



TENNESSEE
STATE BOARD OF EDUCATION

EDUCATOR LICENSURE AND PREPARATION SUBCOMMITTEE

SBE MEMBERS: DARRELL COBBINS, BOB EBY, MIKE EDWARDS, AND LILLIAN HARTGROVE (CHAIR)

APRIL 16, 2019

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TN

Licensure Flexibility

®

Restrictions on Out-of-Field Teaching

State law prohibits out of field teaching in all courses that have EOC exams required for graduation.

- Permit
- Waiver
- Employment Standard (2-out)

Federal law prohibits out of field teaching (permits and waivers cannot be issued) in Special Education:

Special Populations Endorsement	Endorsement Code
Gifted Education Pre-K-12	466
Early Development/Learning Pre-K-K	468
Special Education – Interventionist K-8	144
Special Education – Interventionist 6-12	145
Special Education – Comprehensive K-12	461
Special Education – Early Childhood Pre-K-3	459
Special Education – Hearing Pre-K-12	463
Special Education – Vision Pre-K-12	462
Speech Language Teacher Pre-K-12	458

Endorsement Flexibility

0520-01-02.03 (2) A teacher may teach up to **two sections of one course outside the area of endorsement**. For a teacher to teach more than one course or more than two sections of one course outside the area of endorsement, an employment standard waiver must be requested and approved.

Tennessee districts and schools may exercise limited flexibility, as follows:

Grade-level of Endorsement Held	Flexibility to Teach
Pre-K-3	Any course in grade 4 in a school that includes grade 3
K-5	Any course in grade 6 in a school that includes grade 5
6-8	Courses in grade 5 in the same content area as the 6-8 endorsement
6-12	Courses in grade 5 in the same content area as the 6-12 endorsement
7-12	Courses in grades 5 and 6 in the same content area as the 7-12 endorsement

Short-term District Strategies

1. Identify all endorsements which an educator may hold in order to be assigned to the vacant course(s), using the [Correlation of Course and Endorsement Codes](#) to inform the recruitment effort.
2. Determine if current district personnel are already eligible to teach in the area of need, based on currently held endorsements, or if there are opportunities to develop current personnel to meet the staffing need:
 - a. Consider offering additional compensation to educators who are appropriately endorsed for teaching a heavier load, as a short-term solution.
 - b. Review the [District & School Endorsement Flexibility Guidance](#), including the section on [teaching one course out of area of endorsement](#), and evaluate current available personnel to determine if any educators currently employed by the district may be eligible to cover the vacant course(s) based upon currently held endorsements.
 - c. Determine if any educators currently employed by the district may be eligible for an [Additional Endorsement Added by Content Assessments Only](#), in order to be appropriately endorsed in the area of the vacancy. Districts may consider providing financial support to cover the cost of registration for necessary content assessments to add an endorsement, rather than engaging in a lengthy and potentially expensive recruitment process).
 - d. Identify paraprofessionals who hold a bachelor's degree and are currently employed by the district who may be interested in pursuing educator licensure. Educator licensure candidates may be eligible to enroll in an [educator preparation program](#) with job-embedded clinical practice.

