



PERSONNEL – CERTIFICATED EMPLOYEES

BOARD POLICY – INTERNS

BP 4112.21

The County Superintendent of Schools or designee may employ interns as necessary to fulfill the need for sufficient instructional staff and to provide future teachers an opportunity to link teaching theory with practice in order to meet state credentialing requirements. In addition, the County Superintendent of Schools or designee 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.

The County Superintendent of Schools or designee may enter into partnership agreements with one or more approved teacher preparation programs sponsored by colleges or universities and/or may provide a SBCEO intern program with approval of the Commission on Teacher Credentialing (CTC). Any intern program in which the SBCEO participates shall be aligned with the preconditions and program standards adopted by the CTC.

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

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)

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

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 SBCEO 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.

Interns shall be provided with ongoing feedback regarding their performance and shall be formally evaluated in accordance with Board policy and the SBCEO's collective bargaining agreement.

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

The County Superintendent of Schools or designee 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 Superintendent or designee's evaluation shall be based on a report 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.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 80021.1	Provisional internship permit
5 CCR 80033	Intern teaching credential
5 CCR 80055	Intern credential, extension for extenuating circumstances
Ed. Code 300-340	English language education for immigrant children
Ed. Code 44225	Credentials, responsibilities of Commission on Teacher Credentialing
Ed. Code 44225.7	Priority for hiring fully prepared teacher
Ed. Code 44253.10	Qualifications to provide specially designed academic instruction in English
Ed. Code 44253.3-44253.4	Certificate to provide services to English learners
Ed. Code 44259	Teaching credential, exception; designated subjects; minimum requirements
Ed. Code 44314	Subject matter programs, approved subjects
Ed. Code 44321	CTC approval of intern programs
Ed. Code 44325-44328	District interns
Ed. Code 44339-44341	Teacher fitness
Ed. Code 44450-44468	University intern program
Ed. Code 44830.3	Employing district interns
Ed. Code 44885.5	District interns classified as probationary employees

Management Resources	Description
Commission on Teacher Credentialing Publication	Administrator's Assignment Manual, 2008
Commission on Teacher Credentialing Publication	California Standards for the Teaching Profession, October 2009
Commission on Teacher Credentialing Publication	CL-840 Early Completion Option
Commission on Teacher Credentialing Publication	Education Specialist Teaching and Other Related Services Credential Program Standards, rev. May 2013
Commission on Teacher Credentialing Publication	Hiring Hierarchy in Education Code 44225.7, Coded Correspondence 13-01, January 30, 2013
Commission on Teacher Credentialing Publication	Intern Preservice, Support and Supervision Requirements: Preparation to Teach English Learners, Program Sponsor Alert 13-06, June 3, 2013
Commission on Teacher Credentialing Publication	Preparation of Intern Credential Holders Prior to Service as Teacher of Record as an Intern, Coded Correspondence 08-03, March 3, 2008
Commission on Teacher Credentialing Publication	SB 2042 Multiple Subject and Single Subject Preliminary Credential Program Standards, rev. February 2014
Court Decision	Renee v. Duncan, 686 F.3d 1002 (2012)
U.S. Department of Education Guidance Website	Improving Teacher Quality State Grants, rev. October 5, 2006
Website	Commission on Teacher Credentialing, Interns
Website	CSBA
Website	U.S. Department of Education

ADOPTED BY COUNTY BOARD: November 3, 2022