


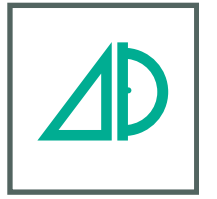


During the 2008 recession, school districts state-wide experienced significant budget cuts and many teachers lost their jobs. Newly credentialed teachers were unable to find jobs and many left the teaching profession entirely in search of more secure employment. The lack of job availability and security during these tough economic times also discouraged new teachers from entering the profession. When the economy started to regain traction, school districts found there were not enough teachers to both re-hire old positions and hire new positions due to population increases. Now, in 2018, the education community is still trying to close this gap and many teaching positions go unfilled each school year. Below, is a brief overview of the obstacles new teachers face in the credentialing process.

PROCESS STEP	PROCESS DETAIL	BENEFITS & DRAWBACKS
<p>1.a. Provisional Intern Permit (PIP)</p> 	<p>An emergency-type permit to teach in a California school for one calendar year.</p> <p>Allows an employing agency to fill an immediate staffing need by hiring an individual who has not yet met the subject matter competence requirement needed to enter an intern program.</p> <p>Available in the areas of Multiple Subject, Single Subject, and Education Specialist.</p> <p>Prior to requesting a PIP, the employing agency must verify that a diligent search has been made, and a fully-credentialed teacher cannot be found.</p> <p>Applicant must possess a Bachelor's Degree from an accredited school, pass the CA Basic Education Skills Test (CBEST) prior to PIP, and show completed coursework for the permit type requested (multiple-subject, special ed, etc.)</p> <p>The employing agency must verify all of the following on the form entitled Verification of Requirements for the Provisional Internship Permit (form CL-857) with each request for the Provisional Internship Permit:</p> <ul style="list-style-type: none"> • A diligent search has been conducted for a suitable credentialed teacher or suitable qualified intern teacher. Diligent search must meet a number of criteria. Copies of all recruitment efforts must be submitted with the application packet. • The employer has provided orientation, guidance and assistance to the permit holder • The employing agency will assist the permit holder in developing a personalized plan through an agency-defined assessment • The employing agency will assist the permit holder to seek and enroll in subject matter training and will assist the permit holder in meeting subject matter competence related to the permit • The candidate has been apprised of steps to earn a credential and enroll in an intern program • The employing agency will ensure a notice of intent to employ the applicant in the identified position has been made 	<p>Allows an employing agency to fill an immediate staffing need by hiring an individual who has not yet met the subject matter competence requirement needed to enter an intern program.</p> <p>Holders of the PIP are restricted to service with the employing agency requesting the permit.</p> <p>Renewable once only under certain circumstances: <i>For a PIP initially issued before October 1, 2013, the employing agency may request a one-time only renewal if the holder has taken but not passed all the subject matter examinations appropriate to the credential that authorizes the service listed on the permit. This one-time renewal is subject to several stipulations and limitations.</i></p> <p>Good for one calendar year.</p> <p>Strong support system in place at hosting agency is imperative.</p> <p>High loss rate.</p>
<p>1.b. Short-Term Staff Permit (STSP)</p> 	<p>Allows an employing agency to fill an **acute staffing need.</p> <p>The STSP will expire at the end of the employing agency's school year and cannot be issued more than once. The end of the school year shall be no later than July 1 unless the STSP is being used for a summer school assignment whereby the end of the school year shall be no later than September 1. The permit is not renewable and is available to an individual only once in a lifetime.</p> <p>Applicant must possess a Bachelor's Degree from an accredited school, pass the CA Basic Education Skills Test (CBEST) prior to STSP, and successfully complete course work for the permit type requested (multiple-subject, special ed, etc.)</p> <p>The employing agency must verify all of the following on Commission form CL-859, entitled Verification of Requirements for Short-Term Staff Permit, with each request:</p> <ul style="list-style-type: none"> • Local recruitment efforts have been conducted for the STSP being requested • The employer has provided orientation to the curriculum and to techniques of instruction and classroom management to the permit holder • The employer has assigned a mentor teacher to the permit holder for the term of the STSP • Written justification for the STSP must be submitted to the Commission, signed by the employing agency's Superintendent or designee. In the case of a state certified nonpublic, nonsectarian school and agency as defined in Education Code sections 56365 and 56366, the school director's signature is required. <p>Completed application (form 41-4), processing fees, and if not previously submitted, a completed Live Scan receipt (form 41-LS)</p>	<p>Good for one school year.</p> <p>Non-renewable.</p> <p>Strong support system in place at hosting agency is imperative.</p> <p>High loss rate.</p> <p>* Percentage of PIP & STSP compared to total teachers in Mendocino County: 7.21%</p> <p>* Percentage of PIP & STSP compared to total teachers in Lake County: 10.31%</p> 



