



PUBLIC SCHOOLS OF NORTH CAROLINA

DEPARTMENT OF PUBLIC INSTRUCTION | June St. Clair Atkinson, Ed.D., *State Superintendent*

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TO: LEA Superintendents
LEA HR Directors

FROM: Dr. Rebecca Garland 
Deputy State Superintendent

Dr. Thomas Tomberlin 
Director, Educator Human Capital Policy and Research

DATE: June 2, 2016

POLICIES RECENTLY APPROVED BY STATE BOARD OF EDUCATION

On June 2, 2016, the NC State Board of Education (SBE) approved a policy related to emergency permits for teachers in core and non-core subject areas. Additionally, the SBE approved plans for the local implementation of the Analysis of Student Work (ASW) process for 19 LEAs.

Emergency Permit to Practice

The SBE approved changes to policy TCP-A-001, Policies on General Licensure Requirements, at its June meeting. NCDPI recommended changes to Section 1.90 (Emergency Permit to Practice) which allows LEAs to request an emergency permit to practice for a teaching assignment in the event that no appropriately licensed professional is available to fill the assignment. The candidate must hold a bachelor's degree from a regionally accredited college or university in order to be eligible for the emergency permit. Teachers employed on an emergency permit will be paid at the A-00 salary level. Emergency permits are granted for one year and may not be renewed. Individuals who have been employed on emergency permit may be issued a lateral entry license after one year if the individual meets the eligibility requirements for a lateral entry license. The relevant section of the approved policy accompanies this memorandum for your reference.

Along with its approval of this policy, the SBE expressed concern about how these emergency permits have the potential to diminish the quality of our state's teaching force. LEAs are encouraged to use these permits judiciously and as a short-term solution to an immediate need. The SBE will monitor the use of these permits across the state and request analysis from NCDPI on the impact of these permits on student achievement and growth.

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AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Local Flexibility for the Analysis of Student Work Process

The SBE also approved plans from the LEAs to implement a local model of the ASW process. The SBE has approved 21 different local plans for the ASW process for the 2016-17 school year. The deadline to submit a local plan for SBE approval has passed, but the SBE will allow districts to adopt one of the approved plans. Using one of the SBE approved models for ASW does not require board action, but LEAs must submit a request to adopt a plan to NCDPI. A complete list of the SBE approved ASW plans and the application to request the use of an approved plan can be found here: [ASW Local Flexibility \(http://ncasw.ncdpi.wikispaces.net/Requests+for+Local+Flexibility\)](http://ncasw.ncdpi.wikispaces.net/Requests+for+Local+Flexibility). The deadline to adopt an SBE-approved ASW plan is July 15, 2016.

Districts that did not submit a local plan for ASW to the SBE, or elect not to use one of the SBE-approved plans are required to participate in the state ASW process. Information regarding the state ASW model can be found here: [NC Analysis of Student Work \(http://ncasw.ncdpi.wikispaces.net/home\)](http://ncasw.ncdpi.wikispaces.net/home). The timeline of the state ASW process for the 2016-17 school year will be updated later this month.

If you have questions or comments about these policies, please contact the Office of Educator Human Capital Policy and Research at 919-807-3429 or educatoreffectiveness@dpi.nc.gov.

RBG/TRT

Attachment

NORTH CAROLINA STATE BOARD OF EDUCATION
Policy Manual

Policy Identification

Priority: Twenty-first Century Professionals

Category: Licensure

Policy ID Number: TCP-A-001

Policy Title: Policies on General Licensure Requirements

Current Policy Date: 06/02/2016

Other Historical Information: 01/05/1997, 07/09/1998, 01/13/1999, 07/01/1999, 07/13/2000, 09/14/2000, 10/04/2001, 01/09/2003, 2/6/2003, 06/05/2003, 08/07/03, 09/11/2003, 11/22/2004, 5/05/2005, 6/30/2005, 8/04/2005, 10/06/2005, 11/03/2005, 12/1/2005, 01/05/2006, 05/04/2006, 06/01/2006, 07/06/2006, 02/02/201201/04/2007,11/06/07/2007, 06/06/2013 06/06/201312/06/2007, 02/07/2008, 04/03/2008, 09/11/2008, 06/04/2015 10/02/2008,12/04/2008,04/02/2009,04/02/2009,11/05/2009, 08/04/2011 01/07/2010, 06/03/2010, 07/09/2015

