Every Student Succeeds Act (ESSA) Title I Requirements for Teachers and Paraprofessionals

Human Resources Services & Support
Our Shared Vision

- Multi-literate
- Innovative Thinkers
- High Achieving
- Self-reliant
- Confident
- Socially Responsible
- Lifelong Love of Learning

January 21, 2020
CVESD Hiring of Teachers

- Application
- Credentials are checked
- Principal review applications
- Interview – Site level
- Recommendation
- Pre-employment clearance
- Approval by Governing Board
Every Student Succeeds Act (ESSA)

- ESSA went into effect the 2017-2018 school year. Replaced No Child Left Behind (NCLB)
- Teachers are assigned based on State Licensure and certification areas vs NCLB – HQT “highly qualified”
- Bachelor’s or higher degree; and
- State certification/license for assignment; and
- Elementary teachers must have
  - CBEST – basic skills test, and;
  - CSET – multiple subject matter competence
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
Fully Credentialed Certificated Staff

January 21, 2020
Certificated Staff

- TK-6 (1117)
- 7-12 (72)
- Permit Teacher (40)
- Special Education (210)
- Administrators (184)
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

<table>
<thead>
<tr>
<th>Certificated</th>
<th>CLAD or Equiv.</th>
<th>BCLAD or Equiv</th>
</tr>
</thead>
<tbody>
<tr>
<td>TK-6</td>
<td>767</td>
<td>350</td>
</tr>
<tr>
<td>7-12 (single subject)</td>
<td>54</td>
<td>18</td>
</tr>
<tr>
<td>Special Education</td>
<td>194</td>
<td>16</td>
</tr>
</tbody>
</table>

January 21, 2020
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
* 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

* Title I requirements for those with some academic responsibilities
## Instructional Assistants/Student Attendants

(as of January 10, 2020)

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Education IA’s</td>
<td>282</td>
</tr>
<tr>
<td>Non-Special Education IA’s</td>
<td>132</td>
</tr>
<tr>
<td>Student Attendants</td>
<td>272</td>
</tr>
</tbody>
</table>
Paraprofessional Staff

Compliant (686)
Non Compliant (0)
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
* 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.
Questions?