



DEPARTMENT OF DEFENSE
EDUCATION ACTIVITY
4040 NORTH FAIRFAX DRIVE
ARLINGTON, VA 22203-1635

Human Regional Resource Center

JUL 16 2007

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
PUBLICATION SYSTEM TRANSMITTAL

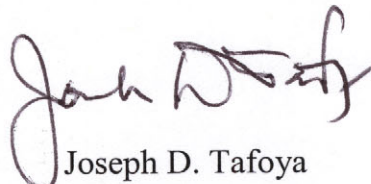
SUBJECT: DoDEA Regulation 5000.9 - Change 1

The following changes to DoDEA Regulation 5000.9, "Educator Licensure Program," June 25, 2003, are authorized:

Remove: Pages 2 and 4.

Insert: Pages 2, 2a, and 4. Revisions appear in red italics.

The above changes are effective immediately.


Joseph D. Tafoya
Director

Attachments:
As stated

4. STANDARDS

4.1. Qualification Standards. All educators seeking a Professional License are required to meet the minimum qualification standards stated below except where authorized exemptions are noted. The minimum qualification standards are as follows: *DoDEA's on-line brochure at <http://www.dodea.edu/offices/hr/categories/default.htm> outlines the minimum eligibility requirements for all teaching categories. Unless specified otherwise, for secondary positions or for teaching a high school level course, the educator must have completed 30-semester hours or have been awarded a bachelor's or master's degree in the content area or hold a current or valid State teaching certificate in a secondary comparable teacher category.* Where qualification in more than one teaching category is required, applicants who meet the 30-semester hours (or bachelor's or master's degree in that content area) requirement for one teaching category will only have to meet the specified coursework or 24-semester hours, whichever is less, in the second or additional teaching categories. Educators who are certified by the National Board for Professional Teaching Standards (NBPTS) will be considered as having met this requirement. In addition, educators appointed with a valid state or territory "professional" certificate/license or who have completed an accredited teacher preparation program which is approved by the DoDEA Associate Director for Education, to include satisfying competency testing, will be considered as having met this requirement.

4.1.1. Reciprocity. DoDDS accepts State teacher's professional certificates issued from State Departments of Education in the United States and its U.S. territories; and may accept completion of an accredited teacher preparation program when an individual's transcript has been reviewed and approved by the DoDEA Associate Director for Education, to include satisfying competency testing. A DoDDS certificate will be issued to reflect State endorsement and/or teacher preparation areas comparable to DoDDS teacher categories.

4.1.2. Educators *initially appointed without satisfying the PRAXIS testing requirement as stated under Testing Requirements at <http://www.dodea.edu/offices/hr/categories/default.htm>,* must submit proof of achieving DoDEA minimum scores no later than the end of the second year of employment. In addition, failure to meet minimum testing requirements may result in termination of employment. This requirement does not apply to educators with 7 or more years of successful teaching experience or those who have an appropriate state license that is accepted under reciprocity.

4.1.3. Qualification standards for administrator positions are contained in DoDEA Regulation 5335.9, "Educator Career Program (ECP)," dated March 18, 1998, (reference b) *and memorandum dated August 19, 2005, Subject: Revised Qualification Standards for Department of Defense Dependents Schools (DoDDS) Administrators. When the ECP is in an unsuspended state,* administrators must be paneled by the ECP and assigned a rating prior to requesting ECP categories be added to their current DoDDS certificates. *In all other instances, the Licensure Unit (LU) will rate educators for administrator positions and grant endorsements accordingly. However, candidates must compete under separate vacancy announcements for staffing administrator vacancies.*

4.2. The License Types for Educators. There are three license types in the DoDEA Licensure System. The three license types are as follows:

4.2.1. Educator Professional License. DoDEA will issue a Professional License to educators who meet the qualification standard requirements as stated above and who have successfully completed 2 years in an educator position with DoDEA. This license may also be issued to educators hired before the implementation of the system who are among the grandfathered employees as defined in this Regulation. This license is a renewable credential that is issued for a period of 6 years.

4.4. Grandfathered Employees. Educators issued a DoDEA license dated prior to October 1, 2001, *with no break in service*, are grandfathered. This includes all DoDEA educators *with no break in service* who met the prior teaching and other category requirements under DS Regulation 5000.9, "Certification and Recertification," dated December 2, 1985 (reference (c)). These educators will remain licensed in those categories without regard to the changes initiated by this licensure regulation.

4.4.1. After October 1, 2001, all educators seeking endorsement in additional teaching categories must meet the revised qualification requirements as stated in the DoDEA on-line brochure at <http://www.dodea.edu/offices/hr/categories/default.htm>, under *Teaching* Categories and Requirements. If an educator had an endorsement removed for lack of qualification and later seeks to have it reinstated, the educator must meet the new qualification requirements that are in effect when the request is made. Educators who obtain additional certification endorsement(s) from the State Departments of Education in the United States and its U.S. territories after October 1, 2001, may request comparable DoDDS certification endorsement.

