



ARKANSAS DEPARTMENT OF EDUCATION

October 9, 2012

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Ms. Donna Davis
Rules Administrator
Bureau of Legislative Research
One Capitol Mall, 5th Floor
Little Rock, Arkansas 72201

Re: Final Adoption of Rules

Dear Ms. Davis:

Please find attached an original and one (1) copy of the Arkansas Department of Education's proposed Rules Governing Educator Licensure, with proposed repeal of the following Department rules:

- Initial, Standard/Advanced Level and Provisional Teacher Licensure;
- Initial and Standard/Advanced Level School Administrator Licensure;
- Addition of Areas of Licensure or Endorsement;
- Requirements And Procedures For Renewing A Standard/Professional Arkansas Teaching License;
- Teacher Licensure by Reciprocity;
- Parental Notification of an Assignment of a Non-Licensed Teacher to Teach a Class for More Than Thirty Consecutive School Days During a School Year;
- Licensure of Speech Language Pathologists by the State Board; and
- ~~Waivers for Substitute Teachers.~~

On June 11, 2012, the State Board of Education released the proposed rules and repeals for public comment. On August 13, the State Board released a revised version for a second public comment period. On October 8, the State Board gave final approval to the proposed rules and repeals. Please place these rules on the agenda for the next meeting of the ALC Rules & Regulations Subcommittee. No changes have been made to the fiscal impact statement, and a revised Questionnaire and summary are attached.

Respectfully,

J. Mark White
Staff Attorney

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ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING EDUCATOR LICENSURE

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1.0 Regulatory Authority and Purpose

- 1.01 These Rules shall be known as Arkansas Department of Education Rules Governing Educator Licensure.
- 1.02 The State Board of Education enacts these Rules pursuant to its authority as set forth in Ark. Code Ann. §§ 6-11-105, 6-17-401 *et seq.*, and 25-15-201 *et seq.*
- 1.03 The purposes of these Rules are to:
- 1.03.1 Establish requirements and procedures for the issuance, licensure, relicensure, and continuance of licensure of educators in the public schools of this state, as required by Ark. Code Ann. § 6-17-402;
 - 1.03.2 Provide for the acceptance of educator licenses by reciprocity, as required by Ark. Code Ann. § 6-17-403;
 - 1.03.3 Implement as a prerequisite to licensure the requirement of basic-skills, pedagogical, and content-area assessments, as required by Ark. Code Ann. §§ 6-17-402, 6-17-601, & 6-15-1004;
 - 1.03.4 Implement as a prerequisite to licensure the requirement of college coursework in Arkansas History for certain educators, as required by Ark. Code Ann. § 6-17-418; and
 - 1.03.5 Provide for the issuance of provisional licenses, as required by Ark. Code Ann. §§ 6-17-403 & 6-17-418.
- 1.04 These Rules provide four pathways to educator licensure:
- 1.04.1 Completion of a bachelor's or higher degree from an accredited teacher preparation program at an accredited college or university;
 - 1.04.2 Completion of an accredited speech-language pathology or school psychology program;
 - 1.04.3 Issuance of a professional license with appropriate specialization by the Arkansas Board of Examiners in Counseling; and
 - 1.04.4 Licensure by reciprocity.
- 1.05 In addition to the pathways contained in these Rules, the Department's Rules Governing the Non-Traditional Licensure Program provide other pathways to licensure for individuals holding a bachelor's degree or higher from an accredited college or university, including without limitation:

- 1.05.1 Completion of the Arkansas Professional Pathway to Teacher Licensure (APPTL), formerly known as the Non-Traditional Licensure Program;
 - 1.05.2 Professional Teaching Permits and Provisional Professional Teaching Licenses for experienced professionals to teach in their areas of expertise;
 - 1.05.3 Acceptance into the Teach for America program; and
 - 1.05.4 Completion of a master's degree in teaching from an accredited teacher preparation program at an accredited college or university.
- 1.06 In addition to the pathways contained in these Rules, the Arkansas Department of Career Education Program Policies and Procedures for Career and Technical Education provide other pathways to licensure for individuals who meet that Department's requirements and who:
- 1.06.1 Hold a bachelor's or higher degree in the career or technical area to be taught; or
 - 1.06.2 Document a minimum of four (4) years of experience in the career or technical area to be taught, and hold a high school diploma or GED credential.

2.0 Definitions

For the purposes of these Rules:

- 2.01 "Accredited College or University" means an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.
- 2.01.1 In addition to any approvals required under these Rules, institutions of higher education may be subject to other applicable laws or regulations, including without limitation Ark. Code Ann. § 6-61-301 et seq. and the Policies, Rules, and Regulations of the Arkansas Higher Education Coordinating Board.
- 2.02 "Accredited Speech-Language Pathology or School Psychology Program" means a speech-language pathology or school psychology program that is offered by an accredited college or university, and the program is:
- 2.02.1 Nationally accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association; or

- 2.02.2 Nationally accredited in school psychology by the Commission on Accreditation of the American Psychological Association; or
- 2.02.3 Approved by the National Association of School Psychologists; or
- 2.02.4 Nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.
- 2.03 “Accredited Teacher Preparation Program” means a teacher preparation program that is:
- 2.03.1 Nationally accredited by the National Council for Accreditation of Teacher Education (NCATE), Teacher Education Accreditation Council (TEAC), or Council for Accreditation of Educator Preparation (CAEP); or
- 2.03.2 Nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation; or
- 2.03.3 Approved by the licensing authority of a state government.
- 2.04 “Additional Licensure Plan (ALP)” means a plan approved by the Office of Educator Licensure that allows an individual holding a Standard License or Provisional License (by reciprocity only) to accept employment or assignment in an out-of-area position, prior to completion of the requirements for the required endorsement, licensure content area, or level of licensure, for no more than three (3) years dependent on successful progress towards completion.
- 2.05 ”Administrator License” means a five (5)-year renewable license, issued by the State Board, which allows the license holder to serve as an administrator in Arkansas public schools. Administrator licenses include:
- 2.05.1 Curriculum/Program Administrator – A school leader who is responsible for program development and administration, and who may be responsible for employment evaluation decisions, in one (1) of the following areas:
- 2.05.1.1 Special Education;
- 2.05.1.2 Gifted and Talented Education;
- 2.05.1.3 Career and Technical Education;
- 2.05.1.4 Content Area Specialist, in a licensure content area;
- 2.05.1.5 Curriculum Specialist; or
- 2.05.1.6 Adult Education;

- 2.05.2 Building-Level Administrator – A Principal, Assistant Principal, or Vice Principal in an Arkansas public school or in the Arkansas Correctional Schools;
- 2.05.3 District-Level Administrator – A superintendent, assistant/associate superintendent, or deputy superintendent.
- 2.06 “Administrator Licensure Completion Plan (ALCP)” means a plan approved by the Office of Educator Licensure that allows an individual holding a Standard License to accept employment as an administrator, prior to completion of the requirements for an Administrator License, for no more than three (3) years dependent on successful progress towards completion.
- 2.07 “Ancillary License” means a five (5)-year renewable license, issued by the State Board, that does not require prior classroom teaching experience, and which allows the license holder to practice in Arkansas public schools as a School Psychology Specialist, Speech Language Pathologist, or School Counseling Specialist.
- 2.08 “Beginning Administrator” means an individual who:
- 2.08.1 Holds an Administrator License and has less than one (1) year of public administrative experience, not including student internship; or
- 2.08.2 Is employed as an administrator under an ALCP and waiver by a public school district, open-enrollment public charter school, or other organization.
- 2.09 “Department” means the Arkansas Department of Education.
- 2.10 “Endorsement” means a teaching or administrative licensure area which may be added only to an existing Standard License and may not be issued as a first-time license.
- 2.11 “Exception Area Endorsement” means an endorsement which may be added to a Standard License only by:
- 2.11.1 The completion of a program of study; or
- 2.11.2 Reciprocity recognition of a license endorsement from another state or country.
- 2.12 “Good Standing” means, for the purpose of reciprocity, that:
- 2.12.1 There are no ethics or similar proceedings pending against a licensee;

- 2.12.2 The licensee has not been sanctioned for ethics or similar charges against the license during the two (2) most recent years of teaching experience, if any; and
- 2.12.3 The license is current in the licensing state or country.
- 2.13 “Highly-Qualified Teacher” means a teacher who is highly qualified as defined by the Department’s Rules Governing Highly Qualified Teachers Promulgated Pursuant to the No Child Left Behind Act of 2001.
- 2.14 “Internship” means a practical administrative or curricular experience within a program of study, which provides the candidate with practice in the specific licensure content area, or in the specific administrative area and level sought.
- 2.14.1 Internships must take place in a K-12 public or private school, the Arkansas Correctional Schools, or in another setting as approved by the Department.
- 2.14.2 A separate internship is required for each administrative area and level sought.
- 2.15 “Level of Licensure” means the grade/age level parameter of the teaching license as identified in Appendix A, Areas and Levels of Licensure.
- 2.16 “Licensure Content Area” means a particular content field as recognized by the State Board. Licensure content areas are listed in Appendix A, Areas and Levels of Licensure.
- 2.17 “Novice Teacher” means a licensed teacher employed under an employment contract with a public school or district who:
- 2.17.1 Has less than one (1) year of public school classroom teaching experience, not including student internship or substitute teaching; and
- 2.17.2 Has been assigned lead responsibility for a student’s learning in a subject/course with aligned performance measures.
- 2.18 “Out-of-Area Position” means a licensed position requiring a particular license, endorsement, licensure content area, or level of licensure that the employee filling the position does not currently hold.
- 2.19 “Program of Study” means a curriculum that requires a candidate to demonstrate and document competency in the specific knowledge, skills, and dispositions for a particular endorsement, licensure content area, or level of licensure, and is:
- 2.19.1 Provided by one (1) or more accredited colleges or universities;

2.19.2 Aligned with Arkansas licensure standards; and

2.19.3 Approved by the Department.

- 2.20 “Provisional License” means a temporary one-year license, issued by the State Board, which allows the license holder to teach or work in Arkansas public schools. For the purpose of these Rules, “Provisional License” does not include a provisional license issued pursuant to the Department’s Rules Governing the Non-Traditional Licensure Program.
- 2.21 “Reciprocity” means the recognition of a teaching license from another state or country based on these Rules or the terms of the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement for Educator Licensure.
- 2.22 “School Counseling Specialist” means an individual holding an Ancillary License in School Counseling. A School Counseling Specialist may not add a licensure content area, endorsement, or level of licensure, or be eligible for an administrator license, except by completing a teacher preparation program as required by Section 4.03 of these Rules.
- 2.23 “School Psychology Specialist” means an individual holding an Ancillary License in School Psychology. A School Psychology Specialist may add a Curriculum/Program Administrator License in Special Education by meeting the criteria of Section 6.02 of these Rules, but is not eligible to add any other licensure content area, endorsement, or level of licensure except by completing a teacher preparation program as required by Section 4.03 of these Rules.
- 2.24 “Speech Language Pathologist” means an individual holding an Ancillary License in Speech Pathology. A Speech Language Pathologist may add a Curriculum/Program Administrator License in Special Education by meeting the criteria of Section 6.02 of these Rules, but is not eligible to add any other licensure content area, endorsement, or level of licensure except by completing a teacher preparation program as required by Section 4.03 of these Rules.
- 2.25 ”Standard License” means a five (5)-year renewable license, issued by the State Board, which allows the license holder to teach in Arkansas public schools.
- 2.25.1 “Standard License” includes an Advanced License issued pursuant to the Department’s Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure (eff. July 2010 or July 2007).
- 2.26 “Standard License Equivalent” means a current, unrestricted, non-probationary, non-provisional teaching license that allows an individual to work as a teacher,

administrator, counselor, or library media specialist in another state's public schools and is in good standing with the licensing state.

2.27 "State Board" means the Arkansas State Board of Education.

2.28 "Successful Completion" means, solely in relation to post-secondary credit-hours taken to add an endorsement or administrator licensure to a license:

2.28.1 Maintaining a minimum grade-point average (GPA) of 2.50 for undergraduate-level coursework; and

2.28.2 Maintaining a minimum grade-point average (GPA) of 3.00 for graduate-level coursework.

2.29 "Waiver" means an approval granted by the Department allowing a public school district or open-enrollment public charter school to employ:

2.29.1 A licensed individual in an out-of-area position for more than thirty (30) days during one (1) school year; or

2.29.2 An unlicensed or non-degreed substitute teacher in an out-of-area position for more than thirty (30) consecutive days during one (1) semester.

3.0 Instructional License Requirements

Standard License – Traditional (Expired or No Previous License)

3.01 The Office of Educator Licensure shall issue a Standard License upon receipt of the following from an applicant who does not hold a current, valid educator license from Arkansas or another state or country:

3.01.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

3.01.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

3.01.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessments as mandated by the State Board;

3.01.4 An official transcript from an accredited college or university documenting an awarded bachelor's degree or higher;

3.01.5 Documentation of successful completion of an accredited teacher preparation program;

3.01.5.1 An awarded education degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer signs and verifies the application for licensure;

3.01.5.2 An awarded education degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;

3.01.5.3 An applicant who has never been licensed and whose most recent education degree or teacher preparation program was completed more than ten (10) years before the date of application shall be required to complete a program of study as determined by an accredited teacher preparation program;

3.01.6 For an applicant seeking licensure in Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university; and

3.01.7 For an applicant holding an expired license from another state or country, a copy of the expired license.

Standard License - Reciprocity

3.02 The Office of Educator Licensure shall issue a Standard License upon receipt of the following from an applicant holding a current, valid educator license from and in good standing with another state or country:

3.02.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

3.02.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

3.02.3 A copy of the out-of-state or out-of-country license(s) held by the applicant;

3.02.4 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessments as mandated by the State Board;

3.02.4.1 This requirement shall be waived upon the receipt of all test scores required for licensing in a licensing state;

3.02.4.2 This requirement shall be waived upon the receipt of documentation on school district, agency, or organization letterhead of at least three (3) years of experience in another state as a licensed teacher, administrator, library media specialist, or counselor, or similar licensed experience in a licensure content area or level of licensure;

3.02.5 An official transcript documenting an awarded bachelor's degree or higher from an accredited college or university;

3.02.6 Documentation of one (1) of the following:

3.02.6.1 Successful completion of a program of teacher education at an accredited college or university, but only if the applicant possesses a Standard License Equivalent;

3.02.6.2 Successful completion of an accredited teacher preparation program; or

3.02.6.3 Current certification from the National Board of Professional Teaching Standards; and

3.02.7 For applicants seeking licensure in Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university.

3.02.8 An applicant holding an expired license from another state or country may seek licensure by complying with the requirements of Section 3.01 of these Rules.

Provisional License

3.03 The Office of Educator Licensure shall issue a non-renewable, one (1) year Provisional License to an applicant who:

3.03.1 Submits a completed application for Provisional licensure, with payment of any fees (if applicable) as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

3.03.2 Submits proof of employment with an Arkansas public school district, open-enrollment public charter school, or other agency or organization, in a position that requires an educator license; and

3.03.3 Meets all of the requirements of Sections 3.01 or 3.02 of these Rules except for:

3.03.3.1 Successful completion of Arkansas History coursework required by 3.01.6 or 3.02.7; or

3.03.3.2 Submission of an official score report reflecting passing scores, as approved by the State Board, on the appropriate pedagogical and content-area assessments as mandated by the State Board, as required by 3.01.3 or 3.02.4.

4.0 Ancillary License Requirements

4.01 The Office of Educator Licensure shall issue an Ancillary License in Speech Language Pathology, School Psychology, or School Counseling upon receipt of the following from an applicant, whether or not the applicant is licensed in another state:

4.01.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

4.01.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

4.01.3 An official score report reflecting passing scores, as approved by the State Board, on the specialty area assessment for Speech Pathology, School Psychology, or Guidance Counseling as mandated by the State Board; and

4.01.4 Documentation of one (1) of the following:

4.01.4.1 An official transcript documenting an awarded master's or higher degree, from an accredited college or university, in Speech Language Pathology, and either:

- 4.01.4.1.1 Successful completion of a graduate-level, accredited Speech-Language Pathology program; or
 - 4.01.4.1.2 Certification of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association;
 - 4.01.4.2 An official transcript documenting an awarded master's or higher degree, from an accredited college or university, in School Psychology, Counseling, or Psychology, and successful completion of a graduate-level, accredited School Psychology program; or
 - 4.01.4.3 Current licensure in good standing with the Arkansas Board of Examiners in Counseling, as follows:
 - 4.01.4.3.1 Licensure as a Licensed Associate Counselor (LAC), Licensed Professional Counselor (LPC), Licensed Associate Marriage and Family Therapist (LAMFT), or Licensed Marriage and Family Therapist (LMFT); with
 - 4.01.4.3.2 School Counselor Specialization, Marriage and Family Specialization, Clinical Mental Health Specialization, or Appraisal Specialization.
 - 4.01.4.4 The Office of Educator Licensure shall issue a one (1) year Provisional License, renewable no more than two (2) times for a maximum of three (3) years, to an applicant who meets all of the other requirements of this Section 4.01.4 but lacks the specialization required by Section 4.01.4.3.2.
- 4.02 An individual holding an Ancillary License in School Counseling may not add a licensure content area, endorsement, or level of licensure, or be eligible for an administrator license, except by meeting the criteria of Section 4.03 of these Rules.
- 4.03 The Office of Educator Licensure shall add a licensure content area, endorsement, or level of licensure to an Ancillary License only upon receipt of the following from an applicant:
 - 4.03.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);
 - 4.03.2 An official transcript documenting the successful completion of:

- 4.03.2.1 A program of study at an accredited teacher preparation program, to include an internship in the licensure content area to be taught;
- 4.03.2.2 The Arkansas Professional Pathway to Teacher Licensure (APPTL), formerly known as the Non-Traditional Licensure Program; or
- 4.03.2.3 Any other pathway to licensure permitted by the Department's Rules Governing the Non-Traditional Licensure Program;
- 4.03.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessment(s) as mandated by the State Board; and
- 4.03.4 Documentation of the licensed experience, if any, required by these Rules for the licensure content area, endorsement, or level of licensure sought.
- 4.04 Notwithstanding the requirements of Section 4.03, an individual holding an Ancillary License in Speech Language Pathology or School Psychology may add a Curriculum/Program Administrator License in Special Education by meeting the criteria of Section 6.02 of these Rules.

5.0 Endorsements, Areas and Levels of Licensure

- 5.01 Except as otherwise provided herein, a Standard License shall be issued for and shall reflect only those licensure content areas, endorsements, and levels of licensure that are recognized by the State Board.
 - 5.01.1 Content areas, levels, and endorsements listed on an out-of-state license shall be recognized for licensure through reciprocity, as follows:
 - 5.01.1.1 An applicant from a state with a reciprocity agreement through the National Association of State Directors of Teacher Education and Certification (NASDTEC) shall receive the Arkansas-equivalent licensure content areas, endorsements, or levels of licensure provided all other licensure requirements have been met.
 - 5.01.1.2 An applicant whose content area, endorsement, or level is not recognized by Arkansas shall receive the licensure content area, endorsement, or level of licensure that most closely parallels their out-of-state licensure area, endorsement, or level.

5.01.1.3 If none of the content areas or endorsements listed on an out-of-state license parallel an Arkansas licensure content area, the Office of Educator Licensure shall issue a license reflecting the same content area or endorsement reflected on the out-of-state license, with a notation that the identified content area or endorsement is by reciprocity and does not conform to an Arkansas-approved licensure content area or endorsement.

5.01.2 Content areas, levels, and endorsements listed on an out-of-country license may be recognized for reciprocity in accordance with the credential evaluation required in Section 8.04 of these Rules. An applicant whose content area, endorsement, or level is not recognized by Arkansas shall receive the licensure content area, endorsement, or level of licensure that most closely parallels their out-of-country licensure area, endorsement, or level.

5.01.3 For the purpose of reciprocity, the Office of Educator Licensure may reference and utilize any licensure content area, endorsement, or level of licensure that has ever been recognized by the State Board in the past, regardless of whether the area, endorsement or level is current.

5.01.4 Only the content areas, levels, or endorsements specifically listed on an out-of-state or out-of-country license shall be recognized for licensure through reciprocity.

Addition of Areas and Endorsements

5.02 The Office of Educator Licensure shall add an endorsement, licensure content area, or level of license to a Standard License upon receipt of the following from an applicant:

5.02.1 A completed application for addition of area, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

5.02.2 If required by Appendix A or by Section 5.03 below, an official transcript from an accredited college or university documenting completion of a Department-approved program of study;

5.02.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate pedagogical or specialty-area assessment as mandated by the State Board, or as mandated by the state where the program of study was completed if that state requires an assessment; and

- 5.02.4 For applicants seeking addition of Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university.
- 5.02.5 All teacher education coursework must be completed at an accredited teacher preparation program.
- 5.03 No licensure content area or level of licensure may be added to a license by testing out if the area or level is more than one level above or below that of the initial license held by the licensee. Specifically, a Department-approved program of study at an accredited college or university is a required pre-requisite for:
- 5.03.1 Adding any exception area endorsement to any license;
- 5.03.2 Adding any K-6 licensure content area to a license with an initial licensure level of 7-12, K-12, or P-12;
- 5.03.3 Adding any 4-8 licensure content area to a license with an initial licensure level of B-K, K-12, or P-12;
- 5.03.4 Adding any 4-12 licensure content area to a license with an initial licensure level of B-K, P-4, K-6, 1-6, K-12, or P-12;
- 5.03.5 Adding any 7-12 licensure content area to a license with an initial licensure level of B-K, P-4, K-6, 1-6, or P-8; and
- 5.03.6 Adding any K-12 licensure content area to a license with an initial licensure level of B-K, P-4, K-6, 1-6, 4-8, 4-12, P-8, or 7-12.
- 5.04 A licensure content area, endorsement, or level of licensure may be transferred by reciprocity to an existing Arkansas license only by following the requirements of Sections 5.02 and 5.03 above.
- 5.05 The Office of Educator Licensure shall add a licensure content area, endorsement, or level of licensure to an adult education license or career-technical permit that was issued pursuant to regulations established by the Arkansas Department of Career Education, only upon receipt of the following from an applicant:
- 5.05.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);
- 5.05.2 An official transcript documenting the successful completion of;

- 5.05.2.1 A program of study at an accredited teacher preparation program, to include an internship in the licensure content area to be taught;
- 5.05.2.2 The Arkansas Professional Pathway to Teacher Licensure (APPTL), formerly known as the Non-Traditional Licensure Program; or
- 5.05.2.3 Any other pathway to licensure permitted by the Department's Rules Governing the Non-Traditional Licensure Program; and
- 5.05.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessment(s) as mandated by the State Board.

Additional Licensure Plans (ALP)

- 5.06 The Office of Educator Licensure shall issue an Additional Licensure Plan (ALP) to an individual holding a Standard License and employed in an out-of-area position, upon the submission of a completed application for an ALP, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C).
 - 5.06.1 An ALP is valid for a maximum of three (3) years and is not renewable.
 - 5.06.2 An ALP requiring a Department-approved program of study shall remain valid only so long as the applicant:
 - 5.06.2.1 Successfully completes in the first year of the ALP any specialty-area assessment required to be designated as a highly-qualified teacher; and
 - 5.06.2.2 Successfully completes a minimum of three (3) hours of program-of-study coursework in the first year of the ALP and a minimum of six (6) hours of Department-approved program-of-study coursework in both the second and third years.
 - 5.06.3 An ALP requiring testing only shall remain valid only so long as the applicant, by the end of each year of the ALP, either:
 - 5.06.3.1 Successfully completes the content-knowledge portion(s) of the required specialty-area assessment required to be designated as a highly-qualified teacher; or

5.06.3.2 Successfully completes a minimum of six (6) hours of coursework in the content area at an accredited college or university.

5.06.4 An individual holding a provisional license issued by reciprocity is eligible for an ALP subject to the remaining requirements of this Section 5.06.

5.06.5 Whether or not an ALP is issued, no person shall be employed by a public school in an out-of-area position for more than thirty (30) days without a waiver issued pursuant to Section 9.0 of these Rules.

6.0 Administrator License Requirements

Building-Level Administrator License

6.01 The Office of Educator Licensure shall issue a Building-Level Administrator License upon receipt of the following from an applicant holding an existing Arkansas Standard License:

6.01.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.01.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation;

6.01.3 An official transcript documenting an awarded master's or higher degree from an accredited college or university in education, educational leadership, or a licensure content area;

6.01.3.1 An awarded degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer and Education Leadership Chairperson sign and verify the application for licensure;

6.01.3.2 An awarded degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;

6.01.4 If the master's degree is not in Educational Leadership, an official transcript documenting successful completion of a Department-approved, graduate-level program of study reflective of the standards for building-

level administrator licensure, to include an internship with adequate and substantial experiences at both the K-6 and 7-12 levels;

6.01.4.1 An applicant who has never received an administrator license and whose program of study in Educational Leadership was completed more than ten (10) years before the date of application shall be required to meet all current licensure requirements as determined by either the Department or an accredited educational leadership program;

6.01.5 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrative licensure assessment as mandated by the State Board; and

6.01.6 Documentation of at least four (4) years of P-12 experience as a licensed classroom teacher, school counselor, or library media specialist.

6.01.6.1 One (1) year of experience is defined as a minimum of one hundred twenty (120) days of full-time work in a single school year, with a minimum of fifty percent (50%) of each day spent as a licensed classroom teacher, school counselor, or library media specialist.

6.01.6.2 Experience as an Educational Examiner, Adult Education, Athletic Director/Coaching, School Administrator, Speech Pathologist, School Psychology Specialist, or School Counseling Specialist shall not count towards this experience requirement.

6.01.6.3 Up to two (2) years of the experience requirement may be satisfied by equivalent working experience, including without limitation employment with an education service cooperative or the Department.

6.01.6.4 Teaching experience in a career and technical education area as recognized by the State Board may satisfy this requirement only if the area taught is one for which a bachelor's degree is required as a pre-requisite to licensure by the Arkansas Department of Career Education.

Curriculum/Program Administrator License

6.02 The Office of Educator Licensure shall issue a Curriculum/Program Administrator License upon receipt of the following from an applicant holding a

Standard License in the relevant area, or an Ancillary License in Speech Language Pathology or School Psychology;

6.02.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.02.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation;

6.02.3 An official transcript documenting an awarded master's or higher degree from an accredited college or university in education, educational leadership, or a licensure content area, or in a Career and Technical Education area recognized by the Arkansas Department of Career Education;

6.02.3.1 An awarded degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer and Education Leadership Chairperson sign and verify the application for licensure;

6.02.3.2 An awarded degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;

6.02.4 An official transcript documenting successful completion of a graduate-level program of study reflective of the standards for curriculum/program administrator licensure, to include an internship;

6.02.4.1 An applicant who has never received an administrator license and whose program of study for curriculum/program administrator licensure was completed more than ten (10) years before the date of application shall be required to meet all current licensure requirements as determined by either the Department or an accredited educational leadership program;

6.02.5 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrative licensure assessment as mandated by the State Board;

6.02.6 Documentation of at least four (4) years of licensed experience in the relevant area as follows:

- 6.02.6.1 Special Education – Classroom teaching experience in special education, or experience in speech language pathology or school psychology, while employed by a public or private school under the terms of an approved teacher employment contract and not under a purchase-service contract;
- 6.02.6.2 Gifted and Talented Education – Classroom teaching experience in the area of gifted and talented education;
- 6.02.6.3 Career and Technical Education – Classroom teaching experience in one (1) or more career and technical education areas as recognized by the State Board, if the area is one for which a bachelor’s degree is required as a pre-requisite to licensure by the Arkansas Department of Career Education;
- 6.02.6.4 Content Area Specialist – Classroom teaching experience in a licensure content area;
- 6.02.6.5 Curriculum Specialist – Experience as a school counselor, library media specialist, or classroom teacher in any licensure content area or level of licensure; or
- 6.02.6.6 Adult Education – Classroom teaching experience in the area of adult education.
- 6.02.6.7 One (1) year of experience is defined as a minimum of one hundred twenty (120) days of full-time work in a single school year, with a minimum of fifty percent (50%) of each day spent as a licensed classroom teacher, school counselor, or library media specialist.
- 6.02.6.8 Up to two (2) years of the experience requirement may be satisfied by equivalent working experience, including without limitation employment with an education service cooperative or the Department.

District-Level Administrator License

6.03 The Office of Educator Licensure shall issue a District-Level Administrator License upon receipt of the following from an applicant holding a Building-Level or Curriculum/Program Administrator License:

- 6.03.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

- 6.03.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation;
- 6.03.3 An official transcript documenting an awarded master's or higher degree from an accredited college or university in education, educational leadership, or a licensure content area;
- 6.03.3.1 An awarded degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer and Education Leadership Chairperson sign and verify the application for licensure;
- 6.03.3.2 An awarded degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;
- 6.03.4 An official transcript documenting successful completion of a Department-approved, graduate-level program of study, above and beyond a master's degree, reflective of the standards for district-level administrator licensure, to include an internship;
- 6.03.4.1 An applicant whose program of study for district-level administrator licensure was completed more than ten (10) years before the date of application shall be required to meet all current licensure requirements as determined by either the Department or an accredited educational leadership program;
- 6.03.5 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrative licensure assessment as mandated by the State Board;
- 6.03.6 Documentation of at least four (4) years of licensed experience as required by Section 6.01.6 or 6.02.6 above, or four (4) years of building-level administrator experience; and
- 6.03.7 Documentation of at least one (1) year of experience as a building-level or curriculum/program administrator.
- 6.03.7.1 One (1) year of experience is defined as requiring a minimum of one hundred twenty (120) days of full-time work, in a single school year, with a minimum of fifty percent (50%) of each day spent as a building-level or curriculum/program administrator.

6.03.7.2 This one-year experience requirement may be satisfied by experience with an education service cooperative or the Department, if the Department determines that the experience is substantially equivalent to building-level administration experience.

