

Certificated/Classified Personnel

Staff for Limited-English Proficiency Programs

The Governing Board recognizes that the recruitment, development and retention of an adequate number of qualified instructors and assistants is essential to the success of programs for students of limited English proficiency. The Board shall take action, within budgetary constraints, to provide personnel who are competent to properly assess and skillfully instruct students of limited English proficiency.

LEP staff competencies shall be determined either by their credentials or by their meeting district criteria which have been approved by the State Department of Education.

NOTE: WHEN CONFRONTED WITH A SHORTAGE OF QUALIFIED TEACHERS, A DISTRICT MAY:

1. SEEK EXEMPTION FROM STATE LEGAL REQUIREMENTS BY PROVIDING DATA WHICH DEMONSTRATES THAT FORMER LEP STUDENTS ARE PERFORMING AT ACADEMIC PARITY WITH NONLEP STUDENTS AT THE SAME SCHOOL.
 2. REQUEST A WAIVER UNDER THE GENERAL WAIVER AUTHORITY.
(EDUCATION CODE 33050)
- OR
3. ADOPT A PLAN IDENTIFYING INTERIM MEASURES BY WHICH IT WILL REMEDY THE SHORTAGE AND SUBMIT THIS PLAN FOR APPROVAL WITH THE DISTRICT'S CONSOLIDATED APPLICATION. AS PART OF THIS PLAN, APPROPRIATELY QUALIFIED BILINGUAL PARAPROFESSIONALS MAY BE TEAMED WITH REGULAR TEACHERS. COORDINATED COMPLIANCE REVIEWS WILL VERIFY THAT THE PLAN IS MEETING ITS TIMELINES AS EVIDENCED BY THE NUMBER OF QUALIFIED TEACHERS NEWLY HIRED OR BY TRAINING OPPORTUNITIES THAT ARE BEING OFFERED.

The Superintendent or designee shall develop a plan to remedy the district's shortage of qualified teachers in accordance with law and with State Department of Education approval. This plan shall include an appropriate staff development program designed to provide training in English language development teaching methodology, bilingual crosscultural teaching methodology, and in the acquisition of the primary language of students of limited-English proficiency. The plan shall specify the number of teachers to be trained and the number expected to meet certification or local designation standards each year. The training program shall also address the needs of teachers assigned to LEP instructional settings on an interim basis.

Staff for Limited-English Proficiency Programs (continued)

(cf. 4112.21 - District Interns)
(cf. 4113 - Assignment)
(cf. 6174 - Education for Students of Limited English Proficiency)

Legal Reference:

EDUCATION CODE

44253.5-44253.7 Certification for bilingual-crosscultural competence

52150-52151 Bilingual teacher grant program

52160-52178.4 Bilingual-Bicultural Act of 1976

62000-62005.5 Evaluation and sunseting of programs

20 UNITED STATES CODE, 1702-1703

Teresa P. et al. v. Berkeley Unified School District et al.
San Francisco Federal District Court, 2/14/89, Dock No. Civ. 87-2396

Policy
adopted: December 1990

NORRIS SCHOOL DISTRICT
Bakersfield, California