

NORTH CAROLINA STATE BOARD OF EDUCATION
Policy Manual

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Statutory Reference: PL 107-110, the No Child Left Behind Act of 2001

Administrative Procedures Act (APA) Reference Number and Category:

POLICIES ON GENERAL LICENSURE REQUIREMENTS

1.00 Licensure Required

Any person employed by a Local Education Agency (LEA) in a professional educator position must hold a professional educator's license. In addition, all persons teaching core academic subjects at the elementary, middle school, or high school levels must be "highly qualified" as specified by PL 107-110, the No Child Left Behind Act of 2001, and 1.01 and 1.02 below. Each applicant shall file an application in the form prescribed by the Licensure Section with appropriate supporting documentation and the required processing fee.

1.01 Highly Qualified Teachers Defined

As specified in the PL 107-110 (NCLB), the term "core academic subjects" means English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography.

To be a "highly qualified teacher" at the elementary school level a teacher must have obtained an appropriate license for the core academic subjects taught and demonstrate subject knowledge and teaching skills in reading/language arts, writing, mathematics, and other areas of the basic elementary school curriculum by passing the Praxis II exams required for the license.

To be a "highly qualified teacher" at the middle and high school levels a teacher must have obtained a middle school or secondary license in a teaching area required for each teaching assignment and demonstrate a high level of competency by:

- 1) Passing the required PRAXIS II test(s) in each academic subject in which the teacher teaches; or
- 2) Successfully completing in each academic subject in which the teacher teaches
 - (a) An undergraduate major; or

- (b) Coursework equivalent to an undergraduate major; or
- (c) A graduate degree in the core teaching subject area(s); or
- (d) Master's level licensure or above in the appropriate subject area; or
- (e) NBPTS certification in the related subject area(s).

To be a "highly qualified teacher" in an exceptional children's class or an ESL class, a teacher must have obtained the exceptional children's and/or ESL license required for the teaching assignment and demonstrate the subject knowledge and teaching skills in the content areas taught by passing the Praxis II exams required for the license. This applies to exceptional children's teachers and ESL teachers who are the teachers of record for core academic areas.

Teachers from other states who have been designated "highly qualified" in those states shall be designated "highly qualified" in North Carolina upon submission of documentation that they have been so designated. This documentation may be satisfactory test scores from the originating state, verification of satisfactory completion of the HOUSSE for the originating state, or verification of National Board Certification, as permissible by No Child Left Behind.

Teachers who are not "new to the profession" can use the North Carolina High Objective Uniform State Standard for Evaluation (HOUSSE) to establish they are "highly qualified" as required in PL 107-110 (No Child Left Behind). To be able to utilize the HOUSSE as a means of establishing a teacher is "highly qualified," the individual must have taught with a reciprocal state license, full-time for not less than six successive calendar months in one LEA, charter school, or non-public institution.

To be deemed "highly qualified" in a content area using the HOUSSE, all content standards must be "met," and the teacher must receive a satisfactory rating on the LEA validated performance evaluation. To meet a content standard, the teacher must be judged to have met 80% of the content indicators (with an indication of evidence[s] used for making judgments). Multiple indicators must be used.

ONLY trained evaluators are eligible to complete the NC HOUSSE. Evaluators must be "highly qualified" in the license area assessed. Upon successful completion of the HOUSSE, the LEA Superintendent or designated Personnel Administrator submits Licensure Form HQ to the Licensure Section.

1.02 Timelines for Meeting Highly Qualified Requirements

The above criteria apply to new teachers in Title I schools and Title I assisted programs beginning with the 2002-2003 school year. The above criteria apply to all other new teachers beginning with the 2006-2007 school year. Teachers hired prior to the 2002-2003 school year must meet the criteria specified above or demonstrate competency based on a high, objective State standard of evaluation in each academic subject in which the teacher teaches by June 30, 2006.

