



COMMISSION ON  
TEACHER CREDENTIALING  
*Ensuring Educator Excellence*

## CODED CORRESPONDENCE

**DATE:** January 30, 2013

**NUMBER:** 13-01

**TO:**  
All Individuals and Groups Interested in the Activities  
of the Commission on Teacher Credentialing

**FROM:**  
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Executive Director  
Commission on Teacher  
Credentialing

**SUBJECT:** Hiring Hierarchy in Education Code §44225.7

**Summary:**

Education Code (EC) §44225.7 contains the hiring hierarchy for public schools in California. This coded correspondence contains information reminding school districts and other educational employers of the provisions of EC §44225.7. The text of the Education Code may be found starting on page 2 of this correspondence.

**Key Provisions:**

The hiring hierarchy in EC §44225.7 requires employing agencies to recruit a fully-prepared teacher as the highest priority. A fully-prepared teacher, as defined in subsection (e), is an individual who has completed a teacher preparation program, which includes holders of preliminary and clear teaching credentials.

Specifically, subsection (a)(1) (2) and (b) state:

*(a) If a suitable fully prepared teacher is not available to a school district, the district under all circumstances shall make reasonable efforts to recruit an individual for the assignment, in the following order:*

- (1) A candidate who is qualified to participate and enrolls in an approved internship program in the region of the school district.*
- (2) A candidate who is scheduled to complete preliminary credential requirements within six months. The commission shall assure that the employer will provide orientation, guidance, and assistance to the candidate.*

*(b) If a suitable individual who meets the priorities listed in subdivision (a) is not available to the school district, the district, as a last resort, may request approval for the assignment of a person who does not meet that criteria.*

Subsection (a)(1) refers to an individual who holds a Commission-issued Intern Credential and (a)(2) would require the individual to meet the requirements and earn a Provisional Internship

Permit (PIP) or Short-Term Staff Permit (STSP). Subsection (b) refers to an individual that needs to qualify for a Variable Term Waiver. The code section leaves the determination of a 'suitable' fully prepared teacher to the local employing agency.

As required by Education Code section 44227.5(c) and (d), the Commission is reminding all districts that state policy:

- 1) Directs the assignment of interns to classrooms when available in a given region, with decreased reliance on persons serving on emergency permits or credential waivers, and
- 2) Directs the assignment of fully prepared teachers to California classrooms, with the use of permits or waivers only when school districts are geographically isolated from teacher preparation programs or in the case of unanticipated, short-term need for the assignment of personnel.

**Background:**

Education Code §44225.7 has been in effect since 1999.

Provisional Internship Permit Information Leaflet:

<http://www.ctc.ca.gov/credentials/leaflets/cl856.pdf>

Short Term Staff Permit Information Leaflet:

<http://www.ctc.ca.gov/credentials/leaflets/cl858.pdf>

**Education Code Section 44225.7. Fully Prepared Teachers; Approval of Candidates Where Fully Prepared Teachers are Not Available**

- (a) *The commission may approve a school district request for the assignment of an individual pursuant to subdivision (m) of Section 44225 or Section 44300 if the district has certified by an annual resolution of the governing board that it has made reasonable efforts to recruit a fully prepared teacher for the assignment. If a suitable fully prepared teacher is not available to a school district, the district under all circumstances shall make reasonable efforts to recruit an individual for the assignment, in the following order:*
- (1) *A candidate who is qualified to participate and enrolls in an approved internship program in the region of the school district.*
  - (2) *A candidate who is scheduled to complete preliminary credential requirements within six months. The commission shall assure that the employer will provide orientation, guidance, and assistance to the candidate.*
- (b) *If a suitable individual who meets the priorities listed in subdivision (a) is not available to the school district, the district, as a last resort, may request approval for the assignment of a person who does not meet that criteria.*
- (c) *As the supply of teaching interns increases as a result of legislative efforts to expand the Alternative Certification Program, the commission shall notify school districts that state policy directs the assignment of interns to classrooms when available in a given region, with decreased reliance on persons serving on emergency permits or credential waivers.*
- d) *As the supply of fully prepared teachers increases as a result of the Legislature's efforts to recruit and retain qualified teachers for California classrooms, the commission shall*

*notify school districts that state policy directs the assignment of fully prepared teachers to California classrooms, with the use of permits or waivers only when school districts are geographically isolated from teacher preparation programs or in the case of unanticipated, short-term need for the assignment of personnel.*

- (e) *As used in this section, a “fully prepared teacher” means an individual who has completed a teacher preparation program. For purposes of this subdivision, a “teacher preparation program” means either a set of courses, including supervised field experience, or an equivalent alternative program, that provides a curriculum of systematic preparation for serving as an educator in California public schools.*