

## 5.502a Educator Licensure Policy

### Endorsement Flexibility and Additional Endorsements

#### Endorsement Flexibility for Districts and Schools

Districts and schools may exercise limited flexibility for educators who hold the following endorsements.

<b>Program Guidance for Additional Endorsements</b>	PK-3	May teach any course in grade 4 in a school that includes grade 3.
	K-5	May teach any course in grade 6 in a school that includes grade 5.
	6-8	May teach courses in grade 5 in the same content area as the 6-8 endorsement.
	6-12	May teach courses in grade 5 in the same content area as the 6-12 endorsement.
	7-12	May teach courses in grades 5 and 6 in the same content area as the 6-12 endorsement.

1. An educator preparation provider must offer an approved program for initial endorsement in order to offer the program for additional endorsement (with the exception of the additional endorsements in Geography 6-12, Marketing 6-12, ESL pre-K-12, and Gifted Education pre-K-12). Providers which offer programs for additional endorsement must submit to the State Department of Education a list of specialty areas in which additional endorsements are offered and a description of the processes used by the provider to assess the individual candidates to determine needed coursework.

Educator preparation providers will determine an individualized program for candidates seeking additional endorsements. Providers will determine what coursework and/or clinical experiences are needed by individual candidates. In evaluating for knowledge and skills, the provider will undertake one or more of the following:

- a. An examination of the candidate's transcript,
  - b. An examination of the candidate's professional experience and competence in the knowledge and skills as verified by an employer,
  - c. Opportunities for candidates to test out of courses if appropriate, and
  - d. Administration of other tests or assessments of the knowledge and skills deemed appropriate by the provider.
2. Educator preparation providers ensure candidates hold a valid educator license in Tennessee prior to being recommended for additional endorsements.
  3. **General Education:** Educator preparation providers should not require general education coursework as part of programs of study for additional endorsements.
  4. **Professional Education:** Educator preparation providers should not require professional education coursework as part of programs of study for additional endorsements unless the coursework is directly related to pedagogical content knowledge related to the area in which the candidate is seeking additional endorsement. For example, if an educator is seeking additional endorsement in secondary math, courses in math pedagogy may be appropriate.
  5. **Specialty Area Knowledge and Skills:** The provider will use the applicable knowledge and skills of teaching in the specialty area as a focus for determining a program of study for the additional endorsement. In determining the exact coursework to be required for each candidate, the provider will consider previous coursework and relevant experiences in lieu of specialty coursework. In some cases, no coursework may be needed or required.

The specifications regarding coursework for an additional endorsement area do not apply to individuals seeking initial licensure, individuals who hold an occupational education license and who seek an academic license, or individuals who hold a license and who seek another endorsement for which a Master's degree is required.

6. **Clinical Experiences:** The candidate may need to have additional supervised clinical experience in the additional endorsement area. Clinical experiences may be obtained in a variety of ways. Because additional endorsements apply to licensed educators, clinical practice (an enhanced student teaching semester or a year-long internship) will not be required.

The candidate's prior or current teaching experience may count as clinical experience. The provider will consider:

- a. When the teaching experience occurred,
- b. In what specialty area the teaching experience occurred,
- c. Whether the candidate received appropriate supervision and support, and
- d. The results of the local evaluation or other assessment of the candidate's performance.