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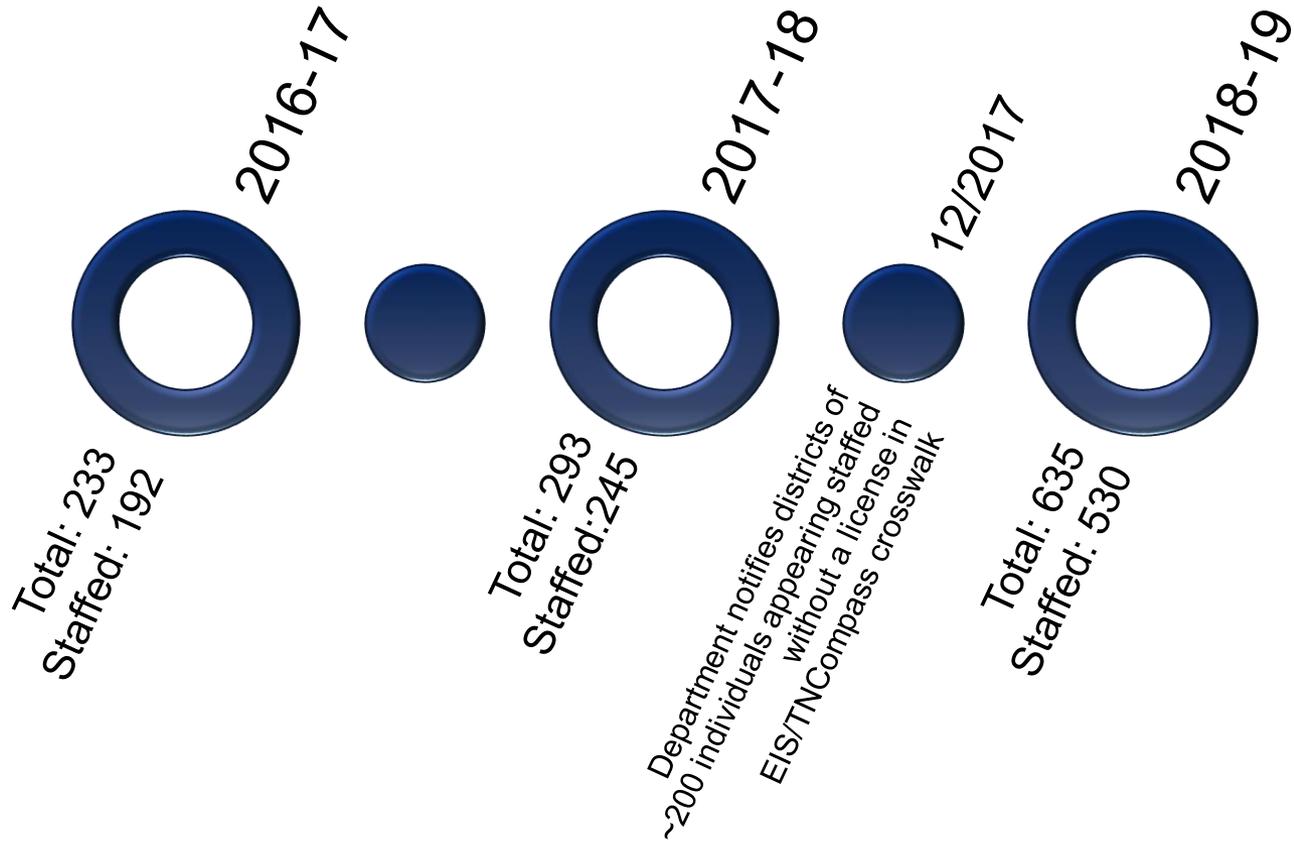
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**Emergency
Credentials**

