

Chapter PI 3**LICENSES**

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PI 3.001 Advisory council. The state superintendent shall appoint a broadly based, representative advisory council for teacher education and certification with the membership and duties delineated below:

(1) **MEMBERSHIP.** (a) The advisory council shall consist of the following members:

1. Five practicing teachers
2. Four school administrators
3. Four higher education representatives
4. Four lay citizens
5. One post-secondary school student

(b) Members in the several categories shall be selected by the state superintendent of public instruction in a manner that maximizes diversity of educational perspectives.

(c) Members shall serve three-year staggered terms to provide for continuity of council functioning. A council member shall serve no more than 2 consecutive full terms (6 consecutive years).

(2) **DUTIES.** (a) To propose to the state superintendent of public instruction standards for certification of school personnel.

(b) To propose to the state superintendent of public instruction guidelines to be used in the issuance of all types of licenses and certificates to school personnel.

(c) To propose to the state superintendent of public instruction policies and procedures to insure that school personnel in the public schools are employed within their areas of certification.

(d) To propose to the state superintendent of public instruction standards for the approval of preparation programs for school personnel.

(e) To propose to the state superintendent of public instruction policies and procedures for evaluating the effectiveness of programs for the preparation of school personnel.

(f) To review annually the activities of the department of public instruction relating to the approval of school personnel education programs and to the issuance of licenses and certificates in order to advise the state superintendent of public instruction.

(g) To receive complaints, suggestions, or inquiries on matters regarding certification and programs of preparation of school personnel,

inquire into such complaints, suggestions, or inquiries, and, if appropriate, advise the state superintendent of public instruction on action to be taken.

(h) To review the budget requests for the certification and program approval functions within the department of public instruction and to make recommendations to the state superintendent of public instruction on these requests.

(i) To prepare and report an annual summary of its actions and recommendations to the state superintendent of public instruction.

History: Cr. Register, February, 1977, No. 254, eff. 3-1-77.

PI 3.01 Permits. A permit is an instrument, limited in time to one year or fraction thereof and to one specific job, given to permit the employment of a person who does not meet the minimum legal requirements for teaching as stated in section 40.43 (3), Wis. Stats. [118.19 (2)] and sections PI 3.03 (2), (3), (4), (5) and (6), Wis. Adm. Code. The permit is recognized as a substandard instrument given to an unqualified person.

(1) No permit may be issued to any person for the school year 1964-65 or thereafter who has secured credits for less than 4 semesters of work as prescribed by a college offering an accredited 2 year professional education course.

(2) A permit may be granted only upon the written request of the employing official and/or the county or district administrator.

(a) Such request shall state that a satisfactory qualified person is not available.

(b) A permit shall be limited to a certain position and may not exceed one school year.

(c) All permits shall expire as of June 30 or sooner of the school year for which they are issued.

(d) No permit may be renewed unless there shall be a continued shortage of available satisfactorily recommended qualified teachers, and at least 6 semester hours of credit have been gained during the school year or the summer preceding the school year for which the permit is to be issued. These credits must be acceptable to the college at which the permit teacher is working toward her next diploma or degree.

(e) All permit teachers must have their credits evaluated and a suitable pattern of procedure established by the proper college authority.

(f) The state superintendent may issue or decline to issue permits at his [her] discretion.

(g) A permit to be known as an intern license may be given to a person working in an internship program which is approved by the state superintendent of public instruction. An intern who is paid by a board of education must hold such a license. Such license may be issued only to a student recommended by the proper teacher preparing college or university authorities and must hold senior or graduate ranking. A signed

request by the administrator of schools of the participating district must be filed as a condition for the issuance of such license.

History: 1-2-56; am. intro. par. and (1), Register, November, 1958, No. 35, eff. 12-1-58; am. intro. par; (2), (2) (d); cr. (2) (g), Register, September, 1960, No. 57, eff. 10-1-60; am. (1), Register, June, 1962, No. 78, eff. 7-1-62; am. intro. par. by renum. references from PI 3.03 (1), (2), (3), (4), (5) to be PI 3.03 (2), (3), (4), (5), (6), Register, February, 1972, No. 194, eff. 3-1-72.

PI 3.02 Special licenses. (1) A special license is an instrument limited in time to one year or fraction thereof and to one specific assignment to permit the employment of a legally qualified teacher who does not meet the legal qualifications for the teaching assignment for which a special license is requested. Such license shall expire as of June 30 or earlier of the school year of issuance.

(2) The district administrator of the school must request such license in writing with full explanation and justification of the need.

(3) The issuance or denial of a special license is at the discretion of the state superintendent.

(4) Renewal of a specific license may be granted under certain circumstances which include the satisfactory completion by the applicant of a minimum of 6 semester hours in an approved program between the date of issuance and the date of renewal and may include, but not be limited to, a continued shortage of available regularly licensed teachers. Such studies must be directed toward completion of the deficiencies in the area for which such special license is sought.

History: 1-2-56; cr. (4), Register, September, 1960, No. 57, eff. 10-1-60; am. (3), Register, August, 1977, No. 260, eff. 9-1-77; r. and recr. Register, May, 1978, No. 269, eff. 6-1-78.

PI 3.03 Licenses. A license is a 1, 2 or 3 year instrument which indicates that the holder is fully qualified to teach the subjects or at the grade levels endorsed on the license. Licenses are given to persons who are recommended by the proper college authorities and who have completed a program approved by the state superintendent of public instruction. The state superintendent shall conduct an on-site review at all institutions that prepare professional school personnel at least once each fifth year for the purpose of approving programs leading to the licensure of such school personnel. Approved programs must meet the minimum requirements set by the state superintendent but they may go beyond these minimums as determined by each teacher preparation institution and as approved by the state superintendent. A teacher under the rules and regulations of the state department is a person whose work includes the exercise of any educational function for compensation, in any of the public schools, in instructing pupils, or in administering, directing or supervising any educational activity.

(1) **HUMAN RELATIONS.** (a) Preparation in human relations, including intergroup relations, shall be included in programs leading to initial certification in education. Institutions of higher education shall provide evidence that preparation in human relations, including intergroup relations, is an integral part of programs leading to initial certification in education and that members of various racial, cultural, and economic groups have participated in the development of such programs.

(b) Such preparations shall include the following experiences:

Register, April, 1979, No. 280

1. Development of attitudes, skills, and techniques so that knowledge of human relations, including inter-group relations, can be translated into learning experiences for students.

2. A study of the values, life styles, and contributions of racial, cultural, and economic groups in American society.

3. An analysis of the forces of racism, prejudice, and discrimination in American life and the impact of these forces on the experience of the majority and minority groups.

4. Structured experiences in which educators have opportunities to examine their own attitudes and feelings about issues of racism, prejudice, and discrimination.

5. Direct involvement with members of racial, cultural, and economic groups and/or with organizations working to improve human relations, including intergroup relations.

6. Experiences in evaluating the ways in which racism, prejudice, and discrimination can be reflected in instructional materials.

(c) Programs of implementation and evaluation shall be submitted to the department of public instruction for approval.

(2) **EXCEPTIONAL EDUCATION.** Effective July 1, 1981, to be eligible for a license to teach in Wisconsin's elementary and secondary schools, persons shall have completed a course(s) consisting of a minimum of 3 semester credits or its equivalent in exceptional education. The equivalent may be accomplished in part or in full by including study of the exceptional child in existing required courses or other program requirements. Programs shall provide students with the following knowledge:

(a) Knowledge of exceptional educational needs areas as defined by state (subch. IV, ch. 115) law and federal (PL 94-142) law.

(b) Knowledge of the major characteristics of the disability areas in order to recognize their existence in children and youth.

(c) Knowledge of various alternatives for providing the least restrictive environment for children and youth with exceptional educational needs.

(d) Knowledge of methods of teaching children and youth with exceptional educational needs effectively in the regular classroom.

(e) Knowledge of referral systems, Multi-Disciplinary Team responsibilities, and Individualized Education Plan (IEP) processes.

(3) **READING.** (a) Beginning July 1, 1975, to be certified to teach in Wisconsin, all prospective elementary and middle school teachers must satisfactorily complete at least one discrete course in the teaching of reading. The course shall include information about the nature of the reading process and how to teach reading at the classroom level and shall focus upon the objectives, approaches, instructional materials, and practices and evaluation procedures involved in the teaching of reading in the elementary grades.

(b) Beginning July 1, 1977, to be certified to teach in Wisconsin, all prospective secondary teachers must satisfactorily complete at least one discrete course in the teaching of reading. The course for secondary

teachers shall be concerned with providing continued reading instruction for all students enrolled in secondary schools.

(4) EARLY CHILDHOOD EDUCATION (N-K). Baccalaureate degree-holding applicants shall have completed an early childhood or elementary education program approved by the state superintendent. A minimum of 26 semester credits of professional courses which shall include required course work in child growth and development, psychology of learning, methods and curriculum in early childhood education, and student teaching (minimum of 5 semester credits). Student teaching is required at each level of specification for which certification is given (nursery; kindergarten).

(5) EARLY CHILDHOOD—EXCEPTIONAL EDUCATIONAL NEEDS. Effective July 1, 1978, all persons employed as teachers of early childhood—exceptional educational needs must hold department of public instruction licensure.

(a) Baccalaureate degree holding applicants shall have completed an approved early childhood—exceptional educational needs program which includes a minimum of 34 semester credits of course work from each of the following areas:

1. Methods of teaching reading
2. Child growth and development
3. Psychology of learning
4. Methods and curriculum in early childhood education
5. Student teaching with normal young children
6. Psychology of the exceptional child
7. Language development and disorders of the young exceptional child
8. Introduction to the education of the young exceptional child
9. Methods, curriculum, and materials for the young exceptional child
10. Assessment of the young exceptional child
11. Organization and administration of programs for the young exceptional child
12. Parent training and family involvement of the young exceptional child
13. Student teaching with the young exceptional child

(b) A properly licensed special education teacher who has been successfully employed (as verified by the superintendent or his/her designee) as an early childhood—handicapped teacher by a local educational agency for 2 semesters between July 1, 1973, and July 1, 1978, shall be certified in early childhood—exceptional educational needs.

(c) A properly licensed special education teacher who has been successfully employed (as verified by the secretary of the department of

health and social services or designee or the private agency administrator) as an early childhood—handicapped teacher in a program for handicapped children for 2 semesters between July 1, 1973, and July 1, 1978, shall be certified in early childhood—exceptional educational needs.

(6) **ELEMENTARY.** A 2 year license will be granted to any recommended graduate of an accredited Wisconsin public supported state or county college who has completed the approved 2 year non-degree teacher education course. A 2 year license will be granted to any recommended graduate of an accredited state college who has completed the approved 3 year non-degree teacher education course. A 3 year license will be granted to any recommended graduate of a state college, a state university, a private college or university who has earned a degree from an approved teacher education course. A degree-holding upper elementary teacher may be licensed at the ninth grade level in her areas of concentration when it is so recommended by the proper college authorities. Graduates of 4 year degree courses of out-of-state accredited colleges and universities are eligible for licenses providing they meet our state requirements. Graduates of 2 and 3 year courses in out-of-state colleges and universities are not eligible for regular licensing in Wisconsin based upon such preparation. The use of proficiency examinations in professional education and in subject areas may be substituted in part in lieu of regularly earned college credits. The method and extent of the use of such examinations shall be based upon the prior holding of a baccalaureate degree and upon the recommendation or recommendations of examining committees cooperatively established by the proper authorities of degree-granting colleges and universities accredited for the preparation of public school teachers in Wisconsin. Such recommendations as well as the plans and procedures involving the establishment of the examining committees and the overall methods of procedure must have the approval of the state superintendent before their acceptance for certification purposes.

(a) Degree-holding elementary teachers are expected to have a good general education background. It is strongly recommended that they acquire one or more subject matter areas of concentration.

(b) Degree-holding elementary teachers shall have graduated from an elementary education course approved by the state superintendent. A minimum of 26 semester credits of professional education including methods, child development including psychology of learning and student teaching is required. At least 5 semester credits will be required in student teaching, and a minimum of 8 semester credits in student teaching is suggested.