1.03 Notification to Parents of Professional Qualifications of Teachers

At the beginning of each school year, LEAs must notify the parents of each student attending a Title I school that they may request the following qualifications of their child's teacher:

- Whether the teacher has met NC licensing requirements
- Whether the teacher has had any licensure requirements waived
- What the teacher's bachelor degree major(s) is/are, other degrees held and teaching license area(s) held

Timely notice must also be given to parents of children who, after four consecutive weeks, have been taught a core academic subject by a teacher who is not highly qualified.

1.10 Designation of Appropriate Licensure Prior to Establishment of Staffing New Programs/Positions in Public Schools

Appropriate licensure area(s) required for service must be established prior to presentation of new programs/positions to the SBE for approval. Formal documentation indicating agreement by the Licensure Section to the licensure area(s) appropriate for the proposed program/employment shall be presented.

Current license areas issued by the Department are:

Administrative

Superintendent
Principal School Social Worker
Curriculum Instructional Specialist
Instructional Technology Specialist-Computers
Media Supervisor
Workforce Development Director
Exceptional Children's Program Administrator

Student Services

Counselor

School Psychologist
Media Coordinator
Instr. Tech. Specialist- Telecommunications
Audiologist
Speech-Language Pathologist

Teaching Areas

Birth-Kindergarten (B-K)	Russian (9-12)	Academically Gifted
Preschool Add-on*	Latin (9-12)	Hearing Impaired
Elementary (K-6)	Bible (9-12)	Agricultural Education
Elementary Second Language++	Journalism ++ (9-12)	Family and Consumer Science
Middle Grades Language Arts	Psychology ++ (9-12)	Health Occupations
Middle Grades Mathematics	Italian ++ (9-12)	Marketing Education
Middle Grades Science	Chinese ++ (9-12)	Collision Repair
Middle Grades Social Studies	Prin. of Technology ++ (9-12)	Automotive Service
Middle Grades Agriculture	Physical Education (K-12)	Cabinetmaking/Furniture
Middle Grades Family and Consumer Sciences	Safety and Driver Education	Carpentry
Middle Grades Health Occupations	Health Specialist (K-12)	Electrical Trades
Middle Grades Marketing	Theater Arts (K-12)	Electronics
Middle Grades Business	Speech Communication (K-12)	Printing and Graphics
Middle Grades Technology	ESL (K-12)	Electro-Mechanical Mainten.
English (9-12)	Reading (K-12)	Masonry
Mathematics (9-12)	French (K-12)	Mechanical Systems
Science (9-12)	Spanish (K-12)	(HVAC or Plumbing)
Earth Science (9-12)	German (K-12)	Metals Manufacturing
Biology (9-12)	Russian (K-12)	Drafting
Physics (9-12)	Music (K-12)	Textiles
Chemistry (9-12)	Dance (K-12)	Welding
Social Studies (9-12)	Art (K-12)	Career-Technical Specialized
Political Science (9-12)	Computer Education++ (K-12)	Business Education
Geography (9-12)	Junior ROTC	Career Dev. Coordinator
History (9-12)	Sp. Ed.: General Curr.**	Handicapped/Disadvantaged
Economics (9-12)	Sp. Ed.: Adapted Curr.**	Technology Education
Sociology (9-12)	Cross Categorical	Cosmetology
Anthropology (9-12)	Severely/Profoundly Disabled	
French (9-12)	Mentally Disabled	
Spanish (9-12)	Visually Impaired	
German (9-12)	Behaviorally-Emotionally Disabled	
Japanese (9-12)	Learning Disabled	

* Available only to teachers with current licenses in elementary education, special education, or family and consumer sciences.

