

On January 7, 2010 the North Carolina State Board of Education approved the following changes related to Licensure:

ACTION

TCP 2 – Accrual of CEUs for Retired Teachers

Policy Implications: N/A

Presenter(s): Dr. Rebecca Garland (Associate State Superintendent/Chief Academic Officer, Academic Services and Instructional Support)

Description:

Currently retired teachers can only work up to their maximum earning capacity as defined by the North Carolina Retirement System; thus, they are unable to earn a year of CEU credit for the time they taught or were employed by the North Carolina Public School System as retirees. To improve conditions for the retired teachers, and to encourage retired teachers to go back in the classroom, this proposed change would enable teachers to comply with the North Carolina Retirement System's requirement while still earning a year of CEU credit for the time they taught while retired.

Recommendations:

It is recommended that the Board approve the proposed changes to TCP-A-005.

Discussion/Comments:

- TCP Committee Chair Shirley Harris noted thorough vetting by the TCP Committee.
- There was no further discussion.

Upon motion by Ms. Shirley Harris, and seconded by Ms. Patricia Willoughby, the Board voted unanimously to approve the proposed changes to TCP-A-005 as presented. (See Attachment TCP 2)

Attachment TCP 2:

**NORTH CAROLINA STATE BOARD OF EDUCATION
Policy Manual**

Policy Identification

Priority: Twenty-first Century Professionals

Category: Licensure

Policy ID Number: TCP-A-005

Policy Title: Policies Regarding Renewal Requirements

Current Policy Date: 10/04/2007

Other Historical Information: Previous Board dates: 01/14/1998, 07/09/1998, 01/09/2003, 06/05/2003, 5/5/2005, 6/30/2005, 08/04/2005

Statutory Reference: Session Law 2002-178

Administrative Procedures Act (APA) Reference Number and Category: 16 NCAC 6C.307

Note: Only relevant sections of the policy have been included in this attachment.

5.00 General Requirements

Standard Professional 2 licenses shall be issued with five-year renewal cycles. Holders must renew their licenses at the end of each five-year period. Credit earned for renewal purposes shall apply to the person's license field(s) and professional duties.

Renewal or reinstatement of a license shall be based on 15 units of renewal credit. A unit of credit shall be equal to one-quarter hour or two-thirds of a semester hour of IHE credit, ten clock hours of professional development, or one school year of teaching experience.

Five-year renewal cycles shall be initially based on the completion of credit requirements to qualify for licensure, the completion of licensure renewal requirements, or a valid license held from another state. A new five-year renewal cycle is established for a Standard Professional 2 license when an expired license is renewed. A new five-year renewal cycle also is established upon the completion of program requirements for converting a Standard Professional 1 license to a Standard Professional 2 license.

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 not be an option for currently employed individuals who have not met renewal requirements.

5.10 LEA Employees

LEA employees shall maintain an individual growth plan. During each five-year cycle, individuals shall participate in professional development activities based on level(s) of expertise, from beginning to accomplished, in the areas of content knowledge, content pedagogy, assessment, diverse learners, leadership, technology, and others. An LEA may require a minimum number of hours in integrating technology to improve student learning. Individuals teaching kindergarten through eighth grade must complete three renewal credits in reading methods courses during each five-year renewal cycle. This reading methods requirement applies to individuals renewing their licenses on or after July 1, 2003. Teachers of grades kindergarten through twelve must complete three renewal credits in their academic subject areas, including strategies to teach those subjects, during each five-year renewal cycle. This subject area requirement applies to

individuals renewing their licenses on or after July 1, 2009. Teachers completing the National Board Certification process or the National Board Certification renewal process during their renewal cycle are not required to complete the three renewal credits in their subject area. School administrators must earn at least 5 renewal credits during each renewal cycle focused on the principal's role in teacher effectiveness, teacher evaluations, teacher support programs, teacher leadership, teacher empowerment, and teacher retention. This requirement for school administrators applies to individuals renewing their licenses on or after July 1, 2007. When a retired teacher returns to active teaching or employment in a North Carolina public school and works up to his or her maximum earning capacity as defined by the North Carolina Retirement System for that school year, he or she will be granted 1 CEU of renewal credit for that year's service.