(7) **HIGH SCHOOL.** A 3 year license will be granted to a recommended degree-holding graduate of an accredited degree-granting college or university for those subjects for which he has had adequate preparation under the prescribed regulations. The use of proficiency examinations in professional education and in subject areas may be substituted in part in lieu of regularly earned college credits. The method and extent of the use of such examinations shall be based upon the prior holding of a baccalaureate degree and upon the recommendation or recommendations of examining committees cooperatively established by the proper authorities of degree-granting colleges and universities accredited for the preparation of public school teachers in Wisconsin. Such recommendations, as well as the plans and procedures involving the establishment of the examining committees and the overall methods of procedure, must have

the approval of the state superintendent before their acceptance for certification purposes.

(a) High school teachers of all subjects shall have secured a good general education background for graduation from college. Colleges in Wisconsin preparing teachers for public high schools shall file their pattern of general education with the state superintendent in 1961 and at 5 year intervals thereafter. Applicants graduating from college shall have completed plan 1, plan 2, plan 3, or plan 4 below:

1. One college or university approved major of at least 34 semester hour credits with one college or university approved minor of at least 22 semester hour credits.

2. Two college or university approved majors of at least 34 semester hour credits each.

3. One college or university approved broad field major of at least 54 semester hours.

4. One college or university major in a given subject field.

5. Adequate preparation in conservation of natural resources (Wis. Stats. 40.43 (6)) [s. 118.19 (6) Stats.] must include a program of study including:

History and philosophy of the conservation movement,

Appreciative understanding of the wide variety of natural resources,

Importance of conservation of natural resources in a national and international setting,

Relationship of supply of natural resources and economic structure,

Natural resource management: techniques, need for and type of controls,

Role and importance of resource use planning for the future. Public and private schools of higher education, where section 40.43 applies, shall submit a syllabus of the course of instruction in the conservation of natural resources or a listing of units if the preparation in conservation is integrated in other courses. Time allotments must be indicated unless conservation of natural resources is offered for credit. In which case credit earned must be indicated.

6. Only those majors and minors that meet the standards of the college as to credits and pattern will meet the state requirements. These standards are those established by the college of graduation or the college in which the work in professional education is taken.

7. In all cases in which the college authorities recognize high school courses or other proof of proficiency by permitting advanced standing, such credit will be recognized in meeting the minor or the major when a statement of such recognition and placement is indicated upon the official transcript of the student or through an official note attached to the transcript.

8. College and university authorities are urged not to include as teaching majors those subjects which are not recognized as good secondary teaching fields in Wisconsin high schools.

(b) A license covering the broad field of science will be granted from 1960 to 1963 inclusive based on a major in science of at least 45 semester credits in science subjects with a minor of at least 20 semester credits in one science subject and at least one full year course of at least 8 semester credits in the other 3 courses. The subjects included are chemistry, physics, biology and earth science. Earth science courses may be in geology, meteorology, astronomy and physiography. As of January 1, 1964, the broad field science major must consist of at least 54 semester credits with a minor of at least 22 semester credits in one science subject and at least one full year course of at least 8 semester credits in the other 3 science courses. A minimum of 6 semester hours of college credit in mathematics shall be considered as a prerequisite to this major.

1. Effective July 1, 1980, for the three-year license in broad field science, the applicant must have completed:

a. The secondary General Requirements (see above).

b. A 54 semester credit major in science, including:

1) 14 semester credits in each of two of the following sciences:

biology
chemistry
earth science
physics

2) 8 semester credits in each of the remaining two sciences

3) 10 semester credits selected from any of the aforesaid sciences and/or the history and/or philosophy of science

c. 6 semester credits of mathematics

d. Conservation of natural resources

Note: The broad field science certification permits the teaching of all sciences (grades 7-12) with the exception of biology, chemistry, earth science, and physics, in grades 10-12.

2. Effective July 1, 1980, for the three-year license in biology, chemistry, earth science and/or physics in grades 7-12, the applicant must have completed:

a. The secondary General Requirements

b. A 34 semester credit major in one of the above science subjects

or

c. A 22 semester credit minor in one of the above science subjects. Certification on the basis of completion of a minor in a science subject may be obtained only if the applicant has completed a major in another science subject except that with a major in mathematics and a minor in physics, certification in physics may be obtained.

d. Conservation of natural resources

Note: All persons seeking certification in biology, chemistry, earth science, or physics must have completed at least 8 semester credits of course work in at least one additional science subject.

3. Upon the request of a school district administrator, a person holding certification to teach science based on the broad field science teaching major (but not meeting the credit requirement for extending certification to the specific subject in grades 10-12) may be granted a two-year non-renewable certificate to teach biology, chemistry, earth science and/or physics. In such cases it is required that the teacher shall complete required course work during this two-year period to be eligible for a regular teaching certificate.

4. Effective July 1, 1980, for three-year licensure to teach chemistry, physics, and physical science in grades 7-12, the applicant must have completed:

a. The secondary General Requirements

b. A 44 semester credit major in physical science, including:

1) 22 semester credits in chemistry

2) 22 semester credits in physics

c. Conservation of natural resources

(c) As of July 1, 1972, a license covering the broad field of social studies will be granted upon the basis of completion of a minimum of 54 semester credits, to include a 22 semester credit concentration in one of the following subject areas: anthropology, economics, geography, history, political science, psychology, or sociology; and a minimum of 32 semester credits distributed over at least 3 of the other above listed social studies subjects; or a 34 semester credit concentration in one of the above listed social studies subjects, and a minimum of 20 semester credits distributed over at least 2 of the other above listed social studies subjects. Certification in broad field social studies will permit teaching in only the concentration and the fusion courses, not in all social studies subjects. (The fusion courses are those drawn from several of the social studies disciplines and, therefore, require a composite preparation in social studies. Fusion courses include civics, social problems, American problems, area studies, vital issues, etc.)

(e) A license covering the broad field of art education will be granted in 1963 and thereafter upon a minimum of 54 semester hours in the field of art exclusive of methods. The pattern of this major must be approved by the state superintendent.

(g) Speech shall be considered an academic subject.

1. High school teachers of speech shall hold a minimum of an approved college minor in speech preparation. Speech certification shall become mandatory for all classroom teachers of speech with the school year 1962-63. Persons with at least 12 years of experience as teachers of speech prior to July 1, 1962 may be licensed without meeting the above requirement. Persons with from 8 to 11 years of experience as teachers of speech prior to July 1, 1962 may be licensed by completing 6 semester hours of college speech training. A course in speech fundamentals is required.

2. Extra-curricular speech activities. Certification for coaching or directing extra-curricular speech activities will be recommended but not required. Colleges are urged to establish suitable patterns of preparation

for coaching or directing extra-curricular speech activities. Such patterns should be established as minors and should be guides to employing officers.

(h) High school teachers must have at least 18 semester credits in professional education. These credits shall be in the fields of educational psychology or psychology of learning, methods to include some in the major subject, and at least 5 in student teaching. The remaining credits are elective in the field of professional education.

(8) SPECIAL SUBJECT FIELDS. (a) For the 3-year license in agriculture (200), home economics (210), industrial arts (220), business education (250), instrumental music (505), choral music (511), general music (515), physical education (530), and art (550), the applicant must have completed:

1. A professional education sequence of 18 semester credits which includes course work in psychology of learning, child growth and development, curriculum, methods, teaching of reading, and student teaching. Preparation for certification to teach in the special fields in grades K-12 must include student teaching at both the elementary and secondary levels.

2. A 34 semester credit Approved Program major, except that all majors in music shall complete a 46 semester credit major, or, a 22 semester credit Approved Program minor. A license issued on the basis of a minor is valid only during the first 3 years following graduation. Additional certification requires the completion of an Approved Program major or Approved Program master's degree in the subject.

(b) Life license may be granted to applicants who have successfully taught the subject in Wisconsin schools for 3 years while holding certification based on an Approved Program major or Approved Program master's degree in the subject.

(c) The music requirements are effective July 1, 1982. Until July 1, 1982, the 34 semester credit major applies for instrumental music (505) and vocal music (510).

(9) VOCATIONAL EDUCATION. (a) A 3-year license may be issued to a person who has completed the requirements specified below for any of the following vocational subjects:

1. 211 Child Services—vocational
2. 212 Clothing Services—vocational
3. 213 Food Services—vocational
4. 214 Housing and Equipment—vocational
5. 215 Family and Community Services—vocational
6. 281 Business and Office—vocational
7. 285 Distributive Education—vocational
8. 293 Drafting—vocational
9. 294 Electricity/Electronics—vocational
10. 296 Graphics—vocational

11. 297 Metals—vocational
12. 298 Power Mechanics—vocational
13. 299 Woodworking—vocational
14. 911 Health Occupations—vocational (effective July 1, 1978)

(b) An applicant for a license to teach in any of the vocational subjects must have completed the following:

1. A bachelor's degree.
2. A 34-semester credit Approved Program teaching major in business education, industrial education, distributive education, home economics, or health occupations.
3. An applicant for a license in health occupations—vocational may complete a 34-semester credit major in a nationally recognized health occupations field and obtain the institutional endorsement verifying the completion of an 18-semester credit secondary education professional sequence in lieu of (b) 2 above. This sequence must include the following:
 - a. Methods of teaching health occupations
 - b. Psychology of learning
 - c. Curriculum planning
 - d. Teaching of reading
 - e. Student teaching—minimum of 5 semester credits
4. A licensed teacher employed as a health occupations—vocational teacher for 2 semesters prior to July 1, 1978, may be issued a regular 3-year license upon verification by the employing school administrator that the experience was successful.
5. A course in principles, issues or philosophy of vocational education.
6. Certification designated health occupations—vocational requires that the applicant hold current state or national certification in a health care field.
7. Certification designated business and office—vocational and trades and industry—vocational requires related occupational experience totaling 2,000 hours completed during the 10-year period preceding the application for vocational licensure.
8. Certification designated distributive education—vocational requires related occupational experience totaling 4,000 hours completed during the 10-year period preceding the application for vocational licensure.
9. Certification designated home economics—vocational requires related occupational experience totaling 2,000 hours with at least 1,000 of these hours in one of the 5 areas of concentration completed during the 10-year period preceding application for home economics—vocational licensure.

10. Certification designated health occupations—vocational requires related occupational experience preferably earned in more than one setting totaling 2,000 hours completed during the 10-year period preceding the application for vocational licensure.

11. The required occupational experience can be met in any of the following ways:

a. Paid occupational experience in related occupations.

b. State-approved collegiate occupational internship (directed field experience) resulting in college credit. One hour of paid occupational internship counts as 3 hours of occupational experience. Up to two-fifths of the occupational experience may be secured by earning university graduate credits in technical subjects or in workshops, specifically related to the area of concentration, one semester hour counting as 95 clock hours of occupational experience and one clock hours of approved workshop experience counting as up to 3 clock hours of occupational experience. Workshops must have prior approval of the state superintendent.

12. The 3-year license may be renewed by completing 3 semester credits in technical course work or its equivalent.

(c) For the 5-year license, applicants must have completed the following:

1. Three years of successful teaching experience in a position requiring Wisconsin vocational certification while holding the 3-year license for the subject(s) endorsed on that license.

2. Three semester credits in technical course work, specifically related to the vocational program. (95 clock hours of occupational experience, specifically related to the area of concentration, can count as the equivalent of one semester credit or one clock hour of approved workshop experience can count as 3 clock hours of occupational experience.)

3. Life license will not be issued. The 5-year certificate can be renewed by verifying completion of 5 semester credits in technical course work, specifically related to the vocational program. (Occupational experience or workshop attendance can be substituted for college credit totally or in part under the guidelines for equivalency listed in 2 above.)

(10) LOCAL VOCATIONAL EDUCATION COORDINATORS. (a) For a 3-year license the applicant must possess evidence of vocational education and administrative competencies, credentials to include the following:

1. A baccalaureate or higher degree with a major in a vocational subject area or related area as identified by the state superintendent.

2. College-level course work in the following areas:

a. Issues, principles or philosophy of vocational education.

b. Organization and administration of cooperative vocational programs

c. Curriculum planning and development

d. Supervision of instruction

e. Guidance with an emphasis on career development

f. Administration of public school districts.

