

# 2025 Annual Report to the Board

Educator Licensing

# 2025 Annual Report:

- Educator Preparation
- Educator Licensing
- Teacher Shortage Areas
- Highlights

*R277-301-9 Superintendent Annual Report to the Board*

(1) The Superintendent shall annually report to the Board on licensing, including:

- (a) educator licensing;
- (b) educator preparation; and
- (c) equitable distribution of teachers.

[Annual Reports SY21-SY25](#)

# Educator Preparation

# Educator Preparation Programs (EPP)

- **10** University Programs
- **50** LEA-based Alternative Pathway to Professional Educator License (APPEL) Programs
  - **145** Utah LEAs
  - **25** Utah accredited private schools
- **1** USBE-based Program (Special Education & Speech Language Technician)

# Competency-Based Teacher Preparation

- Designed to **value individuals' knowledge and skills** and **personalize preparation**
- **Reduce barriers** and **increase flexibility** to high quality preparation
- *Alternate Pathway to Professional Educator License (APPEL)*  
Programs are **innovative, competency-based** teacher preparation that is **highly-personalized**

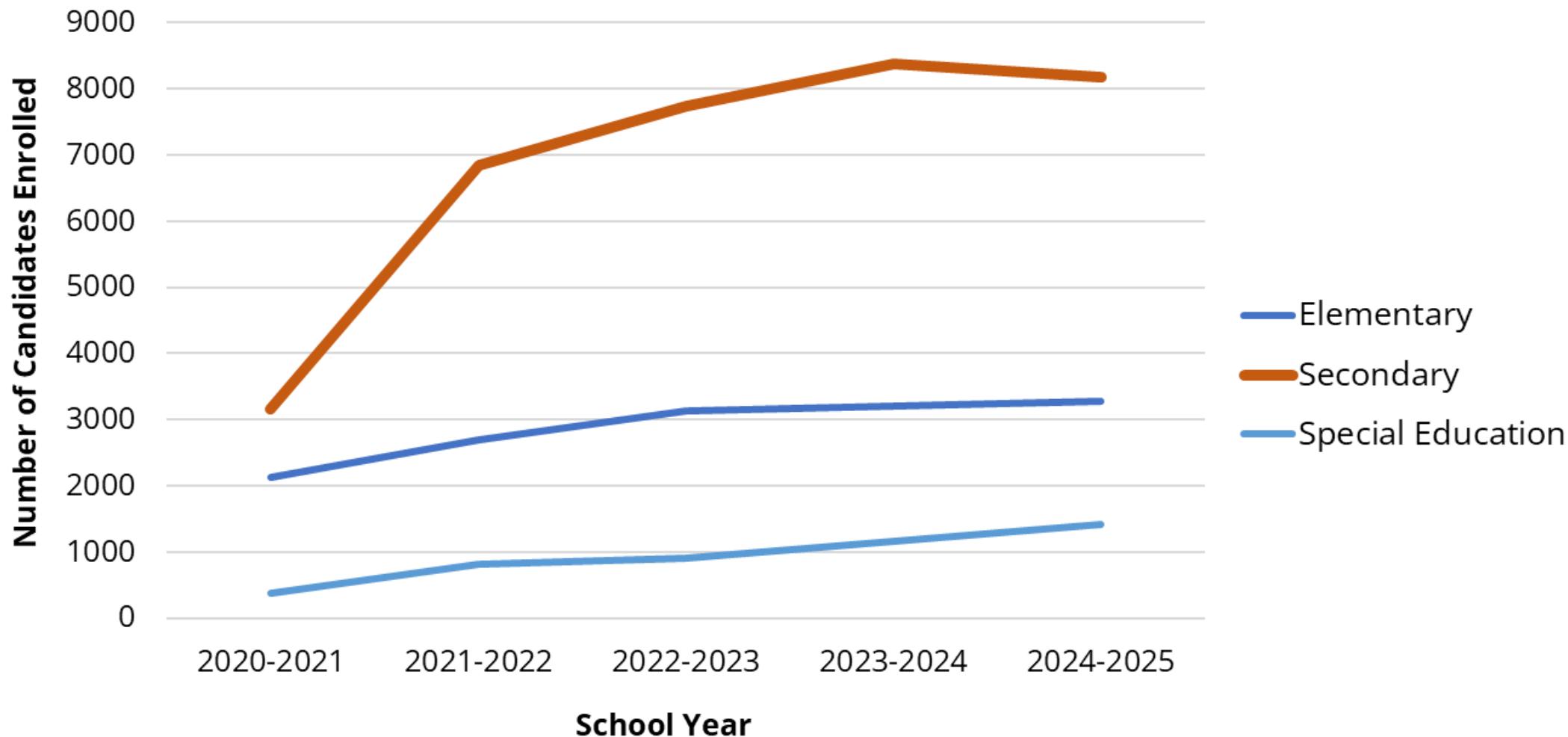
# APPEL Program Results 2024-2025

Largest  
program  
in the  
state

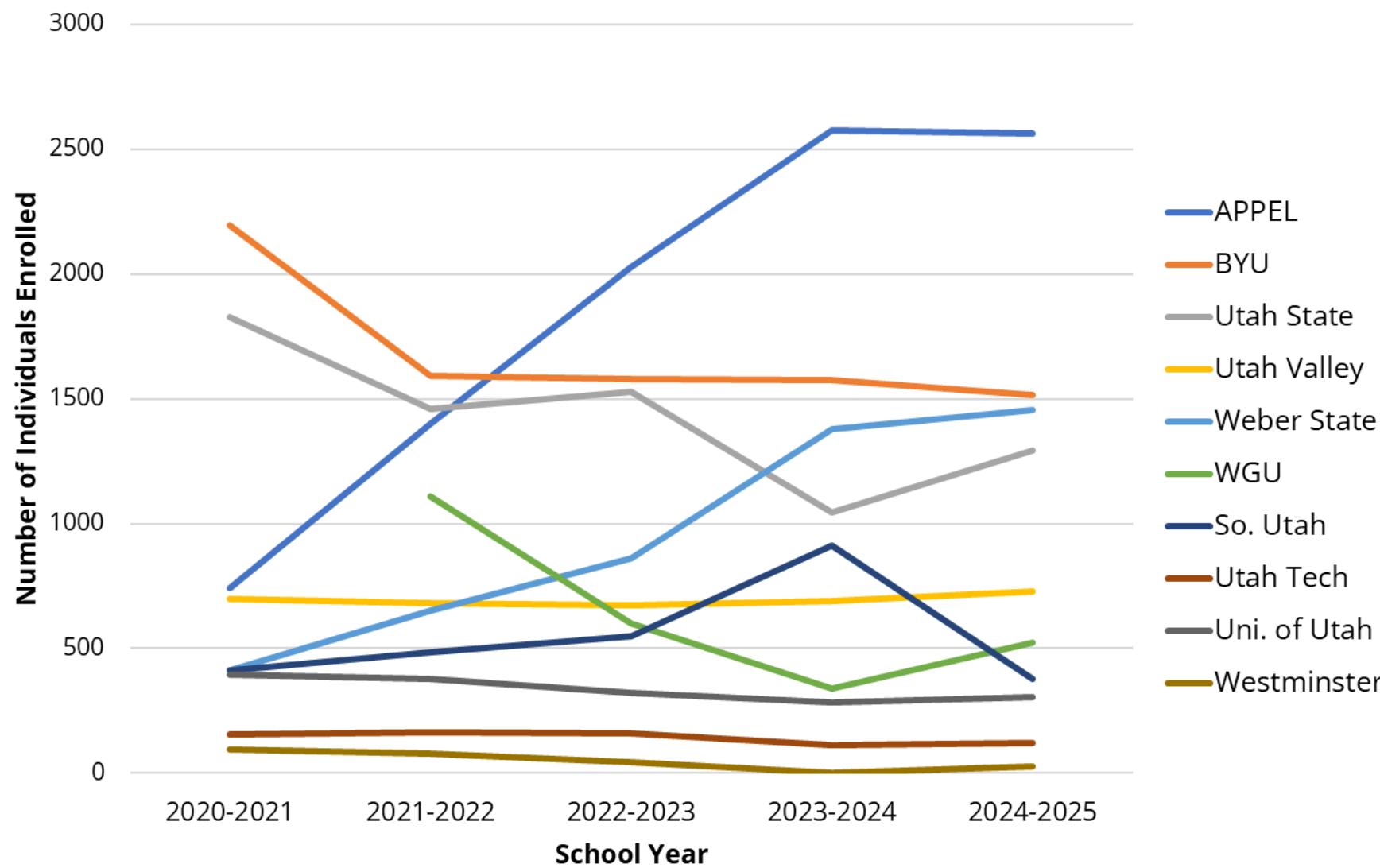
**2,562**  
educators  
enrolled  
2024-2025

