
4A

Action

Public Hearing

Proposed Addition of Sections 80021 and 80021.1

AGENDA INSERT

Executive Summary: The proposed addition of Sections 80021 and 80021.1 pertaining to the Short-Term Staff Permit and the Provisional Internship Permit are being presented for public hearing.

Recommended Action: The Commission adopt the proposed regulations to Sections 80021 and 80021.1 of the Title 5 Regulations.

Presenter: Dale Janssen, Director, Certification, Assignment and Waivers Division

Strategic Plan Goal: 1

Promote educational excellence through the preparation and certification of professional educators

- ◆ Sustain high quality standards for the preparation of professional educators

Proposed Addition of Sections 80021 and 80021.1

Introduction

This Agenda Insert includes the public responses received by the Commission since the publication of the agenda.

Tally of All Responses

In Support

110 organizational opinions
16 personal opinions

In Opposition

1 organizational opinion
8 personal opinions

Proposed Language Change

1 personal opinion

The Commission received 126 written responses in support, 9 opinions in opposition and one suggested language change to the proposed addition of Sections 80021 and 80021.1 of the Title 5 Regulations.

Responses Representing Organizational Opinions in Support

- Baldwin Park Unified School District, Carolyn Wertz, Associate Superintendent
- Barstow Unified School District, Sherri L. Getman, Credentials Technician
- Burbank Unified School District, Alexis M. Sheehy, Assistant Superintendent for Instructional Services
- Cal State Teach – Cal State University, Fullerton, Georgianna Ravenna, Learning Support Faculty
- Etiwanda School District, Heidi Soehnel, Assistant Superintendent
- Farmersville Unified School District, Janet Jones, Superintendent
- Hanford Elementary School District, Michele Alexander, Human Resources Coordinator
- Harvest Valley School, Kathleen Bent, Program Director
- Los Angeles Unified School District, Roy Romer, Superintendent (see attached)
- Las Lomas Elementary School District, Mary Ann Somerville, Superintendent
- Las Virgenes Unified School District, Stephen L. Hanke, Ed.D., Assistant Superintendent, Personnel
- Las Virgenes Unified School District, Rhonda Piume, Credential Technician
- Lemoore Elementary School District, Ronald E. Meade, Superintendent
- Lemoore Elementary School District, Amy Rivera, Administrative Assistant – Human Resources

- Lemoore Elementary School District, Lois Zercher, Assistant Superintendent
- Lemoore Elementary School District, Patricia Emsberger, Director of Business Services
- Lemoore Elementary School District, Richard Rayburn, Projects Director
- Lemoore Elementary School District, Joseph Bernard, Director of Special Services
- Lemoore Elementary School District, Chris Camarena, Charter School Dean
- Lemoore Elementary School District, Cathlene Bullard, Principal
- Lemoore Elementary School District, Rhett Kenney, Assistant Principal
- Lemoore Elementary School District, Renea Fagundes, Assistant Principal
- Lemoore Elementary School District, Michael Friedenberg, Principal
- Lemoore Elementary School District, Eric Smyers, Assistant Principal
- Lemoore Elementary School District, Rosemary Rosales, Assistant Principal
- Lemoore Elementary School District, Bryan Caples, Principal
- Lemoore Elementary School District, Robin Jones, Assistant Principal
- Lemoore Elementary School District, Cynthia James, Principal
- Lemoore Elementary School District, Cathleen Jorgensen, Principal
- Lemoore Elementary School District, David Chapman, Assistant Principal
- Kings County Office of Education, Tamara Ravalin, Assistant Superintendent -- Human Resources
- Milpitas Unified School District, Sandra Y. Edwards, Assistant Superintendent -- Human Resources
- Norwalk - La Mirada Unified School District, Robert G. Diaz, Ph.D., Assistant Superintendent, Human Resources
- Oak Grove School District, Rick Alves, Assistant Superintendent
- Orange County Department of Education, Susana Fernandez, Special Services Manager
- Pacific Oaks College, Elena Fernandez, Credential Analyst
- Palo Verde Union Elementary School District, John B. Manning, Superintendent
- Placer County Office of Education, Mary Ann Garcia, Credentials Analyst
- Rim of the World Unified School District, Bryan Shaw, Assistant Superintendent
- School Employers Association of California, Ruben L. Ingram, Executive Director
- Somerset Educational Services, Mary Ann Salem, Director of Student Services
- Terra Bella Union Elementary School District, Frank H. Betry, Superintendent
- Terra Bella Union Elementary School District, Juan M. Flores, Vice Principal
- Terra Bella Union Elementary School District, Debby Tupper, Principal
- Terra Bella Union Elementary School District, Guadalupe Roman, Principal
- Terra Bella Union Elementary School District, Mary Suarez, Personnel Director
- Terra Bella Union Elementary School District, Rhonda L. Usher, Business Manager
- Tulare County Office of Education, Enid Brinkman, Credentials & Retirement Supervisor

