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# 3D

## Information/Action

### *Educator Preparation Committee*

#### Update on Induction and Employment-Based Considerations

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**Executive Summary:** This item provides (1) an update and analysis of data collected on the Commission's annual Induction Program Enrollment and Cost Survey; (2) proposed draft regulatory language for the Commission's discussion and potential action relating to the availability of induction for all preliminary credentialed teachers; and (3) outlines ways in which the current Declaration of Need (DON) can provide additional information regarding the availability of induction programs to new teachers.

**Policy Questions:** How might current Title 5 regulations be amended to clarify availability of induction for all preliminary credentialed teachers? How might the Declaration of Need be amended to collect information regarding the availability of teacher induction programs?

**Recommended Action:** That the Commission review the information provided in this agenda item and provide direction to staff as appropriate.

**Presenters:** Karen Sacramento, Consultant and Teri Clark, Director, Professional Services Division

#### Strategic Plan Goal:

##### *I. Educator Quality*

- b) Develop, maintain, and promote high quality authentic, consistent educator assessments and examinations that support development and certification of educators who have demonstrated the capacity to be effective practitioners.

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## Update on Induction and Employment-Based Considerations

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### Introduction

This agenda item has three parts: Part 1 provides background data on induction programs, enrollment, and fees to participate in a Commission-approved induction program; Part 2 provides a discussion and analysis of Title 5 regulations related to Induction; and Part 3 provides information on the Declaration of Need (DON) as a way to gather information on the availability and cost of induction to new teachers. A survey of Commission-approved Induction programs was completed in January 2015 to gather information on enrollment and costs to new teachers. A follow-up survey of all programs leading to a Clear Teaching Credential was completed in December 2015. The December 2015 survey collected information from teacher induction and clear credential programs sponsored by local education agencies and institutions of higher education. Staff contacted program sponsors to remind them to complete the survey.

At its December 2015 meeting, the Commission adopted revised Induction Program standards ([Agenda item 2G](#)) for both the general education Induction and Clear Credential programs. Current accredited induction programs will transition to the revised standards and all programs must meet the new standards by the beginning of the 2017-18 school year. The Commission directed staff during its December 2015 meeting to initiate a rulemaking process that would define induction as “unavailable” if new teachers are required to pay for their induction program. In response to Commission direction, this item provides an analysis of the issue and presents some options for Commission consideration.

### Part 1: 2015-16 Induction Program Survey Data on Availability and Cost

A survey was conducted in November-December 2015 to gather information from Commission-approved teacher induction programs. The information requested included: 1) the numbers of participating teachers in 2014-15 and 2015-16; 2) whether teachers are on a waiting list for the program; 3) costs to teachers to participate in the program; and 4) total cost per teacher to operate the induction program. Responses were not received from all institutions and of those institutions that did respond, not all of them answered every question. Table 1 below displays the number of each type of Commission-approved second tier teaching credential program (General Education Induction, General Education Clear, and Clear Education Specialist Induction) per segment as well as the total number of institutions in each segment that offer teacher induction. The total of institutions is not simply the sum of the numbers in each row of Table 1 because some of the same institutions offer more than one type of program. The total number identifies the number of unique institutions in that segment that are currently approved to offer an induction/clear credential program. A list of individual institutions and the specific types of induction programs they offer is available in appendix A.

**Table 1: Number of Institutions Offering General Education Induction, General Education Clear Credential, or Clear Education Specialist Induction Programs**

Institutions by Segment	Commission-Approved Programs			Total Number of Institutions Offering Teacher Induction by Segment
	Gen Ed Induction	Gen Ed Clear	Clear Education Specialist Induction	
CSU	2	2	12	12
Private Colleges and Universities	4	12	9	18
UC	1	3	1	3
LEAs	151	0	88	151
<b>Totals</b>	<b>158</b>	<b>17</b>	<b>110</b>	<b>184</b>

Table 2 below displays by segment the number of institutions offering any type of teacher induction program, how many of the programs responded to the survey, and of those programs that responded, how many programs provided enrollment or cost data. It is important to point out that only 42% of CSU programs, 67% of private college/university and UC programs, and 84% of LEA sponsored programs approved by the Commission provided enrollment and/or cost data. Therefore, the enrollment and cost data do not provide a complete picture of teacher induction in California.