**725** completed  
preparation and  
earned a  
Professional  
License

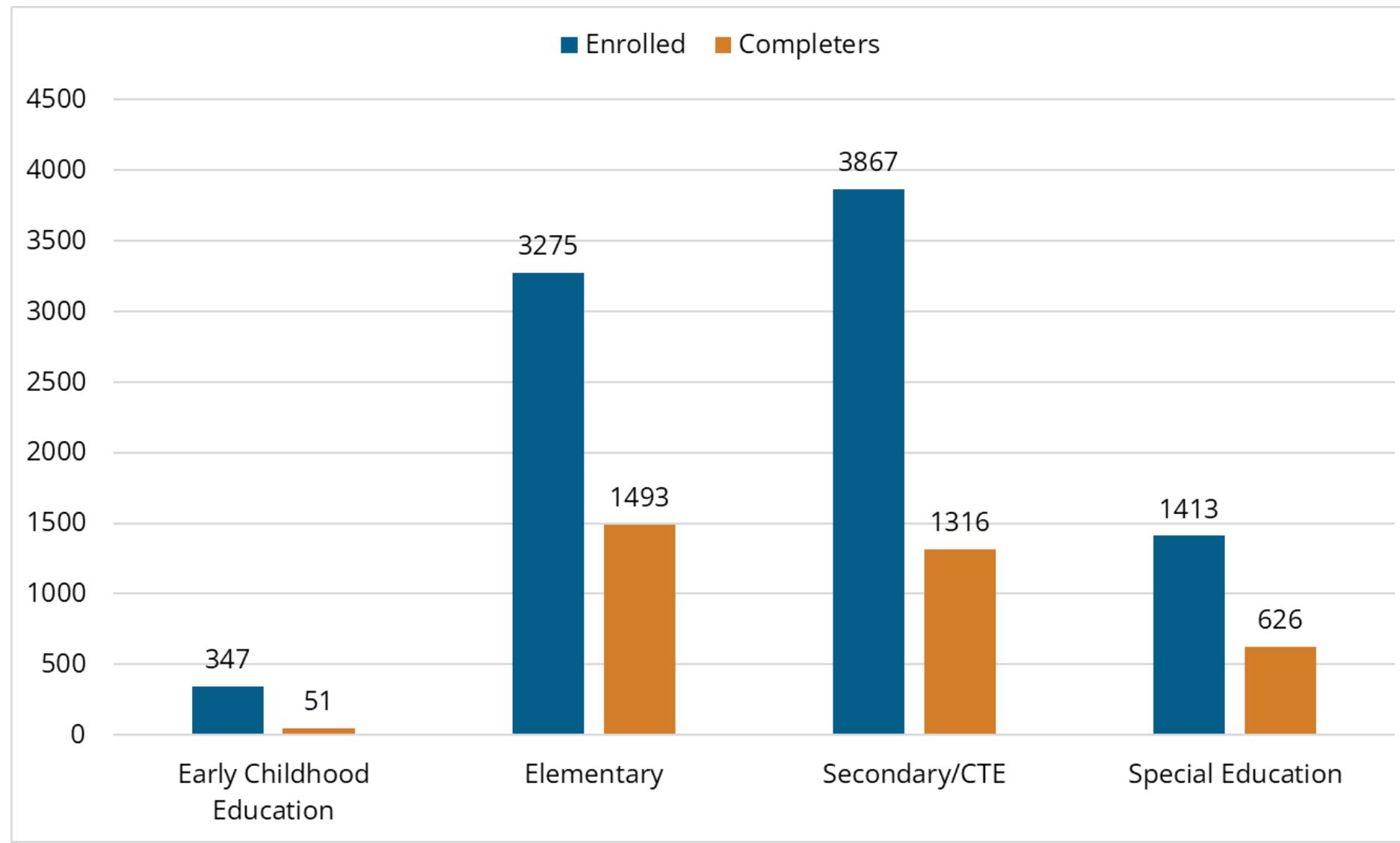
# Statewide Teacher Preparation Program Enrollment from 2021-2025



