

TENNESSEE STATE BOARD OF EDUCATION	
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Educator Licensure Policy

The purpose of educator licensure is to ensure that individuals who serve in Tennessee classrooms and schools meet and maintain minimum standards of performance. In order to become licensed in the State of Tennessee, an individual must meet stated criteria. In order to maintain a license in the State of Tennessee, an individual must meet stated advancement and renewal criteria, including expectations for performance. Licensure expectations are designed to ensure that educators holding Tennessee licenses adequately support the growth and development of Tennessee students. The following section outlines the criteria for securing and maintaining licensure as a teacher, school services personnel, or occupational education teacher.

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Additional Requirements

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

Adding endorsements on a Teacher License. Licensed educators who have completed an approved preparation program for initial licensure may add additional endorsements in the following ways:

- Complete a program offered by an approved educator preparation provider, receive a recommendation from the provider and submit qualifying scores on all required content assessments.
- If the additional endorsement matches the grade span of an endorsement currently held, an educator may add the endorsement by submitting qualifying scores on all required content assessments. *For example, an educator who holds a 6-12 math endorsement may add a 6-12 chemistry endorsement.*
- If the additional endorsement is narrower than, but fits within, the grade span of an endorsement already held, an educator may add the additional endorsement by submitting qualifying scores on all required content assessments. *For example, an educator who holds a 6-12 chemistry endorsement may add a 6-8 math endorsement.*

Endorsements for Out-of-State Teacher Applicants. Determining endorsements awarded to out-of-state applicants:

- Content: Out-of-state applicants are required to submit qualifying scores on all content assessments required by the State Board of Education.
- Content and Grade Span: When an endorsement held by the applicant does not match the content area or grade span of an available Tennessee endorsement, the Office of Educator Licensing will identify the most appropriate match.

Specific Requirements for Select Endorsements. Some educator endorsements have additional requirements for advancement and renewal as indicated below:

Teacher

- **Speech Language Teacher.** Candidates seeking licensure to serve as a school speech language teacher working under the direction of a school speech language pathologist are trained to supplement – not supplant – the services of a school speech language pathologist and must hold a minimum of a bachelor’s degree and:
 - **Option A:** Hold a current teacher license earned through an educator preparation program approved according to standards and guidelines established by the State Board of Education, and complete an endorsement program of studies in speech-language including 100 hours of supervised clinical practice. Candidates must be recommended by an institution of higher education with a preparation program approved according to standards and guidelines established by the State Board of Education. These teachers are eligible for a **School Speech-Language endorsement (PreK-12) (A)**;
 - **Option B:** Complete an educator preparation program of studies for teachers of speech-language including 100 hours of supervised clinical practice. Candidates must be recommended by an institution of higher education with a preparation program approved according to standards and guidelines established by the State Board of Education. These candidates are eligible for a **School Speech-Language endorsement (PreK-12) (A)**; or
 - **Option C:** Complete a bachelor’s level program of studies in speech language, speech language disorders or communications disorders including 100 hours of supervised clinical practice. Candidates must be recommended by an institution of higher education with a bachelor level program and verify the candidate meets the standards and guidelines of the Tennessee Teacher Licensure Standards: Special Education, School Speech-Language Teacher (PreK-12). These candidates are eligible for a **Special Education, School Speech-Language endorsement (PreK-12) (B)**. The (B) endorsement does not entitle the holder to teach courses other than those designated as part of a speech

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language program in a school based setting. If the (B) endorsement is the only endorsement an educator holds, no other teaching endorsement may be added to the license. Other teaching credentials may only be earned through a preparation program approved according to standards and guidelines established by the State Board of Education.

- **Supervisor of attendance.** The applicant must hold a valid teacher license. The applicant must complete 8 semester hours in areas such as:
 - Counseling and guidance
 - Community and school relations
 - Special education
 - Social case work
 - State and federal laws relating to school attendance

- **Bible Teacher.** A minimum of 12 semester hours in literature of the Bible is required. For the purpose of fulfilling requirements for this endorsement, coursework in theology, doctrine, ethics, dogma and other courses of a doctrinal nature will not be counted.

- **Driver Education Teacher.** The applicant must hold an endorsement in another subject area, grades 6-12 or K-12 and shall complete at least 10 semester hours of driver and traffic safety education including the following areas:
 - Basic driver and traffic safety education
 - Advanced driver and traffic safety education
 - General safety
 - First aid and emergency medical services.

- **Reading Specialist.** Candidates seeking licensure and endorsement as a reading specialist must complete advanced studies in a program approved by the State Board of Education. Candidates must be recommended by an institution of higher education with a preparation program approved according to standards and guidelines established by the State Board of Education.

- **Library Information Specialist.** Candidates seeking endorsement as a school library information specialist must complete a graduate program leading to a master's degree in library information science approved by the State Board of Education. Candidates who already hold a master's degree must complete an approved course of study at the graduate level meeting the appropriate knowledge and skills for a school library

information specialist.

School Services Personnel

- **School Speech-Language Pathologist.** Candidates seeking licensure and endorsement as a school speech-language pathologist must complete a program of studies in speech-language pathology at the graduate level prior to obtaining the practitioner school services personnel license. Candidates must meet the licensure standards, employment standards and assessment requirements of the State Board of Education. Candidates applying for a professional school services personnel license as a school speech- language pathologist shall satisfy one of the following criteria:
 - Applicants new to the field seeking initial school service personnel licensure must complete a graduate degree in speech-language pathology from a state or regionally accredited institution of higher education with a speech-language graduate level program approved by the American Speech-Language-Hearing Association. They must also achieve a qualifying score on the assessment required by the State Board of Education. Fully licensed teachers who are serving on employment standard waivers as speech-language teachers shall meet these requirements to be licensed as a school speech-language pathologist.
 - Speech-language pathologists who hold a valid license issued by Tennessee or an out- of-state licensing Board of Communication Disorders and Sciences or who hold the Certificate of Clinical Competence from the American Speech-Language-Hearing Association may be issued the professional school service personnel license upon application. There are no additional requirements.
 - Speech-language teachers who have a graduate degree or master's equivalence in speech-language pathology and hold a valid Tennessee teacher license with a speech- language endorsement may be issued the professional school service personnel license upon application.
 - Speech-language pathologists who have a graduate degree in speech-language pathology and hold a valid out-of-state educational credential issued before September 1, 2000, may be issued the

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professional school services personnel license upon application. Applicants with valid credentials issued on or after that date shall pass the assessment required by the State Board of Education.

- **School Audiologist.** Candidates seeking licensure and endorsement as a school audiologist must complete an approved program of studies in audiology at the graduate level prior to obtaining the practitioner school services personnel license. Candidates must meet the licensure standards, employment standards and assessment requirements of the State Board of Education. Candidates applying for a professional school services personnel license as a school audiologist must satisfy one of the following criteria:
 - Applicants new to the field seeking initial school services personnel licensure shall complete a graduate degree in audiology from a state or regionally accredited institution of higher education with a graduate level program approved by the American Speech-Language-Hearing Association.
 - Audiologists who hold a valid license issued by Tennessee or an out-of-state licensing Board of Communication Disorders and Sciences or who hold the Certificate of Clinical Competence from the American Speech-Language-Hearing Association may be issued the professional school services personnel license upon application. There are no additional requirements.
- **School Psychologist.** Candidates seeking endorsement as a school psychologist will complete an approved graduate level preparation program in school psychology prior to obtaining the practitioner school services personnel license.
- **School Counselor.** Candidates for licensure as a professional school counselor must complete an approved preparation program in school counseling and hold a graduate degree. Candidates may obtain a practitioner school services personnel license while enrolled in an approved preparation program but must complete the program within three years of obtaining the practitioner school services personnel license.
- **School Social Worker.** Candidates seeking endorsement as a school social worker must complete a program in social work either at the

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bachelor's or master's level and a program of studies in school social work approved by the State Board of Education.

- **School Food Service Supervisor.** The applicant shall hold a bachelor's degree and must be a licensed educator or have completed at least 18 semester hours in education, psychology, or sociology. The applicant must complete 12 semester hours including course work in each of the following:
 - Personnel management
 - Nutrition
 - Accounting, cost analysis, or financial management of food systems
 - Spreadsheet applications.
 - The applicant must also complete one of the following:
 - A field experience of 6 semester hours, or
 - A professional experience--supervised by a licensed school food service supervisor--of at least 120 clock hours including the following areas: procurement, quantity foods, design and layout, and sanitation and food safety.

Occupational Education

Practitioner Occupational Education License (All Areas). Prior to enrollment in a preparation program, qualifications including experience and educational preparation shall be reviewed by the Department of Education staff who shall recommend issuance of the practitioner occupational education license and verify content competence to preparation programs.

Additional Advancement Requirements for the Occupational License. The teacher may advance to the professional occupational education license provided that he/she has completed the following requirements. Prior to advancing to the Professional Occupational License, the teacher shall provide to the Department of Education documentation that the following requirements have been met:

- Attendance during the first year of teaching for a total of five (5) days at new teacher training sponsored by Career & Technical Education Division, Department of Education.

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- Four (4) days release time to observe three (3) experienced teachers within their endorsed teaching area and one (1) experienced teacher outside of their teaching area.
- Assigned teacher mentor during the first three (3) years of teaching.
- Current/valid Industry Certification where required by teacher endorsement area.