** Available July 2003

++ endorsements

1.20 Types of Licenses

Licenses shall indicate grade levels, content areas and specialization in which the person is eligible for employment, as well as preparation and experience levels. Licenses shall be of the following types:

(1) Teacher - A teacher license shall entitle the holder to teach in designated area(s) or specialization(s) at the elementary, middle, or secondary level. There shall be four levels of preparation for a teacher license:

- (a) Bachelor's Degree (A level);
- (b) Master's/Advanced Competencies (M level);
- (c) Advanced/Specialist (S level); and
- (d) Doctorate (D level)

A teacher license shall be categorized as elementary (B-K; K-6), middle grades (6-9), secondary (9-12), special subjects (K-12), or workforce development. There shall be two classifications of teacher licenses:

- (a) The Standard Professional 1 License, which is valid for three years, allows the teacher to begin practicing the profession on an independent basis in North Carolina. To be issued a Standard Professional 1 License, an individual must complete an approved teacher education program and meet the federal requirements to be designated "highly qualified."
- (b) The Standard Professional 2 License, which is valid for five years, allows the teacher to serve on an on-going basis. A Standard Professional 2 License must be renewed every five years.

A teacher shall not be required to prepare or submit a portfolio to receive a Standard Professional 1 or Standard Professional 2 license. To convert a Standard Professional 1 License to a Standard Professional 2 License, the individual must have: 1) three years of satisfactory teaching experience; 2) have the recommendation of the employing school system; 3) complete any professional development activities prescribed by the employing school system; and 4) satisfactorily complete NC testing requirements for the teaching area or satisfactorily complete the NC HOUSSE for the teaching area or receive a satisfactory evaluation in the most recent year of employment in North Carolina, which verifies the ability to positively impact student learning, AND verification of the LEA intent to offer re-employment to the teacher for the following year. The teacher will not be required to accept the offer of re-employment. The State Board will adopt a revised evaluation instrument not later than April 6, 2006.

Teachers who are fully licensed and highly qualified in another state who have three or more years of teaching experience in another state AND who meet NC's Praxis testing requirements OR have National Board Certification will be issued the Standard Professional 2 License.

Teachers who are fully licensed and highly qualified in another state who have three or more years of teaching experience in another state BUT who have not met NC's Praxis testing requirements or earned National Board Certification will be issued the Standard Professional 2 License after one year of satisfactory teaching in NC with the recommendation of the employing LEA which includes verification that the LEA will offer the teacher re-employment with the LEA. The teacher will not be required to accept the offer of re-employment.

(2) Student Services - A student services license shall entitle the holder to provide specialized assistance to the learner, the teacher, the administrator and the education program in general. This category shall include school counseling, school social work, school psychology, audiology, speech-language pathology, and media. There shall be three levels of preparation, except that school psychology shall be restricted to the sixth-year and doctorate levels, and school social work may be earned at the bachelor's level:

- (a) Master's Degree (M);
- (b) Advanced/Specialist (S); and
- (c) Doctorate (D)

(3) Administrator/Supervisor – An administrator/supervisor license shall entitle the holder to serve in general and program administrator roles such as superintendent, assistant or associate superintendent, principal, assistant principal or curriculum-instructional specialist. There shall be three levels of preparation except that superintendent shall be restricted to the advanced and doctorate levels:

- (a) Master's Degree (M)
- (b) Advanced/Specialist Degree (S); and
- (c) Doctorate Degree (D)

The superintendent's license authorizes the holder to serve as superintendent and assistant (or associate) superintendent. There are two levels of preparation; advanced (sixth-year) or doctorate levels.

Requirements for a person to assume the position of superintendent of a local school administrative unit are as follows:

- (i) Must hold a North Carolina principal's certificate and superintendent's certificate issued under the authority of the State Board of Education. The principal's certificate must have an experience rating of P-01 or higher. This requirement will assure that a candidate for superintendent has served as a principal or has had an equivalent administrative experience at a level which would enable the certificate holder to receive one year of experience on a principal's certificate. Equivalent administrative experience includes employment as a superintendent, associate superintendent, assistant superintendent of a school administrative unit, headmaster of a non-public school with seven or more teachers, President or Vice President of institutions of higher education, dean or associate dean of a School of Education, President or Vice President of a community college or technical institute, and State level education administration with the State Department of Public Instruction at or above the Division Director's position;
- or**
- (ii) Must have earned at least a bachelor's degree from a regionally accredited college or university and have five years leadership or managerial experience considered relevant by the employing local board of education.
- (iii) Verification of appropriate credentials of a candidate for superintendent of a local school administrative unit must be completed by the Department of Public Instruction prior to election by a local board of education.

