

<b>TENNESSEE STATE BOARD OF EDUCATION</b>	
<b>EDUCATOR LICENSURE POLICY</b>	<b>5.502</b>

**Policy Sections:**

- I. Licensure Requirements
- II. Applying for a License
- III. Duration of a License
- IV. Licensure Renewal and Advancement
- V. Professional Development Points (PDPs)
- VI. Endorsements

**I. LICENSURE REQUIREMENTS**

- (1) All persons employed, or seeking to be employed, as an educator in any Tennessee public school must hold a valid educator license as prescribed by the State Board’s Educator Licensure Rule 0520-02-03 and this policy.
- (2) All educators in Tennessee shall hold one (1) of the following license types:
  - (a) The practitioner license is the initial level license issued to applicants who meet the requirements set forth in the State Board’s Educator Licensure Rule 0520-02-03. There are three (3) types of practitioner licenses: practitioner teacher license, practitioner occupational teacher license, and practitioner school services personnel license.
  - (b) The professional license is issued to educators who have met licensure expectations at the practitioner level and who meet the requirements for advancement set forth in the State Board’s Educator Licensure Rule 0520-02-03. There are three (3) types of professional licenses: professional teacher license, professional occupational teacher license, and professional school services personnel license.
  - (c) The JROTC license is issued to active or retired military personnel who seek to serve as Junior Reserve Officers’ Training Corps (JROTC) teachers.
  - (d) The license for postsecondary educators (PSE) is issued to applicants who have been a full-time or part-time college professor or instructor and who meet the requirements set forth in the State Board’s Educator Licensure Rule 0520-02-03.
  - (e) The adjunct license is issued to applicants seeking to teach no more than three (3) classes in a content area of critical shortage identified by the State Board who meet the requirements set forth in the State Board’s Educator Licensure Rule 0520-02-03.

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- (f) The Instructional Leader License - Aspiring (ILL-A) is an optional leader license pathway and is issued to applicants that meet the requirements set forth in the State Board’s Educator Licensure Rule 0520-02-03.
- (g) The Instructional Leader License (ILL) is issued to applicants who hold a bachelor’s degree, have completed an instructional leadership preparation program approved by the State Board of Education or by a state other than Tennessee, and meet the additional requirements set forth in the State Board’s Educator Licensure Rule 0520-02-03.
- (h) The Instructional Leader License – Professional (ILL-P) is issued to educators currently holding the ILL who meet the requirements for advancement set forth in the State Board’s Educator Licensure Rule 0520-02-03.
- (i) The limited license is issued to educators who hold a valid temporary teaching permit who meet the requirements set forth in State Board Rule Chapter 0520-02-03.

**II. APPLYING FOR A LICENSE**

- (1) Each educator shall be individually responsible for securing a license, verifying its accuracy, maintaining its validity, registering it with the employing local board of education or public charter school, and meeting the requirements of T.C.A. § 49-5-101.
- (2) All applications for licensure shall be made to the Department of Education on forms furnished by the Department.
- (3) Prospective educators seeking a Tennessee educator license must, in addition to meeting the specific requirements of each endorsement area, ensure submission of the following, as appropriate, to the Department:
  - (a) Official transcripts from all postsecondary institutions attended, signed and sealed by the registrar or other appropriate official of the institution issuing the transcripts. The Department shall develop guidance for the acceptance of credits from non-regionally accredited postsecondary institutions
  - (b) A recommendation from the approved educator preparation provider (EPP), signed by the dean or other designated official of the EPP;
    - 1. For applicants who have completed an educator preparation program, the EPP must indicate that the applicant has successfully completed all required components of the program applicable at the time of completion and indicate the area(s) of endorsement for which the applicant has successfully completed requirements. Recommendations must be received

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within five (5) years of the date of program completion. If a candidate completed a program more than five (5) years prior to the date of the application, the candidate may attempt to secure an updated recommendation from the EPP. EPPs are under no obligation to issue an updated recommendation. EPPs may elect to require qualifying scores prior to submitting a recommendation.

