

CERTIFICATION

Certification Requirements

The Board recognizes that the charter's ability to provide a high-quality educational program is dependent upon the employment of certificated staff who are adequately prepared and have demonstrated proficiency in basic skills and in the subject matter to be taught. The Principal/Director shall ensure that persons employed to fill positions requiring certification qualifications possess the appropriate credential, permit, or other certification document from the Commission on Teacher Credentialing (CTC) and fulfill any additional state, federal, or charter requirements for the position. (EC 44830-44929; BP 4112.2)

The Principal/Director may provide assistance and support to teachers holding preliminary credentials to help them meet the qualifications required for the clear credential.

Responsibility for Renewal- All certificated personnel are personally responsible for renewing their credentials and for keeping them valid. The Principal/Director may assist certificated personnel in renewing their credentials. A teacher whose credential is not valid cannot be paid for the time service is rendered under such conditions. Each credential actively used by the teacher must be registered with the office of the County Superintendent of Schools. This is the teacher's responsibility. A teacher whose credential is not on file with the County Office as required by law will be subject to immediate suspension. No warrant will be drawn in favor of any person requiring certification until he/she is properly credentialed and registered with the county. Teachers may teach on emergency credentials, when approved by the Principal/Director.

Proficiency in Reading, Writing and Mathematics- The Board will not initially employ any certificated person on a permanent, temporary, or substitute basis unless that person has demonstrated basic skills proficiency as required under Education Code 44252.5. Exemptions from this requirement shall be governed by provisions of Section 44830. The basic educational skills proficiency test shall not be required of certificated persons who have been employed by another school district or charter in a position requiring certification within 39 months prior to employment in this charter.

Priorities for Hiring Based on Unavailability of Credentialed Teacher

The Principal/Director shall make reasonable efforts to recruit a fully prepared teacher who is authorized in the subject or setting for each assignment or, when necessary, a fully prepared teacher serving on a local assignment option. Whenever a teacher with a clear or preliminary credential is not available, the Principal/Director shall make reasonable efforts to recruit an individual for the assignment in the following order: (EC 44225.7)

1. A candidate who is qualified to participate in and enrolls in an approved intern program in the region of the charter
2. A candidate who is scheduled to complete preliminary credential requirements within six months and who is granted a provisional internship permit (PIP) or short-term staff permit issued by the CTC. The Board shall approve, as an action item at an open Board meeting, a notice of its intent to employ a PIP applicant for a specific position. (5 CCR 80021.1)
3. An individual who has been granted a credential waiver by the CTC. Prior to requesting that the CTC issue an emergency permit or a limited assignment permit, the Board shall annually approve a Declaration of Need for Fully Qualified Educators. The Declaration of Need shall be approved by the Board as an action item at a regularly scheduled open Board meeting, with the entire Declaration of Need being included in the Board agenda. (Education Code 44225, 44225.7; 5 CCR 80023.2, 80026, 80027, 80027.1)

The Declaration of Need shall certify that there is an insufficient number of certificated persons who meet the charter's specified employment criteria for the position(s) and that the charter has made reasonable efforts to recruit individuals who meet the qualifications specified in items #1-#2 above. The Declaration of Need shall also indicate the number and type of emergency permits that the charter estimates it will need during the valid period of the Declaration of Need, based on the previous year's actual needs and projections of enrollment. Whenever the actual number of permits needed exceeds the estimate by 10 percent, the Board shall revise and resubmit the Declaration of Need. (5 CCR 80026)

Whenever it is necessary to employ non-credentialed teachers to fill a position requiring certification qualifications, the Principal/Director shall provide support and guidance in accordance with law to ensure the quality of the instructional program.

Certification Requirements per AR 4112.2

Definitions

English learner means a student who is age 3-21 years, who is enrolled or is preparing to enroll in an elementary or secondary school, and whose difficulties in speaking, reading, writing, or understanding the English language may be sufficient to deny the student the ability to meet state academic standards, the ability to successfully achieve in classrooms where the language of instruction is English, or the opportunity to participate fully in society. An English learner may include a student who was not born in the United States or whose native language is a language other than English; a student who is Native American or Alaska Native, or a native resident of the outlying areas, who comes from an environment where a language other than English has had a significant impact on the individual's level of English language proficiency; or a student who is migratory, whose native language is a language other than English, and who comes from an environment where a language other than English is dominant. (EC306; 20 USC 7801)

Instruction for English language development (ELD) means instruction designed specifically for English learners to develop their listening, speaking, reading, and writing skills in English. Specially designed academic instruction in English (SDAIE) means instruction in a subject area, delivered in English, that is specially designed to meet the needs of English learners. Primary language instruction includes both primary language development designed to develop English learners' listening, speaking, reading, and writing skills in their primary language and content instruction delivered in the primary language in any subject area. (Education Code 44253.2)

Teacher Qualifications

Only a teacher who possesses an appropriate authorization issued by the Commission on Teacher Credentialing (CTC) shall provide ELD, SDAIE, and/or primary language instruction in a class with one or more English learners.

Teachers who provide instruction to English learners with disabilities shall have appropriate special education credentials as well as supplementary authorization to provide English language development and primary language support (e.g., CLAD, BCLAD, or equivalent).

The charter may, for the purpose of providing primary language instruction, hire bilingual teachers who are employed in public or private schools of a foreign country, state, territory, or possession, provided such teachers speak English fluently and hold the necessary sojourn credential issued by the CTC. After the initial two-year sojourn credential expires, the teacher may annually apply to the CTC for an extension for a total period of not more than five years. Any application for renewal shall include verification by the Principal/Director that termination of the employment would adversely affect an existing bilingual program and that attempts to secure the employment of a qualified certificated California teacher have been unsuccessful. (Education Code 44856)

Adopted: November 7, 2022

Amended: