

## Personnel

### INTERNS

BP 4112.21 (a)

The Board of Trustees may employ interns **as necessary** to fulfill the district's need for additional instructional resources ~~staff~~ and to **provide** assist future teachers **an opportunity to link in meeting state credentialing requirements by linking** teaching theory with practice **in order to meet state credentialing requirements**. ~~The Superintendent or designee shall ensure that such persons possess appropriate internship credentials from the Commission on Teacher Credentialing (CTC).~~ **In addition, the district may employ teachers who already possess a preliminary or clear credential and are pursuing a credential in a different specialization as interns for positions that require such other credential.**

(cf. 4112.2 - Certification)

(cf. 4112.22 - Staff Teaching English Learners)

(cf. 4112.23 - Special Education Staff)

~~The Superintendent or designee~~ **district** may enter into **an partnership** agreements with **one or more approved teacher preparation programs sponsored by an accredited colleges or universities university** and/or may provide a district intern program with approval of the Commission on Teacher Credentialing (CTC). **Any intern program in which the district participates shall be aligned with the preconditions and program standards adopted by the CTC. to provide supervised teaching experiences within the district as part of a teacher preparation program. He/she shall ensure that the district collaborates with a college or university in the selection, placement, support, and performance assessment of interns.**

**The Superintendent or designee shall make reasonable efforts to recruit an intern from an approved program within the region whenever a teacher with a preliminary or clear credential is not available for a position requiring certification. (Education Code 44225.7)**

(cf. 4111/4211/4311 - Recruitment and Selection)

**The Superintendent or designee shall ensure that any intern employed by the district possesses an appropriate intern credential and is adequately prepared for the responsibilities of the position.**

~~Interns shall not be assigned to teach any classes outside the subject area, grade levels, or classes authorized by their credentials.~~

**An intern may be assigned to provide the same service as a holder of a regular multiple subject, single subject, or education specialist credential in accordance with the authorizations and grade/age level specified on the intern credential. (Education Code 44454, 44325, 44326, 44830.3)**

(cf. 4113 - Assignment)

~~Any intern hired to teach core academic subjects, as defined in law, shall be required to meet the~~

## **INTERNS, continued**

BP 4112.21 (b)

~~definition of a "highly qualified" teacher adopted by the State Board of Education. (20 USC 6319, 7801; 5 CCR 6100-6112)~~

~~(cf. 4112.24 Teacher Qualifications Under the No Child Left Behind Act)~~

Terms of employment for interns shall be consistent with law and the district's collective bargaining agreement, as applicable.

(cf. 4116 - Probationary/Permanent Status)

(cf. 4141/4241 - Collective Bargaining Agreement)

Interns shall receive intensive, structured supervision and ongoing support by qualified personnel in order to enhance their instructional skills and knowledge. The Superintendent or designee shall ensure that district staff serving as supervisors, mentor teachers, or other support providers receive appropriate training to fulfill their responsibilities and that they maintain frequent communication with the interns they are assigned to assist.

(cf. 4131 - Staff Development)

(cf. 4131.1 - Teacher Support and Guidance)

Interns shall be provided with ongoing feedback regarding their performance and shall be formally evaluated ~~at least once every year~~ in accordance with Board policy and the district's collective bargaining agreement.

(cf. 4115 - Evaluation/Supervision)

Upon receiving notification from the Superintendent or designee that an intern has successfully completed the program, the Governing Board may recommend to the CTC that the intern be awarded a preliminary credential. (Education Code 44328, 44468, 44830.3)

The Board shall regularly evaluate the effectiveness of the intern program(s) to determine whether changes are needed in the support and/or assignment of interns. The Board's evaluation shall be based on a report by the Superintendent or designee, including, but not limited to, data on student performance in classes taught by interns, feedback from interns and supervisors, and the number of interns who successfully complete the program and obtain general education or education specialist credentials.

(cf. 0500 - Accountability)

## INTERNS, continued

BP 4112.21 (c)

### Legal Reference:

#### EDUCATION CODE

300-340 English language education for immigrant children

**44225 Credentials, responsibilities of Commission on Teacher Credentialing**

**44225.7 Priority for hiring fully prepared teacher**

44253.3-44253.4 Certificate to provide services to limited-English-proficient students

44253.10 Qualifications to provide specially designed academic instruction in English

44259 Minimum requirements for teaching credential

44314 Diversified or liberal arts program

44321 CTC approval of internship programs

44325-44328 District interns

44339-44341 Teacher fitness

44380-44387 Alternative certification program; increased funding for internship programs

44450-44468 Teacher Education Internship Act of 1967 (university interns)

~~44560-44562 Certificated Staff Mentoring Program~~

44830.3 Employing district interns

44885.5 District interns classified as probationary employees

52055.605 Identification of high priority schools, High Priority Schools Grant Program

#### CODE OF REGULATIONS, TITLE 5

~~6100-6126 No Child Left Behind teacher requirements~~

~~13000-13017 New Careers Program~~

80021.1 Provisional internship permit

80055 Internship credential

#### ~~UNITED STATES CODE, TITLE 20~~

~~6319 Highly qualified teachers~~

~~7801 Definitions, highly qualified teacher~~

### **COURT DECISIONS**

**Renee v. Duncan, 686 F.3d 1002 (2012)**

### Management Resources:

#### COMMISSION ON TEACHER CREDENTIALING CORRESPONDENCE

**CL-840 Early Completion Option**

**SB 2042 Multiple Subject and Single Subject Preliminary Credential Program Standards, rev. February 2014**

**Intern Preservice, Support and Supervision Requirements: Preparation to Teach English Learners, Program Sponsor Alert 13-06, June 3, 2013**

**Education Specialist Teaching and Other Related Services Credential Program Standards, rev. May 2013**

**California Standards for the Teaching Profession, October 2009**

**Hiring Hierarchy in Education Code 44225.7, Coded Correspondence 13-01, January 30, 2013**

**Administrator's Assignment Manual, 2008**

**Preparation of Intern Credential Holders Prior to Service as Teacher of Record as an Intern, Coded Correspondence 08-03, March 3, 2008**

## INTERNS, continued

BP 4112.21 (d)

~~08-03—Preparation of Intern Credential Holders Prior to Service as Teacher of Record as an Intern, March 3, 2008~~

~~03-0028—Changes in District Intern Programs as a Result of Senate Bill 187, December 22, 2003~~

~~Implementation of SB 57, Early Completion Internship Option, March 10, 2003~~

### COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS

~~Administrator's Assignment Manual, 2008~~

~~CTC Credential Handbook, revised 1997~~

~~California Standards for the Teaching Profession, 1997~~

~~Standards of Quality and Effectiveness for Teacher Preparation Programs for Preliminary Multiple and Single Subject Teaching Credentials (including internship programs), rev. April 2008~~

~~Standards of Quality and Effectiveness for Education Specialist Credential Programs (Including University Internship Options) and Clinical Rehabilitative Services Credential Programs, December 1996~~

### U.S. DEPARTMENT OF EDUCATION GUIDANCE

~~Improving Teacher Quality State Grants, rev. January 16, 2004~~ **October 5, 2006**

### WEB SITES

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

~~Commission on Teacher Credentialing: <http://www.ctc.ca.gov>~~

**Commission on Teacher Credentialing, Interns: <http://www.ctc.ca.gov/educator-prep/intern>**

**U.S. Department of Education: <http://www.ed.gov>**

Policy  
adopted: January 8, 2008

revised: \_\_\_\_\_

SAN JACINTO UNIFIED SCHOOL DISTRICT  
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