

**RULES  
OF  
THE STATE BOARD OF EDUCATION**

**CHAPTER 0520-02-03  
EDUCATOR LICENSURE**

**0520-02-03-.03 REQUIREMENTS FOR TEACHER LICENSES.**

- (1) Prospective educators seeking a practitioner teacher license shall meet the requirements of one (1) of the following pathways:
  - (a) Pathway 1. The prospective educator:
    1. Holds a bachelor's degree from a regionally-accredited college or university;
    2. Has completed a State Board-approved educator preparation program;
    3. Is recommended by the approved educator preparation provider; and
    4. Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.
  - (b) Pathway 2. The prospective educator:
    1. Holds a bachelor's degree from a regionally-accredited college or university;
    2. Is enrolled in a State Board-approved educator preparation program with a job-embedded clinical practice;
    3. Is recommended by the approved educator preparation provider; and
    4. Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy or holds a degree with a major in the specialty area.
- (2) Prospective educators from a state other than Tennessee that is a partner in the NASDTEC interstate agreement and seeking a practitioner teacher license shall meet the requirements of one (1) of the following pathways:
  - (a) Out-of-State Pathway 1. The out-of-state prospective educator:
    1. Holds a bachelor's degree from a regionally-accredited college or university;
    2. Has completed an educator preparation program approved by a state other than Tennessee;
    3. Is recommended by the approved educator preparation provider; and
    4. Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.
  - (b) Out-of-State Pathway 2. The out-of-state prospective educator:

(Rule 0520-02-03-.03, continued)

1. Holds a bachelor’s degree from a regionally-accredited college or university;
  2. Holds a full and valid initial level teacher license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement;
  3. Has completed an educator preparation program approved by a state other than Tennessee; and
  4. Is recommended by the approved educator preparation provider.
- (c) Out-of-State Pathway 3. The out-of-state prospective educator:
1. Holds a bachelor’s degree from a regionally-accredited college or university
  2. Is enrolled in an educator preparation program with job-embedded clinical practice that is approved by a state other than Tennessee that has a state-recognized partnership with a Tennessee local education agency (LEA);
  3. Is recommended by the approved educator preparation provider; and
  4. Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.
- (3) Prospective educators from a state other than Tennessee that is a partner in the NASDTEC interstate agreement and seeking a professional academic teacher license shall meet requirements of one (1) of the following pathways:
- (a) Out-of-State Pathway 4. The out-of-state prospective educator:
1. Holds a bachelor’s degree from a regionally-accredited college or university; and
  2. Holds a full and valid professional level license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement.
- (b) Out-of-State Pathway 5. The out-of-state prospective educator:
1. Holds a bachelor’s degree from a regionally-accredited college or university; and
  2. Holds a valid certification from the National Board for Professional Teaching Standards.
- (4) A practitioner license may be renewed once upon completion of an approved educator preparation program and submission of qualifying scores on all State Board-required assessments as defined in the Professional Assessments for Tennessee Educators Policy prior to the end of the validity period of the first (1st) issuance of the practitioner license.
- (5) If the requirements for practitioner license renewal are not met prior to the end of the validity period of the first (1st) issuance of the practitioner license, the license shall become inactive.
- (6) An educator with a practitioner teacher license may seek to advance to a professional teacher license. In order to advance from a practitioner license to a professional license, an educator shall meet the following requirements:

(Rule 0520-02-03-.03, continued)

