

PERSONNEL STANDARDS

20 USC 1412 (a) (14-15), 1413 (a)(3)

56205 (a), State Board Policy 6/11/98

POLICY

It shall be the policy of the Sacramento County SELPA to make an ongoing, good faith effort to recruit and hire appropriately and adequately trained personnel, as defined by state standards to provide special education and related services to children with disabilities. Where there is a shortage of such personnel, the most qualified individuals available who are making satisfactory progress toward completing applicable coursework necessary to meet state standards, shall be assigned.

PROCEDURES

For many years prior to the 1970's, special education credentials varied, as each specialty became a state supported program. The law then established four major credentials, *the Learning, Severely, Communicatively, and Physically Handicapped* credentials, and later added a few other specialties. Special education was an additional preparation beyond the required basic California teaching credential. With the serious shortage of teachers and specialists, the Commission on Teacher Credentialing (CTC) after two years of in-depth studies and public input, has adopted a new credentialing structure for special education credentials in California which is now being implemented. All prior issued credentials continue in force, but new candidates are now required to obtain one or more of the following credentials:

- Mild/Moderate Disabilities, K–12 }*There is also an Early*
- Moderate/Severe Disabilities, K–12 }*Childhood Certificate*
- Deaf and Hard of Hearing, birth–age 22
- Physical and Health Impairments, birth–age 22
- Visual Impairments, birth–age 22
- Early Childhood Special Education, birth–pre-K
- Clinical Rehabilitative Services in Audiology, Orientation and Mobility, or Language, Speech, and Hearing (and Special Class Authorization)

The result is the basic elementary or secondary teaching credential is no longer required, however general education knowledge, skill, and field experience are embedded in the special education standards. Many credential-granting institutions have established a blended or joint general education/special education credential program. Several new programs have been developed to

support teacher candidates in beginning their careers through internships and mentoring programs. Another major change in teacher credentials is the issuance of a limited term preliminary level credential, a professional clear level credential, and a requirement of 150 hours of professional growth for the renewal of the professional level credential every five years. Teachers in nonpublic schools must meet the same credentialing standards.

ASSURANCE OF QUALIFIED PERSONNEL

The SELPA and the member LEAs shall take steps to ensure that there is an adequate supply of qualified and adequately prepared special education, general education and related services personnel.

Such steps shall include, but not be limited to, the following:

1. Widespread recruitment of teachers and support personnel
2. Collaboration with surrounding colleges, in their teacher education programs, design and supervision of student teachers/interns.
3. Ongoing staff development activities for special education administrators, teachers and support staff
4. Ongoing staff development activities for general education administrators, teachers, and support staff

A major program designed to assure success of new teachers is the Beginning Teacher Support and Assessment program (BTSA). BTSA, PAR and other mentoring programs are funded by the state for new teachers including new special education teachers. The early results show promise of keeping more new teachers in the profession. To support these programs and provide information on staffing needs, the Department annually collects data on the number and type of personnel employed in the provision of special education, including those employed with emergency, provisional, or temporary certification. The data also show the anticipated needs for personnel in the next five years for anticipated enrollments, retirement and other changes in personnel.