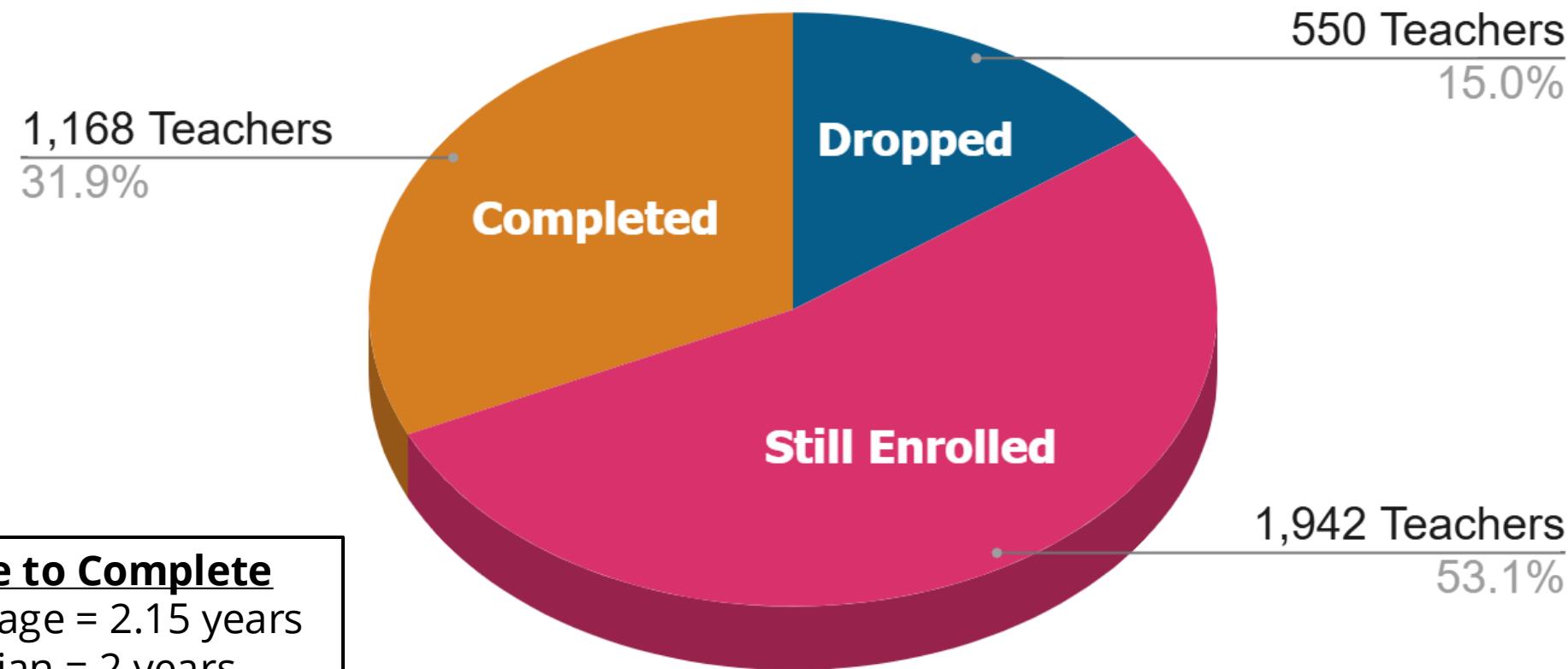
# Teacher Preparation Program Enrollment by Pathway from 2021-2025



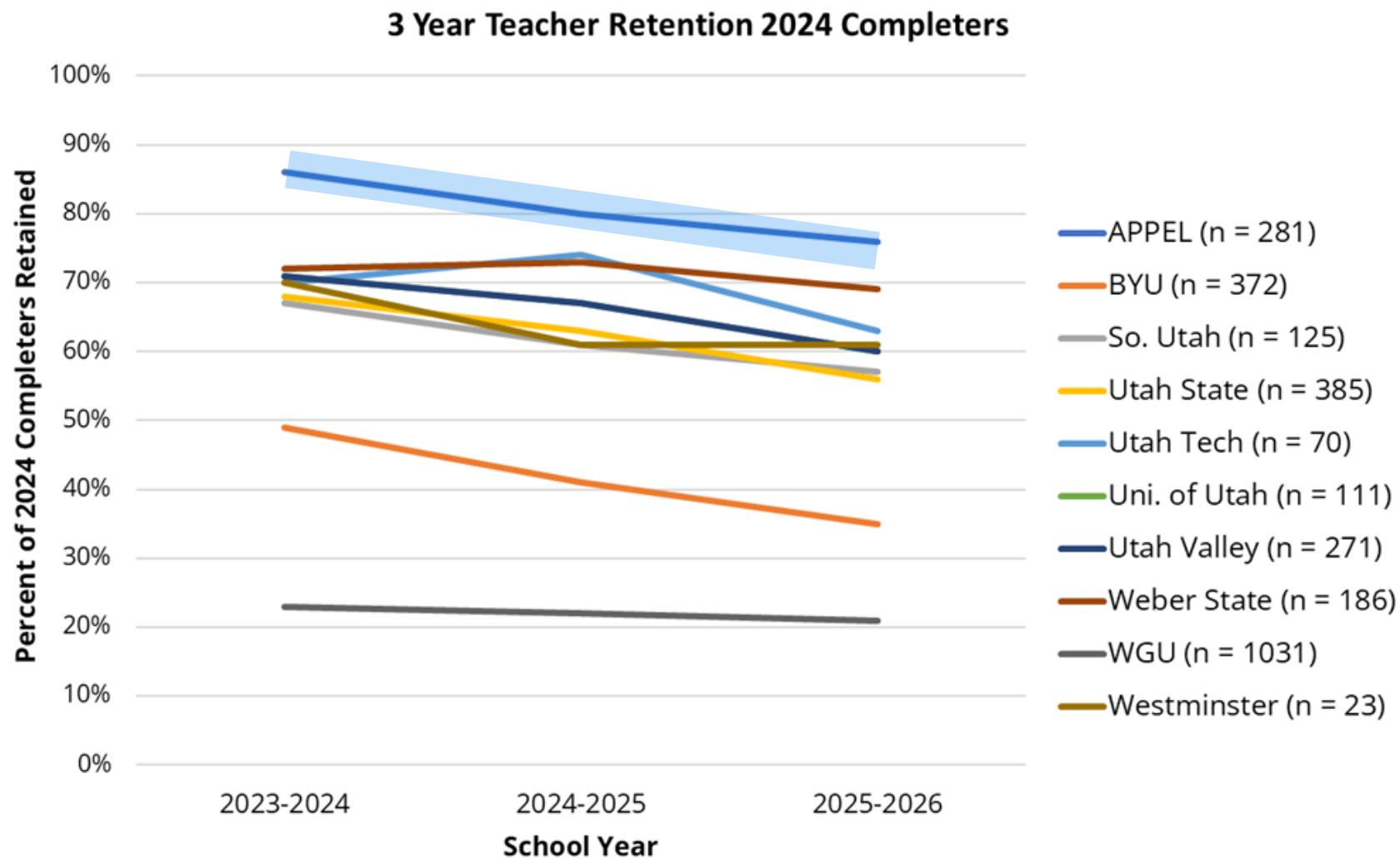
# Teaching Licensing Area Completers SY25



