

OFFICE OF CHIEF ACCOUNTABILITY OFFICER
Summary of State Board of Education Agenda Items
Consent Agenda
December 15, 2022

OFFICE OF TEACHING AND LEADING
DIVISION OF EDUCATOR LICENSURE

- F. Approval to revise Miss. Admin. Code 7 – 4: Part 4: *Licensure Guidelines K-12* to repeal the existing version of the Special, Non-renewable License for Adjunct Teachers and replace it with the proposed Special License, Adjunct Teacher Licensure pathway
(Has cleared the Administrative Procedures Act process with public comments)

Background Information: The Office of Teaching and Leading, Division of Educator Licensure continues to review all guidelines pertaining to the issuance of an educator license to ensure that all requirements remain relevant to the contextual framework of present day, while ensuring consistency in what is required across all pathways to licensure, as appropriate. As a result of continuous stakeholder feedback and review of requirements related to the existence of relevant licensure pathways for specific targeted recruits, on November 4, 2022, the Commission on Teacher and Administrator Education, Certification and Licensure and Development voted to grant approval to repeal the current licensure track for higher education faculty and other professionals seeking to serve in the K-12 sector at the secondary level and replace it with newly proposed criteria for the special license, Adjunct Teacher License.

The special license, Adjunct Teacher License is a three-year license that can only be requested by an employing local educational agency (LEA) or an eligible nonpublic school in the state of Mississippi for a candidate who has not met all teacher certification requirements under the Miss. Code Ann. § 37-3-2(6)(a), (b), and (c), at the time the application is submitted to the Mississippi Department of Education Division of Educator Licensure. This licensure option provides local school district officials with the ability to temporarily address the ongoing teacher shortage. Full criteria for the proposed license are provided via the attached back-up materials.

The public comment period was open from November 10, 2022, through 5:00 p.m. December 9, 2022, with public comments received. Based on the comments received, the MDE recommends that the criterion related to the number of years of experience required for obtaining the initial license change from five (5) years to three (3) years. All other criteria are to remain the same as Class AA, AAA, and AAAA level license holders are already required to earn the minimum number of continuing education units (CEUs) for licensure renewal, which is a total of five (5), whereas those holding a valid Class A license are required to earn a total of 10 CEUs for licensure renewal. Therefore, three (3) years are sufficient for obtaining

the required five (5) CEU credits for licensure renewal. The Department will continue to monitor closely and act, as appropriate. Please note that full public comments and MDE response is provided in the public comment chart found herein.

Recommendation: Approval

Back-up material attached

**MISSISSIPPI DEPARTMENT OF EDUCATION
SPECIAL, NON-RENEWABLE LICENSE FOR ADJUNCT TEACHERS**

~~The special, non-renewable license for Adjunct Teachers is a one-year license that can only be requested by an employing local school district or an eligible nonpublic school in the state of Mississippi for up to three (3) years for a candidate who has not met all certification requirements under the Miss. Code Ann. § 37-3-2(6)(a), (b), and (c), at the time the application is submitted to the Division of Educator Licensure. This licensure option provides local school district officials with the ability to employ candidates who possess the potential to earn full educator certification while temporarily addressing the ongoing teacher shortage.~~

~~The special, non-renewable license for Adjunct Teachers can be requested for an individual who meets one of the following pre-conditions in addition to criteria outlined in the subsequent sections:~~

- ~~a) Specific knowledge, skills, and experience in an engineering, medical, dental, pharmaceutical, veterinarian, legal, accounting, or any other professional position approved by the Mississippi Department of Education (MDE); **or**~~
- ~~b) Instructional experience at a Mississippi Department of Education accepted accredited college or university; **and**~~
- ~~c) Who is eligible to provide instruction in one or more of the following certification fields: English, Reading, Mathematics, Science, Physics, Biology, Chemistry, Earth/Space Science, History, Psychology, Geography, Social Studies, Economics, Art, Music, Behavioral Science, foreign language fields, **and** the fields of Dance and Drama.~~

~~**Requirements.** To be eligible for the Special, Non-renewable License for Adjunct Teachers, the applicant must be employed by a Mississippi local educational agency (LEA):~~

~~**(a) Option 1—Academic Content Areas. The individual must:**~~

- ~~1. Hold at least a Master's degree or higher in any area from an institution of higher education that was regionally/nationally accredited at the time the degree was conferred; **and**~~
- ~~2. Verify a minimum of two (2) years of relevant occupational experience; **and**~~
- ~~3. Hold the appropriate professional licensure for the profession or field of instructional experience; **or**~~
- ~~4. Have a passing score on the appropriate Mississippi State Board of Education Subject Assessment approved for licensure in the endorsement area in which the license is requested; **and**~~
- ~~5. Be assigned a mentor/coach from the same LEA who holds a standard renewable license in the same general subject area(s) in which the licensee is teaching.~~

