



Every Student Succeeds Act (ESSA)

Title I Requirements for Teachers and Paraprofessionals

Human Resources Services & Support

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Our Shared Vision





CVESD Hiring of Teachers

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





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

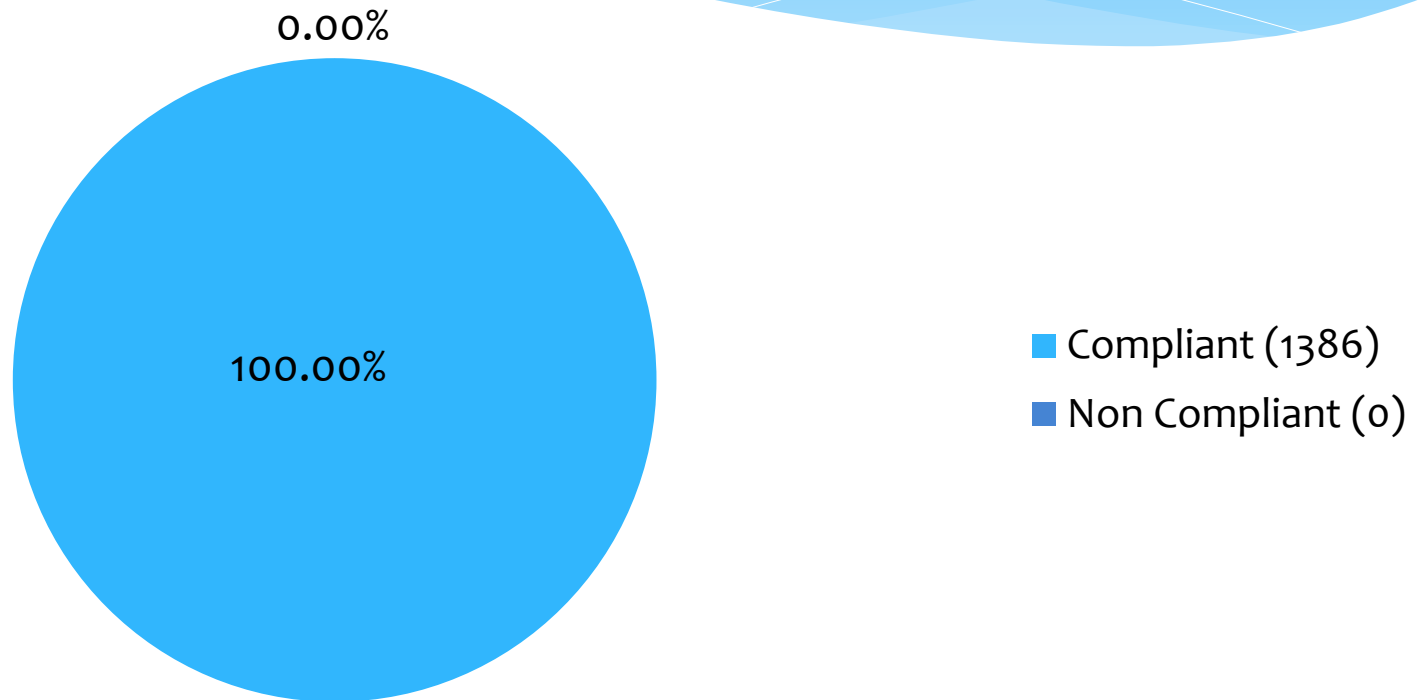


Every Student Succeeds Act (ESSA)

- * 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

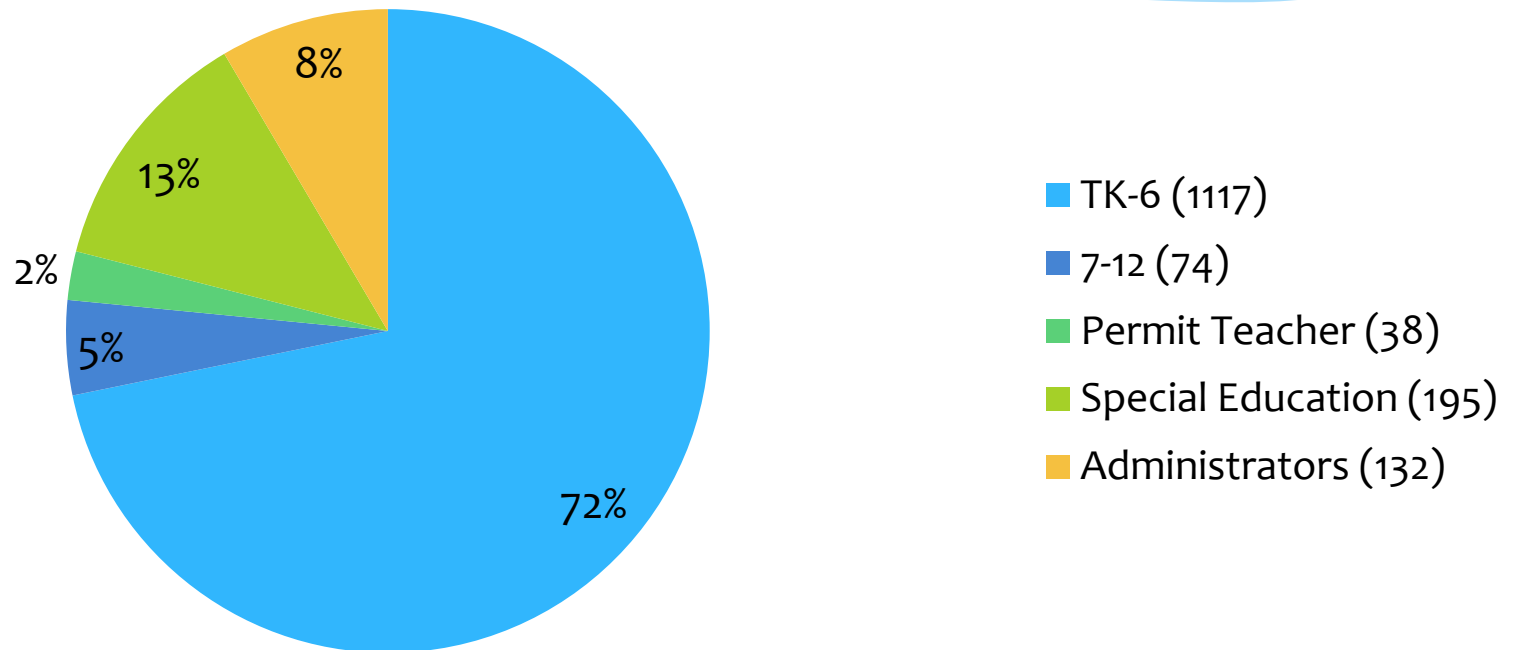


Fully Credentialed Certificated Staff





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)



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	746	371
7-12 (single subject)	52	22
Special Education	185	10



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

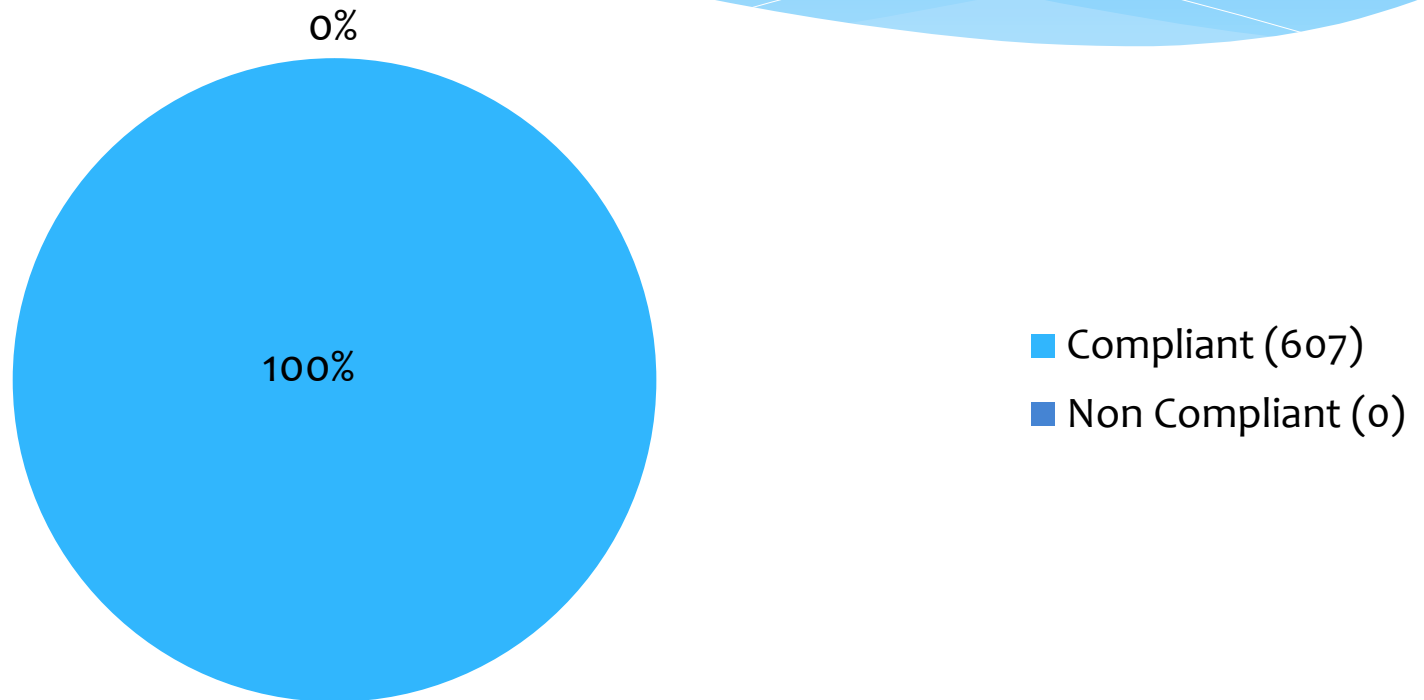
Instructional Assistants/Student Attendants

(as of January 15, 2022)

Special Education IA's	235
Non-Special Education IA's	131
Student Attendants	241



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?