1.30 Temporary Permit

Temporary permits may be issued to individuals who have not met testing requirements but otherwise

qualify for a license. The permit is valid for the school year during which the license is established. The permit may be extended for a second year of teaching provided the individual has at least taken the required exam(s) during the first year of teaching. Effective June 30, 2006, temporary permits will no longer be issued for the elementary grades level or at the middle and high school levels in license areas required for teaching the core academic subjects.

At the request of the employing LEA, an individual whose license was not issued for a third year due to not having met testing requirements may be granted a one-year extension for the 2003-04 school year. In requesting the extension, the LEA shall document the efforts of the individual to satisfy testing requirements, provide evidence of the performance of the individual in the classroom, and identify the support the individual will be provided to satisfy testing requirements during the year.

1.40 In Field/Out-of-Field Assignments

All professional assignments shall be in the area of an individual's license. Any teaching assignment, other than remedial that is outside a person's area of licensing is considered to be "out-of-field." The LEA may assign any licensed teacher who is the best qualified to teach remedial courses, regardless of licensure area.

The superintendent or personnel officer of the LEA must submit to the Licensure Section requests for provisional licensure to qualified individuals to cover out-of-field assignments. Effective June 30, 2006, provisional licenses will no longer be issued for the elementary grades level or at the middle and high school levels in license areas required for teaching the core academic subjects.

Individuals with a clear NC teaching license who have been teaching out-of-field in a subject area for a minimum of three years may be issued a clear license in that subject area based on the recommendation of the employing LEA and principal, and completion of one of the following:

- (a) the NC HOUSSE in the subject area; or
- (b) 24 semester hours in the subject area; or
- (c) the Praxis II exam(s) required for the subject area.

This includes individuals who have been teaching out-of-field on a provisional license.

1.50 Provisional Licenses

Individuals licensed at the class A (bachelor's) level or higher may have other areas added on a provisional basis to their license as needed and requested by the employing LEA. Effective June 30, 2006, provisional licenses will no longer be issued for the elementary grades level or at the middle and high school levels in license areas required for teaching the core academic subjects.

The Licensure Section shall issue the provisional license and inform the individual and LEA personnel officer of requirements to clear the provisional status. These requirements may include course work and/or testing.

All course credit earned toward fulfilling these requirements must be directly applicable to the provisional license and must be met at the rate of not less than six semester hours per school year. Credit to extend a provisional license for an additional year must be earned before the beginning of the school year that follows the expiration date on the license. All requirements to clear a provisional license must be completed within five years of the first effective date of the provisional license.

In the area of exceptional children, teachers must hold the appropriate license for each area of exceptionality to which they are assigned. Effective July 1, 1998, if 50% or more of a class qualifies as an exceptional area, the teacher must be licensed in that area.

1.55 Eligibility for Provisional Licensing

Provisional licenses are issued only on the request of the employing LEA. To be eligible for a provisional license, the individual must be assigned in the license area. Specific eligibility requirements for provisional licensing follow:

Area	Requirements
Counselor	Completion of a minimum of 18 graduate semester hours applicable toward a school counselor program.
School Social Work	Completion of a bachelor's degree in sociology or social work.
Media Coordinator	"A" level teaching license or bachelor's degree in media.
School Psychology	Completion of all program requirements at the advanced (6 th year level), except for the thesis or internship. Written confirmation from the college/university at which the individual has matriculated concurring with the individual's employment
Speech-Language Pathology	Provisional licenses are no longer issued in this area. However, individuals holding non-provisional "A" level licenses must complete requirements for the "M" license by July 1, 2005.
Assistant Principals	<p>Effective July 1999, all persons employed as assistant principals in state allotted positions, or as assistant principals in full-time positions regardless of funding source, in the public schools of the state or in schools receiving public school funds, shall, in addition to other applicable requirements, be required either to hold or be qualified to hold a principal's license or a provisional principal's license.</p> <p>A one-year provisional principal's license can be issued to individuals selected by local boards of education for employment as assistant principals if:</p> <ol style="list-style-type: none"> 1) the local board has determined there is a shortage of persons who hold or are qualified to hold a principal's license and the employee enrolls in an approved program leading to a master's degree in school administration before the provisional license expires; or 2) the employee is enrolled in an approved master's in school administration program and is participating in the required internship under the master's program. <p>The Department shall extend the provisional license on an annual basis for a total of no more than two additional years while the employee is completing the program.</p>

Supervisor	M level teaching license and a minimum of five years of successful teaching experience in that license area.
Exceptional Children Program Administrator	Master's level license in an exceptional children's area, curriculum instruction, or school administration, or advanced level license in school psychology.
Workforce Development Director	Bachelor's level workforce development license, master's degree from an approved education program, and a minimum of five years teaching, supervisory, or administrative experience within the preceding eight years (of which a minimum of two years must be in workforce development programs).
Health Occupations Education	<p>I. For a one teacher department</p> <p>Registered Nursing Degree (BSN or ADN)</p> <ul style="list-style-type: none"> · Graduation from a nationally accredited institution in nursing · Bachelor's degree or an associate degree in Nursing from state or nationally accredited institution · An active North Carolina license as a registered nurse; license must be clear of restrictions · A minimum of two years (BSN) or four years (ADN) work experience in a healthcare setting and/or education in the last five years <p>May teach all Health Occupations Education courses May teach Certified Nursing Assistant/Feeding Assistant option</p> <p>II. For a multi-teacher department, in addition to the Registered Nurse.</p> <p>Non-RN, Allied Health Professional Degree (bachelor or associate)</p> <ul style="list-style-type: none"> · Graduation from a state/nationally accredited institution in allied health area · Bachelor's degree or an associate degree from state/nationally accredited institution · An active NC and/or national license, registration or certification in allied health area; license must be clear of any restrictions · A minimum of two years (BS degree) or four years (Associate Degree) work experience in allied health area and/or education in the last five years <p>May not teach Certified Nursing Assistant/Feeding Assistant option May teach Allied Health Sciences II if an RN is supervising students in the clinical agencies where required, such as in hospitals and long-term care facilities</p> <p style="text-align: center;">OR</p> <p>Biotechnology-related Degree</p> <ul style="list-style-type: none"> • Graduation from a nationally accredited college or university • Bachelor's degree in biology or in one of the following biology-related degrees: biochemistry, genetics, immunology,

microbiology, molecular biology, toxicology, structural biology, cellular biology, OR

- Bachelor's degree in marine biology, chemistry, pathology, pharmacology AND a minimum of six semester hours in the following courses: microbiology, genetics, immunology, biochemistry, molecular biology, cell biology

May teach courses in Health Science Biotechnology

May not teach Certified Nursing Assisting/Feeding Assistant option

OR

Non-degreed Registered Nurse (Diploma Graduate) may be employed in a school as second teacher only

- Graduation from a nationally accredited institution in nursing
- Diploma in Nursing from state or nationally accredited institution
- An active North Carolina license as a registered nurse; license must be clear of restrictions
- A minimum of five years of work experience in a healthcare setting and/or education in the last seven years
- Evidence of completed educational workshops/classes and/or documented experience in teaching children and/or adults while employed in healthcare

May teach all Health Occupations Education courses

May teach Certified Nursing Assistant/Feeding Assistant option

1.60 Endorsement

An endorsement is an attachment to a full license area, which allows the individual to teach a specific subject on a half-time or less basis. Endorsements shall be issued by the Department of Public Instruction based on a minimum of eighteen semester hours in the specific content area. Effective June 30, 2006, endorsements will no longer be issued in and can not be used for teaching at the elementary grades level or at the middle and high school levels in license areas required for teaching the core academic subjects.