Administrator Licensure Completion Plan (ALCP)

6.04 The Office of Educator Licensure shall issue an Administrator Licensure Completion Plan (ALCP) to an individual employed in an out-of-area position who:

6.04.1 Submits a completed application for an ALCP, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.04.1.1 The application must be verified by the Educational Leadership Chairperson of the accredited college or university where the degree or program of study is offered;

6.04.2 Submits proof of employment with an Arkansas public school district, open-enrollment public charter school, or other agency or organization, in a position that requires an Administrator License;

6.04.2.1 Employment must be verified by an authorized representative of the public school district, charter school, agency or organization; and

6.04.3 Meets all of the requirements of Sections 6.01, 6.02, or 6.03 of these Rules except for:

6.04.3.1 Successful completion of an awarded master's or higher degree as required by 6.01.3, 6.02.3, or 6.03.3;

6.04.3.2 Successful completion of a graduate-level program of study as required by 6.01.4, 6.02.4, or 6.03.4; or

6.04.3.3 Submission of an official score report reflecting passing scores on the appropriate administrative licensure assessment, as required by 6.01.5, 6.02.5, or 6.03.5.

6.04.4 An ALCP is valid for a maximum of three (3) years, is not renewable, and shall remain valid so long as the applicant;

- 6.04.4.1 Remains employed with an Arkansas public school district, open-enrollment public charter school, or other agency or organization, in a position that requires an Administrator License;
 - 6.04.4.2 Holds the degree required by 6.01.3, 6.02.3, or 6.03.3, or remains enrolled and actively participates in the appropriate degree program; and
 - 6.04.4.3 Has completed, or remains enrolled and actively participates in the appropriate program of study required by 6.01.4, 6.02.4, or 6.03.4.
 - 6.04.4.4 Active participation in a degree program or program of study means successful completion of a minimum of three (3) hours of graduate-level coursework in the first year of the ALCP, and a minimum of six (6) hours of graduate-level coursework in both the second and third years of the ALCP.
- 6.04.5 Whether or not an ALCP is issued, no person shall be employed by a public school in an out-of-area position for more than thirty (30) days without a waiver issued pursuant to Section 9.0 of these Rules.

7.0 License Renewal

Professional Development Requirements for License Renewal

7.01 Except as specifically provided herein, no license issued by the State Board may be renewed unless the following requirements of this Section 7.01 are met.

7.01.1 Every individual holding a license issued by the State Board shall document completion of sixty (60) or more hours of approved professional development each year, as required by the Department's Rules Governing Professional Development.

7.01.2 Professional development completion may be documented by:

7.01.2.1 Submitting verification, by an authorized representative of the school, district, or organization employing the licensee, that the licensee has completed all professional development required during the term of the license; or

7.01.2.2 Submitting proof of completion of professional development hours attended.

7.01.3 Professional development completion shall be waived for a teacher who is retired, as verified by the Arkansas Teacher Retirement System (ATRS).

7.01.4 A retired teacher who returns to licensed employment shall complete sixty (60) hours of professional development within the school year of the return to employment and in each year thereafter while employed in a licensed position.

7.01.5 As part of the required professional development hours, a licensee shall document completion, no more than twelve (12) months prior to renewal, of the child maltreatment recognition training required by Ark. Code Ann. § 6-61-133 and the Department's Rules Governing Professional Development.

Renewal of Current / Recently Expired Licenses

7.02 The Office of Educator Licensure shall renew a Standard, Ancillary, or Administrator License that is current or has been expired for less than one (1) year, upon receipt of the following from a licensee:

7.02.1 A completed application for renewal, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

7.02.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation; and

7.02.3 Documentation of professional development completion, as required by Section 7.01.

7.02.4 An individual unable to document professional development completion may be eligible for a Provisional License by meeting the criteria of Section 7.05 of these Rules.

7.03 The Office of Educator Licensure may, in the last effective year of a license, automatically renew a Standard, Ancillary, or Administrator License, if:

7.03.1 The licensee is employed, during the last effective year of the license, by an Arkansas public school district, open-enrollment public charter school, education service cooperative, or the Department;

7.03.2 The licensee or the licensee's employer pays any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C); and

7.03.3 The Office of Educator Licensure is able to document from its records that the licensee has satisfied the background check and professional development requirements of Sections 7.01 and 7.02.2.

Renewal of Licenses Expired More Than One (1) Year

7.04 The Office of Educator Licensure shall renew a Standard, Ancillary, or Administrator License that has been expired for more than one (1) year, upon receipt of the following from a licensee:

7.04.1 A completed application for renewal, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

7.04.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation; and

7.04.3 Documentation of completion of sixty (60) or more hours of approved professional development.

7.04.4 An individual required to take additional professional development may be eligible for a Provisional License by meeting the criteria of Section 7.05 of these Rules.

Provisional Licenses

7.05 The Office of Educator Licensure shall issue a non-renewable, one (1) year Provisional License to a licensee who holds a current or expired Standard, Ancillary, or Administrator License, and who:

7.05.1 Submits a completed application for Provisional licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

7.05.2 Submits proof of employment with an Arkansas public school district, open-enrollment public charter school, or other agency or organization in a position that requires an educator license; and

7.05.3 Meets all of the requirements of Sections 7.02 or 7.04 of these Rules except for verification of professional development as required by 7.01.

7.05.4 The Provisional License may be converted to a Standard, Ancillary, or Administrator License upon the submission of written verification of completion of sixty (60) hours of approved professional development that was completed during the one-year term of the Provisional License.

7.06 Applications for license renewal may be submitted to the Office of Educator Licensure no earlier than January 1 of the year of expiration of the license.

8.0 General Provisions for all Licenses

8.01 A Standard, Ancillary, or Administrator License shall be a renewable license, valid for a period of five (5) years. Except as provided below, a license shall become effective January 1 of the year it is issued and shall expire December 31 of the fifth year.

8.01.1 Regardless of when it is issued, an Administrator License shall reflect the same beginning and expiration dates as the licensee's Standard License.

8.01.2 The beginning date of a license renewal shall be January 1 of the year following the expiration date of the old license, unless the old license was expired more than one (1) year.

8.01.3 The beginning date of the renewal of a license that had been expired for more than one (1) year shall be January 1 of the year renewed.

8.01.4 Addition of an endorsement, licensure content area, or level of licensure to a license shall not affect the beginning and expiration dates of the license.

8.02 A Provisional License shall become effective on the licensee's first contracted day with the public school district, open-enrollment public charter school, or other agency or organization.

8.03 A Standard, Ancillary, or Administrator License may reflect the highest earned degree awarded to the licensee in:

8.03.1 Education, if the degree was awarded by an accredited teacher education program;

8.03.2 Educational Leadership, if the degree was awarded by an accredited college or university;

8.03.3 Speech-Language Pathology, if the degree was awarded by an accredited speech-language pathology program;

- 8.03.4 School Psychology, Psychology, or Counseling, if the degree was awarded by an accredited school psychology program;
- 8.03.5 Counseling, if the degree is one recognized for licensure by the Arkansas Board of Examiners in Counseling; or
- 8.03.6 A licensure content area, if the degree was awarded by an accredited college or university.
- 8.04 Notwithstanding any provision to the contrary, an applicant for licensure who holds a teaching license from outside the United States, or whose post-secondary degree is from a non-accredited college or university outside of the United States, may satisfy degree and accredited program requirements as follows:
- 8.04.1 The applicant shall have his or her credentials evaluated by a Department-approved credential evaluation agency located in the United States.
- 8.04.2 The credential evaluation agency shall:
- 8.04.2.1 Complete a course-by-course evaluation of the applicant's transcript;
- 8.04.2.2 Indicate the applicant's major area of study;
- 8.04.2.3 Document whether the applicant's out-of-country degree is equivalent to one that would have been completed at an accredited college or university;
- 8.04.2.4 Document whether the out-of-country professional preparation program is equivalent to one that would have been completed at an accredited teacher preparation program or accredited speech-language pathology or school psychology program;
- 8.04.2.5 Indicate the areas of licensure represented by the out-of-country license; and
- 8.04.2.6 Document which areas of licensure on the out-of-country license are equivalent to the areas of licensure approved by the State Board.
- 8.04.3 The evaluation performed by the credential evaluation agency shall determine eligibility for licensure in Arkansas.
- 8.05 Every individual holding a license issued by the State Board shall complete the child maltreatment recognition training required by Ark. Code Ann. § 6-61-133

and the Department's Rules Governing Professional Development within twelve (12) months of:

8.05.1 The individual's first-time licensure; and

8.05.2 All subsequent renewals of a license.

8.06 The Office of Educator Licensure may issue a duplicate of a current license upon application of a current license holder, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

8.07 All information and documentation submitted for an Arkansas teaching license must be accurate, authentic, and unaltered. Any license issued as a result of a violation of this Section 8.07 will be null and void.

8.08 The Office of Educator Licensure, as authorized by the State Board, reserves the right to amend or rescind any license that has been issued in error.

Mentoring Requirements for Novice Teachers and Beginning Administrators

8.09 Every novice teacher and beginning administrator employed in a public school or other public educational setting shall participate in mentoring for no less than one (1) year.

8.09.1 Mentoring for a novice teacher shall consist of a licensed, certified mentor providing support and focused feedback with regard to instructional skills, classroom management, and professional behaviors.

8.09.2 Mentoring for a beginning administrator shall consist of a certified mentor providing support and focused feedback with regard to skills, management, and professional behaviors.

8.09.3 Mentors, novice teachers, and beginning administrators shall attend all Department-mandated training, orientation, or informational meetings.

8.09.4 A beginning administrator working under an ALCP shall participate in mentoring for the duration of the ALCP.

8.09.5 A novice teacher in a licensed pre-kindergarten setting may in the alternative participate in mentoring offered pursuant to rules promulgated by the Arkansas Department of Human Services.

8.10 Every Arkansas public school district or open-enrollment public charter school that employs a novice teacher or beginning administrator shall:

8.10.1 Notify the Office of Educator Effectiveness, no later than August 1 of each year, of the appointment of an induction project director who will act as the liaison for the program to the Department;

8.10.1.1 Induction project directors are responsible for coordination of mentor assignments, oversight of mentor funding appropriations, adherence to state rules and guidelines related to mentoring, and all written and fiscal reporting and communications to the Department;

8.10.1.2 Induction project directors must attend the annual Project Director Update meeting sponsored by the Office of Educator Effectiveness, in order to have access to the Department's online data system and to be qualified to pair a novice teacher or beginning administrator with a certified mentor;

8.10.1.3 As funds are available, induction project directors shall be compensated with a stipend via a sliding scale (not to exceed \$1,000) based on the number of novice teachers and beginning administrators in the school or district;

8.10.2 Submit to the Office of Educator Effectiveness via the Office's online data system:

8.10.2.1 No later than September 30 of each year, a register of all novice teacher/mentor pairs and beginning administrator/mentor pairs employed by the school or district;

8.10.2.2 No later than September 30 of each year, an assurance statement, signed by the induction project director, district superintendent, or charter-school director, that the school or district is in compliance with these Rules regarding mentoring; and

8.10.2.3 A Professional Growth Plan for each novice teacher and each beginning administrator;

8.10.3 Assign to each novice teacher, within three (3) weeks of the novice teacher's first contract day of the school year, a certified, licensed mentor teacher who is located in the same building, and who:

8.10.3.1 Has a compatible background in licensure content area and level of licensure;

8.10.3.2 Is trained and certified in the state-adopted mentoring model; and

- 8.10.3.3 Has at least three (3) years of successful teaching experience under a non-provisional license;
- 8.10.3.4 The Office of Educator Effectiveness may grant exceptions to these requirements on a case-by-case basis, including the requirement that the mentor teacher be located in the same building;
- 8.10.3.5 Only one (1) novice teacher may be assigned to each mentor teacher, except as allowed by the Office of Educator Effectiveness;
- 8.10.4 Assign to each beginning administrator, within three (3) weeks of the beginning administrator's first contract day of the school year, a certified, licensed administrator mentor who has been certified in the state-adopted mentoring model;
- 8.10.5 Release mentors, novice teachers, beginning administrators, and the induction project director to attend initial mentor training and any mandatory statewide orientation or informational meetings held by the Department;
- 8.10.6 Provide released time during the contract day for a novice teacher and mentor to work together, averaging a minimum of two (2) hours every two (2) weeks;
- 8.10.7 Assist a novice teacher and mentor to schedule focused observations and professional development activities, and provide activities for mentors and novice teachers, which engage them in collaborative dialogue, problem solving, and professional development;
- 8.10.7.1 Mentor teachers shall perform a minimum of three (3) formal classroom observations per school year for each novice teacher and shall provide feedback focused on increased professional growth;
- 8.10.8 Notify the Office of Educator Effectiveness, via the Office's online data system, within fifteen (15) days of any personnel changes that might affect annual mentoring budget allocations (such as hiring of a novice teacher midyear, or a novice teacher resigning midyear and being replaced by an experienced teacher for whom mentoring is not appropriate); and
- 8.10.9 Submit, via the Office's online data system, the end-of-year budget report reflecting mentor stipend expenditures, no later than July 30 of each year.

8.10.9.1 Mentor stipends shall be distributed and disbursed within the parameters established by the Department.

8.11 The Office of Educator Effectiveness will monitor the quality of each public school or district's mentoring program by reviewing all mentoring documentation.

8.11.1 All required mentoring and observation documentation shall be collected and retained by the induction project director.

8.11.2 At the completion of the mentoring cycle, all observation forms shall become the sole possession of the novice teacher.

8.11.3 Mentoring observational information shall not be utilized in any way for employment or evaluation decisions unless students are at risk, either physically or emotionally.

8.12 School districts or open-enrollment public charter schools that do not comply with these rules shall be placed in accredited-cited status for licensure deficiencies. Licensure deficiencies for this purpose includes without limitation:

8.12.1 Failure to register all mentors, novice teachers, and beginning administrators with the Office of Educator Effectiveness;

8.12.2 Failure to comply with established guidelines for assignment, support, and monitoring of mentors and novice teachers or beginning administrators; and

8.12.3 Failure to submit all appropriate documentation.

9.0 Waivers for Public Schools and School Districts

Contracted Positions (ALP/ALCP)

9.01 Except as specifically allowed by law or regulation, no person shall be employed by a public school in an out-of-area position for more than thirty (30) days without a waiver issued to the school pursuant to this Section 9.0.

9.01.1 Schools shall aggressively seek to employ in licensed positions individuals who are licensed and highly qualified (when required) for the grade level and licensure content areas assigned.

9.01.2 When a school cannot employ a qualified individual licensed at the grade level or for the licensure content area being assigned, the school shall actively recruit a licensed individual who will work under an ALP or ALCP towards becoming licensed and highly qualified (when required)

for the grade level assigned or for the specific licensure content area assigned.

9.01.3 Notwithstanding the other provisions of this Section 9.0, if the State Board or the Commissioner of Education order the suspension or removal of a superintendent or school board under authority granted under Title 6 of the Arkansas Code, the State Board or Commissioner may appoint, subject to state law and for no more than three (3) consecutive school years, one (1) or more individuals in out-of-area positions as district-level administrators for that public school district.

9.01.4 This section 9.01 shall not apply to :

9.01.4.1 Non-degreed vocational-technical teachers; or

9.01.4.2 Those persons approved by the Department to teach the grade level or subject matter of the class in the Department' distance learning program.

9.02 The Office of Educator Licensure may grant a public school, agency, or organization a one (1)-year waiver of the requirements of Section 9.01 if it imposes an undue hardship in that a school is unable to timely fill a vacant position with a qualified individual licensed in the required licensure content area and level of licensure.

9.03 A request for waiver shall be submitted by the superintendent of the public school district or director of the open-enrollment public charter school and shall include:

9.03.1 A listing of all licensed employees employed by the district or charter school, including for each licensed employee:

9.03.1.1 Social Security number;

9.03.1.2 Current licensure area(s);

9.03.1.3 Whether the employee is currently employed in an out-of-area position, and if so, whether the position requires a highly-qualified teacher;

9.03.1.4 Any prior completed Additional Licensure Plan(s) (ALP); and

9.03.1.5 All prior school years in which the employee was employed in an out-of-area position;

9.03.2 A justification for the waiver documenting the efforts of the district or charter school to find a fully licensed, highly qualified employee.

Districts will not have to verify re-advertising for the second and third years for a position, as long as the individual holds a valid ALP or ALCP;

9.03.3 A written plan with timelines for completion of the ALP or ALCP requirements; and

9.03.4 If a waiver was granted for the same position in the prior school year, evidence that the ALP or ALCP plan timelines are being met in accordance with Sections 5.06.2, 5.06.3, or 6.04.4.

9.04 A school, district, agency, or organization shall annually apply for renewal of the waiver each additional year the employee is working under an approved ALP or ALCP. The one (1)-year waiver may be renewed two (2) times, for a maximum of three (3) years of waiver for the same position, so long as the ALP or ALCP issued to the employee remains valid and the employee meets the ALP or ALCP plan timelines.

9.05 The district superintendent or charter school director shall send written notice of the assignment of an employee to an out-of-area position to the parent or guardian of each student in the employee's classroom no later than thirty (30) school days after the date of the assignment.

9.05.1 Parental notice is not required for the out-of-area assignment of a counselor, library media specialist, or administrator.

9.06 The final decision regarding the granting of a waiver rests with the State Board.

Substitute Teachers

9.07 Since it is sometimes necessary to utilize the services of substitute personnel, public schools should select competent individuals who can be entrusted with the instructional responsibilities of the school. As much care should be given to the recruitment, selection and utilization of those who will be used as substitutes as is given to licensed personnel.

9.07.1 A person employed as a temporary substitute for a licensed teacher in a public school shall:

9.07.1.1 Be a high school graduate; or

9.07.1.2 Hold a graduate equivalent degree (G.E.D.).

9.07.2 No class of students in any public school shall be under the instruction of a substitute teacher for more than thirty (30) consecutive school days in the

same class during a school year unless the substitute teacher instructing the class has:

9.07.2.1 A bachelor's or higher degree awarded by an accredited college or university; or

9.07.2.2 An educator license issued by the State of Arkansas.

9.07.3 A public school shall request a waiver to employ a substitute teacher whenever a class of students will be receiving instructions from a substitute teacher or teachers for longer than thirty (30) consecutive days unless the substitute is fully licensed in Arkansas for areas in which the substitute is employed.

9.07.4 A public school may not avoid a waiver request by terminating the services of a substitute teacher(s) prior to the thirty-first (31st) day of instruction.

9.07.5 A substitute teacher or teachers possessing a bachelor's degree shall continue to teach the class from at least the thirty-first (31st) consecutive day after the regular teacher is absent from the class until the return of the regular teacher to that class.

9.07.6 The district superintendent or charter school director shall send written notice of the assignment of a substitute teacher to an out-of-area position to the parent or guardian of each student in the teacher's classroom no later than thirty (30) school days after the date of the assignment.

9.07.7 This section 9.07 shall not apply to non-degreed vocational-technical teachers.

9.08 The superintendent of a public school district or director of an open-enrollment public charter school may apply for a waiver from the Arkansas State Board of Education if the requirements set forth in Section 9.07 impose an undue hardship on the school or district.

9.08.1 A written application for waiver shall be submitted to the Department as soon as an undue hardship is determined by the superintendent or charter school director. The application letter shall include:

9.08.1.1 A justification of need for the waiver;

9.08.1.2 Documentation that a degreed or properly-licensed individual is not available to be employed;

9.08.1.3 Instructional area that will be assigned to the substitute teacher, and

9.08.1.4 The length of time the substitute will be employed.

9.08.2 Waivers for use of a substitute teacher for longer than thirty (30) days may be granted for only one (1) semester but may be renewed for a second (2nd) semester. Such waivers are to be submitted immediately once the substitute has been in the classroom for thirty-one (31) days.

9.08.3 Applications for waivers shall be reviewed by the Department and presented to the State Board of Education for its decision.

9.08.4 The final decision regarding the granting of this waiver will rest with the State Board of Education.

9.08.5 Any school district or open-enrollment public charter school granted this waiver will be reported in the Department's annual school district or school report card.

10.0 Conversion of Existing Initial or Provisional Licenses

10.01 A licensee holding a current Initial Teaching License issued by the State Board pursuant to the Department's Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure (eff. July 2010 or July 2007) may obtain a Standard License upon the submission of the following:

10.01.1 A completed application for conversion, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C); and

10.01.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation.

10.02 A licensee holding an expired Initial Teaching License issued by the State Board pursuant to any of the Department's prior Rules may obtain a Standard License by complying with the provisions of Section 3.01 of these Rules.

10.03 A licensee holding a current Provisional Teaching License issued by the State Board pursuant to the Department's Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure (eff. July 2010 or July 2007) or pursuant to the Department's Rules Governing Teacher Licensure by Reciprocity (eff. Sept. 2009 or June 2012) may obtain a Standard License upon the submission of the following:

- 10.03.1 A completed application for conversion, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);
- 10.03.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;
- 10.03.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate pedagogical or content-area assessments as mandated by the State Board;
- 10.03.4 For applicants seeking licensure in Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university; and
- 10.03.5 Documentation of the successful completion of any professional development required to meet renewal requirements.
- 10.04 A licensee holding a current Initial Administrator License issued by the State Board pursuant to the Department's Rules Governing Initial and Standard/Advanced Level Administrator and Administrator – Arkansas Correctional School Licensure (eff. August 2003 or November 2010) may obtain a Standard Administrator License upon the submission of the following:
- 10.04.1 A completed application for conversion, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);
- 10.04.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation; and
- 10.04.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrator licensure assessment as mandated by the State Board.
- 10.05 Any licensee who, as of the effective date of these Rules, is working under a current Additional Licensure Plan (ALP) or Administrator Licensure Completion Plan (ALCP) issued pursuant to any prior Department rules, shall continue under and complete the Plan in accordance with the terms of the Plan as approved by the Department, and in accordance with the prior rules under which the Plan was approved.

10.06 If an applicant for first-time licensure or administrator licensure or for the addition of a licensure content area, endorsement, or level of licensure, was enrolled in a program of study prior to July 1, 2014, and meets all other requirements for licensure, the Office of Educator Licensure may reference and utilize the licensure content areas, endorsements, or levels of licensure that were recognized by the State Board immediately prior to the effective date of these Rules.

Appendix A: LEVELS AND AREAS OF LICENSURE

LICENSURE CONTENT AREA	AS AN INITIAL LICENSURE AREA							AS AN ADD-ON TO STANDARD LICENSE						
	B-K	K-6	4-8	7-12	K-12	4-12	PS	B-K	K-6	4-8	7-12	K-12	4-12	PS
*ECH/SP.ED INTEGRATED	X							X						
**ELEMENTARY		X							X					
**MIDDLE CHILDHOOD (MATH, SCIENCE, LANG ARTS, SOCIAL STUDIES) MUST CHOOSE ANY TWO OF THE FOUR CONTENT AREAS LISTED FOR INTIAL LICENSURE. ANY AREA MAY BE ADDED INDIVIDUALLY TO A STANDARD LICENSE.				X							X			
LIFE SCIENCE					X							X		
PHYSICAL SCIENCE					X							X		
EARTH SCIENCE												X		
ENGLISH LANG ARTS					X							X		
SOCIAL STUDIES					X							X		
PHYSICS/MATHEMATICS					X							X		
MATHEMATICS					X							X		
BUSINESS TECHNOLOGY							X							X
MARKETING TECHNOLOGY					X							X		
AGRICULTURE SCIENCE & TECH					X							X		
FAMILY & CONSUMER SCIENCE					X							X		
INDUSTRIAL TECHNOLOGY					X							X		
DRAMA					X							X		
SPEECH					X							X		
JOURNALISM												X		
ART						X			X			X		
VOCAL MUSIC						X			X			X		
INSTRUMENTAL MUSIC						X			X			X		
DRAMA / SPEECH						X							X	
PHYSICAL EDU / HEALTH						X			X			X		
* SPECIAL EDUCATION						X							X	
* VISUAL SPECIALIST						X							X	
* HEARING SPECIALIST						X							X	
FOREIGN LANGUAGES						X			X			X		
* LIBRARY MEDIA SPECIALIST													X	
* GUIDANCE & COUNSELING						X							X	
* ADULT EDUCATION								X						X

*THESE AREAS OF LICENSURE CANNOT BE ADDED TO A STANDARD LICENSE BY TESTING OUT.

**SIX (6) HOURS OF ENGLISH LANGUAGE ARTS AND THREE (3) HOURS ARKANSAS HISTORY MUST BE DOCUMENTED ON AN OFFICIAL TRANSCRIPT WHEN ADDING THESE AREAS OF LICENSURE BY TESTING OUT.

NOTE: B-K=BIRTH TO KINDERGARTEN; ECH=EARLY CHILDHOOD; SP.ED=SPECIAL EDUCATION; PS=POST-SECONDARY

Appendix A: LEVELS AND AREAS OF LICENSURE

ADD-ON TO A STANDARD LICENSE

EXCEPTION AREA ENDORSEMENTS

	Pre-K	K-6	5-6	8	K-12
<u>LIBRARY MEDIA SPECIALIST</u>					<u>X</u>
<u>READING SPECIALIST</u>					<u>X</u>
<u>GUIDANCE & COUNSELING</u>					<u>X</u>
<u>GIFTED & TALENTED</u>					<u>X</u>
<u>ENGLISH AS A SECOND LANGUAGE</u>					<u>X</u>
<u>EDUCATIONAL EXAMINER</u>					<u>X</u>
<u>COACHING</u>					<u>X</u>
<u>INSTRUCTIONAL FACILITATOR</u>					<u>X</u>
<u>GRADE 5-6 ENDORSEMENT (FOR 7-12 TEACHER LICENSED IN A CORE CONTENT AREA(S) OF MATH, SCIENCE, LANG ARTS OR SOCIAL STUDIES)</u>				<u>X</u>	
<u>ALGEBRA 1 FOR GRADE 8</u>					<u>X</u>
<u>AGE 3-4 ENDORSEMENT (FOR TEACHERS HOLDING AN ELEMENTARY K-6 LICENSE)</u>		<u>X</u>			
<u>CONTENT SPECIALIST (FOR MATH, SCIENCE AND LITERACY FOR TEACHERS HOLDING A K-6 LICENSE)</u>			<u>X</u>		

EXCEPTION AREA ENDORSEMENTS CANNOT BE ADDED TO A STANDARD TEACHING LICENSE BY TESTING OUT. THESE AREAS OF LICENSURE SHALL BE ADDED TO A STANDARD TEACHING LICENSE BY MEETING ALL REQUIREMENTS AS IDENTIFIED ON THE ADDITIONAL LICENSURE PLAN AND IN THESE RULES FOR THE AREA BEING ADDED. ENDORSEMENTS CANNOT BE USED AS PLATFORMS FOR TESTING OUT OF OTHER AREAS AND LEVELS OF LICENSURE.

<u>EDUCATIONAL LEADERSHIP & SUPERVISION</u>	P-12
<u>DISTRICT ADMINISTRATOR</u>	<u>X</u>
<u>BUILDING ADMINISTRATOR</u>	<u>X</u>
<u>CURRICULUM PROGRAM ADMINISTRATOR</u>	<u>X</u>

THESE AREAS OF LICENSURE CANNOT BE ADDED TO A STANDARD LICENSE BY TESTING OUT. THESE AREAS OF LICENSE SHALL BE ADDED TO A STANDARD LICENSE BY MEETING ALL REQUIREMENTS AS IDENTIFIED IN THESE RULES AND ON THE ADDITIONAL LICENSURE PLAN FOR THE AREA BEING ADDED.

<u>ANCILLARY STUDENT SERVICES</u>	K-12
<u>SCHOOL PSYCHOLOGY SPECIALIST</u>	<u>X</u>
<u>SPEECH LANGUAGE PATHOLOGY</u>	<u>X</u>
<u>SCHOOL COUNSELING SPECIALIST</u>	<u>X</u>

AN ANCILLARY LICENSE MAY BE OBTAINED AS AN INITIAL AREA OF LICENSURE. ONLY AN ANCILLARY LICENSE IN SCHOOL PSYCHOLOGY SPECIALIST OR SPEECH LANGUAGE PATHOLOGIST MAY BE OBTAINED AS AN ADD-ON TO A STANDARD LICENSE.

THESE AREAS OF LICENSURE CANNOT BE ADDED TO A STANDARD LICENSE BY TESTING OUT.

NO OTHER AREA OR LEVEL OF LICENSURE CAN BE ADDED TO AN ANCILLARY LICENSE BY TESTING OUT.

REQUIREMENTS FOR ANCILLARY LICENSURE CAN BE FOUND IN THE RULES GOVERNING EDUCATOR LICENSURE.

Appendix A: LEVELS AND AREAS OF LICENSURE
CHART FOR TESTING OUT

<u>INITIAL LICENSURE LEVEL</u>	<u>LICENSURE LEVEL TO TEST OUT OF</u>					
	<u>B-K</u>	<u>K-6</u>	<u>4-8</u>	<u>4-12</u>	<u>7-12</u>	<u>K-12</u>
<u>B-K</u>		<u>X</u>				
<u>P-4</u>		<u>X</u>	<u>X</u>			
<u>K-6</u>			<u>X</u>			
<u>1-6</u>		<u>X</u>	<u>X</u>			
<u>4-8</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>SPECIAL ED P-4</u>		<u>X</u>	<u>X</u>			
<u>SPECIAL ED 4-12</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>7-12</u>			<u>X</u>	<u>X</u>	<u>X</u>	
<u>P-8</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>K-12</u>					<u>X</u>	<u>X</u>
<u>P-12</u>					<u>X</u>	<u>X</u>

EDUCATORS WITH AN INITIAL LEVEL OF LICENSURE IDENTIFIED UNDER INITIAL LICENSURE LEVEL MAY TEST OUT OF OTHER STANDARD AREAS AND LEVELS OF LICENSURE MARKED WITH THE "X".

