

**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 State Board-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 State Board-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.
 - (c) Pathway 3. The prospective educator:
 1. Holds a bachelor's degree from a regionally-accredited college or university;
 2. Holds an active Tennessee practitioner or professional occupational teacher license with an endorsement covering the Secondary Grade span;
 3. Has completed a State Board-approved occupational educator preparation program or an occupational educator preparation program approved by a state other than Tennessee;
 4. Submits qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy; and

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5. Seeks an endorsement in either Middle and Secondary Grades – Core Academic, or Middle and Secondary Grades – World Languages, or College, Career, and Technical Education – Academic as defined in Educator Licensure Policy 5.502
- (2) Prospective educators from a state other than Tennessee that is a partner in the NASDTEC interstate agreement and who are 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:
 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 who are 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:

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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. An educator issued a practitioner teacher license following the issuance of a Limited License in accordance with Rule 0520-02-02-.13 of this Chapter, is not required to complete an approved educator preparation program to renew the 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 expire. Educators who fail to apply for renewal prior to the expiration of the license shall have a grace period until October 1 following the date of expiration to apply for renewal. Applications for renewal submitted during the grace period shall demonstrate that the educator completed all requirements for license renewal (with the exception of submitting the application) prior to the end of the validity period.
- (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 one (1) of the following sets of requirements:
- (a) Option 1:
1. 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;
 2. Obtained three (3) years of qualifying experience as an educator as defined by the Department; and
 3. 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).
- (b) Option 2: Holds a full and valid professional-level license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement or holds a full and valid professional-level occupational teaching license in Tennessee.

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- (c) Option 3: Holds a valid certification from the National Board for Professional Teaching Standards.
- (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 teacher license, then the license may be renewed. To renew the practitioner teacher license, an educator shall earn thirty (30) qualifying professional development points as defined in Educator Licensure Policy 5.502.
- (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 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 teacher license, an educator shall earn sixty (60) qualifying professional development points within the validity period of the license and as defined in the Educator Licensure Policy 5.502 or demonstrate two (2) years of qualifying experience as an educator as defined by the Department within the validity period of the license.
- (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 expire. Educators who fail to apply for renewal prior to the expiration of the license shall have a grace period until October 1 following the date of expiration to apply for renewal. Applications for renewal submitted during the grace period shall demonstrate that the educator completed all requirements for license renewal (with the exception of submitting the application) prior to the end of the validity period.
- (11) Educators may reactivate an expired license and endorsements held by meeting one (1) of the following requirements:
- (a) Option A (Professional License only): Earn sixty (60) qualifying professional development points as defined in the Educator Licensure Policy 5.502.
 - (b) Option B (Professional License only): Demonstrate two (2) years of qualifying experience as an educator as defined by the Department.

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- (c) Option C: 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.
- (d) Option D: Present a full and valid professional-level teaching license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement.
- (e) Option E: Submit to the Department evidence of current National Board Certification 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. Emergency rules filed July 9, 2021; effective through January 5, 2022. Emergency rules expired effective January 6, 2022, and the rules reverted to their previous statuses. Amendments filed December 2, 2021; effective March 2, 2022.

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

- (1) Prospective educators seeking a practitioner occupational teaching license shall meet the requirements of one (1) of the following pathways:
 - (a) Pathway 1. The prospective educator:
 - 1. Holds a high school diploma or higher as defined by the Department based on the area in which the educator is seeking licensure and endorsement;
 - 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;
 - 4. Has a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, or three (3) years of relevant work experience, completed within the last five (5) years, in the area of endorsement or equivalent education attainment as defined by the Department; and
 - 5. Holds an active industry certification for the area of endorsement as defined by the Department, if applicable.
 - (b) Pathway 2. The prospective educator:
 - 1. Holds an active Tennessee practitioner teacher license or professional teacher license with an endorsement covering any of the grades six (6) through twelve (12);