PROCESS STEP

PROCESS DETAIL

BENEFITS & DRAWBACKS

<p>1.c. Internship</p>	<p>Teacher actively working towards credential and working full time in their internship. Must complete 120 hours of “pre-service” work <i>before</i> starting internship.</p> <p>An Local Educational Agency (LEA) can hire an intern teacher <i>only</i> when a suitable fully prepared teacher is not available.</p> <p>The intern credential is based upon a collaboration between the Commission approved alternative certification program and the LEA, with both parties bearing responsibilities for support and supervision of the intern while they are employed and on the credential.</p> <p>Programs must ensure a minimum of 144 hours of support, mentoring, and supervision is provided to the intern teacher.</p> <p>Additional 45 hours of mentoring and supervision must be provided in strategies to support English learners.</p> <p>Upon completing internship, must pass the California Subject Examination for Teachers (CSET). This exam is much more rigorous than the CBEST.</p> <p>Internship generally takes 2.5 years to complete.</p>	<p>Paid Internship.</p> <p>Average student takes 2.5 years to complete internship.</p> <p>Allows an individual the ability to complete their teacher preparation coursework concurrent with their first year or two in a paid teaching position.</p> <p>An LEA can hire an intern teacher <i>only</i> when a suitable fully prepared teacher is not available.</p> <p>Rigors of CSET</p>
<p>2. Apply to CTC for Preliminary Credential</p>	<p>Those who are going on to become Multiple-Subject or Special Education teachers, must complete the Readiness Instruction Competence Assessment (RICA).</p> <p>Once credentialing program and necessary testing has been passed, trainee will be granted their Preliminary Credential.</p>	<p>Currently, North Coast School of Education is the only in-person credentialing program available in Mendocino and Lake Counties.</p> <p>North Coast School of Education is limited to the types of credentials they offer and are <u>not</u> accepting new students at this time.</p>
<p>3. Induction</p>	<p>Formerly known as Beginning Teacher Support and Assessment (BTSA).</p> <p>Teacher takes additional classes and receives mentoring during the first two years of preliminary credential.</p> <p>Submit to Career Technical Education (CTE) for professional credential clearance.</p>	
<p>4. Clear Credential</p>	<p>Every five years, a teacher is required to renew their credential. This clearance requires a monetary fee and documentation of ongoing teaching, if requested.</p>	

* These numbers were calculated based upon district survey in May 2018 and are approximate.

- ** Acute Staffing Need is determined when an employing agency needs to fill a classroom immediately based on an unforeseen need, including, but not limited to:
- An individual needs additional time to complete pre-service requirements for enrollment into a Commission-approved intern program
 - Enrollment adjustments require the addition of another teacher
 - An individual is unable to enroll in a Commission-approved intern program due to timelines, lack of space in the program, or needs to complete No Child Left Behind (NCLB) core area subject matter (for education specialist permit)
 - The unavailability of a third-year extension or withdrawal from an intern program
 - The teacher of record is unable to finish the school year due to approved leave/illness

Ideas to help our teachers navigate the difficult waters towards credentialing?
Please contact Jamie Buckner-Bridges, Project Coordinator - NCSOE, Education Services, at (707) 467-5117 or jbb@mcoe.us.

