

**CLOVIS UNIFIED  
SCHOOL DISTRICT****PERSONNEL**

Certificated

**STAFF TEACHING ENGLISH LEARNERS**

**PURPOSE:** To define and describe qualifications required for teaching students of limited-English proficiency.

The 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, within budgetary constraints, provide personnel who are competent to properly assess and skillfully instruct students of limited English proficiency.

In accordance with law and with State Department of Education approval, the Superintendent or designee shall develop and implement a plan to ensure English learner (EL) students are served by qualified teachers. This plan shall include an appropriate staff development program designed to provide training in English language development (ELD), specially designed academic instruction in English (SDAIE), other content instruction in any student's primary language, and/or test preparation for EL authorization to ensure that teachers have the appropriate EL certification. The plan shall specify the number of teachers to be trained and the number expected to meet certification of local designation standards each year. The training program shall also address the needs of current teachers assigned to limited-English proficient (LEP) instructional settings on an interim basis. Current District teachers shall possess the appropriate authorization(s) issued by the Commission on Teacher Credentialing (CTC) or work with their supervisor to design and complete a plan that ensures the teacher will possess the appropriate EL authorization(s). The teacher's EL authorization will be reviewed annually by their supervisor.

Individuals appointed to the District's certificated staff shall possess one or more of the appropriate English Learner certifications, including, Bilingual Crosscultural Language Development (BCLAD), a certificate of Staff Development for ELD/SDAIE, and Crosscultural Language and Academic Development (CLAD). The Superintendent or designee shall ensure that, unless a business necessity dictates otherwise, all future certificated teacher employment contracts, certificated teacher job vacancy announcements, and certificated teacher job descriptions contain this qualification requirement. Where lacking EL certification, new employees shall commit to completing the appropriate certification according to an individual plan.

The Board directs the Superintendent or designee to inform all District certificated staff regarding the certification or training requirements, how to acquire the necessary certification or training to instruct LEP students, and to take such other action as necessary to assure compliance with this policy.

In addition to evaluation of an employee's instructional techniques, the content evaluations for certificated teaching staff shall include a review of appropriate EL authorization. Failure of certificated staff to comply with the qualification requirements of this policy may result in an unpaid leave of absence and disciplinary action.

## CLOVIS UNIFIED SCHOOL DISTRICT

Adopted: 09/26/2007

Reviewed: 01/14/2009

Amended: 01/23/2008, 03/24/2010, 01/14/2015, 10/21/2020 (BP 6210 renumbered as BP 4112.22)

### EDUCATION CODE

#### 306 Definitions

44253.1-44253.11 Certification to meet needs of limited English proficient pupils

44258.9 Monitoring of teacher assignments

44259.5 Standards for preparation of teachers

44380- 44387 Alternative certification program

52052 Pupil performance measurement

52160-52178 Bilingual-Bicultural Education Act of 1976

52180-52186 Bilingual Teacher Training Assistance Program

62001-62005.5 Apportionment of funds

### CODE OF REGULATIONS, TITLE 5

80016 Certificate of completion of staff development to teach English language development

### UNITED STATES CODE, TITLE 20

6601-6646 Preparing, training, and recruiting high-quality teachers

6801-7014 English Language Acquisition, Language Enhancement, and Academic Achievement Act

7801 Definitions

Doc# 42305-6 (08/2020, None)