EDUCATORS MAY TEST OUT OF LICENSURE AREAS THAT ARE ONE GRADE LEVEL ABOVE OR BELOW THEIR INITIAL LICENSURE AREA AND LEVEL. AREAS OF LICENSURE BEING ADDED BY TESTING OUT SHALL HAVE A SUBJECT SPECIFIC ASSESMENT TO BE ELIGIBLE FOR TESTING OUT. AREAS OF LICENSURE ADDED TO THE INITIAL LICENSURE AREA CANNOT BE USED TO EXPAND THE LEVELS OF LICENSURE THAT CAN BE ADDED BY TESTING OUT. EDUCATOR LICENSURE WILL ADD THE NEW AREA OF LICENSURE ONCE IT HAS RECEIVED A COMPLETED APPLICATION WITH A COPY OF THE PRAXIS SCORE REPORT REFLECTING A PASSING SCORE.

EXCEPTION AREA ENDORSEMENTS, SPECIAL EDUCATION, EDUCATIONAL LEADERSHIP & SUPERVISION, ANCILLARY LICENSES, AND CAREER AND TECHNICAL AND ADULT EDUCATION CANNOT BE ADDED BY TESTING OUT. THEY CAN BE ADDED ONLY BY COMPLETING COURSEWORK AND THE REQUIRED PRAXIS ASSESSMENT.

EDUCATORS INTERESTED IN ADDING AN ADDITIONAL AREA OF LICENSURE ARE ENCOURAGED TO REFER TO THE RULES GOVERNING EDUCATOR LICENSURE AS ADOPTED BY THE STATE BOARD OF EDUCATION.

WHEN TESTING OUT OF ELEMENTARY K-6 OR MIDDLE CHILDHOOD 4-8, THE EDUCATOR MUST DOCUMENT SIX (6) HOURS OF ENGLISH LANGUAGE ARTS AND THREE (3) HOURS OF ARKANSAS HISTORY ON AN OFFICIAL TRANSCRIPT.

NOTE: PROGRAMS OF STUDY RELATED TO NEW/REVISED LEVELS AND AREAS OF LICENSURE WILL BE IMPLEMENTED BEGINNING FALL 2014.

**ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING INITIAL, STANDARD/ADVANCED LEVEL AND
PROVISIONAL TEACHER LICENSURE
July 2010**

~~1.0 REGULATORY AUTHORITY~~

- 1.01 These shall be known as the Arkansas Department of Education Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure.
- 1.02 These rules are enacted pursuant to the authority of the State Board of Education under Ark. Code Ann. §§ ~~6-11-105, 6-17-410, 25-15-204, 6-17-411.~~

~~2.0 PURPOSE~~

- 2.01 The purpose of these rules is to establish the requirements and procedures for obtaining an Initial, Standard/Advanced Level or Provisional Teaching License.

~~3.0 DEFINITIONS~~

~~—————For the purpose of these Rules the following definitions shall apply.~~

- 3.01 ~~Area of Licensure—a particular content field as identified in Appendix A, Areas and Levels of Licensure.~~
- 3.02 ~~Central Registry—The Child Maltreatment Central Registry established within the Arkansas Department of Human Services, which contains records of cases on all true investigations determination of child maltreatment.~~
- 3.03 ~~Content/Standard Teaching Area—refer to the specific subject areas listed under Integrated Curriculum Humanities, Integrated Science Curriculum, Integrated Visual and Performance Arts, Integrated Vocational Education, Integrated Physical Education and Health and Special Education as listed in the State Board Approved Levels and Areas of Licensure.~~
- 3.04 ~~Induction—the period of time beginning with a teacher’s first employment as the teacher of record in an Arkansas public school, cooperative, or agency that requires an Arkansas teaching license. The novice teacher, operating under an Initial License, is provided mentoring support and accelerated professional development during the Initial license period. It concludes with successful completion of the state mandated performance assessment. Induction shall not be less than one year and no more than three years.~~
- 3.05 ~~Initial Licensure—The first teaching license issued to an applicant for teacher licensure. This license may a provisional, initial, or standard teacher license.~~

- 3.06 ~~**Initial Teaching License**—a three-year teaching license, issued by the state, which allows one to teach in traditional P-12 setting.~~
- 3.07 ~~**Level of Licensure**—the grade/age-level parameter of the teaching license as identified in Appendix A, Areas and Levels of Licensure.~~
- 3.08 ~~**Mentor**—a licensed teacher with a minimum of three years successful teaching experience who is trained in the state-adopted mentoring model. Mentors are assigned in their districts to assist a novice teacher by providing focused feedback with regard to instructional skills, classroom management, and professional behaviors.~~
- 3.09 ~~**Mentoring**—the act of a certified mentor providing support and focused feedback to a novice teacher (through the state-adopted mentoring model) with the goal of enhanced instructional skills, competency, and professional development.~~
- 3.10 ~~**Non-Traditional Licensure Program**—the teacher training program approved and administered by the Arkansas Department of Education, whose participants hold a minimum of a baccalaureate degree and are allowed to teach in an Arkansas school traditional P-12 setting via a Non-Traditional Provisional license.~~
- 3.11 ~~**Novice Teacher**—any licensed teacher of record with less than one year of public school, or accredited private school, classroom teaching experience, not including student internship or substitute teaching.~~
- 3.12 ~~**Performance Assessment**—an assessment tool used for evaluation of the classroom performance of a novice teacher, conducted by a trained assessor who utilizes a framework of essential teaching skills in which the novice teacher must demonstrate competency in an authentic classroom setting.~~
- 3.12.1 ~~Successful completion of the performance assessment is defined as meeting the state-adopted cut score and the cut score for each of the four Domains.~~
- 3.13 ~~**Advanced Level License**—A standard Arkansas teaching license, that is issued upon request of a teacher who has documented the completion of a Master's Degree and three years of teaching experience or who has documented current National Board Certification.~~
- 3.14 ~~**Program of Study**—a state-approved teacher preparation curriculum offered at an Arkansas college or university, based on the *Arkansas Licensure Standards*. The program requires a candidate to demonstrate and document competency in the specific knowledge, skills, and dispositions for a particular licensure area and level.~~
- 3.15 ~~**Provisional Teaching License**—A temporary one-year teaching license available to candidates who have not met all requirements for the Initial or Standard/Advanced Level Arkansas teaching licenses.~~

- 3.16 ~~Standard Non-Instructional Student Services License~~—a five-year renewable license, issued by the state, which allows one to practice in Arkansas public schools as a School Psychology Specialist or Speech Language Pathologist.
- 3.17 ~~Standard Teaching License~~—a five-year renewable license, issued by the state, which allows one to teach in Arkansas public schools.
- 3.18 ~~Teacher of Record~~—an instructional teacher employed under contract (in a licensed staff position) by a school district or other Arkansas agency or organization requiring an Arkansas teaching license.
- 3.19 ~~Traditional P-12 Setting~~—Employment in a public, including the Arkansas Correctional Schools, or private school between P-12 grade levels (or) a setting pre-approved by the Arkansas Department of Education.

~~4.0 REQUIREMENTS FOR OBTAINING AN INITIAL TEACHING LICENSE~~

- 4.01 ~~There are five routes for obtaining an Initial Arkansas teaching license.~~
 - 4.01.1 ~~Completion of a regionally accredited and NCATE approved, Arkansas college/university teacher preparation program;~~
OR
 - 4.01.2 ~~Completion of a college/university teacher preparation degree program that holds regional/national accreditation recognized by the U.S. Department of Education or Council for Higher Education Accreditation and whose teacher preparation program is accredited by a national accrediting body that is recognized by the U.S. Department of Education, Council for Higher Education Accreditation or that is state approved.~~
OR
 - 4.01.3 ~~Completion of the Arkansas Department of Education Approved Non-Traditional Licensure Program;~~
OR
 - 4.01.4 ~~By Reciprocity~~
OR
 - 4.01.5 ~~Conversion of a Provisional license~~
- 4.02 ~~An Initial Arkansas teaching license shall be issued when the following has been submitted to the office of Professional Licensure:~~
 - 4.02.1 ~~A completed application for Initial licensure.~~
 - 4.02.2 ~~An official score report reflecting current passing scores, as approved by the State Board of Education, on all state required assessments for Initial licensure (the basic skills assessment [all parts], the state required content~~

~~area assessment(s) for the specific licensure area(s) sought, and the state required pedagogical assessment).~~

~~4.02.3 Documentation that the candidate has successfully completed the required background checks by the Arkansas State Police and Federal Bureau of Investigation as required by Ark. Code Ann. § 6-17-410.~~

~~4.02.4 Documentation that the applicant has requested and cleared a child maltreatment central registry check to be conducted by the Department of Human Services as required by law.~~

~~4.02.5 Documentation reflecting completion of a teacher preparation program. This shall be:~~

~~4.02.5.1 Official transcripts reflecting a Bachelor=s Degree (or Master=s Degree when required) from:~~

~~4.02.5.1.1 A regionally accredited and NCATE approved, Arkansas college/university teacher preparation program~~

~~OR~~

~~4.02.5.1.2 Completion of a college/university teacher preparation degree program that holds regional/national accreditation recognized by the U.S. Department of Education or Council for Higher Education Accreditation and whose teacher preparation program is accredited by a national accrediting body that is recognized by the U.S. Department of Education, Council for Higher Education Accreditation or that is state approved.~~

~~OR~~

~~4.02.5.1.3 Verification from the Arkansas Non-Traditional Licensure Program.~~

~~4.03 The Initial Arkansas Teaching License application must be signed and verified by the Licensure Officer from the Arkansas college or university where the approved teacher preparation program was completed, or by the designated representative of the Non-Traditional Teacher Licensure Program.~~

~~4.04 The Initial Arkansas teaching license shall be issued only for those areas and levels of licensure that have been approved by the State Board of Education (Appendix A, Areas and Levels of Licensure).~~

~~4.05 Candidates may obtain concurrent licensure in more than one licensure/endorsement area.~~

~~4.06 Candidates seeking Initial licensure in Early Childhood Education (P-4), both Middle School integrated areas (4-8) or Secondary Social Studies (7-12), shall complete a~~

~~three credit hour course in Arkansas History in addition to the required testing and program of study when applicable.~~

~~4.07 Candidates seeking Initial licensure in Special Education must complete concurrent licensure in a general education area at the same level as the Special Education license.~~

~~4.07.1 If the Special Education level is 4-12, the individual shall have a choice of concurrent licensure in a general education area at the 4-8 or 7-12 levels.~~

~~4.08 Candidates who completed an Arkansas teacher preparation program but never received a Standard teaching license (when it has been longer than five years since program completion) shall meet current requirements for an Initial license.~~

~~5.0 GENERAL POLICIES AND PROCEDURES RELATING TO AN INITIAL TEACHING LICENSE~~

~~5.01 The Initial Arkansas teaching license:~~

~~5.01.1 is valid for no less than one and no more than three years;~~

~~5.01.2 expires three years from the effective date, unless requirements for a Standard teaching license are met; and~~

~~5.01.3 requires that all Novice Teachers participate in Induction.~~

~~5.02 Additional areas and levels of licensure may be added to the Initial Arkansas teaching license.~~

~~5.03 The beginning and expiration dates of an Initial teaching license shall not change upon adding additional licensure areas or advanced degrees.~~

~~5.04 The grade level and license/teaching area are reflected on the Initial Arkansas Teaching license.~~

~~5.05 The degree a teaching license is based upon shall be reflected on the Initial Arkansas Teaching license.~~

~~5.06 Advanced degrees shall not be reflected on the Initial teaching license unless that degree is designated on the official transcript as an education degree or a degree in a content teaching area as approved by the State Board of Education. The degree must be from an institution of higher education holding regional/national accreditation recognized by the U.S. Department of Education, or the Council for Higher Education Accreditation. If the degree is a teacher preparation degree it must be from a program that holds national accreditation recognized by the U.S. Department of Education, the Council for Higher Education Accreditation, or be state approved.~~

~~5.07 Teachers who hold an Initial Arkansas teaching license shall complete induction while teaching primarily in the general education area of licensure.~~

- 5.07.1 ~~Upon successful completion of induction, the candidate shall be awarded a standard license for all general education and endorsement areas reflected on the initial teaching license.~~
- 5.08 ~~Candidates receiving Initial, concurrent licensure in a general education area and the endorsement area of coaching shall complete Induction in the general education area. Coaching shall not be the primary area of teaching during induction.~~
- 5.09 ~~The Initial Arkansas teaching license shall become effective upon date of issue. The Initial Arkansas teaching license shall expire three years from the effective date as reflected on the Initial teaching license.~~
- 5.10 ~~Teachers holding an Initial Arkansas teaching license, who have not been employed as teacher of record for up to three years (and have therefore not successfully completed Induction), may re-apply for the three-year Initial Arkansas teaching license through the Office of Professional Licensure.~~
- 5.11 ~~A teacher shall have three years while employed as teacher of record to successfully complete Induction (mentoring and Praxis III – performance assessment) and convert the three-year Initial Arkansas teaching license to the Standard/Advanced Level five-year teaching license.~~
- 5.12 ~~Teachers that were employed for three years as teacher of record while holding an Initial Arkansas teaching license and did not successfully complete Induction shall be eligible for a one-time, non-renewable, One Semester Permit upon meeting the following requirements:~~
 - ~~5.12.1 The teacher shall submit an application for the One Semester Permit.~~
 - 5.12.1.1 ~~The Initial Arkansas teaching license shall not have been expired longer than two years at the time of application.~~
 - 5.12.1.2 ~~The teacher shall provide verification of having been employed as the teacher of record for three years.~~
 - 5.12.1.3 ~~The application shall not be processed when received later than the registration deadline for the state mandated performance assessment for either the Fall or Spring Semester.~~
 - 5.12.1.4 ~~The teacher shall be employed as teacher of record.~~
 - 5.12.1.5 ~~The teacher shall pay the current fee that covers the cost of the state mandated performance assessment.~~

~~5.13 Teachers employed under the One Semester Permit shall not be deemed Highly Qualified for the semester employed.~~

~~5.14 The One Semester Permit shall be effective for only the Fall or Spring semester of the school year issued.~~

~~5.15 The Standard/Advanced Level teaching license shall be issued to the holder of the One Semester Permit upon verification by the Arkansas Department of Education that the Induction requirements have been completed.~~

~~5.16 The Initial Arkansas teaching license shall not be issued for the Non-Instructional Student Services and Professional & Technical areas.~~

~~5.17 Beginning May 1, 2007, all teachers licensing in P.E./Wellness/Leisure shall receive the new licensure code numbers 235 for (P-8) and 236 for (7-12).~~

~~5.17.1 Teachers holding the new licensure code numbers 235 and/or 236 shall not be automatically approved to be employed as a coach in the public schools of Arkansas.~~

~~5.17.2 Teachers holding the new licensure code numbers 235 and/or 236 shall work under the ALP (Additional Licensure Plan) for the coaching endorsement (7-12) when employed as a coach.~~

~~6.0 REQUIREMENTS FOR OBTAINING A STANDARD/ADVANCED LEVEL TEACHING LICENSE~~

~~6.01 Requirements for a Standard/Advanced Level teaching license are:~~

~~6.01.1 Transcripts reflecting the completion of a Bachelor's Degree (Master's Degree when required) from a regionally accredited and NCATE approved, Arkansas college/university teacher preparation program.~~

~~OR~~

~~6.01.1.1 Transcripts reflecting the completion of a Bachelor's Degree (Master's Degree when required) from a college/university holding regional/national accreditation recognized by the U.S. Department of Education or the Council for Higher Education Accreditation and whose teacher preparation program is accredited by a national accrediting body recognized by the U.S. Department of Education, Council for Higher Education Accreditation or that is state approved.~~

~~6.01.2 Passing the required basic skills assessment (all parts);~~

~~6.01.3 Passing the required content area assessment(s) for the specific licensure area and level sought;~~

~~6.01.4~~ Passing the required pedagogical assessment(s);

~~6.01.5~~ Successful completion of Induction (mentoring and performance assessment), and

~~6.01.6~~ Successful clearance of background checks performed by the Arkansas State Police and the Federal Bureau of Investigation as required by Ark. Code Ann. § 6-17-410.

~~6.01.7~~ Successful clearance of the child maltreatment central registry check performed by the Arkansas Department of Human Services.

~~6.02~~ Candidates for a Standard/Advanced Level teaching license in the areas of Early Childhood Education (P-4), both Middle School integrated areas (4-8) or Secondary Social Studies (7-12) must have completed a three-credit hour course in Arkansas History in addition to the required testing and program of study when applicable.

~~6.03~~ Candidates for a Standard/Advanced Level teaching license in the Non-Instructional Student Service areas of Speech Language Pathologist shall complete the following requirements:

~~6.03.1~~ Completion of a Master's Degree in Speech Pathology from a college/university holding regional/national accreditation recognized by the U.S. Department of Education or the Council for Higher Education Accreditation and whose Speech Pathology program holds national accreditation recognized by the U.S. Department of Education or Council for Higher Education Accreditation.

~~6.03.2~~ Successful completion of the state required specialty area assessment for Speech Pathology.

~~6.03.3~~ Successfully clearing the required State Police, FBI, and Child Maltreatment Central Registry background checks as required by law.

~~6.03.4~~ Candidates for licensure in Speech Pathology shall not be eligible for a provisional teaching license.

~~6.04~~ Candidates for a Standard/Advanced Level teaching licensed in the Non-Instructional Student Services Area of School Psychology Specialist shall meet the following requirements:

~~6.04.1~~ Completion of an advanced degree in School Psychology or completion of an advanced degree in counseling with a graduate level program of study in School Psychology from a college/university holding regional/national

~~accreditation recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.~~

~~6.04.2 The School Psychology program shall hold national accreditation recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.~~

~~6.04.3 Successful completion of the state required specialty area assessment.~~

~~6.04.4 Successfully clearing the required State Police, FBI, and Child Maltreatment Central Registry background checks as required by law.~~

~~6.04.5 Candidates for licensure as a School Psychology Specialist shall not be eligible for a provisional teaching license.~~

~~6.05 A content/standard teaching area may be added to the Speech Pathology or School Psychology specialist teaching license by meeting the following requirements:~~

~~6.05.1 Completion of a program of study to include an internship in the teaching area.~~

~~6.05.2 Successful completion of the required basic skills assessments, the required specialty area assessment(s) & the required pedagogical assessment at the appropriate level of licensure.~~

~~7.0 GENERAL POLICIES AND PROCEDURES RELATING TO A STANDARD/ADVANCED LEVEL TEACHING LICENSE~~

~~7.01 The standard/advanced level teaching license shall be issued only for those areas and levels of licensure that have been approved by the State Board of Education.~~

~~7.02 The standard/advanced level teaching license shall be a renewable teaching license, valid for a period of five years.~~

~~7.03 The standard/advanced level teaching license shall become effective January 1 of the year it is issued and shall expire December 31 of the fifth year.~~

~~7.04 The standard/advanced level teaching license will reflect all general education and endorsement areas reflected on the Initial teaching license.~~

~~7.05 Additional areas and levels of licensure may be added to the Standard/Advanced Level teaching license.~~

~~7.06 The beginning and expiration dates of a Standard/Advanced Level teaching license shall not change upon adding licensure areas or advanced degrees.~~

- 7.07 ~~The degree a teaching license is based upon shall be reflected on the Standard/Advanced Level teaching license.~~
- 7.08 ~~Advanced degrees shall not be reflected on the Standard/Advanced Level teaching license unless that degree is designated on the official transcript as an education degree, or a degree in a content teaching area as approved by the State Board of Education. The degree must be from an institution of higher education holding regional/national accreditation recognized by the U.S. Department of Education, or the Council for Higher Education Accreditation. If the degree is a teacher preparation degree it must be from a program that holds national accreditation recognized by the U.S. Department of Education, the Council for Higher Education Accreditation or be state approved.~~

~~8.0 REQUIREMENTS FOR OBTAINING A PROVISIONAL TEACHING LICENSE~~

- 8.01 ~~A one year (1084) non-renewable provisional teaching license shall be available for graduates of an Arkansas teacher preparation program who have not completed the following requirements:~~
- ~~8.01.1 All required subject-specific and pedagogical assessments, and/or~~
 - ~~8.01.2 A three-credit-hour Arkansas History course when required.~~
- 8.02 ~~A one year (1084) non-renewable provisional teaching license shall be issued upon providing the following documentation:~~
- ~~8.02.1 A completed application reflecting completion of an approved teacher preparation program from an Arkansas college or university;~~
 - ~~8.02.2 Official transcripts reflecting the completion of a Bachelor's Degree (Master's Degree when required);~~
 - ~~8.02.3 Successful completion of both parts of the required background checks (Arkansas State Police and Federal Bureau of Investigation);~~
 - ~~8.02.4 Documentation that the applicant has requested and cleared a child maltreatment central registry check to be conducted by the Department of Human Services as required by law.~~
 - ~~8.02.5 Score report reflecting successful completion of the state required basic skills assessment (all parts); and~~
 - ~~8.02.6 Proof of employment on the verification of provisional licensure eligibility form indicating employing school district and hire date.~~

~~9.0 REQUIREMENTS FOR CONVERTING A PROVISIONAL TEACHING LICENSE TO AN INITIAL TEACHING LICENSE~~

- ~~9.01 The one-year (1084) non-renewable provisional teaching license shall be converted to the three-year Initial teaching license when the following documentation has been submitted:~~
- ~~9.01.1 A completed application for licensure requesting conversion of the provisional license;~~
 - ~~9.01.2 Score reports reflecting successful completion of the required assessment(s), and/or~~
 - ~~9.01.3 Official transcript reflecting the successful completion of a three-credit-hour Arkansas History course when required.~~

~~10.0 RULES PERTAINING TO NOVICE TEACHER INDUCTION~~

- ~~10.01 All Novice Teachers employed as teacher of record in a traditional P-12 setting shall participate in Induction for no less than one year.~~
- ~~10.02 Induction includes mentoring, and successful completion of the state-mandated performance assessment.~~
- ~~10.03 The School District Induction Assurances Form is to be submitted to the Office of Teacher Quality at the Arkansas Department of Education no later than September 15 of each year.~~
- ~~10.04 All Arkansas public schools or agencies who employ a novice teacher as a licensed teacher of record shall:~~
- ~~10.04.1 Register all novice teachers in their employ and their mentors with the Office of Teacher Quality using the Induction Pairing Form no later than September 15th of each year;~~
 - ~~10.04.2 Assign to the novice teacher a mentor teacher who is located in the same building, and who, as much as possible, has a compatible background in content area and level of licensure, is trained and certified in the state adopted mentoring model, and has at least three (3) years of successful teaching experience. Districts shall contact the Induction Program Advisor in the Office of Teacher Quality for consideration of any exceptions to these requirements.~~
 - ~~10.04.3 Assign the mentor to the novice teacher within three weeks of the novice teacher's first contract day of the school year;~~

- ~~10.04.4 Assign only one novice teacher per mentor teacher unless preapproved by the ADE to accommodate the additional mentoring responsibility, as approved by the Induction Program Advisor.~~
- ~~10.04.5 Contact the Induction Program Advisor and provide information on the Induction Project Director that has been appointed by the school district no later than August 1 of each year who will act as the liaison for the program to ADE.~~
 - ~~10.04.5.1 Project Directors are responsible for coordinating mentor assignments, oversight of mentoring funding appropriations and the district mentoring plan, approval of appropriate professional development expenditures for the novice teacher, and all written and fiscal reporting and communications to the ADE,~~
- ~~10.04.6 Release mentors, novice teachers, and/or the Induction Project Director from the district to attend any mandatory statewide orientation or informational meetings held by the ADE,~~
- ~~10.04.7 Notify the ADE, Office of Teacher Quality within 15 days of any personnel changes that might affect annual mentoring budget allocations (such as hiring of a novice teacher midyear, or a novice teacher resigning midyear and being replaced by an experienced teacher for whom mentoring is not appropriate); and~~
- ~~10.04.8 Submit the End-of-Year Budget Report Form on-line, reflecting Induction expenditures, no later than June 30th each year.~~
- ~~10.05 For the teacher to be eligible for the Standard/Advanced Level Teaching license, Induction shall be completed by the teacher within three years, while the teacher is employed as teacher of record.~~
- ~~10.06 Novice teachers become eligible to participate in the state mandated performance assessment after a minimum of six months employed and mentored as teacher of record.~~
 - ~~10.06.1 To take the performance assessment candidates shall notify Office of Teacher Quality by following current standard application procedures.~~
- ~~10.07 All Arkansas School Districts shall implement, support, and monitor the quality of mentoring as outlined in ADE Induction Guidelines.~~
 - ~~10.07.1 Implementation of the district mentoring plan shall include~~
 - ~~10.07.1.1 Selecting mentor candidates according to the Arkansas Mentor Qualifications form; and~~

~~10.07.1.2 Providing a trained certified mentor for each novice teacher.~~

~~10.07.2 Support includes:~~

~~10.07.2.1 Providing a minimum of 2 hours every two weeks of released time (on average) during the contract day for the mentor and novice teacher to work together,~~

~~10.07.2.2 Assisting the novice and mentor to schedule focused observations and professional development activities, and~~

~~10.07.2.3 Providing activities for mentors and novice teachers, which engage them in collaborative dialogue, problem solving, and professional development.~~

~~10.07.3 The quality of the District Induction Program is assessed by monitoring.~~

~~10.07.3.1 A trained monitor, sent from the ADE, interviews the Project director and novice teacher-mentor pair.~~

~~10.07.3.2 The required mentoring documentation shall be collected by the district Project Director, and reviewed by the ADE monitor.~~

~~10.07.4 All observation documents shall be collected by the Project Director.~~

~~10.07.4.1 At the end of the school year the Professional Growth Plan and Observation forms would become the sole possession of the novice teacher and shall not be utilized for employment decisions or employment evaluation decisions.~~

~~10.08 Mentoring observational information shall not be utilized in any way for employment decisions unless students are at risk, either physically or emotionally.~~

~~10.09 School districts shall distribute any associated mentoring support funding within the parameters established by the Arkansas Department of Education.~~

~~10.10 Mentor teachers shall perform a minimum of three (3) formal classroom observations per school year for novice teachers and provide feedback focused on increased professional growth.~~

~~10.10.1 All observations, both formal and informal, shall be noted on forms as designated by the Arkansas Department of Education.~~

~~10.11 Materials purchased by the novice with mentoring funding shall follow the novice teacher to a new teaching assignment if the novice teacher continues teaching in an Arkansas public school.~~

~~10.11.1 If the novice teacher chooses to teach in a non-public school, leave the profession of teaching, or teach out of the state of Arkansas, materials bought with state mentoring allocations shall remain in the public school district in which the novice teacher was last employed.~~

~~10.12 Performance Assessment School districts shall:~~

~~10.12.1 Provide released time for the novice teacher to participate in the performance assessment for Standard licensure.~~

~~10.12.2 Provide released time for Assessors from the district to attend mandatory statewide meetings required by the Arkansas Department of Education.~~

~~10.12.3 Provide released time for Assessors from the district to conduct a minimum of two performance assessments per semester.~~

~~10.12.4 Not dictate when the novice teacher takes the performance assessment; and~~

~~10.12.5 Not use the performance assessment results for contract renewal or dismissal purposes.~~

~~10.13 Novice~~

~~10.13.1 A novice teacher applying for the performance assessment must teach in an a traditional Arkansas public or private school in grades P-12~~

~~10.13.2 Teachers in distance learning labs will follow the protocol for distance learning lab observations.~~

~~10.13.3 Novice teachers must teach a class or small group of students without any other licensed teacher present (except the Assessor)~~

~~10.13.4 A novice teacher may have an instructional aide (non-licensed teacher) present in the room if he or she is normally scheduled to be present and does not contribute to class discipline.~~

~~10.13.5 Any novice teacher who is unsuccessful in the performance assessment will automatically be assigned a highly trained mentor and will receive mentoring with financial support for another year.~~

~~10.13.6 A novice teacher may re-take the performance assessment each semester until the three year license expires.~~

~~10.13.7~~ Arkansas Department of Education Office of Teacher Quality will fund the first attempt to pass Praxis III assessment. Any remaining attempts will be paid for by the Novice Teacher.

~~10.13.8~~ The novice teacher will receive copies of the assessment summary statements and the Superintendent receives the scores by domain.

~~10.13.9~~ If a novice whose Initial license expires prior to passing the performance assessment, the novice teacher may apply through the Office of Professional Licensure for a one semester permit.

~~10.13.9.1~~ The novice teacher must take the performance assessment within that six month window.

~~10.13.9.2~~ The novice teacher will incur the cost of the performance assessment plus a financial penalty.

~~10.13.9.3~~ If the novice teacher is not successful at the performance assessment within the six months, the novice teacher will not be allowed another opportunity. This results in the permanent loss of licensure.

~~10.14~~ School districts that do not comply with these rules shall be placed in accredited cited status for licensure deficiencies. Licensure deficiencies for these purposes are defined as:

~~10.14.1~~ Failure to register all novice teachers with the Office of Teacher Quality, and/or

~~10.14.2~~ Failure to comply with established guidelines for assignment, support, and monitoring of mentor teachers and novice teachers.

~~10.14.3~~ Failure to submit all appropriate documentation.

~~10.15~~ Project Director's Stipend

~~10.15.1~~ As funds are available school district personnel who serve as Project Directors for the Induction programs will be compensated with a stipend via a sliding scale (currently not to exceed \$1,000) based on the number of novice teachers and beginning administrators in the district.

