



AMES LEA-Specific License Policy

- I. In accordance with R277-301-7, the Academy of Mathematics, Engineering and Science (“AMES”) may request an LEA-specific license from the Utah State Board of Education (USBE) for an individual who satisfies the criteria of this Policy. The individual seeking the license is identified throughout this Policy as the “employee/license candidate.”
 - A. AMES will offer, at its sole discretion, an approved Alternate Pathway to Professional Educator License (“APPEL”) to an approved employee/license candidate.
 - B. The program is aligned with the Utah Effective Teaching Standards described in R277-530.
 - C. AMES will offer this alternative pathway to an AMES’ employee/license candidate only if AMES believes:
 1. this is the only appropriate licensing pathway;
 2. the employee/candidate has demonstrated successful classroom management skills and competency; and
 3. the employee/candidate has specific content knowledge and skills necessary to fulfill AMES’ mission.
 - D. Usually an employee/candidate selected by AMES for this license has been designated by a higher education institution to teach in a USBE-approved concurrent enrollment program.
- II. **APPEL Program**
 - A. APPEL programs are offered through the USBE, other Utah charter schools or representative agencies to prepare individuals to meet the requirements for a Utah professional license and/or a license area of concentration as provided in R277-301.
 - B. The AMES Principal will work with each designated employee/license candidate to develop an appropriate licensure plan that meets the requirements of R277-301 and that meets AMES’ needs for an educator.

- C. The employee/candidate must satisfy all requirements of R277-301-7:
 - 1. Completion of a criminal background check, including a review of any criminal offenses and clearance consistent with R277-214;
 - 2. Completion of the Educator Ethics Review described in R277-302 with the calendar year prior to the employee/candidate beginning the APPEL program; and
 - 3. Approval of the employee/candidate's licensing request by the AMES Board no more than 60 days prior to the employee beginning the APPEL program.
 - a. The request for AMES Board approval will include the Principal's rationale for the request.

- D. APPEL Program schedule and requirements
 - 1. APPEL Program activities will take place in the employee/candidate's first school year of employment
 - 2. The employee will receive training in:
 - a. Educator ethics,
 - b. Classroom management and instruction,
 - c. Basic special education law and instruction that is consistent with IDEA, and
 - d. The Utah Effective Teaching Standards outlined in R277-530
 - 3. The AMES Principal, under the direction of the AMES Board, will determine the specific content knowledge and pedagogical requirements for each LEA-specific employee/candidate.

- E. AMES-specific APPEL Program requirements:
 - 1. Required mentoring:
 - a. by a trained mentor educator
 - b. including an annual mentoring plan.
 - c. The mentoring is required for all associate educator license-holders.
 - d. The mentoring must continue for at least two years.
 - e. The requirement applies to all educator/candidates and to all teachers (regardless of licensing status) with fewer than three years of experience at AMES.
 - 2. Mentor requirements
 - a. A mentor educator must have a professional educator license under R277-301-5 and will be assigned as an instructional coach.
 - b. The mentor assists the employee/candidate to meet the Utah Effective Educator Standards in R277-530 and
 - c. the mentor may not serve as the educator/candidate's evaluator.
 - 3. The AMES mentoring program will also include:
 - a. A formal professional learning plan,
 - b. Support in meeting the requirements of a professional license area and,

- c. While an educator/candidate holds an LEA-specific educator license, on-going training in educator ethics and special education.

III. Additional provisions

- A. An LEA-specific license is valid for three years.
- B. AMES will not issue an LEA-specific license in the license areas identified in R277-301-7(4).
- C. Renewal: Ames may request renewal of an LEA-specific license if an employee/license candidate meets the professional learning requirements of R277-301 and at AMES' discretion.

IV. AMES will post information as required under R277-301-7(10) including:

- A. Disclosure that AMES employs individuals holding LEA-specific licenses, areas of concentration and/or endorsements;
- B. The percentage of types of licenses, license areas and endorsements held by AMES educators based on CACTUS information; and
- C. Access to USBE information as provided in R277-312-7(6).