



BOARD POLICY ON CREDENTIAL VERIFICATION

The Governing Board recognizes that John Adams Academies Inc.'s ability to provide a high-quality educational program is dependent upon the employment of classically trained certificated staff who are adequately prepared and have demonstrated proficiency in basic skills and in the subject matter to be taught.

The Executive Director or designee shall ensure that persons employed to fill positions requiring certification qualifications possess the appropriate credential, permit, or other certification document from the Commission on Teacher Credentialing (CTC) and fulfill any additional state, federal, or John Adams Academy requirements for the position. As allowed by statute, flexibility will be given to non-core, non-college preparatory teachers.

The Executive Director or designee may provide assistance and support to teachers holding preliminary credentials to help them meet the qualifications required for the clear credential.

Priorities for Hiring Based on Unavailability of Credentialed Teacher

The Executive Director or designee shall make reasonable efforts to recruit a classically trained and fully prepared teacher for each assignment. Whenever a teacher with a clear or preliminary credential is not available, the Executive Director or designee may make reasonable efforts to recruit an individual for the assignment that:

1. Is qualified to participate in and enrolls in an approved intern program in the region of John Adams Academies Inc.;
2. Is scheduled to complete preliminary credential requirements within six months and who holds a provisional internship permit (PIP) or short-term staff permit issued by the CTC; or
3. Holds an emergency permit issued by the CTC or for whom a credential waiver has been granted by the CTC.

Whenever it is necessary to employ non-credentialed teachers to fill a position requiring certification qualifications, the Executive Director or designee shall provide support and guidance in accordance with law to ensure the quality of the instructional program.