5. RESPONSIBILITY

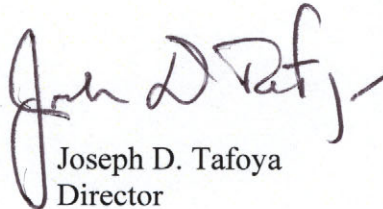
5.1. The DoDEA Personnel Center Staffing Section shall maintain authority for issuing, denying, suspending, extending, and revoking licenses in DoDEA in accordance with this Regulation. The routine management of the licensure system will be the responsibility of the Staffing Section's *LU*. The *LU* shall grant licenses to educators who meet the DoDEA requirements in accordance with the policies stated within this Regulation.

5.2. School administrators will ensure that all educators are in possession of a current, valid certificate for the positions to which assigned. School administrators will initiate appropriate corrective action when educators fail to meet the requirements of this Regulation. Upon request, administrators will assist educators in planning for college/university course work and review certification credentials.

5.3. Superintendents will ensure full compliance with this Regulation within their districts.

7. EFFECTIVE DATE

This Regulation is effective immediately.



Joseph D. Tafoya
Director



DEPARTMENT OF DEFENSE
EDUCATION ACTIVITY
4040 NORTH FAIRFAX DRIVE
ARLINGTON, VIRGINIA 22203-1635

Personnel Center

DoDEA Regulation 5000.9

Date: June 25, 2003

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
EDUCATOR LICENSURE PROGRAM

SUBJECT: Educator Licensure Program

- References:
- (a) DS Regulation 5000.9, "Educator Licensure Program" February 6, 2001, with changes, hereby canceled
 - (b) DoDEA 5335.9 "Educator Career Program," March 18, 1998
 - (c) DS Regulation 5000.9, "Certification and Recertification," dated December 2, 1985

1. REISSUANCE AND PURPOSE

This Regulation reissues reference (a) to update the policy of the Department of Defense Education Activity (DoDEA), which consists of the Department of Defense Dependents Schools (DoDDS), and the Domestic Dependent Elementary and Secondary Schools (DDESS) (including the Antilles Consolidated School System (ACSS)), Educator Licensure Program.

2. APPLICABILITY

This Regulation applies to all professional educators employed by DoDDS and in DoDEA Headquarters. It additionally applies to currently employed DDESS professional educators in ACSS. Other currently employed DDESS professional educators may be licensed under this Regulation but are still required to maintain state certification in the state in which they are employed. In such cases, those DDESS educators will need to meet all the requirements as stated in this Regulation. All references to professional educators exclude substitutes.

3. POLICY

It is the policy of DoDEA to provide an exemplary education for all students. This will be accomplished consistent with a licensure system that demands exceptional qualifications for all DoDEA teaching staff. The licensure system reviews the qualification standards that reflect what educators must know and be able to accomplish. Therefore, as a condition of employment, all educators are required to be provisionally certified initially for a 2-year period and recertified for each subsequent 6-year period of employment with DoDEA. The 2 years spent under the Provisional License are considered part of the first 6-year recertification cycle.

4. STANDARDS

4.1. Qualification Standards. All educators seeking a Professional License are required to meet the minimum qualification standards stated below except where authorized exemptions are noted. The minimum qualification standards are as follows: DoDEA's on-line brochure at www.odedodea.edu/pers, Position Categories and Requirements, Attachment C (copy), outlines the new minimum eligibility requirements for all teaching categories. For most secondary positions, the educator must have completed 30-semester hours or have been awarded a bachelor's or master's degree in the content area. Where qualification in more than one teaching category is required, applicants who meet the 30-semester hour (or bachelor's or master's degree in that content area) requirement for one teaching category will only have to meet the specified course work or 24 semester hours, whichever is less, in the second or additional teaching category(ies). Educators who are certified by the National Board for Professional Teaching Standards (NBPTS) will be considered as having met this requirement. In addition, educators appointed with a valid state or territory "professional" certificate/license or who have completed an accredited teacher preparation program which is approved by the DoDEA Associate Director for Education, to include satisfying competency testing, will be considered as having met this requirement.

4.1.1. Reciprocity. DoDDS accepts State teacher's professional certificates issued from State Departments of Education in the United States and its U.S. territories; and may accept completion of an accredited teacher preparation program when an individual's transcript has been reviewed and approved by the DoDEA Associate Director for Education, to include satisfying competency testing. A DoDDS certificate will be issued to reflect State endorsement and/or teacher preparation areas comparable to DoDDS teacher categories.

4.1.2. Educators initially appointed without satisfying the PRAXIS testing requirement as stated in the DoDEA on-line brochure at www.odedodea.edu/pers, under Testing Requirements, must submit proof of achieving DoDEA minimum scores no later than the end of the second year of employment. In addition, failure to meet minimum testing requirements may result in termination of employment. This requirement does not apply to educators with 7 or more years of successful teaching experience or those who have an appropriate state license that is accepted under reciprocity.