**Table 2: Number of Institutions Responding to the Survey and Provided Enrollment and/or Cost Data**

Institutions by Segment	Institutions Offering Program by Segment	Responded to Survey		Provided Enrollment or Cost Data	
		# Institutions	Percent	# Institutions	Percent
CSU	12	8	66.7 %	5	41.7 %
Private Colleges and Universities	18	15	83.3 %	12	66.7 %
UC	3	3	100.0 %	2	66.7 %
LEAs	151	139	92.1 %	127	84.1 %
<b>Totals</b>	<b>184</b>	<b>165</b>	<b>89.7 %</b>	<b>146</b>	<b>79.3 %</b>

Table 3 displays the number of programs that provided enrollment information as well as the number of candidates enrolled in the 2014-15 and 2015-16 years. The enrollment data reported by the survey responders show that enrollment in 2015-16 has increased from the enrollment in 2014-15.

**Table 3: Enrollment Information—2014-15 and 2015-16**

Institutions by Segment	# Provided Enrollment data	Reported Enrollment			
		2014-15		2015-16	
		Year 1	Year 2	Year 1	Year 2
CSU	5	325	94	344	178
Private Colleges and Universities	12	390	191	358	185
UC	2	331	0	299	0
LEAs	127	9,634	7,885	9,238	9,607

Institutions by Segment	# Provided Enrollment data	Reported Enrollment			
		2014-15		2015-16	
		Year 1	Year 2	Year 1	Year 2
<b>Totals</b>	<b>146</b>	<b>10,680</b>	<b>8,170</b>	<b>10,239</b>	<b>9,970</b>
		<b>18,850</b>		<b>20,209</b>	

As shown in Table 4 below, all programs sponsored by institutions of higher education reported charging tuition for candidates and did not report turning away any candidates. Fifteen of the LEA programs reported not being able to serve all new teachers. In the LEA programs, 17 of the 127 programs that responded to the survey, 13.4%, report that they charge general education teachers in public schools to participate in the induction program. Over double that number of programs charge candidates who are teaching in private schools.

**Table 4: Programs Not Serving All New Teachers and Charging Teachers to Participate in the Programs**

Institutions by Segment	Total Programs Reporting	# Programs Not Serving All New Teachers	Number of Programs <sup>1</sup> Charging Teachers			
			Gen Ed	Ed Sp	Charter	Private
<b>CSU</b>	6	0	All	All	All	All
<b>Private Colleges and Universities</b>	10	0	All	All	All	All
<b>UC</b>	3	0	All	All	All	All
<b>LEAs</b>	127	15	17	13	15	38

<sup>1</sup> Not all programs are approved for Special Education Teachers and not all programs accept Charter School Teachers or Private School Teachers

Based on the responses from programs that did provide cost-related information, the amounts charged to teachers to participate vary between and among the segments. Table 5 below provides the number of programs that reported charging candidates for induction/clear programs and the percentage of approved programs that charge teachers. The mean is provided to show the average cost to candidates. The median cost to candidates has also been included to show the mid-point in cost with half of the programs charging below the median and the other half charging above the median. It is important to note that there are approved induction programs that did not provide cost data. While 13.4 % of the programs that responded to this survey indicated that they charge the participating teacher, it cannot be concluded that 13.4% of new teachers in LEA based programs are being charged for induction.

