

FINANCIAL IMPACT STATEMENT

PLEASE ANSWER ALL QUESTIONS COMPLETELY

DEPARTMENT Arkansas Department of Education

DIVISION Educator Effectiveness and Licensure

PERSON COMPLETING THIS STATEMENT Lori Freno, General Counsel

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To comply with Ark. Code Ann. § 25-15-204(e), please complete the following Financial Impact Statement and file two copies with the questionnaire and proposed rules.

SHORT TITLE OF THIS RULE Rules Governing Educator Licensure

1. Does this proposed, amended, or repealed rule have a financial impact? Yes No
2. Is the rule based on the best reasonably obtainable scientific, technical, economic, or other evidence and information available concerning the need for, consequences of, and alternatives to the rule? Yes No
3. In consideration of the alternatives to this rule, was this rule determined by the agency to be the least costly rule considered? Yes No

If an agency is proposing a more costly rule, please state the following:

(a) How the additional benefits of the more costly rule justify its additional cost;
N/A

(b) The reason for adoption of the more costly rule;
N/A

(c) Whether the more costly rule is based on the interests of public health, safety, or welfare, and if so, please explain; and;
N/A

(d) Whether the reason is within the scope of the agency's statutory authority; and if so, please explain.
N/A

4. If the purpose of this rule is to implement a federal rule or regulation, please state the following:

(a) What is the cost to implement the federal rule or regulation?

Current Fiscal Year

General Revenue _____
Federal Funds _____
Cash Funds _____
Special Revenue _____
Other (Identify) _____

Total N/A

Next Fiscal Year

General Revenue _____
Federal Funds _____
Cash Funds _____
Special Revenue _____
Other (Identify) _____

Total N/A

(b) What is the additional cost of the state rule?

Current Fiscal Year

General Revenue _____
Federal Funds _____
Cash Funds _____
Special Revenue _____
Other (Identify) _____

Total N/A

Next Fiscal Year

General Revenue _____
Federal Funds _____
Cash Funds _____
Special Revenue _____
Other (Identify) _____

Total N/A

5. What is the total estimated cost by fiscal year to any private individual, entity and business subject to the proposed, amended, or repealed rule? Identify the entity(ies) subject to the proposed rule and explain how they are affected.

Current Fiscal Year

\$ Zero

Next Fiscal Year

\$ Zero

6. What is the total estimated cost by fiscal year to state, county, and municipal government to implement this rule? Is this the cost of the program or grant? Please explain how the government is affected.

Current Fiscal Year

\$ Zero

Next Fiscal Year

\$ Zero

7. With respect to the agency's answers to Questions #5 and #6 above, is there a new or increased cost or obligation of at least one hundred thousand dollars (\$100,000) per year to a private individual, private entity, private business, state government, county government, municipal government, or to two (2) or more of those entities combined?

Yes No

If YES, the agency is required by Ark. Code Ann. § 25-15-204(e)(4) to file written findings at the time of filing the financial impact statement. The written findings shall be filed simultaneously with the financial impact statement and shall include, without limitation, the following:

- (1) a statement of the rule's basis and purpose;
- (2) the problem the agency seeks to address with the proposed rule, including a statement of whether a rule is required by statute;
- (3) a description of the factual evidence that:
 - (a) justifies the agency's need for the proposed rule; and
 - (b) describes how the benefits of the rule meet the relevant statutory objectives and justify the rule's costs;
- (4) a list of less costly alternatives to the proposed rule and the reasons why the alternatives do not adequately address the problem to be solved by the proposed rule;

- (5) a list of alternatives to the proposed rule that were suggested as a result of public comment and the reasons why the alternatives do not adequately address the problem to be solved by the proposed rule;
- (6) a statement of whether existing rules have created or contributed to the problem the agency seeks to address with the proposed rule and, if existing rules have created or contributed to the problem, an explanation of why amendment or repeal of the rule creating or contributing to the problem is not a sufficient response; and
- (7) an agency plan for review of the rule no less than every ten (10) years to determine whether, based upon the evidence, there remains a need for the rule including, without limitation, whether:
 - (a) the rule is achieving the statutory objectives;
 - (b) the benefits of the rule continue to justify its costs; and
 - (c) the rule can be amended or repealed to reduce costs while continuing to achieve the statutory objectives.

