ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING NONTRADITIONAL LICENSURE
July 2014

1.0 PURPOSE

1.01 The purpose of these rules is to establish the requirements and procedures for obtaining teacher licensure through nontraditional licensure programs.

2.0 REGULATORY AUTHORITY

2.01 These rules shall be known as the Arkansas Department of Education Rules Governing Nontraditional Licensure.

2.02 These rules are enacted pursuant to the authority of the State Board of Education under Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-409 and 25-15-204; and Acts 413 and 454 of 2013.

3.0 DEFINITIONS

For the purpose of these Rules the following terms shall be defined to mean:

3.01 **Accelerated Teaching Program** - a program intended for college graduates that provides intensive training and support for a period of two (2) or more years for teaching and leading in schools, including the Teach for America program, the Arkansas Teacher Corps program offered by the University of Arkansas at Fayetteville, or another accelerated teaching program approved by the Department.

3.02 **Area of Licensure** - a particular content field as approved by the State Board of Education.

3.03 **Arkansas Professional Pathway to Educator Licensure Program (APPEL) -** the program administered by the Arkansas Department of Education, whose participants hold a minimum of a baccalaureate degree (and have passed the appropriate state-mandated assessments) and are allowed to teach in an Arkansas public school with a Provisional Teaching License. The program requirements consist of two (2) years of teaching and instructional modules, which must be completed within three (3) years.

3.04 **Certified mentor -** a licensed teacher certified by ADE Office of Educator Effectiveness as trained in the state-adopted mentoring model who has:

3.04.1 A minimum of three (3) years of successful teaching experience; and

3.04.2 Received at least a proficient or equivalent rating in their latest performance review.

3.05 **Induction** - the period of time beginning with a teacher's first employment as the teacher of record in an Arkansas public school, education service cooperative, or organization that requires an Arkansas teaching license. The novice teacher is provided mentoring support and accelerated professional development during the induction period.

3.06 **Level of Licensure** - the grade/age level and content area of the teaching license as approved by the State Board of Education.

3.07 **Mentoring** - the act of a certified mentor providing support and focused feedback to a novice teacher (according to the state-adopted mentoring model) with the goal of enhancing instructional skills, classroom management, and professional behavior.

3.08 **Nontraditional Licensure Program** - an alternative licensure program under these rules, including the Arkansas Professional Pathway to Educator Licensure program, the Professional Provisional Teaching License, the Accelerated Teaching Program Provisional and Standard Teaching License, and the Master's Degree in Teaching Provisional and Standard Teaching License.

3.09 **Novice Teacher** - any licensed teacher-of-record with less than one (1) year of classroom-teaching experience, not including student internship or substitute teaching, in an Arkansas public school, open-enrollment public charter school, education service cooperative, or organization that requires an Arkansas teaching license.

3.10 **Program of Study** - a curriculum offered at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation. The program requires a candidate to demonstrate and document competency in the specific knowledge, skills and dispositions for a particular licensure area and level.

3.11 **Provisional Professional Teaching License** - a three-year provisional license issued to an experienced professional for the purpose of teaching on a part-time or full-time basis as teacher-of-record in an Arkansas public school.

3.12 **Provisional Teaching License** - a temporary teaching license available to candidates who have not completed all requirements for the Standard Arkansas teaching license. A Provisional Teaching License is subject to revocation for failure to complete annual requirements for the applicable nontraditional licensure program.

3.13 **Standard Teaching License** - a five-year renewable license, issued by the State Board of Education, which allows one to teach in Arkansas public schools under these rules and under the Rules Governing Educator Licensure.

3.14 **Teacher of Record** - an individual (or individuals in co-teaching assignments) who has been assigned the lead responsibility for a student's learning in a subject/course with aligned performance measures.

4.0 REQUIREMENTS FOR OBTAINING AN APPEL PROVISIONAL AND STANDARD TEACHING LICENSE

4.01 The following is required for admission to the APPEL program:

4.01.1 A completed APPEL program application with all required accompanying documentation.

4.01.2 Official transcript(s) documenting an awarded four-year college bachelor's degree or higher from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.