**Table 5: Costs to Participate in an Induction/Clear Credential Program in 2015-16**

Institutions by Segment	Programs Responding That Charge		Annual Cost to <u>Public</u> School Teachers			
	#	%	Minimum	Maximum	Mean	Median
<b>CSU</b>	6	100 %	\$ 2,705	\$ 6,348	\$ 4,505	\$ 4,800
<b>Private Colleges and Universities</b>	10	100 %	\$ 2,000	\$ 13,044	\$ 5,796	\$ 5,337
<b>UC</b>	3	100 %	\$ 3,300	\$ 6,500	\$ 4,667	\$ 4,200

Institutions by Segment	Programs Responding That Charge		Annual Cost to <u>Public</u> School Teachers			
	#	%	Minimum	Maximum	Mean	Median
LEAs	17	13.4 %	\$ 150	\$ 4,300	\$ 2,099	\$ 2,000

The survey asked programs to calculate all costs to operate the induction program (i.e., program director, support provider stipends, training costs, release time, and anything else) and divide the cost by the number of participating teachers. This calculation, however, does not work well for institutions of higher education because the program is part of the larger education unit rather than a stand-alone program, so no institutions of higher education provided total cost information.

**Table 6: Annual Costs to Operate an LEA-Based Induction Program Per Participating Teacher, Per Year**

LEA Programs	Minimum	Maximum	Mean	Median
	\$ 1,500	\$ 20,000	\$ 4,864	\$ 4,130

**Part 3: Discussion and Analysis of Current Title 5 Regulations regarding Induction**

There have been two options for a teacher holding a general education preliminary teaching credential to earn the clear teaching credential: complete a Commission-approved Induction program, or, if induction is verified as not available, complete a Commission-approved Clear Credential program. The California Education Code defines Induction as the route to the clear teaching credential, and a teacher may only enter and complete a Clear Credential program if the employer verifies that induction is not available to the teacher.

Current Title 5 Regulations regarding the issue of “availability” of induction (80413 (b)(2)) are as follows:

- (b) The minimum requirements for the clear multiple or single subject teaching credentials must be completed within five years from the initial date of the issuance of the preliminary credential. The requirements include, successful completion of all of the following:
  - (1) Possession of a valid preliminary teaching credential.
  - (2) Effective August 30, 2004, completion of a Commission-approved program of beginning teacher induction as specified in Education Code Section 44259(c)(2). If a beginning teacher is eligible for induction but an employing agency verifies that induction is not available or the employing agency verifies that the beginning teacher is required under the federal No Child Left Behind Act of 2001 (20 U.S.C. Sec. 6301 et seq.) to complete subject matter course work to be qualified for a teaching assignment, the beginning teacher may complete a Commission-accredited fifth year program.

The Commission has recognized through its accreditation system both induction programs and Clear Credential Programs (which meet the definition of a “fifth-year program” identified in the regulation language) as the routes to the clear teaching credential. The Commission’s CL 855 form is used as

the means through which an employer verifies that Induction is not available to a new teacher, thus enabling the teacher to enroll in and complete a Commission-approved Clear Credential Program. New teachers whose employers do not provide for their induction have been required to obtain the employer's "permission" through this form to enable the candidate to enroll in and complete the alternative program leading to their Clear Credential. There is no form or permission required for a teacher to enroll in an induction program—sponsored by the teacher's employer or another entity.

At the December 2015 meeting, the Commission adopted new Induction Standards that now require that all Induction and Clear Credential programs meet the same standards. Induction programs are sponsored by LEAs or IHEs, while Clear Credential programs can only be sponsored by IHEs. With Clear Credential programs now required to meet the new Induction Program Standards (2015), all accredited programs leading to a clear teaching credential will be required to provide a mentored induction experience for new teachers that is based on the newly approved standards. Beginning in 2017-18 there will no longer be any programs that are called "clear credential" programs and no teacher will need an employer's permission to enroll in a program to earn the clear teaching credential.

By fall 2017 all second tier teacher preparation programs will be meeting the Induction standards and there will be no need for a teacher to have a signed verification from the employer to enroll in the induction program of choice. So the Title 5 regulations that require an employer to sign a form to allow the teacher to enroll in a university sponsored Clear Credential program will no longer be applicable. Since all programs will be meeting the Induction Standards by September 2017, the Title 5 regulations need to be updated by that time. The current regulatory language could be modified in one of the following ways:

Option a) Delete the language addressing employing agencies, availability of induction, and NCLB thereby leaving the regulation brief:

(b) The minimum requirements for the clear multiple or single subject teaching credentials must be completed within five years from the initial date of the issuance of the preliminary credential. The requirements include, successful completion of all of the following:

(1) Possession of a valid preliminary teaching credential.

