

**ARKANSAS
DEPARTMENT OF EDUCATION**

**Changes to Rules Governing
Educator Licensure**
Effective Spring 2018





Summary of Rules Governing Educator Licensure

- ▶ These rules regulate licensure for Arkansas teachers and administrators.
- ▶ The rules reflect changes pursuant to:
 - ▶ Act 294 of 2017;
 - ▶ Act 416 of 2017 (new stand-alone reading test);
 - ▶ Act 1063 of 2017 (the “Right to Read Act”); and
 - ▶ Act 588 of 2017, (lifetime teaching license).
- ▶ The Rules Governing Educator Preparation Program Approval are incorporated in Chapter 3, and there are definitions added for this purpose. The Rules Governing Educator Preparation Program Approval will be simultaneously repealed with the adoption of these rules.



Summary, cont'd

These rules implement changes authorized by Act 294 of 2017 for:

- ▶ Arkansas Teacher Residency Program (3-1.05)
- ▶ Core Subject Areas for Arkansas Qualified Teacher Requirements (1-2.18)
- ▶ ESSA definitions for Effective Leader and Effective Teacher (1-2.27 and 1-2.28), Ineffective Leader and Ineffective Teacher (1-2.33 and 1-2.34)
- ▶ Educator Career Continuum (Chapter 2)
- ▶ The elimination of a basic skills exam for licensure (4-2.01.3, 4-3.01.4.1, 4-8.03.3)
- ▶ Licensure Exceptions (in addition to Additional Licensure Plans, these rules provide for an Emergency Teaching Permit (7-2.0), and an Effective Teacher Waiver (7-3.0))



REORGANIZATION

- ▶ **CHAPTER 2** – TYPES OF PERMITS AND LICENSES (includes overview of Educator Career Continuum)
- ▶ **CHAPTER 3** – PREPARATION FOR LICENSURE
- ▶ **CHAPTER 4** – APPLICATION REQUIREMENTS
- ▶ **CHAPTER 5** – LICENSE EFFECTIVE DATES, RENEWAL, REINSTATEMENT, AND CONVERSION
- ▶ **CHAPTER 6** – ADMINISTRATOR ENDORSEMENT REQUIREMENTS
- ▶ **CHAPTER 7** – LICENSURE EXCEPTIONS (*Emergency Teaching Permit, Effective Teacher Licensure Exception, ALP, ALCP, Substitute/Long-Term Substitute*)
- ▶ **New Appendices**

- ▶ **Rationale:** There were many duplications throughout the rules. This format is hopefully more logical and easier to follow for the general public. Because of the reorganization, some text that appears to be deleted may actually have only been moved.



Chapter 2 – Types of Permits and Licenses

- ▶ This chapter provides explanations for each type of license available
- ▶ It includes a preview of the new licensure system being developed as the Educator Career Continuum.
- ▶ **Rationale:**
 - ▶ There was never any one place in the rules that listed the types of licenses available in Arkansas.
 - ▶ This also provides the opportunity to provide limited information on the Educator Career Continuum so that existing teachers and those who may be interested in the profession can see that Arkansas is implementing policy to impact teacher recruitment and retention in the state.

Educator Career Continuum



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The Educator Career Continuum is a professional licensure system created to elevate the teaching profession, and designed to allow educators the freedom to select a career pathway that best fits their unique professional goals.



Early Career Professional Educator License

- ▶ The Early Career Professional Educator License is a first-time Standard License. The licensee may renew the license or seek a Career Professional Educator License after meeting the requirements for the Career Professional Educator License.

Career Professional Educator License

Recognizes the educator as a career professional with a strong commitment to the teaching profession.

Requirements:

- meets the requirements for an Early Career Professional Educator license;
- has completed a minimum of three (3) years of teaching experience; and
- provides verification that the educator has performed at the level of an Effective Teacher (as defined in the state's ESSA Plan, or an equivalent measure if the applicant is not employed by an Arkansas public school at the time of application)

Lead Professional Educator License

Allows an educator who aspires to a leadership role to do so without leaving the classroom.

Requirements:

- Meets the requirements of the Career Professional Educator License;
- Has a minimum number of years of teaching experience; and
- Provides verification that the educator has performed at the level of an Effective Teacher, as defined in the state's ESSA Plan, or an equivalent measure if the applicant is not employed by an Arkansas public school at the time of application.
- *Meets additional requirements for demonstrating competency in teacher leadership approved by the State Board of Education. **This will go through the rules promulgation process.***

Master Professional Educator License

Recognizes the educator as a high achiever in the field of education.

Requirements:

- Meets the requirements of the Career Professional Educator License;
- Has a minimum number of years of teaching experience; and
- Provides verification that the educator has performed at the level of an Effective Teacher, as defined in the state's ESSA Plan, or an equivalent measure if the applicant is not employed by an Arkansas public school at the time of application.