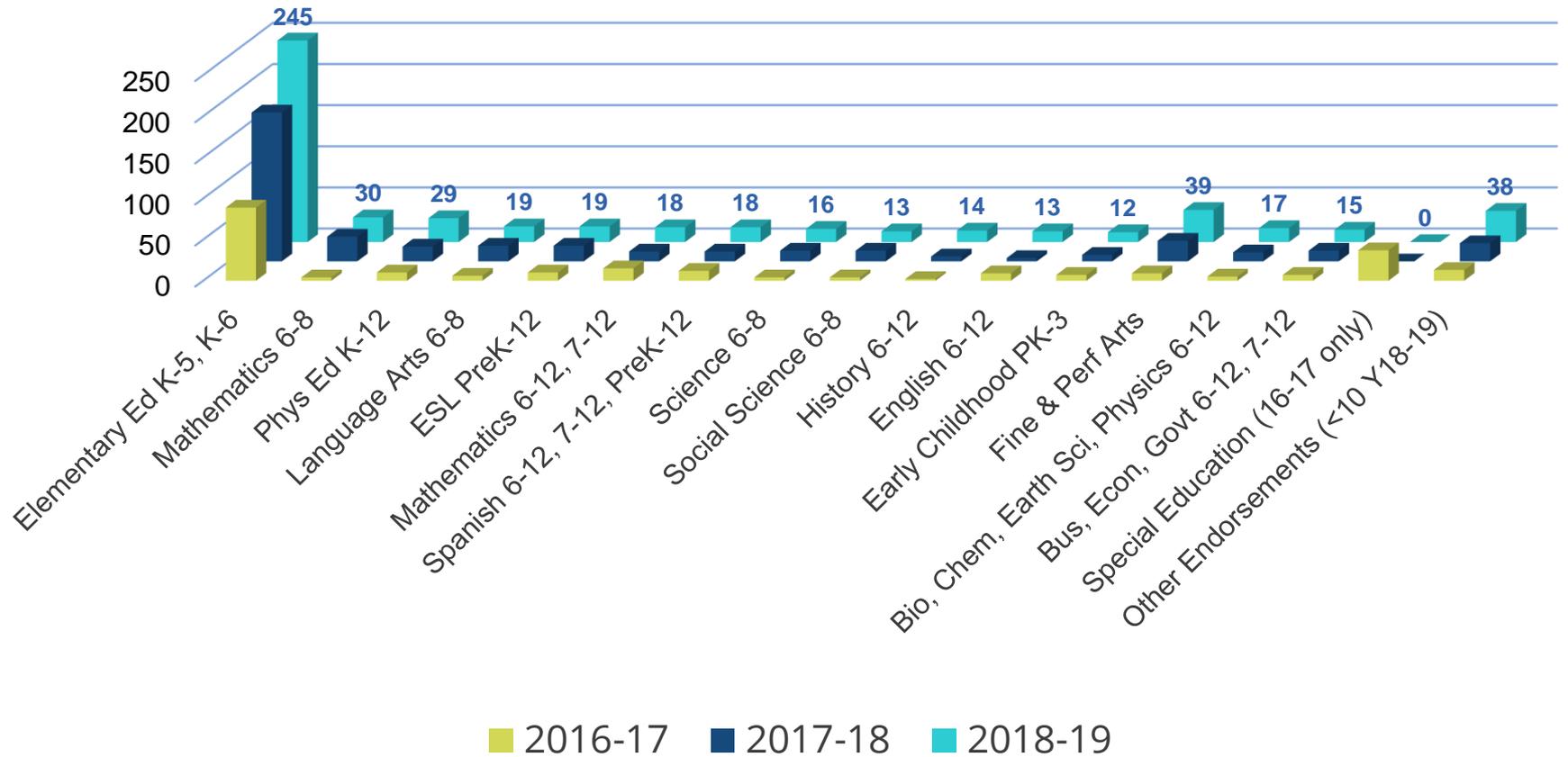
Why Districts Use Emergency Credentials

- Emergency Vacancy
 - Lack of notice of teacher leave (temporary or permanent)
- Shortage
- OOS Praxis/Licensure Requirement

