

| TENNESSEE STATE BOARD OF EDUCATION |       |
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| EDUCATOR LICENSURE POLICY          | 5.502 |

**Policy Sections:**

- I. Licensure Requirements
- II. Applying for a License
- III. Duration of a License
- IV. Professional Development Points (PDPs)
- V. 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 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 the State Board's Educator Licensure Rule 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

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successfully completed requirements. Recommendations must be received 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 qualifying scores with the educator's unique personal identifier (i.e. Social Security Number) transferred directly by the testing agency to the Department's educator licensure database 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 expired 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 Department's educator license database within thirty (30) days of the change.

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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.
- (a) The Department shall establish the validity period for each license type based on the effective date, provided, however:
  1. The validity period of the practitioner license shall be no more than four (4) years;
  2. The validity period of the professional license shall be no more than eleven(11) years;
  3. The validity period of the ILL-A shall be no more than four (4) years;
  4. The validity period of the ILL shall be no more than four (4) years; and
  5. The validity period of the ILL-P shall be no more eleven 11) years; and
  6. The validity period of the limited license shall be no more than two (2) years.
- (b) 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. 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

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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;
  - (e) An educator's Level of Overall Effectiveness (LOE) rating;
  - (f) National Board Certification; or
  - (g) An educator 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.

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- (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.

| Professional Development Activity                                                      | PDPs Awarded                                                                                 | Required Documentation                                                                                            |
|----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Professional Learning                                                                  | 1 clock hour = 1 PDP<br>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<br>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<br>Overall Score of 4 = 15 PDPs<br>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<br>Overall Score of 4 = 20 PDPs                                 | No documentation is required. Information is maintained by the Department                                         |
| National Board Certification                                                           | Initial Certification = 30 PDPs<br>Renewal Certification = 15 PDPs                           | Official documentation from the national professional board for teaching or school services.                      |

## V. ENDORSEMENTS

- (1) Endorsements indicate the areas for which a licensed educator is prepared to provide instruction, leadership, or services in schools and districts.

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- (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 chapter 0520-02-06, be issued an endorsement exemption by the Department, or hold a valid temporary permit issued by the Department.
- (3) Prospective educators seeking initial licensure shall meet requirements in at least one (1) area of endorsement.
- (4) Educators with a full and valid license may add additional endorsements through one (1) of the following options:
  - (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:

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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. For endorsements identified by the Department as eligible to be added by coursework-only, complete required additional endorsement program coursework and be recommended by a State Board-approved educator preparation provider.

(f) Option 6:

1. Hold a valid professional-level Tennessee teacher 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
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 teacher 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.

(h) Option 8:

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1. Hold a valid practitioner-level or professional-level Tennessee teacher license; and
  2. Hold a degree with a major aligned to a qualifying middle or secondary core academic or World Language endorsement for which they are seeking an additional endorsement, as defined in the Professional Assessments for Tennessee Educators Policy 5.105.
- (5) Candidates holding a practitioner-level license enrolled in job-embedded program shall complete all program requirements prior to adding additional endorsements to the practitioner license.
- (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>1</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>1</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

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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.

(d) Superintendent.<sup>2</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 instructional 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.

(e) Dance. The applicant must:

1. Hold a valid Tennessee educator license; and
2. Have successfully completed at least one (1) course in dance at the post-secondary level; or
3. Be recommended by a State Board-approved Educator Preparation Provider with an approved Specialty Area Program in Dance K-12.

(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

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<sup>2</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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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. For elementary physical education endorsement exemption requests, the director of schools or the director of a public charter school shall certify to the Commissioner that the LEA or public charter school is unable to secure a qualified teacher with a valid license for the position.

3. Individuals with an endorsement exemption shall not teach a course in which a state-level end of course examination is required unless otherwise permitted under state law or State Board rules and regulations.

4. Each endorsement exemption issued by the commissioner shall be valid 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 holds an active teacher license may teach any course designated in Department guidance in one grade above and one grade below the grade span of the endorsements held on the active license.