(2) Effective August 30, 2004, completion of a Commission-approved program of beginning teacher induction as specified in Education Code Section 44259(c)(2). ~~If a beginning teacher is eligible for induction but an employing agency verifies that induction is not available or the employing agency verifies that the beginning teacher is required under the federal No Child Left Behind Act of 2001 (20 U.S.C. Sec. 6301 et seq.) to complete subject matter course work to be qualified for a teaching assignment, the beginning teacher may complete a Commission-accredited fifth year program.~~

Option b) Amend the regulations to address the issue of candidates paying for induction by specifying that if a candidate will be charged a fee, the teacher must be made aware of the range of

programs available. With this information the teacher will be able to make an informed decision as to what program they might complete.

(b) The minimum requirements for the clear multiple or single subject teaching credentials must be completed within five years from the initial date of the issuance of the preliminary credential. The requirements include, successful completion of all of the following:

- (1) Possession of a valid preliminary teaching credential.
- (2) Effective August 30, 2004, completion of a Commission-approved program of beginning teacher induction as specified in Education Code Section 44259(c)(2). ~~If a beginning teacher is eligible for induction but an employing agency verifies that induction is not available or the employing agency verifies that the beginning teacher is required under the federal No Child Left Behind Act of 2001 (20 U.S.C. Sec. 6301 et seq.) to complete subject matter course work to be qualified for a teaching assignment, the beginning teacher may complete a Commission-accredited fifth year program.~~ If a Commission-approved induction program charges more than a nominal\* registration fee, the beginning teacher must be advised of the number and location of other Commission-approved Induction programs and be allowed to select which program to enroll in.

\*The Commission would need to determine what a nominal fee is and state the amount in the regulations.

### **Part 3: Tracking the Availability of Induction for New Teachers**

The Commission has been asked to collect additional data regarding the availability of induction to new teachers and the costs related to new teacher participation in induction. Staff developed and implemented surveys in 2014 and 2015 but the information collected has not been comprehensive. And even if each induction program were to complete the survey, it is possible that consortium programs may not know what each teacher in a consortia program is required to pay their local district to participate in the induction program.

Commission staff suggest that using an existing data collection mechanism to address the need for these data is a possibility. Pursuant to Education Code Section 44300(a)(3)(B), a Declaration of Need for Fully Qualified Educators (DON, see Appendix B) must be filed by any employer who intends to hire individuals serving on any sort of emergency permit. In 2014-15, 675 districts submitted a DON and so far in 2015-16, 637 districts have submitted a DON. Amending the DON would not provide comprehensive data for all districts, but every district that hires a teacher on a permit completes a DON annually and this includes the majority of large and urban districts.

The last section of the current DON asks employers to identify the efforts they are making to certify, assign and develop fully qualified personnel including the LEAs partnership in Commission-approved intern programs. The current language of the DON focusing on intern programs is provided here:

- Has your agency established a District Intern Program? If no, explain.

- Does your agency participate in a Commission-approved college or university intern program? If yes, how many interns do you expect to hire this year? If yes, list each college or university with which you participate in an intern program. If no, explain.

It would be possible to modify the DON to request similar information from employers regarding induction.

- Has your agency established a teacher induction program? If no, explain.
- If yes, do you serve all eligible preliminary credentialed teachers? Is there a fee for participants to be in your induction program? If yes, please indicate the fee.
- Does your agency participate in a Commission-approved college, university, or other LEA sponsored induction program? If yes, how many preliminary credentialed teachers do you expect to hire this year? If yes, list each accredited induction program with which your agency participates. If no, explain.