2. For applicants who are currently enrolled in an educator preparation program with a job-embedded clinical practice, the EPP must indicate the area(s) of endorsement for which the applicant has successfully demonstrated content knowledge. Verification of successful program completion must be submitted by the end of the validity period of the initial license.
  - (c) Qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy 5.105 and the timeline guidance issued by the Department. Only official score reports transmitted by the testing agency will be accepted.
  - (d) If the applicant is applying for a Tennessee license based on educator licensure in another state, the educator must provide a copy of the current, full and valid out-of-state license.
- (4) The Department of Education shall review all applications and supporting documentation received and shall notify applicants of any deficiencies to a submitted application.
- (5) Applicants that meet all requirements for licensure shall be issued a license with an effective date based on the date the application was submitted to the Department.
- (6) Applications for advancement of a license may be submitted as soon as criteria for advancement are met. Applications for renewal must take place during the final year of the validity period of the license. For example, if a license expires on August 31, 2020, the educator may not apply for renewal until September 1, 2019. Educators who hold an inactive license may apply to reactivate the license at any point.
- (7) Any changes to a licensed educator's name, address, or other contact information shall be updated by the educator in the educator license database (TN Compass).
- (8) Pursuant to T.C.A. § 49-5-105, the holder of a license who changes or alters the holder's license in any way, or who permits any other person to change or alter the license, commits a Class C misdemeanor and shall have such holder's license revoked.

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**III. DURATION OF A LICENSE**

- (1) All licenses shall become valid based on the date of application submission to the Department.
- (2) The Department shall establish the validity period for each license type based on the effective date, provided, however:
  - (a) The validity period of the practitioner license shall be no more than four (4) years;
  - (b) The validity period of the professional license shall be no more than seven (7) years;
  - (c) The validity period of the ILL-A shall be no more than four (4) years;
  - (d) The validity period of the ILL shall be no more than four (4) years; and
  - (e) The validity period of the ILL-P shall be no more seven (7) years; and
  - (f) The validity period of the limited license shall be no more than two (2) years.
- (3) Notwithstanding paragraph (2), the validity period of a license may be extended from the date of termination of military service for the number of years, not to exceed four (4), which the holder spent in military service during the life of the license. Four (4) calendar months of military service during any school year shall be counted as a full year for purposes of extending the license. The five (5) years preceding the issuance of a teacher license, within which time academic credit must be earned, shall not be included in the number of years spent in military service.

**IV. LICENSURE RENEWAL AND ADVANCEMENT**

- (1) Educator licenses must be renewed during the final year of the validity period of the license. If a license is not renewed, it shall become inactive.
  - (a) A practitioner license may be renewed once prior to the end of the validity period of the first issuance of the practitioner license. To renew a practitioner first issuance license, an educator must:
    - 1. Complete an approved educator preparation program; and
    - 2. Submit passing scores on all required content and pedagogical assessments.

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- (b) To renew a practitioner occupational license, an educator must:
  - 1. Complete an approved occupational educator preparation program; and
  - 2. Submit proof of current industry certification as required by the endorsement area.
  
- (c) To renew a professional license, an educator must submit sixty (60) professional development points (PDPs) that have been accrued during the validity period of the license<sup>1</sup>.
  
- (d) To renew a professional occupational license, an educator must submit proof of current industry certification as required by the endorsement area.
  
- (2) To advance from a practitioner teacher license to professional teacher license, educators must:
  - (a) Complete an approved educator preparation program;
  - (b) Submit passing scores on required content and literacy assessments;
  - (c) Have at least three (3) years of qualifying experience as defined by the Department; and
  - (d) Submit documentation of thirty (30) PDPs or a recommendation from the director of schools or leader of a charter school or the school's charter management organization (CMO).
  
- (3) To advance from a practitioner occupational license to professional occupational license, educators must<sup>2</sup>:
  - (a) Have three (3) years of qualifying experience as defined by the Department and submit documentation of thirty (30) PDPs or a recommendation from the director of schools or leader of a charter school or the school's CMO;
  - (b) Complete an approved educator preparation program;
  - (c) Have completed the Department's new teacher training during the first year of teaching; and

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<sup>1</sup> Educators who hold a Speech Language Pathologist or School Audiologist endorsement on a School Services Personnel license and also hold a valid license issued by Tennessee or an out-of-state licensing Board of Communications Disorders and Sciences or hold the Certificate of Clinical Competence from the American Speech-Language-Hearing Association may use this license or certificate in lieu of PDPs for the purpose of licensure advancement or renewal.

