

Highly Qualified CVESD Teachers and Paraprofessionals – Title I Requirements

Human Resources Services & Support



Our Shared Vision



CVESD Hiring of Teachers

- * Application
- * Credentials are checked
- * Principal review applications
- * Interview – Site level
- * Recommendation
- * Pre-employment clearance
- * Approval by Governing Board



Highly Qualified Teacher (HQT)

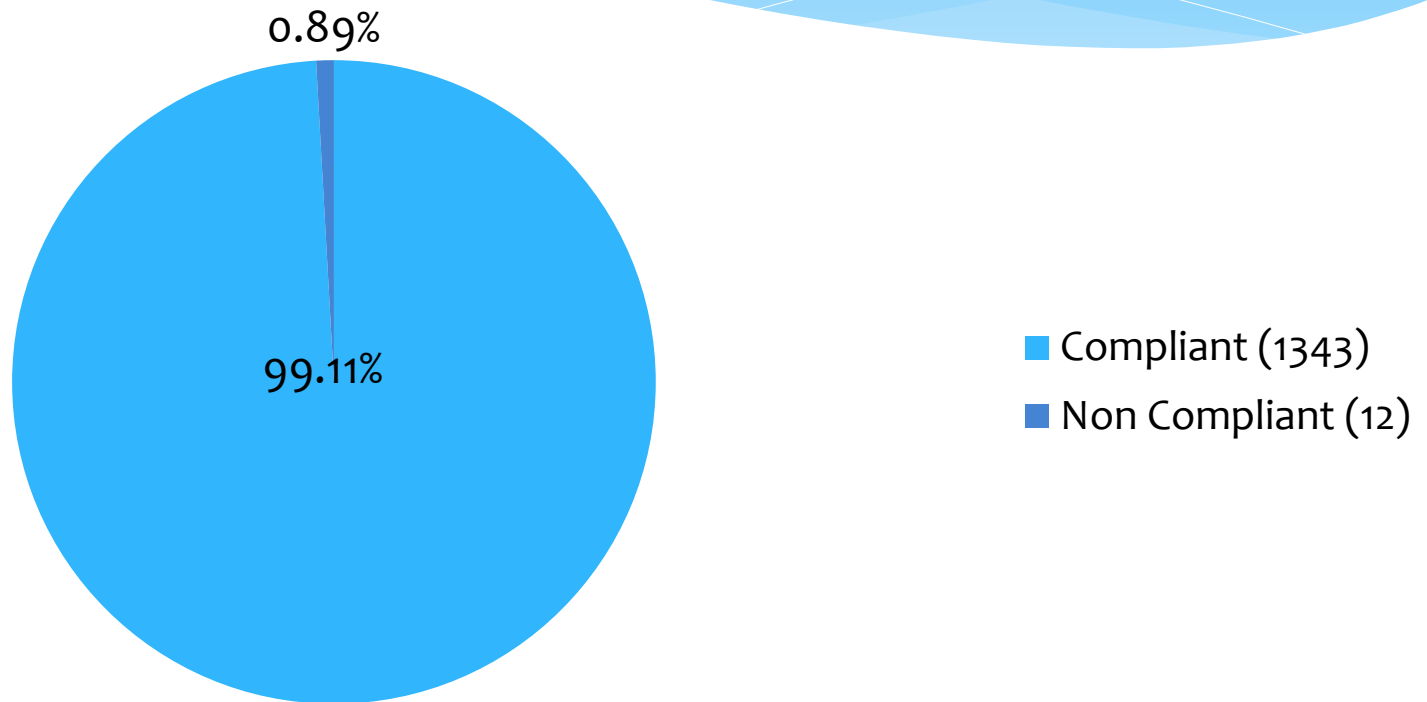
- * Bachelor's degree; and
- * State certification/license; and
- * Elementary teachers must have
 - * CBEST - basic skills test, and;
 - * CSET – multiple subject matter competence, or;
 - * NCLB compliance via exam or High Objective Uniform State Standard Evaluation (HOUSSE)



