

## BoEE Superintendent Update – Dec. 2019/Jan. 2020

### Sign Up to Receive These Updates Automatically

If you have other staff members, such as human resource directors, principals, or teachers that you would like to receive these monthly superintendent updates, they may sign up on our website home page by clicking the [“BoEE Quarterly Newsletter and Monthly Updates”](#) link. Licensed educators will already automatically receive our quarterly newsletter if we have a valid email address on file.

### Pre-service Substitute Authorization

We have created a new preservice substitute authorization for teacher preparation candidates.

- Applicants need to be a junior or senior in an Iowa teacher preparation program
- Applicants need to be at least 21 years of age
- Applicants need to be recommended by their Iowa program
- Applicants will apply through our online system
- Candidates can then serve as a substitute teacher when they do not have scheduled classes or student teaching responsibilities

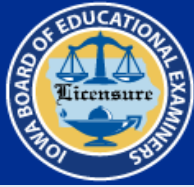
Candidates cannot:

- miss any scheduled college classes to serve as a substitute teacher
- serve as a substitute teacher for their cooperating teacher during student teaching
- count substitute teaching toward required field experiences

### Hiring Checklists and Pathways to Licensure

The Iowa Board of Educational Examiners [has created a document that helps school administrators and HR directors navigate educator licensure in Iowa.](#)

- The documents describes different pathways to Iowa licensure, including alternative pathways and CTE authorizations.
- The document provides checklist tools for hiring new teachers and administrators from out of state. The checklists will allow you to ensure that Iowa licensure is likely.
- You can also view Iowa license types and functions, BEDS hints, and much more.



## Conditional Licensure

Many of your staff members may hold a conditional license while they complete the coursework required to fully add a new endorsement. Districts are often surprised in August when they find out that a staff member has not completed enough coursework to either add the endorsement or to continue with conditional licensure.

Many Iowa districts have implemented policies to require any educator on a conditional license to check in with a designated administrator each semester to provide evidence of coursework progress.

**This is a great time to check in with your educators who hold conditional licensure to ensure sufficient coursework progress is being made.**

## Hiring December Graduates

School districts may have openings or substitute positions available now or next semester.

- December graduates may teach or substitute teach once their Iowa initial license has been issued. Each college has a different timeline for sending recommendations for licensure ranging from mid-December to mid-January.
- If you are offering a new graduate a position, and they have all requirements met except for the required assessments, they may apply for a temporary initial license. The district will also need to show that there was a diligent search.
- New graduates may substitute teach right away if they hold the new preservice substitute authorization.

## Fall BEDS Staff Report

If you are receiving an error for a staff assignment, such as “not properly licensed or endorsed or expired for assignment,” **add a comment to the entry in BEDS** and our office will review. Common errors that we will override include licenses issued prior to 1988 and long term substitutes.



## Teachers needed: Pathways to Licensure

The Iowa Board of Educational Examiners recognizes the need for teachers to be prepared to serve all students in Iowa, while also acknowledging that working adults may have incredible talents and knowledge to offer, including veterans and those working in skilled trades. Many of these adults may wish to pursue an alternative or accelerated pathway.



### Career and Technical Authorization

This is a highly successful alternative program that helps to fill career and technical shortage areas including but not limited to construction, drafting, welding, mechanics, military, electricity, culinary, agriculture, engineering, technology, and many more.

This route requires hours of experience rather than a college degree. 6000 experience hours (approximately three years) or 4000 experience hours (if the applicant also has a bachelor's degree) are required.

Applicants can begin teaching immediately, and short courses in basic pedagogy are then completed online.

A position offer is required in order to apply for the initial career and technical authorization.

No testing is required.





## Community College Instruction

No licensure is required for instructors teaching community college courses, even if the teacher is employed by the school district, as long as the course is offered for college credit.

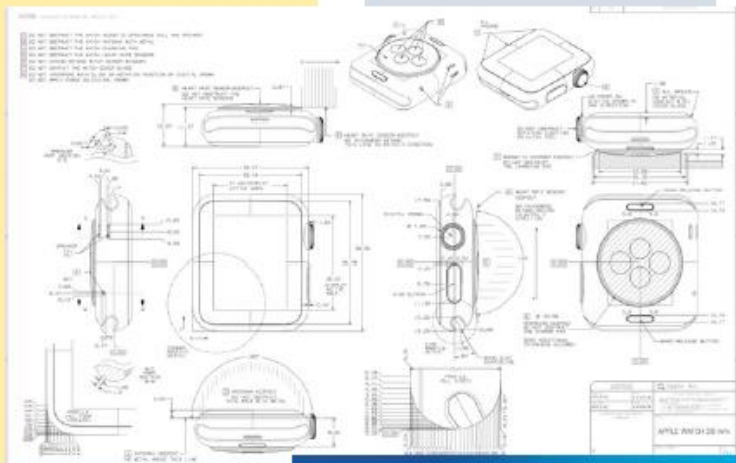
High school students earn both HS and college credit through these concurrent enrollment/dual credit courses.