- (a) Completed an approved educator preparation program and submitted qualifying scores on all State Board-required assessments as defined in the Professional Assessments for Tennessee Educators Policy prior to the end of the validity period of the first (1st) issuance of the practitioner license;
  - (b) Obtained three (3) years of qualifying experience as an educator as defined by the Department; and
  - (c) Earned thirty (30) professional development points or obtained the recommendation from a Director of Schools or leader of a charter school or the school's charter management organization (CMO).
- (7) If the requirements for licensure advancement are not met prior to the end of the validity period of the second (2nd) issuance of the practitioner license, the license shall become inactive.
- (8) Educators who obtained the practitioner teaching license through the out-of-state pathway 4 prior to enactment of Public Chapter 125 of 2021 shall not be required to submit qualifying scores on State Board-required assessments to advance if:
- (a) The educator has been employed in a Tennessee public school in the candidate's area of endorsement; and
  - (b) The educator earned a level of overall effectiveness (LOE) score of "above expectations" or "significantly above expectations" in each of the first two (2) years immediately following the issuance of the individual's initial practitioner license; or
  - (c) If the educator did not receive an overall performance effectiveness level during one (1) or both of the two (2) years immediately following issuance of the educator's practitioner license, then the educator may:
    - (1) Choose to use the educator's most recent overall performance effectiveness level that is available to demonstrate an overall performance effectiveness level of "above expectations" or "significantly above expectations"; or
    - (2) The educator may request that the Director of Schools or the Director of the public charter school submit a recommendation to the Department of Education on the educator's effectiveness.
- (9) To renew the professional license, an educator shall earn sixty (60) qualifying professional development points as defined in Educator Licensure Policy 5.502.
- (10) If the educator has not met the requirements for renewal at the end of the validity period of the professional license, then the license shall become inactive.
- (11) In order to reactivate a license and endorsements held, an educator shall meet one (1) the following sets of requirements:
- (a) Option A: Submit to the Department evidence of completion of an approved educator preparation program (if not already provided) and submit qualifying scores on all State Board-required assessments as defined in the Professional Assessments for Tennessee Educators Policy;
  - (b) Option B: Present a full and valid professional-level teaching license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement; or

(Rule 0520-02-03-.03, continued)

- (c) Option C: Submit to the Department evidence of current National Board Certification (NCBT) issued by the National Board for Professional Teaching Standards.

**Authority:** T.C.A. §§ 49-1-302, 49-5-108, and 49-5-5603. **Administrative History:** Repeal and new rules filed December 18, 2014; effective March 18, 2015. A stay of the rules was filed January 28, 2015; new effective date June 1, 2015. Emergency rules filed August 27, 2015; effective through February 23, 2016. Repeal and new rules filed October 27, 2015; effective January 25, 2016. Amendments filed October 16, 2017; effective January 14, 2018. Amendments filed August 16, 2019; effective November 14, 2019. Emergency rules filed April 16, 2020; effective through October 13, 2020. Amendments filed April 16, 2020; effective July 15, 2020.

#### 0520-02-03-.04 REQUIREMENTS FOR OCCUPATIONAL TEACHER LICENSES.

- (1) Prospective educators seeking a practitioner occupational teacher license shall meet the following requirements:
  - (a) Hold a high school diploma or higher;
  - (b) Be enrolled in a State Board-approved educator preparation program with a job-embedded clinical practice;
  - (c) Be recommended by the approved educator preparation provider;
  - (d) Have a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, in the area of endorsement or equivalent education attainment as defined by the Department; and
  - (e) Hold an active industry certification for the area of endorsement as defined by the Department, if applicable.
- (2) Prospective educators from a state other than Tennessee that is a partner in the NASDTEC interstate agreement and seeking a practitioner occupational teacher license shall meet requirements of one (1) of the following pathways:
  - (a) Out-of-State Pathway 1. The out-of-state prospective educator:
    1. Holds a high school diploma or higher;
    2. Has completed an educator preparation program approved by a state other than Tennessee;
    3. Is recommended by the approved educator preparation provider;
    4. Holds an active industry certification for the area of endorsement as defined by the Department, if applicable; and
    5. Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.
  - (b) Out-of-State Pathway 2. The out-of-state prospective educator:
    1. Holds a high school diploma or higher;

(Rule 0520-02-03, continued)