### **Candidate Guidance for Additional Endorsements**

1. Candidates applying for an additional endorsement in English as a Second Language pre-K-12 who can't add the endorsement by test only, must complete a clinical experience of at least 30 clock hours in English as a second language settings; the clinical experience will include experiences in both the pre-K-5 and 6-12 grade levels. Appropriately supervised teaching experience at the pre-K-12 level in English as a Second Language of at least one semester may be substituted for the clinical experience.
2. Candidates who have attained a baccalaureate degree from a regionally accredited institution and a teaching license from another state and who seek initial licensure or an additional endorsement on a Tennessee teacher license shall be considered to have met the general education requirements and professional education requirements on the same basis as Tennessee candidates.
3. Teachers who are licensed in Tennessee and who complete programs of study for additional endorsements at approved educator preparation providers in other states may be recommended by the out-of-state institution to the Tennessee Department of Education for additional endorsements.
4. Teachers who are licensed in Tennessee or in another state or who have completed an approved educator preparation program in a teaching area covering a grade span that is more narrow than the comparable Tennessee K-12 or pre-K-12 teaching endorsement, shall be awarded the Tennessee endorsement provided that the applicant has six hours of course work in current content in the teaching area in the grade span not covered by the existing endorsement.
5. Teachers endorsed in Early Childhood Education pre-K-3 may teach grade 4 in schools having grade 3 if there are no other appropriately endorsed teachers available.
6. Candidates who want to add endorsements to an occupational license may do so by submitting an application, verification of work experience, official transcript(s), and industry certification where required by teacher endorsement area. Occupational endorsements can only be added to an occupational license.

## Adding endorsements based on submitting qualifying scores on required content assessments

The following document provides information to educators who hold active licenses and are seeking to add endorsements by submitting passing scores on required assessments. Licenses must be active in order to add an endorsement using the test-only option

### Requirements:

1. Assessments (and corresponding scores) must be those required at the time of application.
2. Assessment scores submitted for additional endorsements must be no more than 5 years old.
3. Qualifying scores on assessments no longer used may not be used for the purpose of adding endorsements by test only.
4. In limited cases, the department will accept qualifying scores related to the teaching of reading and/or general tests related to the special education core or elementary content that are greater than 5 years old. Educators should verify whether the department will accept scores for these assessments prior to submitting an application for additional endorsement based on test-only options.
5. Educators who hold a valid license with endorsements that are not reflected in these categories and/or grade spans should communicate with the Office of Educator Licensure regarding what endorsements may be added by test-only. We encourage these educators to communicate with the office prior to taking any assessments.

**Step 1: Identify grade span and endorsement area the educator holds.** The first column identifies the grade span of an endorsement. The second column identifies the endorsement content area. Start by identifying the grade span on the educator’s current license.

**Step 2: Use column three to identify the test only options.** Column three indicates the endorsement areas that may be added to the educator’s license by the test-only option. If an educator wants to add an endorsement to their license that is not listed as a test-only option, the educator must submit a recommendation from an approved program verifying requirements for completion of an additional endorsement program have been met. In addition they must submit passing scores on required assessments.

**The table below will assist in identifying categories and grade spans.**

Acronym	Description
<b>Category</b>	
CA – MG	Core Academic – Middle Grades
CA – SEC	Core Academic – Middle and Secondary Grades
CCTE–A SEC	College, Career, and Technical Education – Academic – Secondary Grades
ECE	Early Childhood Education
ELEM	Elementary Education
FA	Fine Arts
LIS	Library Information Specialist
PE/H	Physical Education and Health
RS	Reading Specialist
SP – SE	Special Populations – Special Education
SP – ESL	Special Populations – English as a Second Language
SP – ECE	Special Populations – Early Childhood
WL – ALL	World Languages – pre-K through 12 <sup>th</sup> Grade
WL – SEC	World Languages – 6 <sup>th</sup> Grade through 12 <sup>th</sup> Grade