Teachers with the following endorsements are not subject to the limits of half-time teaching and may teach full time in the endorsement area:

- 1) Chemistry (assigned to teach physical science)*
- 2) Elementary second language*
- 3) Journalism
- 4) K-12 computer education
- 5) Physics (assigned to teach physical science)*
- 6) Principles of technology*
- 7) Chinese*
- 8) Italian*
- 9) Psychology

*Effective June 30, 2006, endorsements can not be used in these areas.

Endorsements can be converted to full licenses based on the following:

- (a) Completion of 6 additional semester hours (total of 24 semester hours) in the content subject area; or

- (b) Satisfactory completion of the required Praxis II Specialty Area Exams; or
- (c) Verification of three years of successful teaching in the subject area and the NC HOUSSE.

1.70 Lateral Entry License

An individual who has not completed an approved teacher education program may be licensed under the following lateral entry provisions:

- (1) Be selected for employment by a North Carolina school system;
- (2) Hold at least a bachelor’s degree from a regionally accredited college or university in the subject area in which they are employed to teach or hold at least a bachelor’s degree from a regionally accredited college or university and have satisfied Praxis II testing requirements for the license area and meet the requirements to be designated “highly qualified” as prescribed by No Child Left Behind. To be designated “highly qualified,” elementary and exceptional children’s teachers must pass a rigorous state assessment (currently Praxis II exams). To be designated “highly qualified,” middle school, high school, and special subject area teachers (e.g., art, music, second languages) must hold a bachelor’s or master’s degree in the specific area, or have 24 semester hours in the area, or pass a rigorous state assessment (currently Praxis II exams) in the area.
- (3) Have a minimum cumulative grade point average (GPA) of 2.5 or have five years of experience considered relevant by the LEA, or have passed the Praxis I exams and have attained one of the following:
 - (a) a GPA of at least 3.0 on all work completed in the senior year;
 - (b) a GPA of at least 3.0 in the major; or
 - (c) a GPA of at least 3.0 in a minimum of 15 semester hours of course work completed within the last 5 years.

A person who holds a lateral entry license shall complete a program that includes the following components:

- (1) completion of an approved teacher education program in the area of licensure at a college or university or completion of a program of study outlined by the Regional Alternative Licensing Centers;

Prescribed academic *content* coursework that is available through community colleges may be used to satisfy licensure requirements. General pedagogy competencies can be satisfied as follows.

General Pedagogy Competencies	Completed Through
Educational/Instructional Technology	Approved Teacher Education Program or Community College or Local Education Agency (if employed)
Understanding the Learner: Human Growth and Development	Approved Teacher Education Program or Community College
Learning Theory; Learning Styles; Motivation; How Children/Adolescents Learn	Approved Teacher Education Program or Community College
Meeting Special Learning Needs; Exceptionalities; Diversity	Approved Teacher Education Program
Literacy/Reading Methods	Approved Teacher Education Program
Instructional Methods	Approved Teacher Education Program

School Policies/Procedures	Approved Teacher Education Program or Community College or Local Education Agency (if employed)
Home/School/Community Collaborations	Approved Teacher Education Program or Community College or Local Education Agency (if employed)
Classroom Management/Organizing the Classroom to Maximize Learning	Approved Teacher Education Program or Community College or Local Education Agency (if employed)

- (2) attaining passing score on appropriate PRAXIS subject exam(s) during the first three school years of holding the lateral entry license if the exam(s) was/were not the basis of qualifying for the license;
- (3) completion of a staff development program that includes a two-week training course prior to beginning the work assignment;
- (4) completion of a cumulative of six semester hours of course work in the approved program each school year;
- (5) successful completion of at least a three-year initial licensure program in the lateral entry license area;
- (6) completion of all above requirements within 3 years of becoming eligible for a lateral entry license and recommendation of the IHE or RALC for clear licensure.

