

Temporary Employment Permit (TEP) via *Teacher Preparation Program* Guidance

Act 244 of the 2022 Legislative session and Act 392 of the 2023 Legislative session created additional routes by which an educator may qualify for a Temporary Employment Permit (TEP). A TEP is granted to applicants via four options: 1) candidates who meet all requirements from BESE-approved teacher preparation program for initial Level 1 teaching certificate with the exception of passing the required exams, **outlined in this guidance document**; 2) candidates who hold a graduate degree in the subject area in which employment is being sought (see [TEP Graduate Degree Guidance document](#)); 3) candidates who hold a bachelor’s degree with a 2.5 cumulative GPA in a secondary shortage area only in the subject area in which employment is being sought (see [TEP Bachelor’s Degree Guidance document](#)); or 4) candidates who have completed all requirements of a BESE-approved teacher preparation program but have a lower than required GPA.

Eligibility requirements for issuance of an initial TEP for those candidates **completing a teacher preparation program but lacking exams** are as follows –

- Applicant must teach in a demonstrated area of need as evidenced by LEA-level workforce needs.
- Applicant must have a baccalaureate degree from an institution [accredited in accordance with 34 CFR 602](#).
- Applicant must have completed a teacher preparation program to include completion of student teaching or an internship.
- Applicant must have earned scores on required exams within 10% of BESE-adopted passing scores. Refer to the [Praxis exam chart](#) for BESE adopted exam scores. **Below is an adapted version of the Praxis chart indicating the score required (required to be within 10% of BESE adopted score) for issuance of a TEP. The required score is first and the TEP score is in parentheses.**

Eligibility requirements for issuance of an initial TEP for those candidates **completing a teacher preparation program but lacking the required GPA** are as follows –

- Applicant must teach in a demonstrated area of need as evidenced by LEA-level workforce needs.
- Applicant must have a baccalaureate degree from an institution [accredited in accordance with 34 CFR 602](#).
- Applicant must have completed a BESE-approved teacher preparation program to include completion of student teaching or an internship.
- Applicant must have completed all other program requirements as outlined in policy. The program provider must verify completion of all program requirements.

NOTE:

- **Candidates cannot be lacking both the exams and the GPA.**
- **TEPs will only be issued in Elementary & Physical Education for those completing a teacher preparation in the associated area.**
- **TEPs will not be issued in any Special Education areas¹.**

PRINCIPLES OF LEARNING AND TEACHING (PLT) EXAMS			
<i>(These are “pedagogy” exams typically completed during/after teacher preparation; they do not perfectly align with certification area grade levels)</i>			
Exam Name	Exam #	Minimum Score with (TEP Score)	
Principles of Learning & Teaching: Early Childhood	0621 or 5621	157 (142)	Effective 1/1/12
Principles of Learning & Teaching: K-6	0622 or 5622	160 (144)	
Principles of Learning & Teaching: 5-9	0623 or 5623	160 (144)	
Principles of Learning & Teaching: 7-12	0624 or 5624	157 (142)	

¹ To comply with Federal regulations, Special Educators must meet highly qualified (HQ) definitions. 34 CFR 300.18, 34 CFR 200.56

GRADES 4-8 CERTIFICATION AREAS			
Certification Area	Name of Praxis Test	Minimum Score with (TEP Score)	Pedagogy: Principles of Learning & Teaching
Grades 4-8 Mathematics	Middle School Mathematics (0069) last administration 6/7/14	148 (134)	Principles of Learning and Teaching: 5-9 0623 or 5623 (Score 160 (144))
	Middle School Mathematics (5169) Effective 1/1/14 – 8/31/2022	165 (149)	
	Middle School Mathematics (5164) Effective 9/1/2021	157 (142)	
Grades 4-8 Science	Middle School Science (0439) last administration 6/7/14	150 (135)	
	Middle School Science (5440) Effective 6/8/14 – 3/31/2022	150 (135)	
	Middle School Science (5442) Effective 4/1/2021	152 (137)	
Grades 4-8 Social Studies	Middle School Social Studies (0089 or 5089)	149 (135)	
Grades 4-8 English/Language Arts	Middle School English/Language Arts (0049 or 5049) Effective 11/1/11 – 8/31/14	160 (144)	
	Middle School English/Language Arts (5047) Effective 1/1/14	164 (148)	

GRADES 6-12 CERTIFICATION AREAS			
Certification Area	Name of Praxis Test	Minimum Score with (TEP Score)	Pedagogy: Principles of Learning & Teaching
Agriculture	Agriculture (0700) last administration 6/7/14 Agriculture (5701) Effective 6/8/14	510 (459) 147 (133)	Principles of Learning and Teaching: 7-12 062 or 5624 (Score 157 (142))
Business	Business Education: Content Knowledge (0101 or 5101)	154 (139)	
English	English Language, Literature, & Composition: Content Knowledge (0041 or 5041) Effective 5/8/12 – 8/31/14 –AND- * Pedagogy (0043) *retired by ETS – last admin 7/20/13	160 (144) 130* (117*)	
	English Language Arts: Content & Analysis (5039) Effective 1/1/14	168 (152)	
Family & Consumer Sciences	Family & Consumer Sciences (0121 or 5121) Prior to 6/8/14	141 (127)	
	Family & Consumer Sciences (5122) Effective 6/8/14	153 (138)	
Foreign Languages	Chinese	Chinese (Mandarin): World Language (5665)	PLT 7-12 (Score 157 (142)) until 6/30/13; After 6/30/13 World Languages Pedagogy 0841 or 5841 (Score 158 (143))
	French	French: World Language (5174)	