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- (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 provided the requirements of this policy are met.
- (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 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 (12) 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<br>(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 |
| Provisional Integrated Early Childhood Education Birth–K | 2025           |                             | 215  |
| Provisional Integrated Early Childhood Education pre-K–3 | 2025           |                             | 216  |
| <b>Early Childhood Education</b>                         |                |                             |      |
| Early Childhood Education pre-K–3*                       | 2008           | 2026                        | 467  |

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| Endorsement Area                              | Effective Year | Retired Date<br>(August 31) | Code |
|-----------------------------------------------|----------------|-----------------------------|------|
| Early Development and Learning pre-K–K*       | 2009           | 2026                        | 468  |
| Elementary Grades – Core Academic             |                |                             |      |
| Elementary Education K–5*                     | 2015           |                             | 120  |
| Middle Grades – Core Academic                 |                |                             |      |
| English Language Arts 6–8                     | 2015           |                             | 121  |
| Mathematics 6–8                               | 2015           |                             | 122  |
| Science 6–8                                   | 2015           |                             | 123  |
| Social Studies 6–8                            | 2015           |                             | 124  |
| Middle and Secondary Grades – Core Academic   |                |                             |      |
| 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  |
| Government 6–12                               | 2015           |                             | 132  |
| 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  |
| Speech Communication 6–12                     | 2015           |                             | 146  |
| Middle and Secondary Grades – World Languages |                |                             |      |
| 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  |

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| Endorsement Area                                                                                 | Effective Year | Retired Date<br>(August 31) | Code |
|--------------------------------------------------------------------------------------------------|----------------|-----------------------------|------|
| 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  |
| College, Career, and Technical Education – Academic                                              |                |                             |      |
| Agricultural Education 6–12                                                                      | 2015           |                             | 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  |
| <ul style="list-style-type: none"> <li>Early Childhood Care and Services 6–12</li> </ul>         | 2015           |                             | 156  |
| <ul style="list-style-type: none"> <li>Food Production &amp; Management Services 6–12</li> </ul> | 2015           |                             | 155  |
| Marketing Education 6–12                                                                         | 2015           |                             | 158  |
| Technology Engineering Education 6–12                                                            | 2015           | 2020                        | 157  |
| Visual and Performing Arts                                                                       |                |                             |      |
| Dance K–12                                                                                       | 2009           |                             | 445  |
| Instrumental/General Music K–12                                                                  | 2009           |                             | 429  |
| Theatre K–12                                                                                     | 1995           |                             | 405  |
| Visual Arts K–12                                                                                 | 2009           |                             | 427  |
| Vocal/General Music K–12                                                                         | 2009           |                             | 428  |
| Special Populations                                                                              |                |                             |      |
| English as a Second Language pre-K–12*                                                           | 1999           |                             | 490  |
| English as a Second Language pre-K–8*                                                            | 2024           |                             | 2008 |
| English as a Second Language 6–12                                                                | 2024           |                             | 2009 |
| 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  |

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| Endorsement Area                                      | Effective Year | Retired Date<br>(August 31) | Code |
|-------------------------------------------------------|----------------|-----------------------------|------|
| 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  |
| Health and Physical Education                         |                |                             |      |
| Health and Wellness Education K–12                    | 2009           |                             | 419  |
| Health and Wellness Education K–8                     | 2024           |                             | 2004 |
| Health and Wellness Education 6–12                    | 2024           |                             | 2005 |
| Physical Education K–12                               | 2009           |                             | 420  |
| Physical Education K–8                                | 2024           |                             | 2006 |
| Physical Education 6–12                               | 2024           |                             | 2007 |
| Specialists                                           |                |                             |      |
| Library Information Specialist pre-K–12               | 2000           |                             | 473  |
| Reading Specialist pre-K–12*                          | 2005           |                             | 486  |
| Other                                                 |                |                             |      |
| Bible 6–12                                            | 2015           |                             | 26   |
| Drivers Education 7–12                                |                |                             | 82   |
| Supervisor of Attendance                              |                |                             | 94   |
| Superintendent                                        |                |                             | 90   |
| School Services Personnel                             |                |                             |      |
| 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  |
| Leader                                            |                |                             |      |
| 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  |
| Occupational                                      |                |                             |      |
| Automotive 6–12                                   | 2015           |                             | 770  |
| Aviation Ground School 6–12                       | 2015           |                             | 774  |
| Aviation Maintenance 6–12                         | 2022           |                             | 782  |
| 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           |                             | 783  |
| 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  |

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| Endorsement Area                        | Effective Year | Retired Date<br>(August 31) | Code |
|-----------------------------------------|----------------|-----------------------------|------|
| 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  |
| 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  |