4.01.2.1 For out-of-country candidates, an official college transcript evaluation from a private credential evaluation agency documenting that the bachelor's degree is equivalent to a four-year degree from an institution of higher learning in the United States that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation. The evaluation by a private credential evaluation agency must be a course-by-course-evaluation prepared in English indicating the candidate's major course of study to include documentation of the candidate's cumulative Grade Point Average (GPA).

4.01.3 Documentation of a minimum cumulative undergraduate or graduate grade point average (GPA) of 2.50 on a 4.0 scale for cohorts beginning before Summer 2015 or a minimum GPA of 2.75 for the last 60 credit hours of coursework and beginning with the Summer 2015 cohort a minimum cumulative undergraduate or graduate GPA of 2.70 or a minimum GPA of 2.9 for the last 60 credit hours of coursework.

4.01.3.1 Candidates for the APPEL program may be exempt from the standard minimum GPA requirement if all the following conditions are met:

4.01.3.1.1 Have at least fifteen (15) years of experience in the field related to the teaching/licensure subject area.

4.01.3.1.2 Demonstrate a minimum of a 2.0 undergraduate or graduate grade point average for cohorts beginning before Summer 2015 and 2.25 beginning with the Summer 2015 cohort.

4.01.3.1.3 Submit one (1) letter of justification from the applicant expressing the relevance of the applicants' credentials to teach the subject in question.

4.01.3.1.4 Have two (2) professional letters of recommendation submitted by references to the Office of Educator Effectiveness.

4.01.3.1.5 Complete the regular APPEL program application process.

4.01.4 An official score report reflecting passing scores, as approved by the State Board of Education, on the following state required assessments:

4.01.4.1 The basic skills assessment (all parts).

4.01.4.1.1 If a candidate holds a Master's Degree or above, and has taken the graduate level assessment, and has scored at or above the State Board established cut-score/minimum passing score, that assessment shall be accepted in lieu of the basic skills assessment(s).

4.01.4.2 The state required subject-content-area assessment(s) for the specific licensure area(s) sought.

4.01.5 Documentation of passing the required background checks by the Child Maltreatment Central Registry, Arkansas State Police and the Federal Bureau of Investigation as required by Ark. Code Ann.§ 6-17-410.

4.01.6 Payment of the APPEL Program Fee established by the State Board of Education pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C).

4.01.7 Applicable coursework, completed in advance, from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation or through ArkansasIDEAS. Required coursework includes:

4.01.7.1 Three (3) college credit-hours of Arkansas History or a 45-hour professional development piece in Arkansas History through ArkansasIDEAS for the licenses of Middle Childhood Education (4-8) and Social Studies (7-12).

4.01.7.2 Six (6) college credit-hours of instruction in reading that includes at a minimum theories and strategies for teaching reading, diagnosis of reading difficulties, intervention strategies for struggling readers, and disciplinary literacy (completed with a grade of "B" or better), and either a 3-hour course in disciplinary literacy (completed with a grade of "B" or better) or a 45-hour professional development piece in disciplinary literacy through ArkansasIDEAS, for the Middle Childhood Education (4-8) license.

4.01.7.3 Three (3) college credit-hours in disciplinary literacy (completed with a grade of "B" or better) or a 45-hour professional development piece in disciplinary literacy through ArkansasIDEAS for the Secondary Education (7-12) license.

4.02 To obtain a Provisional Teaching License through APPEL a candidate must:

4.02.1 Be admitted into the APPEL program;

4.02.1 Be assigned to an APPEL program satellite site for instructional modules and successfully complete all required APPEL program instructional modules, including the summer instructional modules.

4.02.1.1 To maintain the Provisional Teaching License, the candidate must continue and successfully complete the school year instructional modules;

4.02.3 Document employment as a teacher-of-record, teaching a minimum of three (3) hours per day in the appropriate licensure area(s), with a certified mentor approved by the ADE in an Arkansas school, open-enrollment public charter school, or education service cooperative during the provisional licensure period.

4.02.3.1 If appropriate employment is not secured by October 1 of the year of admission into the APPEL program, the candidate shall be maintained on "hold" (one year only), until the following year.