3. Work experience outside of teaching to include at least 2,000 hours in one or more occupational fields. Collegiate field experience resulting in college credit may be used to satisfy occupational requirements, each contact hour counting up to 3 clock hours of occupational experience. Workshops may be substituted for occupational experience as follows: one clock hour of approved workshop experience counts up to 3 clock hours of occupational experience. Approval by the state superintendent is required.

4. Three years of successful teaching in a vocational subject area identified as such by the state superintendent, or 2 years of secondary teaching in vocational subject areas and an additional 2 years in administration and/or guidance.

(b) A 5-year license will be granted upon presentation of evidence of 3 years of successful employment as a local vocational education coordinator during the period of the 3-year license.

(c) Five-year certificates may be renewed by presenting evidence of the completion of 5 semester hours of collegiate credit or 475 clock hours of appropriate occupational experience which contributes to broadening the vocational competency of the applicant may be substituted for college credit. Collegiate field experience resulting in college credit may be used to satisfy occupational requirements, each contact hour counting up to 3 clock hours of occupational experience. Workshops may be substituted for occupational experience as follows: one clock hour of approved workshop experience counts up to 3 clock hours of occupational experience. Workshops must have prior approval of the state superintendent. These requirements are to be fulfilled within the immediate preceding 5-year period.

(11) **READING TEACHER.** (a) Any person who has a specific assignment to teach reading must hold certification as a reading teacher.

(b) Certification of the reading teacher shall be mandatory as of July 1, 1972.

(c) 3 year license. The applicant must have completed and/or possess the following:

1. Eligibility to hold a Wisconsin license to teach or completion of an approved teacher education program.

2. Two years of teaching experience.

3. A minimum of 15 semester credits, 9 of which must be taken beyond the bachelor's degree and 6 of which may be taken within the bachelor's degree:

*a. Teaching of reading—elementary for certification K-8 and/or Teaching of reading—secondary for certification 7-12.

*b. Reading disability.

*c. Reading clinic practicum.

d. Electives are to be chosen from language arts; language and learning disabilities; measurement and/or evaluation; literature for children

and/or adolescents; child and/or adolescent psychology; or advanced courses and seminars in reading.

(d) 2 year, nonrenewable licensure. The applicant must have completed and/or possess the following:

1. Eligibility to hold a Wisconsin license to teach or completion of an approved teacher education program.

2. A minimum of 7 semester credits applicable towards unlimited certification.

3. The recommendation of a school district personnel officer or a higher-education faculty member engaged in the training of reading personnel.

(12) **READING SPECIALIST.** (a) The reading specialist certification shall be held by those working with reading teachers, classroom teachers, and others as a resource teacher to improve competency and interest in the teaching of reading and to prevent reading disabilities.

(b) Certification of the reading specialist shall be mandatory as of July 1, 1972.

(c) 3 year license. The applicant must have completed and/or possess the following

1. All requirements for the unlimited certification as reading teacher in addition to having the master's degree with a major emphasis in reading or at least a 30 semester hour program equivalent to the master's degree.

2. In addition to the courses listed in Wis. Adm. Code section PI 3.03 (9) [(10)] (c) 3, course requirements should be selected from:

- *a. Measurement and/or evaluation
- *b. Supervision and administration of reading programs
- *c. Advanced reading courses and seminars
- d. Learning and human development
- e. Language and learning disabilities and techniques
- f. Curriculum, history, and philosophy of education
- g. Exceptional children
- h. Guidance and counseling
- i. Internship with a qualified reading specialist or consultant
- j. Educational and psychological research

3. Two years of teaching or supervisory experience involved with the teaching of reading.

(d) 2 year, nonrenewable licensure. The applicant must have completed and/or possess the following:

1. All requirements for the reading teacher.

2. At least half (15 hours) of the course work listed above.

3. The recommendation of a school district personnel officer or a higher-education faculty member engaged in the training of reading personnel.

(13) **NON-PROFESSIONAL FIELDS OF SERVICE.** Under s. 115.29 (3), Stats. certification will not be required of people assisting teachers in the broad instructional program except where certification classifications of non-professional school employes have been established.

(a) *Special education program aide.* A special education program aide's license may be issued to a person serving as a teacher's aide or a paraprofessional assigned to a special education program or service for exceptional children supported by the division for handicapped children. Role and function will be determined by the professional educator whom the special education program aide assists and may encompass clerical, housekeeping, supervisory or instructional assistance depending upon the competency, background and training of the specific training aide or paraprofessional. Such license may be issued to a person who is at least 18 years of age and has had 3 years of experience in the supervision of structured youth activities, or has completed 3 years of college education, or a combination of the above preparation and/or experience totaling 3 years, or has completed a planned 2-year program in child care and development approved by the department of public instruction.

(14) **LICENSE BASED UPON EXPERIENCE.** A 2-year license may be granted to a person who presents evidence of full accreditation under section PI 3.03 excepting practice teaching providing evidence is presented proving eligibility for acceptance into practice teaching in the college of preparation and proof of 5 or more years of successful teaching experience at the level of preparation. A 3 year renewal license may then be issued upon proof of 2 years of successful teaching experience. Eligibility for a life certificate for such people is established at the end of 5 years of successful teaching experience in Wisconsin holding the 2 and 3 years licenses.

(15) **REFRESHER WORK.** (a) Teachers who have not been regularly employed within the teaching profession within the past 5 years, but who are endorsed by a college or university as having completed an Approved Teaching Program, may be issued a one-year license upon the written request of an employing district administrator. Renewal of this licensure to a regular term license is dependent upon the completion of 6 semester hours of refresher work in methods and/or academic subjects.

(b) A regular term license may be granted to applicants who are endorsed by a college or university as having completed an Approved Teaching Program and who present evidence of 6 semester hours of refresher work in methods and/or academic subjects at the time of application.

(16) **SUBSTITUTE TEACHERS.** Term certificates allowing persons to serve as substitute teachers in the public schools may be issued to applicants who have held or are eligible to hold a regular Wisconsin credential which has expired or the equivalent credential issued in another state.

History: 1-2-56; am. (1), (2), (3); cr. (4) and (5), Register, November, 1958, No. 35, eff. 12-1-58; am. intro. par., (1), (2), (2) (a), (3), (3) (a), (3) (a) 1, (3) (a) 2, (3) (a) 3; cr. (3) (a) 4 and (3) (a) 5; am. (3) (b) and (3) (c); renum. (3) (d) to be (3) (f); cr. (3) (d) and (3) (e); am. (4), (4) (a), (b); r. (4) (c); renum. (4) (d) to be (4) (c); am. (5), Register, September, 1960, No. 57, eff. 10-1-60; am. intro. par.; cr. (3) (a) 6; renum. (3) (e) to be (3) (g); renum. (3) (f) to be (3) (h); cr. (3) (e); (6), (7), (8), Register, June, 1962, No. 78, eff. 7-1-62; renum. (4) (b) and (c) to be (4) (c) and (4) (d) and cr. (4) (b), Register, August, 1964, No. 104, eff. 9-1-64; rn. (3) (a) 4, 5, and 6 to be (3) (a) 6, 7., and 8.; cr. (3) (a) 4 and

Register, October, 1979, No. 286

5.; am. (6) (intro. par.); cr. (9), Register, September, 1966, No. 129, eff. 10-1-66; r. and recr. (4) (b), Register, April, 1968, No. 148, eff. 5-1-68; r. and recr. (6), Register, March, 1969, No. 159, eff. 4-1-69; r. and recr. (4) (a), r. (4) (b), renum. (4) (c) to be (b), (4) (d) to be (c), (5) to be (6), (6) to be (7), (7) to be (8), (8) to be (9), (9) to be (10) and cr. (5), Register, July, 1969, No. 163, eff. 8-1-69; am. intro. par.; r. and recr. (1); renum. (6) to be (7); cr. (6); renum. (7) to be (8); (8) to be (9); (9) to be (10); (10) to be (11), Register, May, 1970, No. 173, eff. 6-1-70; am. (3) (a) intro. par., Register, October, 1970, No. 178, eff. 11-1-70; r. and recr. (7), renum. (8) to be (9), cr. (8), renum. (9) to be (10), (10) to be (11) and (11) to be (12), Register, October, 1971, No. 190, eff. 11-1-71; renum. (1) through (12) to be (2) through (13) and cr. (1); renum. reference in (6) (c) (e) and (f) as renum. to be (6) (b) instead of (5) (b); renum. reference in (9) (c) 2, as renum. to be (8) (c) 3 instead of (7) (c) 3, Register, February, 1972, No. 194, eff. 3-1-72; r. and recr. (4) (c), Register, May, 1972, No. 197, eff. 6-1-72; renum. (2) through (13) to be (3) through (14) and cr. (2); renum. reference in (7) (c) (e) (f) as renum. to be (7) (b) instead of (6) (b); renum. reference (10) (c) 2 as renum. to be (9) (c) 3 instead of (8) (c) 3, Register, June, 1973, No. 210, eff. 7-1-73; r. and recr. (7), Register, December, 1975, No. 240, eff. 1-1-76; am. (intro.) and (5) (a) (intro.), Register, September, 1976, No. 249, eff. 10-1-76; am. (11) (a), Register, March, 1977, No. 255, eff. 4-1-77; r. and recr. (13) and am. (14), Register, August, 1977, No. 260, eff. 9-1-77; renum. (4) to (14) to be (5) to (15) and cr. (4), Register, October, 1977, No. 262, eff. 7-1-78; cr. (6) (b) 1 to 4, Register, October, 1977, No. 262, ff. 7-1-80; cr. (4) (c) and r. and recr. (8), Register, November, 1978, No. 275, eff. 12-1-78; r. (6) (d) and r. and recr. (7), Register, January, 1979, No. 277, eff. 2-1-79; renum. (2) to be (3), cr. (2), renum. (3) to (15) to be (4) to (16), Register, April, 1979, No. 280, eff. 5-1-79; am. (11) (c) 1. and (d) 1., Register, October, 1979, No. 286, eff. 11-1-79.

PI 3.04 Certificates are term and life. The term non-renewable certificate indicates the length of time the holder has to reach the next level of legal certification. Certificates are given to persons who are recommended by the proper college authorities and who have completed a program approved by the state superintendent of public instruction. Approved programs must meet the minimum requirements set by the state superintendent but they may go beyond these minimums as determined by each teacher preparation institution and as approved by the state superintendent.

(1) Five-year non-renewable certificates may be issued to graduates of recognized 2 year elementary teacher courses at the expiration of the 2 year license described in Wis. Adm. Code section PI 3.03 (4) [(5)]. The issuance of the renewal certificate shall be based upon proof of success as reported by superintendents, supervisors and principals and upon proof of the applicant having secured at least 6 semester credits of college work toward the bachelor's degree acceptable to the state superintendent. For any further certification the bachelor's degree in elementary education will be required. This rule shall take effect with the 2 year graduates of 1961.

(2) Since the graduate from a 2 year professional course in elementary education is allowed a total of 7 years to secure a degree in elementary education, the graduate of a 3 year course may have the same length of time after completing a 2 year course or the second year of a 3 year course. Term certificates will be issued upon graduation from the 3 year course in elementary education in accordance with the amount of time left within the above-mentioned period. For further certification the bachelor's degree in elementary education will be required. This rule shall take effect with the 3 year graduates of 1962.

(3) Life certificates may be granted to teachers who have earned bachelors' degrees or their equivalent and who are fully qualified graduates of a college or university accredited for teacher education under the following conditions.

(a) *Life certificates.* The unlimited or life certificate dated July 1, 1962 or thereafter, for all types of certification, will be valid so long as the holder remains active in the teaching profession. The credential

shall become invalid if for 5 or more consecutive years the holder is not actively employed in a position in the teaching profession requiring the holding of a valid license. A person substituting for 90 days under a valid license shall be considered actively employed for that year. Such nullified credential may be renewed by presenting evidence of a minimum of 6 semester hours of refresher work in methods and/or academic subjects.

(b) *High school teachers.* They must hold a bachelor's degree and must have met the pattern of preparation approved by the state superintendent. Life certificates may be granted only in the major subject or subjects of preparation and such other subjects that have been taught successfully in Wisconsin public junior or senior high schools for at least 3 years and which were endorsed on a regular Wisconsin license during that period of time. At least 1 of the 3 years shall have been within the 3 year period prior to the application for the life certificate. Proof of success shall be furnished as requested by the state superintendent.

