



# Monthly Newsletter



## Educator Certification

### Important Dates/Deadlines

#### Certification Updates

[New Applications](#)

[Mixing Evaluations](#)

[Experience Verification Form](#)

[Local Evaluation Attestation Form](#)

[Employer Verification Form](#)

[Temporary Employment Permit \(TEP\)](#)

[TEP Application](#)

[GPA Flexibility](#)

[Practitioner's License \(PL\) Application](#)

[GPA Flexibility for Temporary Authority to Teach \(TAT\)](#)

[TAT Application](#)

[Educational Leader Application](#)

[Professional Conduct Form](#)

[Reinstatement of Lifetime Certificates](#)

[Literacy Add-on Policy](#)

[Third Party Entities Application Process](#)

[Ancillary Mentor Teacher and Content Leader](#)

#### Certification Best Practice Tips

[Application Submission Best Practices](#)

#### Teacher Certification Appeals Council (TCAC)

[TCAC Membership Revisions and Upcoming Meetings](#)

#### Reminders

[OFAT Processing Update](#)

[TAT Processing Update](#)

[School Nurse Policy](#)

[Communicate with Certification Experts](#)

[Processing Updates](#)

#### Certification by the Numbers

#### Resources/Appendix

##### Legislative Updates and Reminders

[HB 191](#)

[SB 81](#)

[Bulletin 741 Associate Teacher Program](#)

[HB 472](#)

[SB 197](#)

[HB 326](#)

##### Policy Updates and Reminders

[Bulletin 746](#)

## Important Dates/Deadlines

- November 16: Superintendents' Advisory Council
- November 20: [Certification Monthly Call](#)

## Certification Updates

### New Applications

In response to the newly adopted policy, all applications were updated on or before October 1. Beginning November 1 all applications are required to be the October 1 version for processing. Effective November 1 applications will no longer be placed on hold waiting for evidence of payment. Any applications not including evidence of payment and/or accurate payment amount will be closed unprocessed.

Beginning November 1 we will no longer accept corrected application pages to modify an incorrect request as a 'Feedback Follow-up.' A new application and a new fee will be required if the original request cannot be granted. Best practice is to check the certificate and Compass prior to submitting an application; select both Higher and Renewal if it is still unclear whether a candidate qualifies for the higher certificate. Use the [Ask a Question](#) feature or schedule office hours before submitting an application if there are breaks in service or evaluation or if there are questions about which request should be made.

### Mixing Evaluations

As a part of the newly adopted policy, the Division of Educator Certification will be allowed to use evaluations appropriate to the type of school setting in which the teacher served. This change will allow Ancillary teaching and EDL certificates to be renewed if serving in the non-public setting.

- If an educator served in a public school, Compass evaluations will be used.
- If an educator served in a nonpublic school, local personnel evaluations will be used.
- If an educator is contracted to a public school, employer evaluations from a BESE-approved entity will be used.

No scores reflected in Compass need to be submitted on the local personnel evaluation attestation. Compass evaluations are only submitted via the Compass Information System (CIS). Local evaluations **cannot** be used for educators serving in a public school to replace missing/incomplete evaluations. Employer evaluations can only be used if an educator is contracted to a public school by a BESE-approved entity. Any out-of-state experience, regardless of service type (public, nonpublic, or contracted) must still be verified on the Out-of-State experience verification attestation form.

Because service history will need to be clearly identified, the experience verification form will now be a required document for most certification applications. It is paramount that each year of service be clearly identified and captured on the appropriate form. Please use the [Method of Evaluation Guidance](#) document for more details.

As a result of all of these exciting but complicated changes, nonpublic or asterisk (\*) certificates are no longer being issued as of **September 1**. At the renewal of a nonpublic certificate, we will issue a new certificate without the asterisk at the same level. When advancing, all new certificates will be standard (no asterisk), regardless of the evaluations used. Current nonpublic certificate holders who wish to be issued the certificate without the asterisk may apply for renewal as soon as the required evaluations can be verified, even if the certificate is more than 90 days from expiration.

