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To: Members of the Board of Education  
From: Doug Larson  
Re: Policy Reading  
Date: September 30, 2020

Policy and Legal Services will present one Second Reading during the next Board of Education meeting. A description of the policy under consideration is provided below.

Article VIII.A.33. Licensure for Educators

This policy provides a process for Granite School District to ensure all teachers hold a valid educator license consistent with Utah State Board of Education (USBE) Rule R277-301. In essence, the District shall maintain a program for issuing LEA-specific licenses to educators who are hired to teach but have not yet obtained an associate or professional license from the USBE. The LEA specific license process replaces the old Alternative Route to Licensure (ARL) process that was administered by the USBE. The district will be required, under the new USBE rule and this district policy, among other things, to provide appropriate training and professional development to candidates and submit the names of candidates to the USBE for consideration.

Article VIII.A.33. Licensure for Educators

A. Statement of Purpose

The Board of Education of Granite School District (the Board) recognizes that positive student outcomes, successful schools, and a well-functioning district depends on its personnel. Therefore, the district shall make every effort to recruit, hire, and retain fully licensed educators.

B. Statement of Policy

1. Granite School District educators providing educational services shall hold a Utah educator license that is appropriate to the position on or before the effective date of the assignment or shall otherwise meet the eligibility requirements for obtaining an LEA-specific license (see Utah Code §53E-6-201 *et seq.* and Utah Administrative Code R277-309).
2. In limited circumstances, educator candidates without a current Utah educator license may be offered employment conditioned upon being subsequently approved for a LEA-specific license. The district makes application for an LEA-specific license to the Utah State Board of Education (USBE) on behalf of the educator in accordance with USBE rules and this policy (see Utah Administrative Code R277-301-7).

C. Educators Without a Current Utah Educator License

An individual who does not hold the Utah educator license required for a position may be recommended for hire in that position for one to three school years (on a year-to-year renewal basis as determined by Human Resources) in the following circumstances:

1. The individual holds an equivalent license in a jurisdiction outside of Utah consistent with Utah Code §53E-6-307.
2. The individual has been recommended for hire in a position requiring a Special Education license, and the individual has not yet enrolled in a Utah State Board of Education approved program consistent with Utah Administrative Code R277-303.
3. The individual has been recommended for hire in a secondary or elementary teaching position, and the individual is working to become eligible for an associate license under Utah Administrative Code R277-301.
4. The individual has a teaching assignment for two periods or less per day and is eminently qualified to teach the content of the assigned courses.

5. The individual holds a professional Utah educator license and has been assigned to work in an area not covered by the individual's license.
6. The individual cannot meet the requirements for an associate or professional license in Utah and:
  - a. is currently employed by the Granite School District in a position requiring such a license;
  - b. has been evaluated as effective or highly effective on the most recent evaluation within the past year; and
  - c. has been approved by School Leadership and Improvement and Human Resources.

D. LEA-Specific Licensure Requirements

1. The superintendent, or a designee, shall compile a list of individuals recently recommended for hire who do not hold a Utah educator license required for that position each month for review by the Board as part of the Board's consent agenda.
2. The list of individuals prepared by the superintendent or designee shall include a recommended duration for the LEA-specific license for each individual.
3. The superintendent, or designee, shall prepare a list of individuals employed by the district that need to have the LEA-specific license renewed to present to the Board in June of each year.
4. The list of LEA-specific renewal requests shall include the justification for each renewal and the reasons why the individual is not eligible to receive an associate or professional educator license from the USBE.
5. The superintendent, or designee, shall submit a request for an LEA-specific license for each individual approved by the Board to USBE.
6. The superintendent, or designee, shall request an eminence designation for all approved individuals that meet the criteria detailed in Utah Administrative Rule R277-301-7.
7. The superintendent, or designee, shall provide support and training for employees holding an LEA-specific license that includes the following aspects as appropriate:
  - a. educator preparation and support through the district's Alternative Program to Professional License for Educators (APPLE); and
  - b. professional learning on:
    - i. educator ethics;

- ii. classroom management, instructional design, and delivery;
  - iii. basic special education law and instruction; and
  - iv. the Utah Effective Teaching Standards.
8. Consistent with Utah Administrative Code R277-301-7(10), each school shall post information disclosing the fact that school employees hold LEA-specific educator licenses, license areas or endorsements, the types of licenses issued by the Board, and a percentage of license types held by school employees. Human Resources shall provide schools with the information necessary for the disclosure.

### References

Utah Code §53E-6-307 Certification in Other Jurisdictions—Impact on Licensing in Utah  
Utah Admin. Code R277-301 Educator Licensing  
Utah Admin. Code R277-309 Appropriate Licensing and Assignment of Teachers  
Utah Admin. Code R277-530 Utah Effective Teaching Standards