4.02.3.2 A candidate on "hold" shall not be issued a license and shall be required to teach the following year. (The candidate shall still be required to complete two (2) years of teaching within a three-year period.);

4.02.4 Be mentored according to the Arkansas Department of Education Rules Governing Educator Licensure;

4.02.5 Pass the appropriate state-mandated pedagogical assessment;

4.02.5.1 If the pedagogical assessment is not successfully completed within the APPEL program period, the Provisional Teaching License will be revoked. The participant will be allowed to attend ADE-scheduled remedial sessions for one (1) year, during which time the participant may attempt to pass the assessment and, if successful, will be issued a Standard Teaching License.

4.02.5.2 If the pedagogical assessment is not successfully completed within the remedial year as provided under Section 4.02.5.1, the participant will be administratively withdrawn from the program.

4.02.6 Adhere to and abide by all the policies and procedures as outlined in the published APPEL Program Handbook for the year of admission.

4.03 A Provisional Teaching License is issued to an APPEL program participant at the beginning of the first year of participation in the program for:

4.03.1 One (1) year if the participant is in a one-year program; and

4.03.2 Two (2) years, if the participant is in a two-year program.

4.04 A Provisional Teaching License under the APPEL program is issued to a participant in one (1) license area (except as follows) based upon the areas and levels of teaching assignment approved by the State Board of Education.

4.04.1 A Middle School APPEL participant must be licensed in two (2) or more of the four (4) middle school content areas of math, science, social studies, and language arts, and may have one (1) or more endorsements approved by the State Board of Education.

4.04.2 A Secondary APPEL participant may be issued a Provisional Teaching License in one (1) secondary licensure content area or in one (1) license content area with one (1) endorsement added.

4.04.2.1 To be licensed in two (2) areas, a Secondary participant must have successfully completed all state-mandated content specific licensure assessments for both areas, and have a teaching assignment in both licensure areas.

4.04.2.2 A participant wishing to add social studies must also complete the required three (3) college credit-hours of Arkansas History at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation or a 45-hour professional development piece in Arkansas History through ArkansasIDEAS, in advance of licensure.

4.04.2.3 A Secondary participant with one (1) licensure area may add one (1) endorsement if the participant completes the required program of study, if applicable for the endorsement, successfully completes the state-mandated assessment for the endorsement, and has a teaching assignment in the endorsement area.

4.05 An APPEL participant may not file an ALP or teach in an out-of-licensure area while enrolled in the APPEL program.

4.06 There are two (2) tracks in the APPEL program: a one-year program or a two-year program.

4.06.1 Candidates with a four-year degree who have completed a program of study in the field of Education (all coursework with the exception of Student Teaching) may be eligible to complete a one-year program if their degree was awarded within five (5) years of the date of application.

4.06.2 Candidates with a four-year degree, who have not completed a program of study in the field of Education, or those whose Education degree was awarded more than five (5) years before the date of application, must complete a two-year program.

4.07 A Standard Teaching License will be issued to an APPEL participant upon the participant's successful completion of the APPEL program.

4.08 Annual enrollment in the APPEL program may be limited by:

4.08.1 Licensure requirements.

4.08.2 Licensure area and level of candidates (shortage areas may be given preference).

4.08.3 Program capacity (in which case applications will not be accepted after capacity is reached).

5.0 PROVISIONAL PROFESSIONAL TEACHING LICENSE

5.01 A Provisional Professional Teaching License (PPTL) is:

5.01.1 A nonrenewable three-year provisional license issued to an experienced professional for the purpose of teaching on a part-time or full-time basis as teacher-of-record in an Arkansas public school.

5.01.2 Issued for one (1) or more licensure content areas.

5.02 To obtain a Provisional Professional Teaching License a candidate must:

5.02.1 Hold a bachelor's degree from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.

5.02.1.1 The candidate must provide documentation of a minimum cumulative undergraduate or graduate grade point average (GPA) of 2.50 or a minimum GPA of 2.75 for the last 60 credit hours of coursework.

5.02.2 Have a minimum of three (3) years of working experience in the content area of the class to be taught.

5.02.3 Be offered employment to teach classes for credit in an Arkansas public school.

5.02.4 Submit one (1) letter of justification from the applicant expressing the relevance of the applicant's credentials to teach the subject in question.

