

Chapter 3 – License Employment Categories and Definitions

Overview

Introduction

This section lists the four categories of licensure and the relationship of license areas to public school employment categories (See **SBE Policy QP-A-001, 1.10**).

- Administration/Supervision
- Student Service Personnel
- Teacher
- Career-Technical Education

In this chapter

This chapter covers the following topics:

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License/Public School Employment Categories

Superintendent

An individual employed as a Superintendent must meet the following requirements:

Licenses required	Authorization needed
<ul style="list-style-type: none">• superintendent's license (area 011) and principal's license (area 012) with an experience rating of P01 or greater. <p style="text-align: center;">OR</p> <ul style="list-style-type: none">• At least a bachelor's degree from a regionally accredited college or university and five years' leadership or managerial experience considered relevant by the employing local board of education.	<ul style="list-style-type: none">• Appointment by a local board of education• Eligibility to serve verified by the Department of Public Instruction prior to election by a local board of education

License/Public School Employment Categories

Associate Superintendent

An individual employed as an Associate Superintendent must meet the following requirements:

Licenses required	Authorization needed
<ul style="list-style-type: none"> superintendent's license (area 011) AND principal's license (area 012) at the advanced level <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> curriculum-instructional specialist's license (area 113) at the advanced level 	Designation by the local board of education as next in line of authority to the superintendent

Assistant Superintendent

An individual employed as an Assistant Superintendent is must meet the following:

Licenses required	Authorization needed
<ul style="list-style-type: none"> superintendent's license (area 011) AND principal's license (area 012) at the advanced level <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> curriculum-instructional specialist's license (area 113) at the advanced level 	Designation by a local board of education that does not have an associate superintendent as next in line of authority to the superintendent.

Refer to Salary Manual
<http://www.ncpublicschools.org/docs/fbs/finance/salary/salarymanual.pdf>
 and SBE Policy QP-A-001, 1.10.

License/Public School Employment Categories

Supervisory personnel

- An individual employed as a
- Supervisor
 - Director
 - Coordinator, or
 - Program Administrator

Must meet the following:

Licenses required	Authorization needed
holds a license in <ul style="list-style-type: none"> • (e.g., Career-Technical Director • Secondary Curriculum Director • Exceptional Children's Program Director) 	Designation by a local board of education to provide leadership in improving programs and quality of instruction throughout the unit

Principal

An individual employed as a Principal is required to meet the following requirements:

Licenses required	Authorization needed
principal's license (area 012)	Designation to carry out the duties and responsibilities of the administrative and instructional process in a school.

Assistant Principal

An individual employed as an Assistant Principal must meet the following requirements:

Licenses required	Authorization needed
principal's license (area 012)	Designation by a local board of education as next in line of authority to the principal of a school.

Teacher

An individual employed as a Teacher must meet the following requirements:

Licenses required	Authorization needed
License appropriate to the area of assignment (e.g., Secondary Science, Music)	Designation to carry out the duties and responsibilities of the instructional process in the classroom.

License/Public School Employment Categories

Career Technical Education (vocational) teacher (Note: See Chapter 7-Teacher Licensing for C.T.E.)

An individual employed as a Career-Technical Education (Vocational) Teacher must meet the following requirements:

Licenses required	Authorization needed
holds a license in a career technical education (vocational) area	employed to instruct in the area of <ul style="list-style-type: none"> • vocational skill development • pre-vocational/introductory, and/or • vocational development services.

Student Service personnel

Student Service personnel include the following:

- counselors
- media coordinators
- school social workers
- school psychologists
- speech-language pathologists
- audiologists

Individuals employed in these positions **must meet** the following requirements:

Licenses required	Authorization needed
appropriate license for the area of assignment	to provide specialized assistance to the learner, teacher, administrator, and education program in general.

Licensure Terms

Introduction

Following are definitions of terms specific to licensure of school personnel and implementation of the Beginning Teacher Support Program.