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	German	German: World Language (5183)	157 (142)	
	Latin	None Available***	---	
	Spanish	Spanish: World Language (5195)	157 (142)	
Mathematics		Mathematics: Content Knowledge (0061 or 5061)	135 (122)	Principles of Learning and Teaching: 7-12 062 or 5624 (Score 157 (142))
		Mathematics: Content Knowledge (5161) Effective 1/1/14 – 8/31/2022	160 (144)	
		Mathematics: Content Knowledge (5165) Effective 9/1/2021	159 (144)	
Social Studies		Social Studies: Content and Interpretation (0086 or 5086)	160 (144)	Principles of Learning and Teaching: 7-12 062 or 5624 (Score 157 (142))
		Social Studies: Content and Interpretation (0086 or 5086) Effective 1/1/2019 the cut score was decreased	153 (138)	
Speech		Speech Communications (0221 or 5221)	146 (132)	

GRADES 6-12 SCIENCE CERTIFICATION AREAS

Certification Area	Name of Praxis Test	Minimum Score with (TEP Score)	Pedagogy: Principles of Learning & Teaching
Biology	Biology: Content Knowledge (0235 or 5235) Effective 9/1/2012-8/31/2023	150 (135)	Principles of Learning and Teaching: 7-12 0624 or 5624 (Score 157 (142))
	Biology Content Knowledge (5236) Effective 9/1/2022	154 (139)	
Chemistry	Chemistry: Content Knowledge (0245 or 5245) Effective 9/1/2012-8/31/2023	151 (136)	
	Chemistry: Content Knowledge (5246) Effective 9/1/2022	146 (132)	
Earth Science	None Available***	---	
Environmental	None Available*** (<i>Louisiana will accept Environmental Science (0831) w/passing score of 156 earned from 1/1/14 to 6/7/14.</i>)	---	
General Science	General Science: Content Know. (0435 or 5435) Effective 9/1/12 – 8/31/2023	156 (141)	
	General Science: Content Knowledge (5436) Effective 9/1/2022	141 (127)	
Physics	Physics: Content Knowledge (0265 or 5265) Effective 9/1/2012-8/31/2023	141 (127)	
	Physics: Content Knowledge (5266) Effective 9/1/2022	145 (131)	

GRADES 6-12 CERTIFICATION AREAS - WITH NO ADOPTED CONTENT EXAM***			
Certification Area	Name of Praxis Test	Minimum Score with (TEP Score)	Pedagogy: Principles of Learning & Teaching
Computer Science, Journalism, Marketing	None Available*** For initial teacher certification, 30 semester hours in the content area is required in lieu of an exam for certification.	---	Principles of Learning and Teaching: 7-12 062 or 5624 (Score 142)

ALL-LEVEL K-12 CERTIFICATION AREAS							
Certification Area	Name of Praxis Test	Minimum Score with (TEP Score)	Pedagogy: Principles of Learning & Teaching				
			PLT K-6		PLT 5-9		PLT 7-12
Grades K-12 Art	Art: Content Knowledge (0134 or 5134)	159 (144)	160 (144)	or	160 (144)	or	157 (142)
Grades K-12 Dance	None Available***	---	160 (144)	or	160 (144)	or	157 (142)
Grades K-12 Foreign Languages (Latin- no content exam***)	Chinese: (Mandarin): World Language (5665)	164 (148)	PLT K-6 (Score 160 (144)) or PLT 5-9 (Score 160 (144)) or PLT 7-12 (Score 157 (142)) until 6/30/13 ; After 6/30/13 - World Languages Pedagogy 0841 or 5841 (Score 158 (143))				
	French: World Language (5174)	157 (142)					
	German: World Language (5183)	157 (142)					
	Spanish: World Language (5195)	157 (142)					
	Music: Content Knowledge (0113 or 5113)	151 (136)					
Grades K-12 Music			160 (144)	or	160 (144)	or	157 (142)

A TEP is initially valid for one year and renewable up to **four** times. Applications for renewal of the TEP must be submitted by the LEA. Renewal is contingent upon verification of the following:

- required exams must be retaken twice within one year from issuance of the TEP
- mentorship provided by a certified school-based mentor
- standards of effectiveness met at the level of highly effective or effective proficient
- LEA signs affidavit indicating good faith efforts to recruit that include posting positions for which the TEP was issued and no regularly certified, competent, and suitable applicant is available
- candidate must participate in a school-based mentoring program during each year of the TEP until the candidate has received three years of successful evaluations

Upon passage of the required exams, the TEP applicant can advance to the standard Level 1 teaching certificate, upon recommendation by an employing school system.

If the applicant **does not** pass the required exams, after five (5) years of successful service **on the TEP** at the level of highly effective or effective proficient, including having been mentored each year while on the TEP until the candidate has received three years of successful evaluations, an **employing school system must recommend** the candidate for employment the following year and for issuance of the standard level certificate. With all previous requirements met, the candidate can be issued a standard Level 1 teaching certificate. Years of experience and effectiveness on the TEP **do not count** towards tenure or towards advancement to a higher certificate (other than the Level 1).