2. Has completed an educator preparation program approved by a state other than Tennessee;
  3. Holds a full and valid initial-level license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement;
  4. Is recommended by the approved educator preparation provider; and
  5. Holds an active industry certification for the area of endorsement as defined by the Department, if applicable.
- (3) Prospective educators from a state other than Tennessee seeking a professional occupational teacher license shall meet the following requirements:
- (a) Out-of-State Pathway 3. The out-of-state prospective educator:
    1. Hold a high school diploma or higher;
    2. Holds a full and valid professional-level occupational license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement; and
    3. Holds an active industry certification for the area of endorsement as defined by the Department, if applicable.
- (4) A practitioner occupational teacher license may be renewed once upon completion of an approved educator preparation program and submission of qualifying scores on all State Board-required assessments as defined in the Professional Assessments for Tennessee Educators Policy prior to the end of the validity period of the first (1st) issuance of the practitioner license.
- (5) If the requirements for practitioner license renewal are not met prior to the end of the validity period of the first (1st) issuance of the practitioner license, the license shall become inactive.
- (6) In order to advance from a practitioner occupational teacher license to a professional occupational teacher license, an educator shall meet the following requirements:
- (a) Complete three (3) years of qualifying experience as an educator as defined by the Department;
  - (b) Complete a State Board-approved educator preparation program;
  - (c) Earn thirty (30) professional development points, a minimum of twenty (20) which shall come from new teacher training provided by the Department as indicated by SBE Educator Licensure Policy 5.502;
  - (d) Hold an active industry certification for the area of endorsement as defined by the Department, if applicable; and
  - (e) For educators that received the practitioner occupational teacher license on or after July 1, 2018, submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.
- (7) If the requirements for licensure advancement are not met prior to the end of the validity period of the second (2nd) issuance of the practitioner occupational teacher license, the license shall become inactive.

(Rule 0520-02-03, continued)

- (8) In order to renew the professional occupational teacher license educators must meet the following requirements:
- (a) Earn sixty (60) professional development points as indicated by SBE Educator Licensure Policy 5.502; and
  - (b) Provide verification of an active industry certification for the area of endorsement as defined by the Department, if applicable.
- (9) If the educator has not met the requirements for renewal at the end of the validity period of the professional license, then the license shall become inactive.
- (10) Teachers who hold an active professional occupational teacher license may add additional occupational endorsements through one (1) of the following pathways:
- (a) Hold an active industry certification, as determined by the Department, for the area of endorsement, if applicable; or
  - (b) If the endorsement area does not require a certification, then have a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, in the area of endorsement or equivalent education attainment as defined by the Department.
- (11) A practitioner or professional occupational teacher license may be reactivated by completion of both of the following:
- (a) Meeting one (1) of the following requirements:
    - 1. Hold an active industry certification, as determined by the Department, for the area of endorsement, if applicable; or
    - 2. If the endorsement area does not require a certification, then have a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, in the area of endorsement or equivalent education attainment as defined by the Department; and
  - (b) Meeting one (1) of the following requirements:
    - 1. Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy;
    - 2. Present a full and valid professional-level occupational license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement; or
    - 3. Submit to the Department evidence of current National Board Certification (NCBT) issued by the National Board for Professional Teaching Standards.

**Authority:** T.C.A. §§ 49-1-302, 49-5-108, and 49-5-5603. **Administrative History:** Repeal and new rules filed December 18, 2014; effective March 18, 2015. A stay of the rules was filed January 28, 2015; new effective date June 1, 2015. Emergency rules filed August 27, 2015; effective through February 23, 2016. Repeal and new rules filed October 27, 2015; effective January 25, 2016. Amendments filed October 7, 2016; effective January 5, 2017. Amendments filed August 16, 2019; effective November 14, 2019.

(Rule 0520-02-03, continued)

**0520-02-03-.05 REQUIREMENTS FOR SCHOOL SERVICES PERSONNEL LICENSES.**

- (1) School services personnel licenses are available in the following areas:
  - (a) School speech-language pathologist;
  - (b) School speech-language pathology assistant
  - (b) School audiologist;
  - (c) School psychologist;
  - (d) School counselor;
  - (e) School social worker; and
  - (f) School educational interpreter.
  
- (2) School speech-language pathologists shall hold a school services personnel license with the school speech-language pathologist endorsement.
  - (a) Candidates seeking a practitioner school services personnel license as a school speech-language pathologist shall meet one of the following requirements:
    - 1. Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy and meet one (1) of the following:
      - (i) Hold an advanced degree in speech-language pathology from a regionally- accredited institution of higher education with a speech-language program approved by the Council on Academic Accreditation in Audiology and Speech-Language Pathology; or
      - (ii) Hold a full and valid speech-language pathologist license issued by the Tennessee Board of Communication Disorders and Sciences or the licensing board of a state other than Tennessee; or
    - 2. Hold an advanced degree in speech-language pathology and hold a full and valid out-of-state initial level speech-language pathology license from a state that is a partner in the NASDTEC interstate agreement.
  - (b) Out-of-state candidates seeking a professional school services personnel license as a school speech-language pathologist shall hold an advanced degree in speech-language pathology and hold a full and valid out-of-state professional level speech-language pathology license from a state that is a partner in the NASDTEC interstate agreement.
  