SUMMARY FOR DEPARTMENT OF EDUCATION
PROPOSED AMENDMENTS TO
RULES GOVERNING EDUCATOR LICENSURE

The Rules Governing Educator Licensure regulate licensure for Arkansas teachers and administrators. The proposed rules reflect changes to implement the Educator Career Continuum and make technical corrections to certain other provisions.

Changes concerning the Educator Career Continuum:

- A. Chapter 1, Section 1-2.0 Definitions, is amended to add the following definitions related to Educator Career Continuum requirements:

“ADE-recognized external micro-credential”

“Licensed teaching experience”

“Stacked micro-credential”

- B. Sections 2-4.02.3 and 2-4.02.4, concerning the Educator Career Continuum designations of Lead Professional Educator and Master Professional Educator are amended to reference the new Section 4-11, which provides the requirements for those designations.
- C. Chapter 4, Section 4-2.0 Application for a Standard License – In-State Applicants, is amended to provide that after January 1, 2019, a first-time license will be issued as an Early Career Professional Educator License, unless the applicant qualifies for a standard license for the Career Professional Educator License under new Section 4-11.01.
- D. Chapter 4, Section 4-3.0 Application for a Standard License – Out-of-State Applicants (Reciprocity), is amended to provide that after January 1, 2019, a first-time Arkansas license issued by reciprocity will carry the Educator Career Continuum designation for which the applicant is qualified, under new Section 4-2.11.0.
- E. Chapter 4, Applications for Licensure, is amended to add Section 4-2.11.0, which contains the requirements for the licensure designations under the Educator Career Continuum for:
- Career Professional Educator
Lead Professional Educator License – In-State or By Reciprocity
Master Professional Educator License – In-State or By Reciprocity
- F. Section 5.0, License Renewal, is amended to provide that after January 1, 2019, a standard license issued before January 1, 2019, will be renewed with an Educator Career Continuum designation for which the applicant qualifies under new Section 4-11.0.

Changes concerning Education Leader Preparation Programs:

Section 3-4.02.2 is amended to clarify the requirement for site-based, in-person interaction, and internship experiences for candidates in a program for licensure as an administrator.

Changes concerning adding an area by reciprocity to an existing Arkansas Standard License:

Section 4-10.07.2 is amended to allow an applicant holding an existing Arkansas license to add an area through reciprocity by testing out when the applicant taught the area sought to be added for at least three (3) years under the out-of-state license.

Changes concerning the Effective Teacher Licensure Exception:

Section 7-3.01 is amended to clarify an example given for the licensure exception, and to provide that the licensure exception is not available for teaching in special education.

The Rules Governing Educator Licensure are revised as follows:

A. Chapter 1, Section 1-2.0 Definitions, is amended to add the following definitions (all other definitions will be appropriately renumbered):

1-2.08 “ADE-recognized external micro-credential” means a single or a stacked micro-credential that meets the following criteria and is designated by the Department as recognized for the applicable license:

1-2.08.1 Is developed by a state, regional, or national non-profit educational organization;

1-2.08.2 Is based on peer-reviewed education research;

1-2.08.3 Utilizes national standards or competencies;

1-2.08.4 Contains rigorous requirements for research, performance (including submission of artifacts), and self-reflection;

1-2.08.5 Requires demonstration of a shift in practice that is observable; and

1-2.08.6 Requires reviewer feedback;

1-2.37 “Licensed teaching experience” means teaching in a K-12 public or private school while holding a standard or provisional teaching license, or the equivalent if the applicant is seeking licensure reciprocity. Teaching experience under licensure exception does not count as licensed teaching experience;

1-2.49 “Stacked micro-credential” means a series of micro-credentials, each of which builds upon a previous micro-credential in the series;