Term	Definition
American Council on the Teaching of Foreign Languages (ACTFL)	The American Council on the Teaching of Foreign Languages is a national organization that offers testing for all languages throughout the U.S.
American Speech-Language-Hearing Association (ASHA)	American Speech-Language-Hearing Association is the professional, scientific, and credentialing body for more than 130,000 members and affiliates who are audiologists, speech-language pathologists, and speech, language, and hearing scientists.
Beginning Teacher Support Program (BTSP)	Initial (SP I) licenses are issued to teachers with fewer than three years of appropriate teaching experience in the initial licensure area. Those who hold initial licenses after January 1, 1995, must participate in this three-year induction period with formal orientation, mentor support, observations, and evaluation prior to recommendation for continuing (SP II) licensure. (See SBE Policy QP-A-004 for details)
Individual Growth Plan (IGP)	A formal document developed by the mentor/support team in cooperation with the teacher. This document outlines the professional growth goals for the teacher, and proposes strategies for increasing one's skills.
Institution of Higher Education (IHE)	Institution of Higher Education – colleges/universities
Licensure and Tenure	General Statute 115C-325, System of Employment for Public School Teachers, outlines the legal processes for tenure (career status). The policy states that to enter the tenure process, a teacher must hold: <i>A current, not provisional, or expired, Class A certificate; or a regular, not provisional, or expired, vocational certificate issued by the Department of Public Instruction.</i> Provisional licensure added to a clear license in a regular or vocational area does not prevent an individual from entering the tenure process. An initial (SP I) license issued with no credit deficiencies or test requirements allows probationary employment in the tenure track. Four consecutive years of employment make an employee eligible for a tenure vote by the local Board of Education.
Local education agency (LEA)	Local education agency; a school system.

Licensure Terms

Term	Definition
Mentor	An individual who is assigned to provide assistance and support to a beginning teacher.
National Association of State Directors of Teacher Education and Certification (NASDTEC)	National Association of State Directors of Teacher Education and Certification: an association consisting of state licensure representatives. It administers the interstate reciprocity contracts for licensure and is a nationwide clearinghouse of credentials for individuals with revoked licenses.
National Board for Professional Teaching Standards (NBPTS)	National Board Certification, offered by the National Board for Professional Teaching Standards (NBPTS), recognizes the accomplished teaching that is occurring in North Carolina's classrooms. The process uses performance-based high, rigorous standards to assess and evaluate teaching practice.
National Council for the Accreditation of Teacher Education (NCATE)	National Council for the Accreditation of Teacher Education: a national organization that accredits teacher education programs in colleges and universities.
North Carolina Performance Appraisal Training Program	A 24-hour training package that provides a means for assessing skills and prescribing growth strategies.
Regional Accrediting Agencies	The following are the regional accrediting agencies for educational institutions in the United States: <ul style="list-style-type: none"> • <u>Middle States Association of Colleges and Schools</u>. • <u>New England Association of Schools and Colleges</u> • <u>North Central Association of Colleges and Schools</u> • <u>Northwest Association of Accredited Schools</u> • <u>Western Association of Schools and Colleges</u> • <u>Southern Association of Colleges and Schools</u>
Regional Alternative Licensing Center (RALC)	The Regional Alternative Licensing Center is a regional office established by the North Carolina State Board of Education. The RALC is authorized to evaluate and prescribe licensure plans of study that, in specified areas, lead to North Carolina teacher licensure. There are four centers that service specified school districts.

Licensure Terms

Term	Definition
Standard Professional I License (SP I)	A three-year license which allows the teacher to begin practicing the profession on an independent basis in North Carolina. To be issued a Standard Professional I License, an individual must complete an approved teacher education program and meet the federal requirements to be designated "Highly Qualified." (This license replaced the "initial license" in 2005.)
Standard Professional II License (SP II)	A continuing license that allows the teacher to serve on an on-going basis. A Standard Professional II License must be renewed every five years. (This license replaced the "continuing license" in 2005.)
Summative evaluation	Assessment and rating of performance in relation to established criteria within an LEA.
Support system	A planned program of human and material resources available to initially licensed teachers for the purpose of assisting them to develop and refine essential skills.
