SALT LAKE ARTS ACADEMY	**Salt Lake Arts Academy**	Version 1
	Policy Title: Educator Licensing Policy	Effective Date: 11.18.2024

Salt Lake Arts Academy (SLArts) follows the guidelines set forth in R277-301.

SLArts-LEA License Eligibility Criteria. All applicants must:

- Complete a bachelor's or higher degree in a related field of study; or have exceptional or specialized occupational experience, training, or expertise directly related to the area of assignment; and,
- Complete a criminal background check including review of any criminal offenses and clearance in accordance with Rule R277-214 and continued monitoring in accordance with Subsection 53G-11-403(1);
- Complete the educator ethics review described in Rule R277-500 within one calendar year prior to the application; and,
- Within the first year of employment, complete the following Professional Learning Modules (USBE):
    - Educator ethics;
    - Classroom management and instruction;
    - Basic special education law and instruction; and
    - Utah Effective Teaching Standards described in R277-530.

Approval:

The application must receive approval from the SLArts Board of Directors in a public meeting no more than 60 days prior to submitting the application to the State Board of Education for an LEA License and include:

- Rationale for the appointment of a SLArts-LEA-Specific License or endorsement.
- Verification that there is an inadequate supply of highly qualified and suitable licensed applicants in the license and endorsement area as demonstrated by posting the position for a reasonable period of not less than one week. (Not required for less than half-time [<.5 FTE] applicants)
- LEA Specific License Policy
- Where applicable, an Associate Licensing Plan.

The first renewal of an LEA-specific educator license, license area, or endorsement shall be approved or denied by the Board.

The SLArts Governing Board applies for the LEA-specific educator license on behalf of the candidate. An LEA-specific license, license area, or endorsement is valid for one, two, or three years in accordance with the Salt Lake Arts Academy Governing Board's application. The Board may require that subsequent renewals be approved by the Board on a case-by-case basis.

An LEA-specific license, license area, or endorsement through SLArts is valid only within SLArts.

A SLArts-LEA-specific license expires immediately if the educator's employment with SLArts ends and the educator is not rehired as an educator in the next contract year.

SLArts is not authorized to provide an LEA-specific educator license in the area of Special Education

SLArts-LEA Specific License Mentoring/Instructional Coach Program for pedagogical support.

The SLArts-LEA Specific License incumbent must participate in a Mentoring Program. SLArts shall provide a mentoring program by a trained mentor educator who:

i. holds a professional educator license; and
ii. is assigned as an instructional coach or equivalent position

The mentor will not evaluate the educator; however, all employees, including the mentor, must promptly report educator misconduct in violation of the SLArts Code of Conduct.

The mentor will help the SLArts-LEA Licensed Educator meet the Utah Effective Educator Standards established in Rule R277-530 by:

- Assisting the educator with a Self-Assessment (SA).
- Ensuring that the educator has an Individual Learning Plan (ILP).

- Meeting regularly with the educator for coaching observations and feedback.
- Documenting those meetings.
- Using data to improve and analyze student progress.
- Reflecting at a Mid-Year Review (MYR).
- Reflecting, reviewing, and reassessing at an End-of-Year Review (EOYR).

The applicant and SLArts will jointly develop an Associate Licensing Plan to:

- Encourage transition from a SLArts-LEA license to a Professional License.
- Identify applicable educational, skill, and/or content knowledge requirements for enrollment in a qualified educator preparation program.
- Identify paths and opportunities to prepare for successful passage of a pedagogical performance assessment. LEA Specific License Policy
- Develop significant competency and knowledge sufficient to justify an extension request from the Utah State Board of Education for a continued SLArts-LEA License if transition to an Associate License is not reasonable or applicable.

Should SLArts request an LEA-specific license, license area, or endorsement, SLArts shall prominently post the following information on the SLArts website:

a) Disclosure that SLArts employs individuals holding LEA-specific educator licenses, license areas, or endorsements;
b) An explanation of the types of licenses issued by the Governing Board;
c) The percentage of the types of licenses, license areas, and endorsements held by educators employed in SLArts based on the employees' FTE; and
d) A link to the Utah Educator Look-up tool in accordance with Subsection R277-512-7(6).