

ENTHEOS ACADEMY

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I want to be a teacher for Entheos Academy. How do I obtain an educator license if I didn't graduate with a bachelor's/master's in education?

Programs at a glance:

1. Apply for and obtain an Associate Educator License from the Utah State Board of Education (USBE) or a University program.
2. Get hired at a district/charter school with an approved Alternate Pathway to Professional Licensure (APPEL) program.
3. Complete all APPEL requirements within three (3) years and be recommended for a Professional Educator License.

Entheos Academy's APPEL Educator Steps Start to Finish:

1. To enter the program, you must have a minimum of either a university bachelor's degree or an industry certification in a specific area to be eligible for an Associate Educator (AEL) license OR be enrolled in your Junior or Senior year in a fully accredited teacher preparation program that will end in a teaching license.
 - o Your major does NOT have to be in the same content area in which you want to teach. However, If you are a CTE teacher, your certification must be in the same CTE area as that which you want to teach. Please meet with your APPEL advisor for further clarification on this matter.
2. Apply for an Associate Educator License through the USBE.
 - o There are five steps you must complete PRIOR to applying for an AEL. Please follow the directions in order on the USBE AEL [webpage](#).
 - o Once the AEL is awarded, save a copy of the license PDF to use in job applications.
3. Apply to a teaching position with Entheos Academy, for which you are approved through USBE with your AEL.
4. Get hired at Entheos Academy and be accepted into the APPEL program.
 - o Once you are hired on an AEL, you will be formally accepted into the APPEL program.
 - o After a transcript review is conducted, you will have an initial consultation with the APPEL program director at Entheos Academy to review all program expectations and licensure requirements.
 - o You will be assigned by Entheos Academy to work with an APPEL coach who will mentor, support, and be a part of your teacher training experience. You will commit to annual progress towards licensure.

5. Work for up-to-three years on the AEL at Entheos Academy to complete all professional licensure requirements of pedagogy, content, competencies, and assessment.
 - o USBE requires pedagogy studies in the following topics:
 - Currently, Entheos Academy has a partnership with Salt Lake Community College to provide these courses for our educators.
 - Classroom Management: Creating an Effective Learning Environment
 - Curriculum Development: Instruction, Planning, Technology, Assessment
 - Introduction to Special Education
 - Literacy in the Content Area
 - Working with Diverse Populations USBE requires completion of all content requirements outlined by specific license area and endorsement.
 - If your major/CTE area is what you plan to teach, there will likely be less additional content studies that you'll need to complete.
 - Elementary Education requires specific content studies in the Science of Reading and the Science of Mathematics as well as Child Development.
 - Secondary Education requires Methods of Teaching in the Content Area (which cannot be taken at SLCC and you will need to take at another fully accredited university or at Granite Education Foundation).
 - Some CTE areas require a Methods course; others do not.
 - APPEL educators must demonstrate specific competencies outlined in Board Rule for their own work as an educator, for clinical experiences in the classroom, and for dispositions of teaching. These competencies must be demonstrated constantly and consistently in order to be met.
6. At the end of the APPEL program, educators will complete a Pedagogical Performance Assessment (PPAT) conducted by Educational Testing Services (ETS).
 - o The educator demonstrates their understanding and ability to create curriculum, execute instruction, adjust instruction as necessary, assess student learning, and reflect on the teaching process.
7. Receive your Professional Educator License.
 - o An APPEL educator must complete all USBE Board Rule professional licensure requirements as well successfully meet all teacher evaluation requirements.
 - o All APPEL stakeholders (including the educator, school administration, coaches, etc.) must all agree that the educator should be recommended for professional licensure.

- o The APPEL Program Director will recommend the educator for a Professional Educator License.

Please email dina.wecker@entheosacademy.org for any questions about the Entheos Academy APPEL program.

Additional Information:

What is an Associate Educator License (AEL)?

A temporary license in a specific license area and endorsement (as applicable) awarded by the USBE. This license qualifies you to teach in that subject area awarded while you complete professional licensure requirements.

An AEL can be earned in Elementary Education, Secondary Education with an endorsement in a specific content area, or Career and Technical Education (CTE) in a specific CTE area.

What is the Alternate Pathway to Professional Educator License (APPEL)?

Each district/charter school who wants to hire non-professionally licensed teachers must have a USBE-approved APPEL program. The program will provide the experiences, coursework, and support for the educator to earn a professional license in Elementary, Secondary or CTE areas. Educators teach in the content area while working through the APPEL program.

- Special Education is not a part of APPEL.

What kind of requirements are required for professional educator licensure?

The USBE has set certain requirements for pedagogy studies, content knowledge testing and studies, educator competencies, clinical experience competencies, educator dispositions, and teacher performance assessments. Each requirement set out in Board Rule must be met and/or demonstrated before the APPEL program can recommend the educator for a Professional Educator License.

Breakdown of the new Utah State Board of Education's (USBE) Licensing Areas

The Utah State Board of Education may grant an educator one of the following education licenses:

1. **Professional Educator License** – a license issued to an individual who has demonstrated all of the State established competencies to be an educator.
2. **Associate Educator License** – a license issued to an individual who has met a minimum set of educator requirements and is completing all professional educator requirements to receive a Professional Educator License.

3. **Local Education Agency (LEA)-specific Educator License** – a license issued to an individual, approved by the local Board of Education, who has met locally defined competencies to be an educator.
 - o An LEA-specific license area or endorsement may include:
 - Out of State and Internationally licensed educators completing Utah licensing requirements.
 - Educators waiting for university license recommendations.
 - Educators with expired Utah licenses.
 - Educators working towards an Associate license area/endorsement.
 - Career and Technical Education educators completing skills testing.
 - Educators waiting to begin a university licensure program.