(c) *Elementary teachers.* They must have met the pattern of preparation approved by the state superintendent and must be properly recommended graduates of a degree course or its equivalent in elementary education from a college or university accredited to offer a degree in the preparation of elementary teachers. Each applicant for a life certificate in elementary teaching must have held a regular license or licenses to teach in Wisconsin elementary schools and must have taught successfully under such license or licenses for at least 3 years in Wisconsin public elementary schools. At least 1 of the 3 years shall have been within the 3 year period immediately prior to the application for the life certificate. Proof of success shall be furnished as requested by the state superintendent.

Note: Life certificates may be issued to holders of minors in elementary school music teaching.

History: 1-2-56; am. (1); renum. (2) to be (3) and am.; cr. (2), Register, November, 1958, No. 35, eff. 12-1-58; am. (3); renum. (a), (b) and (c) to be (b) (c) and (d); cr. (3) (a); am. (3) (b), (3) (c) and (3) (d), Register, September, 1960, No. 57, eff. 10-1-60; am. intro.-par.: Register, June, 1962, No. 78, eff. 7-1-62; am. intro. par., Register, May, 1970, No. 173, eff. 6-1-70; renum. reference in (1) to PI 3.03 (2) to be PI 3.03, (3) Register, February, 1972, No. 194, eff. 3-1-72; am. (3) (d), Register, April, 1973, No. 208, eff. 5-1-73; renum. reference in (1) to PI 3.03 (3) to be PI 3.03 (4) and renum. reference in (3) (d) title to PI 3.03 (5) to be PI 3.03 (6), Register, June, 1973, No. 210, eff. 7-1-73; am. (3) (a), Register, August, 1977, No. 260, eff. 9-1-77; r. (3) (d), Register, January, 1979, No. 277, eff. 2-1-79.

PI 3.10 Special rules. (1) **LIBRARIAN.** (a) *School librarian.* Candidates must hold a valid Wisconsin teaching license, or be eligible for such license, or, in the case of degree-holding candidates, must successfully complete an approved program of 18 semester hours of professional education including field experience in public school library service.

1. Minimum credits for certification (covering both elementary and secondary schools) will be 22 semester hours in library science and related fields, including all of the following:

- a. Administration of the school library/instructional materials center
- b. Selection and use of audio-visual materials
- c. Selection and use of printed materials
- d. Adolescent literature
- e. Children's literature

- f. Cataloging and classifying
- g. Reference sources for schools

EXCEPTIONS: Certification as an elementary school librarian requires a course in children's literature, but not adolescent literature.

Certification as a secondary school librarian requires a course in adolescent literature, but not children's literature.

- 2. Additional courses may be selected from:
 - a. Principles of elementary and secondary curriculum development
 - b. Developmental reading
 - c. Remedial reading
 - d. Audio-visual materials and instruction
 - e. Student teaching in school librarianship
- 3. The school librarian license is valid for 3 years.

(b) *Unlimited school librarian*. Issued to applicants meeting requirements for school librarian who have completed 3 years of successful experience as a Wisconsin public school librarian, and who have completed a master's degree in library science or instructional materials. Thirty-two semester hours in library science and related subjects may be substituted for the master's degree, if a minimum of 10 semester hours in such subjects as library science, audio-visual materials and instruction, instructional materials, and social foundations of librarianship is obtained after the granting of the bachelor's degree.

(c) *School librarian supervisor*. Qualifications are completion of a master's degree in library science or related area, 5 years of successful experience as a public school librarian, and completion of courses beyond the master's degree in principles of school administration, supervision (or personnel management), and school librarianship and/or information science. This certification is not required.

(d) *Effective date*. The standards in section PI 3.10 (1) are effective July 1, 1970. Persons holding a valid Wisconsin school librarian certificate prior to July 1, 1970 may continue such certification under standards in force prior to July 1, 1970. Initial certification under the standards in this section is for 3 years.

(2) **DRIVER EDUCATION.** (a) As of July 1, 1969, a teacher must be a certified driver and safety education teacher to teach driver and/or safety education courses.

(b) In order to receive a license to teach driver education, a person must hold a Wisconsin teaching license and must have earned at least 6 semester hours of approved credit in the field of driver and safety education in an accredited teacher education college. At least 3 semester hours of such credit shall be in driver education which shall include a minimum of 10 class periods of experience in teaching practice driving. Applicants for the driver education license must have a minimum of 3 years driving experience while holding a state driver's license, hold a current Wisconsin driver's license, and have an acceptable driving record.

(c) As of July 1, 1969, a teacher must have successfully completed a basic driver education course, an advanced driver education course, and a general safety education course consisting of at least a total of 9 semester hours. Six or more of these semester hours must consist of basic and advanced driver education course work and the balance, 3 semester hours, must be in general safety education course work.

(d) As of July 1, 1965, the first certificate issued to a beginning driver education teacher shall be a provisional one, for 3 years only. At the end of 3 years of successful teaching, a 5 year certificate may then be issued.

(e) As of July 1, 1976, all driver and traffic safety education teachers must have at least 15 semester hours of approved credit in driver and traffic safety education for initial or renewal of licensure. Nine semester hours shall include a basic driver education course, an advanced driver education course, and a general safety education course. Six semester hours shall include specific courses in driver and traffic safety education that place emphasis upon critical factors that influence driver behavior in the driving task including course work that will develop teacher competencies in alcohol education and behavioral factors (sociological and psychological) as related to traffic safety.

(3) SUPERVISOR OR COORDINATOR. A supervisor or coordinator under this rule is a person employed by a public school board of education, a county handicapped children's education board, or a cooperative educational service agency as a general supervisor, special education supervisor, director of instruction, or special education director within any district, city school system, county handicapped children's education board, or cooperative educational service agency. All general supervisors, coordinators, and directors of instruction shall hold supervisors' licenses or certificates. In the case of special education supervisors, coordinators, and directors this regulation shall take effect as of the school year 1966-67 and thereafter.

(a) A supervisor or coordinator in any public school system in Wisconsin must be eligible to hold a Wisconsin license to teach at the level of supervision or must have completed an approved teacher education program at the level of supervision and must have had at least 3 years of teaching experience at that level. Such license shall become invalid when the holder no longer holds or is eligible to hold a valid Wisconsin teacher's license. The months and years of employment as an active supervisor or coordinator licensed in Wisconsin as such may be counted for renewal licensing purposes, as both teaching and supervising or coordinating time.

1. To obtain a license to act as supervisor or coordinator, the applicant must be at least 24 years of age and must be a citizen of the United States. He must hold a master's degree with graduate courses in the areas of curriculum; supervision; measurements; guidance; and child and/or adolescent development. Note that this master's degree may be in any field but must contain the pattern shown in this paragraph.

2. If employed to act as supervisor or coordinator of both elementary and secondary fields, this person must have successfully completed courses at the graduate level in elementary supervision and curriculum

if licensed to teach in high school or in secondary supervision and curriculum if licensed to teach in elementary schools. Supervision and curriculum courses covering both the elementary and secondary fields will be accepted.

3. The original license for supervisor or coordinator shall be for 3 years. This license may be renewed upon satisfactory proof of successful work as supervisor or coordinator. A life certificate may be issued by the state superintendent to those successfully completing 2 post-master's degree courses in education of at least 2 credits each and by producing evidence of successful work as supervisor or coordinator for 3 or more years in Wisconsin public schools while holding a supervisor's or coordinator's license. This credential shall become invalid if for 5 or more consecutive years the holder is not actively employed as a supervisor or coordinator or director of instruction in public schools requiring the holding of a valid supervisor's license. Such nullified credentials may be renewed under regulations in force at the time of the application for renewal.

(b) To secure a special education supervisor's, coordinator's, or director's license, a person must meet the qualifications in (a) 1 and must also hold an undergraduate, or master's degree, or certification in one area of exceptionality. In addition, a person must have completed a minimum core of 6 graduate credits in the area of supervision and administration of special education programs; field work or internship in the supervision and administration of special education; and/or seminar in the supervision and administration of special education programs. The state superintendent may also substitute equivalency credit upon the submission of evidence attesting to competence in this area.

1. The original license for a level B special education supervisor, coordinator, or director shall be for 3 years and shall be issued upon the recommendation of competence by a recognized training institution. This license may be renewed upon satisfactory proof of successful work as a supervisor, coordinator, or director in special education. A life license as a Level B special education supervisor, coordinator, or director may be issued by the state superintendent to those successfully completing 2 post-master's degree courses in special education of at least 2 credits each and by submission of evidence of successful work as a special education supervisor, coordinator, or director of 3 or more years in Wisconsin public schools while holding the appropriate Level B license.

2. A Level A special education supervisor's, coordinator's, or director's license shall be for 3 years and shall be issued upon the recommendation of competence by a recognized training institution to individuals attaining a Sixth Year Specialist's Degree, or its equivalent of one year's graduate work in special education beyond the master's degree. A minimum of 18 hours of post-master's level work in the broad areas of exceptionality shall be construed as meeting this requirement. A minimum of 12 hours of this graduate work shall be in areas other than the original area of specialization in special education. A life license as a Level A special education supervisor, coordinator, or director may be issued by the state superintendent to those submitting evidence of successful work in this area for 3 or more years in Wisconsin public schools while holding the appropriate Level A license.

3. Individuals accepting new positions as supervisors, coordinators, or director of special education after the school year 1965-66 and thereafter

must possess the proper certification. Those continuing in the position held in 1965-66 will be given until September 1, 1967, to qualify and will be issued provisional one-year licenses to act in this capacity.

(c) General and special education supervisors, curriculum coordinators, and others classed as supervisors within the state department of public instruction, whose regular duties take them into public schools to work with teachers, administrators, or school boards may secure licenses as supervisors if qualified under PI 3.10 (3) (a) or (b). They may become eligible for the life certificate as supervisor as in PI 3.10 (3) (a) or (b) or by serving successfully for 3 years as a supervisor within the state department of public instruction.

Note: The following subsection (4) will expire on June 30, 1980.

(4) **SCHOOL ADMINISTRATORS.** An administrator under this rule is a person employed by a public school board of education as an assistant principal or principal of a school or as an assistant superintendent or superintendent of any district or city school system. The original administrator's certificate shall be issued for a 3 year term if the applicant meets the minimum requirements. If there are minor temporary deficiencies, one year administrative licenses may be issued which will be renewable if at least one of the course deficiencies is removed annually. After the minimum requirements are met, a regular 3 year certificate may be issued. After 3 years of successful administrative experience in Wisconsin public schools, while fully licensed, the life certificate may be granted to any administrator who holds the master's degree with the proper distribution of courses as indicated and who also has successfully completed a minimum of 2 courses of at least 2 graduate credits each at the post-master's level in subjects related to school administration, supervision or curriculum. This credential shall become invalid if for 5 or more consecutive years the holder is not actually employed as an administrator in Wisconsin public schools. To obtain a license to act as a school administrator, the applicant must be at least 24 years of age and must be a citizen of the United States. Administrators who have acquired tenure as principals in populous counties pursuant to s. 40.42, Stats., need not qualify under this rule. All administrators included under section PI 3.10 (4) (a), (b), (c) and (d) must hold the proper license for an administrator. Such license shall become invalid when the holder no longer holds a valid Wisconsin teacher's credential. The months and years of employment as an active administrator licensed in Wisconsin as such may be counted, for renewal licensing purposes, as both teaching and administration time. Note that the master's degree for administrators may be in any field but that the prescribed pattern of graduate courses in education must be taken. All references in sub. (4) (a), (b) and (c) to elementary or secondary supervision or curriculum shall be considered as having been met if courses covering grades 1-12 have been taken.

(a) *Elementary school principal.* A principal of any public elementary school must be eligible to hold a Wisconsin license to teach at the elementary level or must have completed an approved elementary teacher education program. A principal of any public elementary school housing or employing 6 or more teachers must hold an elementary administrator's license.

1. A principal of a public elementary school with 6-10 teachers shall have at least a bachelor's degree plus credits in a graduate course in

school administration and must have had at least 2 years of public elementary school teaching experience. Principals of 6-10 teacher schools may have until September 1964 to fully qualify.