Individuals who possess five or more years of experience considered relevant by the LEA and satisfy testing requirements (currently Praxis II) for the licensure area within the first year of teaching shall be issued a Standard Professional 1 License upon:

- a. Completion of the NC TEACH modules or the equivalent through an approved teacher education program: 1) The Teacher, The Learner, and The School; 2) Diversity; 3) Content Area Pedagogy. (Note: The NC TEACH modules are offered and administered through NC colleges and universities with approved teacher education programs. **and**
- b. Completion of the NC TEACH module on Instructional Technology or the equivalent through an approved teacher education program, community college, or through professional development offered by the LEA; **and**
- c. Completion of one year of successful teaching as verified by the employing LEA.

The employing school system shall formally commit to supporting the lateral entry teacher by:

- (1) providing a two-week orientation that includes:
 - a. lesson planning,
 - b. classroom organization,
 - c. classroom management, including positive management of student behavior, effective communication for defusing and deescalating disruptive or dangerous behavior, and safe and appropriate use of seclusion and restraint,
 - d. an overview of the ABCs Program including the standard course of study and end-of-grade and end-of-course testing, and
 - e. the identification and education of children with disabilities.
- (2) assignment of a mentor on or before the first day on the job;

- (3) providing working conditions that are appropriate for all novice teachers;
- (4) giving regular focused feedback to the teacher for improving instruction; and
- (5) assisting the individual in accessing prescribed course work and professional development opportunities.

1.80 Alternative Entry License

Alternative entry licenses shall be issued to individuals if requested by an employing LEA that has determined there is or anticipates there will be a shortage of qualified teachers available for specified subjects or grade levels. The LEA shall have developed a plan to determine the individual's competence as a teacher, including review of the performance of students taught by the individual. The alternative entry license is a one-year temporary license.

LEAs shall report semi-annually to the SBE the number of individuals employed as teachers under each eligibility criteria. This policy expires September 1, 2006 but remains in effect for any teacher employed by it prior to September 1, 2006.

Eligibility Criteria

To qualify for an alternative entry license, the individual must:

- 1) hold at least a bachelor's degree from a regionally accredited college or university;
- 2) be eligible for re-employment by his or her prior employer; and must:
- 3) (a) hold a valid (current) out-of-state certificate with a minimum of one year of classroom teaching experience considered relevant by the local board to the grade of subject to be taught; or
(b) have at least one year of full-time classroom teaching experience considered relevant by the local board to the grade or subject to be taught, as a professor, associate professor, assistant professor, instructor, or visiting lecturer at a regionally accredited college or university; or
(c) have three years of other experience provided the local board determines that both the individual's experience and postsecondary education are relevant to the grade or subject to be taught.

Program Components

- 1) During the period of employment with an alternative entry license, the individual shall receive an annual evaluation and multiple observations.
- 2) The individual's competence as a teacher, including review of the performance of students taught by the individual, shall be assessed according to the plan developed by the local board.
- 3) If the individual does not have one year of classroom teaching experience, a mentor teacher shall be provided by the local board.
- 4) If the individual qualifying for the alternative license under eligibility criteria 3a is deemed competent based on the plan adopted by the local board and recommended for re-employment, she/he is then eligible for a Standard Professional 1 or Standard Professional 2 NC teacher license and is not required to take and pass a standard examination. It shall be the responsibility of the local board to submit the required forms to the Licensure Section for the license to be processed. An

individual who receives a Standard Professional 1 or Standard Professional 2 NC teacher license under this option shall be subject to the same requirements for continuing licensure and license renewal as other teachers who hold initial or continuing NC teacher licenses.