Amending the DON in this manner would allow the Commission to collect data on which districts are participating in which Commission-approved programs and information on costs to new teachers. If the Commission would like to modify the DON to address teacher induction Title 5 of the California Code of Regulations section 80026 would need to be amended.

### **Request for Staff Direction**

Staff requests that the Commission discuss the issue of the availability of induction and the current Title 5 regulations, and provide direction to staff as to whether the Commission wishes to seek amendments to the Title 5 regulations related to induction and, if so, how the Commission would like the amendments to read.

Staff also requests that the Commission discuss the use of the DON to collect information on induction participation and fees for teachers to complete LEA sponsored induction programs, and provide direction to staff as to whether the Commission wishes to seek amendments to the Title 5 regulations related to the DON and, if so, how the Commission would like the amendments to read.

### **Next Steps**

Based on the Commission's direction, staff will continue to work on this topic.

## Appendix A

### Which Institutions Offer a Program Leading to a Clear Teaching Credential and Which Institutions Responded to the 2015 Induction/Clear Credential Survey?

	Gen Ed Induction	Gen Ed Clear	Clear Ed Sp Induction	Submitted Survey
<b>California State University (CSU)</b>				
California State University, Bakersfield			X	*
California State University, Dominguez Hills			X	
California State University, Fresno			X	X
California State University, Fullerton		X	X	X
California State University, Long Beach			X	*
California State University, Los Angeles			X	
California State University, Monterey Bay			X	X
California State University, Northridge	X		X	X
California State University, San Bernardino			X	X
San Diego State University	X	X	X	X
San Francisco State University			X	*
Sonoma State University			X	
<b>University of California (UC)</b>				
University of California, Riverside		X		X
University of California, San Diego		X		X
University of California, Los Angeles	X	X	X	X
<b>Private Colleges/Universities</b>				
Alliant International University			X	
Antioch University		X		X
Azusa Pacific University	X		X	X
Biola University		X		X
Claremont Graduate University	X		X	X
Concordia University Irvine	X		X	X
Fresno Pacific University		X	X	X
Hebrew Union College		X		X
La Sierra University		X		*
Loyola Marymount University		X		X
Mount Saint Mary's University		X		X
National University		X	X	X
Pacific Union College		X		
Point Loma Nazarene University		X	X	*
Santa Clara University		X		X
Teachers College of San Joaquin	X		X	X

	Gen Ed Induction	Gen Ed Clear	Clear Ed Sp Induction	Submitted Survey
Touro University			X	
Whittier College		X		*
<b>Local Education Agencies (LEAs)</b>				
Alhambra Unified School District	X		X	X
Anaheim City School District	X			X
Anaheim Union High School District	X			X
Animo Charter HS(Green Dot Public Schools)	X			X
Antelope Valley Union High School District	X		X	X
Antioch Unified School District	X		X	X
Arcadia Unified School District	X			X
Aspire Public Schools	X		X	X
Azusa Unified School District	X			X
Bakersfield City School District	X		X	X
Baldwin Park Unified School District	X			X
Bay Area School of Enterprise (REACH Institute)	X			X
Bellflower Unified School District	X			X
Brentwood Union School District	X		X	X
Burbank Unified School District	X			X
Butte County Office of Education	X		X	X
California School for the Deaf, Fremont	X		X	X
Campbell Union School District	X		X	X
Capistrano Unified School District	X		X	X
Central Unified School District	X			X
Ceres Unified School District	X			X
Chaffey Joint Union High School District	X			X
Chula Vista Elementary School District	X			
Clovis Unified School District	X		X	*
Compton Unified School District	X			X
Conejo Valley Unified School District	X		X	X
Contra Costa County Office of Education	X		X	X
Corona-Norco Unified School District	X		X	X
Culver City Unified School District	X			X
Cupertino Union School District	X		X	X
Davis Joint Unified School District	X		X	X
Dos Palos Oro Loma Joint USD	X			X
El Dorado County Office of Education	X		X	X
El Rancho Unified School District	X		X	X
Elk Grove Unified School District	X		X	*