2. A principal of a public elementary school with 11 or more teachers must hold a master's degree including at least 16 semester hours of credit in graduate work in education. A course in school administration and one in elementary supervision are required. The remaining courses may be selected from the following fields: elementary school curriculum; problems, issues or trends in elementary education; child psychology; measurements; and guidance. A principal must have had at least 3 years of public elementary school teaching experience, one of which may have been as principal.

4. An assistant principal must meet the same requirements as the principal within 2 years after being officially named to such position by the board of education. The license issued to an assistant or vice principal will read assistant principal as of the issuance of licenses for the school year 1962-63. A life certificate to act as assistant principal may be received after serving 3 years in such capacity, fully qualified, licensed, and having gained the necessary post-masters courses.

(b) *Junior high school principal.* A principal of any public junior high school must be eligible to hold a Wisconsin license to teach in the upper elementary grades or in the secondary schools or must have completed an approved upper elementary or secondary teacher education program and must have had at least 3 years of teaching experience at either the elementary or secondary level.

1. The principal must hold a master's degree with graduate credit in courses in school administration and supervision and in addition at least 3 of the following fields: curriculum; problems; issues of trends in elementary or secondary education; educational measurements; adolescent psychology; and guidance.

2. An assistant principal must meet the same requirements as the principal within 2 years after being officially named to such position by the board of education. The license issued to an assistant or vice principal will read assistant principal as of the issuance of licenses for the school year 1962-63. A life certificate to act as assistant principal may be received after serving 3 years in such capacity, fully qualified, licensed, and having gained the necessary post-masters courses.

(c) *High school principal.* A principal of any public high school must be eligible to hold a Wisconsin license to teach at the secondary school level or must have completed an approved secondary level teacher education program and must have had at least 3 years of teaching experience at that level.

1. The principal must hold a master's degree with graduate credit in courses in school administration and supervision at the secondary level and in addition at least 3 of the following areas; secondary school curriculum; problems, issues or trends in education; measurements; adolescent psychology; guidance; school finance; and school law.

2. An assistant principal must meet the same requirements as the principal within 2 years after being officially named to such position by the board of education. The license issued to an assistant or vice principal will read assistant principal as of the issuance of licenses for the

school year 1962-63. A life certificate to act as assistant principal may be received after serving 3 years in such capacity, fully qualified, licensed, and having gained the necessary post-masters courses.

(d) *Superintendents.* (City and area superintendents and/or supervising principal of K-12 or 1-12 grades.) Such administrator must be eligible to hold a Wisconsin license to teach at either the elementary or secondary level or must have completed an approved elementary or secondary level teacher education program and must have had at least 3 years of teaching experience.

1. He must hold a master's degree with graduate credit in courses in school administration, supervision and school business administration and in at least 3 of the following areas: curriculum; problems, issues or trends in education; measurements; psychology; guidance; school finance; and school law. He must have successfully completed at least one course in supervision and one in curriculum at the secondary level if he were licensed only as an elementary school teacher or at the elementary school level if he were licensed only as a secondary school teacher. (Two years' time may be given to meet this last provision.) Supervision courses covering both the elementary and secondary fields will be accepted.

2. An assistant superintendent must meet the same requirements as the superintendent within 2 years after being officially named to such position by the board of education. The license issued to an assistant superintendent will read assistant superintendent as of the issuance of licenses for the school year 1962-63. A life certificate to act as assistant superintendent may be received after serving 3 years in such capacity, fully qualified, licensed, and having gained the necessary post-masters courses.

Note: PI 3.10 (4) (intro.) (a) to (d) will be effective on July 1, 1980.

(4) **SCHOOL ADMINISTRATORS.*** An administrator under this rule is a person employed by a public school board of education or a private school as a principal, assistant principal, district administrator, or assistant district administrator. All public school administrators included under section PI 3.10 (4) must hold the appropriate administrative license. The initial administrator's license shall be issued for a 5-year period. If there is a minor deficiency, a one-year license may be issued. This license may be renewed for one additional year if evidence is provided to the state superintendent that satisfactory effort has been made to remove the deficiency. During the first renewable 5-year license period as well as for each subsequent 5-year license, the applicant must have completed a program of professional development of 6 semester credits or the equivalent. The equivalent credit must be approved in advance by the state superintendent. Standards contained in this subsection take effect July 1, 1980. Persons holding a life license at that time are not affected by this rule. Persons holding an administrator's license expiring after July 1, 1980 and thereafter must meet the rules for renewal in effect on July 1, 1980.

(a) **General requirements.** The initial district administrator license issued under PI 3.10 (4) requires the completion of an Approved Specialist's Degree Program or the equivalent. The initial license issued under PI 3.10 (4) for all other administrators requires completion of an

*The following licenses currently issued will be replaced by PI 3.10 (4) (b), (c), and (d): 05, 06, 25, 26, 30, 31, 35, 36, and 40.

Approved Master's Degree Program in school administration or an equivalent Approved Program. Approved Programs shall include a practicum and shall be competency-based; competencies that candidates shall possess before program completion and before institutional recommendation for a license shall include but not be limited to the following:

1. Knowledge of the social context in which the school operates, including the organizational, political, and legal relationship between and among the school, the local community, and state and national agencies.
2. Ability for planning, budgeting, organizing, coordinating, stimulating, and evaluating school programs.
3. Vision and commitment to improving education including expertise in curriculum development and implementation which reveals a thorough understanding of children and youth.
4. Ability to motivate people to work together.
5. Knowledge and skill in utilizing both human and material resources and in evaluating and improving one's own performance and that of staff.
6. Skill in utilizing effectively techniques of decision-making, communication, authority and influence, conflict resolution, leadership, problem-solving, and the introduction of change.

(b) District Administrator (04). This license permits the holder to serve as a district administrator or an assistant district administrator as well as to serve in all positions included under PI 3.10 (4) (c) and (d).

1. For the initial 5-year license, the applicant must complete or possess the following:

a. Eligibility to hold a Wisconsin license as an elementary or secondary school administrator.

b. Successful completion of an Approved Specialist's Degree Program for the preparation of district administrators or its equivalent and the endorsement by the preparation institution which offers the Approved Program.

2. For each subsequent 5-year license, the applicant must have completed a program of professional development of 6 semester credits or the equivalent. The equivalent credit must be approved in advance by the state superintendent.

(c) Elementary School Administrator (34). This license permits the holder to serve as a principal or an assistant principal in an elementary school, a middle school, or a junior high school.

1. For the initial 5-year license, the applicant must complete or possess the following:

a. Eligibility to hold a Wisconsin license to teach in the elementary schools or completion of an approved elementary level teacher education program.

b. Three years of successful classroom teaching experience at the elementary school, middle school, or junior high school level.

c. A master's degree.

d. Successful completion of an Approved Master's Degree Program for the preparation of elementary school administrators or its equivalent and the endorsement by the preparation institution which offers the Approved Program.

2. For each subsequent 5-year license, the applicant must have completed a program of professional development of 6 semester credits or the equivalent. The equivalent credit must be approved in advance by the state superintendent.

(d) Secondary School Administrator (24). This license permits the holder to serve as a principal or an assistant principal in a middle school, a junior high school, or a senior high school.

1. For the initial 5-year license, the applicant must complete or possess the following:

a. Eligibility to hold a Wisconsin license to teach in the secondary schools or completion of an approved secondary level teacher education program.

b. Three years of successful classroom teaching experience at the middle school, junior high school, or the senior high school level.

c. A master's degree.

d. Successful completion of an Approved Master's Degree Program for the preparation of secondary school administrators or its equivalent and the endorsement by the preparation institution which offers the Approved Program.

2. For each subsequent 5-year license, the applicant must have completed a program of professional development of 6 semester credits or the equivalent. The equivalent credit must be approved in advance by the state superintendent.

(e) Persons who are eligible for pre-1980 certification in any administrative area may be issued that license through June 30, 1980.

(f) Individuals holding unlimited, 3-year, or 5-year administrative licenses based upon pre-1980 administrator license requirements are eligible to serve in the following administrative positions:

1. 05 - District Administrator - May serve as a district administrator or assistant district administrator.

2. 06 - Assistant District Administrator - May serve as assistant district administrator.

3. 25 - High School Principal - May serve as a high school principal or assistant high school principal.

4. 26 - Assistant High School Principal - May serve as an assistant high school principal.

5. 30 - Junior High School Principal - May serve as a junior high school principal, middle school principal, assistant junior high school principal, or assistant middle school principal.

6. 31 - Assistant Junior High School Principal - May serve as assistant junior high school principal or assistant middle school principal.

7. 35 - Elementary School Principal - May serve as elementary school principal, middle school principal, assistant elementary school principal, or assistant middle school principal.

8. 36 - Assistant Elementary School Principal - May serve as assistant elementary school principal or assistant middle school principal.

9. 40 - Elementary School Principal - May serve as elementary school principal or assistant elementary school principal in schools with 6 to 10 teachers.

(g) *Assistant principal, principal or superintendent of the state school for the visually handicapped and the state school for the deaf.* An assistant principal, principal or superintendent of the state school for the visually handicapped and the state school for the deaf may secure a license as assistant principal, principal or superintendent if fully qualified under section PI 3.10 (4) (a), (b), (c) or (d). He may become eligible for the life certificate as an assistant principal, principal or superintendent under the same conditions as in section PI 3.10 (4) or by serving successfully for 3 years as assistant principal, principal or superintendent of either of the schools named in this section.

(h) *State department superintendent, assistant superintendent, supervisors, coordinators or specialists.* The state superintendent of public instruction, all professional assistants to the state superintendent and all professional members listed as supervisors of instruction, coordinators or mental health specialists may secure licenses as principals or superintendents if fully qualified under PI 3.10 (4) (a), (b), (c) or (d). They may become eligible for the life certificate as a principal or superintendent under the same conditions as in PI 3.10 (4) or by having successfully performed their respective duties in the state department of public instruction for 3 years.

(i) *School business manager.* 1. This classification shall apply to those who have been designated to have general responsibility for the administration of the business affairs of the district.

2. Certification of the school business manager shall be mandatory as of July 1, 1972 for the school business manager in any district having an average daily membership exceeding 1,500.

3. To obtain certification as a district business manager, the applicant must meet any one of the following 3 minimum requirements:

a. A Wisconsin superintendent's license or certificate, with 3 years of experience as a chief school district administrator in a district employing at least 16 teachers, not including administrators.

b. 1) A master's degree from an accredited college or university.

2) At least 9 graduate semester credits in the area of school business administration. This area of study should include such courses as school financial accounting, school business management, purchasing and supply management, school plant planning, and personnel management.

3) At least 9 graduate or undergraduate semester credits in business administration, including such courses as accounting, public finance, investments, insurance, public relations, and data processing.

4) At least 9 graduate or undergraduate semester credits in educational foundation areas.

5) Credit for equivalent courses may be approved by the state superintendent.

c. School business managers, who have been officially designated as chief business manager and have served for 5 years in Wisconsin public schools in this capacity as of July 1, 1972, may apply for and receive an unlimited certificate. Also, those individuals who are certified under standards in force during the 1971-72 school year may apply for and receive the unlimited certificate.

4. Certificates shall be issued as follows:

a. The initial school business manager certificate shall be issued for a 3-year term if the applicant meets the minimum requirements.

b. After 3 years of experience as a successful school business manager in the Wisconsin public schools, the unlimited certificate shall be granted to an applicant who has fulfilled all of the requirements.

(5) CONVERSION TO ELEMENTARY TEACHING. Conversion to teaching in grades 4 through 8 by qualified high school teachers requires either the completion of the plan for such conversion as established by a college of the applicant's choice or the completion of the following courses:

	Semester Credits
Child growth and development.....	3
Elementary curriculum.....	3
Teaching of reading techniques.....	3
Teaching of arithmetic techniques.....	2
Teaching of language arts techniques.....	2
Practice teaching on elementary level.....	4
Art.....	2
Music.....	2
Mathematics (2 semester credits arithmetic)	2
Social science (3 semester credits in American history, 3 semester credits in general geography which may include conservation) ...	6
Conservation.....	2
Science	6

Subjects and fields covered previously in college need not be repeated.
Conversion to kindergarten and primary teaching by high school teachers is not encouraged and will require more extensive preparation.