~~11.00~~ GENERAL POLICIES PERTAINING TO ALL LICENSES

~~11.01 Teachers who need a duplicate Arkansas teaching license must submit a completed application form (indicating “duplicate”) to the office of Professional Licensure and appropriate fee.~~

~~11.01.1 A duplicate license will be issued only for a license that is current.~~

~~11.02 All information and documentation submitted for an Arkansas teaching license must be accurate, authentic, and unaltered.~~

~~11.02.1 Any license issued as a result of a violation of the above-mentioned will be null and void.~~

~~11.03 The Office of Professional Licensure, as authorized by the State Board of Education, reserves the right to amend and/or rescind any Arkansas Teaching License that has been issued in error.~~

~~11.04 Teachers holding a provisional or initial teaching license who have never completed a Child Maltreatment Central Registry check shall do so at the conversion, of their provisional or initial teaching license to the standard teaching license.~~

**ARKANSAS DEPARTMENT OF EDUCATION
PROPOSED RULES GOVERNING INITIAL AND
STANDARD/PROFESSIONAL ADMINISTRATOR AND ADMINISTOR-
ARKANSAS CORRECTIONAL SCHOOL LICENSURE**

June 2010

1.0 REGULATORY AUTHORITY

- 1.01 These shall be known as the Arkansas Department of Education Rules Governing Initial and Standard/Professional School Administrator Licensure.
- 1.02 These rules are enacted pursuant to the authority of the State Board of Education under Ark. Code Ann. §§ ~~6-11-105, 6-17-402, 25-15-204 and 6-17-424.~~

2.0 PURPOSE

- 2.01 The purpose of these rules is to establish the requirements and procedures for obtaining an Initial or Standard/Professional Arkansas School Administrator License.

3.0 DEFINITIONS

—————**For the purpose of these Rules**

- 3.01 **Administrator License** — a license, issued by the state, which allows one to serve as an administrator in an Arkansas school district or other agency or organization requiring an administrator license (grade levels indicated). There are three types of administrator licenses available in Arkansas.
- 3.01.1 **Building Level Administrator** — a principal, assistant principal, or vice principal. (grade levels P-8 and/or 5-12)
 - 3.01.2 **Building Level Administrator/ Arkansas Correctional School** — a principal, assistant principal, or vice principal. (grade levels 5-12) employed in the Arkansas Correctional Schools
 - 3.01.3 **Curriculum/Program Administrator** — a school leader who is responsible for program development and administration, and/or employment evaluation decisions. Each Curriculum/Program Administrator License is limited to one of the following areas:
 - 3.01.3.1 Special Education (P-12)
 - 3.01.3.2 Gifted and Talented Education (P-12)

- 3.01.3.3 Career and Technical Education (grade levels 4-8, 7-12 and/or Post-Secondary)
- 3.01.3.4 Content Area Specialist (grade levels P-12)
- 3.01.3.4.1 The areas of licensure for Content Area Specialist are listed in the areas and levels of Licensure as approved by the State Board of Education.
- 3.01.3.5 Curriculum Specialist (grade levels P-12)
- 3.01.4 ~~District Level Administrator~~—a superintendent, assistant/associate superintendent, or deputy superintendent. (grade level P-12)
- 3.02 ~~Administrator Licensure Completion Plan (ALCP)~~—a plan filed with the office of Professional Licensure, which is designed to assist an individual who has been offered employment in an administrative position prior to completion of state Administrator Licensure requirements. An ALCP may be requested for any one of the three types of Administrator Licenses.
- 3.02.1 ~~Administrators on an ALCP must participate in Induction for each year they are employed under an ALCP.~~
- 3.03 ~~Advanced Program of Study~~—a state-approved administrator preparation curriculum (inclusive of a portfolio and internship) offered at an Arkansas college or university, which is based on the current leadership standards as adopted by the Arkansas State Board of Education. The program requires a candidate to demonstrate and document competency in the specific knowledge, skills, and dispositions required of a District Level Administrator.
- 3.04 ~~Area of Licensure~~—a particular content field as identified in, Areas and Levels of Licensure as approved by the State Board of Education.
- 3.05 ~~Level of Licensure~~—The grade level parameters of an administrator licensure area such as P-8, P-12, 4-8, 5-12, or 7-12.
- 3.06 ~~Beginning Administrator~~—an individual in his/her first one-to-three years as a school administrator who holds an Initial Building Level Administrator License, Initial Curriculum/Program Administrator License or is employed under an ALCP, and is pursuing a Standard Administrator License.

3.07 Classroom Teaching Experience—Employment as the licensed classroom teacher of record

- 3.07.1 Credit for one (1) year of classroom teaching requires a minimum of fifty percent of each day to be spent as a classroom teacher.
- 3.07.2 One (1) year of classroom teaching experience shall equal a minimum of 120 days within a school year.
- 3.07.3 Experience as an Educational Examiner, Adult Education, Athletic Director/Coaching, School Administrator, Speech Pathology (with the exception of Curriculum Program Administrators for Special Education) & School Psychology Specialist is not recognized as classroom teaching experience.
- 3.07.4 Four (4) years of experience as a school counselor, or school librarian may be counted toward the total of four (4) years of classroom teaching experience for Building Level Administrator and Curriculum / Program Administrator for Curriculum (only).

3.08 External Evaluator—a member of the portfolio review committee within an Arkansas college or university program of study, who is a practicing school administrator or a former school administrator holding a current administrator license, and not employed within the college or university department offering the program of study.

3.09 Induction—a period of no less than one year and no more than three years, when a candidate is employed while holding an Initial Administrator License or those candidates employed under an ALCP, the mentoring support and accelerated professional development associated with the Initial Administrator License. The time of induction (minimum of one year, maximum of three years) concludes with the successful completion of the state mandated assessment.

3.09.1 Induction consists of:

- 3.09.1.1 Completion of the ADE Mentoring Program for Administrators, including attendance at training sessions and working with a mentor while employed as an Administrator
- 3.09.1.2 Successful completion of the state mandated assessment for Administrators

- 3.10 **Initial Administrator License**—a license, issued by the state, which allows one to serve as either a beginning Building Level Administrator in a traditional P-12 setting, an Arkansas Correctional School setting, or Curriculum/Program Administrator in an Arkansas school district. This initial license is valid for no less than one, and no more than three years.
- 3.10.1 **Initial Building Level Administrator/ Arkansas Correctional School**—a licensed issued by the state which allows one to serve as a beginning building level administrator in an Arkansas Correctional School setting. This initial license is valid for no less than one, and no more than three years.
- 3.11 **Internship**—a practical administrative and/or curricular experience, within a program of study (based on NCATE standards), which provides the candidate with practice in a traditional P-12 school setting in the specific area of administration being sought. A separate internship is required for every area and level of administration sought.
- 3.12 **Mentor**—a licensed administrator certified in the state-adopted mentoring model. Mentors are assigned to assist a beginning administrator by providing support and focused feedback with regard to skills, management, and professional behaviors.
- 3.13 **State Mentoring Program for Administrators**—support and focused feedback provided to a beginning administrator by an experienced licensed administrator that has been trained in the Arkansas mentoring model for administrators.
- 3.14 **Portfolio**—an accumulation of materials and documented experiences reflecting the competencies of the candidate with regard to Arkansas Administrator Licensure Standards as required by program of study. A separate portfolio is required for each area and level of administrator licensure sought. The portfolio will be assessed by the program of study faculty and at least one external evaluator to ensure program quality and integrity.
- 3.15 **Program of Study**—a state approved administrator preparation curriculum (inclusive of a portfolio and internship) offered at an Arkansas college or university, based on the current leadership standards as adopted

~~by the Arkansas State Board of Education. The program requires a candidate to demonstrate and document competency in the specific knowledge, skills, and dispositions required of a Building Level, Curriculum/Program Administrator, and/or District Administrator.~~

~~3.16 **Standard Administrator License**—a renewable license, valid for five years, issued to candidates who have successfully completed all state-mandated licensure requirements for Building Level, Curriculum/Program or District Level Administrator.~~

~~3.17 **State Mandated Licensure Assessments** the required assessment(s) used for the evaluation of administrators who are pursuing Standard administrator licensure.~~

~~3.17.1 Successful passing of the state mandated licensure assessments is defined as meeting the state adopted cut score for the appropriate licensure assessment.~~

~~3.18 **Professional License**—A standard Arkansas Teaching License that is issued upon the request of a teacher who has documented the completion of a Master's Degree and three years of teaching experience or who has documented current National Board Certification.~~

~~3.19 **Traditional P-12 Setting**—Employment in a public, including the Arkansas Correctional Schools, or private school between P-12 grade levels (or) a setting preapproved by the Arkansas Department of Education.~~

~~4.0 REQUIREMENTS FOR OBTAINING AN INITIAL ADMINISTRATOR LICENSE~~

~~4.01 There are two types of Initial Arkansas school administrator licenses.~~

~~4.01.1 Building Level Administrator~~

~~4.01.2 Curriculum/Program Administrator (issued in one of five (5) areas)~~

~~4.01.2.1 Special Education~~

~~4.01.2.2 Gifted and Talented Education~~

~~4.01.2.3 Career and Technical Education~~

~~4.01.2.4 Curriculum Specialist~~

~~4.01.2.5 Content Area Specialist~~

~~4.01.2.5.1 The areas of licensure for Content Area~~

~~Specialist are listed in the Areas and Levels of Licensure as approved by the State Board of Education~~

~~4.02 To qualify for an Initial Administrator License a candidate shall:~~

~~4.02.1 Hold a current Arkansas Standard Teaching License,~~

~~4.02.1.1 For Curriculum/Program Administrator the license must be in the specialty area where applicable.~~

~~4.02.1.1.1 For Special Education, this includes Speech Language Pathologist (P-12) licenses.~~

~~4.02.2 Have a minimum of four years of classroom teaching experience,~~

~~4.02.2.1 For Building Level, three of the four years of teaching experience shall be classroom teaching experience, or experience as a school counselor or school librarian at the level at which the candidate is seeking licensure.~~

~~4.02.2.2 For Curriculum/Program Administrator, the four years of teaching experience shall be as follows:~~

~~4.02.2.2.1 Special Education—In the area of Special Education. Individuals holding a license in Speech Language Pathology through the ADE shall document a minimum of four (4) years of experience in a traditional P-12 setting.~~

~~4.02.2.2.2 Gifted and Talented—In the area of Gifted and Talented.~~

~~4.02.2.2.3 Career and Technical—In the area of Career and Technical.~~

~~4.02.2.2.4 Content Area Specialist—In the specific content area.~~

~~4.02.2.2.5 Curriculum Specialist—At any level or area as a classroom teacher, school librarian or school counselor.~~

~~4.02.3 Have completed a graduate degree in Educational Leadership from an Arkansas college or university that is regionally accredited and whose approved administrator education programs are NCATE accredited.~~

~~4.02.3.1 The appropriate program of study shall include an~~

~~internship and portfolio. Each area and level of administration granted requires a separate internship and portfolio as well as completion of the state mentoring program.~~

~~4.02.3.1.1 Internships shall be within the grade level of licensure sought and shall be above and/or below the grade levels of teaching experience for the grade level sought.~~

~~4.02.3.1.2 Candidates with teaching experience and internship in a public or private school setting shall receive the Initial Building Level Administrator license and shall be employable in a public or private school setting.~~

~~4.02.3.1.3 Candidates whose teaching experience and/or internship was earned within an Arkansas Correctional School (ACS) setting shall receive the Initial Building Level Administrator/ACS license and shall be employable as a Building Level Administrator only in an Arkansas Correctional School setting. Candidates shall be eligible for the Initial Building Level Administrator license that allows employment in a public or private school setting upon completion of the required teaching experience and/or internship within a public or private school setting.~~

~~4.02.3.2 For candidates holding a graduate degree in an area other than Educational Leadership, the institution of higher education will review their credentials to determine their individual needs. The candidates will complete a graduate level program of study based on their individual needs inclusive of an internship and portfolio based on the current leadership standards as adopted by the Arkansas State Board of Education to obtain an initial license.~~

~~4.02.3.2.1 A Master's Degree in an area other than~~

~~Educational Leadership shall be a Master's Degree in Education or a Master's Degree in a content/added endorsement/area as identified in the Areas and Levels of Licensure as approved by the State Board of Education.~~

- ~~4.03 The Educational Leadership Chairperson and licensure officer at the college or university where the candidate was enrolled shall provide written evidence of degree or program of study completion.~~
- ~~4.04 The Initial Administrator License shall be issued when a completed, appropriately signed, Initial License Application has been submitted to the offices of Professional Licensure at the Arkansas Department of Education. The application provides ADE with verification of:~~
- ~~4.04.1 current Arkansas Standard teaching license,~~
 - ~~4.04.2 required teaching experience,~~
 - ~~4.04.3 graduate degree,~~
 - ~~4.04.4 level of preparation, and~~
 - ~~4.04.5 completion of the program of study (inclusive of an internship and portfolio), verified by the Educational Leadership chairperson and licensure officer at the university attended.~~

~~5.0 GENERAL POLICIES AND PROCEDURES RELATING TO AN INITIAL ADMINISTRATOR LICENSE~~

- ~~5.01 The Initial Arkansas Administrator License:~~
- ~~5.01.1 is valid for no less than one, and no more than three years,~~
 - ~~5.01.2 becomes effective as of date of issue~~
- ~~5.02 Candidates who hold an Initial Administrator License, but are not employed as a Beginning Administrator for a period of three years, shall meet current program of study and assessment requirements for re-issuance of an Initial Administrator License.~~
- ~~5.03 The Initial Administrator License shall become null and void and shall not be renewed at such time as the Administrator has been employed as an Administrator for three years and has not successfully completed Induction.~~

- 5.04 ~~Administrators employed under an Initial Administrator License shall participate in Administrator Induction.~~

~~6.0 REQUIREMENTS FOR OBTAINING A STANDARD/PROFESSIONAL ADMINISTRATOR LICENSE~~

- 6.01 ~~There are three routes for obtaining a Standard/Professional Arkansas Administrator License.~~

~~6.01.1 Conversion of an Initial license via Induction~~

~~6.01.2 Completion of the requirements of an ALCP~~

~~6.01.3 Conversion of an out-of-state Standard administrator license through reciprocity~~

- 6.02 ~~There are three types of Standard/Professional Arkansas Administrator Licenses:~~

~~6.02.1 Building Level Administrator~~

~~6.02.2 Curriculum/Program Administrator, issued in one of five areas~~

~~6.02.2.1 Special Education~~

~~6.02.2.2 Gifted and Talented Education~~

~~6.02.2.3 Career and Technical Education~~

~~6.02.2.4 Curriculum Specialist~~

~~6.02.2.5 Content Area Specialist~~

~~6.02.2.5.1 The areas of licensure for Content Area Specialist are listed in the Areas and Levels of Licensure approved by the State Board of Education.~~

~~6.02.3 District Level Administrator~~

- 6.03 ~~The requirements for each of the Standard/Professional Arkansas Administrator Licenses are as follows:~~

~~6.03.1 To qualify for the Standard/Professional Building Level Administrator License the candidate shall:~~

~~6.03.1.1 have been employed as a Building Level Administrator for a minimum of at least 50% of the day, in Arkansas for a minimum of one year~~

~~6.03.1.1 hold a current Arkansas Initial Building Level Administrator License or have completed all ALCP~~

- requirements;
- 6.03.1.2 ~~have completed Induction.~~
 - 6.03.1.2.1 ~~For candidates that meet all licensure requirements for both levels of building level administrator, only one induction shall be required to license at both levels.~~
- 6.03.1.3 ~~successfully pass the state mandated licensure assessment.~~

- 6.03.2 ~~To qualify for the Curriculum/Program Administrator License the candidate shall:~~
 - 6.03.2.1 ~~have been employed as a Curriculum/Program Administrator for a minimum of at least 50% of the day, in Arkansas for a minimum of one year in the area of the initial license;~~
 - 6.03.2.1 ~~hold a current Arkansas Initial Curriculum/Program Administrator License in the license specific specialty area or have completed all ALCP requirements.~~
 - 6.03.2.2 ~~have completed Induction.~~
 - 6.03.2.2.1 ~~A separate induction shall be required for each area of Curriculum / Program Administrator license.~~
 - 6.03.2.3 ~~successfully complete the state mandated licensure assessment.~~

- 6.03.3 ~~To qualify for the District Level Administrator License the candidate shall:~~
 - 6.03.3.1 ~~hold a current Standard/Professional Arkansas teaching license;~~
 - 6.03.3.2 ~~shall have met the classroom teaching experience requirement for Building Level Administrator and/or Curriculum/Program Administrator~~
 - 6.03.3.3 ~~hold a current Standard Building Level or Curriculum/Program Administrator License, with a minimum of one year experience as a Building Level or Curriculum Program Administrator.~~
 - 6.03.3.4 ~~have or complete a graduate degree (with a program of study reflective of the standards for District Level Administrator Licensure), or complete an advanced program of study reflective of the standards for District Level Administrator Licensure (both inclusive of an~~

~~internship and portfolio), from a regionally accredited college or university whose program of study is NCATE accredited,~~

~~6.03.3.5 successfully complete the state mandated licensure assessment.~~

~~6.04 The authorized school district representative shall verify employment as an Administrator for a Standard Building Level or Curriculum/Program Administrator License candidate.~~

~~6.04.1 The Standard Building Level, Curriculum/Program Administrator, or District Level Administrator License will be issued when a completed, appropriately signed Standard License Application has been submitted to the office of Professional Licensure with verification that all requirements have been met~~

~~6.05 The Educational Leadership Chairperson and the Licensure Officer at the college or university where the candidate was enrolled shall verify the graduate degree and advanced program of study completion for Standard District Level Administrator License.~~

~~7.0 ADMINISTRATOR LICENSURE COMPLETION PLAN (ALCP)~~

~~7.01 The ALCP is the licensure route for an individual who has been offered employment in an administrative position in an Arkansas school district prior to completion of state Administrator Licensure requirements.~~

~~7.02 The ALCP is a plan filed with the office of Professional Licensure, which lists the requirements to be completed for licensure.~~

~~7.03 The ALCP is valid for a maximum of three years and is not renewable.~~

~~7.04 To qualify for an ALCP candidates shall:~~

~~7.04.1 Hold a current Arkansas Standard/Professional teaching license,~~

~~7.04.1.1 For Curriculum/Program Administrator the license must be in the specialty area where applicable.~~

~~7.04.2 have a minimum of four years of classroom teaching experience,~~

~~7.04.2.1 For Building Level, at least three of the four years teaching experience shall be classroom teaching~~

~~experience, or experience as a counselor or school librarian at the level at which the candidate is seeking the ALCP.~~

~~7.04.2.2 For Curriculum/Program Administrator, the four years of classroom teaching experience shall be as follows:~~

~~7.04.2.2.1 Special Education In the area of Special Education. Individuals holding a license in Speech Language Pathology through the ADE shall document a minimum of four (4) years of experience in a traditional P-12 setting.~~

~~7.04.2.2.2 Gifted and Talented In the area of Gifted and Talented.~~

~~7.04.2.1.3 Career and Technical In the area of Career and Technical.~~

~~7.04.2.1.4 Content Area Specialist In the specific content area.~~

~~7.04.2.2.5 Curriculum Specialist At any level or area as a classroom teacher, school librarian or school counselor.~~

~~7.04.3 be enrolled and participating in the appropriate program of study through a regionally accredited Arkansas college or university whose Educational Leadership Program is NCATE accredited.~~

~~7.04.3.1 When it has been determined that a candidate is no longer attending class and working under an ALCP, the Educational Leadership chair is required to report it to the Office of Professional Licensure.~~

~~7.04.3.2 Candidates employed in an Arkansas public school under an ALCP shall file a waiver request to be employed out of their licensure area and shall make annual yearly progress as defined in section 4.04 through section 4.04.2.3 of the Rules Governing the Addition of Areas of Licensure or Endorsement each year they have been granted a waiver to be employed out of their licensure area.~~

- ~~7.04.3.2.1 The ALCP shall be considered null and void and further waiver requests to work under an ALCP shall be denied at such time as the candidate fails to make annual yearly progress.~~
- 7.04.4 ~~be hired as a Beginning Administrator, in a traditional P-12 school setting, in an Arkansas school district. The position must be in the level/area of the license sought.~~
- 7.04.5 ~~have or complete a graduate degree from a regionally accredited college or university in Arkansas whose Educational Leadership Program is NCATE accredited.~~
- 7.04.5.1 ~~For Building Level and/or Curriculum/Program Administrator, that degree shall be a graduate degree.~~
- 7.04.5.2 ~~For District Level, that degree shall be a graduate degree with a program of study reflective of the standards for District Level Administrator.~~
- 7.04.5.3 ~~For candidates holding a graduate degree in an area other than Educational Leadership, the Institution of Higher Education shall review the candidate's credentials to determine individual needs. These candidates shall complete an individualized graduate level program of study (inclusive of an internship and portfolio) based on the leadership standards as adopted by the Arkansas State Board of Education.~~
- 7.04.5.4 ~~In addition, for District Level, the candidate shall already hold a Standard Building Level or Curriculum/Program Administrator License.~~
- 7.04.5.5 ~~A Master's Degree in an area other than Educational Leadership, shall be a Master's Degree in Education or a Master's Degree in a content/added endorsement/area as identified in the Areas and Levels of Licensure as approved by the State Board of Education.~~
- 7.05 ~~The ALCP shall be verified by the Educational Leadership Chairperson~~

at the Arkansas college or university where the degree or program of study is offered.

~~7.06 The authorized school district representative where the candidate for the ALCP is employed shall verify employment and assure the appointment of the Beginning Administrator mentor.~~

~~7.07 The employing Arkansas school district shall file a completed ALCP with the offices of Professional Licensure within thirty days of hiring the beginning administrator under an ALCP.~~

~~7.08 While employed as a Beginning Building Level or Curriculum Program Administrator under an ALCP the candidate shall:~~

~~7.08.1 be assigned an ADE certified administrator mentor with experience in the area/grade level being sought.~~

~~7.08.2 complete the Administrator Induction Program including attendance at all ADE training sessions for each year employed under the ALCP;~~

~~7.08.3 complete the program of study (inclusive of portfolio and internship);~~

~~7.08.4 successfully complete the state mandated licensure assessment.~~

~~7.09 Administrator Induction will continue until all requirements are met (no less than one and no more than three years)~~

8.0 BEGINNING ADMINISTRATOR INDUCTION

~~8.01 All administrators holding an Initial Building Level Administrator License, an Initial Building Level Administrator/Arkansas Correctional School License, Curriculum/Program Administrator License or an ALCP, and are employed as beginning administrators, shall participate in Induction for no less than one year and no more than three years.~~

~~8.01.1 All Building Level and/or Curriculum/Program Administrators, with less than one year administrative experience, will be mentored for a minimum of one year.~~

~~8.02 Induction includes:~~

- ~~8.02.1 participation in all Administrator Induction activities~~
 - ~~8.02.1.1 Having an assigned mentor for a minimum of one year~~
 - ~~8.02.1.2 Attending all ADE-sponsored training sessions for Administrators~~
 - ~~8.02.2 Successfully completing the state-mandated assessment.~~

- ~~8.03 All Arkansas school districts shall complete and submit the ADE required School District Assurances Form to the Office of Teacher Quality at the Arkansas Department of Education no later than September 15 of each year.~~

- ~~8.04 Arkansas public school districts shall implement, support, and monitor the quality of mentoring as outlined in ADE Beginning Administrator Induction Guidelines.~~

- ~~8.05 All Arkansas School Districts shall:~~
 - ~~8.05.1 assign an ADE-certified administrator mentor with relevant experience to the Beginning Administrator within three weeks of employment of the Beginning Administrator,~~
 - ~~8.05.2 release Beginning Administrators and Mentors from the district to attend the mandatory statewide induction orientation and follow-up meetings held by ADE,~~
 - ~~8.05.3 adhere to mentoring guidelines developed by ADE, including distribution of professional development support funding within the parameters established by ADE,~~
 - ~~8.05.4 file annual reports, including:~~
 - ~~8.05.4.1 Beginning Administrator Mentor Pair Reporting Form submitted to the Office of Teacher Quality no later than September 15 of each year,~~
 - ~~8.05.4.2 Professional Learning Plan for each Beginning Administrator~~
 - ~~8.05.4.3 the end of year budget report to be submitted to the Office of Teacher Quality no later than June 30 of each year.~~

- ~~8.06 Mentoring allocations for the Beginning Administrator shall follow the administrator to a new employment site if the administrator continues in an Arkansas public school.~~
 - ~~8.06.1 If the administrator moves to a non-public school, leaves the profession, or leaves Arkansas, materials bought with state~~

~~mentoring allocations shall remain in the public school district where the administrator was last employed.~~

~~8.07 School districts that do not comply with these rules shall be placed in accredited cited status for licensure deficiencies. Licensure deficiencies for these purposes are defined as:~~

~~8.07.1 failure to submit and implement an approved district mentoring plan;~~

~~8.07.2 failure to register all Beginning Administrators with the Office of Teacher Quality, and/or~~

~~8.07.3 failure to comply with established guidelines for assignment, support and monitoring of Beginning Administrators and mentors.~~

9.0 GENERAL POLICIES PERTAINING TO ALL LICENSES

~~9.01 Administrators who need a duplicate license shall submit a completed application form (indicating "duplicate") and pay applicable fee to the office of Professional Licensure.~~

~~9.01.1 A duplicate license will be issued only for a license that is current.~~

~~9.02 All information and documentation submitted for an Arkansas Administrator License must be accurate, authentic and unaltered.~~

~~9.02.1 Any license issued as a result of a violation of the above-mentioned will be null and void.~~

~~9.03 The Office of Professional Licensure, as authorized by the State Board of Education, reserves the right to amend and/or rescind any Arkansas Administrator License that has been issued in error.~~

~~ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING THE ADDITION OF AREAS OF LICENSURE OR
ENDORSEMENT
September 2009~~

~~1.00 REGULATORY AUTHORITY~~

- ~~1.01 These rules shall be known as the Arkansas Department of Education Rules Governing the Addition of Areas of Licensure or Endorsement.~~
- ~~1.02 These rules are enacted pursuant to the authority of the State Board of Education under Ark. Code Ann. §§ 6-11-105, 6-17-402 and 25-15-201 et seq.~~

~~2.00 PURPOSE~~

- ~~2.01 The purpose of these rules is to identify the policies governing licensure that deal with adding an area of licensure/endorsement to an existing Arkansas teaching license.~~

~~3.00 DEFINITIONS For the purpose of these rules, the following definitions shall apply:~~

- ~~3.01 Additional Licensure Plan (ALP) shall be the recognized process for allowing a licensed teacher to be employed in an out of field teaching position while meeting the program of study competency and assessment requirements for said position.~~
- ~~3.02 Approved Performance Based Program of Study refers to a program approved by the Arkansas Department of Education and based upon Arkansas licensure standards. The program requires a candidate to demonstrate and document competency in the specific knowledge, skills and dispositions for a particular licensure area.~~
- ~~3.03 Endorsement refers to teaching or administrative licensure areas, which require an initial or standard/professional teaching license, prior to the endorsement being added.~~
- ~~3.04 Exception Area refers to the specific areas of licensure, which cannot be issued either as an initial license or by testing only. The exception areas include, but are not limited to, the following: Special Education, Counselor, All Other Added Endorsement Areas, Administrative Licenses, Non-Instructional Student Services, and Professional & Technical Permits. Special Education may be issued as an initial license.~~
- ~~3.05 Initial Teaching License refers to a three-year teaching license, issued by the state, which allows one to teach in Arkansas public schools.~~
- ~~3.06 Level and Area of Licensure Level refers to the grade/age level parameters of the teaching license, such as P-4, 4-8, P-8, P-12, 7-12 and PS (post-secondary). Area refers to the particular content field, including but not limited~~

to, Early Childhood, Middle Childhood Science/Mathematics, Social Studies, and Family and Consumer Sciences.

~~3.07 Standard Teaching License refers to a five-year renewable license, issued by the state, which allows one to teach in Arkansas public schools.~~

~~3.08 State Board Required Assessments refer to specific performance-based assessments approved by the State Board of Education.~~

~~3.09 Content/Standard Teaching Area refer to the specific subject areas listed under Integrated Curriculum Humanities, Integrated Science Curriculum, Integrated Visual and Performance Arts, Integrated Vocational Education, Integrated Physical Education and Health and Special Education as listed in the State Board Approved Levels and Areas of Licensure.~~

~~3.10 Provisional License by Reciprocity a one-year teaching license that may or may not be renewed. This license allows a teacher coming from out of state or out of country to be employed as a teacher while completing assessed deficiencies for the Initial or Standard/Professional teaching license.~~

~~3.11 Professional Teaching License a standard Arkansas teaching license that is issued upon the request of a teacher who has documented the completion of a Master's Degree and three years of teaching experience or who has documented current National Board Certification.~~

~~4.00 REQUIREMENTS FOR ADDING AN AREA OF LICENSURE OR ENDORSEMENT~~

~~4.01 Teachers/administrators shall have a valid Arkansas initial or standard/professional content area teaching license or provisional licensure through reciprocity in order to add an area of licensure or endorsement.~~

~~4.02 Teachers adding an additional licensure/endorsement area(s) to their Arkansas teaching license by meeting the program of study requirements of an Arkansas college/university or when adding a licensure/endorsement area by reciprocity, shall meet the following requirements regarding degrees and coursework.~~

~~4.02.1 The coursework/degree required for the area(s) that are being added shall have been completed through a college/university that holds regional/national accreditation that is recognized by the U.S. Department of Education or Council for Higher Education Accreditation.~~

~~AND~~

~~4.02.2 All teacher education coursework shall have been completed through a college/university teacher education program that holds national~~

accreditation that is recognized by the U.S. Department of Education, Council for Higher Education Accreditation or that is state approved.