<sup>2</sup> Educators who have completed an academic educator preparation program approved in Tennessee or another state are exempt from (c).

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- (d) Have current valid industry certification required by the endorsement area.
- (4) To advance from a practitioner school services personnel license to a professional school services personnel license, educators must:
  - (a) Have at least three (3) years of qualifying experience as defined by the Department;
  - (b) Submit documentation of thirty (30) PDPs or a recommendation from the director of schools or leader of a charter school or the school’s CMO.
- (5) Renewal of Professional License for Administrators.
  - (a) Because administrators are expected to maintain professional development related to their role, administrators in a Tennessee Academy for School Leaders (TASL)-mandated position or serving as a Director of Schools may use this experience in lieu of submitting professional development points toward renewal of their professional teaching license. In order to qualify, individuals must hold an active administrator license (PAL, ILL-A, ILL-B, ILL, or ILL-P), be serving in either a TASL-mandated role or as a Director of Schools during the school year in which the professional license is expiring, and be current in required TASL credit hours (if applicable).

**V. PROFESSIONAL DEVELOPMENT POINTS**

- (1) Professional Development Points (PDPs) may be earned through:
  - (a) Professional development activities which may include, but are not limited to, state, school, or district sponsored professional activities, or professional academy, institute, seminar, or conference attendance;
  - (b) Continuing education which consists of activities provided by institutions of higher education or professional associations which do not result in academic credit leading to a degree. The educator’s certificate or transcript must indicate the number of continuing education units awarded;
  - (c) College or university coursework resulting in the awarding of credit which may be transferred or applied to a program that may result in the award of a degree. College or university coursework used for PDPs must be completed at regionally accredited institutions;
  - (d) Serving as a clinical mentor in partnership with an approved educator preparation program;

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- (e) An educator’s Level of Overall Effectiveness (LOE) rating;
  - (f) National Board Certification; or
  - (g) An educator’s whose evaluation demonstrates an overall performance effectiveness level of “above expectations” or “significantly above expectation” if the evaluation is based on the educator’s performance while employed at a school that is on the priority list or the focus list pursuant to T.C.A. § 49-1-602.
- (2) Activities used for PDPs must be related to improving educator effectiveness by:
- (a) Developing content knowledge, pedagogical knowledge, or pedagogical content knowledge; Enhancing educator effectiveness (e.g., world language courses for those working with students for whom English is a second language, coursework that supports understanding and use of data; training to teach students who require specific behavioral or other exceptional needs in the classroom);
  - (b) Developing competency in student social and emotional health and well-being.
- (3) All PDPs earned shall be approved as follows:
- (a) Educators employed by an LEA shall have his or her PDPs approved by the director of schools or designee.
  - (b) Educators employed by a public charter school shall have his or her PDPs approved by the charter school leader or designee.
  - (c) If the educator is not employed in a Tennessee public school, appropriate documentation for all activities for which PDPs are requested shall be provided to the Department.
- (4) The educator’s LEA or public charter school shall retain documentation for each completed activity for which the educator is awarded PDPs.
- (5) PDPs may be denied for reasons including, but not limited to:
- (a) The activity is not related to improving educator effectiveness;
  - (b) The activity is conducted outside the validity period of the license;
  - (c) The activity lacks adequate documentation; or
  - (d) The educator has already received PDPs for the activity.

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<b>Professional Development Activity</b>	<b>PDPs Awarded</b>	<b>Required Documentation</b>
Professional Learning	1 clock hour = 1 PDP Approved Micro-credentials = 6 PDPs	Certificate, transcript, or verification signed by the director of schools (or designee) or charter school leader
Continuing Education	1 continuing education unit (CEU) = 5 PDPs	Certificate or transcript
College or University Coursework	1 semester hour credit = 10 PDPs 1 semester hour audit = 5 PDPs	Transcript; Audit verification form
Serving as a clinical mentor for candidates completing an educator preparation program	1 academic year = 20 PDPs	Clinical mentor verification form signed by the director of schools (or designee)
Level of Overall Effectiveness (LOE) rating	Overall Score of 5 = 20 PDPs Overall Score of 4 = 15 PDPs Overall Score of 3 = 10 PDPs	No documentation is required. Information is maintained by the Department
LOE rating for educators employed at a Priority school or Focus School	Overall Score of 5 = 25 PDPs Overall Score of 4 = 20 PDPs	No documentation is required. Information is maintained by the Department
National Board Certification	Initial Certification = 30 PDPs Renewal Certification = 15 PDPs	Official documentation from the national professional board for teaching or school services.

