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## **LEA Specific License Policy**

### **I. Purpose**

This policy is to identify Valley Academy Charter (VAC) LEA-Specific licensing / endorsement requirements pursuant to the conditions outlined in Utah Administrative Rule R277-301. The following procedures are established to identify qualification requirements and guidelines for the issuance of VAC-LEA-Specific licensing and endorsements.

### **II. Procedure**

- a. VAC-LEA License Eligibility Criteria.** All applicants must:
  - i.** Complete a bachelor's or higher degree in a related field of study; or have exceptional or specialized occupational experience, training, or expertise directly related to the area of assignment; and,
  - ii.** Complete a criminal background check including review of any criminal offenses and clearance in accordance with Rule R277-214; and,
  - iii.** Complete the educator ethics review described in Rule R277-500 within one calendar year prior to the application; and,
  - iv.** Complete the following Professional Learning Modules (linked to the USBE web site):
    - 1.** Educator ethics;
    - 2.** Classroom management and instruction;
    - 3.** Basic special education law and instruction; and
    - 4.** Utah Effective Teaching Standards described in R277-530.
- b. VAC-LEA Endorsement Eligibility Criteria:**
  - i.** This authorization is issued for a temporary period upon request from the Executive Director for a licensed teacher (LEA, Associate, or Professional) who is not endorsed in the area of assignment.

### **III. Approval**

- a.** The application must receive approval from the VAC Board of Directors in a public meeting no more than 60 days prior to submitting the application to the State Board of Education for an LEA License and include:
  - i.** Rationale for the appointment of a VAC-LEA-Specific License or endorsement.
  - ii.** Verification that there is an inadequate supply of highly qualified and suitable licensed applicants in the license and endorsement area as demonstrated by posting

the position for a reasonable period of not less than one week. (Not required for less than .5 FTE)

- iii. Where applicable include an Associate Licensing Plan created by the Executive Director.
- b. Applicants placed on a VAC-LEA Specific licenses serve under temporary (at-will) employment agreements subject to termination at any time at the sole discretion of VAC.
- c. An Instructional Coach will help the VAC-LEA Licensed Educator meet the Utah Effective Educator Standards established in Rule R277-530 by:
  - i. Assisting the educator with a Self-Assessment (SA).
  - ii. Ensuring that the educator has an Individual Learning Plan (ILP).
  - iii. Meeting regularly with the educator for coaching observations and feedback.
  - iv. Documenting those meetings.
  - v. Using data to improve and analyze student progress.
  - vi. Reflecting at a Mid-Year Review (MYR).
  - vii. Reflecting, reviewing, and reassessing at an End-of-Year Review (EOYR).
- d. The Applicant and VAC will jointly develop an Associate Licensing Plan to:
  - i. Encourage transition from a VAC-LEA license to a Professional License.
  - ii. Identify applicable educational, skill, and/or content knowledge requirements for enrollment in a qualified educator preparation program.
  - iii. Identify paths and opportunities to prepare for successful passage of a pedagogical performance assessment.
  - iv. Develop significant competency and knowledge sufficient to justify an extension request from the Utah State Board of Education for a continued VAC-LEA License if transition to an Associate License is not reasonable or applicable.

**VAC shall post percent of LEA-specific licenses, license areas, or endorsements on the school's website as per R277-301-8 UT Admin Code.**