(6) CONVERSION TO SECONDARY TEACHING. Conversion to secondary teaching by qualified elementary teachers requires either the successful completion of the following courses or a plan set up by the college of the applicant's choice.

	Semester Credits
Adolescent psychology	3
Methods in Major field or subject.....	2 or 3
Establishment of 1 major and 1 minor or 2 majors (Practice teaching at the secondary level is recommended)	

Subjects and fields covered previously in college need not be repeated.

(7) LICENSES AND TERM CERTIFICATES. All licenses and term certificates shall be issued for school years or less and the expiration date shall be of June 30 of the designated year.

(8) **REVOCATION OF LICENSES.** Section 40.43 (5), Stats., provides the grounds for revocation of teaching licenses.

(a) The state superintendent may revoke licenses of or deny licenses to persons whose teaching licenses have been revoked by some other state department of public instruction for inefficiency or immorality.

(b) The state superintendent will not review the case of a person whose license has been revoked in another state for inefficiency or immorality until such person has been officially reinstated in the state where the revocation took place.

History: 1-2-56; am. (7); r. & recr. (8); renum. (9) to be (11) and (10) to be (12); cr. (9) and (10), Register, July, 1958, No. 31, eff. 8-1-58; r. (1), (2), (3), (4), (5) and (6), renum. (7) and (8) to be (1) and (2); renum. (9) to be (3); am. (3) intro. par.; cr. (3) (d) and (3) (e); renum. (10) intro. par. to be (4) and am.; am. (4) (a) intro. par.; cr. (4) (e), (f), (g) and (h); renum. (11) to be (5) and am.; renum. (12) to be (7); cr. (6), Register, November, 1958, No. 35, eff. 12-1-58; am. (1), (2) (c), (3) (a), (3) (a) 2, (3) (a) 3, (3) (b), (3) (d), (4), (4) (a) 1; r. (4) (a) 2; am. and renum. (4) (a) 3 to be (4) (a) 2; am. (4) (b) 1, (4) (c) 1, (4) (d), (4) (e), (4) (h), (5), (6), Register, September, 1960, No. 57, eff. 10-1-60; am. (1); (2) (a), (b), and (c); (4) intro. par.; (4) (a) 4; (4) (b) 2; (4) (c) 2; (4) (d) 2; (4) (f); cr. (8), Register, June, 1962, No. 78, eff. 7-1-62; r. (2) (b); am. (1); renum. (2) (a) to be (2) (b); cr. (2) (a); am. (2) (c); cr. (2) (d); am. (3) (a) intro. par.; am (4) (a) intro. par.; am. (4) (b) intro. par.; am. (4) (c) intro. par.; am. (4) (d), intro. par.; cr. (4) (i), Register, August 1964, No. 104, eff. 9-1-64; r. cr. (3), Register, September, 1966, No. 129, eff. 10-1-66; am. (1), Register, May, 1968, No. 149, eff. 6-1-68; r. and recr. (4) (i), Register, July, 1969, No. 163, eff. 8-1-69; cr. (2) (e), Register, April, 1973, No. 208, eff. 5-1-73; r. and recr. (4) (intro.), (a), (b), (c) and (d), r. (4) (e) and (h), renum. (f) and (g) to be (e) and (f) and renum. (4) (i) to be (g), Register, June, 1976, No. 246, eff. 7-1-76; am. (4) (intro.) and (a) to (d), renum. (4) (e) to (g) to be (4) (g) to (i), cr. (4) (e) and (f), Register, April, 1979, No. 280, eff. 5-1-79; am. (3) (a) (intro.), (4) (a) (intro.), (b) (intro.), (c) (intro.), (d) (intro.), Register, October, 1979, No. 286, eff. 11-1-79; am. (4) (c) 1. a. and (d) 1. a., Register, October, 1979, No. 286, eff. 7-1-80.

PI 3.20 Specialized areas. (1) **SCHOOL SOCIAL WORKER.** A school social worker certificate may be issued to an individual who meets the requirements stipulated in paragraphs (a) and (b) below:

(a) A master's degree in social work and completion of an approved program in school social work. Graduates should have competencies in the following areas: human growth and development, group dynamics, family management, organizational theory, program planning and coordination, systems analysis, research, various treatment modalities (e.g., behavior modification, transactional analysis, reality therapy, etc.), and special populations (e.g., handicapped, aged, delinquent youth, poverty groups, etc.).

(b) Eighteen semester credits of professional education or its equivalent.

1. Completion of at least 6 semester credits in professional education.

2. Two years of social work experience dealing with children and youth is required. One year of this experience must be completed in elementary or secondary schools or in an agency whose major responsibility is to serve children and youth and whose program is recognized by an

institution with an approved program in school social work. In meeting the 18 semester credit education requirement, a maximum of 8 semester credits can be accepted at the rate of 4 semester credits for each year of social work experience completed as described in the preceding statement.

Note: Graduate and undergraduate credits obtained in social work, psychology, or sociology which the university school of education will accept as equivalent to professional education credits will be accepted toward completion of the 18 semester credit education requirement.

(2) **SCHOOL NURSE CERTIFICATION.** (a) *Degree requirements:* 1. The candidate for school nurse certification will meet requirements for the baccalaureate degree in nursing required by Wisconsin Statutes, chapter 441, and Wisconsin Administrative Code, section N 2.04 and will hold a current certification to practice as a registered professional nurse in Wisconsin.

(b) Professional education requirements include 18 semester credits* as follows:

1. School nursing practicum including 6 semester credits of experience in a school setting.

2. Human growth and development throughout the life span (3 semester credits).

3. Nine elective semester credits distributed among at least 3 of the following areas:

a. Sociology

- 1) Social Psychology
- 2) Child Welfare
- 3) Sociology of Education

b. Philosophy

- 1) Philosophy of Education
- 2) Philosophical Issues in Education
- 3) Philosophical Conceptions of Teaching and Learning
- 4) Philosophy of Health Education

c. Psychology

- 1) Human Abilities and Learning
- 2) Educational Psychology
- 3) Psychology of Learning
- 4) Psychology of the Exceptional Child
- 5) Learning Processes in Children

d. Special Education

- 1) Health Problems of the Exceptional Child
- 2) Psychological Appraisal of the Physically Handicapped
- 3) Speech Correction
- 4) Guidance of Exceptional Children

e. Other Electives

- 1) Individualizing Instruction
- 2) General Curriculum
- 3) Problems and Materials in Health Education
- 4) Principles of Health Education
- 5) Guidance and Counseling

(c) Academic Specialization:

1. An emphasis on pediatrics in ambulatory and community settings within the academic program is recommended.

(d) Other certification provisions:

1. Candidates for school nursing certification who are graduates of schools of nursing and who have the preparation outlined in (2) (a), (b), and (c) above, as provided in an approved program, may be issued a 3 year license.

2. Nurses presently employed by or for school boards may be issued a 3 year license if they have completed:

a. Three years of experience in school nursing within the past 5 years (in lieu of practicum), and

b. At least 12 semester credits in professional education from the list in (2) (b) 2 and 3 or their equivalents, or

c. At least 6 semester credits in professional education from the list in (2) (b) 2 and 3 above or their equivalents, and hold public health nursing certification.

3. Nurses presently employed by or for school boards may be issued a 3 year certificate if they have completed:

a. Three years of experience in school nursing within the past 5 years (in lieu of practicum). Upon completion of an additional 6 semester credits from the list in (2) (b) 3 above or their equivalents, a 5 year renewable certificate may be issued to practicing school nurses. If a baccalaureate degree is completed, a life certificate will be granted.

4. The life certificate as a school nurse may be issued after three years of successful full-time work, or its equivalent, as a certified school nurse in a Wisconsin school to:

a. Graduates of approved school nursing programs, or

b. Currently employed school nurses meeting criteria in (2) (a) and (b) who have completed work for a baccalaureate degree.

5. No nurse graduating from a 3 year diploma school of nursing after June 30, 1975 shall be eligible for certification as a school nurse without additional preparation outlined in (2) (a) and (b) or its equivalent.

Note: Subsections (3) to (5) will expire on June 30, 1980.

(3) **PROVISIONAL SCHOOL PSYCHOLOGIST.** (a) Eighteen semester credits of professional education or its equivalent.

(b) Thirty to 36 semester hours of graduate credit in professional education and psychology is required for the provisional licensure towards a level I school psychologist's certificate.

Area Requirements

Area A—Psychological Foundations—12 semester credits required

*Child or adolescent psychology

*Psychology of learning

*Educational statistics

*Psychopathology (abnormal)

a Research Methods

Area B—Psychological Methods and Training—15 hours

- *Group intelligence and achievement testing
- *Individual intelligence testing
- *Supervised clinical practicum (6 hours—Level A)
- *Assessment of personality (Projective and nonprojective)
- Personality theory
- Individual child therapy
- Interviewing and counseling techniques
- Case study techniques

Area C—Educational Foundations—6 hours

- History of education
- Philosophy of education
- Educational Sociology
- Comparative education
- Social issues in education

Area D—School Organization and Programs—9 hours

- *Diagnosis and remediation learning differences
- *Educational programming for exceptional children
- *Curriculum
- Educational courses

Area E—Electives

Note: Courses taken for bachelor's degree need not be repeated, but credits will not reduce the number of graduate hours required. State superintendent may determine equivalency courses.

(c) The 3 year license for the provisional psychologist is non-renewable.

(4) **SCHOOL PSYCHOLOGIST I.** (a) Eighteen semester hours of professional education or its equivalent from areas C and D. A minimum of 6 semester hours must be graduate credit including starred courses.

(b) Forty-two to 48 graduate semester hours of professional education and psychology, a master's degree and the recommendation of competence by an approved educational institution. The starred courses must be completed.

(c) The life license as a Level I school psychologist may be obtained after 3 years of successful full time work, or its equivalent, as a licensed school psychologist in Wisconsin public schools. Credit towards a life certificate at this level may be earned as a practicing provisional school psychologist working under the supervision of a fully qualified school psychologist. Credit towards a life certificate may be earned for those years in which his work as a provisional or three-year licensed professional has been that of a school psychologist for at least 25% of time. Eligibility is secured when such part-time work equals 3 full school years. Life certification at Level I requires evidence of satisfactory public relations with other school personnel, community agencies, parents, and students as represented by the recommendations of responsible professional workers.

(5) **SCHOOL PSYCHOLOGIST II.** (a) Ph.D., Ed.D., or its equivalency (one additional year of study or approximately 60 graduate hours plus appropriate experience or one year's internship as a school psychologist under supervision).

(b) Recommendation of competency by an approved training institution in the case of individuals lacking prior experience as a licensed school psychologist within the public schools.

(c) Completion of all required course work in Areas A, B, C, D, and E, including 6 hours of supervised clinical practicum. Education credits must total a minimum of 18 semester hours.

(d) The life license as a Level II school psychologist may be obtained after 3 years of successful full time work, or its equivalent, as a licensed school psychologist in Wisconsin. Credit towards a life certificate as a senior school psychologist may be earned for those years in which his work as a psychologist has been that of a school psychologist for at least 50% of the time. Eligibility is secured when such part-time work equals 3 full school years. The state superintendent may also determine equivalency. Life certification at Level II requires evidence of satisfactory public relations with other school personnel, community agencies, parents and students as represented by the recommendations of responsible workers.

(e) Course work taken to fulfill the certification requirements for provisional, Level I, or Level II school psychologist licensure must be taken at a college or university approved for the specific levels (s) of training by the Wisconsin department of public instruction.

Note: The following subsections (3) to (4) are effective July 1, 1980.

(3) PROVISIONAL SCHOOL PSYCHOLOGIST. (a) Effective July 1, 1980, to be eligible for the three-year nonrenewable certificate, the applicant must have completed and/or possess:

1. A master's degree from an accredited college or university.
2. A recommendation for certification from an educational institution which offers the approved program for the preparation of the Provisional School Psychologist.
3. Forty-eight graduate semester credits in an approved program for the preparation of school psychologists, based upon the following requirements:

a. Psychological Foundations (A minimum of 6 graduate semester credits)

- *Developmental Psychology (or child and adolescent psychology)
- *Psychology of Learning
- *Statistics
- *Psychopathology (abnormal behavior disorders)
- *Research theory and methods (thesis, dissertation may be used)
- *Personality theory
- *Measurement theory

b. Educational Foundations (A minimum of 6 graduate semester credits)

- *Regular education methods or curriculum (various - 3 semester credits minimum)
- *Special education methods (various - 3 semester credits minimum)
- *Supervision, administration, school law, or other educational foundations courses (3 semester credits minimum)

c. Core Professional Training (A minimum of 33 graduate semester credits)

*Psychological and psychoeducational assessment (intelligence, personality, achievement, adaptive, sensory motor) - 9 semester credits.

