

Condition of Employment Linguistically Diverse Educator Certificate



In response to the increase in the population of English Language Learners in the Aurora Public Schools, as a condition of employment, all newly hired licensed employees will be expected to earn a Linguistically Diverse Educator (LDE) Certificate within their first three years of employment.



To obtain this certificate, employees must complete nine (9) semester hours of graduate level LDE coursework through Regis University or the University of Colorado at Denver. The course content includes: Assessment, Language Acquisition and Strategies.

All costs associated with the certificate program (tuition, fees and books) will be paid by the Aurora Public Schools.

Completion of the nine semester hours of LDE coursework may be applied toward license renewal, advancement on the salary schedule, as well as being applied toward a master's degree and/or an added

endorsement in Linguistically Diverse Education. In addition, those who complete the certificate program at the University of Colorado at Denver may apply the nine semester hours towards a master's degree in Reading or Special Education.

Employees interested in obtaining a Masters Degree in LDE, Reading, Math, Science or Special Education may be eligible for a Federal TEACH grant. Under this grant program, the U.S. Department of Education will pay \$4000 per year, with a maximum of \$8000 for a teacher to earn a Masters Degree in one of these areas. For additional information on the Federal TEACH Grants, please see www.aps.k12.co.us/hr/TeachGrantforAurora.pdf



Under Colorado statute, all teachers and special services providers who hold an Initial License from the Colorado Department of Education must complete a state approved Induction Program to earn a professional license. The LDE certificate program will be incorporated into APS' three year Induction Program. APS' Induction Program supports a continuum of learning and development, and is part of an ongoing commitment to the professional growth of new teachers.





Year One

During the first year of employment, teachers and special services providers who hold an Initial license from the Colorado Department of Education will participate in the APS Induction Program. This program has two required elements:

1. Seminars/Professional Learning
2. Mentoring

The induction program begins prior to the start of the school year (late July); where new teachers/special services providers participate in the New Teacher Conferences. At these conferences all new teachers to the district are introduced to the district’s mission, vision and goals, as well as the goals of their individual school(s). Furthermore, overviews of the district’s curricular programs are addressed at the New Teacher Conferences.



Year Two and Year Three

During the employee’s second and third year, s/he will participate in either the UCD/Regis Linguistically Diverse Educator Certificate cohorts. The cohorts will be held at APS facilities and will be held outside of the teacher’s duty day.

New licensed employees who hold a professional license may begin the LDE cohort program during their first year of employment with APS.

Employees hired for the 2009-10 school year and beyond will be expected to complete the LDE certificate program within their first three years of employment. Failure to complete the certificate program will result in non-renewal of the employee’s contract.