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2. Has completed a State Board-approved academic educator preparation program or an educator preparation program approved by a state other than Tennessee; and
 3. Meets one (1) of the following criteria:
 - (i) Holds an active industry certification for the area of endorsement as defined by the Department, if applicable; or
 - (ii) If the endorsement area does not require an industry certification, has a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, or three (3) years of relevant work experience, completed within the last five (5) years, in the area of endorsement or equivalent education attainment as defined by the Department.
- (c) Pathway 3. The prospective educator:
1. Has a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, or three (3) years of relevant work experience, completed within the last five (5) years, in the area of endorsement or equivalent education attainment as defined by the Department;
 2. Holds an active industry certification for the area of endorsement as defined by the Department, if applicable;
 3. Provides proof of pairing with a highly effective mentor teacher; and
 4. Has completed coursework in classroom management, pedagogy, serving students with disabilities and English learners, and the teacher code of ethics as set forth in T.C.A. § 49-5-5615, from a State Board-approved educator preparation provider.
- (2) Prospective educators from a state other than Tennessee that is a partner in the NASDTEC interstate agreement and who are 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 as defined by the Department based on the area in which the educator is seeking licensure and endorsement;
 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.

(Rule 0520-02-03-.04, continued)

- (b) Out-of-State Pathway 2. 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. Holds a full and valid initial level occupational 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. Holds 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. An educator issued a practitioner occupational teacher license under Pathway 3 is not required to complete an approved educator preparation program to renew the license.

- (5) In order to advance from a practitioner occupational teacher license to a professional occupational teacher license, an educator shall meet one of the following sets of requirements:
 - (a) Option 1:
 - 1. Complete three (3) years of qualifying experience as an educator as defined by the Department;
 - 2. Complete a State Board-approved educator preparation program;
 - 3. 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; and
 - 4. Hold an active industry certification for the area of endorsement as defined by the Department, if applicable.

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- (b) Option 2:
 - 1. Holds a full and valid professional-level occupational license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement or holds a full and valid professional-level academic teaching license in Tennessee; and
 - 2. Holds an active industry certification for the area of endorsement as defined by the Department, if applicable.
- (6) 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 then the license may continue to be renewed. To renew the practitioner occupational second (2nd) issuance license, an educator shall earn thirty (30) qualifying professional development points as defined in the Educator Licensure Policy 5.502 and hold an active industry certification for the area of endorsement as defined by the Department, if applicable.
- (7) In order to renew the professional occupational teacher license educators must meet the following requirements:
 - (a) Earn sixty (60) professional development points within the validity period of the license and as defined in the Educator Licensure Policy 5.502 or demonstrate two (2) years of qualifying experience as an educator as defined by the Department within the validity period of the license; and
 - (b) Provide verification of an active industry certification for the area of endorsement as defined by the Department, if applicable.
- (8) 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 expire. Educators who fail to apply for renewal prior to the expiration of the license shall have a grace period until October 1 following the date of expiration to apply for renewal. Applications for renewal submitted during the grace period shall demonstrate that the educator completed all requirements for license renewal (with the exception of submitting the application) prior to the end of the validity period.
- (9) Teachers who hold an active practitioner or professional occupational teacher license and have completed an educator preparation program 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, or three (3) years of relevant work experience, completed within the last five (5) years, in the area of endorsement or equivalent education attainment as defined by the Department.
- (10) An occupational teacher license may be reactivated by meeting the following requirements:
 - (a) Hold an active industry certification, as determined by the Department, for the area of endorsement, if applicable; or

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- (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, or three (3) years of relevant work experience, completed within the last five (5) years, in the area of endorsement or equivalent education attainment as defined by the Department; and
- (c) Meeting one (1) of the following requirements:
 - 1. Option A (Professional License only): Earning sixty (60) qualifying professional development points as defined in the Educator Licensure Policy 5.502.
 - 2. Option B (Professional License only): Demonstrating two (2) years of qualifying experience as an educator as defined by the Department.
 - 3. Option C: 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 5.105. An educator issued a practitioner occupational teacher license under Pathway 3 is not required to submit evidence of completion of an approved educator preparation program to reactivate the license.
 - 4. Option D: Present a full and valid professional-level occupational license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement.
 - 5. Option E: Submit to the Department evidence of current National Board Certification 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. Emergency rules filed July 9, 2021; effective through January 5, 2022. Emergency rules expired effective January 6, 2022, and the rules reverted to their previous statuses. Amendments filed December 2, 2021; effective March 2, 2022.

