

## **An Alternate Route to Teacher Licensure**

After several years of substituting, James had achieved his state teaching license early in 2018 by completing Nevada's Alternative Route to Licensure (ARL) process. Recommended to him by his teaching mentor, the late Thomas N. Pappas, Ph.D., the ARL program requires a candidate who already possesses a bachelor's degree to, within three years, 1) successfully serve as a long-term substitute, and 2) receive at least two positive observations from qualified education professionals.

Here are links to some of Oliver's reference and observation letters:

- [\*To Whom It May Concern, by Claudia Foi\*](#), third-grade teacher for whom James served as her long-term substitute.
- [\*Positive observation by Michelle Stephenson\*](#), his supervisor at Eva Wolfe ES.
- [\*To Whom It May Concern, by Michelle Stephenson\*](#), Third Grade Chair, Eva Wolfe ES.
- [\*Positive observation by Jessica Alanano\*](#), Assistant Principal at Sister Bailey ES.
- [\*To Whom It May Concern, by Dr. Thomas N. Pappas\*](#).