*Meets additional requirements in the manner approved by the State Board of Education, for demonstrating a high level of academic achievement in the field of education, contributions to education outside of the school environment at regional, state and national levels, and elevating the teaching profession. **This will go through the rules promulgation process.***



“Why Have a Career Continuum”

1. Recognize the different distinctions of leadership within schools
2. Help districts define the roles of teachers in school leadership
3. Improve student achievement by extending the reach of effective teachers



Chapter 3 – Preparation for Licensure

- ▶ Incorporates the Rules Governing Educator Preparation Programs and the provisions of the former Chapter 5 of these rules.
- ▶ Organized to more clearly provide requirements that:
 - ▶ Apply to all programs;
 - ▶ Are specific to institutions of higher education undergraduate programs;
 - ▶ Are specific to alternative educator preparation programs; and
 - ▶ Are specific to educational leadership preparation programs.
- ▶ Teacher Residency Programs are introduced in these rules but final specific requirements will be appended later through the rules promulgation process.
- ▶ **Rationale:**
 - ▶ Incorporating these rules here eliminates the need for an additional set of rules.
 - ▶ CAEP accreditation is an outcomes-based accreditation process (NCATE was input-based accreditation). Thus rigorous admissions requirements, GPA, and standards for internships are regulated through accreditation.



Chapter 4 – Application Requirements

- ▶ Sets out the requirements for each type of license.
- ▶ Application fees are nonrefundable
- ▶ Incorporates the stand-alone reading test requirements of Act 416 (applying only to new licensees who enter beginning fall 2017 and those adding an applicable area, or for reciprocity with less than 3 yrs experience per law.



Arkansas Foundations of Reading Assessment

- ▶ Who is required to take the exam?
 - ▶ Students entering a program or program of study for Elementary Ed. K-6 or Special Ed. K-12 beginning fall of 2017
 - ▶ Educators who begin working under an ALP for Elementary Ed. K-6 or Special Ed. K-12 beginning fall of 2017
 - ▶ Educators who are not working under an ALP but seek to add Elementary Ed. K-6 or Special Ed. K-12 beginning fall of 2017
 - ▶ Reciprocity applicants who have not completed three (3) years of teaching under the out-of-state license or have not already passed *the stand alone reading assessment*
 - ▶ ADE Educator Licensure may issue a provisional license for up to three (3) years for an applicant who has not completed the stand-alone reading assessment

- ▶ About/Register for the exam
 - ▶ <http://www.ar.nesinc.com/Home.aspx>



Chapter 4, cont'd

- ▶ **Section 4-9.0** - Ancillary License areas will be set by the State Board, excluding an administrator's endorsement, and will require:
 - ▶ post-baccalaureate coursework or equivalent nationally recognized certification, and
 - ▶ content area assessment
 - ▶ **New Ancillary License areas include** Dyslexia and English for Speakers of Other Languages (ESOL formerly ESL)
- ▶ **Section 4-9.03** - The following may be added to an ancillary license:
 - ▶ Curriculum Program/Administrator for Special Education (*only for Speech Pathology or School Psychology Specialist*)
 - ▶ English for Speakers of Other Languages (ESOL) (*may be added to any ancillary license*)
 - ▶ Dyslexia (*may be added to any ancillary license*)



Chapter 4, cont'd

- ▶ **Section 4-10.03** – Testing out exception: an endorsement that does not meet the “one level above or one level below” the first-time license, may still be added if “the applicant has completed three (3) years of teaching at the licensure level sought to be added and passed the content exam(s).”
- ▶ This provides flexibility for educators who may have taught in a private school or under a waiver from licensure



Chapter 5 – License Effective Dates, Renewal, Reinstatement, and Conversion

- ▶ **Section 5-2.0** – 36 hours of professional development hours are now required (instead of 60) for the renewal of an expired teaching license.
- ▶ **Section 5-5.02** – allows the State board to to approve an alternative method of licensure assessment when a test is not available for a new licensure area (as provided in Act 294)
- ▶ **Section 5-5.08** – The Department may deny a license to an applicant who has been sanctioned by the State Board at a level equivalent a suspension (during the period of suspension) or a revocation.



Chapter 6 – Administrator Endorsement Requirements

- ▶ **Sections 6-1.0.4 and 6-2.01.4** change the number of years of teaching experience required for a building-level or curriculum program administrator endorsement from four (4) years to three (3) years.
 - ▶ **Rationale:** This change aligns the administrator's license with the new licenses under the Educator Career Continuum. The Department sought stakeholder feedback specifically on this change, and the feedback was overwhelmingly positive for changing this to the three-year requirement.
- ▶ **Section 6-1.01.4.1.2** adds library media specialist back to the provisions for building-level administrator licensure (inadvertently omitted from the previous rules)

Chapter 7 – Licensure Exceptions

- ▶ Additional licensure plans (ALP)
- ▶ Administrator Licensure Completion Plans (ALCP)
- ▶ Substitute teachers (long-term)
- ▶ Emergency Teaching Permit (7-2.0) (New)
- ▶ Effective Teacher Licensure Exception (7-3.0) (New)
- ▶ Persons hired under licensure waivers for Schools of Innovation, Charter Schools, and Act 1240 (2015) shall meet AQT if teaching in a core subject area (7-7.0).
- ▶ **Rationale:** The Emergency Teaching Permit and the Effective Teacher Licensure Exception allow for limited exceptions to licensure that afford some flexibility to school districts due to the current teacher shortage.