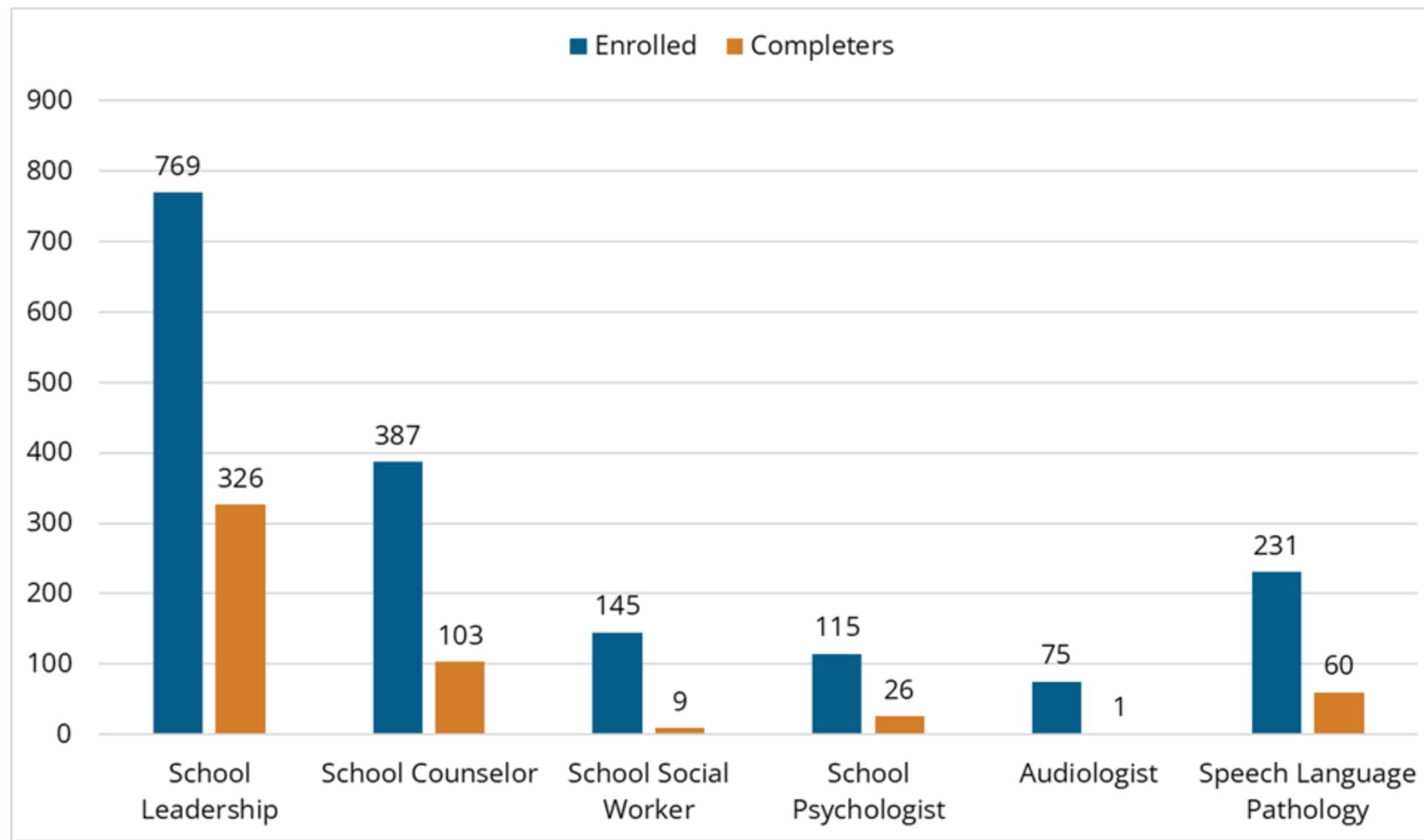
# APPEL Candidates 2021-2024



# Teacher Retention by Cohort



# Support Services Completers SY24



# Educator Licensing

# **Educator License Levels**

## **1. Professional**

All requirements have been met, preparation completed, and competencies demonstrated.

## **2. Associate**

A minimum number of requirements have been met and/or competencies demonstrated.

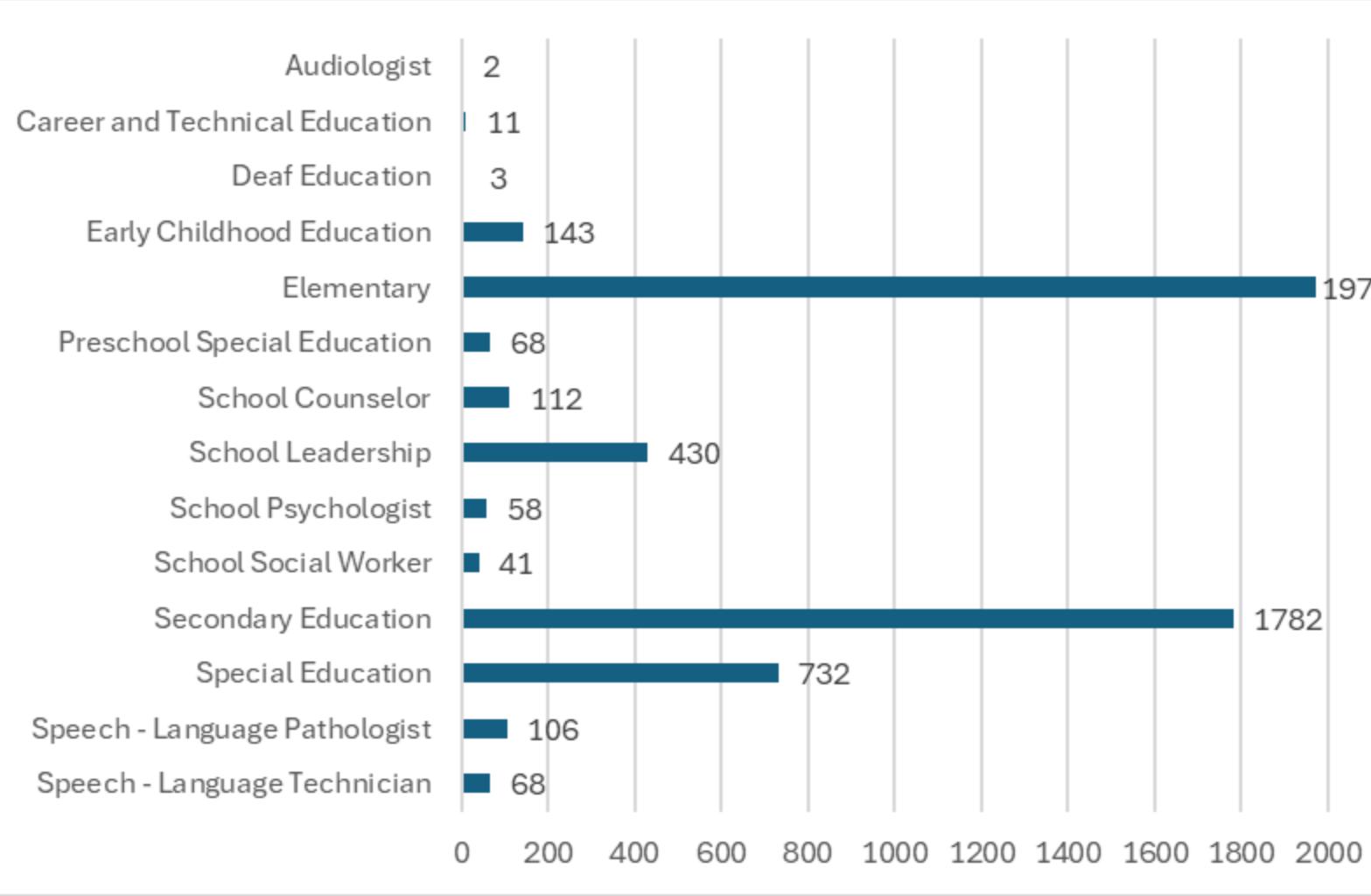
## **3. Local Education Agency (LEA) Specific**

Must be applied for by educator and associated LEA governing boards. Typically, educators who have not yet met the Associate requirements.