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;
 - (c) School audiologist;
 - (d) School psychologist;
 - (e) School counselor;

(Rule 0520-02-03-.05, continued)

- (f) School social worker; and
 - (g) 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 (1) of the following requirements:
 - 1. Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy and 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
 - 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) Candidates seeking a professional school services personnel license as a school speech-language pathologist shall hold an advanced degree in speech-language pathology and meet one (1) of the following requirements:
 - 1. 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;
 - 2. Hold a valid license issued by the Tennessee Board of Communication Disorders and Sciences;
 - 3. Hold a valid license issued by an out-of-state Board of Communication Disorders and Sciences; or
 - 4. Hold the Certificate of Clinical Competence from the American Speech-Language Hearing Association.
- (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);
 - 2. Hold a bachelor's degree with a major or concentration 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;

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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 with a major or concentration 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 with a major or concentration in speech-language pathology, communication disorders, or speech and hearing sciences from a regionally accredited institution of higher education 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 requirements of one (1) of the following pathways
1. Pathway 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;
 2. Pathway 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 requirements of one (1) of the following pathways:
1. Pathway 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:

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- (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;
 2. Pathway 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) 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.

(Rule 0520-02-03-.05, continued)

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 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.
5. Pathway 5. The out-of-state candidate:
 - (i) Holds an advanced degree in school counseling from a regionally-accredited college or university; and
 - (ii) 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.
- (b) Out-of-state 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.
- (c) 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.

(Rule 0520-02-03-.05, continued)

- (a) Candidates seeking a practitioner school services personnel license as a school social worker shall meet the requirements of one (1) of the following pathways:
 - 1. Pathway 1: Meet one (1) of the following sets of requirements:
 - (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.
 - 2. Pathway 2: Hold a bachelor's degree or higher in social work from a regionally-accredited college or university and hold 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) Out-of-state 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 (1) of the following:
 - (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) Out-of-state 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.

(Rule 0520-02-03-.05, continued)

- (9) A practitioner school services personnel license may be renewed once upon completion of an approved educator preparation program, if enrollment in a program is required for issuance of the license, and submission of qualifying scores on all State Board-required assessments as defined in the Professional Assessments for Tennessee Educators Policy 5.105, prior to the end of the validity period of the first (1st) issuance of the practitioner license.
- (10) In order to advance from a practitioner school services personnel license to a professional school services personnel license, an educator shall meet one (1) of the following sets of requirements:
- (a) Option 1:
1. Where applicable, complete a State Board-approved educator preparation program and submit 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;
 2. Obtain three (3) years of qualifying experience as defined by the Department; and
 3. Earn thirty (30) qualifying professional development points as defined in Educator Licensure Policy 5.502 or obtain the recommendation from a Director of Schools or leader of a charter school or the school's charter management organization (CMO).
- (b) Option 2: Hold 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.
- (11) 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, then the license may be renewed. To renew the practitioner school services personnel second (2nd) issuance license, an educator shall earn thirty (30) qualifying professional development points as defined in Educator Licensure Policy 5.502.
- (12) In order to renew the professional school services personnel license, educators must earn sixty (60) qualifying professional development points within the validity period of the license and as defined in the Educator Licensure Policy 5.502 or demonstrate two (2) years of qualifying experience as an educator as defined by the Department within the validity period of the license.
- (13) If the educator has not met the requirements for renewal at the end of the validity period of the professional school services personnel license, then the license shall expire. Educators who fail to apply for renewal prior to the expiration of the license shall have a grace period until October 1 following the date of expiration to apply for renewal. Applications for renewal submitted during the grace period shall demonstrate that the educator completed all requirements for license renewal (except for submitting the application) prior to the end of the validity period.
- (14) Educators may reactivate a school services personnel license and endorsements held by meeting one (1) of the following sets of requirements:

(Rule 0520-02-03-.05, continued)

- (a) Option A (Professional License only): Earning sixty (60) qualifying professional development points as defined in the Educator Licensure Policy 5.502.
- (b) Option B (Professional License only): Demonstrating two (2) years of qualifying experience as an educator as defined by the Department.
- (c) Option C: Submit to the Department evidence of completion of an approved educator preparation program (if not already provided and if enrollment in a program is required for issuance of the license) and submit qualifying scores on all State Board-required assessments as defined in the Professional Assessments for Tennessee Educators Policy 5.105.
- (d) Option D: 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
- (e) Option E: 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
 - 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.