	<b>Gen Ed Induction</b>	<b>Gen Ed Clear</b>	<b>Clear Ed Sp Induction</b>	<b>Submitted Survey</b>
Encinitas Union School District	X			X
Escondido Union School District	X			X
Etiwanda School District	X		X	X
Evergreen School District	X			X
Fairfield-Suisun Unified School District	X			X
Fontana Unified School District	X		X	X
Fremont Unified School District	X		X	X
Fremont Union High School District	X		X	
Fresno County Office of Education	X		X	X
Fresno Unified School District	X			X
Fullerton School District	X			X
Garden Grove Unified School District	X			X
Greenfield Union School District	X			X
Grossmont Union High School District	X			*
Hacienda La Puente Unified School District	X		X	X
Hanford Elementary School District	X			X
Hayward Unified School District	X			X
High Tech High	X		X	X
Imperial County Office of Education	X			X
Irvine Unified School District	X			X
Kern County Superintendent of Schools	X		X	X
Kern High School District	X		X	X
Kings County Office of Education	X		X	X
La Mesa-Spring Valley School District	X			X
Lancaster School District	X		X	X
Lodi Unified School District	X			*
Long Beach Unified School District	X		X	X
Los Angeles County Office of Education	X		X	X
Los Angeles Unified School District	X		X	*
Los Banos Unified School District	X		X	X
Madera Unified School District	X			X
Manteca Unified School District	X			*
Marin County Office of Education	X		X	X
Merced County Office of Education	X			*
Merced Union High School District	X		X	*
Milpitas Unified School District	X			X
Modesto City Schools	X			X
Montebello Unified School District	X			X

	<b>Gen Ed Induction</b>	<b>Gen Ed Clear</b>	<b>Clear Ed Sp Induction</b>	<b>Submitted Survey</b>
Monterey County Office of Education	X		X	X
Mt. Diablo Unified School District	X		X	X
Murrieta Valley Unified School District	X		X	X
Napa County Office of Education	X		X	X
New Haven Unified School District	X			
Newark Unified School District	X		X	X
Oak Grove School District	X		X	
Oakland Unified School District	X		X	*
Ocean View School District	X			X
Ontario-Montclair School District	X			X
Orange County Department of Education	X		X	X
Orange Unified School District	X		X	X
Palmdale School District	X		X	
Palo Alto Unified School District	X			X
Palos Verdes Peninsula USD	X			X
Panama-Buena Vista Union School District	X		X	X
Paramount Unified School District	X			X
Pasadena Unified School District	X			X
Placentia-Yorba Linda Unified School District	X			X
Placer County Office of Education	X		X	X
Pleasanton Unified School District	X		X	
Pomona Unified School District	X			X
Poway Unified School District	X		X	X
PUC Schools	X			X
Redwood City School District	X			
Rialto Unified School District	X		X	X
Riverside County Office of Education	X		X	X
Riverside Unified School District	X		X	X
Rowland Unified School District	X			X
Sacramento City Unified School District	X			
Sacramento County Office of Education	X		X	X
Saddleback Valley Unified School District	X			X
San Bernardino City Unified School District	X		X	X
San Diego County Office of Education	X		X	X
San Diego Unified School District	X		X	X
San Dieguito Union High School District	X		X	
San Francisco Unified School District	X			*
San Gabriel Unified School District	X			X