# Number of Licenses Awarded by License Level & School Year

License Level	SY 2022	SY 2023	SY 2024	SY 2025
Professional	4,824	4,023	4,607	4,583
Associate	1,309	1,422	1,665	1,347
LEA-Specific	926	1,064	675	538
<b>Total</b>	<b>7,059</b>	<b>6,509</b>	<b>6,947</b>	<b>6,508</b>

# Number of Professional License Awarded by License Area -SY25



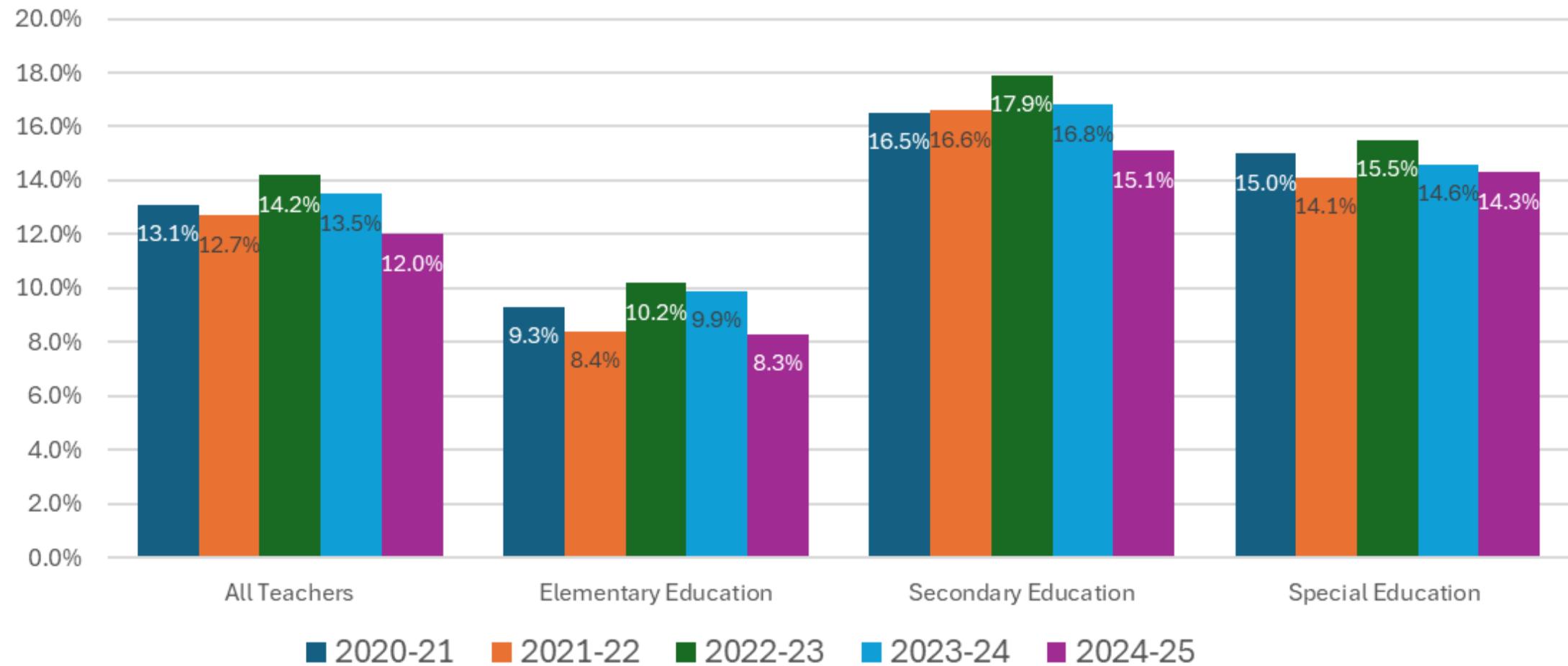
**4,709 Teachers  
430 School Leaders  
387 Student Support**

# Percent with Professional License by Educator Assignment

**93% of all educators have a Professional Educator License**

Assignment Area	FTE	Percent
Audiologists	22	96%
Elementary	11983	92%
Elementary Counselor	365	87%
Kindergarten	1928	92%
LEA Instructional Support	1010	94%
Librarians and Media Specialists	227	90%
Other LEA Admin	382	86%
PreK Regular Ed	55	43%
PreK Special Ed	374	84%
School Administrators	1956	93%
School Based Specialists	2082	93%
School Psychologists	347	89%
School Social Workers	344	65%
Secondary	13625	85%
Secondary Counselor	1110	92%
Special Education Teachers	3591	86%
Speech-Language Pathologists	958	90%
Superintendency	118	81%
USOE Professional Personnel	4	100%
<b>Total FTE</b>	<b>40482</b>	<b>89%</b>

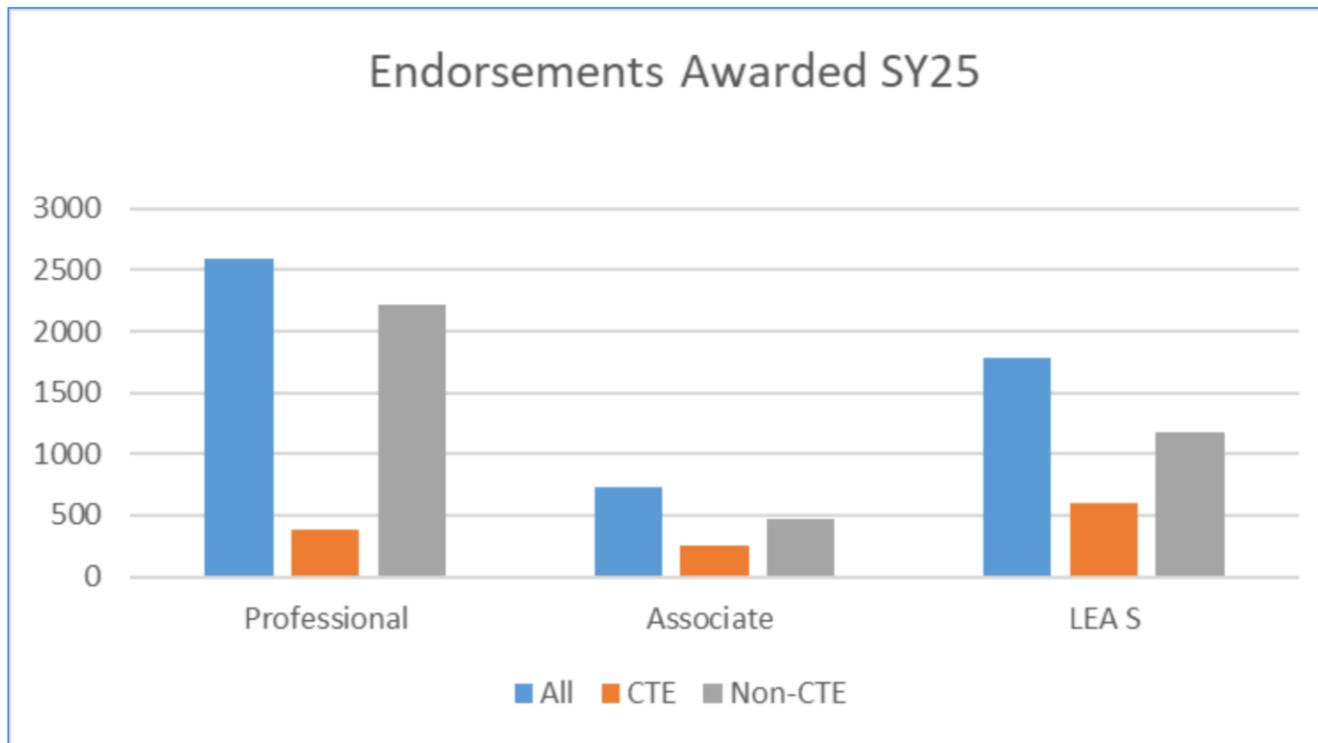
## Teacher Shortages: Percent of Teachers Without Professional Licensure Qualifications for Assignment