**VI. ENDORSEMENTS**

- (1) Endorsements indicate the areas for which a licensed educator is prepared to provide instruction, leadership, or services in schools and districts.
- (2) All educators shall hold a valid Tennessee educator license with an endorsement covering the work assignment as provided in T.C.A. Title 49, Chapter 5, meet the appropriate employment standard as outlined in State Board rules, be issued an endorsement exemption by the Department, or hold a valid permit issued by the Department.
- (3) 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 in accordance with State Board rules 0520-02-06.
- (4) Prospective educators seeking initial licensure shall meet requirements in at least one (1) area of endorsement.
- (5) Educators with a full and valid license may add additional endorsements through one (1) of the following options:



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- (a) Option 1:
  1. Complete an additional endorsement program from a State Board-approved educator preparation provider;
  2. Be recommended by the approved educator preparation provider; and
  3. Submit qualifying scores on all required content assessments as defined in the Professional Assessments for Tennessee Educators Policy 5.105.
  
- (b) Option 2:
  1. Complete an additional endorsement program from an educator preparation provider approved by a state other than Tennessee;
  2. Be recommended by the approved educator preparation provider; and
  3. Submit qualifying scores on all required content assessments as defined in the Professional Assessments for Tennessee Educators Policy 5.105.
  
- (c) Option 3:
  1. Hold a qualifying endorsement, as determined by the Department, on a full and valid initial-level license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement; and
  2. Submit qualifying scores on all required content assessments as defined in the Professional Assessments for Tennessee Educators Policy 5.105;
  
- (d) Option 4:
  1. Hold a qualifying endorsement, as determined by the Department, on a full and valid professional-level license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement.
  
- (e) Option 5:
  1. For endorsements identified by the Department as eligible to be added by test only, submit qualifying scores on required content assessments as defined in the Professional Assessments for Tennessee Educators Policy 5.105.
  
- (f) Option 6:
  1. Hold a valid professional-level Tennessee teaching license;
  2. Successfully complete an additional endorsement program developed and administered by the Tennessee Department of Education;
  3. Be recommended by the Tennessee Department of Education; and

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4. Submit qualifying scores on all required content assessments as defined in the Professional Assessments for Tennessee Educators Policy 5.105.

(g) Option 7:

1. Hold a valid practitioner-level or professional-level Tennessee teaching license;
2. Successfully complete the Computer Science Endorsement Pathway (CSEP) program developed and administered by the Tennessee Department of Education;
3. Be recommended by the Tennessee Department of Education; and
4. Submit a qualifying score of at least eighty percent (80%) on the CSEP final assessment.

(6) Additional endorsement programs developed by the Tennessee Department of Education under Option 6 shall meet the following expectations:

(a) Be restricted to the following endorsements:

1. English as a Second Language pre-K–12 (490)
2. Special Education Interventionist K–8 (144)
3. Special Education Interventionist 6–12 (145)
4. Special Education Comprehensive Program K–12 (461)<sup>3</sup>

(b) Be aligned to the appropriate Specialty Area Standards identified in the Literacy and Specialty Area Standards Policy 5.505.

(7) The Computer Science Endorsement Pathway (CSEP) program developed by the Tennessee Department of Education under Option 7 shall meet the following expectations:

(a) Be restricted to the following endorsement:

1. Computer Science K - 12 (173)

(b) Be aligned to the appropriate Specialty Area Standards identified in the Literacy and Specialty Area Standards Policy 5.505.

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<sup>3</sup> Eligibility to add this endorsement through Option 6 shall be restricted to educators who hold an active license with another special education endorsement.

