



Utah Military Academy

“Integrity first; Service before self; Excellence in all we do.”

Hill Field campus
5120 South 1050 West
Riverdale, UT 84055
(801) 689-3013

Camp Williams campus
3901 West Waterbury Drive
Lehi, UT 84043
(385) 498-6167



06-149 - LEA-Specific License Policy

1. Rationale

- a. The Board recognizes that occasionally there are circumstances where teachers will need to be hired and qualified for positions using Local Educational Agency (LEA)-specific licenses. The Board delegates to the Administration the responsibility for implementing policy for LEA-specific licenses in accordance with Utah State Board of Education (USBE) Rule [R277-301](#).

2. Administrative Policy

- a. Educator License and Endorsement Requirements
 - i. Utah Military Academy (UMA) License Eligibility Criteria

All applicants must:

- a. Have a bachelor’s or higher degree in a related field of study; or
 - b. Have exceptional or specialized occupational experience, training, or expertise directly related to the area of assignment; and,
 - c. Complete a criminal background check including review of any criminal offenses and clearance in accordance with [Rule R277- 214](#); and,
 - d. Complete the educator ethics review described in [Rule R277-500](#) within one calendar year prior to the application.
- ii. Utah Military Academy Endorsement Eligibility
 1. *This authorization may be issued for a one to three-year period upon request from the director for a licensed teacher (LEA, Associate, or Professional) who is not endorsed in the area of assignment.*
- b. Utah Military Academy License or Endorsement Approval
 - i. The application must receive approval from the UMA Board of Directors in a public meeting no more than 60 days prior to employment and include:
 1. Rationale for the appointment of an LEA-specific license or endorsement.
 2. Verification that there is an inadequate supply of highly qualified and suitable licensed applicants in the license and endorsement area as demonstrated by posting the position for a reasonable period of not less than five days (not required for hourly applicants).
 - c. Applicants placed on Utah Military Academy LEA-specific licenses serve under yearly at-risk employment agreements.
 - d. A Utah Military Academy LEA-specific license area or endorsement is valid for up to three years. After three years, renewal of the license is subject to the approval or denial of the Utah State Board of Education.
 - e. A Utah Military Academy LEA-specific license expires immediately if the educator's employment with UMA ends and the educator is not rehired by UMA as an educator in the next contract year.



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- f. The LEA-specific candidate is responsible to pay all education tuition fees related to license upgrade.

- g. Utah Military Academy is not authorized to provide an LEA-specific educator license in the areas of
 - i. Special Education
 - ii. Preschool Special Education

3. Utah Military Academy LEA-specific Educator Training and Mentoring plan

- a. Within the first year of employment, the educator must complete the following training:
 - i. Educator ethics;
 - ii. Classroom management and instruction;
 - iii. Basic special education law and instruction; and
 - iv. Utah Effective Teaching Standards described in [R277-530](#).
 - v. The educator must participate in UMA’s Mentoring Program.
- b. Utah Military Academy shall provide at least a three-year mentoring program by a trained mentor educator who:
 - i. Holds a professional educator license; and
 - ii. Where possible, performs substantially the same duties as the educator with release time to work as a mentor; or
 - iii. Is assigned as an instructional coach or equivalent position.
- c. The Applicant and Utah Military Academy will develop an Associate Licensing Plan to:
 - i. Encourage transition from an LEA-specific license to a Professional license.
 - ii. Identify applicable educational, skill, and/or content knowledge requirements for enrollment in a qualified educator preparation program.
 - iii. Identify paths and opportunities to prepare for successful passage of a pedagogical performance assessment.
 - iv. Develop significant competency and knowledge sufficient to justify an extension request from the Utah State Board of Education for a continued Utah Military Academy LEA-specific license if transition to an Associate license is not reasonable or applicable.