~~**(b) Option 2—Performing Arts fields: Dance, Drama, Music, and Art. The individual must:**~~

- ~~1. Hold at least a bachelor's degree or higher in the endorsement area in which the license is requested from an institution of higher education that was regionally/nationally accredited at the time the degree was conferred; **and**~~
- ~~2. Verify a minimum of two (2) years of relevant occupational experience; **and**~~
- ~~3. Hold the appropriate professional licensure for the profession or field of instructional experience; **or**~~
- ~~4. Have a passing score on the appropriate Mississippi State Board of Education Subject Assessment approved for licensure in the endorsement area in which the license is requested; **and**~~
- ~~5. Be assigned a mentor/coach from the same LEA who holds a standard renewable license in the same general subject area(s) in which the licensee is teaching.~~

~~**Validity.**~~

~~(a) The Special, Non-renewable License for Adjunct Teachers is valid for one (1) year and may be issued for up to two (2) additional years if the Adjunct Teacher receives annually, a successful rating as measured on the Mississippi Educator and Administrator Professional Growth System.~~

~~(b) The Special, Non-renewable License for Adjunct Teachers will not be converted to any other type of license issued by the Mississippi Department of Education. Should the Adjunct Teacher desire to obtain a standard five (5) year license, all current requirements of a Mississippi State Board of Education approved Traditional or Non-traditional teacher education preparation program must be met.~~

~~**Note:** It is the responsibility of the LEA to assure that Adjunct License holders are assigned only within the subject field(s) associated with the license.~~

MISSISSIPPI DEPARTMENT OF EDUCATION
SPECIAL LICENSE, ADJUNCT TEACHER LICENSE

The special license, Adjunct Teacher License is a three-year license that can only be requested by an employing local educational agency (LEA) or an eligible nonpublic school in the state of Mississippi for a candidate who has not met all teacher certification requirements under the Miss. Code Ann. § 37-3-2(6)(a), (b), and (c), at the time the application is submitted to the Mississippi Department of Education Division of Educator Licensure. This licensure option provides local school district officials with the ability to temporarily address the ongoing teacher shortage.

The special license, Adjunct Teacher License can be requested for an individual who meets the following pre-conditions in addition to criteria outlined in the subsequent sections:

1. Specific knowledge, skills, and experience in an engineering, medical, dental, pharmaceutical, veterinarian, legal, accounting, or any other professional position approved by the Mississippi Department of Education (MDE) except those related to licensure endorsement areas that are offered as part of Career and Technical Education, Administrator, and Instructional Support Personnel license types;

AND

Three-years (~~Five years~~) of relevant occupational experience, directly related to the subject area to be taught at the 7-12 education level; **(NOTE: strikethrough reflects that the number of years of experience being changed from five-years to three-years based on public comment)*

AND

Hold the appropriate valid professional licensure for the profession or field of instructional experience

OR

2. Instructional knowledge, skills, and experience in subject areas such as Biology, Chemistry, Chinese, Economics, English, French, German, Latin, Mathematics, Physics, Psychology, Social Studies, Spanish, Speech Communications or Performing Arts fields: Dance, Drama, Music, and Art;

AND

Three-years ~~Five years~~ (~~ten (10)~~ six (6) complete semesters) of documented teaching experience, in the subject area to be taught at the 7-12 education level, at a Mississippi Department of Education accepted regionally/nationally accredited college or university; **(NOTE: strikethrough reflects that the number of years of experience changed from five-years and ten (10) complete semesters to three-years and six (6) complete semesters based on public comment)*

Requirements. To be eligible for consideration for the issuance of the Special License, Adjunct Teacher License, the applicant must be employed by a local educational agency (LEA) or an eligible nonpublic school in the state of Mississippi and meet the following criteria:

The individual must:

1. Hold a Master’s degree or higher in any area from a Mississippi Department of Education accepted college or university that was regionally/nationally accredited at the time the degree was conferred;

AND

2. Verify a minimum of ~~five years~~ three-years of relevant occupational experience, directly related to the subject area to be taught at the 7-12 education level (*applicable to occupational personnel*)
**(NOTE: strikethrough reflects that the number of years of experience being changed from five-years to three-years based on public comment)*

AND

3. Hold the appropriate valid professional licensure for the profession or field of instructional experience

AND

4. The employing Mississippi LEA or eligible nonpublic school shall provide assurance that the Special License, Adjunct Teacher License holder will engage in:

a) High-quality professional development that is sustained, intensive, and classroom-focused;

AND

b) Intensive supervision that consists of structured guidance and frequent ongoing coaching and support or teacher mentoring rendered by an assigned fully certified teacher in the same subject area in which the licensee is teaching.

