

1 The Transylvania County Board of Education (the “board”) intends to comply fully with all
2 licensure requirements of the Elementary and Secondary Education Act, state law, and State
3 Board of Education policies.

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5 **A. LICENSURE AND OTHER QUALIFICATION REQUIREMENTS**

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7 1. Except as otherwise permitted by the State Board of Education or state law, a
8 professional employee must hold at all times a valid North Carolina license
9 appropriate to his or her position.
10
11 2. To the extent possible, all professional teaching assignments will be in the area of
12 the professional employee’s license except as may be otherwise allowed by state
13 and federal law and State Board policy. In addition, all professional teachers
14 employed to teach core academic subjects must be “highly qualified” as required
15 by the State Board of Education. Core academic subjects include English, reading
16 or language arts, mathematics, science, foreign languages, civics and government,
17 economics, arts, history, and geography.
18
19 3. The board encourages **lateral** entry into the teaching profession by skilled
20 individuals from the private sector who meet state ~~licensing~~ **residency licensure**
21 requirements.

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23 ~~**B. EXCEPTIONS TO LICENSURE REQUIREMENTS**~~

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25 ~~**1. Emergency Permit to Practice**~~

- 26
27 4. In extenuating circumstances when no other appropriately licensed professionals
28 or persons who are eligible for a ~~lateral entry~~ **residency** license are available to fill
29 a position, the board may employ for up to one year an individual who holds an
30 emergency ~~permit to practice~~ **license** issued by the State Board of Education. An
31 emergency ~~permit~~ **license** is not renewable.
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33 **B. EXCEPTIONS TO LICENSURE REQUIREMENTS**

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35 **1. Adjunct CTE Instructors**

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37 An unlicensed individual who meets the adjunct hiring criteria established by the
38 State Board of Education for a specific career and technical education (CTE)
39 career cluster may be employed as an adjunct CTE instructor for up to 10 hours
40 per week, provided the individual first completes preservice training and meets all
41 other statutory requirements for serving as an adjunct instructor established by
42 G.S. 115C-157.1.

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44 **2. Adjunct Instructors in Core Academic Subjects**

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46 In accordance with G.S. 115C-298.5, an unlicensed faculty member of a higher
47 education institution who meets the adjunct hiring criteria established by the State
48 Board of Education may be employed as a temporary adjunct instructor for
49 specific core academic subjects, provided the individual first completes preservice
50 training and meets all other statutory and State Board of Education requirements.

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52 **3. Interim Principals**

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54 A retired former principal or assistant principal may be employed as an interim
55 principal for the remainder of any school year, regardless of licensure status.

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57 **C. BEGINNING TEACHER SUPPORT PROGRAM**

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59 The superintendent or designee shall develop a plan and a comprehensive program for
60 beginning teacher support. The plan must be approved by the board and kept on file for
61 review. The superintendent or designee shall submit an annual report on the Beginning
62 Teacher Support Program to the Department of Public Instruction (DPI) by October 1 of
63 each year. The report must include evidence of demonstrated proficiency on the
64 Beginning Teachers Support Program Standards and evidence of mentor success in
65 meeting Mentor Standards. The school system will also participate in implementing a
66 regionally-based annual peer review and support system.

67
68 Teachers with fewer than three years of teaching experience will be required to
69 participate in the Beginning Teacher Support Program.

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71 **D. LICENSE CONVERSION**

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73 Teachers must teach three years and meet all other requirements of the State Board of
74 Education in order to move from an initial to a continuing **professional** license.
75 Licensing is a state decision and cannot be appealed at the local level. The
76 superintendent or designee shall ensure that teachers not qualifying for continuing
77 **professional** licensure are informed of the process for appealing the state decision.

78
79 **E. LICENSE RENEWAL**

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81 Licensure renewal is the responsibility of the individual, not of the school system. Any
82 employee who allows a license to expire must have it reinstated prior to the beginning of
83 the next school year. A teacher whose license has expired is subject to dismissal.

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85 The school system may offer courses, workshops, and independent study activities to
86 help school personnel meet license renewal requirements. Any renewal activity offered
87 must be consistent with State Board of Education policy. In addition, the superintendent

88 or designee shall develop a procedure to determine the appropriateness of any credit
89 offered in advance of renewal activities.

90
91 Decisions regarding the employment of teachers who fail to meet the required proficiency
92 standard for renewal of a continuing **professional** license will be made in accordance with
93 state law **G.S. 115C-270.30(b)(4)** ~~G.S. 115C-296(b)(1)b.4~~ and applicable State Board of
94 Education requirements. **The superintendent or designee shall determine the professional
95 development required of a teacher whose continuing license has reverted to an initial
96 license and/or has expired due to performance issues. The superintendent or designee
97 may authorize or direct principals to prescribe professional development to such
98 employees in accordance with the employee's demonstrated deficiencies.**
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100 **F. PARENTAL NOTIFICATION**

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102 At the beginning of each school year, the school system will notify the parents or
103 guardians of each student attending a Title I school or participating in a Title I program of
104 their right to request the following information about qualifications of their child's
105 teacher: whether the teacher has met NC licensing requirements for the subject or grade
106 level they are teaching; whether the teacher has had any licensure requirements waived;
107 whether the teacher is teaching in the field of his or her certification; and whether the
108 child is provided services by a paraprofessional, and if so, the paraprofessional's
109 qualifications.

110
111 The school system will give notice within ten (10) school days to the parents of children
112 who, after four (4) consecutive weeks, have been taught a core academic subject by a
113 teacher who is not highly qualified.

115 **G. EQUITABLE DISTRIBUTION OF TEACHERS**

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117 The superintendent shall assess whether low-income, minority, learning disabled, and/or
118 English learners are being taught by inexperienced, ineffective, or out-of-field teachers at
119 higher rates than students who do not fall into these categories and shall develop a plan to
120 address any such disparities. If DPI does not require such a plan of the LEA, the
121 superintendent is not required to develop a plan under this subsection unless he or she
122 determines that one is needed to address inequities within the school system.

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124 Legal References: Elementary and Secondary Education Act, 20 U.S.C. 6301 *et seq.*; 34 C.F.R.
125 200.55-57, 200.61; G.S. 115C **art. 17E-296;** **115C-284, -295, -298.5, -325(e)(1)(m)** (applicable
126 to career status teachers), **-325.4(a)(12)** (applicable to non-career status teachers), **-333, -333.1;**
127 State Board of Education Policies ~~TCP-A-000, EVAL-004, EVAL-023, LICN-001, -004, -005, -~~
128 ~~016, -018, -021, TCP-C-004~~ **NCAC-6C.0102, NCAC-6C.0307**

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130 Cross References:
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- 132 Adopted: January 19, 2016
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- 134 Revised: November 21, 2016; [DATE]

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