

DPI Emergency Rule Revisions to PI 34

The new Emergency Rule ([Emergency Rule 2043](#)) amends Chapter PI 34 teacher licensing rules to create licensing flexibilities to address staffing needs and help school districts ensure continuity of services during the COVID-19 pandemic and provide flexibilities for clinical programs offered by educator preparation programs during the pandemic. This Emergency Rule will be in effect for 150 days and could be extended for up to two 60-day periods. Those extensions would be subject to legislative review and approval.

Flexibilities under the Emergency Rule are aimed at addressing the following areas: 1) grade and subject level licensing flexibility; 2) substitute licensing flexibility; and 3) in-person clinical experiences and evaluations.

Because a short-term substitute teacher may be employed to teach any subject at any grade level, the emergency rule focuses on the assignment of licensees as short-term substitutes and allows the extensions of those assignments beyond 45 days. Below is background on which licenses are affected and how they are affected.

Effect of the Emergency Rule on Assignment of Individuals in Various License Categories

Three-year short term substitute license holders

- The three-year short-term substitute license may be issued to a person who holds an associate's degree or higher from an accredited degree-granting institution but has not completed a state-approved educator preparation program.
- Currently, the three-year short-term Substitute license allows the holder to accept short-term substitute assignments *in any subject at any grade level*, for **no more than 45 days total in a specific assignment**.
- ***The Emergency Rule will allow a specific short-term assignment to be extended for additional periods of no longer than 45 consecutive days. To do so requires that the district review the assignment and consult with the teacher before any extension of the assignment.***

Five-year long term substitute license holders

- The five-year long-term substitute license may be issued to an applicant who has completed a state-approved educator preparation program through an accredited four-year bachelor's degree-granting institution.
- Currently, the five-year long-term substitute license allows the holder to accept short-term substitute assignments *in a subject and grade level outside of their license* (**for no more than 45 days total in a specific assignment**). This license also allows the holder to accept long-term substitute assignments *in the subject and grade level in which they are licensed* (**for more than 45 days total in a specific assignment**).
- ***The Emergency Rule will allow a specific assignment of these license holders as a short-term substitute to be extended for additional periods of no longer than 45 consecutive days. To do so requires that the district review the assignment and consult with the teacher before any extension of the assignment.***

Licenses Issued under Subchapter VI – Teaching Areas

- Licenses issued under this subchapter include such categories as: Early childhood; Elementary and middle school; Middle and high school; Kindergarten through grade 12; Early childhood special education; Kindergarten through grade 12 cross-categorical special education; Deaf or hard of hearing; Blind and visual impairment, among others.
- Currently, these license holders may be assigned as a short-term substitute teacher for up to 45 consecutive days.
- ***The Emergency Rule will allow a specific assignment of these license holders as a short-term substitute teacher to be extended for a period of more than 45 consecutive days not to exceed the remainder of the school year for which the individual is employed as a short-term substitute teacher. To do so requires that the district review the assignment and consult with the teacher before extending the assignment.***

Licenses Issued under Subchapter VII – Pupil Services Areas

- These license categories include, among others, such categories as: School counselor; School nurse; School psychologist; School social worker, among others.
- Currently, these licensees may be assigned as a short-term substitute teacher for up to 45 days.
- ***The Emergency Rule will allow a specific assignment of these license holders as a short-term substitute teacher to be extended for an additional period of more than 45 consecutive days not to exceed the remainder of the school year for which the individual is employed as a short-term substitute teacher. To do so requires that the district review the assignment and consult with the teacher before extending the assignment.***

Licenses Issued under Subchapter VII – Administrator Areas

- These license categories include, among others, such categories as: Principal; District administrator; Director of instruction; Director of special education and pupil services; Reading specialist; School business administrator; and Program coordinators (e.g., for career and technical education, children at-risk and gifted and talented programs among others)
- Currently, these licensees may be assigned as a short-term substitute teacher for up to 45 days.
- ***The Emergency Rule will allow a specific assignment of these license holders as a short-term substitute teacher to be extended for an additional period of more than 45 consecutive days not to exceed the remainder of the school year.***

The chart on the following page illustrates how the Emergency Rule will affect the assignment of individuals in these various license categories.

Emergency Authority to Extend a Short-Term Substitute Teacher's Employment Beyond 45 Days in the Same Assignment:			
Type of License Held by Short-Term Substitute:	District required to review the assignment before an extension?	District required to consult with employee before an extension?	Maximum duration of the extension:
<i>Tier I short-term substitute teacher license only</i>	Yes.	Yes.	Additional periods of no longer than 45 consecutive days.
<i>Tier I long-term substitute teacher license only</i>	Yes.	Yes.	Additional periods of no longer than 45 consecutive days.
<i>Subch. VI license in a teaching area *</i>	Yes.	Yes.	Not to exceed the remainder of the school year.
<i>Subch. VII license in a pupil services area*</i>	Yes.	Yes.	Not to exceed the remainder of the school year.
<i>Subch. VIII license in an administration area*</i>	No	No.	Not to exceed the remainder of the school year.

* For the purposes of determining the successful completion of 6 semesters of teaching, administrating, or pupil services experience to receive a tier III license, school districts and the department shall consider assignments of individuals who hold a tier II license issued under subch. VI, VII, or VIII as substitute teacher during the 2020-21 school year as being in the individual's license area.

Effect of the Emergency Rule on Teacher Preparation -- Changes to Clinical Program Requirements (Pre-Student Teaching and Student Teaching)

Pre-Student Teaching

- Under the Emergency Rule, a student's supervised pre-student teaching clinical experiences do not need to occur "onsite" in a school setting. Instead, such experiences may occur in any of "a variety of settings related to effective instruction, safe and supported students, family and community engagement, or building meaningful relationships with students in prekindergarten through grade 12."

- The Emergency Rule provides that observations of a student within their pre-student teaching clinical experiences that are used for evaluating the student's performance may include recorded instruction, reviews of lesson plans, and teaching materials that include reflections by students about what went well with the teaching and learning events and how they would improve them next time.

Student Teaching

- Under the Emergency Rule, student teaching experiences within an educator preparation program may occur in school settings that are in alignment with the cooperating school's current plan for teaching and learning, which may include face-to-face, virtual, hybrid, synchronous, or asynchronous settings.
- The Emergency Rule provides that required observations of a student teacher may be conducted in person or virtually by a program supervisor with relevant teaching experience *or by the cooperating teacher*. Such observations should be conducted synchronously, if possible, consistent with the school's instructional format. If the school is not conducting synchronous instruction or synchronous observations are not possible, observations may include recorded instruction, reviews of lesson plans, teaching materials, and reflective discussions about the teaching and learning events. Observations should include coaching and feedback for students on how to adjust and modify instruction to be more effective.
- In addition, the Emergency Rule provides additional flexibility regarding the length/duration of the student teaching experience. Specifically, for programs leading to the student's first license, student teaching shall be for full school days for a full semester of the cooperating school *or its equivalent as approved by the state superintendent*.

Cooperating Teachers and School-Based Supervisors

- Finally, the Emergency Rule modifies the experience requirements that apply to cooperating teachers and school-based supervisors. Specifically, if no cooperating teacher or school-based supervisor who meets the standard experience requirements is available, then another otherwise-qualified individual may serve in the capacity of a cooperating teacher or school-based supervisor if the individual has at least one year of experience, has been recommended by the cooperating school's principal, and has been deemed acceptable by the approved educator preparation program.