

**I. PURPOSE**

The Board recognizes that occasionally there are circumstances where teachers will need to be hired and qualified for positions using Local Educational Agency (LEA)-specific educator licenses. The Board delegates to the School Leadership the responsibility for implementing policy for LEA-specific licenses in accordance with Utah State Board of Education (USBE) Rule R277-301.

**II. POLICY****A. Educator License and Endorsement Requirements:**

1. All applicants must:
  - a. Have a bachelor's or higher degree in a related field of study; or
  - b. Have exceptional or specialized occupational experience, training, or expertise directly related to the area of assignment; and
  - c. Complete a criminal background check including review of any criminal offenses and clearance in accordance with Rule R277-214; and
  - d. Complete the educator ethics review described in Rule R277-500 within one calendar year prior to the application.
2. Endorsement eligibility may be issued for a one to three-year period upon request from the School Leader for a licensed teacher (LEA, Associate, or Professional) who is not endorsed in the area of assignment.

**B. Educator License or Endorsement Approval**

1. The application must receive approval from the Athlos Academy of Utah Board in a public meeting no more than 60 days prior to employment and include:
  - a. Rationale for the appointment of an LEA-specific educator license or endorsement

- b. Verification that there is an inadequate supply of highly qualified and suitable licensed applicants in the license and endorsement area. This will be demonstrated by posting the position for a reasonable period of not less than five days (not required for hourly applicants).

#### C. Terms of LEA-Specific License or Endorsement

1. Applicants placed on Athlos Academy of Utah LEA-specific educator licenses serve under temporary employment agreements.
2. An Athlos Academy of Utah LEA-specific educator license or endorsement is valid for up to three years. After three years, renewal of the license is subject to approval or denial from the Utah State Board of Education.
3. An Athlos Academy of Utah LEA-specific educator license expires immediately if the educator's employment with Athlos Academy of Utah ends and the educator is not rehired by Athlos Academy of Utah in the next contract year.
4. The LEA-specific educator license candidate is responsible to pay all education tuition fees related to the license upgrade.

#### D. License and Endorsement Areas

1. In accordance with R277-301, an LEA-specific educator license may not be offered in the areas of Special Education or Preschool Special Education.
2. An LEA-specific educator license is limited to the following license areas:
  - a. Early Childhood;
  - b. Elementary;
  - c. Secondary;
  - d. Career and Technical Education or "CTE";
  - e. Speech-Language Pathologist;

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- f. Speech-Language Technician;
      - g. School Social Worker; and
      - h. Communication Disorders.
    3. An LEA-specific endorsement includes all USBE endorsement areas.
  - E. Training, Mentoring, and Support
    1. Within the first year of employment under an LEA-specific educator license, the educator must complete the following training:
      - a. Educator ethics;
      - b. Classroom management and instruction;
      - c. Basic special education law and instruction;
      - d. Utah Effective Teaching Standards as described in R277-530.
    2. The educator must participate in the Mentoring Program.
      - a. Athlos Academy of Utah shall provide at least a three-year mentoring program by a qualified mentor educator who:
        1. holds a professional educator license, and where possible;
        2. performs substantially the same duties as the educator; or
        3. is assigned as an instructional coach or equivalent position.
        4. The assigned mentor shall assist the educator to meet the Utah Effective Educator Standards established in Rule R277-530, but may not serve as an evaluator of the educator.
      - b. The mentoring program shall include:

1. A formal Professional Learning Plan and support in meeting the requirements of a professional license area; and
2. On-going training on educator ethics and special education.

F. Notification of LEA-Specific Educator License or Endorsements

1. Athlos Academy of Utah shall post LEA-specific licenses or endorsements on the school website.

The post shall include:

- a. A disclosure of the fact that the school employs LEA-specific educator licenses and/or endorsements;
- b. The percentage of the types of licenses or endorsements held by educators employed at the school based on the employee's FTE in the Comprehensive Administration of Credentials for Teachers in Utah Schools (CACTUS); and
- c. A link to the Utah Educator Look-up Tool.

**Legal References:**

[Utah Admin. Code R277-301](#)