These persons may also obtain renewal credit for the following activities:

- a) college or university credit;
- b) teaching experience (one unit for each year);
- c) earning National Board for Professional Teaching Standards certification or completion of the National Board for Professional Teaching Standards certification process (fifteen units of renewal credit);
- d) completing National Board for Professional Teaching Standards Certification renewal (five units of renewal credit);
- e) completion of activities that meet the following criteria (one unit of renewal credit per ten clock hours):
 - i. The activity shall be delivered in a minimum of 10 clock hours over time with on-the-job application, feedback, and follow-up.
 - ii. The activity shall have identified goals and objectives that are designed to increase knowledge or skills in the person's license area or job assignment.
 - iii. The activity shall include focused content and instruction that are sequenced to develop specified competencies of a specific population.
 - iv. The activity shall be conducted by instructional personnel approved by the sponsoring school unit or employer.
 - v. The activity shall include a focused evaluation designed to gauge the change in learner knowledge or skill and to guide the development of future programs.
- f) independent study of no more than five units of renewal credit per five-year period which meets the following criteria:
 - i. Teachers and other licensed personnel help to develop local independent study procedures which the superintendent shall keep on file and periodically send to each licensed employee; and
 - ii. The employee and the superintendent or his or her designee shall plan the experience in advance, including identification of competencies to be acquired and an evaluation to determine satisfactory achievement of those competencies.

ACTION

TCP 3 – Adding Teaching Areas Based on 24 Semester Hours of Coursework

Policy Implications: SBE Policy # TCP-A-001, TCP-A-003

Presenter(s): Dr. Rebecca Garland (Associate State Superintendent/Chief Academic Officer, Academic Services and Instructional Support)

Description:

The proposed policy change will enable all teachers who have a clear license to apply to the Licensure Section of DPI to add teaching areas to their license upon completion of 24 semester hours of coursework, in which they earn a C or better in a subject area.

Recommendations:

It is recommended that the Board approve the proposed changes to policies TCP-A-001 and TCP-A-003.

Discussion/Comments:

- TCP Committee Chair Shirley Harris reported that Dr. Garland presented this item for consideration. Initially, the Committee began to look at this policy in response to the new guidelines for exceptional teachers, but this policy speaks to all teachers who complete the requirements.
- There was no further discussion.

Upon motion by Ms. Shirley Harris, and seconded by Mr. John Tate, the Board voted unanimously to approve the proposed changes to TCP-A-001 and TCP-A-003. (See Attachment TCP 3)

Attachment TCP 3:

**NORTH CAROLINA STATE BOARD OF EDUCATION
Policy Manual**

Policy Identification

Priority: Twenty-first Century Professionals

Category: Licensure

Policy ID Number: TCP-A-001

Policy Title: Policies on General Licensure Requirements

Current Policy Date: 04/02/2009

Other Historical Information: 01/05/1997, 07/09/1998, 01/13/1999, 07/01/1999, 07/13/2000, 09/14/2000, 10/04/2001, 01/09/2003, 2/6/2003, 06/05/2003, 08/07/03, 09/11/2003, 11/22/2004, 5/05/2005, 6/30/2005, 8/04/2005, 10/06/2005, 11/03/2005, 12/1/2005, 01/05/2006, 05/04/2006, 06/01/2006, 07/06/2006, 01/04/2007, 06/07/2007, 12/06/2007, 02/07/2008, 04/03/2008, 09/11/2008, 10/02/2008, 12/04/2008

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

Administrative Procedures Act (APA) Reference Number and Category:

Note: Only relevant sections of the policy have been included in this attachment.

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.

1.25 Adding Teaching Areas to Existing Teacher Licenses

Individuals who hold a clear teaching license in one area can add an additional teaching area to the license by completing an approved teacher education program in the additional area and meeting the federal requirement to be "highly qualified" in the additional teaching area or by satisfying Praxis II testing requirements for the additional area or by completing 24 semester hours in the subject area with a grade of C or better in the subject area. Individuals who hold a clear teaching license can also add a language area to the license by earning a rating of at least "Intermediate High" proficiency on the ACTFL (American Council on the Teaching of Foreign Languages) Oral Proficiency Test, and, if available, the Writing Proficiency Test.

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.