



Board of Education Report

File #: Rep-217-18/19, **Version:** 1

Provisional Internship Permits

January 22, 2019

Human Resources Division

Action Proposed:

Staff proposes that the Human Resources Division's request for teachers to be employed under the Provisional Internship Permit be approved pursuant to Title 5 California Code of Regulations, Section 80021.1.

Background:

The Provisional Internship Permit became effective on July 1, 2005 in anticipation of the phasing out of the former authorizing document. The Provisional Internship Permit is valid for one year and may not be renewed. During the first year of employment, the Provisional Intern teacher must meet all requirements for entrance into an accredited intern program.

The Los Angeles County Office of Education grants authority to the District to employ potential Provisional Interns on a Temporary County Certificate until such time that the Board of Education approves their employment under the Provisional Internship Permit. Commission on Teacher Credentialing (CTC) regulations require that the request to employ Provisional Interns be approved by the Board and submitted to the CTC within three months of the teachers beginning their assignment.

The CTC requires that the governing board be presented with a list of teachers to be employed under the Provisional Internship Permit (Attachment A). Additionally, the CTC requires that the approval of these Permits be an action item on the agenda and not part of the consent agenda.

Expected Outcomes:

The approval of Provisional Internship Permits will enable the District to continue to staff teacher vacancies in shortage subject fields with individuals committed to completing the requirements to enter into an intern program and subsequently earn a full credential.

Board Options and Consequences:

Approval of Provisional Internship Permits will afford the District the opportunity to hire new special education teachers who will be required to follow a prescribed and rigorous pathway that results in the earning of both full state and federal teacher certification.

If the Provisional Internship Permits are not approved, and a full-time teacher cannot be hired, classroom vacancies would be staffed by a series of individuals in possession of only Emergency 30-Day Substitute Teaching Permits. Day-to-day substitutes are not required to be enrolled in a teacher education program, and may only remain in a special education classroom for a maximum of twenty days, after which time they are deemed by the State as inappropriately assigned.

Policy Implications:

This action does not change District policy.

Budget Impact:

There is no impact on the District's budget.

Student Impact:

The goal of the Human Resources Division is to insure that there is an appropriately authorized teacher in every classroom. In areas of high need such as special education, where there might be a teacher shortage, the District may approve the use of Provisional Internship Permits, which authorize a teacher candidate to step into the classroom as the teacher of record while they take the necessary steps to enroll in a credential program.

Issues and Analysis:

Not applicable

Attachments:

Attachment A - Teachers with Provisional Intern Permits

Informatives:

Provisional Internship Permits

Submitted:

1/10/19

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RESPECTFULLY SUBMITTED,

REVIEWED & PRESENTED BY:

AUSTIN BEUTNER
Superintendent

SERGIO FRANCO
Assistant Chief Human Resources Officer
Human Resources Division

REVIEWED BY:

APPROVED BY:

DAVID HOLMQUIST
General Counsel

JOSE R. CANTU, Ed.D.
Assistant Chief Human Resources Officer
Human Resources Division

___ Approved as to form.

APPROVED BY:

REVIEWED BY:

VIVIAN EKCHIAN
Deputy Superintendent
Office of the Deputy Superintendent

CHERYL SIMPSON
Director, Budget Services and Financial Planning

___ Approved as to budget impact statement.

Teachers with Provisional
Intern Permits

Attachment A 34

No.	Name	School	Subject	LD	BD	Effective
1	Aguila, Andres	Eagle Rock High School	MMD and MSD with EL Auth	C	5	10/10/2018
2	Cueva, Juan	Annandale Elementary	MMD and MSD with EL Auth	C	5	10/22/2018
3	Johnson, Andre	Obama Gbl Prep Academy	MMD with Autism and EL	C	1	10/23/2018
4	Silva, Yvette	Capistrano Elementary	MMD and MSD with EL Auth	NW	3	10/23/2018
5	Buen, Odessa	Kim Academy	MMD with Autism and EL	C	2	10/25/2018
6	Abrego, Diana	122nd Street Elementary	MSD with EL	S	7	10/30/2018
7	Escobar, Jose	CTC - West	MMD and MSD with EL Auth	W	4	10/31/2018
8	Arbaiza, Edwin	Clinton Middle School	MMD with Autism and EL	C	2	11/8/2018
9	Gaytan, Itzel	Canoga Park Elementary	MMD and MSD with EL Auth	NW	3	11/8/2018
10	Guerrero, Guadalupe	Hoover Elementary	MMD with Autism and EL	C	2	11/8/2018
11	Lymon, Alcolu	Vermont Elementary	MMD with Autism and EL	C	1	11/8/2018
12	Reigh, Kailani	118th Street Elementary	MMD with Autism and EL	S	7	11/8/2018
13	Williams, Leela	Clinton Middle School	MMD with Autism and EL	C	2	11/9/2018
14	Powell, Ginger	Santee Education Complex	American Sign Language and EL	C	2	11/14/2018
15	Rodriguez, Susana	Rowan Elementary	MMD with Autism and EL	E	2	11/29/2018
16	Ulloa, Kereny	Pacific Blvd.	MMD and MSD with EL	E	5	11/15/2018
17	Fumbarg, Vanessa	Bryson Elementary	MMD with Autism and EL	E	5	12/13/2018
18	Gonzalez, Gabriela	Middleton Elementary	MMD and MSD with EL	E	5	12/13/2018
19	Kuzmack, Michael	Harmony Elementary	MMD with Autism and EL	C	5	12/13/2018
20	Lopez, Monica	Lassen Elementary	MMD and MSD with EL	NW	6	10/25/2018
21	Torres, Elsie	Glenwood Elementary	MMD with Autism and EL	NE	6	11/9/2018