- (3) School speech-language pathology assistants shall hold a school services personnel license with the school speech-language pathology assistant endorsement.
  - (a) Candidates seeking a practitioner school services personnel license as a school speech-language pathology assistant shall meet one (1) of the following requirements:
    - 1. Hold a current Speech-Language Pathology Assistant Certification (SLPA-C) from the American Speech-Language & Hearing Association (ASHA);

(Rule 0520-02-03-.10, continued)

2. Hold a bachelor's degree in speech-language pathology, communication disorders, or speech and hearing sciences from a regionally accredited institution of higher education;
  3. Hold a valid registration with the Tennessee Board of Communication Disorders and Sciences as a speech-language pathology assistant;
  4. Hold a degree from a Speech-Language Pathology Assistant Program; or
  5. Hold a full and valid out-of-state initial level speech-language pathology assistant license from a state that is a partner in the NASDTEC interstate agreement and hold a bachelor's degree in speech-language pathology, communication disorders, or speech and hearing sciences from a regionally accredited institution of higher education.
- (b) Out-of-state candidates seeking a professional school services personnel license as a school speech-language pathology assistant shall hold a bachelor's degree in speech-language pathology and hold a full and valid out-of-state professional level speech-language pathology assistant license from a state that is a partner in the NASDTEC interstate agreement.
- (4) School audiologists shall hold a school services personnel license with the audiologist endorsement.:
- (a) Candidates seeking a practitioner school services personnel license as a school audiologist shall meet the following requirements:
1. Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy and meet one (1) of the following:
    - (i) Hold an advanced degree in audiology from a state or regionally-accredited institution of higher education with a graduate level program approved by the Council on Academic Accreditation in Audiology and Speech-Language Pathology; or
    - (ii) Hold a valid audiology license issued by the Tennessee Board of Communication Disorders and Sciences or the licensing board of a state other than Tennessee ; or
  2. Hold an advanced degree in audiology and hold a full and valid out-of-state initial level school audiologist license from a state that is a partner in the NASDTEC interstate agreement.
- (b) Out-of-state candidates seeking a professional school services personnel license as a school audiologist shall hold an advanced degree in audiology and hold a full and valid out-of-state professional level school audiologist license from a state that is a partner in the NASDTEC interstate agreement.
- (5) School psychologists shall hold a school services personnel license with the school psychologist endorsement.
- (a) Candidates seeking a practitioner school services personnel license as a school psychologist shall meet the following requirements:



(Rule 0520-02-03-.10, continued)

1. Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy and meet one (1) of the following:
    - (i) Complete a State Board-approved graduate level educator preparation program in school psychology or a graduate level educator preparation program in school psychology approved for licensure by a state other than Tennessee; or
    - (ii) Hold a valid certificate as a Nationally Certified School Psychologist issued by the National School Psychology Certification System; or
  2. Hold an advanced degree in school psychology and hold a full and valid out-of-state initial level school psychologist license from a state that is a partner in the NASDTEC interstate agreement.
- (b) Out-of-state candidates seeking a professional school services personnel license as a school psychologist shall hold an advanced degree in school psychology and hold a full and valid out-of-state professional level school psychologist license from a state that is a partner in the NASDTEC interstate agreement.
- (6) School counselors shall hold a school services personnel license with the school counselor endorsement.
- (a) Candidates seeking a practitioner school services personnel licensure and endorsement as a school counselor shall meet the requirements of one (1) of the following pathways:
1. Pathway 1. The candidate:
    - (i) Holds an advanced degree in school counseling from a regionally-accredited college or university;
    - (ii) Has completed a State Board-approved educator preparation program in school counseling;
    - (iii) Is recommended by the approved educator preparation provider; and
    - (iv) Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.
  2. Pathway 2. The candidate:
    - (i) Holds a bachelor's degree or higher from a regionally accredited college or university;
    - (ii) Is enrolled in a State Board-approved educator preparation program in school counseling with a job embedded clinical practice;
    - (iii) Has completed all coursework required of the educator preparation program;
    - (iv) Is recommended by the approved educator preparation provider; and

(Rule 0520-02-03-.10, continued)

- (v) Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.