4.1.3. Qualification standards for administrator positions are contained in DoDEA Regulation 5335.9, "Educator Career Program (ECP)," dated March 18, 1998, (reference (b)). Administrators must be paneled by the ECP and assigned a rating prior to requesting ECP categories be added to their current DoDDS certificates.

4.2. The License Types for Educators. There are three license types in the DoDEA Licensure System. The three license types are as follows:

4.2.1. Educator Professional License. DoDEA will issue a Professional License to educators who meet the qualification standard requirements as stated above and who have successfully completed 2 years in an educator position with DoDEA. This license may also be issued to educators hired before the implementation of the system who are among the grandfathered employees as defined in this Regulation. This license is a renewable credential that is issued for a period of 6 years.

4.2.2. Educator Provisional License. DoDEA will issue a Provisional License to all newly hired educators who do not meet the requirements for the Professional License. This will include all educators who were appointed to educator positions with DoDEA beginning school year 2000-2001. A Provisional License will be granted to those educators who lack the DoDEA minimum qualification requirements, but who have a valid state "professional" teaching certificate or have completed an accredited teacher preparation program and been approved by the DoDEA Associate Director for Education, to include satisfying competency testing. If appointed by any of these staffing tools, the prospective educators will be considered to fully meet the DoDDS qualification requirements. The 2 years employed under the Provisional License are considered part of the first 6-year recertification cycle.

4.2.3. Educator Emergency License. The Educator Emergency License is intended to support unique staffing needs. When a licensed educator is not readily available to fill a vacancy, the system may use this license to hire an individual who lacks the qualifications to be issued a Provisional or Professional License. The Educator Emergency License is issued only when a position cannot be filled by a fully qualified, licensed applicant, and the position is essential to the instructional program. The employing superintendent and school principal must request the Educator Emergency License in writing, providing a recommendation for the employee and a justification for the request. The Educator Emergency License expires not later than the end of the school year in which it is issued. It may be renewed for 1 additional school year, and no further extensions may be approved.

4.3. License Renewal and Changes in Qualification Requirements. As a condition of employment, teachers, education specialists, and administrators are required to maintain a valid DoDEA license. It is the educator's responsibility to ensure that all endorsements on the DoDEA license accurately reflect those areas that the educator is qualified to teach. Educators may request that teaching categories be added to their DoDEA license. Normally, this is accomplished during the license renewal. The Professional Educator Rating and Certification Unit may remove categories based on a qualification review decision.

4.3.1. The Professional License is valid for a period of 6 years, after which renewal is required. All educators must complete 6 semester hours of acceptable undergraduate or graduate level course work from an accredited U.S. educational institution prior to the Professional License renewal date. Three of the semester hours may be earned in subject areas that will qualify the teacher for another position category within DoDEA. Otherwise, courses are to be taken in areas related to the current teaching or administrative assignment. Once recertification credits are used for renewal, they cannot be used again for subsequent renewal cycles. Excess credits earned during one renewal cycle cannot be carried over to the next renewal cycle.

4.3.2. Educators will be issued a "Notice of Deficiency" when renewal requirements for the Professional License are not met. The Notice of Deficiency will specify course work or semester hours required to correct the deficiency(ies). Educators will have 1 year from the issuance of the Notice of Deficiency to correct noted deficiency(ies). If requirements are not met after the 1-year period, action may be initiated to remove the educator from employment with the DoDEA.

4.4. Grandfathered Employees. Educators issued a DoDEA license dated prior to October 1, 2001, are grandfathered. This includes all DoDEA educators who met the prior teaching and other category requirements under DS Regulation 5000.9, "Certification and Recertification," dated December 2, 1985 (reference (c)). These educators will remain licensed in those categories without regard to the changes initiated by this licensure regulation.

4.4.1. After October 1, 2001, all educators seeking endorsement in additional teaching categories must meet the revised qualification requirements as stated in the DoDEA on-line brochure at www.odedodea.edu/pers, Position Categories and Requirements. If an educator had an endorsement removed for lack of qualification and later seeks to have it reinstated, the educator must meet the new qualification requirements that are in effect when the request is made. Educators who obtain additional certification endorsement(s) from the State Departments of Education in the United States and its U.S. territories, after October 1, 2001, may request comparable DoDDS certification endorsement.

5. RESPONSIBILITY

5.1. The DoDEA Personnel Center Staffing Section shall maintain authority for issuing, denying, suspending, extending, and revoking licenses in DoDEA in accordance with this Regulation. The routine management of the licensure system will be the responsibility of the Staffing Section's Professional Educator Rating and Certification Unit (PERCU). The PERCU shall grant licenses to educators who meet the DoDEA requirements in accordance with the policies stated within this Regulation.

5.2. School administrators will ensure that all educators are in possession of a current, valid DoDDS certificate for the positions to which assigned. School administrators will initiate appropriate corrective action when educators fail to meet the requirements of this Regulation. Upon request, administrators will assist educators in planning for college/university course work and review certification credentials.

5.3. Superintendents will ensure full compliance with this Regulation within their districts.

7. EFFECTIVE DATE

This Regulation is effective immediately.


Joseph D. Tafoya
Director