### Experience Verification Form

The format changed from portrait to **landscape** format. Experience should be verified and signed by the current employer submitting the application. The associated evaluation attestation forms should be completed and signed by an HR representative of the evaluating entity for the given year. For example: an educator is employed in EBR, but previously worked at a Diocesan school in BR. The current

employer (EBR) verifies the work history, and a BR Diocesan HR representative completes the local evaluation attestation form for the years that the educator served in the diocesan school.

All fields must be completed for **each** school year or role (mm/yyyy). Employment setting is **required** (public/charter, nonpublic, company). The evaluation method must be chosen. If the method is Compass, use the CIS verification tool to view evaluations. If the method is Local Personnel Evaluations, include the Local Evaluation Attestation form. If the method is Employer (contract company), include the Employer Evaluation Attestation form. If “Cannot be evaluated” is chosen, include a **job description**.

When an employee has been evaluated via Compass, there is no need to send in the actual evaluation/observation documents. This is verified by the LDOE using CIS. It should NOT be duplicatively reported on the local evaluation form. Check CIS or request that the educator check CIS **before** submitting the application.

The employer evaluation should only be selected/used for contracted teachers. This is **not an option** public schools should ever select for anyone employed directly by the school system. The Division of Educator Certification is already seeing several where the applicant has chosen “Employer evaluation” instead of “Cannot be evaluated”. **Cannot** be evaluated is different from **was not** evaluated.

### **Local Evaluation Attestation Form**

This [Local Evaluation Attestation](#) form should be completed by a representative of the evaluating entity. The form can only be used for teachers or leaders in the **nonpublic** setting, or for **leaders** at the **district** level in the public setting. It must include

- the role and job description (teacher, counselor, librarian, school level leader, district level leader, other);
- the scale including the highest possible score and lowest possible score; the earned score;
- the Effective/Ineffective equivalent; and the evaluator’s name, email, title, and signature

Up to **three years** can be listed on one form. Use multiple forms if necessary.

### **Employer Verification Form**

The Employer Verification form can only be used for educators contracted to BESE-approved entities providing instructional services to public school students. It must be **completed by a BESE-approved** entity that conducted the evaluation. It must include

- the role and job description (teacher, counselor, librarian, school level leader, district level leader, other) (job description);
- the scale including the highest possible score and lowest possible score;
- the earned score;
- the Effective/Ineffective equivalent; and the evaluator’s name, email, title, and signature

Up to **three years** can be listed on one form. Use multiple forms if necessary.

### **Temporary Employment Permit (TEP)**

The Temporary Employment Permit (TEP) now has the following options:

- Graduate degree candidates (in subject being taught)
- BESE-approved teacher prep program completion except exams within 10% of passing score
- Bachelor’s degree candidates (in subject being taught)
  - In **secondary** shortage area only
  - Degree with 2.5 GPA from an accredited institution
  - Passage of **all content exams** in alignment with degree and classes taught
  - Program completer with GPA less than 2.5

All TEPs must be issued in a **shortage** area; LEAs must attest to no other certified candidate available. Candidates not completing teacher prep, must complete pre-service training prior to the first day with students. Candidates must be **mentored** each year for renewal. Candidates must receive a successful rating (Effective Proficient or higher) each year on the TEP for renewal. After three successful evaluations on the TEP, mentoring is no longer required but encouraged. After **five** successful years on the TEP, a candidate may be granted a Level 1 standard teaching certificate. Years on TEP do not count toward tenure.

### **TEP Application**

The documents listed in the chart below are applicable for issuance of an initial TEP. For recent completers (since the 2016 program change), the mentoring attestation is also required. One application is used for all TEP pathways; please use the guidance document appropriate to the pathway to determine the areas that can be requested for each TEP pathway. Not all pathways allow all areas, even though the application will allow for an area to be chosen.

<b>Initial TEP Requirements</b>	<b>TEP Graduate Degree Pathway</b>	<b>TEP Bachelor's Degree Pathway</b>	<b>TEP Preparation Pathway (lacking exams)*</b>	<b>TEP Preparation Pathway (lacking GPA)*</b>
<b>Documents Needed</b>	IDs, Application, PC Form, Official Transcripts, Pre-Service Training Attestation, Payment Confirmation	IDs, Application, PC Form, Official Transcripts, Exam Score Reports, Pre-Service Training Attestation, Payment Confirmation	IDs, Application, PC Form, Official Transcripts, Program Completion Verification, Exam Attempt Section/Score Reports, Payment Confirmation	IDs, Application, PC Form, Official Transcripts, Program Completion Verification, Exam Score Reports, Payment Confirmation

The documents listed in the table below are required for renewal of a TEP. Effectiveness ratings of **Highly Effective** or **Effective Proficient** are required for all TEP renewals. A new TEP will be issued for each renewal.