	Gen Ed Induction	Gen Ed Clear	Clear Ed Sp Induction	Submitted Survey
San Jose Unified School District	X		X	X
San Juan Unified School District	X		X	X
San Luis Obispo County Office of Education	X		X	X
San Marcos Unified School District	X		X	X
San Mateo - Foster City School District	X		X	X
San Mateo County Office of Education	X		X	*
San Ramon Valley Unified School District	X		X	X
Sanger Unified School District	X			X
Santa Ana Unified School District	X		X	X
Santa Barbara County Education Office	X		X	X
Santa Clara Unified School District	X		X	X
Santa Cruz County Office of Education	X		X	X
Santa Monica-Malibu Unified School District	X		X	X
Saugus Union School District	X		X	X
SIA Tech	X		X	X
Selma Unified School District	X		X	
Sequoia Union High School District	X			X
Sonoma County Office of Education	X		X	X
South San Francisco Unified School District	X			X
Stanislaus County Office of Education	X		X	X
Stockton Unified School District	X		X	X
Summit Public Schools	X			X
Sutter County Superintendent of Schools	X		X	X
Tehama County Department of Education	X		X	X
Temple City Unified School District	X			X
Torrance Unified School District	X			X
Tracy Unified School District	X		X	X
Tulare City School District	X		X	X
Tulare County Office of Education	X			X
Tustin Unified School District	X		X	
Vallejo City Unified School District	X			X
Ventura County Office of Education	X		X	X
Visalia Unified School District	X			X
Vista Unified School District	X		X	X
Walnut Valley Unified School District	X		X	X
Washington Unified School District	X			*
West Contra Costa Unified School District	X		X	
West Covina Unified School District	X		X	X

	<b>Gen Ed Induction</b>	<b>Gen Ed Clear</b>	<b>Clear Ed Sp Induction</b>	<b>Submitted Survey</b>
Westside Union School District	X		X	X
Wm. S. Hart Union High School District	X		X	X
<b>Totals</b>	<b>158</b>	<b>17</b>	<b>110</b>	<b>146</b>

\* although the institution opened and began the survey, no enrollment or cost data were submitted

APPENDIX B



State of California
Commission on Teacher Credentialing
Certification, Assignment and Waivers Division
1900 Capitol Avenue
Sacramento, CA 95811-4213

Email: credentials@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: \_\_\_\_\_

Revised Declaration of Need for year: \_\_\_\_\_

FOR SERVICE IN A SCHOOL DISTRICT

Name of District: \_\_\_\_\_ District CDS Code: \_\_\_\_\_

Name of County: \_\_\_\_\_ County CDS Code: \_\_\_\_\_

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board of the school district specified above adopted a declaration at a regularly scheduled public meeting held on \_\_\_/\_\_\_/\_\_\_ certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

Enclose a copy of the board agenda item

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, \_\_\_\_\_.

Submitted by (Superintendent, Board Secretary, or Designee):

Form with fields for Name, Signature, Title, Fax Number, Telephone Number, Date, Mailing Address, and EMail Address.

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL OR AGENCY

Name of County \_\_\_\_\_ County CDS Code \_\_\_\_\_

Name of State Agency \_\_\_\_\_

Name of NPS/NPA \_\_\_\_\_ County of Location \_\_\_\_\_

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on \_\_\_/\_\_\_/\_\_\_, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, \_\_\_\_\_.

Enclose a copy of the public announcement

Submitted by Superintendent, Director, or Designee:

Name	Signature	Title
Fax Number	Telephone Number	Date
Mailing Address		
EMail Address		

► This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency

**AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS**

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration will be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

<b>Type of Emergency Permit</b>	<b>Estimated Number Needed</b>
CLAD/English Learner Authorization (applicant already holds teaching credential)	_____
Bilingual Authorization (applicant already holds teaching credential)	_____
List target language(s) for bilingual authorization: _____	
Resource Specialist	_____
Teacher Librarian Services	_____
Visiting Faculty Permit	_____

**LIMITED ASSIGNMENT PERMITS**

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	
Single Subject	
Special Education	
TOTAL	

**EFFORTS TO RECRUIT CERTIFIED PERSONNEL**

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to [www.cde.ca.gov](http://www.cde.ca.gov) for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved intern program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

**EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL**

Has your agency established a District Intern program?	Yes	No
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If no, explain. \_\_\_\_\_

Does your agency participate in a Commission-approved college or university intern program?	Yes	No
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If yes, how many interns do you expect to have this year? \_\_\_\_\_

If yes, list each college or university with which you participate in an intern program.

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If no, explain why you do not participate in an intern program.

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