Additional Renewal Requirements for the Professional Occupational License. All Career and Technical Education requirements must provide the following documentation:

- Proof of current industry certification, where required by teacher endorsement areas.

Health Science. The health science teacher must hold an associate or higher degree that is related to their health care license. The license, registration or certification must be in an allied health occupation, or as a registered nurse, or in an appropriate medical profession in Tennessee that can be verified by Tennessee Department of Health Licensure or a national license accreditation agency. (EX: Radiological Technologist, Nuclear Medicine, etc.)

The applicant shall have completed one year of full-time or part-time successful employment within the past five years in a related health occupation in a health care clinical setting having a current active healthcare license. (EX: hospital, long-term care facility, rehabilitation or athletic training facility, dental or medical office, home health, day surgery center, etc.)

Other Occupational Teacher (All Areas). Other occupational teachers shall hold and maintain a current industry certification, where available, in the specific endorsement area for which they are licensed. This industry certification may be acquired prior to the practitioner occupational license, but must be presented at the time the teacher advances from the practitioner occupational license to the professional occupational license.

Endorsements for Other Occupational Teachers can be obtained through one of five pathways using work experience, industry certification and postsecondary training. The five possible pathways are:

- Credentialed (certificate or diploma) post-secondary training in the endorsed area, or associate degree, or industry certification may substitute for two (2) years of work experience. In addition, applicant

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must also have at least three (3) years of work experience in the endorsed area in the last eight (8) years for a total of five (5) years; or

- A combination of an associate degree related to the endorsed area and industry certification may be substituted for four (4) years of work experience. In addition, applicant must have at least one (1) year of work experience in the endorsed area in the last eight years (8) for a total of five (5) years; or
- A bachelor's degree or higher degree in the endorsed area may be substituted for four (4) years of work experience. In addition, applicant must also have at least one (1) year of work experience in the endorsed area in the last eight (8) years for a total of five (5) years. In the case of Law, Public Safety, Corrections & Security, a master's degree or higher may be substituted for the work experience; or
- Five (5) years of full-time work experience accrued in the occupational area of endorsement within the last eight (8) years.
- An Other Occupational Education teacher shall be a high school graduate or the equivalent, as determined by the General Education Development (GED) test.

Effective Date

The provisions of this policy shall be effective August 1, 2015.

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Appendix A - Active Endorsements

ENDORSEMENT AREA	Eff. Date*	Superseded Date**
Early Childhood and Elementary Education		
Early Development and Learning PreK-K	2009	
Early Childhood Education PreK-3	2008	
Early Childhood Education PreK-4	2002	2008
Elementary Education K-5	2015	
Elementary Education K-6	2007	2017
Elementary Education K-8	2001	2007
Elementary Education 1-8	1994	2003
Middle Grades Education		
Middle Grades Education - Mathematics 6-8	2015	
Middle Grades Education - Science 6-8	2015	
Middle Grades Education 4-8	2008	2017
Middle Grades Education 5-8	2001	2008
Reading (PreK-4, PreK-3, K-8, K-6, 5-8, 4-8)	2002	2013
Middle and Secondary Education		
English 6-12	2015	
English 7-12	2001	2017
French PreK-12, 6-12	2015	
French PreK-12, 7-12	2001	2017
German PreK-12, 6-12	2015	
German PreK-12, 7-12	2001	2017
Latin PreK-12, 6-12	2015	
Latin PreK-12, 7-12	2001	2017
Russian PreK-12, 6-12	2015	
Russian PreK-12, 7-12	2001	2017
Spanish PreK-12, 6-12	2015	
Spanish PreK-12, 7-12	2001	2017
Chinese PreK-12, 6-12	2015	
Chinese PreK-12, 7-12	2012	2017
Other World Languages PreK-12, 6-12	2015	
Other Foreign Languages PreK-12, 7-12	2001	2017
Arabic 6-12	2015	
Japanese 6-12	2015	
Greek 6-12	2015	
Mathematics 6-12	2015	
Mathematics 7-12	2001	2017

* Effective Date is the first date in which the endorsement may be issued
 ** Superseded Date is the last date in which the endorsement may be issued