<b>TEP Renewals</b>	<b>TEP Graduate Degree Pathway</b>	<b>TEP Bachelor's Degree Pathway</b>	<b>TEP Preparation Pathway (lacking exams)</b>	<b>TEP Preparation Pathway (lacking GPA)</b>
<b>Documents Needed</b>	IDs, Application, PC Form, Mentoring Attestation, Payment Confirmation	IDs, Application, PC Form, Mentoring Attestation, Payment Confirmation	IDs, Application, PC Form, Mentoring Attestation, Exam Attempt Verification, Payment Confirmation	IDs, Application, PC Form, Mentoring Attestation, Payment Confirmation

### **GPA Flexibility**

Candidates without a 2.2 undergraduate GPA at the time of degree conferral can now be conditionally admitted into BESE-approved teacher preparation programs. Conditional admittance requires the following:

- If a program awards credit hours, the candidate must obtain a 3.0 GPA by the end of the first 12 semester hours of the program. The candidate must also obtain a 2.5 cumulative GPA at the completion of the program.
- If a program does not award credit hours, the applicant must demonstrate mastery of competencies as required by the program and the school system in which clinical practice is completed.

In either situation, before graduation or program completion, the candidate must complete all program requirements as set forth by BESE, including any requirements for clinical practice. **Conditional admittance** and the use of the flexible GPA option must be indicated on all PL applications for candidates with **less than a 2.2 GPA**.

Different from the previous GPA flexibility policy is the removal of the requirement for the structured interview. In lieu of the interview, approved program providers can determine additional conditional admittance requirements. However, minimum entrance requirements, as outlined in Bulletin 996, such as the requirement for the passage of the associated content exams, a non-education baccalaureate degree, etc., still remain the same.

### **Practitioner’s License (PL) Application**

Passing content exam scores (electronically viewable or official score reports), are required. Program admission date cannot precede the passage of content exams. **Official transcripts** indicating minimum of an undergraduate degree with **2.20** cumulative GPA at the time the degree was awarded/conferred must be included. GPA flexibility is now permitted; **no interview** is required. There is no separate GPA flexibility form. A checkbox is now included to indicate attestation. Initials are required. Area of assignment and area of certification must **align** on the intent to employ form.

### **GPA Flexibility for Temporary Authority to Teach (TAT)**

Passing content exam scores (electronically viewable or official score reports), are required. **Official transcripts** indicating minimum of an undergraduate degree with **2.20** cumulative GPA at the time the degree was awarded/conferred must be included. GPA flexibility is now permitted; however a **personal interview** is required for the TAT. There is no separate **GPA flexibility form**. The TAT application now includes a GPA flexibility checkbox with an attestation textbox for initials. To align with the GPA flexibility options previously allowed for entry into a teacher preparation program, structured interview questions may include

- Why do you want to be a teacher?
- What skills or experiences have you had that will contribute to you becoming an effective teacher?
- What do you expect that being a teacher candidate will require in terms of time and commitment?
- What subject area and grade level are you most interested in teaching?
- Tell us about a time when you gathered information from a variety of individuals to improve your effectiveness in your work.
  - What were you trying to improve?
  - What information did you gather to inform the improvements?
  - How did you measure success?

### **TAT Application**

Check [teachlouisiana.net](http://teachlouisiana.net) prior to submitting, as some educators may have previously held TATs from years ago and are subject to renewal requirements, or they may have exhausted all allowable years. TATs must be issued in a **shortage** area. Candidates must have a bachelor’s degree with a **2.2 GPA unless using GPA flexibility**, which is allowed with a structured interview. The application includes employer verification of the **completion of the interview**. Application choices include initial, renewal, and change of school system. **“Change of area” must be requested for renewals only**. The exam verification form is used for **renewals only**.