OR

1. Hold a Master’s degree or higher in any area from a Mississippi Department of Education accepted college or university that was regionally/nationally accredited at the time the degree was conferred;

AND

2. Verify a minimum of ~~five years~~ three-years (~~ten (10)~~ six (6) complete semesters) of documented teaching experience, in the subject area to be taught at the 7-12 education level (*applicable to higher education personnel*);
**(NOTE: strikethrough reflects that the number of years of experience changed from five-years and ten (10) complete semesters to three-years and six (6) complete semesters based on public comment)*

AND

3. The employing Mississippi LEA or eligible nonpublic school shall provide assurance that the Special License, Adjunct Teacher License holder will engage in:

a) High-quality professional development that is sustained, intensive, and classroom-focused;

AND

b) Intensive supervision that consists of structured guidance and frequent ongoing coaching and support or teacher mentoring rendered by an assigned fully certified teacher in the same subject area in which the licensee is teaching.

Licensure Endorsement Areas:

Biology, Chemistry, Chinese, Economics, English, French, German, Latin, Mathematics, Physics, Psychology, Social Studies, Spanish, Speech Communications or Performing Arts fields: Dance, Drama, Music, and Art;

Validity.

1. The Special License, Adjunct Teacher License is valid for three (3) years.

Renewal Requirements. This special license type may be renewed if the following criteria are met during the three-year validity of license:

1. Adjunct Teacher must obtain annually, at minimum, a successful rating as measured on the Mississippi Educator and Administrator Professional Growth System and defined by the Mississippi Department of education

AND

2. Must meet the Mississippi State Board of Education teacher licensure renewal requirements in effect during the three (3) year validity of the license required for the specific subject area the Adjunct Teacher license is held.

Specific restrictions apply:

- The three-year Special License, Adjunct Teacher license is not transferable between LEAs or eligible nonpublic schools. If a candidate is employed one (1) year and transfers to another school district, the license is no longer valid, unless a new Local District Request Application is received by the MDE Division of Educator Licensure from the local district to which the candidate is transferring. The MDE Division of Educator Licensure must be notified via official correspondence, if the license holder should leave the original LEA or eligible nonpublic school for any reason, in order that the current license be invalidated and to allow submission of a new application by another employing local public school district or an eligible nonpublic school.
- The three-year Special License, Adjunct Teacher license can only be requested in one (1) endorsement area.
- Additional endorsements cannot be added to this license. If the employing LEA or eligible nonpublic school desires to request the license in a different subject area, a new application request

must be submitted to determine eligibility. Should the Adjunct Teacher license holder desire to obtain licensure independent of the local school district requested license, the individual must complete a Mississippi State Board of Education approved educator preparation program.

- The license holder shall be bound by the MS Code of Ethics, Standards of Conduct.
- This license may be issued at the Class AA, AAA, or AAAA level based on the prospective teacher's highest level of degree attainment from a regionally/nationally accredited college/university.

Note: It is the responsibility of the LEA to assure that Adjunct Teacher License holder is assigned to teach only within the subject field associated with the license.

Summary of Administrative Procedures Act (APA) Comments

Approval to revise Miss. Admin. Code 7 – 4: Part 4: Licensure Guidelines K-12 to repeal the existing version of the Special, Non-renewable License for Adjunct Teachers and replace it with the proposed Special License, Adjunct Teacher Licensure pathway

The Office of Teaching and Leading received the following APA comment regarding the proposed criteria for the Special License, Adjunct Teacher Licensure pathway.	
Summary of Comment	MDE Response
<p>Suzanne Hirsch --</p> <p>I am writing in comment to the APA notification regarding adjunct teachers pathway.</p> <p>I am concerned about the following: This adjunct teacher license is only valid for 3 years, but it requires meeting standard renewal requirements of teachers at the time. Standard teacher licenses get 5 years and have to collect CEU credits/college coursework to renew. This would give two less years to earn the same credits. I believe the license should be issued for five years the same as other teachers or reduce the amount of credits required to be appropriate for the three years while working.</p> <p>Additionally, three years of experience should be adequate with the applicants advanced degrees to provide instruction and receive this license. A recommendation could be with a doctorate 3 years; specialist 4 years and masters 5 years if it is deemed necessary by MDE/SBE. This has been our practice in years past and it has proven to be effective.</p> <p>Thank you for your consideration of this license. It is so important for us to have this as an option.</p> <p>Sincerely,</p> <p>Suzanne Hirsch, Ed.D. Executive Director Mississippi School of the Arts</p>	<p><u>Partial Revision</u> – The MDE recommends that the criterion related to the number of years of experience required for obtaining the initial license change from five (5) years to three (3) years. All other criteria are to remain the same as Class AA (Master’s Degree), AAA (Specialist Degree), and AAAA (Doctoral Degree) level license holders are currently required to earn the minimum number of continuing education units (CEUs) for licensure renewal, which is a total of five (5), whereas those holding a valid Class A (Bachelor’s Degree) level license are required to earn a total of 10 CEUs for licensure renewal. Therefore, three (3) years are sufficient for obtaining the required five (5) CEU credits for licensure renewal. The Department will continue to monitor closely and act, as appropriate.</p>