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Information

Educator Preparation Committee

Policy Issues Pertaining to Dual Certification for Single Subject and Designated Subjects Career Technical Education Teaching Credentials

Executive Summary: This agenda item presents policy issues surrounding short-term and long-term options for teachers to earn dual certification as Single Subject and Designated Subjects (DS) Career Technical Education (CTE) teaching credentials. Career Technical Education pathway programs continue to grow rapidly, in part due to the CTE Incentive Grant Program created by Assembly Bill 104 as part of the California State Budget Act of 2015.

Policy Questions: Based on both CTE program pathway growth and the current and anticipated teacher shortages, would it be an appropriate time to build both short-term and long-term structured two-way bridges to support Single Subject and DS CTE teachers to earn dual certification?

Recommended Action: For information only

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Strategic Plan Goal:

I. Educator Quality

- a) Maintain expectations for educator preparedness and performance that are responsive to the needs of California's diverse student population and promote 21st century teaching and learning.

Policy Issues Pertaining to Dual Certification for Single Subject and Designated Subjects Career Technical Education Teaching Credentials

Introduction

This agenda item presents policy issues surrounding short-term and long-term options for teachers to earn dual certification for Single Subject and Designated Subjects (DS) Career Technical Education (CTE) teaching credentials. Career Technical Education pathway programs continue to grow rapidly, in part due to the CTE Incentive Grant Program created by Assembly Bill (AB) 104 as part of the California State Budget Act of 2015.

Part I. Increase in Funding and CTE Pathway Programs

Commission staff have been working collaboratively with the California Department of Education (CDE) and a variety of stakeholders to provide guidance on CTE funding and certification requirements. As part of this work, Commission and CDE staff have been examining options to increase the supply of CTE and Single Subject teachers appropriately prepared and authorized to serve in career pathway programs while ensuring that state grant and federal funding requirements for CTE are also met. There are several state grant programs that provide incentives for quality career pathway programs, including two recent grant programs established in 2015 and 2014. Additionally, there are dedicated federal funds for this purpose as well. Multiple sources of funding along with a national movement to prepare students for a variety of post-secondary opportunities in both career and college have created a significant increase in the number of career pathway teachers needed for these specially funded programs.

The California Career Technical Education Incentive Grant (CTEIG) program was established by AB 104 in 2015 as a state education, economic, and workforce development initiative with the goal of providing students with the knowledge and skills necessary to transition to employment and postsecondary education. The purpose of this program is to encourage the development of new CTE programs and enhance and maintain current CTE programs during implementation of the local control funding formula (LCFF)¹.

Additionally, the California Career Pathways Trust (CCPT) created by Assembly Bill 86 in 2014 provided funds in the amount of \$250 million to school districts, county superintendents of schools, charter schools, and community college districts in the form of one-time competitive grants. The CCPT grants are awarded to career pathway programs that accomplish multiple goals including the development and integration of standards-based academics with a career-relevant,

¹ Source: California Department of Education - <http://www.cde.ca.gov/fg/fo/r17/cteig15ins.asp>

sequenced curriculum following industry-themed pathways that are aligned to high-need, high-growth, or emerging regional economic sectors.²

Pat II. Dual Certification Pathway Options for Single Subject and DS CTE Teaching Credentials

Career pathway programs often involve a team of teachers working collaboratively with business partners. In most cases, there is at minimum a two year articulated sequence of CTE courses within a career pathway often with academic courses that include integrated curriculum taught through the lens of the industry sector or career pathway. Some Single Subject teacher preparation programs have elected to create a pathway for teachers serving in integrated career pathway courses and some DS CTE programs have elected to identify equivalencies between the two programs for those earning dual certification. However, additional work is necessary to provide better articulation between both types of teacher preparation programs for candidates who elect to concurrently earn dual certification as well as those teachers who elect to subsequently pursue dual certification.