## **Educational Leader Application**

The [Educational Leader application](#) has been shortened as a part of the latest revisions. The application includes the basic documents needed and links to checklists for each pathway. The EDL checklists include the additional required documents specific to the selected pathway.

- [Master's Degree Path](#)
- [Alternate Path 1](#)
- [Alternate Path 2](#)
- [Alternate Path 3](#)

All pathways to the Educational Leader 1 license require the successful completion of either the [Praxis School Leaders Licensure Assessment \(SLLA\)](#) or the [Louisiana Leadership Assessment Series \(LLAS\)](#).

## **Professional Conduct Form**

The [Professional Conduct \(PC\) form](#) has been simplified and is a required part of every certification application submission. The applicant must complete the top portion of the form, answer all three questions, and sign/date the bottom of the form. Even if they previously disclosed/self-reported an incident, the applicant is required to answer truthfully every time they complete the PC form.

- Review demographic information carefully. If any part is missing or incorrect, the application will be denied as “unprocessed”. Frequent errors include incorrect SSN, entering the current date for the DOB, and missing or incorrect name(s).
- If the applicant indicates a “yes” answer, relevant/explanatory documents must be included. This may include court documents/minutes, citation, letter from clerk of court, etc. DO NOT include a copy of the CBC you may have received; it is illegal to share a CBC.
- Question 1 refers to censure of a professional license (in another field or in another state/country). It is NOT asking about actions on a LA teaching certificate. Sometimes applicants answer “yes” on this question because they applied and were previously denied a LA certificate based on missing documents or not meeting eligibility requirements. This is not the denial to which this question is referring.
- Question 2 refers to any possible investigation into a professional license censure.
- Question 3 refers to “convictions” not simply arrests. All convictions should be disclosed, including but not limited to expungements, first offender pardons, and pre-trial diversion.

If a person previously disclosed or completed a records review with BESE permitting certification, it should still be reported by the applicant on the PC form, but instead of sending all the explanatory documents, the BESE letter could be included. Doing this would expedite the processing without a delay in it being reviewed by the Division of Educator Certification and our legal office.

## **Reinstatement of Lifetime Certificates**

A lifetime certificate will **lapse for disuse** if a certificate holder allows **five** consecutive calendar years to pass without regularly being employed as a teacher for at least **one semester**, or 90 consecutive days. A lapsed certificate may be reactivated via a request from an employing authority at the previously attained level for a five-year period. During the five-year reactivation period, the holder must earn at least three effective evaluations. Upon earning **three effective evaluations**, the holder may apply, via the employing school system, for reinstatement of the **lifetime** validity. Semester hours of coursework is no longer required for reinstatement of a certificate.

## **Literacy Add-On Policy**

In alignment with 2021 legislation, literacy policy updates were approved regarding the science of reading competencies last year. Those competencies are required for all literacy coursework. Teacher preparation providers have some time to design and restructure teacher preparation literacy coursework for add-on requirements. The changes for add-on literacy coursework include the requirement for nine semester hours of literacy coursework for special education areas beginning in the fall of 2024.

Beginning with the **2024-2025** school year, program completers are required to have the updated literacy foundations/science of reading-aligned coursework.

For initial preparation, semester or contact hours may only be accepted for the literacy requirements. However for add-ons, semester hours, contact hours, the adopted TOR exam, or literacy foundations training may be accepted for the number of hours approved per program. The approved literacy foundations providers are approved for the equivalent semester credit hours listed in the chart below.

Vendor	IDEA Accredited	LDOE Approved Training	100+ hours or 2+ years of coursework	Approved Total of Literacy <b>Credit Hours Equivalent</b>
A+PEL	X			3
AIM	X	X		6
Keys to Literacy	X	X		6
Voyager Sopris (LETRS)	X	X	X	9

### **Third Party Entities Application Process**

All entities contracting educators to serve Louisiana students must be approved by BESE for those evaluations to be approved.

Policy regarding the approval process will be before BESE in the coming months.

For ‘third party’ entities interested in piloting the approval process, please contact [Christy Bellue](#) or [Arthur Joffrion](#) for more information.