# Teacher Shortages: Teachers Without Professional Licensure Qualifications for Assignment

Subject Area	Critical Shortage Area	Shortage Area	Fully Qualified for Assignment	Irregular, provisional, temporary, or emergency certification	Total FTE	Percent Unqualified of All Educator FTE (n=35,387)
<b>Grand Total</b>			<b>31206</b>	<b>4181</b>	<b>35387</b>	<b>11.82%</b>
Elementary	X		12761	1150	13911	3.25%
Career & Technical Education		X	1706	591	2297	1.67%
Special Education		X	3399	566	3965	1.60%
Language Arts		X	2041	292	2333	0.83%
Support Staff		X	1417	254	1671	0.72%
Mathematics		X	1867	231	2098	0.65%
Science		X	1458	222	1680	0.63%
Administrative		X	2244	212	2456	0.60%
Health & PE		X	905	199	1104	0.56%
Art & Music		X	1287	195	1482	0.55%
Social Science		X	1420	160	1580	0.45%
World Languages		X	566	93	659	0.26%
ESL		X	95	15	110	0.04%
Drivers Education			41	0	41	0.00%

# Endorsements SY25



- 150 active endorsements
- 79 CTE endorsements

## Endorsements Awarded SY25

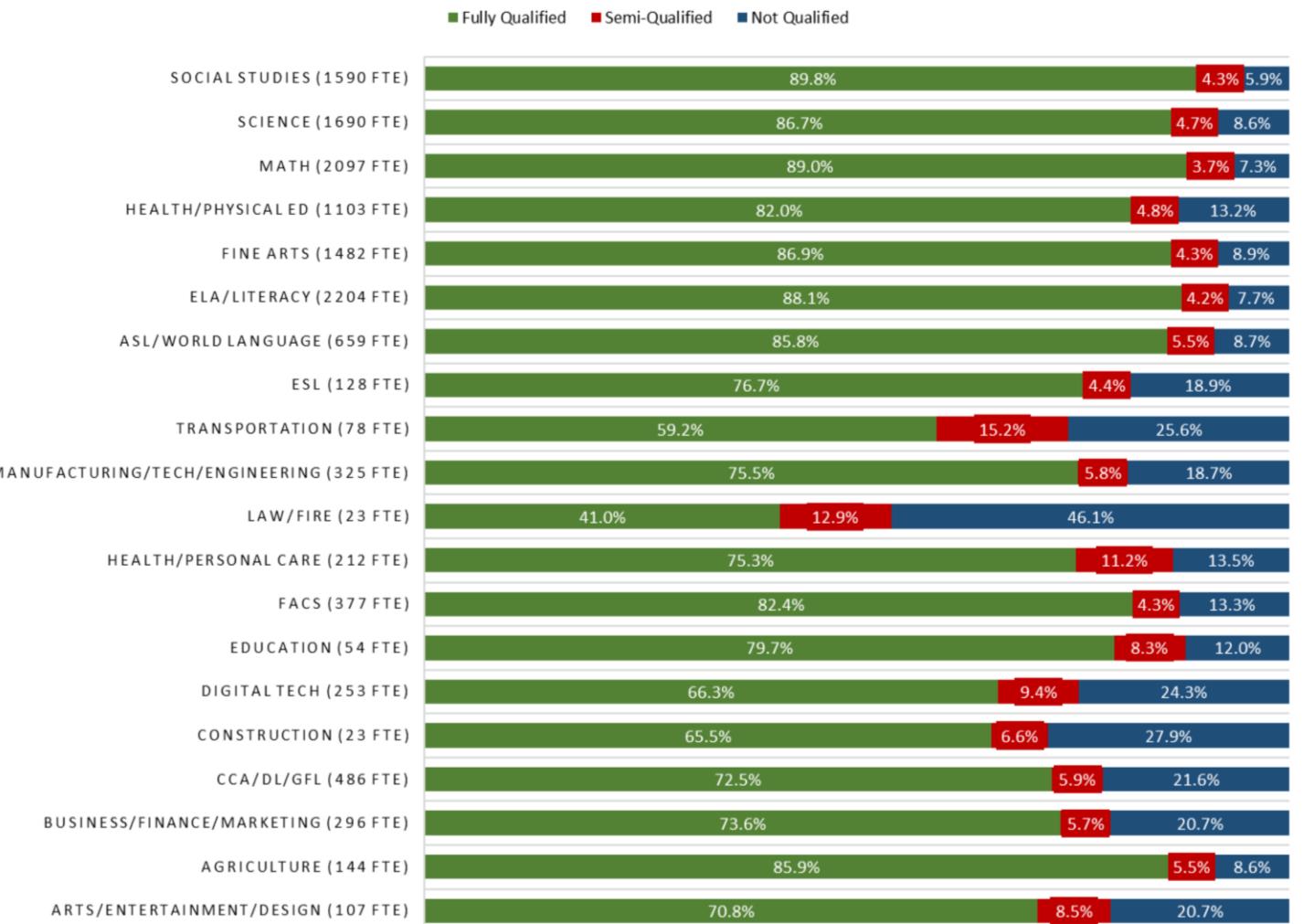
- 132 unique endorsements awarded
- 18 not awarded, even at LEA-S level