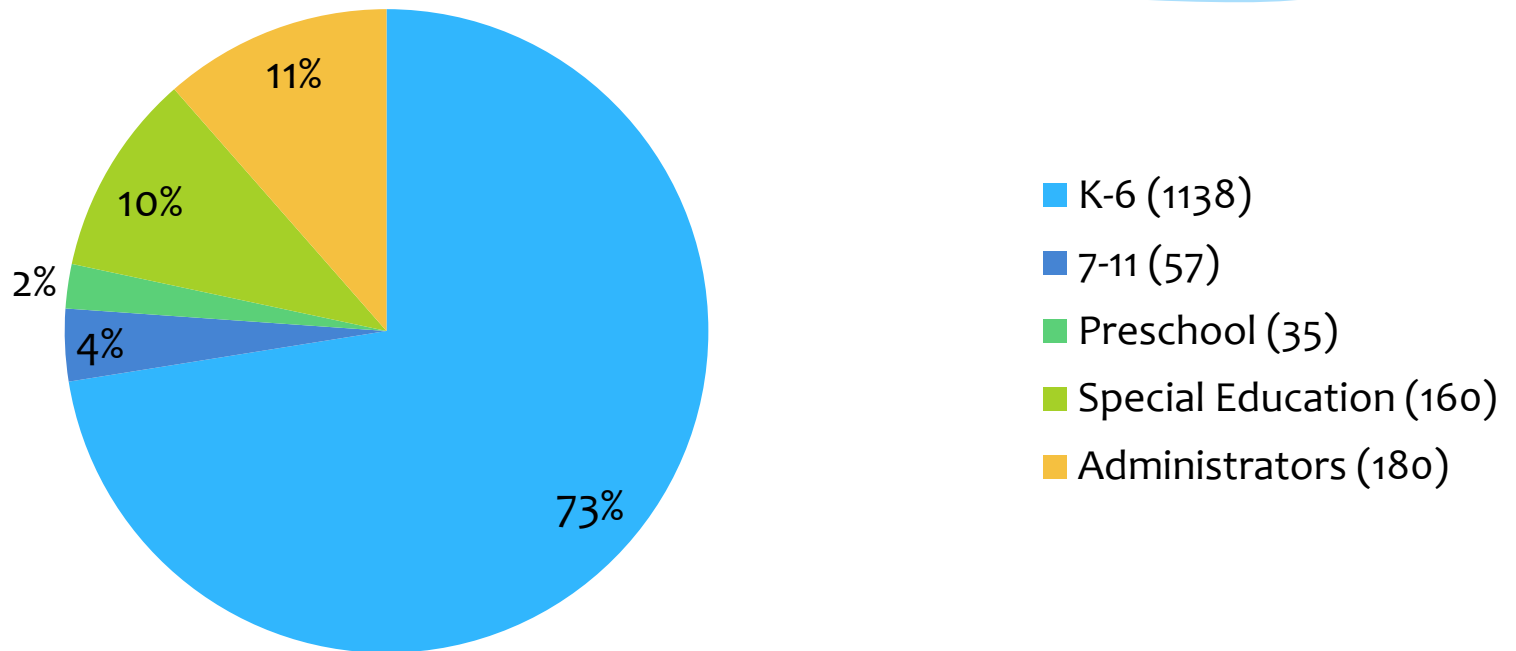
Highly Qualified Teachers (HQT)

- * Middle & High School teachers are required to have:
 - * Basic skills requirement - CBEST
 - * Major in core subject they teach; or
 - * Passage of state developed test in area to be taught (CSET), or
 - * Advanced certification from a regionally accredited university

Highly Qualified Certificated Staff



Certificated Staff



CLAD Authorization

CLAD Certificate – Crosscultural, Language and Academic Development Certificate

- Instruction for English Language Development (ELD)
- Specially Designed Academic Instruction Delivered in English (SDAIE)

BCLAD Authorization

- Content Instruction Delivered in the Primary Language
- Instruction for English Language Development (ELD)
- Instruction for Primary Language Development
- Specially Designed Academic Instruction Delivered in English (SDAIE)

Credentialing

Certificated	CLAD or Equiv.	BCLAD or Equiv
K-6	744	394
7-11 (single subject)	31	26
Special Education	145	15

Teacher Performance

- * Who is responsible for the ongoing supervision and performance of teachers?