- ***Short-Term Bridge for Teachers to Earn Dual Certification***

Commission discussions with CDE staff from the Career and College Division along with feedback from candidates, teachers, local employing agencies, stakeholders, and preparation programs indicate that there is an immediate need to develop a short-term, two-way bridge that allows both Single Subject and DS CTE teachers to serve while completing the requirements for the other credentials. While several options have been explored, there appears to be consensus that a short-term structured option that allows for completion of all requirements not met through equivalency that leads to dual certification would be necessary.

- ***Commission Variable-Term Waivers***

Staff from both the Commission and the California Department of Education have been crafting a structured option that could be accepted for funding requirements and appropriate a legal authorization for service when a fully credentialed appropriate teacher is unable to be recruited for the position. Commission staff could prepare a structured option that allows for a DS CTE teacher to earn a Single Subject teaching credential and a Single Subject Teacher to earn a DS CTE teaching credential. The Commission has the authority to establish criteria for Variable-Term Waivers (VTW) to be issued and staff has been provided delegatory authority to grant or deny these applications by local employing agencies based on the established criteria. The VTW is an option the Commission used as a bridge to full preparation previously for the Speech-Language Pathologist as it allows for a structured option to meet an identified area of need. The criteria for the VTW may be approved directly by the Commission and amended if necessary based on data and outcomes. Based on Commission discussion staff could provide a fully articulated proposal.

The Commission has had the responsibility for granting credential waivers since July 1994. A credential waiver is the option of last resort for employing agencies to legally assign individuals who are not appropriately credentialed. The current regulations pertaining to the issuance

² Source: California Department of Education - <http://www.cde.ca.gov/ci/ct/pt/index.asp>

and subsequent reissuance of a VTW are provided in *Appendix A* with additional information provided in the [Waiver Requests Guidebook 2015](#).

The VTW allows the employing agency to fill the assignment while searching for a fully credentialed educator and gives the waiver holder additional time to complete the requirements and preparation program for the associated credential. Variable Term Waiver Criteria are set by the Commission and include specific requirements including verification of recruitment efforts, evidence of qualifications for the assignment and a commitment by the educator to meet the credential goals. Variable Term Waivers are restricted to service with the local employing agency that is granted the waiver and are generally issued for one school year with specific criteria set for the reissuance of any subsequent waivers. While the VTW is a document restricted to service with the employing agency that requested the waiver, the authorization of the VTW is the same as the corresponding credential.

Staff Recommendation

Staff recommends that the Commission discuss the concept of concurrent and subsequent dual certification for holders of Single Subject and DS CTE Teaching Credentials and provide guidance to staff regarding any potential future agenda items on this topic.

Appendix A

California Code of Regulations, Title 5 Sections 80121, 80122, 80124 and 80125 Pertaining to Variable Term Waivers

§80121. General Provisions Governing Waivers

(a) Definition of Terms. Terms that are used in Sections 80120 through 80124, inclusive, shall have the following meanings.

- (1) The term “employing agency” means the school district; county office of education; private school; nonpublic, nonsectarian school or agency as defined in Education Code Sections 56365 and 56366; or postsecondary institution that submits a waiver application.
- (2) “Applicant” means the individual for whom a waiver application is submitted.
- (3) “SELPA” means a Special Education Local Planning Area.
- (4) A “short-term waiver” is a temporary waiver with a term of one semester or less as described under Section 80120(a).
- (5) A “variable term waiver” is a temporary waiver with a term as specified by the Commission.

(b) Waiver Service Restrictions. Except as specified by the Commission, service authorized by a waiver shall be restricted to the employing agency that submitted the waiver application and to the assignment specified on the waiver document.

(c) Authorization to Apply for Waivers. Each application for a variable term waiver shall be submitted to the Commission on behalf of the individual identified in the application. The following may submit applications for variable term waivers:

- (1) public school districts in California;
- (2) county offices of education or county superintendents of schools in California;
- (3) postsecondary institutions;
- (4) private schools in California (in particular, nonpublic, nonsectarian schools and agencies as defined in Education Code Sections 56365 and 56366); and
- (5) individuals.

Note: Authority cited: Section 44225(q), Education Code. Reference: Section 44225, subdivisions (g) and (m), Education Code.