5.02.5 Have two (2) professional letters of recommendation submitted by references to the Office of Educator Licensure.

5.02.6 Pass all appropriate state-mandated basic skills and content-knowledge assessment(s) for the specific licensure area(s) sought.

5.02.7 Pass a criminal background check and Child Maltreatment Central Registry check.

5.03 An individual who receives a three-year Provisional Professional Teaching License shall complete, in the first year of provisional licensure, twenty-four (24) hours of training in pedagogy as determined by the Department of Education.

5.03.1 The twenty-four (24) hours of training in pedagogy are in addition to and not considered a part of the annual professional development required for a Standard Teaching License.

5.04 To obtain a Standard Teaching License, an individual holding a Provisional Professional Teaching License must:

5.04.1 Undergo a summative evaluation at the end of three (3) years of provisional licensure;

5.04.1.1 The applicant must have been identified by the employing school district as proficient or above on the summative evaluation.

5.04.2 Submit passing scores on the state-required pedagogical assessment or its substantial equivalent for the content area in which the applicant seeks to teach;

5.04.2.1 The assessment shall be administered no earlier than the completion of the first academic school year of teaching and before the expiration of the three-year provisional license.

5.04.3 Provide a recommendation from the superintendent of the employing school district for full licensure; and

5.04.4 Pay applicable licensure fees as established by the State Board of Education pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C).

6.0 ACCELERATED TEACHING PROGRAM PROVISIONAL AND STANDARD LICENSURE

6.01 An Accelerated Teaching Program Provisional License is a nonrenewable provisional teaching license valid for the term of the accelerated teaching program issued to a participant in an accelerated teaching program who meets the following criteria:

6.01.1 Is a participant in an accelerated teaching program;

6.01.2 Passes a criminal background check and Child Maltreatment Central Registry check;

6.01.3 Submits an official score report reflecting passing scores, as approved by the State Board of Education, on all appropriate state-mandated content knowledge assessment(s) for the specific licensure area(s) sought;

6.01.4 Is teaching in an Arkansas public school; and

6.01.5 If required by the grade level or content area in which the participant is teaching, within one (1) year of the issuance of the provisional license successfully completes three (3) college credit-hours of Arkansas History at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation or a 45-hour professional development piece in Arkansas History through ArkansasIDEAS.

6.02 So long as an individual possesses an Accelerated Teaching Program Provisional License, the individual must participate in mentoring as provided in the Arkansas Department of Education Rules Governing Educator Licensure, or a substantial equivalent offered by the accelerated teaching program and approved by the Department.

6.03 To obtain a Standard Teaching License, an individual who has completed an accelerated teaching program must:

6.03.1 Submit an application for licensure;

6.03.2 Furnish evidence of successful completion of the accelerated teaching program;

6.03.3 Pass a criminal background check and Child Maltreatment Central Registry check;

6.03.4 Submit an official score report reflecting passing scores, as approved by the State Board of Education, on all appropriate state-mandated pedagogical and content-area assessment(s); and

6.03.5 If required by the grade level or content area for which the applicant seeks licensure, furnish evidence of successful completion of three (3) college credit-hours of Arkansas History at

an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation or a 45-hour professional development piece in Arkansas History through ArkansasIDEAS.

6.04 An applicant who meets all requirements of Section 6.03 except completion of the Arkansas History requirement and who has not previously held an Accelerated Teaching Program Provisional License may complete the Arkansas History requirement under a one-year nonrenewable Provisional Teaching License. If the Arkansas History requirement is completed during the one-year provisional licensure period, the applicant may be issued a Standard Teaching License.