3. Pathway 3. The candidate:

- (i) Holds an advanced degree in a counseling field;
- (ii) Is enrolled in a State Board-approved educator preparation program in school counseling;
- (iii) Has completed a minimum of twenty-four (24) hours of coursework in school counseling;
- (iv) Is recommended by the approved educator preparation provider;
- (v) Submits required supervision agreement between the LEA and approved educator preparation provider; and
- (vi) Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.

4. Pathway 4. The candidate:

- (i) Holds an advanced degree in school social work or school psychology from a State Board-approved educator preparation program or from an educator preparation program approved by a state other than Tennessee;
- (ii) Is enrolled in a State Board-approved educator preparation program in school counseling;
- (iii) Is recommended by the approved school counseling educator preparation provider;
- (iv) Submits required supervision agreement between the LEA and approved educator preparation provider; and
- (v) Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.

5. Pathway 5. The out-of-state candidate:

- (i) Holds an advanced degree in school counseling from a regionally-accredited college or university;
- (ii) Has completed an educator preparation program in school counseling approved by a state other than Tennessee as evidenced by a recommendation from the out-of-state educator preparation provider where the educator completed preparation; and
- (iii) Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.

(Rule 0520-02-03-.10, continued)

6. Pathway 6. The out-of-state candidate:
    - (ii) Holds an advanced degree in school counseling from a regionally-accredited college or university; and
    - (iii) Holds a full and valid out-of-state initial level school counselor license from a state that is a partner in the NASDTEC interstate agreement.
  - (c) Candidates seeking a professional school services personnel licensure and endorsement as a school counselor shall hold an advanced degree in school counseling and hold a full and valid out-of-state professional level educator license from a state that is a partner in the NASDTEC interstate agreement.
  - (d) School counselors who serve in a supervisory role shall have a professional school services personnel license with an endorsement in school counseling.
- (7) School social workers shall hold a school services personnel license with the school social worker endorsement.
- (a) Candidates seeking a practitioner school services personnel license as a school social worker shall meet one (1) of the following requirements:
    1. Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy and meet one (1) of the following:
      - (i) Complete a State Board-approved educator preparation program in school social work, or an educator preparation program in school social work approved for licensure by a state other than Tennessee, and be recommended by the approved educator preparation provider; or
      - (ii) Hold a full and valid social worker license issued by the Tennessee Board of Social Workers or the licensing board of a state other than Tennessee; or
    2. Holds a bachelor's degree or higher in social work from a regionally-accredited college or university and holds a full and valid out-of-state initial level school social work license from a state that is a partner in the NASDTEC interstate agreement.
  - (b) Candidates seeking a professional school services personnel licensure and endorsement as a school social worker shall hold a bachelor's degree or higher in social work and hold a full and valid out-of-state professional level license from a state that is a partner in the NASDTEC interstate agreement.
- (8) School educational interpreters shall hold a school services personnel license with the educational interpreter endorsement.
- (a) Candidates seeking a practitioner school services personnel license as an educational interpreter shall meet the following requirements:
    1. Hold a bachelor's degree from a regionally accredited college or university; and
    2. Meet one of the following:

(Rule 0520-02-03-.10, continued)