B. Section 2-4.0, Standard License, is amended as follows:

2-4.02.3 **Lead Professional Educator License:** The Lead Professional Educator License allows an educator who aspires to a leadership role to do so without leaving the classroom. Examples of some of these roles include: leading professional learning among staff, mentoring, involvement in committee decisions impacting the building/district, improving community relations and building support. The requirements for a Lead Professional Educator License will include at a minimum the requirements of the Career Professional Educator License, has a minimum number of years of teaching experience, and provides verification that the educator

has performed at the level of an Effective Teacher, as defined in the state's ESSA Plan, or an equivalent measure if the applicant is not employed by an Arkansas public school at the time of application. The applicant will also meet the additional requirements for demonstrating competency in teacher leadership ~~approved by the State Board of Education, as recommended by the PLSB after input from education stakeholders.~~ The full requirements will be appended to these rules upon approval found in Section 4-11.0.

- 2-4.02.4 **Master Professional Educator License:** An educator holding a Master Professional Educator License is recognized in the educational community as a high achiever in the field of education. An applicant will demonstrate that he or she has attained a high level of academic achievement in the field of education, makes contributions to education outside of the school environment at regional, state and national levels, and elevates the teaching profession through recruitment, teacher support, and advocacy. The requirements for a Master Professional Educator License will include at a minimum the requirements of the Career Professional Educator License, that the applicant has a minimum number of years of teaching experience, and provides verification that the educator has performed at the level of an Effective Teacher, as defined in the state's ESSA Plan, or an equivalent measure if the applicant is not employed by an Arkansas public school at the time of application. The applicant will also meet the additional requirements for the license ~~approved by the State Board of Education, as recommended by the PLSB after input from education stakeholders.~~ The full requirements will be appended to these rules upon approval found in Section 4-11.0.

C. Chapter 4, Section 4-2.0 Application for a Standard License – In-State Applicants, is amended as follows:

- 4-2.01.11 On and after January 1, 2019, a first-time Arkansas standard license issued under this section will be designated as an Early Career Professional Educator License, unless the applicant qualifies for a standard license for the Career Professional Educator License under Section 4-11.01.

D. Chapter 4, Section 4-3.0 Application for a Standard License – Out-of-State Applicants (Reciprocity), is amended as follows:

4-3.06 On and after January 1, 2019, a first-time Arkansas license issued under this section will carry the Educator Career Continuum designation for which the applicant is qualified under Section 4-2.11.

E. Chapter 4, Applications for Licensure, is amended to add the following section:

4-11.0 APPLICATION FOR AN EDUCATOR CAREER CONTINUUM DESIGNATION ON A STANDARD LICENSE

Application for Career Professional Educator License:

4-11.01 Effective on January 1, 2019, an applicant holding an Arkansas Early Career Professional Educator license in good standing may apply for the designation of Career Professional Educator by completing the appropriate online application, including the non-refundable application fee (unless simultaneously applying to convert a provisional license to a standard license or for renewal of a standard license), and providing the following with the online application:

4-11.01.1 Documentation of three (3) years of licensed teaching experience, which may include teaching with a provisional license; and

4-11.01.2 Verification from the applicant’s last employer that the applicant has performed at the level of an Effective Teacher as evidenced by the applicant’s most recent summative evaluation completed before applying for the license.

Application for Lead Professional Educator License – In-State or By Reciprocity:

4-11.02 Effective on January 1, 2019, an applicant may add the designation of Lead Professional Educator to an Arkansas standard license in good standing by completing the appropriate online application, including the non-refundable application fee (unless simultaneously applying for renewal of a standard license), and providing the following with the online application:

4-11.02.1 Documentation of three (3) years of licensed teaching experience; and

4-11.02.2 Verification from the applicant’s last employer that the applicant has performed at the level of an Effective Teacher as evidenced

by the applicant's most recent summative evaluation completed before applying for the license; and

4-11.02.3 Documentation of one of the following:

4-11.02.3.1 Official score report demonstrating passing score, as set by the State Board, on a performance assessment approved by the State Board for the Lead Professional Educator License; or

4-11.02.3.2 Successful completion of an ADE-recognized external micro-credential or stacked micro-credentials aligned with standards adopted by the State Board for the Lead Professional Educator License; or

4-11.02.3.3 Graduation from an ADE-recognized or approved teacher-leader academy, teacher-leader institute, or teacher-leader higher education program of study that:

4-11.02.3.3.1 Aligns with standards adopted by the State Board for the Lead Professional Educator License; and

4-11.02.3.3.2 Requires demonstration of the competency through performance.

Application for Master Professional Educator License – In-State or By Reciprocity:

4-11.03 Effective on January 1, 2019, an applicant may add the designation of Master Professional Educator to an Arkansas standard license in good standing by completing the appropriate online application, including the non-refundable application fee (unless simultaneously applying for renewal of the license), and providing the following with the online application:

4-11.03.1 Documentation of three (3) years of licensed teaching experience; and

4-11.03.2 Verification from the applicant's last employer that the applicant has performed at the level of an Effective Teacher as evidenced by the applicant's most recent summative evaluation completed before applying for the license; and

4-11.03.3 Documentation of one of the following:4-11.03.3.1 Receipt of one of the following awards:4-11.03.3.1.1 Arkansas Teacher of the Year;4-11.03.3.1.2 National Teacher of the Year;4-11.03.3.1.3 National Teacher of the YearFinalist;4-11.03.3.1.4 Milken Educator Award; or4-11.03.3.1.5 Presidential Award for Excellencein Mathematics and ScienceTeaching; or4-11.02.3.2 Board certification from the National Board for Professional Teaching Standards that is a current certification at the time of application; or4-11.02.3.3 Successful completion of:4-11.02.3.3.1 A master's degree or doctoral degree in the teacher's content area; and4-11.02.3.3.2 An ADE-recognized external micro-credential or stacked micro-credentials aligned with standards adopted by the State Board for the Master Professional Educator License.**F. Section 5.0, License Renewal, is amended to add the following section:**5-2.05 On and after January 1, 2019, every standard Arkansas educator's license will be renewed with an Educator Career Continuum designation for which the applicant qualifies under Section 4-11.5-2.05.1 A standard Arkansas educator's license issued before January 1, 2019, will be renewed with a Career Professional Educator designation unless the applicant qualifies for the Lead Professional Educator or Master Professional Educator designation.5-2.05.2 Only one (1) fee for the renewal of the license is required if an application is simultaneously submitted for an Educator Career Continuum designation.

G. Section 3-4.02.2, concerning Education Leader Preparation Programs, is amended as follows:

- 3-4.02.2 Partnerships with one (1) or more school districts for internship experiences that include site-based and in-person interaction ~~throughout the program~~ among school supervisors, program faculty, and candidates. Programs shall include ~~internship experiences that involve candidates in~~ meaningful leadership interactions throughout the program with school personnel, students, and community members, with the support of program faculty.

H. Section 4-10.07.2, Addition of Areas and Endorsements to an Arkansas Standard License by Reciprocity, is amended as follows:

- 4-10.07.2 An endorsement area that is identified by these rules as an exception area endorsement will not be added by testing out through reciprocity, unless the applicant provides documentation that the applicant has been employed in the area sought to be added for at least three (3) years.

I. Section 7-3.0, Effective Teacher Licensure Exception, is amended as follows:

- 7-3.01.1 The grade level being taught shall not be more than one (1) grade level above or one (1) grade level below the ~~teacher's current licensure level~~ grade level that the teacher is currently teaching in as an Effective Teacher. For example: A teacher licensed for 4-8 teaching eighth-grade English Language Arts could teach a ninth-grade English Language Arts class; a teacher licensed for 7-12 teaching seventh-grade Math could teach a sixth-grade Math class.
- 7-3.01.2 The Effective Teacher Licensure Exception shall not be used for teaching special education.