§80122. Requirements for Variable Term Waivers

The application for a waiver document shall include all of the following:

(a) Name of Employing Agency. The application shall identify the employing agency seeking a waiver.

(b) Section Number. The application shall cite the specific Education Code or Title 5 section number(s) for which a waiver is being requested. In the case of waivers for the purpose of assignment in school programs addressing issues of educational reform, the application may instead identify the plan under which the reform will take place and, if applicable, the date when

the plan was approved by the employing agency or the appropriate state agency, whichever came later.

(c) Reason for Waiver. The application shall summarize the reason the waiver is being requested, including, but not limited to, the specific employment criteria for the position that must be filled, a description of the efforts to locate and recruit individuals who hold the appropriate credential or who can be assigned under one of the available assignment options, and a description of the efforts the employing agency has made to establish alternative training options such as co-sponsoring internships with institutions of higher education or establishing a District Intern program.

(d) Proposed Solution. The application shall describe how the waiver will remedy the situation, give the rationale for the request including what makes the applicant the best candidate to fill the position, and describe any negative effect(s) that are likely to occur if the request is not granted.

(e) Identification of Applicant. The application shall identify, by name, date of birth and Social Security number, the applicant for whom the waiver is requested.

(f) If the applicant does not already have fingerprint clearance on file with the Commission, the application must include two fingerprint cards and the completed Application for Character and Identification Clearance (form 41-CIC, rev 11-93), and appropriate fee(s).

(g) Requirements and Commitment. The request shall:

- (1) list the requirement(s) that the applicant must complete to be eligible for the credential which authorizes the service being requested and the anticipated date(s) of completion of those requirement(s),
- (2) include a commitment by the applicant, in the form of an original signature, to pursue a course of study leading to full certification, with the understanding that no subsequent waiver will be requested should the applicant fail to verify completion of requirement(s) leading toward the credential,
- (3) list the name and/or position of any person assigned to provide support and assistance to the applicant while he or she is serving on the waiver, and
- (4) state that the employing agency has made a commitment to support and assist the applicant, as feasible, in completing the credentialing requirement(s).

(h) Additional Requirements

- (1) To fill a position to serve special education students, the employing agency must include the SELPA among those receiving notice of the intent to request a waiver.

(i) Effective Date and Proposed Duration. The application shall specify the beginning date of service on the waiver and the date when the waiver will cease to be needed.

(j) Public Notice. The request shall include verification that a notice of intent to employ the applicant in the position identified has been made public as follows:

(1) If the waiver request is being submitted by a public school district, it must include a copy of the agenda item presented to the governing board of the district in public meeting with a signed statement from the superintendent, or his or her designee, that the item was acted upon favorably. The agenda item must state the name of the applicant, the assignment in which the applicant will be employed including the subject(s) and grade level(s) that he or she will be teaching and that the applicant will be employed on the basis of a credential waiver.

(2) If the waiver request is being submitted by a county office of education, state operated school, or nonpublic, nonsectarian school or agency, it must include a dated copy of the notice that was posted at least 72 hours before the position was filled and a signed statement from the superintendent or administrator or his or her designee that there were no objections to the waiver request. The notice must state the name of the applicant, the assignment in which the applicant will be employed including the subject(s) and grade level(s) that he or she will be teaching and that the applicant will be employed on the basis of a credential waiver.

(k) Signatures. The application shall include the signature of the district personnel administrator or superintendent or the county superintendent if service will be provided in a county-operated school or the administrator of the state-operated school or of the nonpublic, nonsectarian school or agency, or his or her designee certifying that the information provided is accurate and complete.

(l) Fee(s). Effective July 1, 1996, the waiver request shall include payment of the fee(s) required by Section 80487. Waiver requests for individuals who hold a valid non-emergency teaching credential based on possession of a baccalaureate degree from a regionally accredited institution and completion of a professional preparation program that includes student teaching shall include payment of the fee(s) required by all sub-sections of Section 80487, as appropriate, except 80487(a)(1).

Note: Authority cited: Section 44225(q), Education Code. Reference: Section 44225, subdivisions (g) and (m) and 44235, Education Code.