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- (8) In order to ensure the effectiveness of Option 6 and 7, the Department shall annually complete the following:
- (a) Publish candidate passage rates on required specialty-area content assessments pursuant to the Professional Assessments for Tennessee Educators Policy 5.105 on the Department’s web page for Options 6.
  - (b) Publish candidate passage rates on the CSEP final assessment on the Department’s web page for Option 7.
  - (c) Publish demographic information about program completers, including race/ethnicity and geographic data.
  - (d) Present to the State Board of Education on the implementation and outcomes of Option 6 and 7. The Board shall annually consider continued approval of additional endorsement programs under Options 6 and 7
- (9) Educators seeking additional endorsement through a pathway that requires qualifying scores on professional assessments for issuance of the endorsement, and in an area that does not have an associated content assessment shall meet the following requirements for the applicable endorsement area:
- (a) Bible. The applicant must:
    1. Hold a valid Tennessee educator license; and
    2. Complete at least twelve (12) semester hours in literature of the Bible. Coursework in theology, doctrine, ethics, dogma, and other courses of a doctrinal nature shall not be applicable.
  - (b) Drivers Education 7-12. The applicant must:
    1. Hold a valid Tennessee educator license; and
    2. Complete at least ten (10) semester hours of driver and traffic safety education that includes basic driver and traffic safety education, advanced driver and traffic safety education, general safety; and first aid and emergency medical service.
  - (c) Supervisor of attendance. The applicant must:
    1. Hold a valid Tennessee educator license; and
    2. Complete at least eight (8) semester hours in areas such as counseling and guidance, community and school relations, special education, social case work, or state and federal laws relating to school attendance.

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- (d) Superintendent.<sup>4</sup> The applicant must:
1. Hold a master’s degree with a major in educational administration and supervision or a minimum of twenty (20) graduate semester hours in administration, supervision, and related courses;
  2. Hold a valid Tennessee leader license or a valid Tennessee educator license with an endorsement in principal, supervisor of instruction, or administration/ supervision;
  3. Have five (5) years of qualifying experience in teaching and/or administration as defined by the Department; and
  4. Have completed the following courses:
    - (i) School organization and administration;
    - (ii) Supervision;
    - (iii) Curriculum development;
    - (iv) School finance;
    - (v) School plant and transportation; and
    - (vi) School and community relations.

(10) Districts may utilize the following endorsement flexibilities:

- a. An educator with a valid Tennessee educator license 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, special education, and elementary physical education.
- b. In order for an educator to teach more than one (1) course or more than two (2) sections of one (1) course outside of the educator’s area of endorsement, the director of schools shall submit a request for an endorsement exemption to the commissioner.
  1. In reviewing an endorsement exemption request for approval, the commissioner shall consider:
    - (i) The educator’s previous teaching experience;
    - (ii) The educator’s postsecondary coursework and degrees held; and
    - (iii) The content and grade span of endorsements held on the educator’s current license.
  2. In reviewing an endorsement exemption request for approval, the commissioner may also consider the educator’s relevant experience in the subject area where the educator is seeking to teach.

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<sup>4</sup> Pursuant to T.C.A. § 49-2-301(d), any director of schools who is appointed by the local board of education is required, at minimum, to have a baccalaureate degree. Any additional qualifications are determined by the local board of education. Any applicant seeking the endorsement of superintendent must meet these requirements.

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3. Unless otherwise specified in state law or State Board Educator Licensure Rule 0520-02-03, individuals with an endorsement exemption shall not teach a course in which a state-level end of course examination is required.
4. Each endorsement exemption issued by the commissioner shall be valid for one (1) school year, until June 30 following the date of issuance.
5. The endorsement exemption may be eligible for renewal for up to two (2) times upon the application of the director of schools.
6. Educators may teach on an approved endorsement exemption for no more than a total of three (3) school years.
7. All endorsement exemptions shall be in compliance with federal laws, rules, and regulations.

(c) An educator who:

1. Holds an endorsement in pre-K–3 may teach any course in grade four (4) in a school that includes grade three (3).
2. Holds an endorsement in K–5 may teach any course in grade six (6) in a school that includes grade five (5).
3. Holds an endorsement in 6–8 may teach courses in grade five (5) in the same content area as the 6–8 endorsement.
4. Holds an endorsement in 6–12 may teach courses in grade five (5) in the same content area as the 6–12 endorsement.
5. Holds an endorsement in 7–12 may teach courses in grades five (5) and six (6) in the same content area as the 7–12 endorsement.

(d) A classroom teacher with an endorsement in elementary education or early childhood education is eligible to teach any subject, including art and music in the grades covered by the endorsement as part of the teacher’s regular classroom assignment, with the exception of elementary physical education in accordance with T.C.A. 49-6-1021(e). A teacher in grades kindergarten through eight (8) who teaches art, music, or physical education for the major portion of the school day shall be endorsed in art, music, or physical education respectively.