Statutory Reference: G.S.§ 115C-296 Section 8.(a)

This policy is not in its entirety. **Only relevant sections are included.**

Administrative Procedures Act (APA) Reference Number and Category:

***** Begin Policy *** (Do not tamper with this line)**

***** Begin Policy *****

1.00 Licensure Required

~~Any person employed by a Local Education Agency (LEA) in a professional educator position must hold a professional educator's license. In addition, all persons teaching core academic subjects at the elementary, middle school, or high school levels must be "highly qualified" as specified by sections 1.01 and 1.02 below. Each applicant shall file an application in the form prescribed by the Licensure Section with appropriate supporting documentation and the required processing fee.~~

1.01 Highly Qualified Teachers Defined

~~The term "core academic subjects" means English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography.~~

~~Teachers issued the International Faculty license may have their native language added to their license by earning a rating of at least “Intermediate High” proficiency on the ACTFL (American Council on the Teaching of Foreign Languages) Oral Proficiency Test.~~

1.90 Emergency Permit to Practice

~~Effective July 1, 2016~~ At the request of the employing LEA, the Department shall issue an emergency permit to practice for a teaching assignment at the A-00 pay level to persons who hold at least a baccalaureate degree from a regionally accredited IHE but who do not qualify for a license under any other approach. The emergency permit to practice shall be valid for one year and may not be renewed. When it requests an emergency permit to practice, the LEA must document that no appropriately licensed professionals or persons who are eligible for a lateral entry license are available to accept the position. ~~Effective June 30, 2006, emergency permits cannot be used for teaching at the elementary grades level or at the middle and high school levels in license areas required for teaching the core academic subjects.~~

Individuals who have been employed on an emergency permit ~~(with at least a 2.5 GPA, but inappropriate unrelated college major)~~ may be issued a lateral entry license if eligible. ~~upon: (sSee 1.70)of this policy)~~

- ~~• successful completion of one year of teaching (6 calendar months or more)~~
- ~~• satisfactory completion of the NC TEACH (or equivalent) Summer Institute~~
- ~~• recommendation of the LEA.~~

~~Individuals who were employed on an emergency permit (with at least a 2.5 GPA, but inappropriate college major) during the 2004-05 school year who completed at least 15 semester hours of relevant coursework may be issued an emergency permit for the 2005-06 school year on the recommendation of the employing LEA. The permit shall be at the A-01 00 pay level.~~

1.100 Dating of Licenses

~~The effective date of a license is based on the date the applicant completed the educational program requirements for the license. For applicants who completed these requirements before the fiscal year in which the application is processed, the effective date shall be July 1. For applicants who completed these requirements within the fiscal year in which the application is processed, the effective date shall be the date the applicant completed the requirements. All licenses are issued with an expiration date of June 30 for the year determined by the type of license for which the individual has qualified.~~

~~Lateral entry teachers employed with less than six months of creditable experience time remaining in the school year shall have the following three school years to satisfy all licensing requirements.~~

~~Dates for renewal cycles are established when a continuing license is issued.~~

1.70 Initial Lateral Entry License

An individual who has not completed an approved teacher education program may be licensed under the following lateral entry provisions:

- (1) Be selected for employment by a North Carolina school system;
- (2) Hold at least a bachelor's degree from a regionally accredited college or university in the subject area in which they are employed to teach or hold at least a bachelor's degree from a regionally accredited college or university and have satisfied the NCSBE approved testing requirements for the license area and meet the requirements to be designated "highly qualified". To be designated "highly qualified," elementary and exceptional children's teachers must pass the NCSBE approved exam(s). To be designated "highly qualified," middle school, high school, and special subject area teachers (e.g., art, music, second languages) must hold a bachelor's or master's degree in the specific area, or have 24 semester hours in the area, or pass the NCSBE approved exam(s) in the area(s).
- (3) Have a minimum cumulative grade point average (GPA) of 2.5 or have five years of experience considered relevant by the LEA, or have passed the Praxis INCSBE approved exam(s) and have attained one of the following:
 - a) a GPA of at least 3.0 on all work completed in the senior year;
 - b) a GPA of at least 3.0 in the major; or
 - c) a GPA of at least 3.0 in a minimum of 15 semester hours of course work completed after the bachelor's degree was earned and within the last 5 years.