- (i) Hold a current, nationally recognized certification in interpreting which includes a written examination related to ethics and practice;
    - (ii) Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy; or
    - (iii) Holds a full and valid out-of-state initial level educational interpreter license from a state that is a partner in the NASDTEC interstate agreement.
  - (b) Candidates seeking a professional school services personnel license and endorsement as an educational interpreter shall hold a bachelor's degree or higher in educational interpreting and hold a full and valid out-of-state professional level educational interpreter license from a state that is a partner in the NASDTEC interstate agreement.
- (9) A practitioner school services personnel license may be renewed once if advancement requirements are not met.
- (10) In order to advance from a practitioner school services personnel license to a professional school services personnel license, an educator shall meet the following requirements:
- (a) Three (3) years qualifying experience as defined by the Department; and
  - (b) Earn thirty (30) qualifying professional development points as defined in Educator Licensure Policy 5.502.
- (11) If the requirements for licensure advancement are not met prior to the end of the validity period of the second (2<sup>nd</sup>) issuance of the practitioner license, the license shall become inactive.
- (12) In order to reactivate a school services personnel license and endorsements held, an educator must meet one (1) of the following sets of requirements:
- (a) Option A: Submit to the Department evidence of completion of an approved educator preparation program (if not already provided) and submit qualifying scores on all State Board-required assessments as defined in the Professional Assessments for Tennessee Educators Policy;
  - (b) Option B: Present a full and valid professional-level school services personnel license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement; or
  - (c) Option C: Submit evidence of an active national credential in the area of endorsement as outlined below:
    - 1. Speech-language Pathologists – Certificate of Clinical Competence in Speech-language Pathology (CCC-SLP) issued by the American Speech-language Hearing Association
    - 2. Audiologist – Certificate of Clinical Competence in Audiology (CCC-A) issued by the American Speech-language Hearing Association
    - 3. School Psychologist – National Certification in School Psychology issued by the National School Psychology Certification Board

(Rule 0520-02-03-.10, continued)

4. School Counselor – National Counselor Certification (NCC, CCMHC, MAS, or NCSC) issued by the National Board for Certified Counselors
5. School Social Worker – Certified School Social Work Specialist (C-SSWS) issued by the National Association of Social Workers or Certification by the Academy of Certified Social Workers (NASW)
6. Educational Interpreter – Professional Deaf Interpreter Credential issued by the National Association for the Deaf or Registry of Interpreters for the Deaf Certification.

(13) In order to renew the professional school services personnel license, educators must earn sixty (60) qualifying professional development points as defined in Educator Licensure Policy 5.502.

**Authority:** T.C.A. §§ 49-1-302 49-5-108, and 49-5-5603. **Administrative History:** Repeal and new rules filed December 18, 2014; effective March 18, 2015. A stay of the rules was filed January 28, 2015; new effective date June 1, 2015. Emergency rules filed August 27, 2015; effective through February 23, 2016. Repeal and new rules filed October 27, 2015; effective January 25, 2016. Amendments filed August 16, 2019; effective November 14, 2019.

#### **0520-02-03-.10 REQUIREMENTS FOR INSTRUCTIONAL LEADER LICENSES.**

- (1) All principals, assistant principals, and supervisors serving as instructional leaders in Tennessee shall hold the appropriate instructional leader license.
- (2) Dual assignment personnel whose work assignment includes more than fifty percent (50%) instructional leadership responsibilities shall hold the appropriate instructional leader license.
- (3) Educators seeking the Instructional Leader License (ILL) shall meet the following requirements:
  - (a) Hold an advanced degree from a regionally-accredited college or university;
  - (b) Have at least three (3) years of qualifying experience as an educator as defined by the Department;
  - (c) Have completed a State Board-approved instructional leader preparation program;
  - (d) Be recommended by the State Board-approved instructional leader preparation provider; and
  - (e) Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.
- (4) Educators from a state other than Tennessee who are seeking the ILL shall meet the following requirements:
  - (a) Out-of-State Pathway 1: The out-of-state prospective instructional leader shall:
    1. Hold an advanced degree from a regionally-accredited college or university;

(Rule 0520-02-03-.10, continued)

