MSD: LEA-Specific Educator Training, Mentoring, and Associate Licensing Plan Coordination

For an educator serving under a Millard LEA-specific license or endorsement, the District shall provide training, mentoring, and support consistent with the District's LEA-specific educator license process. Within the first year of employment, the educator must complete training in educator ethics, classroom management and instruction, basic special education law and instruction, and the Utah Effective Teaching Standards, and must participate in the District's mentoring program.

The District shall provide at least a three-year mentoring program by a trained mentor educator who holds a professional educator license and, where possible, performs substantially the same duties as the educator, has release time to work as a mentor, or is assigned as an instructional coach or equivalent position. The assigned mentor shall assist the educator in meeting the Utah Effective Educator Standards and may not serve as the educator's evaluator.

The applicant and the District shall jointly develop an Associate Licensing Plan designed to encourage transition from a Millard LEA-specific license to a professional license, identify applicable educational, skill, and content-knowledge requirements for enrollment in a qualified educator preparation program, identify pathways for successful completion of a pedagogical performance assessment, and develop competency and knowledge sufficient to support any extension request when transition is not reasonable or applicable.

Each school that requests LEA-specific licenses, license areas, or endorsements shall post the required disclosure information on the school website, including the fact that the school employs individuals holding LEA-specific educator licenses, license areas, or endorsements; the percentage of such licenses or endorsements; and a link to the Utah State Board of Education educator lookup tool.

Source: MSD Policy 4070, approved 2020.