<b>Endorsements that can be added by submitting qualifying assessment scores.*</b>		
<b>Category (Grade Span)</b>	<b>Endorsement Area Held</b>	<b>Test-Only Options</b>
CA – MG (4–8; 6–8)	Mathematics	CA – MG (6–8 only)
	English/Language Arts	
	Science	
	Social Studies	
	Middle Grades Education	
CA – SEC (6–12; 7–12)	Biology	CA – MG (6–8 only) CA – SEC (6–12 only) All CCTE–A – SEC (6–12; 9–12)
	Chemistry	
	Earth Science	
	Economics	
	English	
	Geography	
	Government	
	History	
	Mathematics	
	Physics	
	Psychology	
	Sociology	
	Speech Communication	
CCTE–A – SEC (6–12; 9–12)	Agribusiness	All CCTE–A – SEC (6–12; 9–12) All CA – MG (6–8 only) All CA – SEC (6–12 only)
	Agriscience	
	Business Education	
	Business Technology	
	Early Childcare and Services	
	Economics	
	Family and Consumer Science	
	Food Production and Management Services	
	Marketing	
	Tech– Engineering	
ECE (pre-K–3; pre-K–K)	Early Childhood Education	ECE (pre-K–K only)
	Early Development/Learning	N/A
ELEM (K–6; K–5)	Elementary Education	N/A
FA (K–12)	Dance	CA – MG (6–8 only) CA – SEC (6–12 only) All CCTE–A – SEC (6–12; 9–12) All FA All PE
	Instrumental/General Music	
	Theatre	
	Visual Arts	
	Vocal/General Music	
LIS RS (pre-K–12)	Library Information Specialist pre-K–12	CA – MG (6–8 only) CA – SEC (6–12 only) All CCTE–A – SEC (6–12; 9–12) All FA All PE
	Reading Specialist pre-K–12	

PE (K-12)	Health and Wellness	CA – MG (6-8 only) CA – SEC (6-12 only) All CCTE-A – SEC (6-12; 9-12) All FA All PE
	Physical Education K-12	
SP (pre-K-12)	Speech/Language Teacher	N/A
SP-SE (K-12)	Special Education Comprehensive	ELEM (K-5 only) CA-MG (6-8 only) CA – SEC (6-12 only) All CCTE-A – SEC (6-12; 9-12) All FA All PE SP- Special Education Comprehensive (K-12) SP- Special Education Interventionist (K-8) SP- Special Education Interventionist (6-12) SP- Special Education Hearing (pre-K-12) SP – Special Education Vision (pre-K-12) Gifted Education pre-K-12 SP- Early Childhood Education (pre-K-3)
	Special Education Modified	
SP-SE (K-8)	Special Education - Interventionist	ELEM (K-5 only) CA-MG (6-8 only) SP – Special Education Hearing (pre-K-12) SP- Special Education Vision (pre-K-12) Gifted Education pre-K-12 SP-Early Childhood Education (pre-K-3)
SP-SE (6-12)	Special Education - Interventionist	CA-MG (6-8 only) CA – SEC (6-12 only) All CCTE-A – SEC (6-12; 9-12) SP Hearing pre-K-12 SP Vision pre-K-12 Gifted Education pre-K-12
SP-SE (pre-K-12)	Special Education Hearing	N/A
	Special Education Vision	
	Gifted Education	
SP – ESL (pre-K-12)	English as a Second Language	CA-MG (6-8 only) CA-SEC (6-12 only) CA-SEC (9-12) All CCTE-A – SEC (6-12; 9-12) All FA All PE
SP – ECE (pre-K-3)	Special Education Early Childhood	N/A

<p>WL – ALL (pre-PK-12)</p>	Arabic	<p>CA-MG (6-8 only) CA – SEC (6-12 only) All CCTE-A – SEC (6-12; 9-12) WL-ALL ALL WL-SEC All FA All PE</p>
	Chinese	
	French	
	German	
	Greek	
	Japanese	
	Latin	
	Other Foreign Language	
	Russian	
	Spanish	
<p>WL – SEC (6-12; 7-12)</p>	Arabic	<p>CA-MG (6-8 only) CA – SEC(6-12 only) All CCTE-A – SEC (6-12; 9-12) WL-ALL All WL-SEC</p>
	Chinese	
	French	
	German	
	Greek	
	Japanese	
	Latin	
	Other Foreign Language	
	Russian	
	Spanish	