ALP / ALCP

- ▶ The length of time a person may be on an ALP or ALCP is now six (6) consecutive semesters – instead of 3 years.
- ▶ This allows for a full three-year period that may begin in the middle of a school year.
- ▶ When an educator on an ALP is eligible for testing out:
 - ▶ In the first year of the ALP, the teacher must **attempt** the content area assessment mandated by the State Board.
 - ▶ If the educator does not successfully complete the attempted content area assessment within the first year, the educational entity may request an additional four (4) consecutive semesters.
 - ▶ Until the applicant successfully completes the content area assessment, the applicant shall complete a minimum of six (6) hours of Department-approved program-of-study coursework for each two-semester period remaining in the ALP.
 - ▶ By the end of the third year of the ALP, the educator must successfully complete the content area assessment.



Emergency Teaching Permit

- ▶ A school district may apply for an Emergency Teaching Permit for an individual teaching in an area for which he/she is not licensed under the ADE Rules Governing Educator Licensure.
- ▶ The Emergency Teaching Permit should be used for a teaching vacancy, not for a temporary long-term substitute.
- ▶ The educator must be an Arkansas Qualified Teacher, AQT, for the area requested, if in a core academic subject area.
- ▶ The permit will expire at the end of the school year for which it was issued, but may be extended for one additional school year upon the department's approval of the school district's application for the extension.
- ▶ Special Education is not available under this permit.
- ▶ Enter in eSchool as ETP
- ▶ Additional information and form are located on the ADE website at:
<http://www.arkansased.gov/divisions/educator%20effectiveness/educator-licensure/licensure-exceptionsalpalcp>



Effective Teacher Licensure Exception

- ▶ No ADE approval necessary
- ▶ School District must maintain records
- ▶ Enter in eSchool as ETL
- ▶ Example: I have a 6th grade English Language Arts teacher that meets the definition of an Effective Teacher. I need her to teach my 7th grade English class next year but she is not licensed for English 7-12. I will use the Effective Teacher Licensure Exception to allow her to teach 1 grade above her current grade level span.

REQUIREMENT	ALP	EMERGENCY TEACHING PERMIT	EXCEPTION	CHARTER SCHOOL	LONG-TERM SUBSTITUTE
eSchool Course Coding	ALP	ETP	ETL	AWL	LTS
Standard License Required	In a content area other than the requested teaching assignment	Permissible but not required	Holds a standard license in a grade level that is one grade level above or below the grade level for which the teacher is licensed	Permissible but not required	Permissible but not required
Provisional License	Not available for holder of a provisional license	Permissible for teaching in an area outside of the areas on the provisional license	Not available for holder of a provisional license	Permissible for teaching in an area outside of the areas on the provisional license	Permissible for teaching in an area outside of the areas on the provisional license
Educational Requirement	(Must hold a standard license)	Must have a Bachelor's degree	(Must hold a standard license)	N/A	Must have a Bachelor's degree
AQT Requirement**	No	Yes	N/A	Yes	No
Effective Teacher Requirement	N/A	N/A	Must be an effective teacher when assigned (and continue to be an effective teacher)	N/A	N/A
Special Education	Available for Special Education*	Not available for Special Education	Not available for Special Education	Not available for Special Education	Available for Special Education*
Application Process / Approval	Must be filed within 30 instructional days of filling the position Approval required	Online form and approval required Can be approved at any time during the year	No ADE approval required, but school district must retain records	Act 1240 – State Board approval Schools of Innovation – State Board approval Charter Schools – charter approval process	Online form must be filed within 30 instructional days of filling the position Approval required
Time Period	Approved for a maximum of six consecutive semesters with evidence of progress required for 2nd and 3rd year approval.	Approved for one year with the option of one additional year upon department approval	School district may use the teacher under this waiver as long as the teacher is still an "effective teacher"	Can be placed under the waiver if approved at any time	Approved one semester at a time not to exceed one school year
Renewal	Is not renewable, but may be extended two semesters with extenuating circumstances, such as medical	May be renewed for one additional year upon request and approval	N/A	As provided in the approved waiver	Is not renewable
Parental Notification Required	Yes	No	No	No if this was asked to be waived	Yes

* Will need the new Special Ed. professional development requirement and mentoring assurance by school district. (Commissioner's Memo to be released in March 2018)



New Appendices

Appendix A - has been revised and includes the following new licensure areas:

- ▶ Alternative Learning (K-12) as an endorsement
- ▶ Dance (K-12) as a first-time license and an endorsement
- ▶ Online Teaching (K-12) as an endorsement
- ▶ Dyslexia (K-12) as an Ancillary License and as an endorsement to an Ancillary License
- ▶ English for Speakers of Other Languages (ESOL) (K-12) as an Ancillary License and as an endorsement to an Ancillary License
- ▶ Appendix A also now includes the areas for Career-Technical Permits

Appendix B – is new and includes the licensure application fees.

- ▶ Fees will be **nonrefundable application** fees.



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