### **Ancillary Mentor Teacher and Content Leader**

Anyone holding the Ancillary Mentor Teacher and/or Content Leader certificate, as well as a professional level teaching certificate (OS, Level 1, 2, 3, 2\*, 3\*, Type A, B, or C certificate) has the endorsement added to their teaching certificate. The professional level certificate could be valid or expired for this automated endorsement clean-up. This change **does not** apply to

- Ancillary **Provisional** certificates (these are only one-year certificates)
- Ancillary certificate holders without a teaching certificate

## **Certification Best Practice Tips**

### **Application Submission Best Practices**

- **Read and follow** all instructions included in each application packet.
- **Do not** include parts of other applications with an application, i.e. including other requests (from the EV form) in the RH form or vice versa.
- When scanning, scan **upright** and in the **order** on the application checklist, **combining** all pieces into a single PDF file. Some physical scanners have settings to allow scanning to one PDF file, or

applicants may use a scanning app (Genius Scan, CamScanner, the scan feature included on some phones or camera apps, or Print to PDF tool).

- **Choose** the appropriate category for the application that is uploaded when submitting; if submitting a document as a feedback/follow-up to a previous application, select “Feedback/Follow-up” as the application type.
- Please ensure that questions submissions are actually questions and application submissions are actually applications and not vice versa.
- When submitting self-evaluations (now required), ensure that **course titles and course numbers** are included.
- If licenses are required (i.e. speech pathologist, etc.), please ensure they have a current validity.
- When a graduate degree is a **qualifying requirement** for the issuance of a certificate (e.g. Level 3), eligibility (e.g. EDL eligibility), or endorsement (e.g. Academically Gifted), the degree will be placed on the certificate at the time of the add-on, issuance, or eligibility. **There is no need to apply for the degree to be added separately or to pay an additional fee for the degree to be placed on the certificate.**
- **Please note:** eligibility letters submitted for issuance of a certificate also require a picture ID and a copy of the Social Security card as stated in the eligibility letter.

## Teacher Certification Appeals Council (TCAC)

### TCAC Membership Revisions and Upcoming Meetings

Newly redesignated Revised Statute 17:8.8 (formerly a part of R.S. 17:7.) specifically names the nominating entities for the Teacher Certification Appeals Council (TCAC). As an additional part of this newly redesignated law, provisions were made in the event that a nominating entity named in the law dissolves. In that instance, the provisions allow for BESE to name a similar nominating entity for the dissolving entity.

As many of you may already know, the Louisiana Association of School Executives (LASE) is dissolving. At August BESE, the Louisiana Association of Principals (LAP) was named as a nominating entity for TCAC. And, at the October meeting, BESE approved Hennessey Melancon to serve on TCAC.

The TCAC meeting schedule for 2024 is listed below.

- March 14
- June 13
- August 29
- November 7

To be able to be heard at a TCAC meeting, an applicant must first **apply**, be **denied** certification by our office, then appeal.

Appeals application packets should be sent to [certificationappeal@la.gov](mailto:certificationappeal@la.gov) **one month prior** to the TCAC meeting.

## Reminders

### OFAT Processing Update

After stakeholder feedback, we updated processing procedures for Out-of-Field-Authority-to-Teach (OFAT) certificates. Previously, OFATs were valid for a **school session**, which sometimes was retroactive to the beginning of a school year and reduced the actual time a teacher candidate had to complete OFAT requirements.

As of **July 1, 2023**, OFATs will be issued for a year from the date issued.



Best practice is to check [teachlouisiana.net](https://teachlouisiana.net) to see if an educator previously held an OFAT before submitting an application.

## **TAT Processing Update**

After stakeholder feedback, the Division of Educator Certification has updated processing procedures for Temporary Authority to Teach (TAT) certificates. TATs are currently issued for one year; however, the TAT area was not allowed to be changed.

Since the TAT is a workforce shortage certificate, effective **July 1, 2023, at the time of renewal/extension**, the certification area and/or the LEA can be changed.

**Three years** is the **maximum** amount of time a person can serve on any TAT regardless of area or LEA changes. Every year the TAT counts towards the maximum allowable three years. Best practice is to check [teachlouisiana.net](https://teachlouisiana.net) to see if an educator previously held a TAT before submitting an application.

