

# OAKLAND UNIFIED SCHOOL DISTRICT

## Board Policy

BP 4112.2

### Personnel

#### Certification

The Superintendent or designee shall ensure that persons employed in positions requiring certification qualifications have the appropriate credential or permit authorizing their employment in such positions.

- (cf. 4111 - Recruitment and Selection)
- (cf. 4112.21 - District Interns)
- (cf. 4112.22 - Staff Teaching Students of Limited English Proficiency)
- (cf. 4113 - Assignment)
- (cf. 4116 - Probationary/Permanent Status)
- (cf. 4121 - Temporary/Substitute Personnel)
- (cf. 5148 - Child Care and Development)

When fully credentialed individuals are not available, the district may employ persons with intern permits, emergency permits or credential waivers under the conditions and limitations provided in state and federal law.

The Superintendent or designee shall provide the Governing Board with regular reports on the progress of the district's teachers toward becoming fully qualified. Such reports shall include, but not be limited to, the percentage of teachers in core academic subjects, district-wide and at each school, who meet the definition of a "highly qualified" teacher in accordance with federal law and the percentage of teachers who are receiving professional development to enable them to satisfy this definition.

#### **National Board for Professional Teaching Standards Certification Incentive Program**

The Board encourages district teachers to voluntarily seek additional certification from the National Board for Professional Teaching Standards which demonstrates advanced knowledge and teaching skills.

The Superintendent or designee shall ensure that district teachers and teachers working in charter schools affiliated with the district are informed about the program and can acquire the necessary application and information materials. (Education Code 44395)

- (cf. 0420.4 - Charter Schools)

Legal Reference:

EDUCATION CODE

8360-8370 Qualifications of child care personnel  
32340-32341 Unlawful issuance of a credential  
44066 Limitations on certification requirements  
44200-44405 Teacher credentialing, especially:  
44225.6 CTC annual report on credentials, internships and emergency permits  
44225.7 Priorities for recruitment when fully prepared teacher not available  
44251 Period of credentials  
44252 Standards and procedures for issuance; proficiency testing of basic skills  
44252.5 State basic skills assessment required for certificated personnel  
44259 Minimum requirements for teaching credential  
44259.5 Standards for teachers of all students, including English language learners  
44259.8 Alternative means of entering teaching profession  
44270.3-44270.4 Out-of-state credentials, administrative services  
44274-44274.5 Out-of-state credentials  
44275.3 Employment of teachers with out-of-state credentials  
44277 Requirements for maintaining valid credentials  
44278 Credential appeal  
44300-44301 Emergency permits  
44302 CTC notification re district options when fully qualified teacher not available  
44305-44308 Pre-internship teaching certificates  
44325-44329 District interns  
44330-44355 Certificates and credentials  
44395-44399 National Board for Professional Teaching Standards  
44735 Teaching as a priority block grant  
44751 Recruitment centers  
44830-44929 Employment of certificated persons; requirement of proficiency in basic skills  
56060-56063 Substitute teachers in special education  
90530 Recruitment Centers

CODE OF REGULATIONS, TITLE 5

80001-80690.1 Commission on Teacher Credentialing

UNITED STATES CODE, TITLE 20

6311 Parental notifications

6312 District Title I plan

6319 Highly qualified teachers

7801 Definitions, highly qualified teacher

CODE OF FEDERAL REGULATIONS, TITLE 34

200.55-200.57 Highly qualified teachers

200.61 Parent notification regarding teacher qualifications

COURT DECISIONS

Association of Mexican-American Educators et. al. v. State of California and the Commission on Teacher Credentialing, (1993) 836 F.Supp. 1534

Management Resources:

CSBA PUBLICATIONS

Maximizing School Board Leadership: Human Resources, 1996

CSBA ADVISORIES

No Child Left Behind: Update on Federal Regulations and State Board of Education Actions, January 2003

CTC PUBLICATIONS

Standards of Quality and Effectiveness for Professional Teacher Induction Programs, March 2002

Standards of Quality and Effectiveness for Professional Teacher Preparation Programs, September 2001

California Standards for the Teaching Profession, July 1997

U.S. DEPARTMENT OF EDUCATION GUIDANCE

Improving Teacher Quality State Grants, December 19, 2002

WEB SITES

CDE: <http://www.cde.ca.gov>

CTC: <http://www.ctc.ca.gov>

USDOE: <http://www.ed.gov>

CSBA: <http://www.csba.org>

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