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

Human Resources Services & Support

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Acronyms

* BCLAD: Bilingual Cross-cultural, Language, and Academic Development
* CBEST: California Basic Educational Skills Test
* CSET: California Subject Examinations for Teachers
* CLAD: Cross-cultural, Language, and Academic Development
* CVESD: Chula Vista Elementary School District
* ELD: English Language Development
* ESSA: Every Student Succeeds Act

Acronyms

* GED: General Education Degree
* HQT: Highly Qualified Teacher
* HR: Human Resources
* IA: Instructional Assistant
* NCLB: No Child Left Behind
* SDAIE: Specially Designed Academic Instruction Delivered in English
* TK: Transitional Kindergarten

CVESD Hiring of Teachers

* Application
* Credentials are checked
* Principal review applications
* Interview – Site level
* Recommendation
* Pre-employment clearance
* Approval by Governing Board
* Diversity perspective
* "A" Players



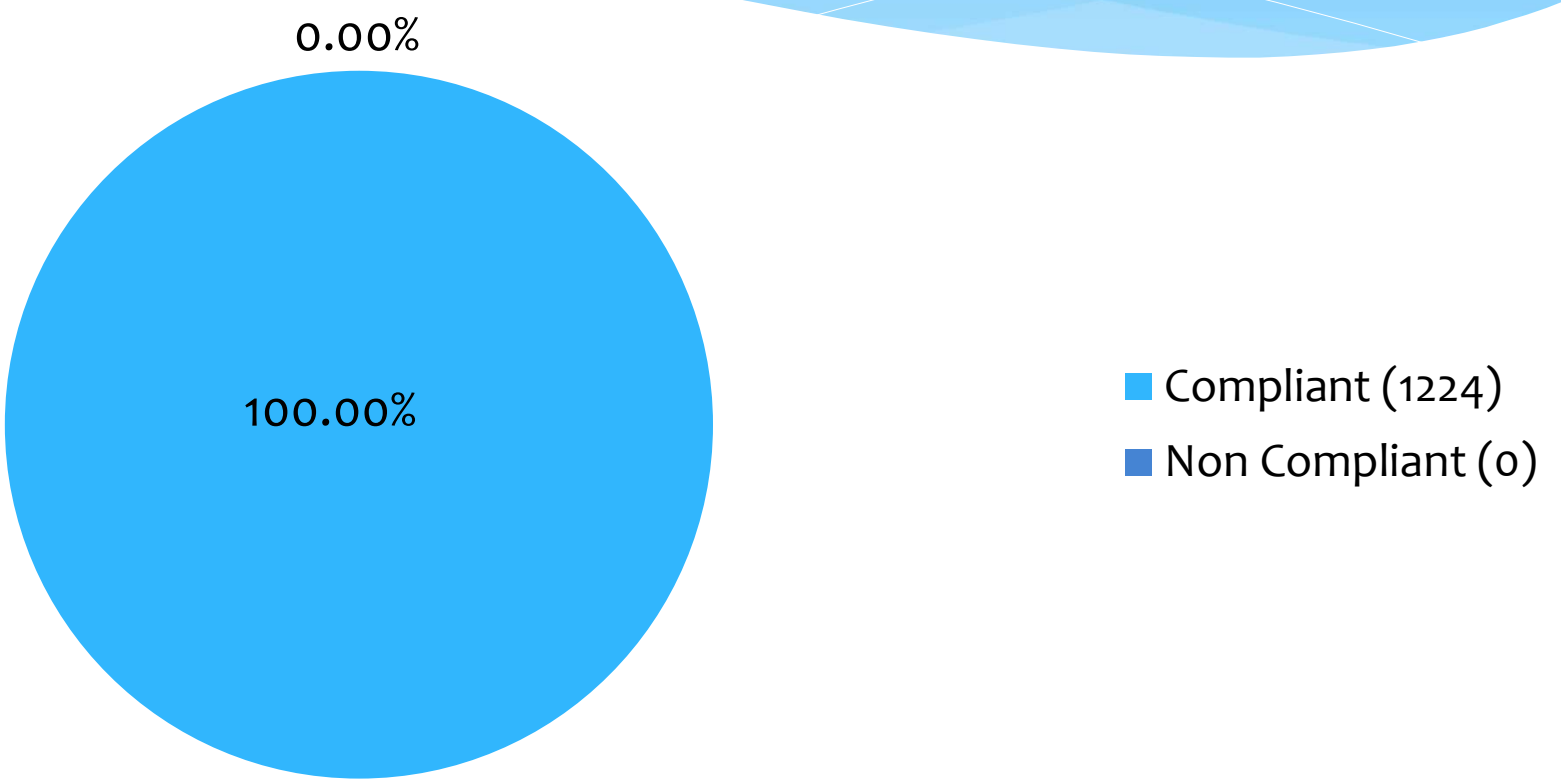
Every Student Succeeds Act (ESSA)