Permits Issuance & Staffing



Active Permits by Endorsement/Cluster

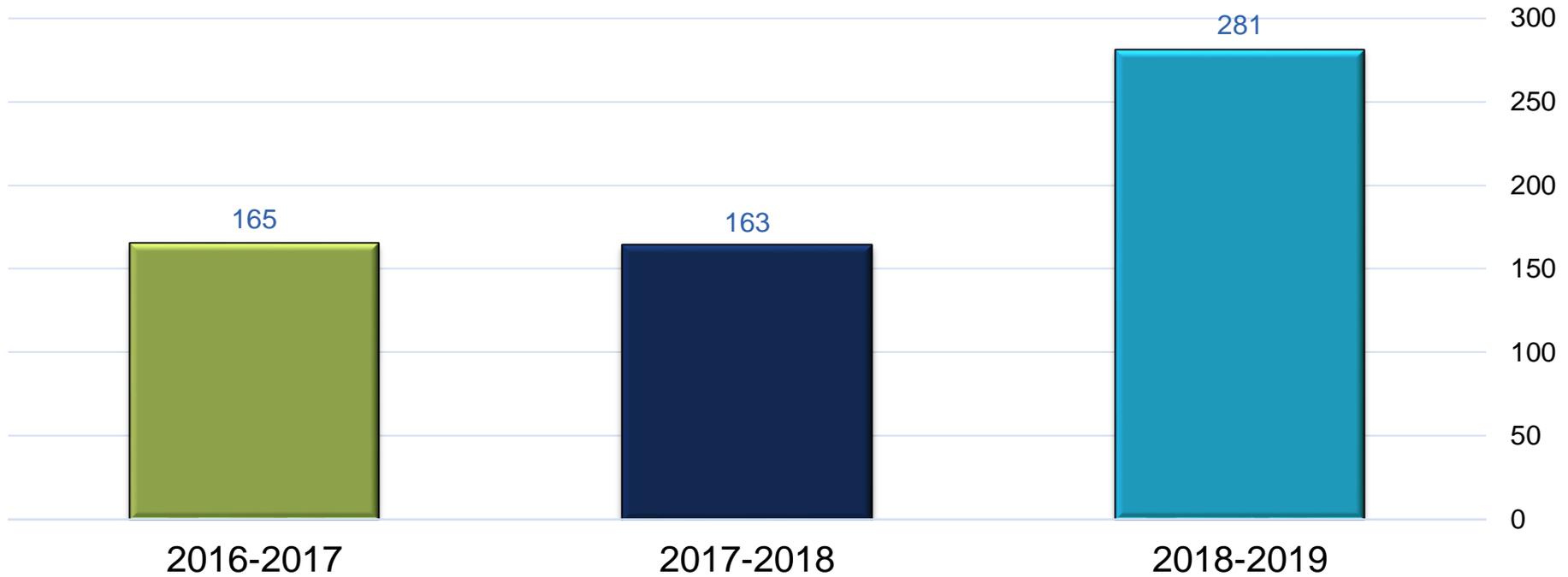


Total active permits over 3 year period: 1161

Total endorsements: 1204

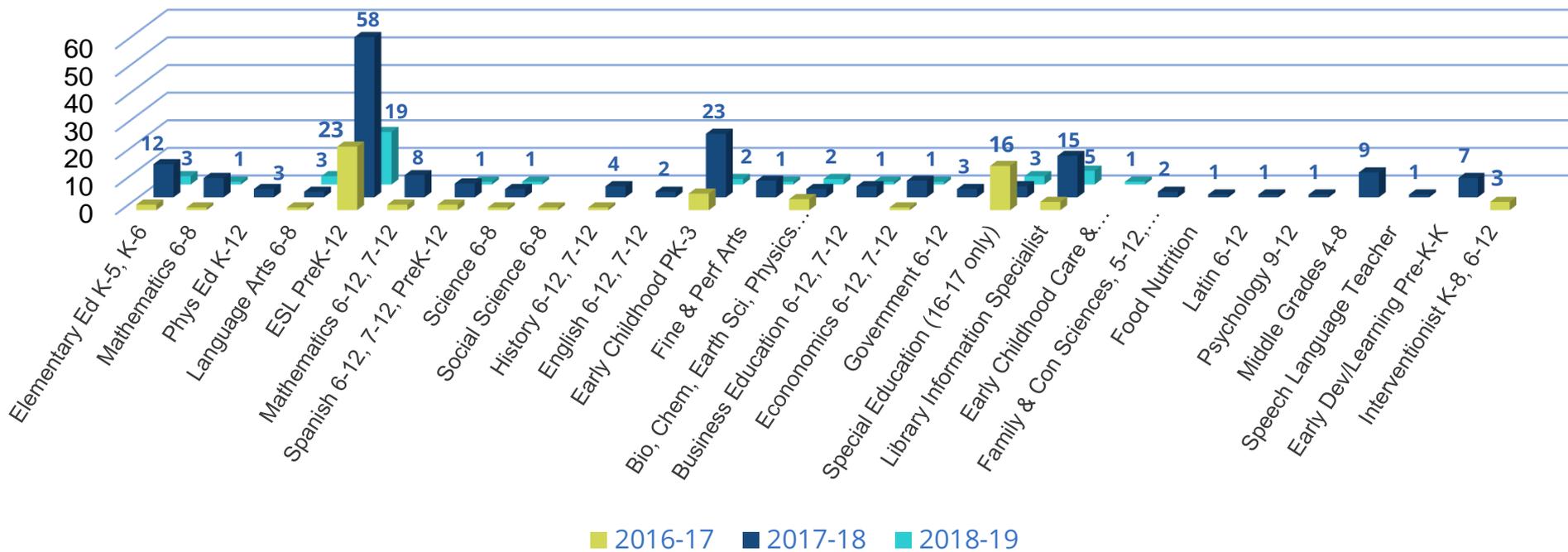
Total classroom teachers: 62,132

Waiver Issuance 2016-19



■ 2018-2019 ■ 2017-2018 ■ 2016-2017

Active Waivers by Endorsement/Cluster



Permit & Waiver Process Improvement

- Summer 2018
 - Began rejecting permit and waiver applications based on misalignment with purpose/intent for emergency credentials.
- Fall 2018
 - Presented at TASPAs and MASS on changes in process.
 - Cross-divisional collaboration to make necessary connections between data systems (e.g. licensure, staffing, and course assignments)
- Spring 2019
 - Developed district guidance document.
 - Planned release of permit and waiver workflows in TNCompass.
 - Build on state board rule expectations for recruitment efforts and content knowledge expectations.