~~4.03 The Additional Licensure Plan (ALP) shall be the recognized process for allowing a licensed teacher to be employed in an out-of-area teaching position while completing the competency and assessment requirements for the new employment position.~~

~~4.03.1 Teachers who hold an initial or standard/professional license are eligible to file an ALP in order to be employed in an out-of-area assignment.~~

~~4.03.2 Teachers who hold a provisional Arkansas teaching license, which was granted through reciprocity as a result of holding an initial/standard out-of-state license, are also eligible to file an ALP in order to be employed in an out-of-area assignment.~~

~~4.04 Teachers working in an out-of-area teaching assignment shall file a completed ALP with their school district and with the Office of Professional Licensure within thirty (30) days of beginning the out-of-field assignment.~~

~~4.04.1 Teachers working under an ALP shall have three (3) years from the beginning of the out-of-area assignment to complete all competency and assessment requirements for the new employment position.~~

~~4.04.2 When a school district requests a waiver to employ a teacher out-of-area and a program of study is required:~~

~~4.04.2.1 The teacher shall successfully complete a minimum of three (3) hours of coursework toward the program of study requirements during the first year employed out-of-area, and a minimum of six (6) hours of coursework each of the following two years, when employed out-of-area, in order for the waiver to be approved for the following year.~~

~~4.04.2.2 The Specialty Area Assessment(s) required to be designated as a highly-qualified teacher in the core academic area shall be successfully completed the first year the teacher is employed out-of-area on an approved waiver.~~

~~4.04.2.3 A waiver will not be approved for the following year at such time that the teacher fails to successfully complete the required coursework or testing within the timelines specified above.~~

~~4.04.3 When a school district has requested a waiver for a teacher being employed out-of-area and the additional area can be added by testing out:~~

- ~~4.04.3.1 The teacher shall have successfully completed the content knowledge portion(s) of the required specialty area assessment (s) required to be highly qualified during the first year employed out of area on an approved waiver.~~
- ~~4.04.3.2 The remaining part(s) of the specialty area assessment required for licensure in the out of area assignment shall be successfully completed by the end of the third year working under an approved waiver.~~
- ~~4.04.3.3 Teachers failing to successfully complete the content knowledge portion of the specialty area assessment required to be highly qualified during the first year employed out of area under an approved waiver, shall document a minimum of six (6) hours of coursework in the content area.~~
- ~~4.04.3.4 Teachers failing to successfully complete either the required assessment to be highly qualified or the six (6) hours of coursework in the content area during the first year working under an approved waiver shall not be approved to be employed out of area under the same ALP the following year.~~
- ~~4.05 The requirements contained in an individual's ALP are subject to any changes made by the State Board of Education which would necessitate a change in the licensure requirements for that ALP.~~
- ~~4.06 The Office of Professional Licensure shall add a licensure/endorsement area(s) to a valid Arkansas Initial or Standard/Professional teaching license upon receiving the following:~~
- ~~4.06.1 An application requesting the licensure/endorsement area(s);~~
 - ~~4.06.2 Documentation that all program of study requirements (including Arkansas History when required); and~~
 - ~~4.06.3 Evidence that all State Board required assessments have been successfully completed.~~
- ~~4.07 Teachers or administrators may add an additional licensure area (s) by testing out, only when they hold a content/standard/professional licensure area at the same level as the area being added.~~
- ~~4.07.1 Added endorsements such as reading, library media, counselor, journalism, grade 5-6 endorsements, English as a Second Language, educational examiner, coaching, gifted and talented and administrative areas may not be used as a platform for adding other licensure areas by testing out.~~

- ~~4.08 Teachers or administrators seeking to add exception areas shall complete an approved performance-based program of study and pass the State Board required assessment(s).~~
- ~~4.09 Teachers or administrators seeking to add additional areas of licensure outside their level of licensure shall complete an approved performance-based program of study and pass the State Board required assessment(s).~~
- ~~4.10 To add an area of licensure or endorsement for which there is not a State Board required specialty area assessment, a candidate shall successfully complete an approved performance-based program of study and the State Board required pedagogical assessment.~~
- ~~4.11 In order to add an area of licensure/endorsement to a license in School Psychology Specialist, Speech Pathology, Adult Education or a Professional Technical Permit area only, the teacher shall complete a teacher preparation program of study to include a practicum/internship and the State Board required specialty area assessment(s), pedagogical assessment and basic skill assessments.~~
- ~~4.12 Teachers or administrators adding Early Childhood P-4, Middle Childhood Math/Science and Language Arts/Social Studies 4-8 or Secondary Social Studies 7-12 to their valid Arkansas initial or standard teaching license shall have completed a three-credit-hour course in Arkansas History in addition to the required testing and program of study when applicable.~~
- ~~4.13 The Office of Professional Licensure reserves the right to amend and/or rescind an additional area of licensure that is issued in error.~~
- ~~4.14 Additional areas/levels of licensure or endorsement shall be added to a valid Arkansas initial or standard/professional teaching license upon receiving documentation that all requirements have been met and upon receiving an application requesting the additional licensure area or endorsement.~~
- ~~4.15 A content/standard area teaching license, as identified in the areas and levels of licensure and approved by the State Board of Education, shall be required in order to add licensure areas, endorsements or areas of educational administration.~~
- ~~4.16 The Office of Professional Licensure has the authority to assist individual teachers seeking additional licensure areas for which there are no approved programs of study at any of Arkansas' Institute of Higher Education. Examples of such licensure areas to be include but not limited to are: Visual Specialist and Hearing Specialist.~~
- ~~4.17 Beginning May 1, 2007, teachers that are adding P.E./Wellness/Leisure to a current Arkansas teaching license, shall receive the new licensure code numbers 235 for (P-8) and 236 for (7-12).~~

~~4.17.1 Teachers holding the new licensure code numbers 235 and/or 236 shall not be automatically approved to be employed as a coach in the public schools of Arkansas.~~

~~4.17.2 Teachers holding the new licensure code numbers 235 and/or 236 shall work under the ALP (Additional Licensure Plan) for the coaching endorsement (7-12) when employed as a coach.~~

~~4.18 Teachers adding the endorsement areas of Guidance and Counseling or School Library Media shall document two years of classroom teaching experience in order to add these areas to a current Arkansas teaching license.~~

~~ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING THE REQUIREMENTS AND PROCEDURES FOR RENEWING
A STANDARD/PROFESSIONAL ARKANSAS TEACHING LICENSE
February 2010~~

1.00 PURPOSE

- ~~1.01~~ The purpose of these rules is to establish the requirements and procedures for renewing a standard/professional Arkansas teaching license.

2.00 REGULATORY AUTHORITY

- ~~2.01~~ These rules are promulgated pursuant to the authority of the State Board of Education under Ark. Code Ann. §§ 6-11-105, 6-17-402 et seq., 25-15-201 et seq., and Act 1173 of 2009.

3.00 DEFINITIONS For purposes of these rules, the following terms shall be defined as follows:

- ~~3.01 Automatic Renewal~~ The process of renewing the standard/professional teaching license for those teachers employed in a public school setting, who were teaching the school year prior to the expiration of their teaching license, and who have cleared at least one background check with Arkansas State Police and FBI, and who have met the requirements for professional development.
- ~~3.02 Central Registry~~ The child maltreatment central registry established within the Arkansas Department of Human Services, which contains records of cases on all true investigation determinations of child maltreatment.
- ~~3.03 College Level Coursework~~ Coursework taken from a regionally or nationally accredited college/university that is in the area of licensure (OR) professional education coursework at the current level of licensure (OR) educational technology/computer courses (OR) a combination of the above mentioned (OR) coursework taken to add additional areas to a current teaching license.
- ~~3.04 Educational Setting~~ The employment setting where one is working as a teacher, librarian, counselor, administrator, educational consultant, or substitute teacher. This may be a public or private school, college/ university, educational co-op, Department of Education, adult education setting, or other agency or organization that employs licensed teachers in an educational setting.
- ~~3.05 Grace Period~~ That period of time immediately following the expiration of a standard teaching license, not to exceed one calendar year, to meet general renewal requirements without additional penalties or assessments.

~~3.06 Immediate Previous Year~~—The spring and fall semester of the current calendar year, (OR) the spring semester of the current calendar year and the prior fall semester.

~~3.07 Initial Teaching License~~ refers to a three-year teaching license, issued by the state, which allows one to teach in Arkansas public schools.

~~3.08 Standard Teaching License~~ refers to a five-year renewable license, issued by the state, which allows one to teach in Arkansas public schools.

~~3.09 Teacher~~—An individual who holds a standard/professional Arkansas teaching license (including expired and current), inclusive of educational administration, standard teaching areas, approvals, non-instructional student services, adult education, added endorsements and professional and technical licensure areas.

~~3.10 Teaching Experience~~—That time period of experience gained while working in an educational setting as a teacher, librarian, counselor, administrator, educational consultant, or substitute teacher.

~~3.11 Professional Development~~—A coordinated set of planned, learning activities for teachers that are standards-based and that meet the required Focus Areas for Professional Development and the Approved Professional Development Activities requirements as identified in the Arkansas Department of Education Rules Governing Professional Development (July 2005).

~~3.12 Year of Teaching Experience~~—A year of teaching experience shall be a minimum of 120 days per school year or calendar year while employed in an educational setting.

~~3.13 Retired Teacher~~—A teacher who has retired and is actively drawing benefits from the Teacher Retirement System.

~~3.14 Professional Teaching License~~—A standard Arkansas teaching license that is issued upon the request of a teacher who has documented the completion of a Master's Degree and three years of teaching experience or who has documented current National Board Certification.

~~3.15 Initial Licensure~~—The first license issued to an applicant for teacher licensure. The first license issued may be a provisional, initial, or standard teaching license.

~~4.00 GENERAL RENEWAL REQUIREMENTS FOR A STANDARD/PROFESSIONAL ARKANSAS TEACHING LICENSE AND FOR A LICENSE THAT HAS BEEN EXPIRED LESS THAN ONE YEAR AND FOR RETIRED TEACHERS.~~

~~4.01~~ Teachers holding a current, standard/professional Arkansas teaching license may renew that license upon meeting the following general renewal requirements.

~~4.01.1 Teachers not teaching in a public school setting or teachers that have not met requirements for the automatic renewal of their teaching license shall submit an application for the renewal of their teaching license to the Office of Professional Licensure.~~

~~4.01.2 At the time of application, the teacher shall provide verification of the following requirements:~~

~~4.01.2.1 Teachers shall provide verification of sixty (60) clock hours of professional development annually, beginning with the 2005-2006 school year.~~

~~4.01.2.1.1 Teachers retiring prior to or after July 31, 2007, while holding a valid Arkansas teaching license, shall have professional development waived when:~~

~~4.01.2.1.1.1 The teacher has provided written documentation of having retired from teaching. This documentation shall be provided by the Arkansas Teacher Retirement System.~~

~~4.01.2.1.1.2 A teaching license that was valid at time of retirement has been expired less than one (1) year.~~

~~4.01.2.1.2 A teacher who retires while holding a valid teaching license, and returns to a licensed employment position with the public school district shall complete within the school year of the return to employment, the professional development required for the year in which the teacher returns and for each year thereafter while employed in the licensed position.~~

~~4.01.3 The teacher shall have successfully cleared all background checks as required by law.~~

~~4.01.3.1 Teachers who have successfully cleared the State Police and FBI background checks for licensure shall not be subject to another background check for the renewal of their teaching license.~~

~~4.01.4 The teacher shall also successfully clear a child maltreatment central registry check to be conducted by the Department of Human Services as required by law.~~

~~4.01.4.1 Central registry checks are required for initial licensure and the teacher's first renewal.~~

~~4.01.4.2 Those teachers holding a one-year provisional teaching license who have never completed a child maltreatment central registry check shall do so at~~

the conversion of their provisional teaching license to the standard teaching license.

- ~~4.01.5 Teachers renewing a standard/professional teaching license shall pay the required fee for renewal.~~
- ~~4.02 A one year, non-renewable provisional teaching license shall be issued to teachers that have not met general renewal requirements and to teachers whose license has been expired for less than one year, upon meeting the following requirements.~~
 - ~~4.02.1 Submission of a completed licensure application form requesting the provisional license.~~
 - ~~4.02.2 Teachers who have not successfully cleared the required State Police and FBI background checks shall do so.~~
 - ~~4.02.2.1 Teachers who have successfully cleared the required State Police and FBI background checks for licensure, shall not be subject to another background check.~~
 - ~~4.02.3 Teachers who have not requested and successfully clear a child maltreatment central registry check through the Department of Human Services shall do so as required by law.~~
 - ~~4.02.3.1 Central registry checks are required for initial licensure and the teacher's first renewal.~~
 - ~~4.02.3.2 Those teachers holding a one-year provisional teaching license who have never completed a child maltreatment central registry check shall do so at the conversion of their provisional teaching license to the standard teaching license.~~
 - ~~4.02.4 The teacher shall verify employment on the Verification of Eligibility for Provisional Licensure form.~~
 - ~~4.03 The one year, non-renewable provisional teaching license, shall be converted to the five year standard/professional teaching license upon meeting the following requirements~~
 - ~~4.03.1 Submission of a licensure application form requesting the provisional teaching license be converted to the standard teaching license.~~
 - ~~4.03.2 Written verification of completion of sixty (60) hours of professional development that was completed within one year of applying for the renewal of the teaching license, or within the year of provisional licensure if a provisional license was issued for employment.~~

~~4.03.3~~ Paying the required fee for renewal.

~~4.03.4~~ Documentation of having successfully cleared the child maltreatment central registry check when required.

~~5.00 REQUIREMENTS FOR THE RENEWAL OF A STANDARD/PROFESSIONAL TEACHING LICENSE THAT HAS BEEN EXPIRED FOR ONE (1) YEAR OR LONGER.~~

~~5.01~~ Teachers holding a standard/professional teaching license that has been expired for one (1) year or longer, shall have their license renewed provided they meet the following renewal requirements:

~~5.01.1~~ The teacher shall submit a completed application for the renewal of the teaching license to the Office of Professional Licensure.

~~5.01.2~~ Teachers shall successfully clear at least one State Police and FBI background check for their teaching license.

~~5.01.2.1~~ Teachers who have successfully cleared the required State Police and FBI background checks for licensure shall not be subject to another background check for the renewal of their teaching license.

~~5.01.3~~ The teacher shall also successfully clear a child maltreatment central registry check to be conducted by the Department of Human Services as required by law.

~~5.01.3.1~~ Central registry checks are required for initial licensure and the teacher's first renewal.

~~5.01.3.2~~ Those teachers holding a one-year provisional teaching license who have never completed a child maltreatment registry check shall do so at the conversion of their provisional teaching license to the standard teaching license.

~~5.01.4~~ Teachers who have successfully completed a specialty area assessment in at least one licensure/endorsement area shall complete the following requirements:

~~5.01.4.1~~ Successfully complete the current state required specialty area assessment in at least one licensure/endorsement area.

OR

- ~~5.01.4.1.1~~ Successfully complete six hours of college level coursework from a nationally/regionally accredited college or university.
- ~~5.01.4.2~~ Teachers who have successfully completed the current Praxis II Specialty Area assessment for a licensure/endorsement area shall not be allowed to retake that assessment to meet renewal requirements.
- ~~5.01.5~~ Teachers who have never successfully completed a specialty area assessment in at least one licensure/endorsement area shall successfully complete the current, state required specialty area assessment in at least one of their licensure/endorsement areas and successfully complete the current state required pedagogy assessment at their level of licensure. When the teacher holds licensure at different levels, they may complete the pedagogy assessment at the level of their choice.
- ~~5.01.6~~ Teachers whose license expired after 2005 shall provide verification of sixty (60) clock hours of professional development completed within one year of application for renewal or within the year of provisional licensure if a provisional license is issued for employment.
- ~~5.01.6.1~~ A teacher that was holding a valid Arkansas teaching license prior to or after July 31, 2007, at the time of retirement, but whose license has been expired longer than one (1) year, shall also meet requirements of 5.01.5.
- ~~5.01.7~~ Teachers shall pay the required fee for renewal.
- ~~5.01.8~~ A one year, non-renewable provisional teaching license shall be available for teachers not meeting general renewal requirements, and whose standard/professional Arkansas license has been expired for one year or longer upon meeting the following requirements.
- ~~5.01.8.1~~ The teacher shall submit a completed application for the provisional teaching license to the Office of Professional Licensure.
- ~~5.01.8.2~~ The teacher shall have successfully cleared the State Police and FBI background checks as required by law.
- ~~5.01.8.2.1~~ Teachers who have successfully cleared the required State Police and FBI background checks for licensure shall not be subject to another background check.

~~5.01.8.3~~ The teacher shall also successfully clear a child maltreatment central registry check to be conducted by the Department of Human Services as required by law.

~~5.01.8.3.1~~ Central registry checks are required for initial licensure and the teacher's first renewal.

~~5.08.3.2~~ Those teachers holding a one-year provisional teaching license who have never completed a child maltreatment registry check shall do so at the conversion of their provisional teaching license to the standard teaching license.

~~5.01.8.4~~ The teacher shall verify employment on the Eligibility for Provisional Licensure form.

~~5.02~~ The one year, non-renewable provisional teaching license shall be converted to the Standard/Professional teaching license upon meeting the following requirements:

~~5.02.1~~ For teachers who have successfully completed a specialty area assessment in at least one licensure/endorsement area:

~~5.02.1.1~~ Submission of a licensure application form requesting the conversion of the provisional teaching license.

~~AND~~

~~5.02.1.2~~ Verification of having successfully completed the required specialty area assessment;

~~OR~~

~~5.02.1.3~~ Verification of having successfully completed the six (6) hours of college-level coursework;

~~AND~~

~~5.02.1.4~~ Verification of having completed sixty (60) hours of professional development within one year of application for renewal or within the year of provisional licensure if a provisional license is issued for employment.

~~5.02.1.5~~ Verification of having paid the required fee for renewal.

~~5.02.2~~ For teachers who have not completed a specialty area assessment in at least one licensure/endorsement area:

~~5.02.2.1~~ Verification of having successfully completed the required specialty area assessment;

~~_____ AND~~

~~5.02.2.2 Verification of having successfully completed the required pedagogy assessment at their level of licensure,~~

~~_____ AND~~

~~5.02.2.3 Verification of having completed sixty (60) hours of professional development within one year of application for renewal or within the year of provisional licensure if a provisional license is issued for employment.~~

~~5.02.2.4 Verification of having paid the required fee for renewal~~

~~6.00 POLICIES AND PROCEDURES FOR RENEWAL OF A QUALIFIED CANDIDATE'S STANDARD/PROFESSIONAL ARKANSAS TEACHING LICENSE~~

~~6.01 The Arkansas standard/professional teaching license shall be renewed for a period of five years.~~

~~6.02 The effective date of a renewed teaching license shall be January 1 of the year following the expiration date of the license. See section 6.11.~~

~~6.03 The effective date of a renewed teaching license that has been expired longer than one year shall be January 1 of the year renewed.~~

~~6.04 A one-year non-renewable provisional teaching license shall be available for teachers who have not met general renewal requirements, hold an expired teaching license, and are employed in a position by schools, and other agencies and organizations that require a current teacher license. Teachers shall have successfully cleared all background checks as required by law.~~

~~6.04.1 The one-year provisional teaching license shall be available to those individuals employed as Teachers, Pathwise Mentors, Pathwise Monitors, Praxis III Assessors, Praxis III Assessor Trainers, Test Investigators, Scholastic Audit consultants, and others as defined by the Arkansas Department of Education.~~

~~6.05 The effective date of a one-year, non-renewable, provisional teaching license shall be the hire date as documented by the employer.~~

~~6.06 The expiration date of a one-year, non-renewable, provisional teaching license shall be one year from the hire date.~~

- ~~6.07 The expiration date of a renewed standard/professional teaching license shall be December 31st of the fifth year.~~
- ~~6.08 Individuals not teaching in a public school setting or individuals that have not met requirements for the automatic renewal of their teaching license shall submit an application for the renewal of their teaching license to the Office of Professional Licensure.~~
- ~~6.09 Teachers applying for the renewal of their teaching license shall have successfully cleared all background checks as required by law and shall have successfully cleared the child maltreatment central registry check through the Department of Human Services as required by law.~~
- ~~6.10 There shall be a grace period immediately following the expiration of a standard/professional teaching license, not to exceed one calendar year, to meet general renewal requirements without additional penalties or assessments.~~
- ~~6.11 Applications for the renewal of a standard/professional Arkansas teaching license may be submitted to the Office of Professional Licensure as early as January 1 of the year of expiration.~~
- ~~6.12 Coursework used for the renewal of a standard/professional teaching license shall be college level and from a regionally/nationally accredited college/university. The coursework shall be in the licensure area(s) held by the teacher (OR) professional education courses at the level of licensure held by the teacher (OR) basic computer/education technology courses (OR) coursework taken to add additional areas to a standard teaching license.~~
- ~~6.13 Documentation of experience for renewal purposes shall be provided by a public school superintendent, director of human resources, or director of other agency/organization employing licensed teachers.~~
- ~~6.14 Documentation of the required professional development for the renewal of a teaching license shall be provided by a public school superintendent, human resources director, or director of other agency/ organization employing licensed teachers.~~
- ~~6.15 Teachers who did not meet renewal requirements that were established under Arkansas Code § 6-17-601 and 6-17-602 shall meet the renewal requirements that will be required of all teachers and shall be eligible for a one-year provisional teaching license.~~
- ~~6.16 The Office of Professional Licensure, as authorized by the State Board of Education, reserves the right to amend and/or rescind any Arkansas teaching license that has been issued in error.~~

- ~~6.17 Teachers shall not lose areas or levels of licensure at renewal as a result of transitioning to the new areas and levels of licensure.~~
- ~~6.18 Professional development required for the renewal of a standard/professional teaching license shall not be in addition to professional development required to meet standards for accreditation.~~
- ~~6.19 Teachers shall be able to add partial years of experience during the previous five years to meet the general renewal requirements.~~
- ~~6.20 Professional development shall be required for the renewal of a standard/professional teaching license.~~
- ~~6.21 Teachers shall pay the required fee for the renewal of a standard/professional Arkansas teaching license.~~

~~ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING PARENTAL NOTIFICATION OF AN ASSIGNMENT
OF A NON-LICENSED TEACHER TO TEACH A CLASS FOR MORE THAN
THIRTY (30) CONSECUTIVE DAYS AND FOR GRANTING WAIVERS
-September 2007~~

~~1.00 REGULATORY AUTHORITY~~

- ~~1.01 These rules shall be known as the Arkansas Department of Education (ADE) Rules Governing Parental Notification of an Assignment of a Non-Licensed Teacher to Teach a Class for More Than Thirty (30) Consecutive School Days During a School Year and for Granting Waivers.~~
- ~~1.02 These rules are enacted pursuant to the authority of the State Board of Education under Ark. Code Ann. §§ 6-11-105, 6-17-309 and 25-15-201 et seq.~~

~~2.00 PURPOSE~~

- ~~2.01 The purpose of these Rules is to establish the procedure whereby a school district may obtain a waiver from the Arkansas Department of Education for teachers who will be teaching outside of the grade level or subject area they are licensed to teach for more than thirty (30) consecutive school days in the same class during a school year.~~

~~3.00 DEFINITIONS For the purpose of these rules, the following definitions shall apply:~~

- ~~3.01 Licensed teacher is defined as any teacher who holds a current standard, initial or provisional teaching license issued by the Arkansas Department of Education.~~
- ~~3.02 Not licensed to teach the grade level is defined as any teacher assigned to a grade level for which the teacher does not have the appropriate license or approval for that grade level.~~
- ~~3.03 Not licensed to teach the subject area is defined as any teacher assigned to teach a subject for which the teacher does not have the appropriate license or approval to teach.~~
- ~~3.04 Teacher is defined to mean any person employed by a school district on a full-time or part-time employment basis, that are assigned a teaching position with a class of students and for which a teaching license is required. Teacher shall also include counselors, library media specialist and school administrators.~~

- 3.05 ~~Undue Hardship~~ is defined as the inability of a school district to employ a qualified teacher who is licensed at the grade level or for the subject area assigned.
- 3.06 ~~Waiver~~ is defined as an approval granted by the Arkansas Department of Education allowing a school district to employ a licensed teacher in a subject or grade level for which they are not licensed for longer than thirty consecutive days during a school year.

~~4.00 EMPLOYMENT OF TEACHERS WHO ARE NOT LICENSED TO TEACH THE GRADE LEVEL OR SUBJECT AREA OF THE CLASS ASSIGNED~~

- 4.01 ~~School districts shall aggressively seek to employ teachers who are licensed and highly qualified (when required) for the grade level and subject areas assigned.~~
- 4.02 ~~When a school district cannot employ a qualified teacher licensed at the grade level or for the subject being assigned, the school district shall actively recruit a licensed teacher who will work towards becoming licensed and highly qualified (when required) for the grade level assigned or for the specific subject assigned to teach.~~
- 4.03 ~~The licensure requirements of Ark. Code Ann. § 6-17-309 (Act 1623 of 2001) shall not apply to non-degreed vocational-technical teachers and those persons approved by the Department of Education to teach the grade level or subject area of the class in the Department of Education's distance learning program.~~
- 4.04 ~~Teachers with letters of provisional eligibility (six-month or one-year) and teachers presenting other letters verifying their eligibility for a provisional, initial or standard license that are employed by a school district will be considered licensed teachers and will not require a waiver as long as they are teaching at the grade level or the specific subject for which they are licensed.~~

~~5.00 APPROVAL PROCEDURES AND REPORTING OF WAIVERS~~

- 5.01 ~~Superintendents may apply for a waiver from the Arkansas Department of Education if the requirement imposes an undue hardship on the school district.~~
- 5.02 ~~A waiver application shall be submitted to the Assistant Commissioner for Human Resources/Licensure as soon as an undue hardship is determined by the superintendent. All applications for waivers shall be reviewed by the Arkansas Department of Education. The application shall include:~~

- ~~A. A listing of all teachers including Social Security numbers, current licensure area(s), out of area and out of grade level teaching assignment, whether the assignment requires the teacher to be Highly Qualified or not, completed Additional Licensure Plan (ALP) and all school years, employed out of area, or grade level.~~
 - ~~B. A justification for the waiver documenting the effort of the district to find a fully licensed and Highly Qualified teacher. Districts will not have to verify re-advertising for the second and third years for a position, as long as the teacher has made adequate yearly progress on the ALP.~~
 - ~~C. The school written plan with timelines for completion of the program of study and/or specialty area assessment for becoming licensed and Highly Qualified when required.~~
 - ~~D. For teachers who taught on a waiver in this subject area last year or in previous years, the district shall provide evidence of progress made by this teacher to become licensed and Highly Qualified (when required).~~
 - ~~E. Districts shall apply for a waiver each year that a teacher is teaching/working out of area for a maximum of three (3) years.~~
 - ~~F. The superintendent of any school district that obtains a waiver shall send written notice of the assignment of a non-licensed teacher to the parent or guardian of each student in that classroom no later than thirty (30) school days after the date of the assignment.~~
 - ~~G. The superintendent is exempt from sending out parental notifications of the assignment of a non-licensed school counselor, librarian, or other individuals employed in positions requiring licensure as a building level administrator, district level administrator, or curriculum program administrator.~~
- 5.03 Upon approval of a waiver request, the Arkansas Department of Education shall issue a letter of waiver to the school district in care of the superintendent of the school district.
- 5.04 The final decision regarding the granting of the waiver shall rest with the Arkansas State Board of Education.

~~ARKANSAS DEPARTMENT OF EDUCATION
RULES AND REGULATIONS GOVERNING THE
LICENSURE OF SPEECH LANGUAGE PATHOLOGISTS
BY THE STATE BOARD OF EDUCATION~~

~~1.00 Regulatory Authority~~

~~1.01 These regulations shall be known as the Arkansas Department of Education's regulations governing the provision of State Board of Education Licensure for Speech Language Pathologists.~~

~~1.02 These regulations are enacted pursuant to the State Board of Educations's authority under Arkansas Code Annotated 6-17-402 (Supp. 1995).~~

~~2.00 Purpose~~

~~2.01 The purpose of these regulations is to set forth requirements for the provision of State Board of Education for Speech Language Pathologists.~~

~~3.00 General Requirements~~

~~3.01 An individual shall receive a license as a Speech Language Pathologist from the Arkansas Department of Education when the individual meets the following conditions.~~

~~3.01.1 The individual has graduated with a Master's Degree from an accredited speech language pathology program and has taken the appropriate National Teacher's Examination (NTE) specialty examination and has scored at or above the cut-off score established by the Arkansas Department of Education.~~

~~ARKANSAS DEPARTMENT OF EDUCATION RULES GOVERNING TEACHER
LICENSURE BY RECIPROCITY~~

~~June 2012~~

~~1.00 REGULATORY AUTHORITY~~

~~1.01 These rules shall be known as the Arkansas Department of Education Rules Governing Teacher Licensure by Reciprocity.~~

~~1.02 These regulations are enacted pursuant to the authority of the State Board of Education under Ark Code Ann. §§ 6-11-105, 6-17-402, 6-17-410, 6-17-424, 25-15-204, and Act 1178 of 2011.~~

~~2.00 PURPOSE~~

~~2.01 These rules amend the previous Rules Governing the Certification Laws and Regulations. These rules govern provisional, initial, standard, or advanced licensure through reciprocity.~~

~~3.00 DEFINITIONS~~ For the purpose of these Rules, the following terms shall mean:

~~3.01 **Additional Licensure Plan (ALP)**—the recognized process for allowing a licensed teacher to be employed in an out-of-field teaching position while meeting the program of study requirements and/or assessment requirements for said position.~~

~~3.02 **Advanced License**—a Standard Arkansas teaching license that is issued upon the request of a teacher who has documented the completion of a Master's Degree and three years of teaching experience or who has documented current National Board Certification.~~

~~3.03 **Building-Level Administrator**—a principal, assistant principal or vice principal.~~

~~3.04 **Central Registry**—The Child Maltreatment Central Registry established within the Arkansas Department of Human Services which contains records of cases on all true investigation determinations of child maltreatment.~~

~~3.05 **Content/Standard Teaching Area**—the specific subject areas listed under Integrated Curriculum Humanities, Integrated Science Curriculum, Integrated Visual and Performance Arts, Integrated Vocational Education, Integrated Physical Education and Health and Special Education as listed in the State Board Approved Levels and Areas of Licensure.~~

~~3.06 **Curriculum/Program Administrator**—an individual who is responsible for program development and administration, and/or employment evaluation~~

~~decisions. Each Curriculum/Program Administrator license is limited to the following areas:~~

~~3.06.1 — Special Education;~~

~~3.06.2 — Gifted & Talented Education;~~

~~3.06.3 — Career and Technical Education;~~

~~3.06.4 — Content Area Specialist in an area approved by the State Board of Education; or~~

~~3.06.5 — Curriculum Program Administrator.~~

~~3.07 — District Level Administrator — a superintendent, assistant or associate superintendent, or deputy superintendent.~~

~~3.08 — Endorsement — teaching or administrative licensure areas, which require an initial, standard, or advanced teaching license, prior to the endorsement being added.~~

~~3.09 — Induction — the period of time beginning with a teacher's or administrator's first employment as the teacher of record or administrator in an Arkansas public school, cooperative, or agency that requires an Arkansas Initial teaching or initial administrator license.~~

~~3.10 — Initial Teaching License — a three (3) year teaching license, issued by the State Board of Education, which allows the license holder to teach in Arkansas public schools.~~

~~3.11 — Level and Area of Licensure:~~

~~—— a.) Level of licensure — the grade/age level parameters of the teaching license, such as P-4, 4-8, P-8, P-12, 7-12 and PS (post secondary).~~

~~—— b.) Area of licensure — the particular content field, including but not limited to, Early Childhood, Middle Childhood Science/Mathematics, Social Studies, and Family and Consumer Sciences.~~

~~3.12 — Mentoring — the act of a certified mentor providing support and focused feedback to a novice teacher/administrator through the state-adopted mentoring model as a part of the Induction process.~~

~~3.13 — Novice teacher — any licensed teacher of record with less than one (1) year of public school, or accredited private school, classroom teaching experience, not including student internship or substitute teaching.~~

- ~~3.14 Performance Assessment~~—an assessment tool used for evaluation of the classroom performance of a novice teacher, as part of the Induction process.
- ~~3.15 Program of Study~~—a curriculum offered at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation. The program requires a candidate to demonstrate and document competency in the specific knowledge, skills, and dispositions for a particular licensure area and level.
- ~~3.16 Provisional License by Reciprocity~~—one (1) year teaching license that (may be renewable or non-renewable) allows a teacher coming from out of state or out of country to be employed as a teacher while completing all requirements necessary for the Initial, Standard, or Advanced teaching license. Applicants who have participated in, but not completed, an alternate route to licensure in another state are excluded from provisional licensure.
- ~~3.17 Reciprocity~~—the recognition of a teaching license from another state or country based on the terms of the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement for Educator Licensure or Arkansas rules governing licensure by reciprocity.
- ~~3.18 Standard Non-Instructional License~~—a five (5) year renewable license, issued by the state, which allows one to practice in Arkansas public schools as a School Psychology Specialist or Speech Language Pathologist.
- ~~3.19 Standard Teaching License~~—a five (5) year renewable license, issued by the State Board of Education, which allows the license holder to teach in Arkansas public schools.
- ~~3.20 State Board Required Assessments~~—specific performance based assessments approved by the State Board of Education.
- ~~3.21 Teacher of Record~~—an individual who has been assigned lead responsibility for a student's learning in a subject/course with aligned performance measures.
- ~~3.22 Teaching experience~~—experience earned while employed as a licensed teacher, administrator, library media specialist, or counselor for a public or private school, agency or organization in a pre-kindergarten through grade 12 setting.

