that:

15 (a) meets standards essential for the operation of a quality school program; and

16 (b) has received formal approval through a regional accrediting association.

17 (2) "Currently enrolled" means:

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

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

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

23 (4) "Eminence" means the same as that terms is defined in Section [R277-303-9](#).

24 (5) "Endorsement" means a designation on a license area of concentration  
25 earned through demonstrating required competencies established by the Superintendent  
26 that qualifies the individual to:

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

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

29 (6) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and  
30 the Blind.

31 (7)(a) "License areas of concentration" or "license area" means a designation on  
32 a license of the specific educational setting or role for which the individual is qualified, to  
33 include the following:

34 (i) Early Childhood;

35 (ii) Elementary;

36 (iii) Secondary;

37 (iv) School Leadership

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

39 (vi) School Counselor;

40 (vii) School Psychologist;

41 (viii) Special Education;

42 (ix) Preschool Special Education;

43 (x) Deaf Education;

44 (xi) Speech-Language Pathologist;

45 (xii) Speech-Language Technician;

46 (xiii) School Social Worker; and

47 (xiv) Audiologist.

48 (8) "Licensing Jurisdiction" means the designated educator licensing authority in  
49 any foreign country or state of the United States of America and the Department of  
50 Defense Education Activity (DoDEA).

51 (9) "NASDTEC" means the National Association of State Directors of Teacher  
52 Education and Certification.

53 (10) "NASDTEC Stage 2 Educator License" means a license issued to an  
54 individual who holds a bachelor's degree and has completed an approved program but  
55 has not met the jurisdiction-specific requirement for a Stage 3 license of a member

56 jurisdiction.

57 (11) "Renewal" means reissuing or extending the length of a license consistent  
58 with Rule [R277-302](#).

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

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

- 61 (a) Associate educator license;
- 62 (b) Professional educator license; and
- 63 (c) LEA-specific educator license.

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

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

67 (4) License areas of concentration and endorsements shall have a designation  
68 of:

- 69 (a) associate;
- 70 (b) professional; or
- 71 (c) LEA-specific.

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

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

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

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

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

83 (b) Responsibility for license renewal rests solely with the licensee.

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

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

87 (2) An associate educator license, license area, or endorsement is valid for three  
88 years.

89 (3) The Superintendent may only renew an associate educator license if:

90 (a) the individual has less than three years of experience in a Utah public or  
91 accredited private school; or

92 (b) the individual is employed by a Utah public or accredited private school and  
93 the employer has requested a one year extension of the license.

94 (4) Notwithstanding Subsection (3), the Superintendent may not renew an  
95 associate license with a license area in special education or related services, if the  
96 educator has three years of experience with the associate license.

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

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

99 (i) review of any criminal offenses and clearance in accordance with Rule [R277-](#)  
100 [214](#); and

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

102 (b) completion of the educator ethics review within one calendar year prior to the  
103 application; and

104 (c) one of the following:

105 (i) a bachelor's degree or higher from a regionally accredited institution;

106 (ii) current enrollment in a university-based Board-approved educator  
107 preparation program that will result in a bachelor's degree or higher from a regionally  
108 accredited institution; or

109 (iii) skill certification in a specific CTE area as established by the Superintendent.

110 (6) The content knowledge requirements for an associate educator license shall  
111 include:

112 (a) for an elementary license area, [~~passage of an elementary content~~  
113 ~~knowledge test, approved by the Superintendent, that distinctly measures content in:~~

114 ~~—— (i) mathematics;~~

115 ~~—— (ii) reading/language arts;~~

116 ~~—— (iii) social studies; and~~

117 ~~—— (iv) science;]~~ demonstration of the content competency criteria established by  
118 the Superintendent;

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

121 (i)(A) passage of a content knowledge test approved by the Superintendent,  
122 where required; or

123 (B) demonstration of the competency criteria established by the Superintendent  
124 if no content knowledge test is required;

125 (ii) a bachelor's degree or higher with a major in the content area from a  
126 regionally accredited university; or

127 (iii) enrollment in a program that will result in a degree described in Subsection  
128 (7)(b)(ii);

129 (c) for an early childhood license area, passage of a content knowledge test  
130 approved by the Superintendent; and

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

132 (i) a university-based Board-approved educator preparation program; or

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

134 (7) Notwithstanding, Subsection (5)(c)(ii),

135 (a) an applicant for an associate educator license with the following license  
136 areas:

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

- 138 (ii) pre-school special education;
- 139 (iii) deaf education;
- 140 (iv) audiologist;
- 141 (v) speech language technician; or
- 142 (vi) speech language pathologist;
- 143 (b) shall meet the following requirements for an associate educator license:
- 144 (i) demonstrate content knowledge competencies approved by the
- 145 Superintendent; and
- 146 (ii) complete a special education law and instruction training approved by the
- 147 Superintendent;
- 148 (iii) earn a bachelor's degree in a field approved by the Superintendent; and
- 149 (iv) enroll in a preparation program as provided in Subsection (9).
- 150 (8)(a) For a special education or pre-school special education license area, an
- 151 applicant for an associate educator license shall enroll in a:
- 152 (i) Board-approved non-university based special education preparation program;
- 153 or
- 154 (ii) a special education program at a regionally accredited institution that will
- 155 yield a NASDTEC Stage 2 educator license.
- 156 (b) For a deaf education license area, an applicant shall enroll in a deaf
- 157 education program at a regionally accredited institution that will yield a NASDTEC Stage
- 158 2 educator license.
- 159 (c) For a speech language pathologist license area, an applicant shall enroll in a
- 160 speech language pathologist program at a regionally accredited institution of higher
- 161 education that:
- 162 (i) results in a masters degree or higher in speech language pathology; and
- 163 (ii) will yield a NASDTEC Stage 2 educator license.
- 164 (d) For a school counselor license area, an applicant shall enroll in a school
- 165 counselor program at a regionally accredited institution of higher education that:

- 166 (i) results in a masters degree or higher in school counseling; and  
167 (ii) will yield a NASDTEC Stage 2 educator license.
- 168 (e) For a speech language technician license area, an applicant shall:  
169 (i) enroll in a speech language technician program that is:  
170 (i)A) approved by the Board; or  
171 (i)B) administered by the Superintendent[-]; or  
172 (ii) complete the requirements of certified speech-language pathology assistant  
173 through the American Speech-Language Hearing Association.
- 174 (f) For an audiologist license area, an applicant shall enroll in an audiology  
175 program at a regionally accredited institution of higher education that will yield a  
176 NASDTEC Stage 2 educator license.
- 177 (9) Notwithstanding Subsection (5)(c)(ii), an applicant for an associate educator  
178 license with a license area in school psychologist or school social worker shall meet the  
179 following requirements:
- 180 (a) demonstrate content knowledge competencies approved by the  
181 Superintendent;
- 182 (b) earn a Bachelor's degree; and
- 183 (c) complete all requirements for a regionally accredited master's level  
184 preparation program, except completion of capstone school-based clinical experience  
185 and any co-requisite coursework.
- 186 (10) Additional requirements for an associate educator license shall include:  
187 (a) successful completion of professional learning modules created or approved  
188 by the Superintendent in:  
189 (i) educator ethics;  
190 (ii) classroom management and instruction;  
191 (iii) basic special education law and instruction;  
192 (iv) the Utah Effective Teaching Standards described in [R277-530](#); or  
193 (b) enrollment in a university-based Board-approved educator preparation

194 program.

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

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

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

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

206 (14) An LEA that employs an individual that holds an associate educator license  
207 shall develop a personalized professional learning plan designed to support the  
208 educator in meeting the requirements for a professional educator license no later than  
209 60 days after beginning work in the classroom, which shall:

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

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

213 (c) consider:

214 (i) previous education related experience; and

215 (ii) previous educational preparation activities.

216 (15) An educator with an associate educator license may upgrade to a  
217 professional educator license at any time prior to expiration of the associate educator  
218 license if the educator meets all requirements of Section R277-301-5.

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

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



221 individual that applies for the license and meets all requirements in this Section R277-  
222 301-5.

223 (2) A professional educator license, license area, or endorsement is valid for five  
224 years.

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

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

228 (b) completion of:

229 (i) a bachelor's degree or higher from a regionally accredited institution; or

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

231 (c) for an individual with an early childhood, elementary, special education, or  
232 pre-school special education license area of concentration, completion of a literacy  
233 preparation assessment; and

234 (d) one of the following:

235 (i) a recommendation from a Board-approved educator preparation program; or

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

238 (e) Notwithstanding, Subsection (c), a license applicant in an APPEL program  
239 who has an established professional learning plan prior to August 31, 2022, need not  
240 complete a literacy preparation assessment.

241 (4) The content knowledge requirements for a professional educator license,  
242 license area, and endorsement shall include:

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

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

247 (c) passage of a content knowledge test provided by the Superintendent, where  
248 required by the Superintendent.

249 (5) An applicant for a secondary or CTE content area endorsement that holds a  
250 bachelor's degree or higher with a major in the content area from a regionally accredited  
251 university need not complete the requirement described in Subsection (4)(c).

252 (6) The pedagogical requirements for professional educator license shall include:

253 (a) demonstration of all pedagogical competencies as established by the  
254 Superintendent; and

255 (b) when applicable to the license area, passage of a pedagogical performance  
256 assessment meeting standards:

257 (i) established by the Superintendent; and

258 (ii) approved by the Board.

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

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

266 (9) An individual holding a Utah professional educator license and license area  
267 in early childhood education, elementary, secondary, CTE, special education, or deaf  
268 education is considered to have met the pedagogical performance assessment  
269 requirement of Subsection (5)(b) if applying to add any of the license areas in the  
270 subsection.