* 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

Every Student Succeeds Act (ESSA)

* 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

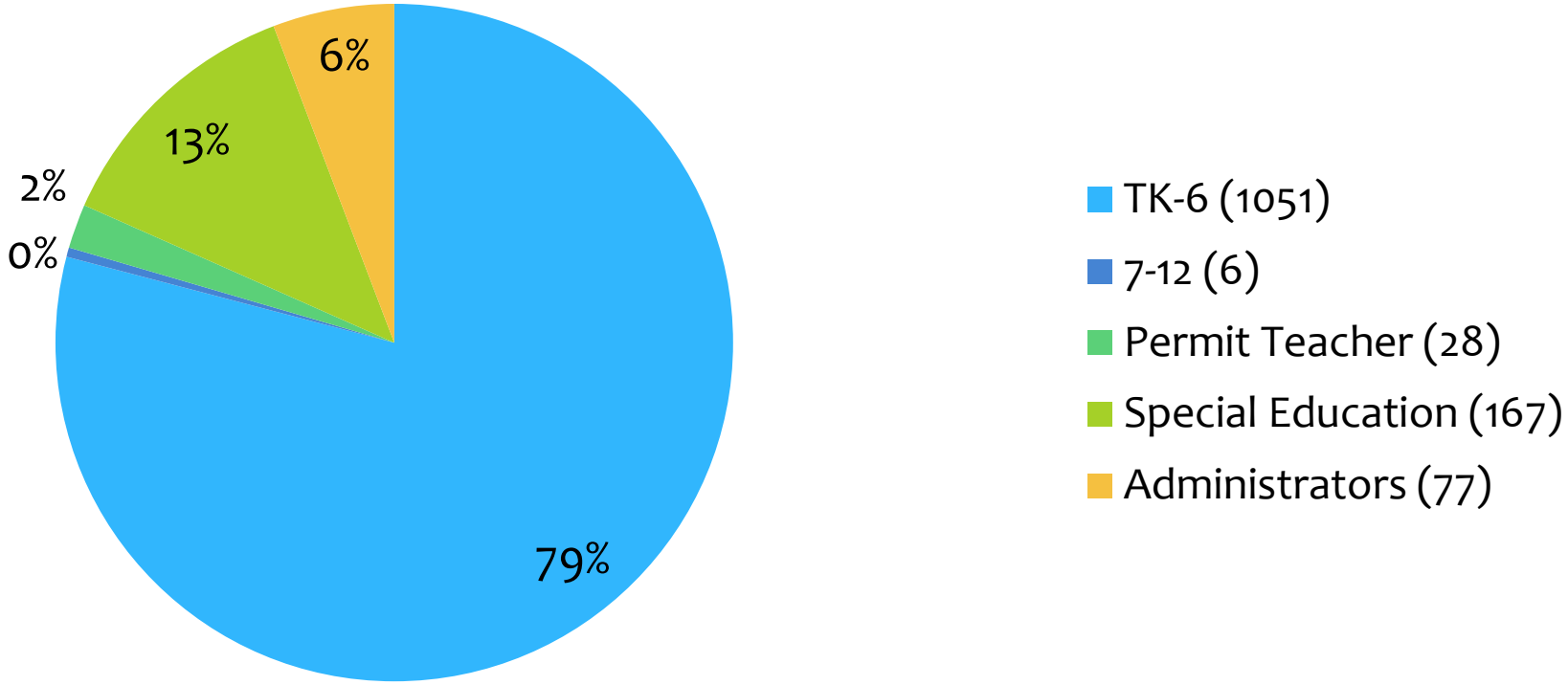


CLAD Authorization

CLAD Certificate – Crosscultural, Language and Academic Development Certificate

- Instruction for English Language Development (ELD)
- Specially Designed Academic Instruction Delivered in English (SDAIE)

Certificated Staff



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

Certificated	CLAD or Equiv.	BCLAD or Equiv
TK-6	741	310
7-12 (single subject)	5	1
Special Education	155	12

Teacher Performance

* Who is responsible for the ongoing supervision and performance of teachers?