~~4.00 REQUIREMENTS FOR OBTAINING INITIAL, STANDARD, OR ADVANCED TEACHING LICENSE BY RECIPROCITY~~

~~4.01 Eligibility~~

~~4.01.1 Applicants holding a valid or expired, initial or standard teaching license from another state or country.~~

~~4.01.1.1 Applicants licensing in Added Endorsement Areas as identified in the Areas and Levels of Licensure holding or who have held a "content teaching area" of licensure.~~

~~4.01.1.2 Applicants holding a current, valid, standard teaching license or its equivalent issued by another state may choose to qualify for an Arkansas standard or advanced license under Section 12.0 of these Rules in lieu of the requirements of Section 4.0.~~

~~4.01.2 Any applicant that has completed a teacher preparation program from another state or country but did not license.~~

~~4.02 General Requirements~~

~~4.02.1 Teachers licensing through reciprocity with less than one year of teaching experience shall be issued an Initial / Provisional License and participate in the Induction Program (mentoring and the state mandated performance assessment)~~

~~4.02.2 Any individual who holds a valid teaching license from another state, and who has not graduated from a college/university holding regional/national accreditation and/or a teacher preparation program that holds a national accreditation approved by the U.S. Department of Education, or that is a state approved preparation program, is not eligible for licensure in Arkansas.~~

~~4.02.3 Specialty area assessments required for out-of state teacher licensure may be accepted for Arkansas teacher licensure.~~

~~4.02.4 Required assessments for Arkansas licensure through reciprocity shall be waived upon providing the following documentation:~~

~~4.02.4.1 Valid out-of state teaching license as a teacher, administrator, library media specialist, counselor or in other compatible licensure areas as identified in the areas and levels of licensure as adopted by the State Board of Education.~~

~~4.02.4.2 Three years of teaching experience as documented on school district, agency or organization letterhead.~~

~~—————~~ OR

~~4.02.4.3 Score report reflecting a passing score for the Specialty Area Assessment(s) required for the out-of-state teaching license (OR) written verification from the licensing agency that the required Specialty Area Assessment(s) for licensure were successfully completed.~~

~~4.02.5 All out-of-country applicants shall have their credentials evaluated by one of the ADE approved private credential evaluation agencies located in the United States.~~

~~————— 4.02.5.1 The private evaluation agency shall complete a course-by-course evaluation of the applicant's transcript, indicate the applicant's major area of study and document whether the applicant's degree is equivalent to one that would have been completed at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.~~

~~————— 4.02.5.2 The private evaluation agency shall also document whether the professional preparation for teacher licensure out-of-country and the areas of teacher licensure represented by the out-of-country license are equivalent to a teacher preparation program in the United States that holds national accreditation approved by the US Department of Education, or that is state approved.~~

~~————— 4.02.5.3 This evaluation will determine eligibility for teacher licensure in Arkansas.~~

~~4.02.6 Applicants from out-of-state or out-of-country with an expired license shall take and pass the Praxis II Specialty Area Test(s) for all areas of standard licensure and the Praxis II Principles of Learning and Teaching for the appropriate level of teacher licensure to be eligible for a standard Arkansas teaching license. Applicants with an expired license from out-of-state or out-of-country shall be eligible for a provisional license.~~

~~4.02.7 Out-of-state applicants for teacher licensure whose current license was granted without a specialty area assessment or who cannot~~

~~document at least three years of teaching experience shall take and pass the Praxis II Specialty Area Test for all areas of standard licensure and endorsements and the Praxis II Principles of Learning and Teaching for one of their levels of teacher licensure.~~

- ~~4.02.8 All candidates with licensure areas/endorsements from other states with reciprocity agreements through the National Association of State Directors of Teacher Education and Certification (NASDTEC) shall receive the Arkansas equivalent licensure area(s)/endorsements, provided all other licensure requirements have been met.~~
- ~~4.02.9 Applicants from out-of-state or out-of-country with a license in special education or a related service area(s), i.e. Visual Specialist or Hearing Specialist, seeking a standard teaching license shall initially meet the standards established for such licensure in Arkansas to receive a standard teaching license. A one year, renewable twice, provisional teaching license shall be available for those applicants not meeting the established standards for special education licensure. The applicant shall meet the standards established for special education licensure within three years of receiving a provisional license to be in keeping with the "highest standards" of the Individuals with Disabilities Education Act Amendments of 1997 pertaining to qualified personnel. The Office of Special Education will assist the Office of Professional Licensure in identifying the course of action for meeting Arkansas standards for licensure in special education or related service area(s). The provisional license shall be converted to a standard or advanced license upon meeting the established standards including the required Praxis II Specialty Area Assessments for Arkansas special education licensure.~~
- ~~4.02.10 Teachers and/or administrators being licensed in Early Childhood P-4, Middle Childhood 4-8 or Secondary Social Studies, shall complete a three-hour course in Arkansas History before receiving an initial, standard, or advanced Arkansas teaching license. A one-year, non-renewable provisional teaching license shall be available for those that have not completed the three-hour Arkansas History course.~~
- ~~4.02.11 Applicants whose standard teaching area(s) are not recognized by Arkansas shall receive the teaching area and level that most closely parallels their out-of-state or out-of-country licensure area(s).~~
- ~~4.02.12 Applicants whose endorsement(s) are not equivalent to an Arkansas endorsement area, shall take the required Praxis II Specialty Area Exam(s) for the Arkansas endorsement area(s) that most closely parallels their out-of-state or out-of-country endorsement area(s) in~~

~~order to add the Arkansas endorsement area(s) to their standard or advanced teaching license. In cases where the endorsement area does not have a subject specific Praxis II Specialty Area Exam, the applicant shall complete the prescribed program of study for the endorsement area and Praxis II Exam assigned to that endorsement area.~~

- ~~4.02.13 Standard and advanced teaching licenses will become effective January 1 of the year the license is issued and shall expire December 31 of the last year the license is valid. A standard or advanced teaching license shall be valid for five years.~~
- ~~4.02.14 Candidates who completed an out of state teacher preparation program but never licensed, shall meet the following requirements for their Initial Arkansas teaching license.~~
 - ~~4.02.14.1 Submit an application for teacher licensure.~~
 - ~~4.02.14.2 Submit documentation of having completed a teacher preparation program that holds national accreditation recognized by the U.S. Department of Education, or that is state approved.~~
 - ~~4.02.14.3 Submit an official transcript(s) reflecting the completion of a Bachelor's Degree (Master's Degree when required), from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.~~
 - ~~4.02.14.4 Document successful passing of the state required basic skills assessment(s), specialty area assessment(s) for each licensure/endorsement area, and pedagogical assessment for one of their levels of licensure.~~
 - ~~4.02.14.5 Successfully clear a background check through the Arkansas State Police and the Federal Bureau of Investigation as required by Ark. Code Ann. § 6-17-410.~~
 - ~~4.02.14.6 Successfully clear a child maltreatment central registry check to be conducted by the Department of Human Services.~~
 - ~~4.02.14.7 Successfully complete the three hour, college level, Arkansas History course when required.~~

~~4.02.14.8~~ The initial teaching license shall be converted to the five-year standard Arkansas teaching license upon successful completion of Induction (mentoring and Praxis III-Performance Assessment).

~~4.02.15~~ Only the areas of licensure and/or endorsement listed on an out-of-state or out-of-country license shall be recognized for licensure through reciprocity.

~~4.02.16~~ Candidates from out of state that have completed a teacher education program and hold an initial or provisional teaching license shall meet the following requirements for their Arkansas three-year initial teaching license:

~~4.02.16.1~~ Submit an application for teacher license.

~~4.02.16.2~~ Submit an official transcript reflecting the completion of a teacher preparation program with a minimum of a bachelor's degree (Master's degree when required), from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation, or that is state approved. The specific program, as well as the institution shall meet these criteria.

~~4.02.16.3~~ Submit an official transcript reflecting the completion of a Bachelor's Degree (Master's Degree when required), from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.

~~4.02.16.4~~ Document testing that was required for the out-of-state initial teaching license. When it cannot be documented that the applicant has met the requirements of Section 4.02.4 of these Rules, the applicant shall successfully complete the state required basic skills assessments(s), specialty area assessment(s) for each licensure/endorsement area and pedagogical assessment at one of their levels of licensure.

~~4.02.16.5~~ Successfully clear a background check through the Arkansas State Police and the Federal Bureau of Investigation as required by Ark. Code Ann 6-17-410.

- ~~4.02.16.6~~ Successfully clear a child maltreatment central registry check to be conducted by the Department of Human Services.
- ~~4.02.16.7~~ Candidates shall provide a copy of their out of state teaching license to the Office of Professional Licensure.
- ~~4.02.16.8~~ Candidates receiving the Initial Arkansas teaching license shall complete Induction (mentoring and Praxis III Performance Assessment).
- ~~4.02.16.9~~ Candidates shall successfully complete the three-hour, college level, Arkansas History course when required.
- ~~4.02.16.10~~ The initial teaching license shall be converted to the five-year, standard or advanced Arkansas teaching license upon the successful completion of mentoring and the Praxis III Performance Assessment.
- ~~4.02.17~~ The Office of Professional Licensure, as authorized by the State Board of Education, reserves the right to amend and/or rescind any Arkansas teaching license that has been issued in error.
- ~~4.02.18~~ Candidates from out of state that have completed a teacher preparation program and hold a standard teaching license shall meet the following requirements for their five-year, standard or advanced Arkansas teaching license.
 - ~~4.02.18.1~~ Submit an application for teacher licensure.
 - ~~4.02.18.2~~ Submit an official transcript reflecting the completion of a Bachelor's Degree (Master's Degree when required), from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.
 - ~~4.02.18.3~~ Successfully clear a background check through the Arkansas State Police and the Federal Bureau of Investigation as required by Ark. Code Ann 6-17-410.
 - ~~4.02.18.4~~ Successfully clear a child maltreatment central registry check to be conducted by Department of Human Services.
 - ~~4.02.18.5~~ Provide verification of three years of teaching experience or verification of having successfully passed

a specialty-area assessment(s) required for the out-of-state teaching license.

~~4.02.18.6~~ Candidates that cannot verify experience or testing shall successfully pass the state required specialty-area assessment(s) for each licensure/endorsement area and pedagogical assessment at one of their levels of licensure.

~~4.02.18.7~~ Candidates shall provide a copy of their out-of-state teaching license.

~~4.02.18.8~~ Candidates shall pass the three-hour Arkansas History course when required.

~~4.02.19~~ Candidates from out-of-state that have completed a teacher preparation program and hold either an expired initial or expired standard teaching license, shall complete the following requirements for their initial, standard, or advanced teaching license.

~~4.02.19.1~~ Submit an application for teacher licensure.

~~4.02.19.2~~ Submit an official transcript reflecting the completion of a Bachelor's Degree (Master's Degree when required), from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.

~~4.02.19.3~~ Successfully clear a background check through the Arkansas State Police and the Federal Bureau of Investigation as required by Ark. Code Ann 6-17-410.

~~4.02.19.4~~ Successfully clear a child maltreatment central registry check to be conducted by Department of Human Services.

~~4.02.19.5~~ Submit a copy of their expired out-of-state teaching license.

~~4.02.19.6~~ Successfully pass the state required specialty area assessment for each licensure/endorsement area, and the state required pedagogical assessment for one of their levels of licensure.

- ~~4.02.19.7~~ Candidates shall successfully pass a three-hour, Arkansas history course when required.
- ~~4.02.19.8~~ Candidates receiving the initial Arkansas teaching license shall complete Induction (mentoring and Praxis III Performance Assessment).
- ~~4.02.19.9~~ The initial license shall be converted to the five-year, standard or advanced Arkansas teaching license upon the successful completion of mentoring and the Praxis III Performance.
- ~~4.02.19.10~~ Candidates holding an expired teaching license shall be eligible for a provisional teaching license.
- ~~4.02.20~~ Candidates who completed an out-of-country teacher preparation program shall meet the following requirements for their initial, Arkansas teaching license.
 - ~~4.02.20.1~~ Submit an application for teacher licensure.
 - ~~4.02.20.2~~ Document successful passing of the state required basic skills assessment, specialty area assessment(s) for each licensure/endorsement area, and pedagogical assessment at one of their levels of licensure.
 - ~~4.02.20.3~~ Successfully clear a background check through the Arkansas State Police and the Federal Bureau of Investigation as required by Ark. Code Ann § 6-17-410.
 - ~~4.02.20.4~~ Successfully clear a child maltreatment central registry check to be conducted by Department of Human Services.
 - ~~4.02.20.5~~ Meet the requirements of section 4.02.6 of these rules.
 - ~~4.02.20.6~~ Successfully pass the three-hour college-level Arkansas History course when required.
 - ~~4.02.20.7~~ The initial teaching license shall be converted to the five-year, standard or advanced Arkansas teaching license upon successful completion of Induction (Mentoring and Praxis III Performance Assessment).
- ~~4.02.21~~ Candidates adding additional licensure/endorsement areas by reciprocity to a current Arkansas teaching license, shall meet the

~~requirements of the Rules Governing the Addition of Areas of Licensure or Endorsement.~~

~~4.02.22 Candidates choosing not to transfer all licensure/endorsement areas by reciprocity when licensing initially in Arkansas, shall meet the requirements of the Rules Governing the Addition of Areas of Licensure or Endorsement if/when the candidate chooses to add those licensure/endorsement areas at a later date.~~

~~4.02.23 All candidates for licensure by reciprocity shall clear the required State Police and Federal Bureau of Investigation background checks regardless of previous background checks already completed.~~

~~4.02.24 All candidates for licensure by reciprocity shall clear a child maltreatment central registry check to be conducted by the Department of Human Services.~~

~~4.02.25 Teachers licensing in P.E./Wellness/Leisure by reciprocity shall be given the licensure code numbers of 227 and/or 228 upon documentation of one year or more of prior coaching experience or eligibility to be employed as a coach.~~

~~4.02.25.1 A coaching endorsement will not be added automatically to license with these codes, but the teacher will be allowed to coach.~~

~~4.02.26 When prior coaching experience or eligibility to be employed as a coach cannot be documented, the new licensure code numbers for P.E./Wellness/Leisure of 235 and/or 236 shall be assigned.~~

~~4.02.26.1 Teachers holding the new licensure code numbers of 235 and/or 236 shall not be automatically approved to be employed as a coach in the public schools of Arkansas.~~

~~4.02.26.2 Teachers holding the new licensure code of 235 and/or 236, employed as coaches shall work under the ALP (Additional Licensure Plan) for the coaching endorsement (7-12).~~

~~4.02.27 Individuals licensing as a Speech Language Pathologist shall meet the following requirements.~~

~~4.02.27.1 Document completion of a Master's Degree in Speech Language Pathology from a regionally-accredited college/university.~~

~~4.02.27.2 Document successful passing of the required specialty area assessment.~~

~~4.02.27.3 Successfully clear the required State Police and FBI background checks.~~

~~4.02.27.4 Successfully clear a child maltreatment central registry check to be conducted by the Department of Human Services.~~

~~4.02.28 Individuals licensing as a School Psychology Specialist shall meet the following requirements.~~

~~4.02.28.1 Document completion of an advanced degree in School Psychology from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation; or~~

~~4.02.28.2 Document completion of a Master's Degree in Counseling/Psychology with a graduate level program of study in School Psychology from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.~~

~~4.02.28.3 Document successful passing of the required Specialty area assessment.~~

~~4.02.28.4 Successfully clear the required State Police and FBI background checks.~~

~~4.02.28.5 Successfully clear a child maltreatment central registry check to be conducted by the Department of Human Services.~~

~~4.02.29 The Office of Professional Licensure reserves the right to license individuals by Reciprocity that have met their state's degree/program of study requirements and testing requirement but have not fulfilled other ancillary requirements for licensure.~~

~~5.00 REQUIREMENTS FOR OBTAINING A PROVISIONAL TEACHING LICENSE BY RECIPROCIITY~~

~~5.01 A one-year non-renewable provisional teaching license shall be issued to:~~

~~5.01.1 Out-of state or out-of country applicants who:~~

- ~~5.01.1.1 Have completed a teacher preparation but have not licensed or,~~
- ~~5.01.1.2 Hold a provisional, initial, or standard teaching license and,~~
- ~~5.01.1.3 Have been required to take Arkansas History or State-required licensure assessments.~~

~~5.02 The one-year non-renewable provisional teaching license shall be issued upon providing the following documentation, to the Office of Professional Licensure.~~

~~5.02.1 A completed licensure application form~~

~~5.02.2 Written documentation of transcript evaluation by a State approved, independent Evaluation agency located in the United States that meets the requirements of Section 4.02.6 of these rules.~~

~~5.02.3 Successfully clear the Arkansas State Police and Federal Bureau of Investigation background checks required by Ark. Code Ann. § 6-17-410.~~

~~5.02.4 Successfully clear a child maltreatment central registry check to be conducted by the Department of Human Services~~

~~5.02.5 Official transcripts~~

~~5.02.6 Copy of out-of state or out-of country teaching license.~~

~~5.02.7 Proof of employment on the Verification of Provisional Licensure Eligibility Form that reflects the employing school district and hire date.~~

~~5.03 Eligibility for a one-year renewable (two times) provisional teaching license:~~

~~5.03.1 Out-of state or out-of country applicants who~~

- ~~5.03.1.1 Completed a teacher preparation program but have not licensed or,~~

~~5.03.1.2~~ Holds an initial, provisional, or standard teaching license and;

~~5.03.1.3~~ Holds licensure/endorsement area (s) that are not equivalent with Arkansas licensure/endorsement areas and;

~~5.03.2~~ Completion of one-third of the program of study (coursework) shall be completed before renewing the provisional license for each of the two renewals allowed.

~~5.03.3~~ Completion of the program of study (coursework and testing) is required to convert the provisional to a standard or advanced Arkansas license.

~~5.04~~ The one year renewable (two times) provisional teaching license shall be issued upon providing the following documentation.

~~5.04.1~~ A complete licensure application form.

~~5.04.2~~ Written documentation of transcript evaluation by a state approved, independent evaluation agency located in the United States that meets the requirements of Section 4.02.6 of these rules.

~~5.04.3~~ Successfully clearing the State required Arkansas State Police and Federal Bureau of Investigation background checks.

~~5.04.4~~ Successful clearance of a child maltreatment central registry check to be conducted by the Department of Human Services

~~5.04.5~~ Official transcripts reflecting completion of one-third of required coursework with no less than six hours per year.

~~5.04.6~~ Copy of out-of-state or out-of-country teaching license.

~~5.04.7~~ Proof of employment on the Verification of Provisional Licensure Eligibility Form that reflects the employing school district and hire date.

~~5.05~~ Applicants wishing to renew the provisional teaching license shall submit the following.

~~5.05.1~~ A completed application form

~~5.05.2~~ Proof of employment on the Verification of Provisional Licensure Eligibility that reflects the employing school district and hire date.

~~5.05.3~~ Verification of having completed the required coursework the preceding year.

~~5.06~~ A provisional teaching license shall become effective for one year from the date the teacher/administrator is hired.

~~5.07~~ A provisional license shall not be issued to any person possessing a valid Arkansas initial, standard, or advanced teaching license.

~~6.00~~ **REQUIREMENTS FOR CONVERTING A PROVISIONAL TEACHING LICENSE TO AN INITIAL, STANDARD, OR ADVANCED TEACHING LICENSE BY RECIPROcity**

~~6.01~~ The one-year non-renewable provisional teaching license shall be converted to the three-year Initial or five-year Standard or Advanced teaching license when the following documentation has been submitted to the Office of Professional Licensure.

~~6.01.1~~ A completed application for licensure requesting the conversion of the provisional teaching license.

~~6.01.2~~ Score reports reflecting successful completion of the state required basic skills assessment (all parts), specialty area assessment(s) and pedagogical assessment when required.

~~6.01.3~~ Official transcript(s) reflecting the successful completion of a three (3)-hour Arkansas History course when required.

~~6.02~~ The one-year renewable provisional teaching license shall be converted to the three-year initial or five-year standard or advanced teaching license when the following documentation has been submitted to the Office of Professional Licensure.

~~6.02.1~~ A completed application for licensure requesting conversion of the provisional to the three-year initial or five-year standard or advanced teaching license.

~~6.02.2~~ Official transcript reflecting successful completion of a three (3)-hour Arkansas History course when required.

~~6.02.3~~ Score report reflecting successful completion of state required content assessment(s), pedagogical assessment and basic skills assessments (all parts) when required.

~~6.02.4 Official transcript and documentation of successful completion of program of study (coursework) when required.~~

~~7.00 REQUIREMENTS FOR CONVERTING AN INITIAL TEACHING LICENSE TO A STANDARD OR ADVANCED TEACHING LICENSE.~~

~~7.01 The three-year initial teaching license shall be converted to the five-year standard or advanced teaching license upon providing the following documentation.~~

~~7.01.1 Verification of the successful completion of Induction (Mentoring and the Praxis III Performance Assessment).~~

~~8.00 REQUIREMENTS FOR OBTAINING AN INITIAL BUILDING LEVEL OR CURRICULUM PROGRAM ADMINISTRATOR LICENSE BY RECIPROCITY~~

~~8.01 ELIGIBILITY~~

~~8.01.1 The applicant shall hold or have previously held a standard "teaching area" of licensure in another state or country.~~

~~8.01.2 The applicant shall hold a valid Initial Administrator license or its equivalent in another state or country.~~

~~8.01.2.1 There are two Initial Administrator licenses.~~

~~8.01.2.1.1 Building Level Administrator,~~

~~AND~~

~~8.01.2.1.2 Curriculum Program Administrator~~

~~8.01.3 Applicants shall have completed a graduate degree from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.~~

~~8.01.4 If the graduate degree is not in Educational Leadership, the applicant shall have completed in addition to the degree a graduate level Educational Leadership program of study at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.~~

~~8.01.5~~ The applicant seeking licensure as an Initial Building Level Administrator shall have a minimum of four years of teaching experience.

~~8.01.5.1~~ Four (4) years of experience as a school counselor or library media specialist may be counted toward the total of four (4) years of classroom teaching experience for Building Level Administrator only.

~~8.01.6~~ The applicant seeking licensure as an Initial Curriculum Program Administrator shall have a minimum of four years of teaching experience.

~~8.01.7~~ Applicants for licensure as an Initial Curriculum Program Administrator shall also hold Arkansas licensure in the specialty area where applicable.

~~8.01.7.1~~ If the specialty area is an added endorsement area gained without a program of study, it will not serve as a platform for gaining the Curriculum Program Administrator License.

~~9.00 CONVERTING THE INITIAL BUILDING LEVEL ADMINISTRATOR LICENSE TO A STANDARD BUILDING LEVEL ADMINISTRATOR LICENSE~~

~~9.01~~ The Initial Building Level Administrator License shall be converted to a Standard Building Administrator license when:

~~9.01.1~~ A minimum of one year work experience as a Building Level Administrator is verified.

~~9.01.2~~ The applicant has completed one year of the state mentoring program for Building Level Administrators.

~~9.01.3~~ The applicant has passed and submitted a score report for the School Leaders Licensure Assessment.

~~9.02~~ If experience and/or testing and/or mentoring were completed out of state, and/or verified, they shall be waived in Arkansas.

~~10.00 CONVERTING THE INITIAL CURRICULUM PROGRAM ADMINISTRATOR LICENSE TO A STANDARD CURRICULUM PROGRAM ADMINISTRATOR LICENSE~~

~~10.00~~ The Initial Curriculum Program Administrator license shall be converted to a Standard Curriculum Program Administrator license when:

~~10.00.1 A minimum of one year work experience as a Curriculum Program Administrator is verified.~~

~~10.00.2 The applicant has completed one year of the state mentoring program for Curriculum Program Administrator.~~

~~10.00.3 The applicant has passed and submitted a score report for the School Leaders Licensure Assessment.~~

~~10.02 If experience and/or testing and/or mentoring were completed out of state, and/or verified, they shall be waived in Arkansas.~~

~~11.00 REQUIREMENTS FOR ADDING ADDITIONAL AREAS OF LICENSURE/ENDORSEMENT BY RECIPROCITY~~

~~11.01 Applicants shall submit a completed application requesting the addition of the area(s) of licensure or endorsement.~~

~~11.02 Applicants seeking to add content teaching areas, adult education, added endorsement areas, non-instructional student services areas, and professional and technical areas to an Arkansas license by reciprocity shall meet the requirements of the Rules Governing the Addition of Areas of Licensure or Endorsement and/or rules governing a particular licensure/endorsement area.~~

~~11.03 Arkansas required Praxis Assessment(s) shall be waived upon providing documentation of having completed the specialty area assessment required for the out-of-state licensure area.~~

~~11.03.1 When testing was not required for the out-of-state teaching license, or the licensure area being added by reciprocity is incompatible with the equivalent Arkansas licensure/endorsement area, the applicant shall successfully complete the required Arkansas Praxis Assessment(s).~~

~~11.04 A Master's Degree in an area other than Education Leadership shall be a Master's Degree in Education or a Master's Degree in a content/added endorsement area as identified in the areas and levels of licensure as approved by the State Board of Education.~~

~~12.00 ACT 1178 OF 2011 STANDARD LICENSE RECIPROCITY~~

~~12.01 A teacher holding a current, valid, standard teaching license or its equivalent from another state may apply for and receive an Arkansas five-year Standard or Advanced Teaching License upon meeting the following requirements:~~

- ~~12.01.1~~ Provide a copy of the out-of-state teaching license to the Office of Professional Licensure;
- ~~12.01.2~~ Submit proof that the applicant is in good standing with the licensing state, and that the applicant has been in good standing with the licensing state during the most recent two (2) years of the applicant's teaching experience, if any;
 - ~~12.01.2.1~~ For the purpose of this section, "good standing" is defined as holding a current, unrestricted, non-probationary, non-provisional license to teach in the licensing state, with no ethics or similar proceedings pending against the license;
- ~~12.01.3~~ Successfully pass a criminal background check and Child Maltreatment Central Registry check;
- ~~12.01.4~~ Submit higher education transcripts evidencing the award of at least a bachelor's degree by an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation;
- ~~12.01.5~~ Submit reports evidencing all test scores required for licensing in the licensing state;
 - ~~12.01.5.1~~ This requirement to submit test scores may be waived by submitting documentation of three (3) years of teaching experience as documented on school district, agency, or organization letterhead;
- ~~12.01.6~~ Submit documentation of one (1) of the following:
 - ~~12.01.6.1~~ Completion of a program of teacher education at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation; or
 - ~~12.01.6.2~~ Completion of a program of teacher education accredited by the National Council for Accreditation of Teacher Education (NCATE), Teacher Education Accreditation Council (TEAC), or Council for Accreditation of Educator Preparation (CAEP); or

~~12.01.6.3 Certification from the National Board of Professional Teaching Standards; and~~

~~12.01.7 Pay applicable licensure fees as established by the State Board of Education pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C).~~

~~12.02 An applicant seeking licensure in Early Childhood P-4, Middle Childhood 4-8 or Secondary Social Studies, shall successfully complete three (3) college credit hours in *Arkansas History* at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation before receiving an Arkansas five-year Standard or Advanced Teaching License.~~

~~12.02.1 A one-year, non-renewable provisional teaching license shall be available for an applicant who has not completed the three-hour *Arkansas History* course.~~

~~12.03 An applicant whose standard teaching area(s) are not recognized by Arkansas shall receive the teaching area and level that most closely parallels their out-of-state licensure area(s).~~

~~12.03.1 If none of the Applicant's standard teaching area(s) parallel an Arkansas teaching area, the Office of Professional Licensure shall issue a license reflecting the same area reflected on the out-of-state license, with a notation that the identified license area is by reciprocity and is not an approved Arkansas teaching area.~~

~~12.04 Standard or advanced teaching licenses will become effective January 1 of the year the license is issued and shall expire December 31 of the last year the license is valid. A standard or advanced teaching license shall be valid for five years.~~

~~12.05 The areas of licensure and/or endorsement listed on an out-of-state license shall be recognized for licensure through reciprocity.~~

~~12.06 The Office of Professional Licensure, as authorized by the State Board of Education, reserves the right to amend and/or rescind any Arkansas teaching license that has been issued in error.~~

SUMMARY OF PROPOSED CHANGES
ARKANSAS DEPT. OF EDUCATION RULES GOVERNING EDUCATOR LICENSURE

Changes Made Before First Public Comment Period

The proposed Rules Governing Educator Licensure are intended to repeal and replace seven current Department rules:

- Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure;
- Rules Governing Initial and Standard/Advanced Level School Administrator Licensure;
- Rules Governing the Addition of Areas of Licensure or Endorsement;
- Rules Governing The Requirements And Procedures For Renewing A Standard/Professional Arkansas Teaching License;
- Rules Governing Teacher Licensure by Reciprocity;
- Rules Governing Parental Notification of an Assignment of a Non-Licensed Teacher to Teach a Class for More Than Thirty Consecutive School Days During a School Year; and
- Rules Governing the Licensure of Speech Language Pathologists by the State Board.

