

**COMMISSION ON TEACHER CREDENTIALING**

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OFFICE OF THE EXECUTIVE DIRECTOR

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To: All Individuals and Groups Interested in the Activities of the California  
Commission on Teacher Credentialing

From: Sam W. Swofford, Ed. D.

Subject: Changes in High Incidence and Low Incidence Areas for Credential Waivers

At its April 2006 meeting, the Commission took action to change the recognized credential waiver high incidence areas. Effective July 1, 2006, special education, clinical/rehabilitative services, driver education and training and 30 day substitute credential waivers will qualify for submission under the credential waiver high incidence process. The revised Variable Term Waiver Request form (WV1) that shows new high incidence areas is available to employing agencies on the Credential Information Guide. All credential waiver requests with an issuance date of July 1, 2006 and later must be submitted on the revised form.

The Commission staff presented statistics that identified waivers issued in high and low incidence areas during the past five years. An analytical study researching the number and types of waivers issued indicate the need to update the credential high and low areas to reflect current demands. The four high incidence areas represent up to 87% of all credential waiver requests. Tables 1 and 2 below show the number of credential waivers issued in high incidence areas and the comparison of credentialed employees with credential waivers issued. Overall, there has been a 70% reduction in waivers. It was based on these findings that the Commission changed its high and low incidence areas.

Employing agencies must complete a diligent search for a suitable credentialed teacher or qualified internship teacher before requesting a credential waiver. The Commission has identified areas where there is a high incidence of waiver request of credentialed teachers in order to reduce the paperwork necessary to request a waiver. Consequently, evidence of recruitment for a designated high incidence area does not need to be submitted.

When submitting the WV1 form for low incidence area waivers:

- Provide copies verifying recruitment efforts through distributing job announcements, contacting college and university placement centers and via electronic media;
- Provide the number of appropriately credentialed applicants who responded to the recruitment efforts;

- Provide interview results of the recruitment efforts to indicate how many individuals applied, how many were interviewed and how many were found unsuitable for the assignment;
- Include information on the special skills and knowledge needed to perform in the position;
- Initial waiver requests must include documentation verifying that the individual is the best candidate for the assignment.

### Questions

If you have questions regarding the changes in high incidence and low incidence areas for waivers please contact the Commission's Waiver Line at (916) 323-7136 or email [waivers@ctc.ca.gov](mailto:waivers@ctc.ca.gov).

**Table 1**  
**Credential Waivers Issued in High Incidence Areas, 2000-01 through 2004-05**

<b>Permit/Credential Type</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>	<b>5 year change</b>
Special Education	2,060	1,857	1471	904	790	-61.7%
30-Day Substitute	2,932	3,041	1,560	833	624	-78.7%
Clinical or Rehabilitative Services	321	395	421	371	368	14.6%
Designated Subjects (mostly Driver Education & Driver Training)	70	98	49	89	49	-30.0%
Multiple Subject	261	164	117	47	29	-88.9%
Mathematics	292	210	95	32	26	-91.1%
Library Media	63	63	54	27	16	-74.6%
Science: Biological Science	62	38	25	7	13	-79.0%
BCLAD	4	1	14	9	11	175.0%
Reading Specialist	269	241	192	12	8	-97.0%
Science: Geosciences	6	7	1	1	5	-16.7%
School Nurse	8	4	3	1	1	-87.5%
Science: Physics	9	13	11	2	1	-88.9%
Science: Chemistry	20	21	9	3	0	-100.0%

**Table 2**

**Comparison of the number of certificated employees in each high incidence area with the number of credential waivers issued in 2004-05**

<b>Permit/Credential Type</b>	<b>Employees</b>	<b>Waivers</b>	<b>Percentage</b>
Special Education	68,044	790	.01
Clinical/Rehabilitative	4,866	368	.075
Multiple Subject	145,756	29	.0002
Mathematics	19,184	26	.001
Science	15,213	19	.001
Library Media	1,148	16	.01
School Nurse	2,821	1	0

The employee data is from the California Department of Education's California Basic Educational Data System (CBEDS). CBEDS does not have data on the number of 30-Day Substitutes, teachers of English learners, reading specialists or driver education and training.