



INDIANA STATE BOARD OF EDUCATION

REPA III FAQs

What is REPA III?

The Rules for Education Preparation and Accountability, or “REPA”, are the rules promulgated by the State Board of Education that establish how K-12 teachers in Indiana can become licensed, which is required before an individual can teach in a public school classroom. REPA was first created in 2010 after the responsibility for licensure rules was moved from the Professional Standards Board to the State Board of Education, and is referred to as REPA I.

In January of 2013, the State Board considered and voted to approve REPA II. However, due to procedural issues, REPA II could not be fully promulgated in time for the proposed rule to become law. This required the State Board to reinitiate the rule promulgation process, and is called REPA III.

What was the adjunct permit?

The adjunct permit was a teacher’s license contained in REPA II and earlier draft versions of REPA III. It created a five year renewable license. It required an applicant to have a Bachelor’s degree with at least a 3.0 GPA in a content area related to the subject the applicant intends to teach, pass the content area licensure assessment, and to complete pedagogy requirements. It was only renewable if the holder received three effective or highly effective teacher evaluation ratings.

Is the adjunct permit still included in the REPA III rule to be approved by the SBOE?

No. The Board voted to remove the adjunct permit license during the SBOE meeting on May 15, 2014, and replace it with the Career Specialist Permit.

What is the Career Specialist Permit?

The Career Specialist Permit creates a two-year renewable license for secondary level teachers. It requires an applicant to have a Bachelor’s degree with at least a 3.0 GPA in a content area related to the subject the applicant intends to teach, pass the content area licensure assessment, complete pedagogy requirements beginning in the first month of teaching, and to have 6,000 of work experience in the last five years in a field that is related to the licensure area.

What is the purpose of the Career Specialist Permit?

In response to public testimony and discussions by the State Board of Education, the Career Specialist Permit was created to provide greater flexibility to high school principals and superintendents to hire individuals whom they believe can be effective in educating their students. Schools that are struggling to fill teaching positions will now have greater ability to find qualified, experienced individuals who bring real-world experience into the classroom.

Are holders of a Career Specialist Permit required to receive training in instructional methods or child development?

Yes, the Permit requires training in both areas. The Career Specialist Permit language that was approved by the Board in May requires any holder to begin pedagogy training no later than the first month that s/he enters the classroom. The pedagogy may be delivered through school-based professional development, college or university-based course work or professional development, an entity that is not an institution of higher education, or a professional education organization. The pedagogy training must be completed within the first two-year span of the permit.

The pedagogy must include training in the following areas:

- (1) Literacy for adolescents in content areas and across the curriculum based on scientifically-based reading research.
- (2) Differentiation of instruction and instructional methods, including methods for students with exceptional needs.
- (3) Classroom and behavioral management, including legal rights and responsibilities of teacher and student.
- (4) Curriculum development, lesson planning, assessment strategies, and using data to inform instruction.
- (5) Psychology of child development, including the development of exceptional needs students.
- (6) Competence in multicultural awareness and technology as an aid to education.

How is the Career Specialist Permit similar to other licenses and permits?

The Career Specialist Permit was modeled after the existing Workplace Specialist License, which has been successfully utilized for a number of years. The Workplace Specialist License allows individuals with more than 6,000 hours of professional experience to teach career and technical education (“CTE”) classes to high school students. An individual may also qualify for the Workplace Specialist License by having an associate’s degree or Industry Credential and 4,500 hours of professional experience. Comparatively, the Career Specialist Permit requires both a Bachelor’s degree with a 3.0 GPA in a subject area related to the content that will be taught and 6,000 hours of work experience in an area related to the content that will be taught.

How is the Career Specialist Permit different than other nontraditional permits and licenses?

Career Specialist compared to Emergency Permit

The Career Specialist Permit is different than the Emergency Permit (EP) because it requires individuals to have a Bachelor’s degree with a 3.0 GPA in a subject area related to the content that will be taught, and it requires that an individual pass the content test in advance of teaching in the content area. Additionally, in order for a candidate to obtain an EP, a school superintendent must first apply to the IDOE, and the superintendent must certify that an emergency need exists. The Career Specialist Permit allows an individual candidate to apply in advance and use the credential with any school. The Career Specialist Permit also does not require that a superintendent certify that an emergency need exist.

The EP requires that candidates commit to completing a program that would lead to licensure, and requires that EP holders complete at least 6 credits of coursework each year towards receipt of an initial practitioner license in the subject area to be able to renew the EP. The Career Specialist Permit allows the holder to complete the pedagogy throughout the two years and allows flexibility regarding the individuals or entities that may serve as approved providers, including school-based professional development led by a principal. Finally, the EP is a one-year permit that may be renewed no more than two times; whereas, the Career Specialist is a two-year, renewable permit.

Career Specialist compared to Transition to Teaching Permit

The Career Specialist Permit is different than the Transition to Teaching Permit (“T2T”) because it requires 6,000 hours of related work experience. The Career Specialist Permit thus serves as an indicator that an individual has professional experience in a related field as well as a Bachelor’s degree in a related subject area. The Career Specialist Permit also differs from T2T because the required pedagogy may be provided by multiple types of entities, including school-based professional development led by a Principal, as long as the program provider is approved in advance by the State Board of Education.

Do other states have similar licenses?

Yes. A similar career specialist license or permit exists in other states, including: Colorado, Kentucky, South Carolina, and Virginia.

What is the final rule adoption process by the State Board of Education?

The Career Specialist Permit and the temporary superintendent’s license were the last two provisions of the REPA III rules to be considered by the SBOE. While the original process began in 2011, the current State Board members have discussed and voted publicly on updated provisions over the past several months. The Board may opt to consider any additional modifications to the approved language at the next Board meeting. The completed rule packet must be adopted by the State Board, prior to review by the Attorney General’s office, gubernatorial review, and then posting to the Indiana Register for effectiveness thirty days hence.