## **School Nurse Policy**

At January BESE, School Nurse policy was updated. The policy now states “**Beginning August 1, 2023, a registered nurse who holds a current, valid license in good standing with the Louisiana State Board of Nursing is considered certified by BESE.**”

The LDOE will **no longer** issue school nurse certificates. Each school district determines if a nurse applicant is considered certified.

From a certification standpoint, a school nurse is still considered **certified ancillary service personnel** if they meet the above requirements. The LDOE verification of license status and employment history is **no longer required**. LEAs **do not** need to request certification for school nurses, and school nurses applying for a position may show a current, valid registered nurse license in good standing with the Louisiana State Board of Nursing as proof of BESE certification as a school nurse.

To verify a nursing license, please visit the [Louisiana State Board of Nursing website](https://www.lbsn.org/).

To ensure your school nurse is ready to perform the functions required of the position, prepare them by providing training in alignment with [School-Based Nursing Services In Louisiana Schools: A Resource Handbook for School Nurses and School Administrators](#).

Review existing local policy to determine whether edits are needed to staffing requirements, hiring protocols, training protocols, and personnel documentation practices.

## **Communicate with Certification Experts**

Submit a question via the [Online Teacher Certification Portal. Teach LA Live!](#)

- Responses are provided in writing in less than five business days.
- Using the online portal provides transparency and accountability for which responses can be referred to through the user’s online history.
- Providing details in the question will allow responses that are specific to educators’ cases.
- Schedule an office hours appointment through an HR or Program Provider account.
  - Complex questions can be asked/answered verbally during the call and with follow-up email.
  - Certification applications may be expedited during the call.
  - If more than 15 minutes is needed, please schedule multiple appointments.

## Processing Updates

We are working with **additional resources and training new individuals** to process applications. Applications may be processed **out of date** order during the next few months. Stakeholders may see applications in the following categories processed before other categories:

- Early Childhood Ancillary Certificate (ECAC)
- Temporary Authority to Teach (TATs)
- Renewal Higher (RH)
- Mentor Teacher/Content Leader (MT/CL)
- Residents (Rs)
- Practitioner Licenses (PLs)
- Initials
- Teaching Authorizations (TAs) will no longer be issued

To increase our efficiency, the Division of Educator Certification instituted an **automated** process. During this process, some cases were flagged with a “first line review (FLR)” as a case owner. If a case submitted is placed into this category, results only indicate what the **automated** tool has **determined**. **A subsequent review by a certification specialist will be completed and communication will be forwarded in response to the case.**

An analysis of the certification applications received indicate a significant number are **incomplete, inaccurate, or incorrectly submitted**. All of these issues contribute to the increased processing time for all applications. We are asking for your **partnership** in reviewing **all** applications before submitting.

Please **review** the [Best Practice Tips](#) section to assist in preparation of applications before submitting.

## **Certification by the Numbers**

Current average certification application processing time has been reduced to between 15-25 business days (or 3-4.5 weeks). For August, the following metrics were obtained:

- 4,297 applications processed
- 66% of applications processed within 15 business days
- 1332 questions answered
- 94.7% of questions answered within five business days

For September, the following metrics were obtained:

- 3,805 applications processed
- 53% of applications processed within 15 business days
- 1064 questions answered
- 90% of questions answered within five business days

## **Legislative Updates and Reminders**

### **HB 191 - Jefferson - ACT 63**

[HB 191](#) - Jefferson - [ACT 63](#) updates literacy requirements. It aligns literacy options for traditional and alternately prepared teacher candidates. Candidates must complete a prescribed number of semester hours of Science of Reading coursework or possess reading and literacy competencies identified in scientifically based reading research at the national level and approved by BESE. This legislation also allows for the use of successful evaluations in a variety of settings:

- Out-of-State (OS) candidates need at least 3 years of OS successful evaluations to be credited for years.
- In-state nonpublic needs nonpublic successful evaluations to be credited for years.

- Educators not employed by, but contracted to a public school via a company approved by the Board and has successful evaluations can be credited w/ successful evaluations.
- BESE to define rules and process for these approvals and evaluations.