7.0 MASTER'S DEGREE IN TEACHING PROVISIONAL AND STANDARD LICENSURE

7.01 An individual enrolled in a master's degree in teaching program (MAT, M.Ed., or MTLL) may obtain a Provisional Teaching License if the individual:

7.01.1 Submits evidence of enrollment in a master's degree in teaching program that:

7.01.1.1 Is from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation; and

7.01.1.2 Either has attained recognition from its affiliated Council for Accreditation of Educator Preparation (CAEP) Specialized Professional Association (SPA), is accredited by a CAEP recognized organization associated with the field of study, or is recommended for approval based upon results of a CAEP or state review of the program;

7.01.2 Maintains a cumulative grade point average in the master's degree in teaching program of no less than 2.5 (4.0 scale) until Fall 2015 and 2.7 (4.0 scale) beginning Fall 2015;

7.01.3 Passes a criminal background check and Child Maltreatment Central Registry check;

7.01.4 Documents employment as a teacher-of-record, teaching a minimum of three (3) hours per day in the appropriate licensure area(s), and if employed in a public school, with a certified mentor approved by the ADE in the Arkansas public school during the provisional licensure period.

7.02 A Provisional Teaching License under this Section 7 is issued in one (1) license area (except as follows) based upon the areas and levels of teaching assignment approved by the State Board of Education.

7.02.1 A Provisional Teaching License under this Section 7 may be issued in two (2) secondary licensure content areas or in one (1) license content area with one (1) endorsement added.

7.02.2 An applicant for a provisional license in two (2) areas must successfully complete all state-mandated content specific licensure assessments for both areas, and have a teaching assignment, in both licensure areas.

7.02.3 An applicant for a provisional license in one (1) licensure area may add one (1) endorsement if the applicant completes the required program of study, if applicable for the endorsement, successfully completes the state-mandated assessment for the endorsement, and has a teaching assignment in the endorsement area.

7.03 To obtain a Standard Teaching License under these Rules, an individual holding a master's degree in teaching (MAT, M.Ed., or MTLL) must:

7.03.1 Submit official transcript(s) documenting an awarded master's degree in teaching from an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation, and whose teacher preparation program is:

7.03.1.1 Nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation;

7.03.1.2 Accredited by the Teacher Education Accreditation Council (TEAC) or Council for Accreditation of Educator Preparation (CAEP); or

7.03.1.3 Approved by a member entity of the National Association of State Directors of Teacher Education and Certification (NASDTEC);

7.03.2 Pass a criminal background check and Child Maltreatment Central Registry check;

7.03.3 Submit an official score report reflecting passing scores, as approved by the State Board of Education, on the appropriate state-mandated pedagogical and content-area assessment(s);

7.03.4 If required by the grade level or content area for which the applicant seeks licensure, furnish evidence of successful completion of three (3) college credit-hours in Arkansas History at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation or a 45-hour professional development piece in Arkansas History through ArkansasIDEAS; and

7.03.5 If required by the grade level or content area for which the applicant seeks licensure, furnish evidence of successful completion of six (6) college credit-hours of instruction in reading that includes at a minimum theories and strategies for teaching reading, diagnosis of reading difficulties, intervention strategies for struggling readers, and disciplinary literacy, and either a 3-hour course in disciplinary literacy at an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation (completed with a grade of "B" or better) or a 45-hour professional development piece in disciplinary literacy through ArkansasIDEAS.

7.03.6 For an applicant who was not employed as a teacher-of-record and did not hold a Master's Degree in Teaching Provisional License under this section, a one-year, non-renewable provisional teaching license shall be available for an applicant who holds a master's degree in teaching if the applicant has not successfully completed the instruction in reading and disciplinary reading required under Section 7.03.5.

7.03.7 Submit documentation of the completion of the following professional development, which may be obtained through the ArkansasIDEAS Portal, the applicant's teacher education program, or other method of delivery approved by the Department under the Rules Governing Professional Development:

7.03.7.1 Two (2) hours of parental involvement;
7.03.7.2 Two (2) hours of child maltreatment training; and
7.03.7.3 Two (2) hours of teen suicide awareness and prevention.

7.04 An individual receiving a Standard Teaching License under this Section 7 who was not employed in a public school while in a Master's Degree in Teaching

program shall upon employment in a public school participate in mentoring as required by the Rules Governing Educator Licensure, unless the individual has completed mentoring or a substantial equivalent in an in-state private school or border-state private or public school settings where Common Core and other content standards adopted by the State Board are taught and faculty are subject to an evaluation system that uses a framework substantially similar to Arkansas' TESS.