Evaluation of Teachers

* Responsibility of Principal
* Teacher/District Contract Requirement
* Two year Probationary period
* Support and Assistance Provided

Unsatisfactory Performance

* 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

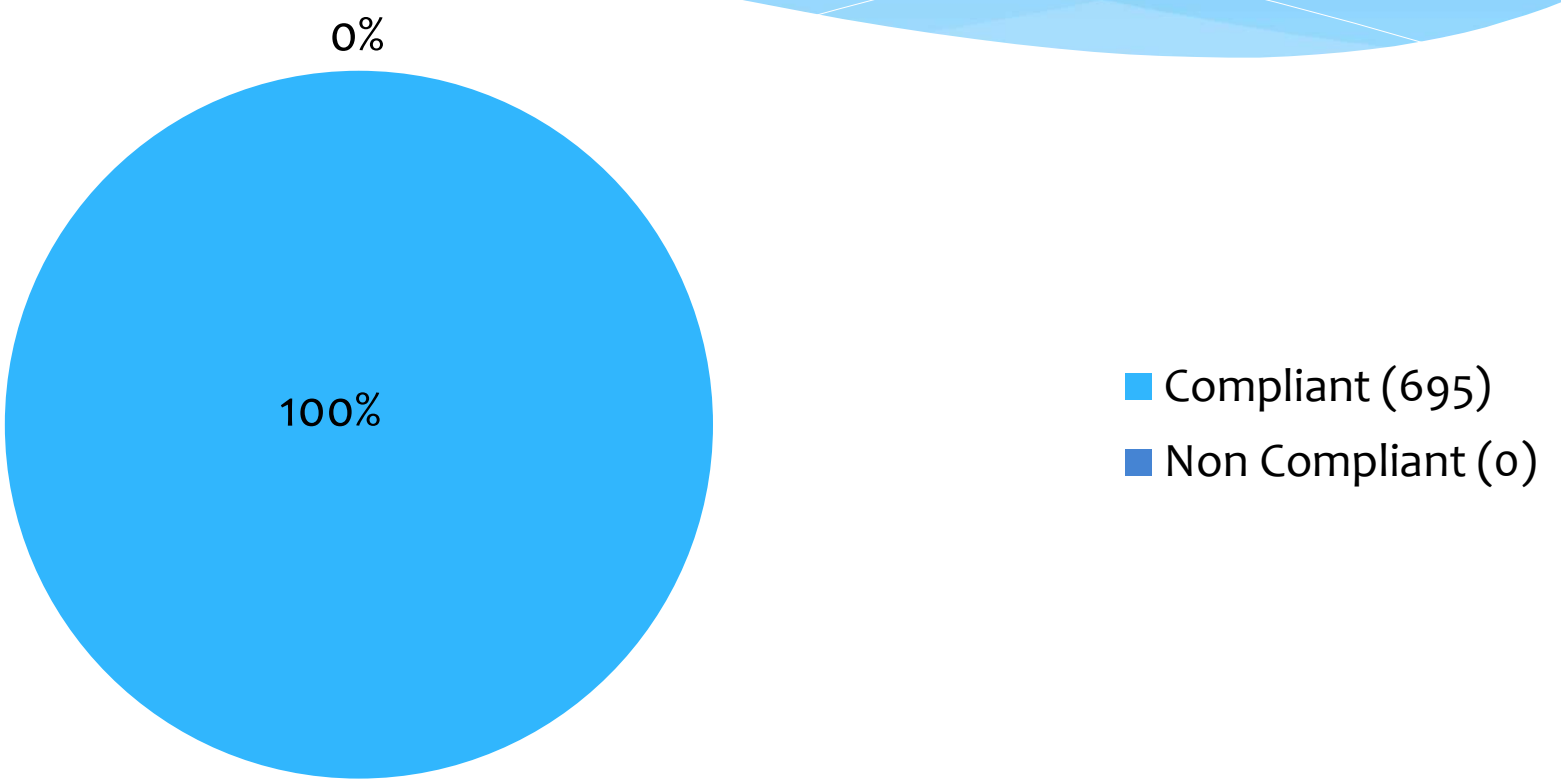
Paraprofessionals

* 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

Paraprofessional Staff

Instructional Assistants/Student Attendants *(as of January 16, 2024)*	
Special Education IA's	271
Non-Special Education IA's	145
Student Attendants	279

Paraprofessional Staff



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

Working with Students

* 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.

In addition, we are striving to hire a more diverse staff to better match the ethnic diversity of our students and community.



CVESD

* Questions?