2. Have at least three (3) years of qualifying experience as an educator as defined by the Department;
  3. Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy; and
    - (i) Have completed an instructional leader preparation program approved by a state other than Tennessee as demonstrated by a provider recommendation from the out-of-state instructional leader preparation program where the educator completed preparation; or
    - (ii) Hold a full and valid license, comparable to the Tennessee ILL, from a state other than Tennessee that is a partner in the NASDTEC interstate agreement.
- (5) Educators from a state other than Tennessee who are seeking the Instructional Leader License - Professional (ILL-P) shall meet the following requirements:
- (a) Out-of-State Pathway 2. The out-of-state prospective instructional leader shall:
    1. Hold an advanced degree from a regionally-accredited college or university;
    2. Have at least three (3) years of qualifying experience as an educator as defined by the Department, of which, one (1) year must be as a school principal; and
    3. Hold a full and valid license comparable to the ILL-P from a state other than Tennessee that is a partner in the NASDTEC interstate agreement.
- (6) Educators holding the ILL may renew the license through one (1) of the following pathways:
- (a) Serve in a Tennessee Academy for School Leaders (TASL)-mandated position for at least two (2) years of the validity period of the license and be current in all TASL requirements; or
  - (b) Successfully complete a Department-approved instructional leadership training.
- (7) Educators enrolled in a State Board-approved instructional leader preparation program may apply for the Instructional Leader License–Aspiring (ILL-A). Educators holding the ILL-A may only serve as an assistant principal and may not serve as a principal or instructional supervisor. Educators seeking the ILL-A shall meet the following requirements:
- (a) Have at least three (3) years of qualifying experience as an educator as defined by the Department;
  - (b) Be enrolled in a State Board-approved instructional leader preparation program; and
  - (c) Be recommended by the State Board-approved instructional leader preparation provider.
- (8) Candidates from a state other than Tennessee who are seeking the ILL-A shall meet the following requirements:

(Rule 0520-02-03-.10, continued)

- (a) Have at least three (3) years of qualifying experience as an educator as defined by the Department; and
  - (b) Have completed an instructional leader preparation program approved by a state other than Tennessee as demonstrated by:
    - 1. A full and valid license, comparable to the Tennessee ILL, from a state other than Tennessee that is a partner in the NASDTEC interstate agreement; or
    - 2. A provider recommendation from the out-of-state instructional leader preparation program where the educator completed preparation.
- (9) The ILL-A shall become inactive at the end of the validity period. The ILL-A is not renewable and cannot be reactivated.
- (10) Educators currently holding the ILL may seek advancement to the ILL-P through one (1) of the following advancement pathways:
- (a) Tennessee Academy for School Leaders (TASL) Pathway. Educators seeking advancement through the TASL pathway shall meet the following requirements:
    - 1. Be recommended by the TASL director;
    - 2. Successfully complete the Beginning Principals' Academy or the Beginning Supervisors' Academy; and
    - 3. Be recommended by the educator's director of schools verifying the educator has a minimum of two (2) years of successful experience as a principal, assistant principal, or an instructional supervisor as demonstrated by an overall evaluation rating of at expectations or higher on a state-approved administrator evaluation model during the most recent validity period of the ILL.
  - (b) Individual Professional Learning Plan (IPLP) Pathway. Educators seeking advancement through the IPLP pathway shall meet the following requirements:
    - 1. Be recommended by the TASL director;
    - 2. Successfully complete an Individual Professional Learning Plan in coordination with an approved instructional leader preparation program; and
    - 3. Be recommended by the educator's director of schools verifying the educator has a minimum of two (2) years of successful experience as a principal, assistant principal, or an instructional supervisor as demonstrated by an overall evaluation rating of at expectations or higher on a state-approved administrator evaluation model during the most recent validity period of the ILL.
- (11) Educators may renew the ILL-P through one (1) of the following pathways:
- (a) TASL Pathway. Educators who currently serve in a TASL-mandated position shall meet the following renewal requirements:

(Rule 0520-02-03-.10, continued)

1. Have served as an instructional leader in a TASL-mandated position for at least four (4) years of the validity period of the ILL-P; and
  2. Meet all TASL requirements.
- (b) Instructional Leadership Training Pathway. Educators who do not currently serve in a TASL-mandated position seeking renewal shall successfully complete a Department approved instructional leadership training.
- (12) If the educator has not met the requirements for renewal or advancement at the end of the validity period of the instructional leader license, then the license shall become inactive.
- (13) In order to reactivate an instructional leader license and endorsements held (with the exception of the ILL-A which is not eligible for reactivation), an educator shall submit to the Department evidence of completion of an approved leader preparation program (if not already provided) and shall either:
- (a) Submit qualifying scores on all State Board-required assessments as defined in the Professional Assessments for Tennessee Educators Policy; or
  - (b) Present a full and valid professional-level instructional leader license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement.
- (14) Out-of-state prospective educators who are military spouses and who hold an active instructional leader license (initial or professional) from a state other than Tennessee that is a partner in the NASDTEC interstate agreement shall be issued the ILL-P upon providing documentation of active military dependent status and a recommendation from an approved educator preparation provider verifying completion of an approved instructional leader preparation program in a state other than Tennessee.