### **SB 81 - McMath - ACT 99**

[SB 81](#) - McMath - [ACT 99](#), known as the Associate Teacher Permit Pathway, states that in order to participate, an individual must

- possess an associate degree from an accredited college or university;
- be continuously enrolled in an undergraduate teacher education program at an accredited college or university for the purpose of obtaining a bachelor's degree;
- be continuously enrolled in an undergraduate teacher education program at an accredited college or university for the purpose of obtaining a bachelor's degree;
- be at least 25 years of age;
- cannot participate in the program for more than 5 years;
- can be employed to teach only in the content area related to the participant's associate's degree;
- cannot teach special education classes;
- teaching hours shall count towards the student teaching/residency hours;
- cannot be paid more than 75% of average yearly teacher salary for that specific employing LEA;
- shall have a mentor (subject to funding);
- shall participate in weekly teacher collaborations; and
- have a clear CBC.

The LDOE shall evaluate the program and report its findings to the legislature no later than December 29, 2028. If not legislatively renewed, the program terminates December 31, 2033.

### **Bulletin 741 Associate Teacher Program (Act 99)**

In response to [Act 99](#), bulletin 741 Revisions create the new Associate Teacher Program, which allows individuals age 25 and older with a cleared background check and an associate degree to become a teacher of record. These individuals will be required to enroll in an undergraduate teacher preparation program, receive mentoring, and participate in weekly teacher collaborative professional development. Our office will not issue certificates for these individuals. Local systems will issue the permit and retain documentation. The LDOE created a [Template for Permit Documentation](#). Please contact [Arthur Joffrion](#) with questions.

### **HB 472 - Mincey - ACT 371**

[HB 472](#) - Mincey - [ACT 371](#) was initially known as the Interstate Teacher Mobility Compact, but was substituted with the Military and Military Spouse provision. It states that the LDOE will grant a five-year certification to active military or military spouses serving in LA. Eligibility determination is to be made within 20 days of receipt of the completed application.

### **SB 197- Peacock - ACT 392**

[SB 197](#)- Peacock - ([ACT 392](#)) does the following:

- Redesignates portions of certification law and makes technical changes.
- Allows for conditional acceptance into a teacher preparation program for applicants with less than a 2.20 GPA.
  - Candidate must obtain a 3.00 GPA for first 12 credit hours or demonstrate mastery of competencies.
- Aligns literacy options for traditional and alternately prepared teacher candidates.
  - Candidate must complete either the prescribed number of semester hours of TOR or possess reading and literacy competencies identified in scientifically based research and approved by BESE.
- Requires applicants to complete at least 180 hours in actual teaching with a substantial portion of the 180 hours on an all-day basis.