§80124. Requirements for a Request for a Subsequent Variable Term Waiver for a Specific Applicant

(a) A request for a subsequent variable term waiver for a specific applicant in the same assignment shall meet the requirements of Section 80122 and must include verification that the applicant has fulfilled his or her commitment to pursue the completion of requirements leading toward the credential which authorizes the service.

Note: Authority cited: Section 44225(q), Education Code. Reference: Section 44225, subdivisions (g) and (m), Education Code.

§80125. Submitting Requests for Variable Term Waivers; Approvals and Denials

(a) Requests for variable term waivers must be submitted on a form developed and provided by the Commission pursuant to Section 80122 and must include written documentation supporting the waiver, including, but not limited to, dated copies of announcements of the vacancy, a job description detailing the specific employment criteria for the position, official transcripts, the original foreign transcript evaluation letter, examination score reports, and verifications of experience.

(b) A waiver request should be submitted to the Commission prior to the applicant's beginning day of service. The Commission will honor the beginning date of service listed on the waiver request as long as the waiver request is submitted within ninety (90) days of the beginning date of service listed on the waiver request.

(1) Waiver requests received in the Commission office after the ninety (90) day deadline following the beginning date of service will be denied due to lateness and considered as a final notice of denial.

(2) The Commission shall promptly mail a notice of denial to the employing agency, the applicant, and the county office of education when applicable. Upon receipt of the notice of denial, the employing agency shall remove the applicant from the assignment at the end of the working day.

(c) Waiver requests received within the ninety (90) day deadline following the beginning date of service are reviewed by the Commission.

(1) If the applicant qualifies for a credential or permit that authorizes the service, the waiver request may be returned for an application and fee, as appropriate, for the credential or permit authorizing the service.

(2) When the applicant meets the requirements as specified in Section 80122, and following the conclusion of a fitness review performed by the Division of Professional Practices, a numbered waiver document will be issued. The waiver document identifies the applicant's credential goal and authorizes the service appropriate to that goal.

(3) When the applicant does not meet the requirements as specified in Section 80122 or insufficient information is provided by the employing agency, the waiver will be denied. The Commission shall promptly mail a notice of denial to the employing agency, the applicant, and the county office of education when applicable.

(A) The notice of denial will explain the reasons for the denial and afford the employing agency an opportunity to submit additional information in support of the waiver request that was not available at the time the request was originally submitted. If the employing agency intends to resubmit the waiver request pursuant to (c)(4) of this section, the applicant may remain in the assignment until a final determination on eligibility is made. If the waiver request is not resubmitted pursuant to (c)(4) of this section, upon receipt of the notice of

denial, the employing agency shall remove the applicant from the assignment at the end of the working day.

(4) Waiver requests that are denied for insufficient information or ineligibility that are resubmitted within thirty (30) days of the date on the notice of denial are reviewed by the Commission.

(A) When the applicant qualifies for a credential or permit that authorizes the service, the waiver request will be returned for an application and fee, as appropriate, for the credential or permit authorizing service.

(B) When the applicant meets the requirements as specified in 80122, and following the conclusion of a fitness review performed and approval by the Division of Professional Practices, a numbered waiver document will be issued. The waiver document identifies the applicant's credential goal and authorizes the service appropriate to that goal.

(C) When the applicant does not meet the requirements as specified in Section 80122 or insufficient information is provided by the employing agency, the waiver will be denied. The Commission shall promptly mail a final notice of denial to the employing agency, the applicant, and the county office of education when applicable. Upon receipt of the final notice of denial, the employing agency shall remove the applicant from the assignment at the end of the working day.

(5) Waiver requests that are denied for insufficient information or ineligibility that are resubmitted after thirty (30) days of the denial, will be denied. The Commission shall promptly mail a final notice of denial to the employing agency, the applicant, and the county office of education when applicable. Upon receipt of the final notice of denial, the employing agency shall remove the applicant from the assignment at the end of the working day.

Note: Authority cited: Section 44225(q), Education Code. Reference: Section 44225, subdivisions (g) and (m), Education Code.