(e) The Department of Education may provide additional endorsement flexibility as appropriate.

- (11) Educators seeking to obtain or maintain endorsements identified with an asterisk (\*) in the chart below shall either pass a required foundational skills literacy assessment as identified in the Professional Assessments for Tennessee Educators Policy 5.105 or complete a Department-approved foundational literacy skills professional development course prior to obtaining the endorsement or maintaining the endorsement on a license that is being

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renewed or advanced. State Board of Education Educator Licensure Rule 0520-02-03-.11 provides additional details regarding how an educator may obtain and maintain licensure and endorsement in endorsement areas identified below.

- (12) Endorsements that are no longer issued but are held on active licenses are also subject to paragraph (10) if the endorsement covers any combination of grades K – 5 in Early Childhood, Elementary, Special Education, or Instructional Leadership. The Department will produce additional guidance to support implementation of this requirement.
  
- (13) The list of active endorsements that may be issued on an educator’s license is included in the chart below. Educators with an active license may still hold, and teach using, retired endorsement type(s) that were issued when they received a license.

Endorsement Area	Effective Year	Retired Date (August 31)	Code
<b>Integrated Early Childhood and Special Education</b>			
Integrated Early Childhood Education Birth – K*	2020		2000
Integrated Early Childhood Education pre-K–3*	2020		2001
<b>Early Childhood Education</b>			
Early Childhood Education pre-K–3*	2008	2026	467
Early Development and Learning pre-K–K*	2009	2026	468
<b>Elementary Grades – Core Academic</b>			
Elementary Education K–5*	2015		120
		(August 31)	
<b>Middle Grades – Core Academic</b>			
English Language Arts 6–8	2015		121
Mathematics 6–8	2015		122
Science 6–8	2015		123
Social Studies 6–8	2015		124
<b>Middle and Secondary Grades – Core Academic</b>			
Biology 6–12	2015		126
Chemistry 6–12	2015		127
Earth Science 6–12	2015		128
Economics 6–12	2015		130
English 6–12	2015		159
Geography 6–12	2015		131
History 6–12	2015		133
Mathematics 6-10	2021		2002
Mathematics 6–12	2015		125
Physics 6–12	2015		129
Psychology 9–12	2001		426
Sociology 9–12	2001		425

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Speech Communication 6–12	2015		146
<b>Middle and Secondary Grades – World Languages</b>			
American Sign Language pre-K–12	2018		171
American Sign Language 6–12	2018		172
Arabic pre-K–12	2015		478
Arabic 6–12	2015		160
Chinese pre-K–12	2015		479
Chinese 6–12	2015		161
French pre-K–12	2015		491
French 6–12	2015		163
German pre-K–12	2015		492
German 6–12	2015		164
Greek pre-K–12	2015		484
Greek 6–12	2015		165
Japanese pre-K–12	2015		485
Japanese 6–12	2015		166
Latin pre-K–12	2015		493
Latin 6–12	2015		167
Russian pre-K–12	2015		494
Russian 6–12	2015		168
Spanish pre-K–12	2015		495
Spanish 6–12	2015		169
Other World Languages pre-K–12	2015		496
Other World Languages 6 –12	2015		170
<b>College, Career, and Technical Education - Academic</b>			
Agricultural Education 6–12	2015	2020	150
AgriScience 6–12	2015		151
Business 6–12	2015		152
Business Technology 6–12	2015	2020	153
Computer Science K–12	2018		173
Family and Consumer Sciences 6–12	2015		154
• Early Childhood Care and Services 6–12	2015		156
• Food Production & Management Services 6–12	2015		155
Marketing Education 6–12	2015		158
Technology Engineering Education 6–12	2015	2020	157
<b>Visual and Performing Arts</b>			
Dance K–12	2009		445
Instrumental/General Music K–12	2009		429
Theatre K–12	1995		405

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Visual Arts K–12	2009		427
Vocal/General Music K–12	2009		428
<b>Special Populations</b>			
English as a Second Language pre-K–12*	1999		490
Gifted Education pre-K–12*	2009		466
Special Education Comprehensive Program K–12*	2008		461
Special Education Early Childhood pre-K–3*	2008	2026	459
Special Education Hearing pre-K–12*	1995		463
Special Education Interventionist K–8*	2015		144
Special Education Interventionist 6–12	2015		145
Special Education Vision pre-K–12	2009		462
Provisional Early Development and Learning pre-K-K	2018		199
Provisional Special Education Comprehensive K–12	2018		195
Provisional Special Education Early Childhood pre-K–3	2018		193
Provisional Special Education Gifted pre-K–12	2018		198
Provisional Special Education Hearing pre-K–12	2018		197
Provisional Special Education Interventionist 6–12	2018		191
Provisional Special Education Interventionist K–8	2018		190
Provisional Special Education Vision pre-K–12	2018		196
<b>Health and Physical Education</b>			
Health and Wellness Education K–12	2009		419
Physical Education K–12	2009		170
<b>Specialists</b>			
Library Information Specialist pre-K–12	2000		473
Reading Specialist pre-K–12*	2005		486
<b>Other</b>			
Bible 6–12	2015		26
Drivers Education 7–12			82
Supervisor of Attendance			94
Superintendent			90
<b>School Services Personnel</b>			
Educational Interpreter pre-K–12	2016		147
School Audiologist pre-K–12	2006		469
School Counselor pre-K–12	1996		487



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School Psychologist pre-K–12	2001		489
School Social Worker pre-K–12	1996		488
Speech Language Pathology Assistant pre-K-12	2022		2003
School Speech Language Pathologist pre-K–12	2006		498
Speech Language Teacher pre-K–12		2022	458
<b>Leader</b>			
Instructional Leadership – Aspiring pre-K–12*	2010		441
Instructional Leadership – pre-K–12*			442
Instructional Leadership – Professional pre-K–12*	2010		443
Professional Admin pre-K–12		2022	482
Professional Admin pre-K–12		2022	483
<b>Occupational</b>			
Automotive 6–12	2015		770
Aviation Ground School 6–12	2015		774
Aviation Maintenance 6-12	2022		TBD
Barbering 6–12	2015		780
Broadcasting 6–12	2015		710
Carpentry 6–12	2015		706
Collision Repair 6–12	2015		771
Concrete/Masonry 6–12	2015		702
Cosmetology 6–12	2015		781
Culinary Arts 6–12	2015		730
Diesel Technician 6-12	2022		TBD
Digital Arts and Design 6–12	2015		711
Drafting/CAD 6–12	2015		700
Electrical 6–12	2015		701
Fire Safety 6–12	2015		751
Health Informatics 6–12	2015		721
Health Science 6–12	2015		720
HVAC 6–12	2015		707
Information Technology 6–12	2015		740
Legal and Protective Services 6–12	2015		750
Manufacturing 6–12	2015		760
Plumbing 6–12	2015		703
Programming 6–12	2015		742
Public Health 6–12	2015		722
Supply Chain Management 6–12	2015		776
Welding 6–12	2015		705
<b>Postsecondary Educator 9-12</b>			
AgriScience 9–12 PSE	2018		951

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American Sign Language 9–12 PSE	2018		970
Arabic 9–12 PSE	2018		960
Biology 9–12 PSE	2018		926
Business Education 9–12 PSE	2018		952
Chemistry 9–12 PSE	2018		927
Chinese 9–12 PSE	2018		961
Early Child Care and Services 9–12 PSE	2018		981
Earth Science 9–12 PSE	2018		928
Economics 9–12 PSE	2018		930
English 9–12 PSE	2018		959
Family and Consumer Science 9–12 PSE	2018		954
Food Production and Management 9–12 PSE	2018		980
French 9–12 PSE	2018		963
Geography 9–12 PSE	2018		931
German 9–12 PSE	2018		964
Government 9–12 PSE	2018		932
Greek 9–12 PSE	2018		965
History 9–12 PSE	2018		933
Japanese 9–12 PSE	2018		966
Latin 9–12 PSE	2018		967
Marketing Education 9–12 PSE	2018		958
Mathematics 9–12 PSE	2018		925
Physics 9–12 PSE	2018		929
Russian 9–12 PSE	2018		968
Spanish 9–12 PSE	2018		969
Speech Communication 9–12 PSE	2018		946
Tech Engineering Education 9–12 PSE	2018		982