A person who holds a lateral entry license shall complete a program that includes the following components:

- (1) completion of an approved teacher education program in the area of licensure at a college or university or completion of a program of study outlined by the Regional Alternative Licensing Centers;

Prescribed academic *content* coursework that is available through community colleges may be used to satisfy licensure requirements. General pedagogy competencies can be satisfied as follows.

| <u>General Pedagogy Competencies</u> | <u>Completed Through</u> |
|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| - <u>Educational/Instructional Technology</u> | - <u>Approved Teacher Education Program or Community College or Local Education Agency (if employed)</u> |
| - <u>Understanding the Learner: Human Growth and Development</u> | - <u>Approved Teacher Education Program or Community College</u> |
| - <u>Learning Theory; Learning Styles; Motivation; How Children/Adolescents Learn</u> | - <u>Approved Teacher Education Program or Community College</u> |
| - <u>Meeting Special Learning Needs; Exceptionalities; Diversity</u> | - <u>Approved Teacher Education Program</u> |

| <u>General Pedagogy Competencies</u> | <u>Completed Through</u> |
|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| - <u>Literacy/Reading Methods</u> | - <u>Approved Teacher Education Program</u> |
| - <u>Instructional Methods</u> | - <u>Approved Teacher Education Program</u> |
| - <u>School Policies/Procedures</u> | - <u>Approved Teacher Education Program or Community College or Local Education Agency (if employed)</u> |
| - <u>Home/School/Community Collaborations</u> | - <u>Approved Teacher Education Program or Community College or Local Education Agency (if employed)</u> |
| - <u>Classroom Management/Organizing the Classroom to Maximize Learning</u> | - <u>Approved Teacher Education Program or Community College or Local Education Agency (if employed)</u> |

- (2) attaining passing score on the NCSBE approved subject exam(s) during the first three school years of holding the lateral entry license if the exam(s) was/were not the basis of qualifying for the license;
- (3) completion of a staff development program that includes a two-week training course prior to beginning the work assignment;
- (4) successful completion of a three-year beginning teacher support program;
- (5) completion of all above requirements within 3 years of becoming eligible for a lateral entry license and recommendation of the IHE or RALC for clear licensure.

Individuals who possess five or more years of experience considered relevant by the LEA and satisfy NCSBE approved testing requirements for the licensure area(s) within the first year of teaching shall be issued an Initial license upon:

- a. Completion of the NC TEACH modules or the equivalent through an approved teacher education program: 1) The Teacher, The Learner, and The School; 2) Diversity; 3) Content Area Pedagogy. (Note: The NC TEACH modules are offered and administered through NC colleges and universities with approved teacher education programs. **and**
- b. Completion of the NC TEACH module on Instructional Technology or the equivalent through an approved teacher education program, community college, or through professional development offered by the LEA; **and**
- c. Completion of one year of teaching as verified by the employing LEA.

The employing school system shall formally commit to supporting the lateral entry teacher by:

- (1) providing a two-week orientation that includes:
 - a. lesson planning,
 - b. classroom organization,

- c. classroom management, including positive management of student behavior, effective communication for defusing and deescalating disruptive or dangerous behavior, and safe and appropriate use of seclusion and restraint,
 - d. an overview of the ABCs Program including the standard course of study and end-of-grade and end-of-course testing, and
 - e. the identification and education of children with disabilities.
- (2) assignment of a mentor on or before the first day on the job;
 - (3) providing working conditions that are appropriate for all novice teachers;
 - (4) giving regular focused feedback to the teacher for improving instruction; and
 - (5) assisting the individual in accessing prescribed course work and professional development opportunities;
 - (6) providing all other supports included in the LEA's Beginning Teacher Support Program.

Individuals who do not fulfill the requirements of their lateral entry license within the three years they are initially given may be issued another lateral entry license provided:

- 1. they have passed the required NCSBE approved exam(s) for the specialty area(s) in which the license will be issued and
- 2. at least six years have elapsed since the prior lateral entry license was issued.