# Qualifications of teachers by Content Area

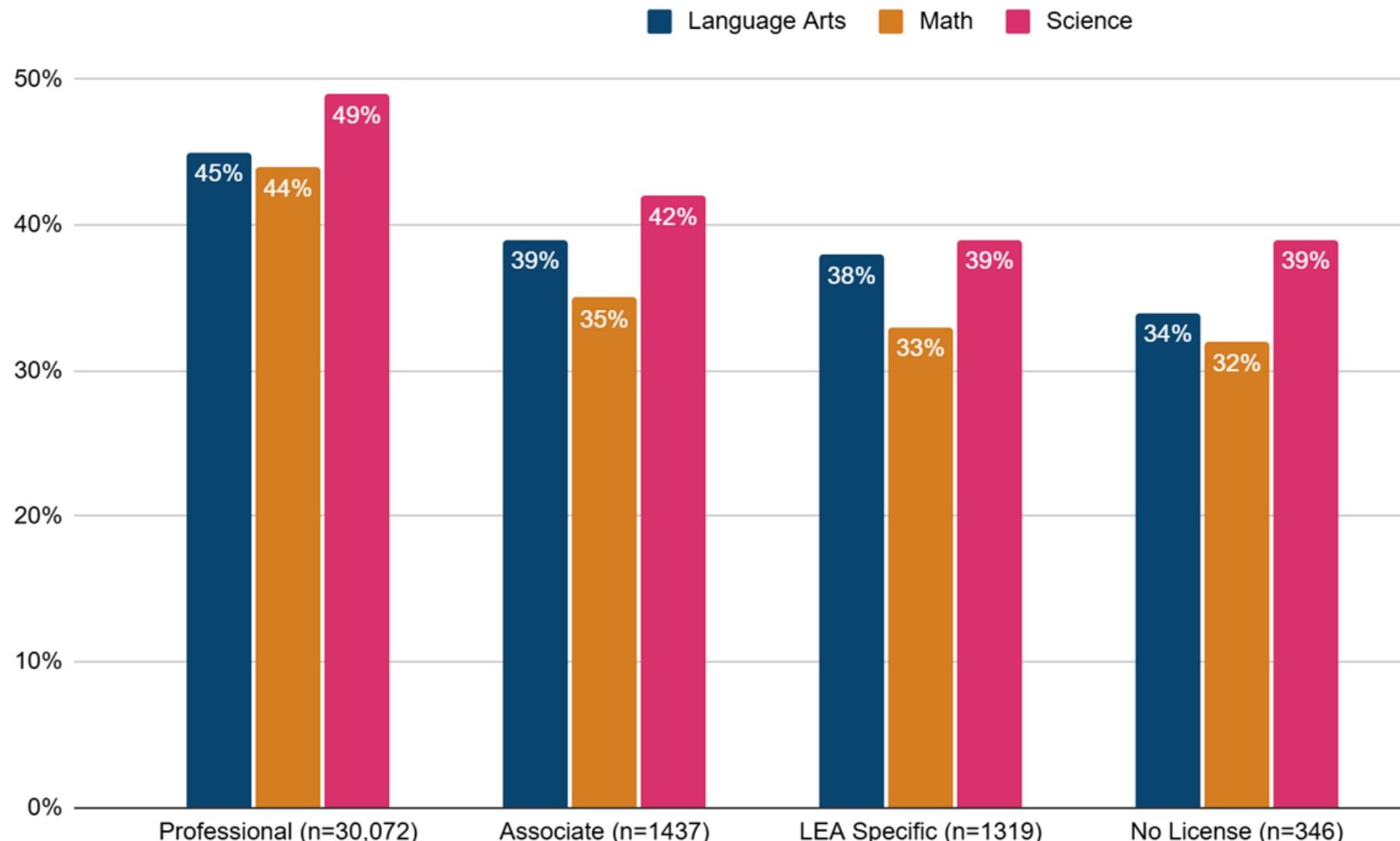
- Professional Endorsement
- Associate Endorsement
- LEA-Specific Endorsement or None