- Requires applicants applying for initial certification to teach K-3 to pass a rigorous Teaching of Reading exam effective January 1, 2024.
- Requires OS applicants to have three years of OS experience prior to LA teacher certification for exam exemption.
- Specifies exams required for certification as pedagogy and applicant area of specialization.
- Provides for exemptions and issuance of a provisional certificate for
  - Foreign Language Immersion Program teachers
  - OS candidates not meeting exam exclusion
  - Teacher Preparation completer lacking exam scores by 10%
- Defines OS exam exclusion as OS candidates with at least 3 years of successful teaching experience are excluded from taking exams.
- Requires annual exam reporting on the LDOE website.
- Expands Temporary Employment Permit (TEP) pathway
  - graduate degree candidates (in subject teaching)
  - bachelor's degree candidates (in subject teaching)
    - in secondary shortage area only
    - with degree from an accredited institution with a 2.5 GPA
    - with passing score on all content exam
  - teacher prep program completion except lacking passing exam score within 10%
  - program completer with GPA less than 2.50
- Determines the following conditions apply for the TEP:
  - LEA must attest to no other certified candidate available.
  - Candidate must be mentored each year.
  - Candidate must receive Effective Proficient or higher rating.
  - Candidates not completing teacher prep must complete pre-service training.
  - Candidate may advance to standard level certificate after five years on TEP with effective evaluations and upon attestation recommending employment by LEA.
  - Candidate's accumulation of years on TEP do not count toward tenure.
- Defines exam exclusion and changes certificate validity for OS principals
  - Candidate must hold valid OS principal certification and four years successful experience to qualify for exam exclusion. OS principals no longer need one year in-state successful leadership.
  - OS principal will be a 5 year provisional certificate.
- Specifies the qualifications for school psychologists shall be not less than NASP, and the board may deem School Psychologist certified.
- Provides for options for TCAC membership when an entity named in law dissolves.
  - Upon the notification of the dissolution of any association with nominating authority, the Board shall name a similar association to act as a nominating authority. The nomination and approval process shall remain the same as listed in statute currently.
- Updates criminal history requirements and prohibitions.
- Defines appeals options to the Board for specific situations
  - After an appeal, the Board may issue to anyone convicted of a felony or R.S.15.587.1 (C), submitted fraudulent documentation, or has facilitated cheating on state assessments, if five years have passed and the Board has received a formal appeal/review request.
  - The Board shall post on its website a report regarding appeals of these types of individuals.
- Prohibits certification of individuals with certain offenses.
- Provides for a "grandfather" clause for those issued a credential or having an appeal pending prior to July 1, 2023, with certain prohibited offenses.
- Requires an applicant for initial certification to undergo a background check for certification beginning **January 1, 2025**.
- Requires the LDOE to check rap backs for anyone already certified when an educator tries to advance, renew, or otherwise modify a credential. The LDOE may obtain a criminal history check if needed.
- Requires that educators, administrators or other credentialed personnel notify the LDOE of any felonies or 15.587.1 offenses within 2 business days.
- Determines that the Board shall revoke any educator's credential for conviction of an offense listed in R.S. 15:587.1 or any felony offense.

- Requires the LDOE to notify the last known school that employed the person of the revocation of a credential.
- Requires the LDOE to make available on its website the identities of any person whose credential has been denied, suspended, or revoked for
  - felony convictions or convictions of offenses listed in R.S. 15:587.1;
  - submission of fraudulent documentation to the Board or Department; or
  - facilitation of cheating on any state assessment.
- Specifies that an employing school system may determine that an individual with a credential issued by the LDOE has not been convicted of a criminal offense.
- States that a CBC is not required for an applicant with a teaching credential issued by the Board (unless it has been denied, suspended or revoked).
- Requires an administrator, teacher or other school employee to notify of final conviction or no contest plea to any criminal offense, excluding traffic offenses, to his employer and to the LDOE within 2 business days.
- Repeals the requirement for the issuance of a teaching authorization.
- Updates R.S. 15:587.1 to include newly redesignated sections of law.

## **HB 326 - Nelson - ACT 347**

[HB 326](#) - Nelson - ([ACT 347](#)) requires that a teacher preparation program include instruction on foundational numeracy skills that include, but are not limited to

- effectively teaching foundational mathematics skills explicitly and systematically
- implementing effective mathematics instruction using high-quality instructional materials
- providing effective instruction and interventions for students who have difficulty with mathematics
- understanding and using student data to make instructional decisions

The Act requires that BESE **revise teacher certification requirements and the requirements of teacher education programs** to require instruction on foundational numeracy skills standards for candidates seeking certification to teach students by **December 31, 2023**. The LDOE expects to update policy with a future effective date.

## **Policy Updates and Reminders**

In an effort to align with **law**, the LDOE proposed policy updates at **August BESE**. Adopted revisions related to legislation include:

- Literacy policy alignment
- GPA flexibility
- TEP expansion-bachelor degree option for shortage areas, GPA not met
- Third party vendor and nonpublic evaluation mixing
- TA removal
- CBC updates
- Military Certificate update
- Associate Teacher Program

## **Bulletin 746**

Educational Testing Services (**ETS**) has been redesigned and will be phasing out the currently adopted **Special Education exams**. Policy adopted the newly designed exams for replacement to include the one-year implementation, as required by BESE policy.

Additional revisions removed the **limitation of days** teacher candidates serving as resident teachers can serve as **substitute teachers**, provided such service does not impede residency performance or ability to successfully complete preparation programs. Service as a **long-term substitute** would likely impede the residency requirements as outlined in Bulletin 996 and is **not recommended**.