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. Emergency rules filed July 9, 2021; effective through January 5, 2022. Emergency rules expired effective January 6, 2022, and the rules reverted to their previous statuses. Amendments filed December 2, 2021; effective March 2, 2022.

0520-02-03-.06 REQUIREMENTS FOR THE JROTC LICENSE.

- (1) Individuals seeking a JROTC license shall submit the following information to the Department of Education:

(Rule 0520-02-03-.06, continued)

- (a) Certification of preparation by the branch of the military approving the teacher placement;
 - (b) A copy of a valid JROTC training certificate that includes an expiration date;
 - (c) Official transcripts of all credit and degrees earned in colleges or universities in the United States; and
 - (d) Verification that the applicant will be employed in a JROTC program in a Tennessee LEA.
- (2) Individuals holding the JROTC license may only teach courses designated as part of the JROTC program and no additional endorsements may be added to the JROTC license.
- (3) In order to renew the JROTC license, educators shall:
- (a) Hold a valid JROTC training certificate; and
 - (b) Submit a recommendation to the Department from the LEA where the educator is employed.
- (4) If the educator has not met the requirements for renewal at the end of the validity period of the JROTC license, then the license shall expire. Educators who fail to apply for renewal prior to the expiration of the license shall have a grace period until October 1 following the date of expiration to apply for renewal. Applications for renewal submitted during the grace period shall demonstrate that the educator completed all requirements for license renewal (except for submitting the application) prior to the end of the validity period.
- (5) In order to reactivate the JROTC license, educators shall:
- (a) Hold a valid JROTC training certificate; and
 - (b) Submit verification that the applicant will be employed in a JROTC program in a Tennessee LEA.

Authority: T.C.A. §§ 49-1-302 and 49-5-108. **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.

0520-02-03-.07 REQUIREMENTS FOR LICENSES FOR POSTSECONDARY EDUCATORS.

- (1) A practitioner license for postsecondary educators (PSE) may be issued to candidates that meet the following requirements:
 - (a) Meet one (1) of the following experience requirements:
 1. Have been a full-time college professor or instructor for at least two (2) of the last five (5) years at an eligible postsecondary institution that is accredited by a regional accrediting association, as defined by T.C.A. § 49-4-902; or

(Rule 0520-02-03-.07, continued)

2. Have been a part-time college professor or instructor, teaching at least one (1) course per semester, for at least three (3) of the last five (5) years at an eligible postsecondary institution that is accredited by a regional accrediting association, as defined by T.C.A. § 49-4-902.
 - (b) Submit at least three (3) years of qualifying teaching evaluations that rate the applicant as proficient or better in the subject area in which the applicant is seeking licensure from the postsecondary institution at which the applicant taught, where evaluations are defined as an assessment of the educator's performance in the subject area, which may include a formal rating system or, if the institution does not use a rating system, may be a letter from the dean, department chair, or other direct supervisor regarding the educator's performance; and
 - (c) Submit qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy.
- (2) The PSE license shall only be issued for teaching assignments in grades nine through twelve (9-12).
- (3) The PSE license shall bear an endorsement to teach only in the subject area in which the person taught at the eligible postsecondary institution.
- (4) In order to advance from a PSE practitioner license to a PSE professional license, an educator shall meet the following requirements:
 - (a) Have three (3) years of qualifying experience as an educator as defined by the Department; and
 - (b) Earn thirty (30) professional development points as indicated by SBE Educator Licensure Policy 5.502.
- (5) If the requirements for advancement to the PSE professional license are not met prior to the end of the validity period of the PSE practitioner license, the PSE practitioner license may be renewed. To renew the practitioner license, an educator shall earn thirty (30) qualifying professional development points as defined in Educator Licensure Policy 5.502.
- (6) If the requirements for renewal are not met prior to the end of the validity period, then the license shall expire. Educators who fail to apply for renewal prior to the expiration of the license shall have a grace period until October 1 following the date of expiration to apply for renewal. Applications for renewal submitted during the grace period shall demonstrate that the educator completed all requirements for license renewal (except for submission of the application) prior to the end of the validity period.
- (7) In order to reactivate the PSE professional license, an educator shall submit qualifying scores on all State Board-required assessments.
- (8) In order to renew the PSE professional license educators must earn sixty (60) qualifying professional development points.