**93% of all educators have a Professional Educator License**

## QUALIFICATIONS BY LICENSE/ENDORSEMENT LEVEL SY25

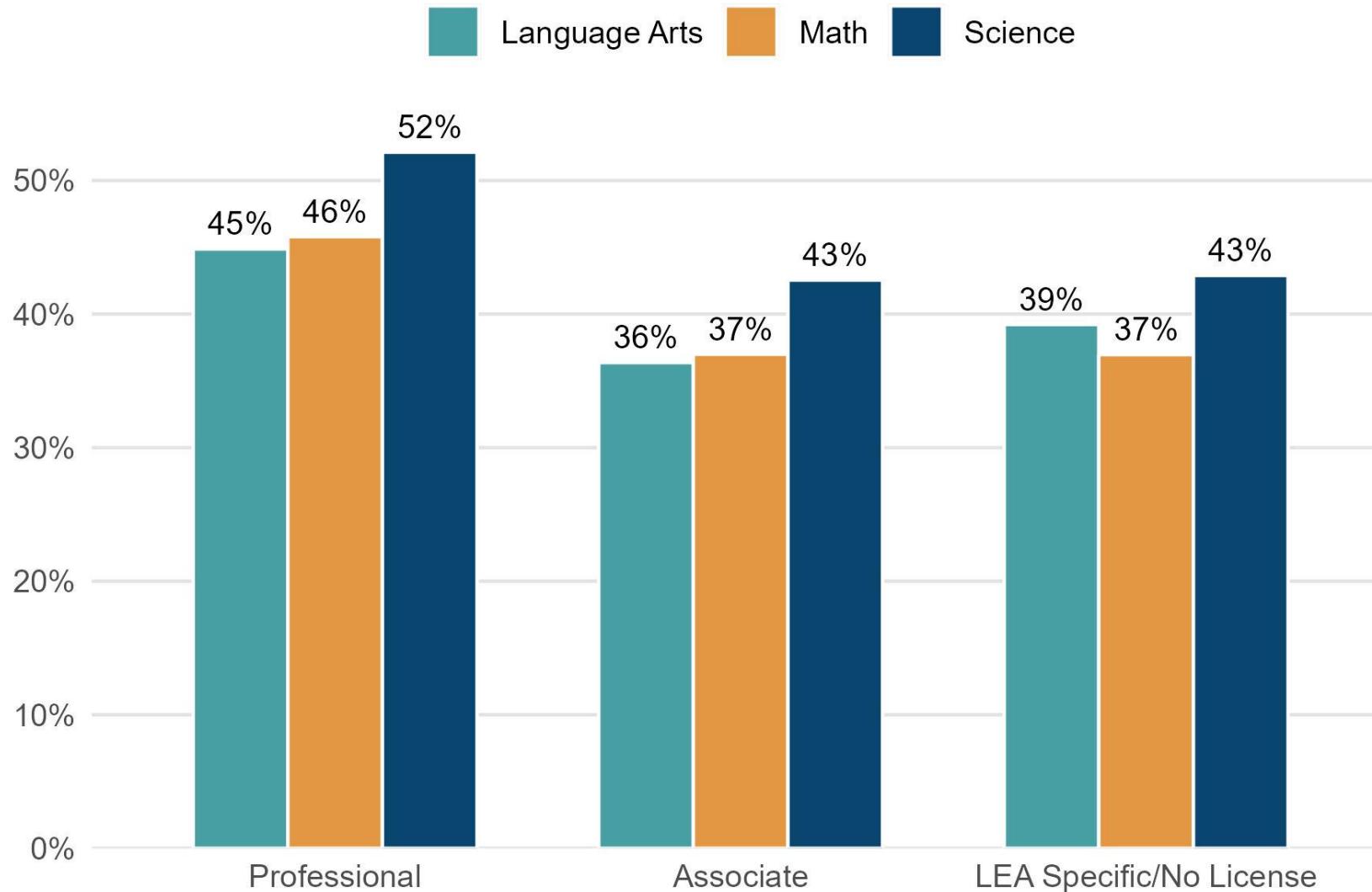


## SY2021-22 Student Proficiency (Grades 3-8) by Teacher License Level

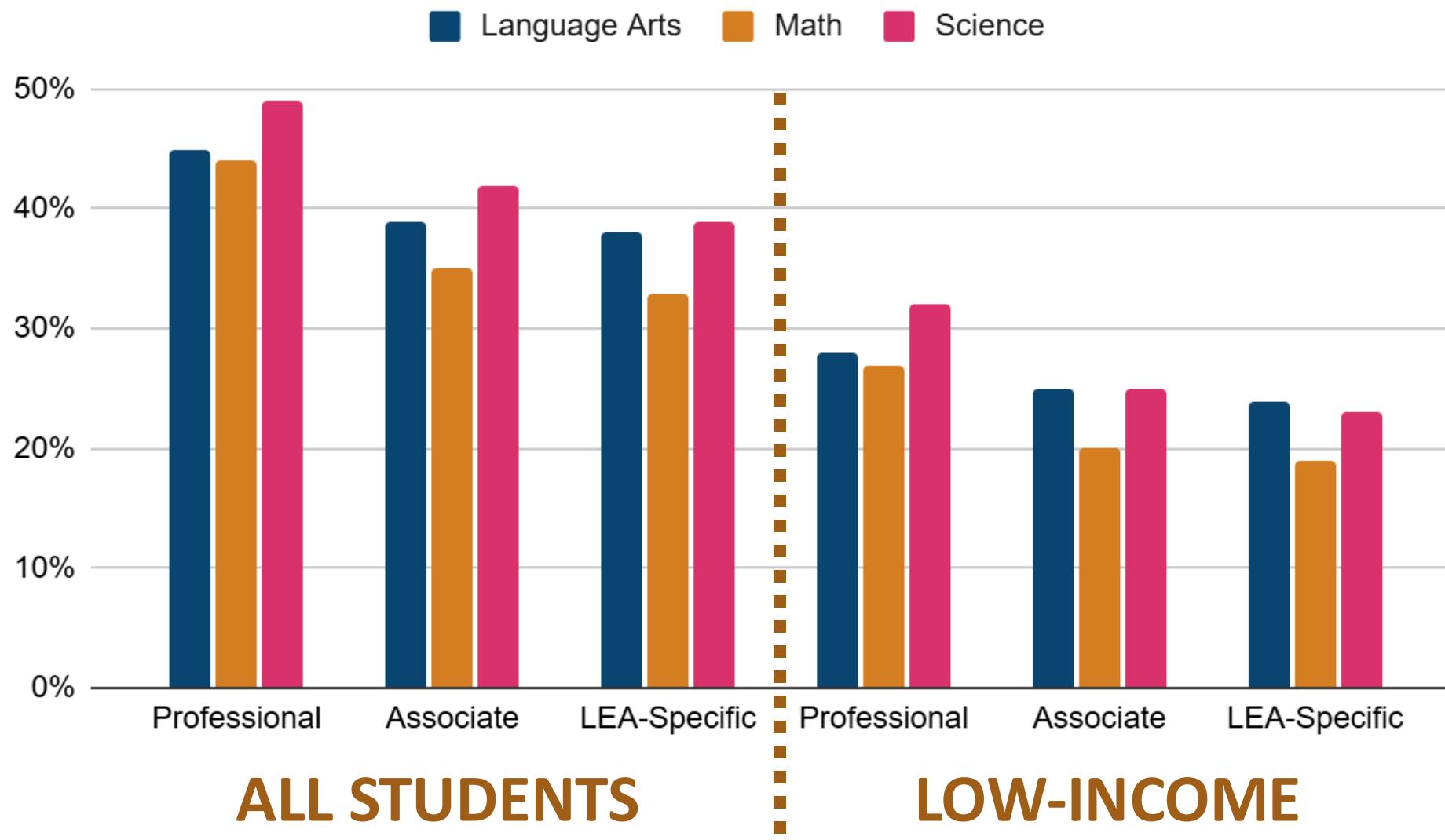


# Student Proficiency by Teacher License Level

SY2024-25 Grades 3-8



# Student Proficiency (Low-Income Families; Grades 3-8) by Teacher License Level (SY22)



**ALL STUDENTS**

**LOW-INCOME**

## SY25 Proficiency by Teacher License Level

Low Income Families, Grades 3-8

License Type	Subject Area	All Students	Low Income
Professional	Language Arts	44%	28%
	Math	46%	28%
	Science	52%	34%
Associate	Language Arts	36%	22%
	Math	36%	20%
	Science	42%	24%
LEA Specific/No License	Language Arts	40%	28%
	Math	36%	24%
	Science	42%	30%

# Educator Licensing Highlights

# Utah Registered Apprenticeship for Teachers (U-RAPT)

- **Work & Learn** workforce development program that concludes with a Professional Educator License in Teaching
- **Registered** with the US Department of Labor July 2024
- **\$2,200,000** grant monies through FY26
- **6** Approved LEA Employer Partners
- **4** Approved IHE Related Instruction Providers
- First apprentice to be “signed” in February 2025

# Simplified License Renewal

# License Renewals for Active Educators

- No License Renewal Form for Educators:
  - Professional licenses
  - Worked in education for all five (5) years
- Still required:
  - Attend professional learning & collaboration provided by employer
  - Educator Ethics Review
- Only positive feedback and appreciation from educators!

# About the U-RAPT



## Utah Registered **Apprenticeship** **Program** for Teachers

- **Work & Learn** workforce development program that concludes with a Professional Educator License in Teaching
- **Registered** with the US Department of Labor July 2024
- **First apprentice** registered in February 2025



# What is an Apprenticeship?

## Paid Job

Earn a competitive wage from day one



## Education

Gain knowledge from on-the-job learning and job-related classroom training



## Credentials

Earn a portable credential within your industry

# U-RAPT Update

31

Pre-apprentices

35

Apprentices

21 LEAs

8 IHEs

# U-RAPT Employee Partners

10

Districts

11

Charters

21 LEAs

# Funding: *US Dept of Labor Grant*

\$2.2 million; expires June 2026

**Pre-apprentice:**  
\$4,000/year for education expenses

**Apprentice:** \$10,000/year  
for education expenses &  
\$10,000 for LEA wages  
(50% match)

**Journeyworker Teacher:**  
\$1,000/ year stipend

# Supplement for Highly-Needed Educators (SHiNE)

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Replaces the Teacher Salary  
Supplement Program (TSSP)

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Started SY2025-2026

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Intended to provide more local  
control

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Allocation based on LEA student  
count

TSSP	SHiNE
Secondary Math, Science, Computer Science, Special Education, Deaf Ed	2-5 “Areas”
Degree in content or 10 years experience in area	LEA determination
\$4,563.30 per year	LEA determination from per-pupil allocation
Good standing (No ‘unsatisfactory’ ratings)	LEA determination

# Student Teacher Stipends

# Student Teacher Stipends

- [HB 221 \(2024\) Stipends for Future Educators](#)
- **\$6,000** per student teacher
- **Added \$500** for LEA employment benefit costs
- Recipients:
  - Attending an accredited college/university
  - Completing clinical experience in Utah LEA
  - Signed affidavit: Intend to license/work as a teacher in Utah

# In the 2<sup>nd</sup> Year

## **FY25**

- \$6.8 million
- 1407 awarded

## **FY26**

- \$11.6 Million
- 1428 awarded
- 1650 anticipated

# Additional Questions

Dr. Malia Hite

*Executive Coordinator of Educator Licensing*

Dr. Lisa McLachlan

*Educator Preparation Coordinator*

Kristin Campbell

*Data Specialist, Teaching & Learning*