**Authority:** T.C.A. §§ 49-1-302 and 49-5-108 and 49-5-5603. **Administrative History:** Repeal and new rules filed December 18, 2014; effective March 18, 2015. A stay of the rules was filed January 28, 2015; new effective date June 1, 2015. Emergency rules filed August 27, 2015; effective through February 23, 2016. Repeal filed October 27, 2015; effective January 25, 2016. New rules filed August 16, 2019; effective November 14, 2019. Emergency rules filed April 16, 2020; effective through October 13, 2020. Amendments filed April 16, 2020; effective July 15, 2020.

#### **0520-02-03-.11 ENDORSEMENTS.**

- (1) All educators shall hold a full and valid Tennessee educator license with an endorsement covering the work assignment as provided in T.C.A. Title 49, Chapter 5.
- (2) Prospective educators seeking initial licensure shall meet requirements in at least one (1) area of endorsement.
- (3) Educators may add additional endorsements to a license in accordance with policies established by the State Board and State Board Educator Licensure Policy 5.502 and guidelines established by the Department.
- (4) When an endorsement held by an out-of-state applicant does not match the content area or grade span of an available Tennessee endorsement, the Department shall identify the most appropriate



(Rule 0520-02-03-.11, continued)

match, if possible. In some cases, if there is not an equivalent endorsement and the grade span and/or content area do not have an appropriate match, the Department may request additional evidence to demonstrate knowledge and/or experience in the content area and/or grade span covered by the available Tennessee endorsement prior to issuing or reactivating a license in Tennessee.

- (5) All educators who teach a course in which a state-level end of course examination is required shall hold the subject-specific endorsement for the course or meet the appropriate employment standard set forth in Employment Standards Rule Chapter 0520-02-06.
- (6) An educator may teach up to two (2) sections of one (1) course outside the educator's area of endorsement each school year, with the exception of courses in which a state-level end of course examination is required, elementary physical education courses, or special education courses.
- (7) An educator who holds a full and valid and active license may teach more than one (1) course or more than two (2) sections of one (1) course outside of the educator's area of endorsement if an endorsement exemption is requested by the director of schools and approved by the commissioner.
  - (a) In reviewing an initial endorsement exemption for approval, the commissioner shall consider:
    1. The educator's previous teaching experience;
    2. The educator's postsecondary coursework and degrees held; and
    3. The content and grade span of endorsements held on the educator's current license.
  - (b) Endorsement exemptions shall be valid for one (1) school year. A director of schools may request renewal of an endorsement exemption for an educator who demonstrates progress toward earning the relevant endorsement. An endorsement exemption may be renewed no more than two (2) times.
  - (c) Educators may teach on an approved endorsement exemption for no more than a total of (3) school years.
- (8) Licensed educators enrolled in an additional endorsement program in special education offered by a State Board-approved educator preparation provider may add a provisional special education endorsement by:
  - (a) Submitting a recommendation from the educator preparation provider verifying:
    1. Enrollment in a program of study for additional endorsement in the special education endorsement area; and
    2. An assurance that the educator will be assigned a mentor who is endorsed in the special education endorsement area.
  - (b) In order to transition from a provisional endorsement to a full endorsement, educators shall submit qualifying scores on all State Board-required assessments and successfully

(Rule 0520-02-03-.11, continued)

complete the program of study within three (3) years of receiving a provisional endorsement. The provisional endorsement shall be valid for three (3) years and shall not be renewed.

**Authority:** T.C.A. §§ 49-1-302, 49-5-108, 49-5-403, 49-6-303, and 49-6-6006. **Administrative History:** Original rule filed November 16, 1989; effective February 29, 1990. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed May 28, 1999; effective September 28, 1999. Repeal and new rules filed December 18, 2014; effective March 18, 2015. A stay of the rules was filed January 28, 2015; new effective date June 1, 2015. Emergency rules filed August 27, 2015; effective through February 23, 2016. Repeal filed October 27, 2015; effective January 25, 2016. New rules filed August 16, 2019; effective November 14, 2019.