Evaluation of Teachers

- * Responsibility of Principal
- * Teacher/District Contract Requirement
- * Support and Assistance Provided

Unsatisfactory Performance

- * Responsibility of Principal
- * Process includes
 - * notice,
 - * support/assistance,
 - * feedback and
 - * documentation



Parent Requests or Concerns

- * Notification to Principal
- * Principal initiates investigation
- * Process may include meeting with teacher and parent
- * Notification provided to parent and teacher on findings
- * Parents has right to file Uniform Complaint if unsatisfied with outcome/process

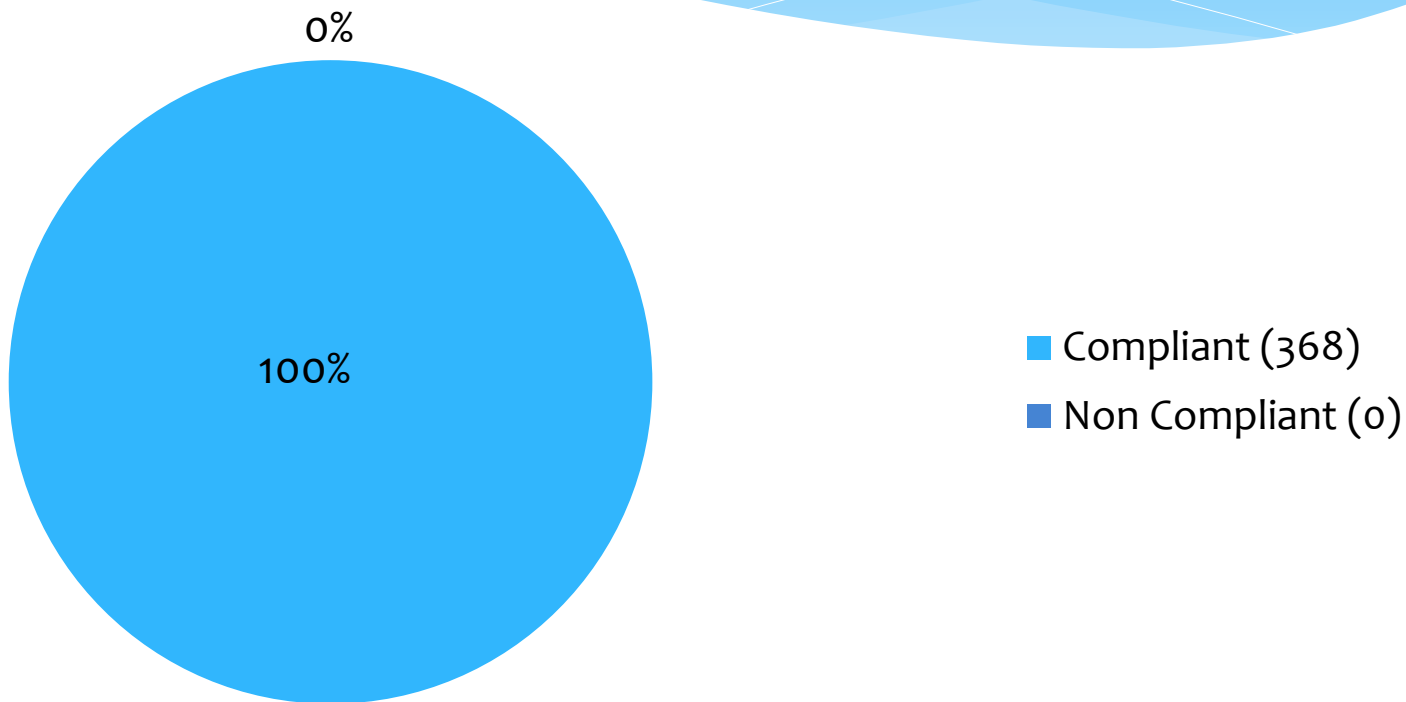
Paraprofessionals

- * High school diploma, GED, or equivalent and
 - * Two years of college, or
 - * Associate's degree, or
 - * Rigorous standard of quality on formal state or local assessment
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- * Title I requirements for those with some academic responsibilities

Paraprofessional Staff

Instructional Assistants <i>(as of September 6, 2016)</i>	
Special Education	235
Non-Special Education	133

Highly Qualified Paraprofessional Staff



Duties of Paraprofessional

- * One-on-one tutoring;
- * Assisting with classroom management;
- * Assisting with computer instruction;
- * Providing instructional support services;
- * Providing instructional support in library or media center;
- * Conducting parental involvement activities;
- * Acting as translator

Working with Students

- * Paraprofessional must work under direct supervision of highly qualified teacher;
- * Teacher plans the instructional activities
- * Teacher evaluates the achievement of students
- * Paraprofessional works in close and frequent proximity of the teacher

The biggest challenge in HR is finding the right people, putting them in the right place, and alleviating what gets in their way to become successful employees.



CVESD

*Questions?