- West Sonoma County Union High School District, Susan Panas, Human Resources Director

Responses Representing Organizational Opinions in Opposition

- Public Advocates, Inc., Liz Guillen, Policy Advocate

Comment – I agree with the Proposed Title 5 regulations concerning verification of search by agency

I do not agree with the proposed Title 5 regulations concerning parental notification.

Commission Staff Response – At the August 2004 Commission meeting, the Commission considered an option to notify parents after four weeks that the teacher is not fully credentialed. The Commission decided not to take action on that option.

Responses Representing Personal Opinions in Opposition

- Philip B. Silverstein, Teacher, Burbank Unified School District

Comment – There are times when fully credentialed teachers are unavailable. It is necessary to have emergency credentials ... until more qualified personnel can be found or permanent credential can be earned.

Commission Staff Response – The teacher requirements are the same for both the Short-Term Staff Permit and the Provisional Internship Permit as the current emergency permit. The initial hiring of a teacher on the proposed permits should be the same as the emergency. A teacher hired on a Provisional Internship Permit will be able to earn and NCLB compliant credential within one to two years rather than the current 5 years on an emergency permit.

- Thomas W. Wilkins, Classroom teacher, Burbank Unified School District

Comment – Lack of qualified teachers.

Commission Staff Response – The purpose of the two proposed documents will require the permit holders to become qualified teachers in less time than the current emergency permit.

- Christine Hartman, teacher, Burbank Unified School District

Comment – Lack of credentialed teachers. Also, some teachers are interns or taking night classes to complete a credential. It is costly to work as an unpaid student teacher.

Commission Staff Response - The purpose of the two proposed documents will require the permit holders to become qualified teachers in less time than the current emergency permit. The proposed documents do not make any changes to the internship credentials or to student teaching.

- Mary Margaret Kljunak, Principal Burbank Unified School District

Comment – In a perfect world, everyone would have a credential. But there are not qualified people available, especially when someone is out for 6-8 weeks or if it is a last minute vacancy.

Commission Staff Response – The proposed Short-Term Staff Permit was developed to meet the type of situation Ms. Kljunak describes. The Short-Term Staff Permit will allow an employing agency the ability to place a teacher with subject matter to fill-in at the last minute.

- Jennifer Meglemre, teacher, Burbank Unified School District

Comment – As it is, we cannot find enough qualified teachers to fill existing positions.

Commission Staff Response - The purpose of the two proposed documents will require the permit holders to become qualified teachers in less time than the current emergency permit.

- Sue Kyle, Counselor, Burbank Unified School District

Comment – While our District has made a consistent effort to staff our schools with only credentialed teachers, from time to time it is essential that we staff with emergency permit teachers. This is an unavoidable fact despite our District's conscientious effort.

Commission Staff Response – The proposed documents are to meet the need of an employing agency when a suitable credentialed teacher is unavailable. The teacher requirements for both the Short-Term Staff Permit and the Provisional Internship Permit are the same as the current emergency permit.

