

Reducing Temporary Teaching Permits and Expanding the Licensed Educator Workforce

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Human Capital

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RESOURCES



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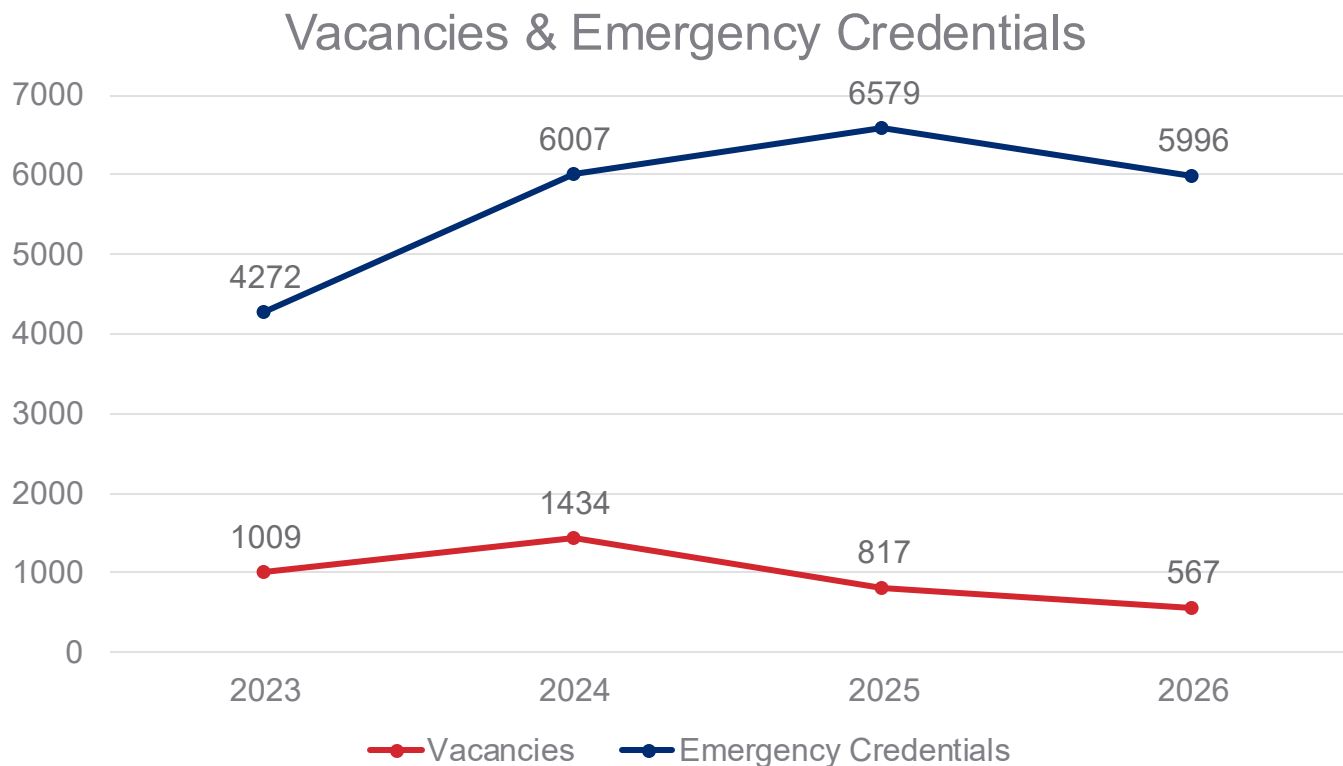


Agenda

- Framing the Challenge
- The State of Vacancies & Emergency Credentials
- Pathways to Licensure
- Strategies for Success
- Next Steps & Resources