The proposed Rules incorporate much of the substance of these seven rules, but they do make several significant changes in the state's licensure requirements and procedures. The most significant changes include:

- Under current rules, new teachers first receive a three-year Initial License, and they then obtain a five-year Standard License after passing a performance assessment (known as the Praxis III). The new rules eliminate the Initial License and the requirement of a performance assessment; new teachers will now immediately receive a five-year Standard License.
- Under current rules, new administrators first receive a three-year Initial Administrator License, and they then obtain a five-year Standard Administrator License after passing an administrative licensure assessment. The new rules retain the assessment but eliminate the Initial Administrator License. New administrators will now be required to pass the assessment before receiving a license.
- New teachers will be allowed to license in special education or library media science without first obtaining licensure in another license area. Also, a new license in the combined area of mathematics and physics will be available for new teachers.
- Elementary licenses that are currently issued for grades P-4 will now be issued for grades K-6. A separate license and endorsement will be available for birth through pre-kindergarten.
- Administrator licenses are currently issued separately for elementary and secondary levels; the new rules will combine them so that new administrator licenses will be K-12.
- A new license will be available for individuals with a counseling degree who wish to work as school counselors but do not have classroom teaching experience. Individuals with these licenses will not be eligible to become administrators or to add other licensure content areas to the license without undergoing a program of study.
- Teachers will have more options for adding licensure content areas through testing alone.

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Changes Made After First Public Comment Period

All provisions related to the "Advanced License" have been deleted from the proposed Rules, because the Advanced License is merely an enhanced designation and provides no tangible benefit or advantage to those holding it. Changes to effect this deletion were made to sections 2.04, 2.06, former section 2.07, new section 2.23.1, former section 3.04, 5.01, 5.02, 5.06, 6.01, 6.02, 7.02, 7.03, 7.04, 7.05, 7.05.4, 8.01, former section 8.01.2, 8.03,

Throughout the rule, the term "Ancillary Standard License" has been changed to "Ancillary License" to eliminate confusion with the Standard License. Changes to effect this replacement were made to sections 2.07 (formerly 2.08), 4.01, 4.02, 4.03, 4.04, 7.02, 7.03, 7.04, 7.05, 7.05.4, 8.01, 8.03,

Section 1.06 has been clarified to explicitly state that eligibility for a career/technical permit is subject to the requirements promulgated by the Arkansas Department of Career Education.

Section 2.01.1 has been added to provide notice that institutions of higher education offering coursework or degree programs in Arkansas are required to obtain approval from the Arkansas Department of Higher Education.

Section 2.10 has been modified to return the definition of "Endorsement" to its definition under current rules. New section 2.11 has been added to define the term "Exception Area Endorsement" to distinguish those endorsements that may not be added by testing out.

Section 2.12 has been clarified to make explicit that the term "Good Standing" relates only to licenses by reciprocity.

Section 2.18 has been clarified to make explicit that an unlicensed individual in a licensed position is in an "Out-of-Area Position".

Section 2.19 has been revised to redefine "Portfolio" in accordance with public comments.

Section 2.20.1 has been clarified to make explicit that coursework in a program of study may be taken at multiple institutions of higher education.

The provisions of the Department's current Rules Governing Waivers for Substitute Teachers have been incorporated into this Rule by the addition of sections 2.27.2, 9.07, and 9.08.

New sections 4.03.2.2 and 5.05.2.2 have been added to clarify that an Ancillary License holder may obtain a Standard License by completing the Department's Non-Traditional Licensure Program.

New section 4.03.4 has been added to clarify that the provision of 4.03 do not override or replace any other provision of these Rules that requires a particular amount of licensed experience before receiving a license.

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Sections **4.04**, **6.02**, and **6.02.6.1** have been revised to allow individuals holding an Ancillary License in School Psychology to be eligible for a Curriculum/Program Administrator License in Special Education, so that School Psychologists will have the same advancement opportunities as Speech-Language Pathologists.

Former section **5.05** has been deleted to eliminate the requirement that applicants for the Guidance & Counseling endorsement have two or more years of classroom teaching experience.

Section **6.01.4** has been amended to require only one internship, rather than two, for individuals seeking a K-12 building-level administrator license.

Sections **6.01.6.3**, **6.02.6.8**, have been revised to reduce the number of years of experience in the Department or an educational service cooperative which may be counted towards the experience requirements for an administrator license.

Sections **6.02.3** has been modified, and new section **6.02.7** added, to clarify the requirements for administrative licensure of individuals holding a Career & Technical Permit issued under the regulations of the Arkansas Department of Career Education.

Sections **7.04.3** and **7.04.4** have been revised to simplify the requirements to renew an expired license by requiring professional development only, rather than college coursework and assessments.

Section **8.10.3.4** has been revised to clarify that the Department may waive the requirement that a mentor teacher be located in the same building as the novice teacher.

Section **8.12** has been clarified to make explicit that the mentoring requirements apply to open-enrollment public charter schools as well as traditional public school districts.

Former section **9.01.3**, which allowed the Commissioner to temporarily appoint an unlicensed individual as a superintendent on the request of a local board of directors, has been deleted in response to public comment.

Section **9.03.2** has been clarified to make explicit that a school district must advertise a job vacancy before applying for a waiver for that position.

Section **10.03** has been modified to provide for the conversion of existing provisional licenses issued pursuant to the Department's current Rules Governing Teacher Licensure by Reciprocity.

Appendix A, "Levels and Areas of Licensure", has been revised to:

- Allow any one 4-8 area to be added to an existing license, rather than requiring at least 2 areas;
- Separate the areas of Life Science and Earth Science;
- Add Journalism as an area that may be added by testing out;
- Convert the Library Media Science license to a K-12 license;
- Add explanatory notes;
- Replace the term "Added Endorsement" with "Exception Area Endorsement";
- Change the P-12 Exception Area Endorsements to K-12;
- Correct typographical errors.

Changes Made After Second Public Comment Period

Grammatical and technical corrections have been made to sections **2.20, 3.03.3.1, 6.01.6.4, 8.04.2.4, 8.08,** and **8.10.9.**

Sections **1.04.3, 2.20,** and **4.01.4.3** have been revised, and sections **4.01.4.4** and **8.03.5** added, to require, for an ancillary license in school counseling, licensure and appropriate specializations from the Arkansas Board of Examiners in Counseling.

Sections **2.07, 4.01, 4.02** (formerly 4.02.1), and **6.01.6.2** have been revised to change the term "ancillary license in clinical counseling" to "ancillary license in school counseling", and the term "clinical counseling specialist" to "school counseling specialist".

Section **2.19** has been deleted, and sections **6.01.4, 6.02.4,** and **6.03.4** modified, to remove the portfolio requirement for administrative licensure.

Sections **2.22, 2.23,** and **2.24** have been added to provide definitions of the terms "School Counseling Specialist", "School Psychology Specialist", and "Speech Language Pathologist".

Section **2.29.2** (formerly 2.27.2) has been modified to add the term "consecutive" to be consistent with sections 9.07.2 and 9.07.3.

Former section **4.02** has been deleted to reflect the prior deletion of the classroom experience requirement for licensure as a school counselor.

Sections **4.03.2.3** and **5.05.2.3** have been added to clarify that an individual holding an Ancillary license, career-technical permit, or adult education license may add another area or endorsement by completing any non-traditional pathway to licensure permitted under the Department's other rules.

Sections **5.06.2** and **5.06.2.2** have been modified to add the phrase "Department-approved" to clarify that coursework requirements are set by the Department, not by the colleges or universities.

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Section 5.06.3 has been revised to clarify that progress is required towards meeting the requirements of an ALP during each year of the ALP.

New sections 6.01.4.1 and 6.02.4.1 have been added to require that a program of study for administrative licensure be completed within ten (10) years of application for licensure, to be consistent with the requirements of section 3.01.5.3.

Section 7.05 has been clarified to state that a provisional license is good for only one (1) year.

Section 7.05.4.2 has been deleted, and section 7.05.3 and 10.03.5 modified, to reflect changes made prior to the second comment period to require only professional development to reinstate an expired license.

Section 8.09.1 has been modified to clarify that mentors must hold a teaching license.

Section 9.01.4 has been added to include the waiver exemption for nondegreed vocational-technical teachers and distance learning teachers granted by Ark. Code Ann. § 6-17-309(a)(2).

Section 9.03.2 has been modified to remove the requirement that school districts seeking a waiver submit copies of job advertisements.

Appendix A, “Levels and Areas of Licensure”, has been revised to:

- The B-K Early Childhood/Special Education integrated license has been denoted as requiring a program of study, and that it cannot be added by testing out;
- The Elementary Education license has been denoted as requiring coursework in reading and in Arkansas history, as required by statute;
- The term “Library Media Science” was corrected to read “Library Media Specialist”;
- Library Media Specialist has been modified to be only an add-on license area, and not an initial license area;
- The Age 3-4 Endorsement has been clarified as being a Pre-K license, not a B-K license;
- Administrative licenses have been changed from K-12 to P-12, so there is no confusion as to whether a licensed administrator may oversee a Pre-K program operated by a public school district or charter school; and
- The term “clinical counseling specialist” has been changed to “school counseling specialist”.

Arkansas Department of Education Proposed Rules Governing Educator Licensure

Comment Summary
264 Comments Received, June – September 2012

Commenters: Ken Vaughn, University of Central Arkansas.

Comment: § 1.04 - Shouldn't ancillary licensure be included in this section?

Response: Comment considered. The rationale for section 1.04 is to explain the different paths one may take to get an educator license, and for this reason, the Department believes it would be confusing to distinguish between standard and ancillary licenses in this section.

Commenters: Arkansas Department of Career Education.

Comment: § 1.06.3 - Add "Certain Career and Technical Education program areas may have additional licensure requirements as defined by Department of Career Education."

Response: Comment accepted in part. Additional language has been added to 1.06 to clarify that applicants must meet ADCE's requirements.

Commenters: Arkansas Board of Examiners in Counseling; Arkansas Mental Health Counselors Association.

Comment: § 2.0 – Add definitions for School Counselor Specialization License, Marriage and Family Specialization License, Clinical Mental Health Specialization License, Appraisal Specialization License, Education Examiner, Clinical Counselor, Psychology Specialist, Guidance Counselor.

Response: Comments accepted in part. The Department has added definitions for school counseling specialist, speech pathologist, and school psychology specialist. Language has been added to the Rules deferring to the Arkansas Board of Examiners in Counseling as to the specializations listed, as well as to the validity of counseling degrees. Because the Department is deferring to the Board of Examiners, the other definitions are not necessary in these Rules.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: § 2.04 - What does "by reciprocity only" modify (i.e. Provisional License or to all licenses listed)?

Response: Comment considered. This phrase refers only to provisional licenses.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: § 2.07 - The terms Psychology Specialist, Speech Language Pathologist or Clinical Counseling Specialist are not defined?

Response: Comment accepted. Definitions have been added in §§ 2.22, 2.23, & 2.24.

Commenters: Professional Licensure Standards Board.

Comment: § 2.12 should be clarified to indicate the definition of "good standing" applies only to reciprocity.

Response: Comment accepted.

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Commenters: Conway School District.

Comment: § 2.13 – Add definition of “classroom teacher”.

Response: Comment considered. The term “classroom teacher” is used in a variety of contexts throughout the rule, and the Department is concerned that adding a separate definition in section 2.0 would generate confusion.

Commenters: Harvie Nichols.

Comment: § 2.14 - Should be revised to read “An internship is required that would encompass the administrative areas and levels sought.”

Response: Comment considered. The Rules do not require more than one internship for any one license. All administrator licenses will be K-12 licenses, but the Department does believe separate internships are necessary for building-level, curriculum/program administrator, and district-level administrative licenses.

Commenters: Ken Vaughn, University of Central Arkansas; Kathleen Atkins, University of Central Arkansas.

Comment: § 2.14 - ACA 6-17-305 states that any primary or secondary school accredited by ADE may be entitled to assignments of student teachers from higher education institutions. Since the ADE does not accredit private schools, doesn't 6-17-305 prohibit internships in private schools?

Response: Comment considered. The language of § 6-17-305 is discretionary, not mandatory. In other words, while it allows internships in public schools, it does not require them to be in public schools. The Department's existing rules allow internships in private schools or in other settings approved by ADE, so the substance of 2.14 is unchanged from existing rule.

Commenters: Arkansas Professors of Educational Administrators.

Comment: § 2.14.1 - Internships should not be allowed in educational cooperatives or the Arkansas Department of Education. There may be some activities that could be completed at these sites, but neither should be the student's primary internship site.

Response: Comment considered. The language in question is unchanged from the Department's existing rules, and it provides flexibility to candidates and to preparation programs. However, nothing in these Rules prevents a preparation program from imposing additional internship requirements or limitations.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: § 2.17 - Why was “accredited private school” removed from the definition of “Novice Teacher”?

Response: Comment considered. Under current rules, mentoring is tied to each individual teacher's license. Because some initially teach in private school after licensure, it was necessary to provide mentoring in those private schools. Under the proposed rules, mentoring will be tied not to licensure, but to school district accreditation. Teachers will not be required to undergo mentoring as a condition of licensure; instead, districts must implement mentoring as a condition of accreditation. Therefore, it is no longer necessary to provide mentoring in private schools, since private schools are not accredited by the Department.

Commenters: Dr. Jackie McBride, Arkansas State University; Professional Licensure Standards Board; Don McGohan; Arkansas Public School Resource Center.

Comment: Former §§ 2.19.1 6.01.4, 6.02.4 & 6.03.4 require “A separate portfolio . . . for each area and level of administrator licensure sought.” Arkansas candidates graduating from Arkansas universities should not be required to complete a portfolio to obtain a license.

Response: Comment accepted.

Commenters: Arkansas Professors of Education Administration; Dr. Tony Finley, Harding University; Dr. Mary B. Gunter, Arkansas Tech University; Arkansas Association for Supervision and Curriculum Development (ASCD); D. Chris Rink, W. Ark. Tech. Ctr.

Comment: Former § 2.19.1 6.01.4, 6.02.4 & 6.03.4 should be changed to define portfolio as “a collection of evidence tied to each standard”. Arkansas candidates graduating from Arkansas universities should be required to complete a portfolio in order to obtain a license.

Response: Comment considered. The proposed rules have been revised to eliminate the portfolio requirement, in response to other public comments. However, nothing in these rules prohibits an institution of higher education from imposing a portfolio requirement on its own students.

Commenters: Harvie Nichols; Arkansas Public School Resource Center.

Comment: Former § 2.19 - Should be revised to read “A portfolio is required that reflects the areas and levels of administrator licensure sought.”

Response: Comment considered. The rules have been revised to eliminate the portfolio requirement, in response to other public comments.

Commenters: Dennis Copeland, Mountainburg School District.

Comment: § 2.19 – In the definition of “program of study” there is no need for limiting coursework to a single institution. Additional language needs to be added clarifying that ADE controls the process.

Response: Comment accepted in part. This section has been revised to clarify that a program of study is not limited to one institution. The Department believes the existing language in 5.02.2, 5.03, 6.01.4, 6.02.4, & 6.03.4 establishes the Department’s control of the process.

Commenters: Arkansas Department of Higher Education.

Comment: § 2.19 - There is no mention of the need for out-of-state institutions to obtain program certification by the Arkansas Higher Education Coordinating Board (AHECB) as required by Arkansas Code §6-61-301 and AHECB Policy 5.2.

Response: Comment accepted. Clarifying language has been added to section 2.01.1.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: § 2.26 - What type of “counselor” is being referred to?

Response: Comment considered. In 2.24, the term refers to any type of counselor licensed to work in another state’s schools.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: § 3.03 and 7.05 - Both of these rules contain information for obtaining a “Provisional License”. They should probably either be combined or distinguished in some way.

Response: Comment considered. The only distinction between the provisional licenses mentioned in 3.03 and 7.05 is that an individual holding a provisional license for renewal purposes (per Section 7.05) is ineligible to obtain an Additional Licensure Plan (ALP). That distinction is set forth explicitly in Sections 2.04 and 5.06.4.

Commenters: Dr. Vicki Hall, Greenwood School District.

Comment: § 3.04 – Are there advantages for adding “Advanced License” to a license?

Response: Comment accepted. An “Advanced” license confers no tangible benefit, therefore it has been eliminated from these Rules.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: § 4.01. The terms “School Psychology” and “Clinical Counseling” are not defined. There isn’t a consistent term used throughout this rule. The term “Guidance Counseling” is used in 4.01.3. The term “Counseling” is used in 4.01.4.2 and 4.01.4.3. The term “Clinical Counseling” is used in 4.02. The term “Guidance & Counseling” is used in 5.05. The terms “School Psychology Specialist” and “Clinical Counseling Specialist” are used in 6.01.6.2. and Appendix A. The terms “School Psychology, Psychology, or Counseling” are used in 8.03.4.

Response: Comment accepted in part. Definitions have been added to §§ 2.22 and 2.23. The term “Guidance & Counseling” is used in Rule 5.05 because that is the formal name of the relevant Praxis assessment required for licensure of school counselors. In all other instances, the term “Clinical Counseling” has been replaced with “School Counseling” for clarity.

Commenters: Betty Welch.

Comment: § 4.01.4.3 Suggest that we identify the counseling degrees that will be accepted for this licensure area and not leave wide open to any counseling degree.

Response: Comment accepted in part. The Department determined it was not feasible to limit the types of counseling degrees recognized for the ancillary licenses; therefore, the Department determined, based on public comment and input from other state agencies, to instead look to the professional licensure awarded by the Arkansas Board of Examiners in Counseling.

Commenters: Ken Vaughn, University of Central Arkansas; Drs. Benny Gooden & Brenda Sellers, Fort Smith Public Schools; D. Chris Rink, W. Ark. Tech. Ctr.; Richard Hutchinson, Arkansas Education Association; Randy Willison, Batesville School District; Susan Whatley, Arkansas School Counseling Association (ASCA); Charlotte DeWitt; David Ray, Arkansas Counseling Association (ACA); Jeff Stubblefield, Charleston School District; Denise Rogers, ASCA SW; Michele Gerhardt, ASCA/ACA; Susan Rouse Stonner; Betty Welch; Tahnee Bowen, ASCA NW; Linda G. English, Dianne Langford, Julie Young, Pasley Butler, Angelia Crouse, Dr. Kristin K. Higgins, Gloria Gale, Pam Dixon.

Comment: § 4.02 allows for the issuance of an ancillary license for clinical counseling to an individual with no previous teaching experience. What is the demonstrated need for ancillary Clinical Counseling license? Additionally, in section 5.05, two years of experience is required to add counseling to an existing teacher license. If a clinical counselor is to perform similarly to a school counselor, why is there a difference in the mandated classroom teaching experience?

Response: Comments accepted in part. The Department believes it is appropriate to expand the pool of available school counselor candidates because school counselor has been declared by the State Board as a critical shortage area, and because districts need flexibility to meet student needs. For this reason, the final version of the Rules both eliminates the experience requirement mentioned in the comment, and allows for licensure of individuals holding a professional license issued by the Arkansas Board of Examiners in Counseling. The Bureau of Legislative Research, in a Report issued in connection with the Legislature's interim studies ISP-2011-169/170, recommended the development of a pathway for licensed counselors to be licensed as school counselors. The Department now recommends this pathway as the basis for ancillary licensure, rather than its original proposal to allow licensure for any person holding a master's degree in counseling. This approach is supported by the Board of Examiners in Counseling and by faculty of the state's counselor preparation programs.

Commenters: Arkansas Board of Examiners in Counseling; Arkansas Mental Health Counselors Association; Jenene Alexander, Dr. Tony Finley, Dr. Donnie Lee, Harding University.

Comment: § 4.02 – Support an alternative school counseling licensure for individuals holding a professional counseling license. Eliminate the phrase “Clinical Counseling” and instead refer to the categories of specialization licenses awarded by the Board of Examiners in Counseling.

Response: Comments accepted.

Commenters: Jenene Alexander, Dr. Tony Finley.

Comment: § 4.02 – Allow professional counselors licensed by the Arkansas Board of Examiners in Counseling to work towards the specializations mentioned above, while being employed by a school district under an ALP.

Response: Comments accepted.

Commenters: Susan Whatley, Arkansas School Counseling Association; Betty Welch.

Comment: § 4.02 – Allowing school counselors with no teaching experience will negatively impact students. Suggest requiring coursework or mentoring to prepare ancillary counselors for the classroom setting.

Response: Comment considered. Please refer to the response to the comment above. School districts have the option of providing or requiring mentoring for new school counselors.

Commenters: Joe Fisher, Arkansas Association for Supervision and Curriculum Development (ASCD); Conway School District.

Comment: § 4.02 – There is merit in allowing an ancillary license in clinical counseling. Consideration should be given to requiring that the 450:1 ratio of the Standards for Accreditation be met with only traditional school counselors.

Response: Comment considered. The Standards for Accreditation do not require only ADE-licensed counselors to meet the 450:1 ratio. Schools are required only to hire “licensed counselors”, which includes counselors licensed by ADE, or the Arkansas Board of Examiners in Counseling. Revisions to the Standards for Accreditation are beyond the permissible scope of these Rules.

Commenters: Thomas Thornsberry.

Comment: § 4.02 – Supports creating an ancillary license in clinical counseling.

Response: Comment accepted.

Commenters: Anonymous E-Mails (5); Monica Rawlinson; Joseph Rawlinson; Cathy Reeves; Tricia Hudson; Vicki Jewell; Sarah Vance; Julie Shelton; Amanda Gentry; Deb Spivey; Rabab Thornsberry; Thomas Thornsberry; Aleecia Starkey, Arkansas Speech-Language-Hearing Association.

Comment: § 4.03 – Arkansas is 1 of only 3 states that restrict the ability of Speech-Language Pathologists (SLP's) to add licensure areas. SLP's should be able to add licensure areas/endorsements as any other teacher. Or, SLP's should be allowed to satisfy the 2-year classroom teaching experience requirement for the Guidance & Counseling endorsement with 2 years of experience as a licensed SLP in a school setting.

Response: Comment accepted in part. The Department recommends deleting the two-year experience requirement for the Guidance & Counseling endorsement, which renders this comment moot. Under the proposed rules, speech language pathologists would be eligible, with the appropriate program of study(ies), to seek the Guidance & Counseling endorsement.

Commenters: Professional Licensure Standards Board.

Comment: § 4.03.2 should allow ancillary license holders to add a content area by completing a program of study OR by completing ADE's Non-Traditional Licensure program.

Response: Comment accepted.

Commenters: Arkansas Association for Supervision and Curriculum Development (ASCD); Jeff Stubblefield, Charleston School District; Dr. Benny Gooden, Fort Smith Public Schools.

Comment: § 4.03 should be clarified to indicate that it does not waive classroom teaching experience requirements for a counseling endorsement or administrative license.

Response: Comment accepted.

Commenters: Conway School District.

Comment: §§ 4.03 & 4.04 should be deleted – individuals holding ancillary licenses should be barred from adding any endorsement or licensure content area, even with a program of study.

Response: Comment considered. The Department believes ancillary license holders should have paths to advance their careers. The Department does not believe they should be discriminated against in this manner.

Commenters: Harvie Nichols.

Comment: §§ 4.04 & 6.02.6.1 should be expanded to allow speech language pathologists and school psychology specialists to add a Curriculum/Program Administrator License in Special Education.

Response: Comment accepted.

Commenters: Anonymous E-mail (2); Tanya Fowler; Diane Bailey; Jana Haltom.

Comment: § 4.04 - Support allowing speech pathologists to add additional areas to licenses.

Response: Comments accepted in part. The Department is recommending no change to existing rule and practice as to the ability of speech pathologists to add areas. As is currently allowed, speech pathologists may pursue licensure as a curriculum/program administrator in special education. They may also pursue licensure in other areas by completing a teacher preparation program.

Commenters: Aleecia Starkey, Monica Scott, Arkansas Speech-Language-Hearing Association; Anonymous E-mail (2); Tanya Fowler; Diane Bailey; Jana Haltom.

Comment: §§ 4.04, 6.02, & 6.02.6 – Speech language pathologists should be able to add a curriculum/program administrator license in special education and be eligible for building-level/district admin. licensure.

Response: Comment accepted. This is permitted in existing rule, and will be permitted in the proposed rule.

Commenters: Drs. Benny Gooden & Brenda Sellers, Fort Smith Public Schools; Arkansas Association for Supervision and Curriculum Development (ASCD); D. Chris Rink, W. Ark. Tech. Ctr.; Conway School District; Arkansas Professors of Education Administration; Arkansas Association of Educational Administrators; Professional Licensure Standards Board; Arkansas Tech University; Arkansas Education Association.

Comment: §§ 4.04, 6.02, & 6.02.6 – Speech language pathologists should not be permitted to add a curriculum/ program administrator license in special education.

Response: Comment considered. The Department’s existing rules allow speech language pathologists to add the curriculum/program administrator license, and the Department does not believe there is sufficient reason to change this existing practice.

Commenters: Dr. Vicki Hall, Greenwood School District.

Comment: § 5.01.1.3 allows a notation on a license that the content area allowed by reciprocity is not an approved Arkansas content area. Will there be an accreditation finding against a school if the reciprocated endorsement is not an approved AR licensure content area or endorsement?

Response: Comment considered. Schools will still be required to abide by the licensure limitations set forth in the Course Code Management System. A teacher holding only non-standard, out-of-state content areas would be permitted to teach any course for which a particular licensure content area is not required. Examples of these courses include Tools for Learning, E.A.S.T., and Orientation to Teaching, as well as many career/technical courses, subject to approval by the Dept. of Career Education.

Commenters: Harvie Nichols.

Comment: § 5.01.1.3 The last two lines of this section should be revised to read “.... endorsement is by reciprocity and does not conform to those licensure content areas normally approved in the state of Arkansas.”

Response: Comment accepted in part. Similar language has been added to 5.01.1.3.

Commenters: Jeff Stubblefield, Charleston School District.

Comment: § 5.02 - Put language back in the Rules which allow the Department of Education to develop the process, procedures, and requirements for adding additional licensure.

Response: Comment considered. The Department believes the existing language (in 5.02.2, 5.03, 6.01.4, 6.02.4, & 6.03.4) is sufficient to establish that the Department controls the process.

Commenters: Dr. Vicki Hall, Greenwood School District.

Comment: § 5.03 defines when a teacher may “test out” to add a content area. Does this mean that a person with a P-12 PE endorsement could test out to add calculus to their license, but would be required to undergo a program of study to add middle school math since middle level requires six hours of reading?

Response: Comment considered. Yes, an individual with a P-12 PE endorsement could add 7-12 mathematics solely by testing, but would be required to take a program of study to add any 4-8 content area. Because of the importance of reading throughout the curriculum, and the statutory requirement that elementary teachers have coursework in Arkansas history, a program of study is necessary.

Commenters: Tonia Ouzts; Harvie Nichols; Arkansas Board of Examiners in Counseling; Arkansas Mental Health Counselors Association; Dr. Kristin K. Higgins; Harding University; Jenene Alexander; Dr. Tony Finley; Dr. Karl Wendt.

Comment: Former § 5.05 should be amended to delete the requirement that individuals seeking the Guidance & Counseling endorsement have two or more years of teaching experience.

Response: Comment accepted.

Commenters: Arkansas Education Association; Linda G. English; Marilyn Marks; Pasley Butler; Patricia Kienzle.

Comment: Former § 5.05 should be retained to retain the requirement that individuals seeking the Guidance & Counseling endorsement have two or more years of teaching experience.

Response: Comments considered. The Department believes it is appropriate to expand the pool of available candidates for counselor positions because school counselor has been declared by the State Board as a critical shortage area, and because school districts need additional flexibility to meet student needs. The Department has received positive feedback regarding this change from faculty members of the state’s counseling preparation programs.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: Former § 5.05 - The term “classroom teaching experience” is not defined. Would that term encompass public & private schools or working as a substitute teacher, school counselor, or speech pathologist?

