

COMMISSION ON TEACHER CREDENTIALING

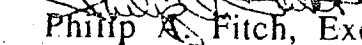
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OFFICE OF THE EXECUTIVE SECRETARY

August 8, 1990

90-9009

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

FROM:  Philip A. Fitch, Executive Secretary

SUBJECT: Policy for Considering Appeals When Interpretations of
Credential Authorizations Adversely Affect Persons Employed
in Certificated Positions in Public Schools.

The Commission on Teacher Credentialing has been concerned about the adverse effects of the assignment legislation on teachers who, through no fault of their own, have been identified as misassigned. However, the Commission is equally concerned that students be taught only by persons who have a demonstrated competence in the subject matter of the curriculum. As a direct consequence of these two concerns, the Commission, at its June 8, 1990 meeting, adopted an appeals policy for those teachers who were assigned for at least five years prior to September 1, 1989 to teach subjects *outside of their credential authorizations*, and those who have demonstrated a high level of competence in the subject matter.

The new appeals policy approved by the Commission on June 8, 1990 is as follows:

Any employed certificated teacher may appeal to the Commission on Teacher Credentialing any assignment decision resulting from an interpretation of current statutes and regulations which adversely affect the employee's teaching assignment provided that all of the following provisions are met.

- The teacher holds a California teaching credential based on a bachelor's degree and a program of professional preparation.
- The employee submits verification of having successfully taught the subject for a minimum of five years prior to September 1, 1989. Evidence of teaching success in the subject shall include a copy of an official school district evaluation form completed within three years prior to the date of appeal.

- The appellant submits letters of recommendation from an administrator at the employing school and a department chairperson in the subject area of the appeal or, if there is no department chairperson, a current teacher of the subject, attesting to the appellant's competence to teach the subject.

- A written verification of the appellant's knowledge of the subject is submitted by an expert in the subject who is not associated with the employing school district. Such an expert may be a professor of the subject at a local college or university, a community college instructor of the subject, a mentor teacher or department chair from an adjacent school district knowledgeable of the subject, or a county curriculum consultant in the subject area. In the subjects of mathematics and foreign language, the subject matter assessment must take place in the highest level taught by the appellant. In all other subjects, the assessment must occur for each subject under appeal. In all cases the assessment procedures must be described and attested to by the external expert.

- The appellant must submit evidence of professional growth activities which may include college or university coursework, staff developments, workshops, conferences, and professional organization activities which directly relate to the content of the subject under appeal.

If the Commission grants the appeal, the individual will receive a supplementary authorization in the subject or subjects of the appeal, not the statutory Single Subject. The period of validity of the supplementary authorization shall be the same as that of the basic credential. An application clearly marked APPEAL and the full credential fee shall be required.

It is hoped that employers will encourage teachers assigned out of their credential area and department to solve the problem by using one of the options available in statute and regulation before using the appeal procedure.

Individuals who have questions about this new policy may address them in writing to:

Ruth Collier, Supervising Certification Officer
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