



Board Policy 32188 Review

Discussion/Action Item

Current law provides various ways for local governing boards to assign credentialed teachers to serve in subject-matter areas grades K-12. One option is Education Code **§44258.3** which allows local school districts to assign credentialed (non-emergency) teachers to teach departmentalized classes in grades K-12, irrespective of the designations on their teaching credentials, as long as the teacher's subject matter competence is verified according to policy and procedures approved by the governing board and the teacher consents to the assignment.

Board Policy 32188 is presented to you for discussion or action. This policy is to establish the Environmental Charter School's Plan (in attachment A) to implement these options.

Recommendation:

The administration recommends approval of Board Policy 32188 to provide greater flexibility in local teacher assignments in grades K-12.



Attachment A

Environmental Charter School's Plan for Teacher Assignment Option Based on Education Code §44258.3

Purpose: It is the intent of the Environmental Charter School network to facilitate the assignment of teachers in accordance with EC §44258.3 when they consent to such assignments and when it has been verified that they are qualified for the requested assignment(s). The following procedures are intended to provide for the implementation of Board Policy 32188.

1. Site Administrator identifies a subject-matter assignment need at a local school site.
2. Site Administrator determines whether any existing staff has an appropriate credential, and is interested in the assignment, and whether EC §44258.3 should be utilized.
3. Site Administrator identifies consenting teacher for possible assignment pursuant to EC §44258.3, or a teacher may request to fill the assignment.
4. Teacher submits a petition form to teach in the position. The petition denotes criteria upon which petition is based, teacher consent, site administrator's recommendation of assignment. Governing board approval is not required for a teacher to continue for another year in the same subject of the assignment authorized by this option.
5. A review panel, selected by Environmental Charter School's Instructional Leadership Team, will consist of at least one site administrator, district level administrator, and content area expert. This Assignment Review Panel conducts, prior to the beginning of the assignment, an assessment in accordance with EC §44258.3. This assessment must determine evidence of the candidate's knowledge of the subject matter to be taught and at the grade level to be taught.

One or more of the following criteria may be used in the review:

- a. Successful prior teaching experience of the subject
- b. Successful completion of intensive professional development in the subject to be taught
- c. Review of portfolio containing evidence of demonstrated knowledge
- d. Results of oral interviews
- e. Practical experience
- f. Passage of an examination that is valid for the subject and grade level
- g. Observation over time of the teacher in the subject in the grade level currently being taught



- h. Observation of a demonstration lesson in the subject and at the grade level to be taught
 - i. Professional Growth Plan - The petitioning teacher and administrator have come to mutual agreement that a professional growth plan is necessary for the teacher to serve in the position
 - j. Successful completion of college or university course work in the subject to be taught
 - k. Successful prior work experience in the content area
6. The Assignment Review Panel makes a final disposition on whether to recommend that a teacher be assigned under EC §44258.3. The Assignment Review Panel informs the designee of the district of the results of the review.

Note:

- Teaching assignments made pursuant to EC §44258.3 must be included in the annual report to the Commission on Teacher Credentialing as required by EC §44258.9 during the year the school district is monitored by the county office of education.
- The school district is also responsible for reporting to their county office of education during assignment monitoring activities instances when this assignment option is used. This reporting would most likely occur during the assignment monitoring activities in accordance with EC §44258.9. A school district may forward a copy of their board approved policies that may assist the county office of education during the monitoring process.



Attachment B

(*Environmental Charter Middle School-*_____)

Petition to Teach Departmentalized Subjects Under EC §44258.3

This form is to be used by a credentialed teacher and a site administrator to request verification of adequate knowledge to teach specified subject(s) in a departmentalized setting in kindergarten or any of grades 1 through 12 in accordance with EC §44258.3.

Teacher: _____ SSN: _____

School: _____

Subject(s) being requested: _____

Briefly describe why you feel you have adequate subject-matter knowledge to teach the requested subject(s).

Check the additional criteria upon which this petition is based. Attach appropriate evidence for each criterion checked.

- College/university course work
- Relevant on-the-job experience or previous teaching in the subject area
- Relevant volunteer experience
- Subject-matter examination
- Demonstrated competency in the subject to be taught
- Portfolio related to subject(s)
- Relevant professional growth activities
- Recommendations from other subject-matter specialists or experts
- Other (Specify below)



Describe any other circumstances or criteria to be considered regarding this petition. Attach any documentation that helps to substantiate this information.

If approved, I consent to the assignment under EC §44258.3.

Teacher's signature _____ Date _____

If approved, the teacher will be assigned to teach the subject area(s) requested on the front page of this form.

Administrator's signature _____ Date _____



Attachment C

(Name of School Site)

Assessment of Adequacy of Subject-Matter Knowledge

This form is to be used in assessing the adequacy of subject-matter knowledge of the subject(s) a teacher is petitioning to teach in a departmentalized setting, in kindergarten or in any of grades 1 through 12, in accordance with EC §44258.3.

Teacher: _____ SSN: _____

Subject(s) being requested: _____

Assessment Team Leader: _____

Assessment Team Members: _____

Subject-Matter Specialist on
Team/Consulted

The assessment of the petitioner's adequacy of knowledge of the subject-matter and appropriate state framework for the subject(s) being requested yielded the following:

Course of Study:

State Framework(s):



The following methods were used to determine the adequacy of subject-matter knowledge of the petitioning teacher (select all that apply):

- Successful prior teaching of the subject
 - Successful completion of intensive professional development in the subject
 - Review of a portfolio containing evidence of demonstrated knowledge
 - Results of a semi-structured interview
 - Successful completion of college or university course work in the subject
 - Passage of an examination related to the course, grade level and state framework for the subject to be taught
 - Observation (in-person or recorded) of the teacher in the subject and grade level currently being taught
 - Observation (in-person or recorded) of a demonstration lesson in the subject to be taught at the grade level to be taught
 - Successful prior work experience in the content area
 - Proof of professional performance in the content area
 - Other (specify)
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Based upon the assessments indicated, we recommend the following action:

- APPROVAL** of the petition based upon verification of adequate knowledge at a level justifying:
 - Clear verification
 - Approval with specific Professional Growth Plan goals and support structures
- DISAPPROVAL** of the petition

The panel recommends that the following elements be included in the professional growth/support plan:

Assessment Team Leader's Signature

Date