Response: Comment considered. Because former section 5.05 has been deleted from the final version of the Rules, this comment is moot.

Commenters: Arkansas Public School Resource Center.

Comment: § 6.0 - The proposed Rules fail to address a situation where a school or district operates a “P-12” program and not a “K-12” program. The new Building-Level Administrator License should be able to cover “P-12.”

Response: Comment accepted.

Commenters: Arkansas Professors of Education Administration; Professional Licensure Standards Board; Dr. Mary B. Gunter; Arkansas Tech University; Dr. Tony Finley, Harding University; Don McGohan, Bryant School District; Arkansas Association for Supervision & Curriculum Development (ASCD); D. Chris Rink, W. Ark. Tech. Ctr.; Harvie Nichols; Arkansas Public School Resource Center.

Comment: Former § 6.01.4.1 - Candidates seeking a building-level administrator license should not be required to complete two internships (one in K-6 and one in 7-12). Instead, one internship should include “adequate and substantial experiences at the K-6 and 7-12 levels” (PLSB) or “experiences of equivalent time in each of the grade spans” (ASCD).

Response: Comment accepted.

Commenters: Arkansas Public School Resource Center.

Comment: § 6.01.6: The requirement of at least four (4) years of experience as a classroom teacher, school counselor or library media specialist to receive a Building-Level Administrator License is too onerous.

Response: Comment considered. This requirement is contained in existing Department rules, and the Department does not believe there is sufficient reason to change existing practice.

Commenters: Clint Shackelford.

Comment: § 6.01.6 – Support granting a building-level administrator license for all levels (K-12) even if the candidate’s classroom teaching experience is only at one level.

Response: Comment accepted.

Commenters: Bryan Swynn.

Comment: § 6.01.6 – Can Educational Consulting at the K-5 level can be substituted for experience in order to change a 5-12 administrative license to K-12?

Response: Comment considered. No, but it will no longer be necessary for an administrator holding a 5-12 license to have K-4 experience to obtain a P-12 license.

Commenters: Ken Vaughn, University of Central Arkansas; Jeff Stubblefield, Charleston School District.

Comment: §§ 6.01.6 and 6.02.6.7 – Teaching experience should be kept as a requirement for the Library Media Specialist endorsement. Otherwise, individuals without teaching experience would be eligible to become administrators.

Response: Comment considered. Under existing rules, an individual has several pathways to obtain administrator licensure without classroom teaching experience. The Department does not believe there is sufficient reason to treat library media specialists differently from others.

Commenters: Professional Licensure Standards Board; Richard Hutchinson, Arkansas Education Association; Conway School District.

Comment: §§ 6.01.6 & 6.02.6.7 should not allow more than one year of experience as a school counselor or library media specialist to count towards administrator experience requirements.

Response: Comment considered. A.C.A. § 6-17-424 specifically allows experience as a school counselor to fulfill the experience requirements for an administrator license. Therefore, the State Board is without authority to implement this proposal as to school counselors.

Commenters: Arkansas Professors of Educational Administrators; Dr. Mary B. Gunter, Arkansas Tech University; Dr. Tony Finley, Harding University.

Comment: §§ 6.01.6.3 & 6.02.6.8 should not allow for experience at the Department of Education or in an education service cooperative to count towards fulfilling the experience requirements for an administrator license.

Response: Comment accepted in part. Both ADE and cooperatives have job positions that are directly related to the experience and training necessary to work as a building-level administrator. The Department wishes to encourage qualified individuals to consider employment with ADE and with the cooperatives by not penalizing those who wish to eventually become administrators. For this reason, the Rules have been revised to limit the amount of experience that may be counted to two (2) years.

Commenters: Professional Licensure Standards Board; Don McGohan, Bryant School District; Richard Hutchinson, Arkansas Education Association; Randy Willison, Batesville School District; Conway School District.

Comment: §§ 6.01.6.3 & 6.02.6.8 should allow only one (1) year of experience at ADE or a cooperative to count towards the experience requirements for an administrator license.

Response: Comment accepted in part. Please refer to the response above.

Commenters: Arkansas Association for Supervision and Curriculum Development (ASCD).

Comment: § 6.01.6.3 & 6.02.6.8 should allow only two (2) year of experience at ADE or a cooperative to count towards the experience requirements for an administrator license.

Response: Comment accepted.

Commenters: Arkansas Tech University.

Comment: § 6.02 – Propose separating the Curriculum Administrator and Program Administrator licenses.

Response: Comment considered. The Department is not convinced separation would be helpful or necessary.

Commenters: Arkansas Education Association.

Comment: 6.02.3 – Oppose allowing a master's or higher degree in a Career and Technical Education area to satisfy the degree requirements for the curriculum/ program administrator license.

Response: Comment considered. The Department does not believe there is sufficient reason for modifying the existing degree requirements for the curriculum/ program administrator license in career and technical education. The proposed rules mirror the existing rule and practice.

Commenters: Arkansas Department of Career Education.

Comment: § 6.02.6.3 should be clarified to state that a candidate for a curriculum/program administrator license in career and technical education must have a bachelor's degree or higher in a recognized Career and Technical Education content area.

Response: Comment accepted.

Commenters: Arkansas Professors of Education Administration; Professional Licensure Standards Board; Dr. Mary B. Gunter, University of Central Arkansas; Dr. Tony Finley, Harding University; Arkansas Association for Supervision and Curriculum Development (ASCD); Randy Willison, Batesville School District; Jeff Stubblefield, Charleston School District.

Comment: § 6.03.6 should be amended to require an individual seeking a district-level administrator license to have at least four years of classroom AND building-level administrator experience, rather than OR.

Response: Comment considered. The Department's concern is that other states allow individuals to become administrators without classroom teaching experience. If an experienced, qualified building-level administrator from another state seeks reciprocity to come work in Arkansas, that administrator should be allowed to earn a district-level administrator license even if his or her original licensing state did not require classroom teaching experience for the building-level license.

Commenters: Dr. Vicki Hall, Greenwood School District.

Comment: § 7.04 requires some individuals with expired licenses to take 6 hours of college coursework to renew. Would 60 hours of PD suffice for renewal, rather than six hours of coursework or passing the test?

Response: Comment accepted.

Commenters: Dr. Vicki Hall, Greenwood School District.

Comment: § 8.05 - Child Maltreatment: It makes sense to require candidates to complete child maltreatment and other training prior to being issued an initial/provisional license.

Response: Comment considered. The timing of this training is governed by statute, which may be modified only by the General Assembly. The State Board of Education lacks the authority to implement this proposal.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: § 8.09.1 - "Certified Mentor" is not defined. Rule 8.10.3 states that the novice teacher will be assigned a "certified, licensed mentor teacher". Does this mean a teacher that has a valid teaching license (standard, advanced, etc.??) and who meets the qualifications of 8.10.3.1 through 8.10.3.3, will be considered a "certified mentor" or is there a special program for a teacher to earn a certification in mentoring?

Response: Comment accepted in part. The Department provides a special program for a teacher to earn a certification in mentoring. This phrase in 8.10.3 will be modified to read "a licensed, certified mentor" to eliminate this ambiguity.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: § 8.10 - This requires an induction project director for each school that hires a novice teacher or beginning administrator. The induction project director will only be paid if funds are available. Will the funds for the payment to the induction project director come from state foundation funding?

Response: Comment considered. Induction project directors are paid directly by the Department using state funds. No local or foundation funds are used.

Commenters: Professional Licensure Standards Board; Harvie Nichols.

Comment: § 8.10.3 should be amended to allow ADE to permit a novice teacher to be mentored by a teacher in a different building.

Response: Comment accepted.

Commenters: Dr. Vicki Hall, Greenwood School District.

Comment: § 8.11.3 -Consider allowing mentoring observational information to be used for employment or evaluation decisions if a student is at risk “cognitively”, not just “physically or emotionally”.

Response: Comment considered. The purpose of mentoring is intended to be supportive, not punitive. The evaluation process created by the new Teacher Excellence and Support System will provide adequate means by which an administrator may identify and respond to a novice teacher’s deficits.

Commenters: Don McGohan, Bryant School District; Arkansas Public School Resource Center.

Comment: Former §§ 9.01.3 & 9.01.4 - Supports the proposed language regarding placement in district-level out-of-area positions at the Commissioner’s discretion.

Response: Comment accepted in part. Former § 9.01.3 has been deleted in response to public comment, as discussed below. Former § 9.01.4 has been retained but renumbered to 9.01.3.

Commenters: Dr. Vicki Hall, Greenwood School District; Professional Licensure Standards Board; Ronnie Newton, Alma School District; D. Chris Rink, W. Ark. Tech. Ctr.; Jeff Stubblefield, Charleston School District; Dr. Benny Gooden, Fort Smith Public Schools; Dennis Copeland, Mountainburg School District; Harvie Nichols.

Comment: Former §§ 9.01.3 & 9.01.4 – Oppose allowing the Commissioner to appoint an unlicensed individual as a superintendent on request of a local school board or in a case of state takeover.

Response: Comment accepted in part. Former § 9.01.3, which would have allowed the temporary appointment of an unlicensed superintendent on the request of a local school board, has been deleted from the final version of the Rules. However, the Department believes that in cases of a state takeover, as with fiscal or academic distress, the Commissioner needs the flexibility to temporarily appoint unlicensed individuals to leadership positions to best meet the needs of each individual district in that situation. Therefore, former § 9.01.4 has been retained (but renumbered to 9.01.3).

Commenters: Professional Licensure Standards Board.

Comment: § 9.03.2 – Recommend deleting the proposed language requiring districts to provide copies of job advertisements to document the need for a waiver.

Response: Comment accepted.

Commenters: Harvie Nichols.

Comment: § 9.03.2 raises a question about waivers in that it states “Districts will not have to verify re-advertising for the second and third years for a position...”. Nothing in the rule states that they have to verify advertising the first year.

Response: Comment considered. The rule does require districts to document their efforts to find a fully licensed employee.

Commenters: Arkansas Department of Higher Education.

Comment: § 10.0 - The implementation schedule should consider the institutional process for on-campus review/approval of new programs and program changes, as well as the review/approval process of ADHE and AHECB. An implementation date of 2014-15 allows sufficient time for institutional program development/ revisions, state agency review, and board approvals.

Response: Comment accepted.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: § 10.03.5 - Which sections of the Rule is this referring?

Response: Comment considered. This refers to any requirements under the Department's existing rules for additional professional development that may be required to convert a provisional license to a standard license.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: Appendix A - Nothing to denote what "B-K", "PS", etc. are.

Response: Comment accepted. An explanatory footnote will be added.

Commenters: Kathleen Atkins, University of Central Arkansas.

Comment: Appendix A, Levels and Areas of Licensure – The B-K license should be clarified to indicate that it is interdisciplinary. Suggestions include "B-PK interdisciplinary License", "B-PK Inclusive License", or "B-PK Integrated License."

Response: Comment considered. The full name of this license, as indicated on Appendix A, is the Early Childhood/Special Education Integrated License.

Commenters: Ken Vaughn, University of Central Arkansas; Kathleen Atkins, University of Central Arkansas; Dr. Kathy Pillow-Price.

Comment: Appendix A, Levels and Areas of Licensure - There is a proposal for an Initial B-PK license and an age 3-4 endorsement to a K-6 license. Why is there not a B-PK endorsement for the K-6, P-4, or K-12 Special Education license? Persons holding the B-K license should not be allowed to test out of K-6, but could complete course requirements to add this area.

Response: Comment accepted in part. The Department has changed its recommendation to allow the B-K license both as an initial license and as an add-on to any existing license. The Licensure Task Force and the Professional Licensure Standards Board recommended that candidates be allowed to test out of license areas one grade grouping above or below the initial level. This is why a B-K license may in some situations test out of the K-6 license.

Commenters: Kathleen Atkins, University of Central Arkansas.

Comment: Appendix A, Levels and Areas of Licensure – A majority of the ADE-appointed focus group felt that a birth to 8 year old license would better meet the needs of public schools and childcare facilities, instead of the proposed birth to pre-k license.

Response: Comment considered. The development of a B-K license, and the replacement of the P-4 license with the K-6 license, was the recommendation of both the Licensure Task Force and the Professional Standards Licensure Board. The Department does not believe there is sufficient reason to reject this recommendation.

Commenters: Anne Puckett; Tamera Geldmacher; Helen Hennis Dahms; Joanna Grymes, Arkansas State University; Dr. Jennifer K. Henk, University of Arkansas; Amy Davis; Casey Rainer; Amy Bollenbacher.

Comment: Appendix A, Levels and Areas of Licensure – Support the addition of the B-K license.

Response: Comment accepted.

Commenters: Mardi Crandall & Dr. Jennifer K. Henk, University of Arkansas; Susan Harp; Ronny Harp; Tamera Geldmacher; Helen Hennis Dahms; Amy Davis; Casey Rainer.

Comment: Appendix A, Levels and Areas of Licensure – The B-K license should be available to graduates coming up through family consumer science and human environmental science programs such as the one at the University of Arkansas-Fayetteville. Previous graduates of U of A's program should be eligible for the B-K license.

Response: Comment considered. These questions will be addressed as the Department works with institutions of higher education to develop this new programs of study.

Commenters: Cathy Landers, Arkansas State University Childhood Services; Dr. Kathy Pillow-Price; Joanna Grymes, Arkansas State University; Merribeth Bruning; Arkansas Advocates for Children and Families.

Comment: Appendix A, Levels and Areas of Licensure – Instead of replacing the P-4 license with a K-6 license, just add a new license, for those doing only birth to 5 work.

Response: Comment considered. The replacement of the P-4 license with the K-6 license was the recommendation of both the Licensure Task Force and the Professional Standards Licensure Board. The Department does not believe there is sufficient reason to reject this recommendation. In addition, the B-K license proposed by the Department would fill the need articulated by the comment for a birth to 5 license.

Commenters: Joanna Grymes, Arkansas State University; Dr. Dixie K. Keyes; Arkansas Advocates for Children and Families; Dr. Kathy Pillow-Price; Joanna Grymes; Arkansas Education Association.

Comment: Appendix A, Levels and Areas of Licensure – Oppose replacing the P-4 license with a K-6 license.

Response: Comment considered. The replacement of the P-4 license with the K-6 license was the recommendation of both the Licensure Task Force and the Professional Standards Licensure Board. The Department does not believe there is sufficient reason to reject this recommendation.

Commenters: Dr. Kathy Pillow-Price; Arkansas Education Association; Dr. Tony Finley, Harding University; Merribeth Bruning.

Comment: Appendix A, Levels and Areas of Licensure – Retain the P-4 license along with the newly proposed K-6 license.

Response: Comment considered. The Department does not believe that the state's institutions of higher education have the capacity to provide both a P-4 program of study and a K-6 program of study.

Commenters: Dr. Vicki Hall, Greenwood School District; Dr. Benny Gooden & Dr. Brenda Sellers, Fort Smith Public Schools; Don McGohan, Bryant School District; Kay Ekey, Lake Hamilton School District; Steve Anderson; D. Chris Rink, W. Ark. Tech. Center; Marilyn Johnson, Warren School District; Dr. Roger Hill, Rogers School District; Jeff Stubblefield, Charleston School District; Harvie Nichols.

Comment: Appendix A, Levels and Areas of Licensure – Support replacing the P-4 license with a K-6 license.

Response: Comment accepted.

Commenters: Dr. Dixie K. Keyes

Comment: Appendix A, Levels and Areas of Licensure – Change 4-8 licensure to 5-9.

Response: The replacement of the P-4 license with the K-6 license, and the retaining of the 4-8 and 7-12 licenses, was the recommendation of both the Licensure Task Force and the Professional Standards Licensure Board. The Department does not believe there is sufficient reason to reject this recommendation.

Commenters: Dr. Vicki Hall, Greenwood School District.

Comment: Appendix A, Levels and Areas of Licensure - Would a General Science or Earth/Life endorsement be sufficient for a 9th grade physics teacher, rather than requiring a physical science endorsement?

Response: ADE's Course Code Management System set forth the permissible licensure areas for 9th grade physics, which include 7-12 Physical/Earth Science but do not include 7-12 General Science or 7-12 Earth/Life Science.

Commenters: Ken Vaughn, University of Central Arkansas.

Comment: Appendix A, Levels and Areas of Licensure - 7-12 dual content areas should be separated into single areas -- not only Physical/Earth Sci. and Life/Earth Sci., but also P.E./Health and Speech/Theater.

Response: Comment accepted in part. The Department recommends separating Life, Physical, and Earth Sciences. Speech and Drama are already available as separate 7-12 areas.

Commenters: Ken Vaughn, University of Central Arkansas; Gregory Meeks, Arkansas State University.

Comment: Appendix A, Levels and Areas of Licensure - Earth Science should be separated from the Life Science license.

Response: Comment accepted.

Commenters: Merribeth Bruning.

Comment: Appendix A, Levels and Areas of Licensure - Middle and High School overlap: If we maintain the 4-8 Middle school option, I am a bit puzzled as to why we are maintaining a 7-12 option rather than making it a 9-12 option.

Response: Comment considered. Because Arkansas' school districts use a variety of different grade configurations in both elementary and secondary grades, the Department believes districts' needs can best be met through the flexibility of a 7-12 license rather than a 9-12 license.

Commenters: Arkansas Department of Higher Education.

Comment: Appendix A, Levels and Areas of Licensure - Arkansas public universities have expressed concern about how the program of study changes will impact the viability of programs where the new rules result in additional course hours, such as physics, earth science, and physical science. If the new licensure requirements lead to additional credit hours to prepare teacher candidates, fewer students may choose to enroll in such programs, leading to possible program deletion because programs could not meet AHECB program viability/ graduation thresholds and result in a possible teacher shortage in such areas.

Response: Comment considered. Several of the proposed changes address this concern, including the separation of the areas of Life/Earth and Physical/Earth Science. The Department is cognizant of this concern and believes the proposed licensure area changes will in most if not all cases result in the requirement of fewer course hours, not more.

Commenters: Stephanie Huffman, UCA; Ark. Assoc. for Sup. and Curr. Dev. (ASCD); D. Chris Rink, W. Ark. Tech. Center; Richard Hutchinson, Arkansas Education Association; Dr. Benny Gooden, Fort Smith Public Schools; Arkansas Education Association; Allison Baird, Carrie Reece, Rachel Whittingham, Sandra Jones, Rachel Shankles, Holly Gillum, Shirley Fetherolf, Connie Zimmer, Kim Grisham, Erin Shaw, Jackie Martin, Barbie James, Tracy McAllister, Lani Moore, Sandy Rice, Marcia Lanier, Renée Wall, Teresa Gordon, Barbie Eubanks, Debbie Griffin, Darby Wallace, Wendy Hannah, Katherine Higginbottom, Brian Johnson, Tia Summers, Jana Dixon, Brandi Williams, Amy Hutto, Lindsey Vickers, Jane Vest, Neitasha Tim's, Leah Stone, Jane Ann Knowles, Dr. Stephanie Huffman, Dr. Kay Bland, Tracy McAllister, Margaret Amps, Erin Shaw, Dr. Wendy Richman, Janice Jones, Glenda Jones, Rebecca Allen, Leigh VonderHeide, Melissa Duncan, Kellie Beggs, Annette Lemley, Lynn Paskiewicz, Malinda Bates, Glenda Jenkins, Charrissa Young, Jill Weir, Becky Engles, Debbie Peters, Raymella Petty, Dena Meriweather, Jennifer Wilson, Karen Mullenix, Stacy Stockton, Sandy Russell, Tara Herbert, Heather Hughes, Jeanna Cook, Barbara Self, Shannon Southard, Judi Copley, Lori Diffey, Diane Hughes, Tamara Deckard, Cristy Waire, Melissa Lybyer, Charlotte Wilson, Jacqueline Vergason, Mari Gillham, Wanda Borgognoni, Jamie Porter, Kristy Bentley, Melinda Francis, Tracy Sutterfield, Lezley Brinegar, Erin Fletcher, Gail Tucker, Cheyenne Lott, Kari Barnett, Kim Simpson, Sandy Peel, Elizabeth Lewis, Wendy Rickman, Celeste Ashcraft, Shelley Peyton, Faith Boatright, Karen McPeake, Audrey Caldwell, Gwynda Walker, Sara Lynette Thetford, Judy Rogers, Ruth O'Loughlin, Devona Pendergrass, Kathryn Solley, Rhonda Gentry, Lori Rooney, Marci Tate, Mandy Watkins, Autumn Thetford, Gaylon Scharbor, Kelly Tapley, Chandra Helms, Kendra Matthews, Nila Baldwin, Melissa Czeschin, Tracy Andrews, Ann Sorenson, Sharon Murray, Linda Turnbough, Kathleen Bennett, Kristi Reddin, Debbie Archer, Megan Lankford, Tracy Streeter, Ellen Clements, Vicki Weber, Shelli Jones, Donna Stobaugh, Pam Skipper, Mona Morgenthaler, Mary Elmore, Michele Carroll, Jennifer McDonald, Angela Dozier, Betty Patterson, Shawna Bridgeman, Anne Stobaugh, Lisa Lowery, Rachel Sams, Lennie Hurst, Janet Kanady, Judy Barnett, Leslie Mansur.

Comment: Appendix A, Levels and Areas of Licensure - It is essential that Library Media Specialist have an initial license in a content area and classroom teaching experience.

Response: Comment accepted in part. The Library Media endorsement is a critical shortage area, and the Department does not believe it helpful or beneficial to restrict the availability of new library media specialists. However, while the final version of the Rules eliminates the teaching experience requirement, it does not make Library Media an initial licensure area.

Commenters: Bryan Brown; Sonja Smith; Jennifer Brown; Sandra Long; Rick Long; Barbara Brown; Susan Nefzger; Susan Loesch.

Comment: Appendix A, Levels and Areas of Licensure – Support making Library Media Specialist an initial license area; support eliminating the two-year classroom teaching experience requirement to become a Library Media Specialist.

Response: Comments accepted in part. Please refer to response above.

Commenters: Ken Vaughn, University of Central Arkansas; Professional Licensure Standards Board; Richard Hutchinson, Arkansas Education Association; Conway School District.

Comment: Appendix A, Levels and Areas of Licensure - Delete Library Media Specialists from Initial Licensure Areas, but keep as add-ons to a standard license. Library Media Specialists should be required to hold a license prior to adding this area.

Response: Comment accepted.

Commenters: Harvie Nichols.

Comment: Appendix A, Levels and Areas of Licensure - Support defining special education as a K-12 initial licensure area.

Response: Comment accepted.

Commenters: Arkansas Board of Examiners in Counseling; Arkansas Mental Health Counselors Association; Dr. Kristin K. Higgins; Dr. Donnie Lee; Harding University; Jenene Alexander; Dr. Tony Finley; Dr. Karl Wendt.

Comment: Appendix A, Levels and Areas of Licensure – Support making Guidance & Counseling an initial license area.

Response: Comments accepted.

Commenters: Professional Licensure Standards Board; Arkansas Education Association.

Comment: Appendix A, Levels and Areas of Licensure – Oppose making Guidance & Counseling an initial license area.

Response: Comments considered. The Department believes it is appropriate to expand the pool of available school counselor candidates because school counselor has been declared by the State Board as a critical shortage area, and because districts need flexibility to meet student needs. The Bureau of Legislative Research, in a Report issued in connection with the Legislature's interim studies ISP-2011-169/170, recommended the development of a pathway for licensed counselors to be licensed as school counselors. The Department now recommends this pathway as the basis for ancillary licensure, rather than its original proposal to allow licensure for any person holding a master's degree in counseling. The Department has received positive feedback regarding this change from faculty members of the state's counseling preparation programs.

Commenters: Harding University, Dr. Donnie Lee.

Comment: Appendix A, Levels and Areas of Licensure – Support allowing licensed teachers with an existing master's degree to complete program of study through an approved ALP to add the endorsement in school counseling.

Response: Comments accepted.

Commenters: Mary Bryant & Rita Philips, Arkansas School Psychology Association; Dr. John Hall.

Comment: Appendix A, Endorsements – Eliminate the Educational Examiner endorsement.

Response: Comment considered. This endorsement is allowed under current rules, and the Department does not believe there is sufficient reason to eliminate it at this time.

Commenters: Dr. Mary B. Gunter, Arkansas Tech University; Dr. Tony Finley, Harding University.

Comment: Appendix A, Administrator Licensure – Support moving to a K-12 administrative license.

Response: Comment accepted.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: Appendix A, Ancillary Licenses - The term “non-instructional standard license” is not defined.

Response: Comment accepted. This is an error and will be corrected to read “Ancillary License”.

Commenters: Drs. Benny Gooden & Brenda Sellers, Fort Smith Public Schools; Harvie Nichols.

Comment: Appendix A, Testing Out – Support allowing teachers to add licensure areas by passing the appropriate Praxis examination.

Response: Comment accepted.

Commenters: Mary Cameron, Bureau of Legislative Research.

Comment: Appendix A, Testing Out - Is the 6 hour reading requirement for testing out of K-6 or middle childhood 4-8 contained in the Rule?

Response: Comment considered. As in current rules, this requirement is contained only in the Appendix and not in the text of the rule itself.

Commenters: Dr. Vicki Hall, Greenwood School District; Drs. Benny Gooden & Brenda Sellers, Fort Smith Public Schools; Don McGohan, Bryant School District; D. Chris Rink, W. Ark. Tech. Ctr.; Harvie Nichols.

Comment: General – Support elimination of the Praxis III.

Response: Comment accepted.

Commenters: Arkansas Advocates for Children and Families.

Comment: General – Increase collaboration between ADE, teacher preparation programs, and DHS Division of Child Care and Early Childhood Education concerning licensure.

Response: The Department has in the past and will continue to collaborate with each of these entities.

Commenters: Arkansas Advocates for Children and Families.

Comment: General – Add a representative from DHS Division of Child Care and Early Childhood Education to the Professional Licensure Standards Board (PLSB).

Response: The membership of the PLSB is set by statute. The Department does not have the authority to change statute.

Commenters: Sandra Powell; Anonymous E-Mail; Arkansas Association of Educational Administrators.

Comment: General – Support proposed changes.

Response: Comments accepted.

Commenters:

Comment: General – Oppose proposed changes.

Response: Comment considered.

FINANCIAL IMPACT STATEMENT

PLEASE ANSWER ALL QUESTIONS COMPLETELY

DEPARTMENT: Arkansas Department of Education

DIVISION: Division of Human Resources

PERSON COMPLETING THIS STATEMENT: Mark White, Staff Attorney

TELEPHONE NO.: 501-682-4227 **FAX NO.:** 501-682-4249 **EMAIL:** Mark.White@Arkansas.gov

To comply with Act 1104 of 1995, please complete the following Financial Impact Statement and file two copies with the questionnaire and proposed rules.

SHORT TITLE OF THIS RULE: Rules Governing Educator Licensure

1. Does this proposed, amended, or repealed rule have a financial impact?
Yes _____ No X _____

2. Does this proposed, amended, or repealed rule affect small businesses?
Yes _____ No X _____

If yes, please attach a copy of the economic impact statement required to be filed with the Arkansas Economic Development Commission under Arkansas Code § 25-15-301 et seq.

3. If you believe that the development of a financial impact statement is so speculative as to be cost prohibited, please explain.

4. If the purpose of this rule is to implement a federal rule or regulation, please give the incremental cost for implementing the rule. Please indicate if the cost provided is the cost of the program.

Current Fiscal Year

Next Fiscal Year

General Revenue _____ -0- _____

General Revenue _____ -0- _____

Federal Funds _____

Federal Funds _____

Cash Funds _____

Cash Funds _____

Special Revenue _____

Special Revenue _____

Other (Identify) _____

Other (Identify) _____

Total _____

Total _____

5. What is the total estimated cost by fiscal year to any party subject to the proposed, amended, or repealed rule? Identify the party subject to the proposed rule and explain how they are affected.

Current Fiscal Year

Next Fiscal Year

\$ _____ -0- _____

\$ _____ -0- _____

6. What is the total estimated cost by fiscal year to the agency to implement this rule? Is this the cost of the program or grant? Please explain.

Current Fiscal Year

Next Fiscal Year

\$ _____ -0- _____

\$ _____ -0- _____

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DEPARTMENT OF EDUCATION
FISCAL IMPACT STATEMENT OF PROPOSED REGULATION
(In compliance with Ark. Code Ann. §§ 10-3-309 and 25-15-204)

Regulation Title: **Rules Governing Educator Licensure**

Summary Description of Regulatory Proposal:

These rules are intended to replace eight (8) of the Department's existing rules governing educator licensure, which are being proposed for repeal. The purposes of the Rules are to establish requirements and procedures for the issuance, licensure, relicensure, and continuance of licensure of educators in the public schools of this state, as required by Ark. Code Ann. § 6-17-402; to provide for the acceptance of educator licenses by reciprocity, as required by A.C.A. § 6-17-403; to implement as a prerequisite to licensure the requirement of basic-skills, pedagogical, and content-area assessments, as required by A.C.A. §§ 6-17-402, 6-17-601, & 6-15-1004; to implement as a prerequisite to licensure the requirement of college coursework in Arkansas History for certain educators, as required by A.C.A. § 6-17-418; and to provide for the issuance of provisional licenses, as required by A.C.A. §§ 6-17-403 & 6-17-418.

Cite Statutory Authority for this Regulatory Proposal: **A.C.A. §§ 6-11-105, 6-17-401 et seq., and 25-15-204.**

- I. Fiscal Impact on the Department: (include whether impacts are non-recurring or recurring)
 - A. Resources Required - Personnel, equipment, office space. **No additional resources required.**
 - B. Time Required for Implementation. **No additional time required.**
 - C. Procedural Changes. **None.**
 - D. Other.
- II. Fiscal Impact on Local School District or Others? (Include whether impacts are non-recurring or recurring)
 - A. Resources Required - Personnel, equipment, office space. **None.**
 - B. Time Required for Implementation. **None.**
 - C. Procedural Changes. **None.**
 - D. Other.
- III. Additional Comments. **None.**

Prepared by: **Mark White**
Staff Attorney
October 9, 2012