Tennessee's Evolving Landscape

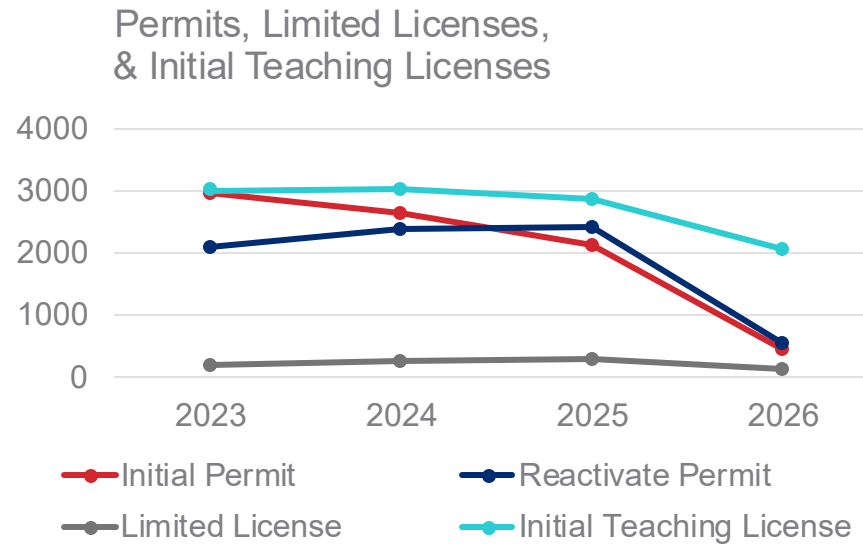


Over time, Tennessee's intersection of vacancies and emergency credentials has changed.

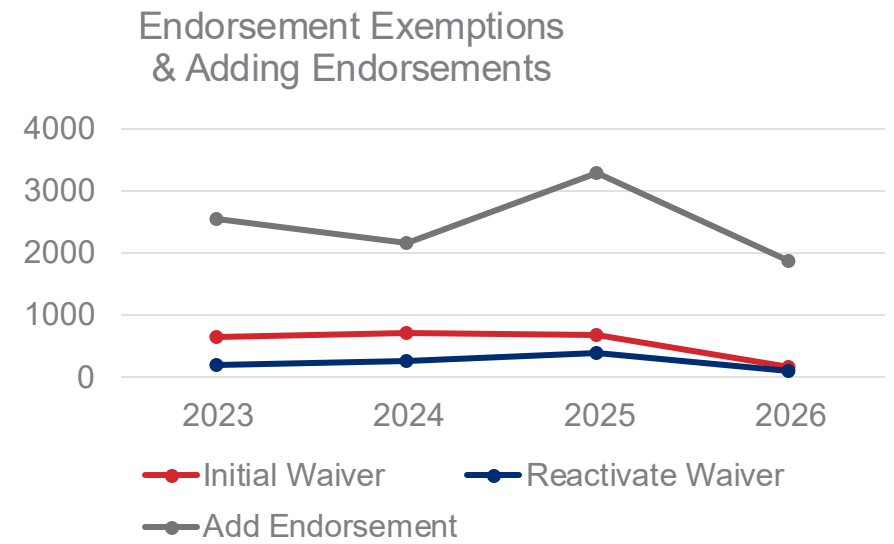


Tennessee's State of the State *on the Educator Workforce*

Overall, we're trending towards more permanent, sustainable pathways.



Initial teaching licenses continue to outpace initial permits, but total permit use (initial + reactivations) still exceeds the number of new teaching licenses issued each year.

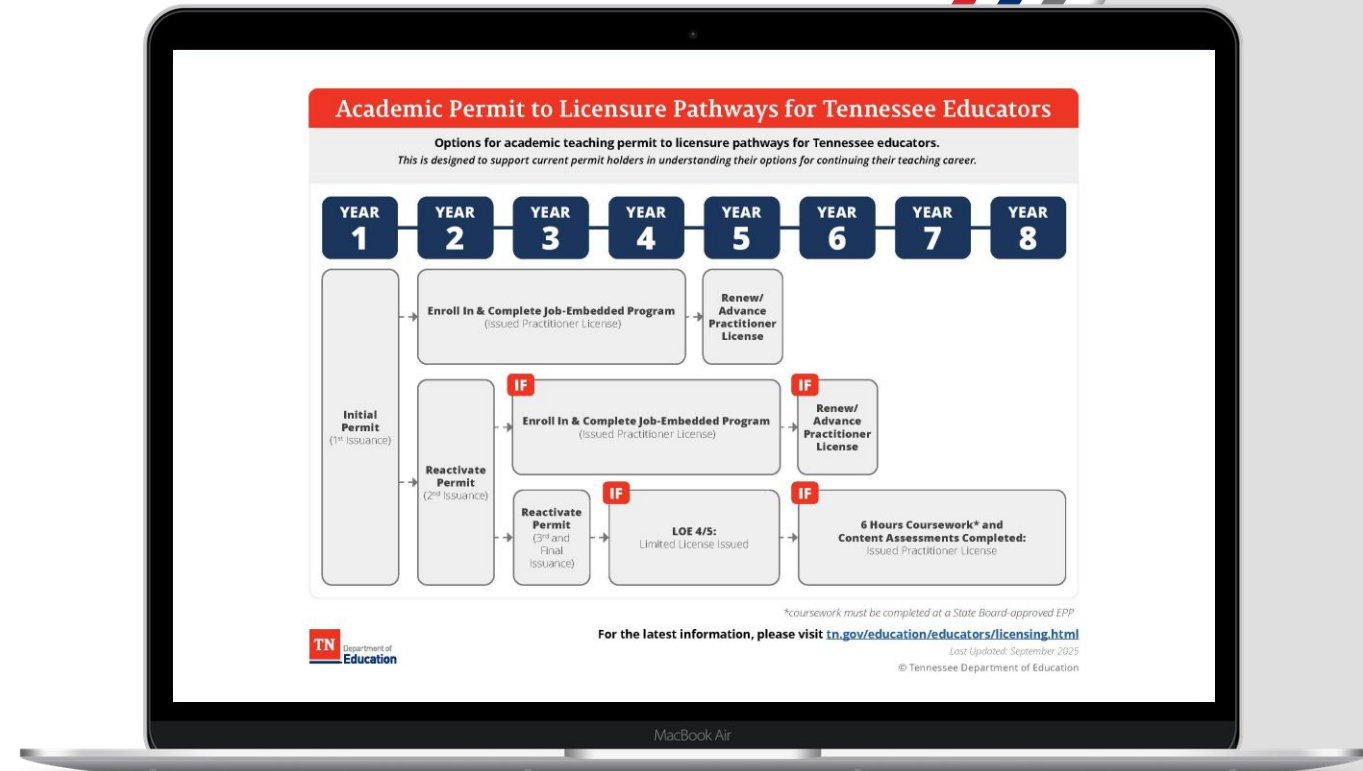


Educators are adding endorsements at higher rates than using endorsement exemptions, supported by recent State Board policy changes that expanded streamlined endorsement pathways.

Got Permits... *Now What?*

There are a variety of options for educators to move from a temporary teaching permit to a license, including:

- Enrolling in an EPP with approved job-embedded clinical practice
 - State Board-approved or Out-of-State EPP with approved partnership agreement
- Enrolling in a registered apprenticeship program



Educator Licensure Supports



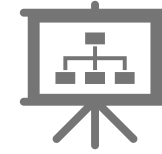
Department Supports

- Sr. Director of Licensure (serves DoS)
- Regional Licensure Consultants (assigned via Grand Region)
- Occupational Licensure Specialist (serves all Grand Region CTE Directors)
- TASL Manager
- TeachReadyTN



Licensure Technical Assistance

- Monthly Grand Region Licensure Collaboration meetings (District Licensure Reps & Assigned RLCs)
- Quarterly Licensure Rule & Policy Updates (District Licensure Reps & Licensure Operations teams)
- TASL Office Hours (TASL Reps & TDOE TASL Manager)
- Monthly Licensure Bulletin (sent via email from general licensure inbox)
- Annual Strategic Spring Series (District Licensure Reps & Assigned RLCs)



Policy Flexibilities

- Universal one-up, one-down flexibility
- One course out endorsement flexibility (*two sections max*)
- Provisional Special Education Endorsements
- Expanded additional endorsement pathways

Reducing Permits:

Critical Components



Strategic Staffing

Long-term workforce planning
Data-informed staffing decisions



EPP Partnerships

Local EPP Collaborations
LEAs as an EPP



Strategic Communication

Annual Audit of Staff on emergency credentials
Local expectations defined



Differentiated Compensation

Recruitment & Retention incentives
Leveraging compensation to critical shortage areas

Districts Driving Success

Many Tennessee LEAs are finding success in reducing permits and expanding their credentialed workforce. Here are just a few examples:



Collierville holds annual conversations with all permit holders to discuss future options and options for licensure.



Weakley County and Dayton City Schools participated in TeachReady's differentiated compensation group and received individualized differentiated compensation recommendation guides.



RUTHERFORD
TEACH NOW
PREPARING NON-TRADITIONAL EDUCATORS FOR THE CLASSROOM

Several Tennessee districts have worked with TDOE's Educator Preparation Program Team & SBE to become approved EPPs.



Closing & Next Steps

A multi-prong, multi-faceted approach

- Reducing permits and expanding your licensed workforce takes a variety of solutions working together

The Department is here to support!

- Reach out! Let us know how we can help:
Educator.Licensure@tn.gov & Teach.Ready@tn.gov
- Is your HR/Licensure rep connected with their RLC?
- See/hear a solution from a partner LEA that you'd like to implement? We're here to help connect!



Thank you!

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