- 5) If the individual qualifying for this license under eligibility criteria 3b or 3c is deemed competent based on the plan adopted by the local board and recommended for re-employment by the local board and the individual has passed the Praxis examinations applicable for the area of licensure, the individual is then eligible for a Standard Professional 1 or Standard Professional 2 NC teacher license. It shall be the responsibility of the local board to submit the required forms to the Licensure Section for the license to be processed. An individual who receives a Standard Professional 1 or Standard Professional 2 NC teacher license under this option shall be subject to the same requirements for continuing licensure and license renewal as other teachers who hold initial or continuing NC teacher licenses.

If the individual qualifying for this license under eligibility criteria 3b or 3c does not pass the required Praxis examinations within the first year of alternative entry licensure, she/he may be employed under the provisions of lateral entry.

1.85 International Faculty License

Individuals on a cultural exchange visa who meet their countries' requirements for qualified teachers may be issued an International Faculty license for a maximum of three years. The International Faculty license is not renewable. To be eligible for this license, the teacher must complete the equivalent of North Carolina's *High Objective State Standard of Evaluation* administered by an evaluator authorized by the North Carolina Department of Public Instruction. For purposes of PL 107-110 (No Child Left Behind) this constitutes a full license.

1.90 Emergency Permit to Practice

At the request of the employing LEA, the Department shall issue an emergency permit to practice for a teaching assignment at the A-00 pay level to persons who hold at least a baccalaureate degree from a regionally accredited IHE but who do not qualify for a license under any other approach. The emergency permit to practice shall be valid for one year and may not be renewed. When it requests an emergency permit to practice, the LEA must document that no appropriately licensed professionals or persons who are eligible for a lateral entry license are available to accept the position. Effective June 30, 2006, emergency permits can not be used for teaching at the elementary grades level or at the middle and high school levels in license areas required for teaching the core academic subjects.

Individuals who have been employed on an emergency permit (*with at least a 2.5 GPA, but inappropriate college major*) may be issued a lateral entry license upon:

- successful completion of one year of teaching (6 calendar months or more)
- satisfactory completion of the NC TEACH (or equivalent) Summer Institute
- recommendation of the LEA.

Individuals who were employed on an emergency permit (with at least a 2.5 GPA, but inappropriate college major) during the 2004-05 school year who completed at least 15 semester hours of relevant coursework may be issued an emergency permit for the 2005-06 school year on the recommendation of the employing LEA. The permit shall be at the A-01 pay level.

1.100 Dating of Licenses

The effective date of a license is based on the date the applicant completed the educational program requirements for the license. For applicants who completed these requirements before the fiscal year in which the application is processed, the effective date shall be July 1. For applicants who completed these requirements within the fiscal year in which the application is processed, the effective date shall be the date the applicant completed the requirements. All licenses are issued with an expiration date of June 30 for the year determined by the type of license for which the individual has qualified.

Dates for renewal cycles are established when a continuing license is issued.

1.110 Expired Licenses

All expired licenses shall be invalid until reinstated. To be eligible for reinstatement, an individual must have earned a minimum of 15 units of credit during the five-year period immediately preceding the date of application for reinstatement. A reinstated license shall be valid for a five-year period that begins from the date of completion of the required credits.

Individuals with expired, non-provisional North Carolina licenses shall be eligible for a three-year Standard Professional 1 or Standard Professional 2 license based on the need of the employing LEA. At least 15 renewal credits must be completed during the three years, with a minimum of 5 credits required each year. At the end of the three-year cycle, if all 15 credits have been completed, the license will be issued with a new five-year dating cycle or the license remains expired until all renewal credits have been earned.

Only an employing school system can request reinstatement of a license for a person who holds an expired license. This shall be not an option for currently employed individuals who have not met renewal requirements.

1.130 IHE Methods Faculty

As of July 1, 1989, all NC college and university faculty members who teach undergraduate or graduate methods courses or supervise field experiences for prospective classroom teachers and school administrators in approved education programs must hold a license in the content area in which they teach or supervise. A methods course is defined as any course in which the primary focus is on techniques, strategies or organization for teaching.