No.	Name	School	Subject	LD	BD	Effective
22	Johnson, Antonio	Burton Elementary	MMD and MSD with EL	NE	6	12/13/2018
23	Cooper, Alex	Rancho Dominguez Prep	MMD with Autism and EL	S	7	11/9/2018

INTEROFFICE CORRESPONDENCE
Los Angeles Unified School District
Human Resources Division

INFORMATIVE

DATE: January 10, 2019

TO: Members, Board of Education
Austin Beutner, Superintendent

FROM: Sergio Franco
Assistant Chief Human Resources Officer

SUBJECT: PROVISIONAL INTERNSHIP PERMITS

Human Resources is seeking Board approval to hire 23 teachers on a Provisional Internship Permit. This action will ensure that all special education classrooms are staffed with contracted teachers.

On December 4, 2003, the Commission on Teacher Credentialing (CTC) took action to discontinue the issuance of emergency permits. Consequently, all multiple subject, single subject and educational specialist emergency permits expired as of June 30, 2006. Notwithstanding that action, the Commission was aware that there would be a continuing need for a document that addressed unmet credentialing or staffing needs of school districts in California. With the assistance and input from a broad-based group of statewide stakeholders, it was determined at the time that an authorization was still needed to staff classrooms when, after a diligent search, no appropriately credentialed teacher could be hired. As a result, the Commission developed the Provisional Internship Permit (PIP). The CTC Provisional Internship Permit is preferable to the formerly available emergency permit since the emphasis of this authorization is to prepare new teachers to enter accredited District or University Intern Programs.

The Los Angeles County Office of Education grants authority to the District to employ potential Provisional Interns on a Temporary County Certificate until such time that the Board of Education approves their employment under the Provisional Internship Permit. Commission on Teacher Credentialing (CTC) regulations require that the request to employ Provisional Interns be approved by the Board and submitted to the CTC within three months of the teacher beginning their assignment. Requests to the Commission for a Provisional Internship Permit must include verification that a notice of intent to employ the applicant in the identified position was taken to the governing board. The notice must include the name of the applicant, the school site, and a statement that the individual will be employed under a Provisional Internship Permit. The CTC also requires that the approval of these Provisional Internship Permits be an action item on the agenda and not part of the Consent agenda. Additionally, the District must provide evidence that an extensive recruitment outreach was conducted and that a shortage of fully qualified candidates exists.

Staff proposes that the Board approve the employment of 23 new teachers under the Provisional Internship Permit. Each provisional intern will receive support and guidance from Teacher Quality Staffing Specialists, the Division of Special Education, and school site administrators. Additionally, they will receive reimbursement for test preparation and fees for exams required to continue in a teacher preparation program. Human Resources staff will monitor the teachers' progress toward obtaining an Education Specialist Teaching Credential and provide support and assistance as needed.

A list identifying 23 teachers who are candidates for a Provisional Internship Permit is attached to the Board Report (Attachment A). It is important to note that included in this list are former substitutes, special education assistants, and/or teacher assistants who meet the minimum requirement of three years of experience working with special education students.

Human Resources expects to bring forth provisional intern teacher candidates periodically to the Board for approval during the 2018-2019 school year.

For further information about this authorization please contact Luz Ortega, Coordinator, Credentials, Contract, and Compliance Services at (213) 241-5349. For information about recruitment and the initiatives described above, please contact me at (213) 241-8036.

Attachment

SF:yv

c: David Holmquist
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