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

274 ([40]11) A license applicant who has received or completed license preparation  
275 activities inconsistent with this rule may present compelling information and  
276 documentation for review and approval or denial by the Superintendent to satisfy the

277 professional educator license requirements.

278 ([44]12) The Superintendent shall designate a panel of at least three individuals,  
279 including at least two Board licensed educators not employed by the Board, to review  
280 an appeal and make a recommendation to the Superintendent for the Superintendent's  
281 review and decision described in Subsection ([40]11).

282 **R277-301-6. Educator Licenses Issued by Licensing Jurisdictions Outside of**  
283 **Utah.**

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

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

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

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

297 (5) An individual with one year of successful experience in a public or accredited  
298 private school under a standard license issued by another jurisdiction need not  
299 complete the content knowledge and pedagogical assessment requirements in the  
300 areas and subjects taught.

301 (6) An individual holding a standard license from another jurisdiction that was  
302 enrolled in a preparation program prior to January 1, 2020 and received the standard  
303 license prior to August 1, 2021 need not complete the requirements of Subsection

304 R277-301-5(6)(b).

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

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

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

310 (i) educator preparation and support:

311 (A) as established by the LEA; and

312 (B) aligned with the Utah Effective Teaching Standards described in [R277-530](#);

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

314 (iii) compliance with all requirements of this rule;

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

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

317 (d) within the first year of employment, the LEA trains the candidate on:

318 (i) educator ethics;

319 (ii) classroom management and instruction;

320 (iii) basic special education law and instruction; and

321 (iv) the Utah Effective Teaching Standards described in [R277-530](#).

322 (2) An LEA-specific license, license area, or endorsement is valid only within the  
323 requesting LEA.

324 (3) An LEA-specific license, license area, or endorsement is valid for ~~[one, two,~~  
325 ~~or]~~ three years ~~[in accordance with the LEA governing board's application and this~~  
326 ~~Section R277-301-7].~~

327 ~~[(4) The first renewal of an LEA-specific educator license, license area, or~~  
328 ~~endorsement shall be approved or denied by the Board.~~

329 ~~—(5) The Board may require that subsequent renewals be approved by the Board~~  
330 ~~on a case by case basis.]~~

331 ([6]4) An LEA may not issue an LEA-specific license area of concentration to an  
332 educator for the following license areas:

- 333 (a) special education;  
334 (b) pre-school special education;  
335 (c) deaf education;  
336 (d) school psychologist;  
337 (e) school social worker;  
338 (f) audiologist;  
339 (g) speech language [therapist] technician; or  
340 (h) speech language pathologist.

341 (5) An LEA may not issue an LEA-specific endorsement in drivers education.

342 ([7]6) An LEA-specific license expires immediately if the educator's employment  
343 with the LEA that requested the license ends.

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

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

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

348 (i) review of any criminal offenses and clearance in accordance with Rule [R277-](#)  
349 [214](#); and

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

351 (b) completion of the educator ethics review within one calendar year prior to the  
352 application; and

353 (c) approval of the request by the LEA governing board in a public meeting no  
354 more than 60 days prior to the application, which includes the LEA's rationale for the  
355 request.

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

358 (10) An LEA school that requests an LEA-specific license, license area, or

359 endorsement shall prominently post the following information on each school's website:

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

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

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

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

368 **R277-301-8. Eminence.**

369 (1) The purpose of an eminence designation is to allow an individual with  
370 exceptional training or expertise, consistent with Section R277-301-2, to teach or work  
371 in the public schools on a limited basis.

372 (2) An LEA may request an eminence designation for an LEA-specific license,  
373 license area, or endorsement for a teacher whose employment with the LEA is no more  
374 than 37% of a teacher's regular instructional load.

375 (3)(a) The Superintendent may approve or deny a request under Subsection (2).

376 (b) The Superintendent may require documentation of the exceptional training,  
377 skills, or expertise of a candidate for an eminence designation.

378 (4)(a) The Superintendent may approve or deny the renewal of an LEA-specific  
379 license, license area, or endorsement with an eminence designation at the request of  
380 the LEA that requested the designation.

381 (b) Subsection (4)(a) supersedes Subsection R277-301-7(5) for a licensee with  
382 an eminence designation.

383 (c) If a request for an eminence designation or renewal of an eminence  
384 designation is denied by the Superintendent, the LEA may appeal the denial to the  
385 Board.

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

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

388 (a) educator licensing;

389 (b) educator preparation; and

390 (c) equitable distribution of teachers.

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

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

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

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

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

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

402 (1) An individual with an assignment in CACTUS or USIMS shall have a cleared  
403 background check and current enrollment in FBI Rapback in accordance with Section  
404 [53G-11-403](#).

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

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

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

411 **Date of Last Change: January 11, 2022**

412 **Notice of Continuation: November 5, 2021**  
413 **Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-6-102; 53E-3-**  
414 **401**