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Biology 6-12	2015	
Biology 7-12	2001	2017
Chemistry 6-12	2015	
Chemistry 7-12	2001	2017
Physics 6-12	2015	
Physics 7-12	2001	2017
Physics 9-12	2001	2017
Earth Science 6-12	2015	
Earth Science 9-12	2001	2017
History 6-12	2015	
History 7-12	2001	2017
Government 6-12	2015	
Government 7-12	2001	2017
Geography 6-12	2015	
Geography 7-12	2001	2017
Economics 6-12	2015	
Economics 7-12	2001	2017
Psychology 6-12	2015	
Psychology 7-12	2001	2017
Sociology 6-12	2015	
Sociology 7-12	2001	2017
Speech Communication 6-12	2015	
Speech Communication 7-12	1995	2017
Career / Technical		
Agricultural Education 6-12	2015	
AgriScience 6-12	2015	
Business Education 6-12	2015	
Business Technology 6-12	2015	
Business Technology 7-12	2005	2017
Basic Business 7-12	1994	2004
Keyboarding 1-6 and 7-12	1994	2004
Shorthand	1994	2004
Data Processing	1994	2004
Office Technology	1994	2004
Family and Consumer Sciences 6-12	2015	
Family and Consumer Sciences 5-12	2008	2017
Food Production & Management Services 6-12	2015	
Food Production & Management Services 9-12	2008	2017

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Early Childhood Care and Services 6-12	2015	
Early Childhood Care and Services 9-12	2008	2017
Consumer and Homemaking 5-12	1994	2008
Care/Guidance of Children 9-12	1994	2008
Food Management, Production & Svcs 9-12	1994	2008
Clothing Management, Production & Svcs 9-12	1994	2008
Technology Engineering Education 6-12	2015	
Technology Engineering Education	2005	2017
Technology Education 5-12	1994	2005
Marketing Education 6-12	2015	
Marketing Education 7-12	2010	2017
Marketing 7-12	1994	2010
Visual and Performing Arts K-12		
Visual Arts K-12	2009	
Visual Arts K-12	1994	2009
Vocal/General Music K-12	2009	
Vocal/General Music K-12	1994	2009
Instrumental/General Music K-12	2009	
Instrumental Music K-12	1994	2009
Theatre K-12	1995	
Dance K-12	2009	
Special Education		
SE Preschool/Early Childhood PreK-3	2008	
SE Preschool/Early Childhood PreK-4	2006	2008
SE Preschool/Early Childhood PreK-1	1995	2006
SE Interventionist K-5	2015	
SE Interventionist 6-12	2015	
SE Modified Program K-12	2006	2017
SE Modified Program K-12	1995	2006
SE Comprehensive Program K-12	2008	
SE Comprehensive Program K-12	1995	2008
SE Vision PreK-12	2009	
SE Vision PreK-12	1995	2009
SE Hearing PreK-12	1995	
SE Speech/Language Therapy Associate* PreK-12	2008	
SE Speech/Language PreK-12	1995	2010
Health and Physical Education		

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Health and Wellness Education K-12	2009	
Health K-12	1995	2009
Physical Education K-12	2009	
Physical Education K-12	1995	2009
Occupation Education		
Health Sciences Education 6-12	2015	
Health Sciences Education 9-12	2002	2017
Trade and Industrial Education 6-12	2015	
Trade and Industrial Education 9-12	2002	2017
Other		
English as a Second Language PreK-12	1999	
Reading Specialist PreK-12	2005	
Library Information Specialist PreK-12	2000	
Gifted Education PreK-12	2009	
School Counselor PreK-12	1996	
School Social Worker PreK-12	1996	
School Psychologist PreK-12	2001	
Sp Ed School Audiologist PreK-12	2006	
Sp Ed Speech/Language Pathologist PreK-12	2006	

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Appendix B

Transition Plan

Implementing new licensure policy will require a transition from the existing system. This document outlines procedures and strategies for moving to the new system. For current educators who come up for advancement or renewal, most recent performance data will be used to make decisions under the new requirements.

License Issuance

Educator candidates who are currently enrolled in and complete preparation programs by July 1, 2017 will qualify for the endorsement (content and grade span) for which their program is currently structured. The license issued will follow the new structure beginning August 31, 2015.

Current Educators

Educators who currently hold a license that will be eliminated (**Interim B, Interim D, Adjunct**) must complete requirements for the practitioner license by August 31, 2015. If requirements are not met, the license will expire.

Educators who hold a **transitional license** will be eligible for a professional license at the end of the validity period of the current transitional license if there is sufficient data to support the advancement and the candidate has completed the preparation program. If this is not the case, the educator will be eligible for a practitioner license. The validity period of the practitioner license will be equivalent to the number of years required to make the educator eligible for advancement. The new licensure expectations will be applied.

Educators who hold an **apprentice license** will be able to maintain that license until the end of the validity period of the current license. At that time, the educator's three most recent years of valid, available data within the validity period of the active license will be considered for advancement or renewal. All educators working on an apprentice license will be treated just as those educators working under the first practitioner license. The new licensure expectations will be applied.

Educators who hold a **professional license** will maintain that license until the end of the current validity period. At that time, the educator's three most recent years of valid, available performance data within the validity period of the active license will be considered for renewal. The new licensure expectations will be applied.

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