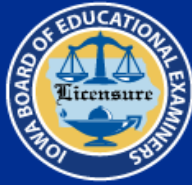
## Fast-Track Teacher Intern Program

Applicants with a bachelor's degree and content coursework completed for the area they wish to teach will want to consider this pathway.

General pedagogy coursework is completed during the first year of the program, and an internship is secured during the second year at full salary in lieu of student teaching.

This is a highly successful alternative route program for those who wish to teach middle school and high school core courses beyond CTE areas (typically in shortage areas), and it removes the financial barrier of student teaching, thus allowing candidates to seamlessly transition from their current employment to education.



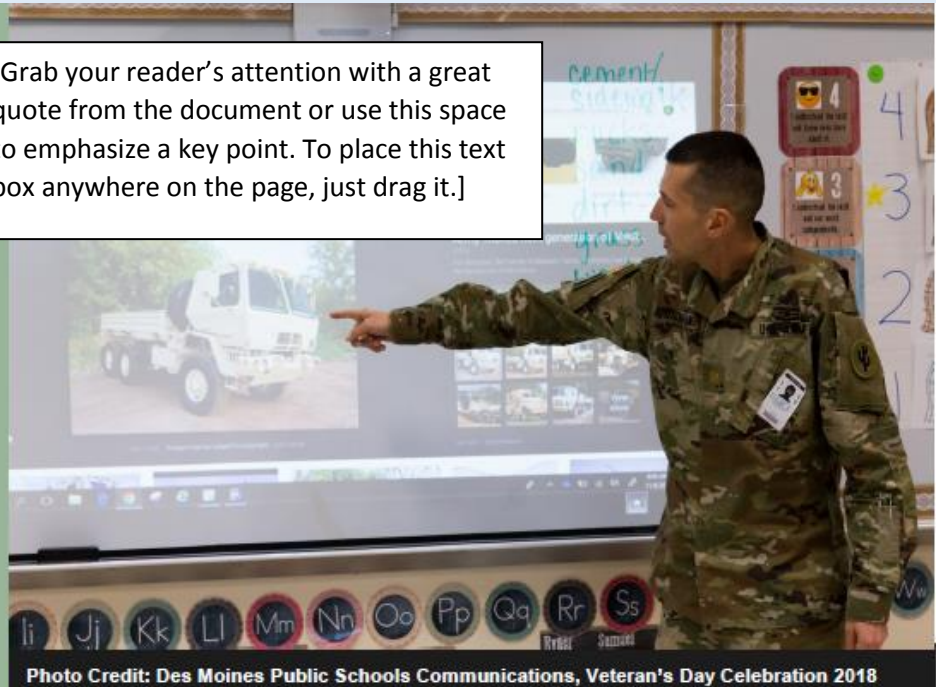


## Military Exchange License

This is a full teaching license for veterans and their spouses who have already completed a teacher preparation program in another state and wish to now teach in Iowa.

Most fees are waived, courses will not be listed as deficient, and no assessments are required during the three-year term of the license.

[Grab your reader's attention with a great quote from the document or use this space to emphasize a key point. To place this text box anywhere on the page, just drag it.]



## Troops to Teachers

[Troops to Teachers](#) is a Department of Defense program designed to assist eligible military personnel in their pursuit of teaching as a second career in public schools where their skills, knowledge, and experience are most needed to relieve teacher shortages, especially in math, science, special education and other critical subject areas.

Troops to Teachers provides counseling, referral, and placement assistance to eligible military personnel. The TTT state and regional staff across the country will help applicants identify teacher certification requirements and programs leading to certification and employment opportunities in their state of interest.

Participants seeking Iowa licensure will complete one of the teacher pathways listed in the next section. Iowa has partnered with Missouri for the TTT program.



Also contact: Laura Boddicker  
University of Iowa Troops to Teachers  
[laura-boddicker@uiowa.edu](mailto:laura-boddicker@uiowa.edu)

The TTT program coordinator is James Henley  
([james.henley@dese.mo.gov](mailto:james.henley@dese.mo.gov)).



## Native Language Speaker Authorization

Applicants whose native language is one other than English may pursue this pathway to teach their native language. A bachelor's degree, language assessment (Praxis II), and a position offer are required. Applicants can begin teaching immediately, and short courses in basic pedagogy are then completed online.

## Traditional Pathway

This is usually a bachelor's or master's degree, and includes coursework in the content area to be taught, general pedagogy coursework, and a full student teaching placement.

Licensed applicants from another state will not be subject to the assessment requirements if they have at least three years of experience. Deficient coursework will be waived for applicants who have ten years of experience, or five years of experience and a master's degree.



[View Open Teaching Positions](#)

[www.teachiowa.gov](http://www.teachiowa.gov)



[Contact Us](#)

[www.boee.iowa.gov](http://www.boee.iowa.gov) or 515-281-3245