- Claudia Lowe, Educational Strategist and Consultant, LDCAN – Learning Disabilities Collaboration Action Network

Comment – Specific notification to parents – Training and experience in 504 plans and IEPs.

Commission Staff Response – At the August 2004 Commission meeting, one of the options the Commission considered was to notify parents after four weeks that the

teacher has been employed on a Provisional Internship Permit. The Commission chose instead to require that public notice be in the form of a copy of an employing agency's governing board's minutes. Training in 504 plans and IEPs should be included as a part of the employing agency's orientation, guidance and assistance that is provided to each Provisional Internship Permit holder.

Proposed Language Change

- Janet Canning, Consultant, California Department of Education

Comment –

Issue – The proposed regulations do not include related service personnel.

Action - I want to propose an amendment that would include related service personnel. See proposed language below:

Amend proposed CCR 80021(a)(3)(C) by adding:

“(C) For the Education Specialist Provisional Internship Permit, either (A) or (B) above or verify a minimum of three years of successful full-time classroom experience, or the equivalent in part-time experience, working with special education students or verify a minimum of nine semester units of course work in special education or in a combination of special education and regular education that are appropriate to special education or regular education teaching credential or verify three years of experience or twelve semester units of course work in rehabilitative, communicative, consultive, behavioral, assistive technology, or related services area of specialization not requiring a state or professional license.”

Commission Staff Comment – The proposed Provisional Internship Permit structure is based on the permit holder taking and passing the subject matter requirement for the single subject, multiple subject or education specialist credentials. The related service personnel do not have a subject matter requirement, therefore the proposed permit would not be appropriate for related service personnel. The Commission does not currently issue emergency permits for related service personnel such as Clinical Rehabilitative Services Credential. The only method available to an employing agency to employ an individual in a Clinical Rehabilitative Services position is on a credential waiver. If the Commission wishes to consider developing a Clinical Rehabilitative Services for unanticipated staffing needs, staff can return at a future meeting with an agenda item.

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ROY ROMER
SUPERINTENDENT OF SCHOOLS

January 6, 2005

Mr. Lawrence Madkins, Chair
California Commission on Teacher Credentialing
1900 Capitol Avenue
Sacramento, CA 95814

RE: Support Proposed Title 5 Regulations on Multiple Subject, Single Subject or Education Specialist Short-Term Staff Permit and Multiple Subject, Single Subject or Education Specialist Provisional Internship Permit

Dear Chair Madkins:

I am writing in order to strongly support the adoption of the Provisional Internship and Short Term Staff Permits. I understand that the development of these staffing alternatives entailed extensive input from stakeholders across the state in collaboration with the Commission Staff. As a result, the two authorizations would provide school districts with the means to ensure a high degree of accountability while providing continuity in the staffing of classrooms when a fully qualified teacher is not available. Additionally, the design of the Provisional Internship Permit provides a pathway towards compliance with the federal *No Child Left Behind Act* (NCLB).

Los Angeles Unified School District is committed to the provision of highly qualified teachers, for its students and has made significant gains in this area. Only three years ago 23.1% of the District's teaching force was composed of individuals on emergency permits, pre-intern certificates, and waivers. This fall, that percentage decreased to only 1.9% of the total workforce. This district wide initiative included an aggressive recruitment effort as well as the counseling and preparation of existing staff to become compliant with the federal mandate.

However, in spite of these dramatic successes, the District is still unable to fully staff long-term substitute positions as well as vacancies in the shortage areas of mathematics, science, and special education with sufficient numbers of credentialed or intern-ready teachers

Thus, I urge the Commission to adopt the Provisional Internship and Short-Term Permits in order to avoid staffing classrooms with a series of substitutes, a situation that could seriously jeopardize student achievement.

Sincerely,

A handwritten signature in black ink, appearing to read "Roy Romer". The signature is fluid and cursive, written over a white background.

Roy Romer

CP/cgc

c: Dr. Sam Swofford