Authority: T.C.A. §§ 49-1-302, 49-5-108, and 49-5-112. **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.

(Rule 0520-02-03, continued)

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;
 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:

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

1. Hold an advanced degree from a regionally-accredited college or university;
 2. Have at least three (3) years of qualifying out-of-state experience as an educator as defined by the Department, of which, one (1) year must be as a school principal, assistant principal, or instructional supervisor; 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:
- (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 expire 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:

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

- (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 and be current in all TASL requirements;
 - 2. Successfully complete the Beginning Principals' Academy or the Beginning Supervisors' Academy; and
 - 3. Be recommended by the educator's director of schools or director of the public charter school 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 or director of the public charter school 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 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. . Educators who fail to apply for renewal prior to the expiration of the license shall have a grace period until October 1 following the date of expiration to apply for renewal. Applications for renewal submitted during the grace period shall demonstrate that the educator completed all requirements for license renewal (except for submission of the application) prior to the end of the validity period.
- (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:

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

- (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, 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. Emergency rules filed July 9, 2021; effective through January 5, 2022. Emergency rules expired effective January 6, 2022, and the rules reverted to their previous statuses. Amendments filed December 2, 2021; effective March 2, 2022.

0520-02-03-.13 REQUIREMENTS FOR THE LIMITED LICENSE.

- (1) An individual may apply to the Department for a Limited License to continue teaching the course or subject area taught pursuant to the teacher's most recently issued permit, if the teacher meets the following requirements for issuance of a Limited License by the Department:
 - (a) Was issued a valid second or third temporary teaching permit pursuant to T.C.A. § 49-5-106 and State Board Permits Rule 0520-02-03-.12 in the 2021-2022 school year or thereafter;
 - (b) Earned a level of overall effectiveness score of "above expectations" or "significantly above expectations" on the teacher's most recent evaluation pursuant to T.C.A. § 49-1-302;
 - (c) Provides a recommendation from the director of schools or from the director of the public charter school, at which the teacher taught on a permit, recommending that the teacher receive a Limited License with the endorsement(s) issued pursuant to the most recently issued permit; and
 - (d) Agrees, in writing, to begin a pathway approved by the State Board for transitioning from a Limited License to a Practitioner license.
- (2) The Limited License is valid for two (2) school years and is not renewable.
- (3) A Limited License shall not be issued to an individual to teach an elementary physical education class required under T.C.A. § 49-6-1021, a course for which an end-of-course examination is required, or a special education course.
- (4) Educators seeking to advance from the limited license to the practitioner teacher license shall meet the following requirements:

(Rule 0520-02-03-.13, continued)

- (a) Submits a recommendation from a State Board approved educator preparation program or a provider approved by the State Board and the Department in accordance with LEA Teacher Training Programs Rule Chapter 0520-02-07, certifying that the educator has completed coursework focused on foundational pedagogical skills and foundational literacy skills in accordance with the Tennessee Literacy Success Act. A State Board approved educator preparation provider or a provider approved by the State Board and the Department shall not require an educator to complete more than six (6) credit hours to meet this requirement;
 - (b) Receives support from a highly effective clinical mentor in accordance with the requirements for clinical mentors set forth in State Board Clinical Experiences Rule 0520-02-04-.10; and
 - (c) Submits qualifying scores on all required content assessments as defined in the State Board Professional Assessments for Tennessee Educators Policy 5.105.
- (5) Once an educator is issued a practitioner teacher license, the educator shall meet requirements for renewal and/or advancement of the license as set forth in Rule 0520-02-03-.03 of this Chapter.

Authority: T.C.A. §§ 49-1-302, 49-5-106, and 49-5-108. **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. Amendments filed March 16, 2023; effective June 14, 2023.