

Request Approval for Teacher Certification Waiver
August 27, 2013

SUMMARY:

This item requests approval of a certification waiver for two Health Science Technology teachers (HST).

BOARD GOAL:

Goal V.

Maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence.

PREVIOUS BOARD ACTION:

None

BACKGROUND INFORMATION:

To identify and recruit teachers who are certified and qualified for the Career and Technology area continues to be a challenge within the state as well as for Denton ISD. In particular, finding teachers in the area of Health Science Technology (HST) continues to be a major challenge for the district. This year, the job was posted and only 17 candidates applied to the posting. The Director of Career and Technology (CTE) screened an additional 83 applicants from the registered nurse (RN) pool. After an extensive search and numerous interviews, our Director of the CTE Program interviewed 6 candidates who were willing to consider this assignment because of the TEA requirements for certification. The problem becomes even more complex in that most candidates who would be considered for such assignment do not have a teaching certificate.

Approval of this proposal will allow our students to be taught by teachers who will be certified. If we do not apply for the waiver, then we will have to try to find nursing substitutes to place on both campuses until a certified candidate is found.

SIGNIFICANT ISSUES:

In the past, nurses with Associate degrees were not allowed to teach in the CTE area; however, recently TEA approved the change in this requirement to include Associate degreed RNs to teach (HST). The current TEA online system has not been updated to recognize this as a viable certification means/option to apply and obtain a probationary certificate. Therefore, when the alternative programs try to recommend an associate degreed HST teacher for a probationary, the system would not allow the process to approve the certificates. When we asked TEA about this concern, TEA said they were in the process of implementing the updates but could not tell us exactly when it would be updated. The district was advised to request a waiver in order to offset the certification requirement (time-frame) that is necessary for the alternative certification program procedural requirements.

FISCAL IMPLICATIONS:

Cost of the waivers will be borne by the district and is expected to be minimal. In the past comparable permit for teachers cost \$54.

BENEFIT OF ACTION:

Passage will fill difficult to place positions for Health Science Technology at Denton High School and at the Advanced Technology Complex.

PROCEDURAL AND REPORTING IMPLICATIONS:

Health Science Technology does not require “Highly Qualified” status for No Child Left Behind. The waiver would be sufficient to allow for teacher certification until the time that TEA has the software and procedures set to approve a probationary certificate.

PUBLIC COMMENT RECEIVED:

None

ALTERNATIVES:

The district can fill the position with a teacher certified in another area of certification. This will require a letter from the Superintendent be sent home to parents of all Health Science Technology students stating that the teacher of this course does not meet certification requirements for the class. The waiver would eliminate the need to send such letter.

OTHER COMMENTS:

SUPERINTENDENT’S RECOMMENDATION:

STAFF PERSONS RESPONSIBLE:

ATTACHMENT:

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Signature of Divisional Assistant Superintendent: _____

Signature of Superintendent: _____