*Individualized programming (academic, behavioral) - 6 semester credits

*Psychoeducational interventions (direct and indirect, consultation and therapeutic intervention) - 6 semester credits

*School psychological services (role, issues, ethics, laws and regulations) - 3 semester credits

*Supervised practicum in school psychological services (600 clock hours) - 9 semester credits.

(4) SCHOOL PSYCHOLOGIST. (a) Effective July 1, 1980, to be eligible for the initial three-year certificate, the applicant must have completed and/or possess:

1. Completion of all requirements for the Provisional School Psychologist certificate and the recommendation for certification from an educational institution which offers the approved program for the preparation of the School Psychologist.

2. An approved program for the preparation of School Psychologists, resulting in a Ph.D., Psy.D., Ed.D., Ed.S., or consisting of a minimum of 60 graduate semester credits.

3. Successful completion of a year of experience or internship in school psychology under supervision of a department of public instruction certificated school psychologist and a written recommendation from the school district administrator. (The internship must be included in the approved program for no more than 12 graduate semester credits.)

(b) For the first five-year certificate, the applicant must have completed a total of 45 clock hours of continuing professional development activities approved by the state superintendent while holding the three-year certificate as School Psychologist.

(c) For each subsequent five-year certificate, the applicant must have completed a planned program of professional development activities (6 semester credits or the equivalent) approved by the state superintendent.

(6) TEACHERS OF TRADES. Licenses to teach technical courses such as plumbing, electricity and allied subjects may be issued to otherwise unqualified people who have had at least 3 years of practical experience beyond apprenticeship and who successfully complete 18 semester hours of college work in education. The areas of educational psychology, methods of teaching and student teaching shall be included. The student teaching program under college supervision of the proper college authority may be established on the job.

(7) TEACHERS OF HANDICAPPED CHILDREN. (a) Persons preparing to be teachers of handicapped children must meet the general state requirements of a degree with the pattern approved for college or university of attendance in general education and professional education. Teachers holding a life certificate in another area of teaching or who have had a

minimum of 3 years of successful teaching must satisfy the requirements specified below for regular licensing and must also satisfy the requirement for a bachelor's degree if they do not hold a life certificate. Under exceptional circumstances, and on the written request of the employing superintendent, a 1 year permit may be issued to experienced teachers who have not completed the requirements listed here. On completion of the course requirements, the candidate becomes eligible for a 3 year license. On satisfactory completion of 3 years of experience in the specialty, the license may be converted to a life certificate. Teachers who are fully qualified to hold a Wisconsin license to teach mentally retarded children in grades 1-8 or 4-8 may have their licenses extended to cover grades 9-10. Added requirements will be a course in adolescent psychology and a reasonable pattern of course work in the subject areas to be taught. Such patterns to be evaluated by the school district administrator and the state superintendent.

(b) In general professional training 18 semester credits are required of which child or adolescent development, group tests and measurements, practice teaching with normal children and curriculum planning are required. The remaining credits may be chosen from methods of instruction, history of education, personality adjustment, educational sociology, fundamentals of speech, audio-visual education, recreation, guidance, kindergarten-primary methods and educational psychology.

(c) Six semester credits of college work in the general area of exceptional children are required of which a course in the psychology or nature of exceptional children is required. The remaining credits may be chosen from abnormal or clinical psychology, individual mental testing (survey), guidance of exceptional children, administration and supervision of special education, speech correction, health problems of the exceptional child, field work with the exceptional child, home and community planning, psychological appraisal of the physically handicapped and teaching of physical education for the handicapped child.

(d) The areas of specialization involved are as follows:

1. Teachers of the deaf. Eighteen semester credits are required of which practice teaching and observation (deaf), techniques of teaching school subjects (deaf), speech and speech reading for the deaf and language problems and development are required. The remaining credits may be chosen from anatomy of hearing and speech organs, advanced problems of speech for the deaf, auditory training, audiology (audiometry and hearing aids) and arts and crafts.

2. Teaching of the mentally retarded. Twelve semester credits of special work are required of which methods of teaching the mentally handicapped, practice teaching of the mentally handicapped and *introduction to mental retardation* are required. The remaining credits may be chosen from courses in remedial reading, curriculum for the mentally handicapped, occupational information and guidance for the mentally handicapped, recreation for the mentally handicapped, arts and crafts, music education for the retarded and educational problems of the cerebral palsied.

3. Orthopedic specialization. Twelve semester credits of special work are required of which methods of teaching crippled children and practice teaching of crippled children are required. The remaining credits may be chosen from remedial reading, kinesiology or physical reconstruction, survey of pathology of crippling conditions, technique of

teaching the mentally handicapped and survey of speech correction techniques.

4. Speech and hearing clinician. For the 3 year license, the applicant must have completed and/or possess the following:

a. A master's degree in communicative disorders (speech pathology, audiology, and language disorders) with undergraduate training includes 60 semester credit hours (at least 24 in courses taken for graduate credit) selected from the suggested content areas which follow:

b. 18 semester credits in professional education consisting of:

1) 9 semester credit hours in basic and related areas selected from such content areas as:

- *Child/adolescent development
- *Learning theory
- Statistics
- Child/adolescent psychology
- Interprofessional relationships
- Personality adjustment
- Educational psychology
- Developmental/remedial reading
- Clinical psychology
- Physiological psychology

2) 6 semester credit hours in practicum to be interpreted to include a requirement of at least 300 clock hours of supervised student practicum; of this, at least 200 clock hours must be earned in working with pre-school and school age children; of this, at least 100 clock hours must be earned in a school setting under the supervision of a Wisconsin certificated speech and hearing clinician. A minimum of 150 of the total clock hours earned must be at the graduate level.

Such practicum should include experience with a wide range of speech and language pathologies as well as auditory testing and hearing rehabilitation.

3) 3 semester credit hours in methods and procedures in school speech and hearing programs*

c. 6 semester credits in supportive content areas selected from:

- *Psychology, nature, and/or guidance of exceptional children
- Abnormal or clinical psychology
- Psychological appraisal of the physically handicapped
- Psychological testing
- Counseling/guidance
- Learning disabilities

d. 36 credits as follows:

1) 12 semester credit hours in fundamental information applicable to the normal development and use of oral communication and hearing selected from such content areas as:

- *Anatomy and physiology of speech and hearing
- *Phonetics
- *Development of speech, language, and hearing
- Speech and hearing science
- Linguistics
- Theory of hearing

Acoustics
 Psychology of speech and hearing
 Communication theory
 Social/cultural aspects of oral communication
 Language theory

2) 15 semester credit hours in diagnostic and evaluative techniques and in clinical procedures and management beyond survey courses, including content from the following areas:

Impairments of fluency
 Impairments of voice
 Impairments of articulation
 Language disorders
 Neuromuscular impairments of speech
 Orofacial disorders

3) 9 semester credit hours in diagnostic and evaluative techniques and in auditory rehabilitation, including content from the following areas:

Auditory disorders
 Speech and language for the hearing impaired
 Hearing conservation

e. Effective date. The standards in section PI 3.20 (6) (d) 4 [(7) (d) 4] are effective July 1, 1975. Persons holding a valid Wisconsin speech correction certificate prior to July 1, 1975 may continue such certification under standards in force prior to July 1, 1975. Initial certification under the standards in this section is for 3 years.

5. Vision specialization. Twelve semester credits are required. Practice teaching visually handicapped children, techniques of teaching school subjects to visually handicapped and Braille reading and writing are required, and the remaining credits may be chosen from arts and crafts, introductory speech correction, speech for the visually handicapped and anatomy of the eye.

6. Emotionally disturbed. Fifteen semester hours of special work are required, of which methods of teaching the emotionally disturbed and/or the socially maladjusted, practice teaching of disturbed children, remediation of learning difficulties are required. The remaining credits may be chosen from courses in remedial reading clinic, internship with disturbed children (state superintendent to determine), nature and needs of children who are emotionally disturbed, practicum in behavior problems, child psychiatry, abnormal psychology, introduction to mental retardation, agencies serving emotionally disturbed and/or socially maladjusted children, arts and crafts, survey in occupational therapy techniques, juvenile delinquency, diagnosis and treatment of pupil adjustment difficulties, clinical studies in guidance and emotional and personality development in the elementary school.

7. Learning disabilities. a. An applicant must have satisfied all requirements in the approved teacher preparation training program at the preparing institution, as well as those listed below in order to qualify for certification to teach in Wisconsin.

1) A bachelor's degree from an accredited college or university

2) General Professional Training - an 18 semester hour professional education sequence, including:

- *child or adolescent development
- *group tests and measurements
- *practice teaching with normal children
- *curriculum planning
- methods of instruction
- history of education
- personality adjustment
- educational sociology
- fundamentals of speech
- audio-visual education
- recreation
- guidance
- kindergarten - primary methods
- educational psychology

3) General Area of Exceptional Children - 6 semester credits required:

- *psychology or nature of exceptional children
- individual mental testing
- guidance of exceptional children
- administration and supervision of special education
- health problems of the exceptional child
- home and community planning for exceptional children
- teaching of physical education for the handicapped child

4) Area of Specialization - 811 Special Learning Disabilities - *15 semester credits, including:

- introduction to special learning disabilities
- education of the child with learning disabilities
- practice teaching of the learning disabled
- language development for the exceptional child
- special educational diagnosis and evaluation - learning disabilities

*Required

(9) **AUDIOVISUAL DIRECTOR.** Media specialist. This classification shall apply to those who direct, administer, and/or provide those advisory, production and distribution services which implement teaching-learning situations with media in an organized fashion within an entire school system. The term "Media" includes all technological aids to the instructional program such as films, recorded materials, radio, television, and other modern communications devices and materials such as pictures and graphics, three-dimensional materials, etc. Persons will qualify as audiovisual directors (media specialists) who offer credits in the courses listed under paragraph (b) below. Qualifications for a director's certificate:

(a) *General requirements.* 1. Eligibility to hold a Wisconsin license to teach or completion of an approved teacher education program.

2. Should have at least 3 years of successful teaching experience.

(b) *Educational requirements.* Minimum of 15 semester hours.

1. A course or courses in curriculum. Minimum of 2 semester hours. (A person qualifying with elementary school teaching experience will meet this requirement by acquiring credit in a high school curriculum course. A person with high school teaching experience will qualify with an elementary school curriculum course.)

2. Courses in audiovisual instruction (educational media). Minimum of 12 semester hours including starred courses:

*Methods: Basic audiovisual course

*Production of audiovisual materials

*Administration (audiovisual)

Electives

(Such courses as ETV, programmed learning, motion picture production, radio, photography, etc.)

(c) A 3-year provisional certificate may be granted to an individual without meeting the course requirements providing:

1. The applicant has served as an audiovisual director for a period of 3 years prior to July 1, 1967, with one-fourth or more released time devoted to such duties. Percentage of time is determined by actual released time from classroom or study hall duties for organized audiovisual activities. For example: If the audiovisual assignment is for 2 periods in a 7-period day, percentage of time is $2/7$ or 28%.

2. He is presently designated as an audiovisual director with one-fourth or more released time for such duties.

(d) Such provisional certificate may be renewed in 3-year periods by completing satisfactorily 2 or more courses from paragraph (b) 2. (above) within each 3-year period.

(10) AUDIOVISUAL BUILDING COORDINATOR. Media specialist. This classification shall apply to those who provide those advisory, production, and distribution services which implement teaching-learning situations with media in an organized fashion within a single building housing a typically organized grade unit of a school system, such as an elementary school, a junior high school, or a senior high school. The term "Media" includes all technological aids to the instructional program such as films, recorded materials, radio, television and other modern communications devices and materials such as pictures and graphics, 3 dimensional materials, etc. Qualifications for a coordinator's certificate:

(a) *General requirements.* Must possess a valid teaching certificate based on a 4-year degree.

(b) *Educational requirements.* Minimum of 4 semester hours. Two courses in audiovisual instruction, one of which shall be a basic audiovisual methods course.

(c) Beginning with the school year 1967-68, all persons designated by their school officials as audiovisual directors or audiovisual coordinators must meet the requirements as listed above.

(11) SCHOOL COUNSELOR. Standards contained in this section take effect September 1, 1968, and shall apply to those who perform counseling and guidance functions in an organized fashion. The recognized advisory duties of the regular classroom teacher shall not be considered as counseling and guidance. Proper certification of all school counselors spending one-fourth of the school day or more as counselors is required. Holders of school counselor—grade B certificates expiring after September 1, 1968, will, upon application, be certified as provisional school counselors

upon evidence of successful experience in school counseling. Holders of school counselor—grade A certificates expiring after September 1, 1968, will, upon application, be issued the professional school counselor certificate upon evidence of successful experience in school counseling. Persons born before July 1, 1913, may indefinitely renew certification as provided under standards in force in 1967.

(a) *Provisional school counselor.* 1. General requirements are a bachelor's degree, eligibility to hold a Wisconsin license to teach or completion of an approved teacher education program and a minimum of 2 years of successful teaching experience. Proof of successful teaching shall be furnished as requested by the state superintendent.

a. The state superintendent may approve experimental programs based on completion of a master's degree in guidance and counseling and including completion of a full-time one year public elementary or secondary school counseling internship. The state superintendent, at his[her] discretion, may waive the teacher certification and 2 year teaching experience requirements in the approval of such experimental programs.

2. Educational requirements are a minimum of 18 semester hours of graduate work in education and guidance covering all competency areas as follows:

a. Understanding of the psycho-social foundations of individual and group behavior, including the structure of personality, human development, and the teaching-learning process.

b. Understanding of the philosophy, purposes, and structure of the total school enterprise, with special reference to the goals and services involved in guidance, pupil personnel, and curricular programs.

c. Ability to develop staff relationships which will implement guidance services effectively.

d. Understanding of an ability to engage in individual counseling processes and relationships. Must include practicum experience.

e. Understanding of and ability to engage in small group processes and relationships.

f. Knowledge of individual career development and of the social, educational, and vocational milieu, and the ability to use this knowledge effectively in the school guidance program.

3. Undergraduate credit may be used to satisfy not more than 2 of the competency requirements, but shall not decrease the minimum graduate requirements.

4. This certificate may be issued for 5 years and may not be renewed.

(b) *Professional school counselor certificate.* 1. General requirements are 30 semester hours of graduate level credit appropriate to public school counseling and guidance or a master's degree in counseling and guidance, possession of, or eligibility for, a current Wisconsin provisional school counselor certificate, a minimum of 2 years of successful experience as a school counselor in an assigned position of at least half time, and a minimum of one year of accumulated work experience after high school graduation in fields other than education.

2. All competency requirements listed for provisional school counselor certification and all of the following shall be included in the master's degree program or the 30 semester hour substitute:

- a. Ability to organize and administer guidance services effectively.
- b. Knowledge of other pupil personnel and community resources.
- c. Ability to analyze and synthesize data pertinent to both individual and group behavior.
- d. Ability to interpret relevant pupil personnel research and to perform action research to improve school practices.

3. This certificate may be issued for 5 years and may be renewed upon evidence of successful experience as a school counselor.

(c) *Professional school counselor life certificate*. Requirements:

1. Possession of the professional school counselor certificate.
2. Completion of an additional 18 semester hours of graduate credit arranged in a logical program of specialization in counseling and guidance. This program must have prior approval of the state superintendent or be completed in a university having a department of public instruction approved program leading to professional school counselor life certification.

This certificate is granted on an unlimited basis.

(12) **SCHOOL PHYSICAL THERAPIST**. (a) A registered physical therapist may serve in a school situation if certified by the proper certifying agency.

(b) Certification as a school physical therapist is available, but will not be required.

(c) The school physical therapist must hold proper certification as a physical therapist and must have 18 semester credits in professional education or its equivalent as approved by the state superintendent.

(13) **SCHOOL OCCUPATIONAL THERAPIST**. Effective July 1, 1977, all persons employed as school occupational therapists must hold department of public instruction licensure.

(a) A school occupational therapist who was employed by a local educational agency for 2 semesters between July 1, 1974 and June 30, 1977, may be issued a regular three-year license upon verification that the experience was successful and that the applicant was certified by the appropriate professional licensing authority. Those persons lacking the 2 semesters of experience may be issued a one-year license for the 1977-78 school year and then a three-year license beginning July 1, 1978 upon verification of successful experience during the 1977-78 school year.

(b) Effective July 1, 1978, school occupational therapists not certifiable under (a) must meet the following criteria:

1. Licensure as an occupational therapist by the appropriate professional licensing authority.
2. Completion of a minimum of 9 semester credits in professional special education such as:

Psychology or nature of exceptional children
 Educational assessment/diagnosis of the handicapped
 Language development for the exceptional child
 Language disorders
 Behavior modification for the exceptional child
 Introductory course to a specific area of exceptionality
 Adaptive physical education
 Guidance of exceptional children
 Early childhood handicapped education
 Elective(s) in special education

(14) **BILINGUAL TEACHER.** Effective July 1, 1978, any person who has a specific assignment to teach in a bilingual/bicultural educational program must hold certification as a bilingual teacher.

(a) A person employed as a bilingual teacher in a bilingual/bicultural educational program for 2 semesters prior to June 30, 1978, may be issued a regular three-year license upon verification that the applicant has completed and/or possess the following: 1. Successful experience as a bilingual teacher.

2. A regular teaching license in subjects and/or grades taught at the time of the bilingual/bicultural teaching experience.

3. Proficiency in English and in the target language.

(b) Effective July 1, 1978, bilingual teachers not certified under PI 3.20 (14) (a) must have completed and/or possess the following:

1. A regular Wisconsin teaching license in subjects and/or grades to be taught in the bilingual/bicultural teaching experience.

2. Proficiency in English and in the target language.

3. An approved bilingual/bicultural educational program at the level (elementary and/or secondary) of teaching licensure which includes a minimum of 24 semester credits of course work in the following areas:

a. A minimum of 9 semester credits of course work in cultural and cross-cultural studies including:

1) Contemporary social problems with emphasis on the bilingual/bicultural child.

2) Culture of the target group(s).

3) Contrastive analysis of the target culture(s) with other cultures.

4) Bilingual/bicultural field experiences in the community of the target group(s).

b. A minimum of 12 semester credits of course work in the following areas:

1) Foundations of bilingual/bicultural education including rationale, history, and survey of existing models.

2) Theory and methodology of teaching the bilingual child in all basic content areas (elementary school level) or in the teacher's field(s) of specialization (secondary school level) in both English and in the target language.

3) A student teaching experience in bilingual/bicultural education.

c. A minimum of 3 semester credits in language study which develop knowledge relating to phonology, morphology, and syntax in the target language as these elements contrast with English. This course work is required for elementary bilingual/bicultural certification and secondary English bilingual/bicultural certification.

(15) EXCEPTIONAL EDUCATION - SPECIAL FIELDS. Persons certified in physical education, music, art, home economics, industrial arts, and business education who have a specific assignment to teach exceptional children must hold certification in exceptional education if program reimbursement is to be approved.

(a) A regular three-year license may be issued upon verification that the applicant has completed the following:

1. Eligibility for a license in one of the special fields named above.

2. Nine semester credits of course work in:

a. Introduction or nature of exceptional children

b. Practicum in the particular area of specialization with exceptional children

c. Elective in special education

3. A statement from the institution at which the above course work was completed attesting to the competence of the applicant in the area of specialization with exceptional children.

(16) ADMINISTRATIVE ASSISTANTS. This classification shall apply to central office professional positions not described elsewhere in the certification standards and which positions do not normally involve direct contact with pupils.

(a) To secure a license as an administrative assistant a person must hold a bachelor's or master's degree with a major appropriate to the professional responsibilities for which employed. The period of licensure shall be 3 years with renewal contingent upon continued agreement between employment and degree preparation

(17) VALIDITY OF LIFE CERTIFICATES. All life certificates obtained under PI 3.20 (1), (2), (3), (4) and (5) will be valid only so long as the holder remains actively employed in a public school professional position for which his license entitles him to employment. The credential shall become invalid if for 5 or more consecutive years the holder is not actively employed in a position in public education requiring the holding of a valid Wisconsin license. Such nullified credential may be renewed under regulations in force at the time of the application for renewal.

History: 1-2-56; am. (2) and (3); cr. (5) and (6), Register, November, 1958, No. 35, eff. 12-1-58; cr. (7), Register, April, 1959, No. 40, eff. 5-1-59; am. (1) (a), (2) (f), (3) (i), (6) (a), (6) (b), (6) (c), (6) (d) 2; cr. (6) (d) 6; (8) and (9), Register, September, 1960, No. 57, eff. 10-1-60; cr. (2) (g); (3) (j); am. (6) (a); (7), Register, June, 1962, No. 78, eff. 7-1-62; am. (6) (a); am. (6) (d) 2; am. (8) (a) 1; am. (8) (b) 1; renum. (9) to be (11); cr. (9) and (10), Register, August, 1964, No. 104, eff. 9-1-64; r. cr. (2) and (3); rn. (4) (5), (6), (7), (8), (9), (10) and (11) to be (5), (6), (7), (8), (11), (12), (13) and (14); cr. (4), (9) and (10), Register, September, 1968, No. 129, eff. 10-1-66; r. and recr. (11), Register, January, 1968, No. 145, eff. 2-1-68; renum. (14) to be (15); cr. (14), Register, April, 1969, No. 160, eff. 5-1-69; r. and recr. (12), Register, May, 1969, No. 161, eff. 6-1-69; r. (5), (6), (7), (8), (9), (10), (11), (12), (13), (14), (15) to be (5), (6), (7), (8), (9), (10), (12), (13), (14), Register, November, 1970, No. 179, eff. 12-1-70; r. and recr. (6) (d) 4, (7) intro. par., (a)

Register, October, 1979, No. 286

intro. Par., 1 to 4., 5, a., b., 6; cr (7) (a) 5. c., Register, October, 1971, No. 190, eff. 11-1-71; renum. (2) through (14) to be (3) through (15), cr. (2), Register, September, 1974, No. 225, eff. 10-1-74; r. and recr. (1), Register, December, 1975, No. 140, eff. 1-1-76; r. (8) (a) 4, Register, May, 1976, No. 245, eff. 6-1-76; cr. (7) (d) 7, r. (8) (b) 4, Register, February, 1977, No. 254, 3-1-77; r. (3) to (5), cr. (3) and (4), Register, February, 1978, No. 266, eff. 7-1-80; renum. (14) and (15) to be (15) and (16) and cr. (14), Register, February, 1978, No. 266, eff. 7-1-78; r. and recr. (13), Register, February, 1978, No. 266, eff. 3-1-78; renum. (15) and (16) to be (16) and (17) and cr. (15), Register, March, 1978, No. 267, eff. 4-1-78; am. (8) (a) 1.c., Register, June, 1978, No. 270, eff. 7-1-78; r. (8), renum. to PI 14.10, Register, April, 1979, No. 280, eff. 5-1-79; am. (9) (a) 1. and (11) (a) 1., Register, October, 1979, No. 286, eff. 11-1-79.

PI 3.21 Cooperating teachers. Effective July 1, 1977, cooperating teachers* utilized by colleges and universities in Wisconsin must meet the following criteria:

(1) A regular Wisconsin license (or its equivalent) for the teaching assignment.

(2) Two years of teaching experience with at least one year of experience in the school system of current employment.

(3) Completion of a course or seminar in supervision of student teachers/interns or successful service as a cooperating teacher. (Successful service as a cooperating teacher shall be determined by the recommendations of an immediate supervisor, a college supervisor, and a former student teacher/intern who have worked with the teacher in a student teaching/intern situation.)

Note: Cooperating teachers are teachers in private and public nursery, elementary, and secondary schools who supervise student teachers/interns.

History: Cr. Register, December, 1975, No. 240, eff. 1-1-76.