

2023-2024

Part I PROGRAM DESCRIPTION

ALTERNATIVE PROGRAM FOR TEACHER CERTIFICATION

Kanawha's BEST (Beginning Educator Support & Training)

WV CODE and WVBE Policies 5901 and 5202 allow public school districts in West Virginia to hire and prepare teachers through approved Alternative Teacher Certification Programs. Qualified applicants may apply and possibly be hired into full-time teaching positions as training takes place while the participant is employed as a classroom teacher. Qualified applicants must have a Bachelor's Degree from an accredited college or university, and have a minimum GPA of 2.5 to be hired through alternative certification.

Contact the Kanawha County Schools Human Resources Department at 304-348-7712 for additional information.

***Positions must be advertised for a minimum of 10 days with no certified applicants applying before a qualified applicant may be hired and trained through the alternative certification program.**

Kanawha County Schools Approved Program Endorsements through *BEST* include:

1. General Education ****indicates High Area of Need**
 - ****High School Mathematics**
 - ****Middle School Mathematics**
 - ****High School Sciences,**
 - ****Middle School Sciences**
 - High School & Middle School English Language Arts (as needed)
 - High School and Middle School World Languages (as needed)
 - K-12 Fine Arts (as needed)
 - Elementary Education (low area of need)
2. K-12 through Adult Special Education ****indicates Highest Area of Need**
 - ****Multi-categorical special education (K-6, 5-8, 9-12)**
 - ****Autism, K-6 and 5-Adult**
 - ****PreK Special Needs (pending July 2023 WV Board of Education approval)**
 - ****Severe Disabilities, K-Adult (pending July 2023 WV Board of Education approval)**

Pre-requisites: Relevant Bachelor's Degree from an accredited regional college or university; 2.5 minimum GPA; Interview; Successful completion of PRAXIS CORE and Praxis Content Praxis Exams; Background Checks; Drug Tests at identified time; Online Safe Schools Training (New Hire Plan), References, and Application on file with KCS. An additional Professional Exam is required for program completion.

If you are qualified and you are offered a teacher position through alternative certification, here are the program components for each phase below. There are three Phases in the alternative certification program. Please be prepared to make a three-to-five year commitment to Kanawha County Schools, depending on the amount of time it takes you to complete Phase I. Phase I can be completed in as little as one school year if all requirements are met. Phase II is a two year phase, following alternative certification. During Phase II, the teacher continues to teach in the content area he or she was hired to teach for *two consecutive school years on a one year, non-transferable teacher certification. (*Must be renewed at the end of Year 1). After completing Phases I and II, the teacher will move to a three-year provisional teacher certification and be recognized as a fully-certified teacher.

PHASE I (1 to 3 years)

The teacher has to complete all requirements for Phase I of the *BEST* Alternative Certification Program in *one-to-three years. If the teacher has not completed all requirements by the end of Year Three (in Phase I), the teacher will be terminated from his or her teaching position with Kanawha County Schools.

(*The alternative certificate can be renewed twice after it is issued for a total of three years.)

1. Once hired through alternative certification, the teacher is making a minimum **three-to-five year commitment** to Kanawha County Schools, teaching in the content area for which he or she was hired to teach. During this time the teacher is paid a teacher salary and receives all benefits while earning seniority as a teacher.
2. The teacher hired through alternative certification is required to attend the week-long Beginning Teacher Academy, scheduled for August 7-11, 2023. If the teacher is hired

after August 7 during the 2023-2024 school year, there will be a minimum of four daytime and/or evening make-up sessions required to complete throughout the school year. Substitute coverage will be provided for you for day sessions.

3. The teacher hired through alternative certification will attend TWO evening alternative certification classes offered through Kanawha County Schools. **The Blended Learning class will be offered first semester and the Personalized Learning class (differentiating instruction for students) will be offered second semester. There is no cost for these two classes during Phase I.**
4. All Teachers hired through alternative certification will attend four-six additional day sessions on content and processes identified in HB 3035 and *exam preparation throughout the year. (See WV Teacher Licensure Testing Directory for details.)
5. All teachers hired through alternative certification will complete a one year residency, including a 20-day practicum under the guidance of an assigned Beginning Teacher Academic Coach (BTAC). The Practicum must be completed during the first year in the alternative certification program.
6. All beginning teachers, including all teachers hired through alternative certification, will meet weekly with the assigned BTAC (Mentor) after classroom observations on a regular basis. **This will continue throughout Phase I, Years 1-3, for teachers in alternative certification. The Beginning Teacher Academic Coaches (BTACs) are master teachers and their goal is to support the new teacher throughout the alternative certification program.**
7. All Teachers hired through alternative certification must complete the following exam(s) prior to moving to Phase II of the program. (There is a three-year limit to Phase I. Failure to complete all steps within three school years will result in dismissal from the program and from employment.)
8. Content Area Teachers (Math, Science, ELA, Fine Arts, and World Languages) who have been hired through Alternative Certification will have already completed the identified core knowledge exam and Praxis content exam, but must successfully complete the professional learning and teaching exam (Praxis PLT) **before being permitted to move to Phase II of alternative certification.**

9. Special Education Teachers who have been hired through Alternative Certification must successfully complete **both, the Special Education Praxis Content Exam and the Professional Learning and Teaching exam (PLT), before being permitted to move to Phase II.**
10. Like all teachers, teachers hired through the alternative certification program must be observed and evaluated by the building principal and receive a satisfactory final performance evaluation on the WV Educator Evaluation to remain employed through the alternative certification program.
11. Attend a spring meeting (Date TBD) during which time the teacher will complete the appropriate form to renew his or her teacher certification. (Phase I - Alternative Certification Year 2 or Year 3, (19-2) or Phase II move to the *One Year Temporary Provisional Certification (21-1 then 21-2)

Phase II (Two Consecutive School Years)

This is a two-year phase during which the teacher is employed through a one-year, temporary provisional teacher certification that must be renewed at the end of the first year. During the two year time period in Phase II, the teacher hired through alternative certification must complete six college or university credit hours, with credit verified on a transcript from an accredited college or university. (There are many options for this.)

Phase II will not extend beyond two years. During Phase II, you will:

1. Continue to receive monthly support by the BTAC.
2. Complete/pass six hours of graduate level work (with a transcript provided)
Additional details related to available classes will be provided during this time period. You will have options for reduced rate classes.
3. Receive a final emerging (satisfactory) evaluation from the building principal.
4. Attend an end-of-year meeting during which the teacher will complete the appropriate form to renew his or her teacher certification for a second year on the provisional one year temporary certificate (23-1 goes to 23-2) or move to the **three-year provisional teacher certification (25-1) after the second year.**

PHASE III (Three Years)

When certified in Phase III, the teacher hired through alternative certification will now be recognized as a fully certified teacher, just as a teacher who has graduated from a teacher education program is recognized. **The teacher may complete additional Praxis content exams to add endorsements to his or her certification.**

During this three year period, the teacher who entered the profession through alternative certification will be teaching on a regular three-year provisional teaching certificate. The teacher will again be required to **complete six additional graduate hours to renew his or certification at the end of the third year.** After meeting all requirements, the teacher will be able to receive a five-year teaching certificate. All teachers, regardless of their avenue to becoming a teacher, must complete six additional graduate hours to move from the three-year teaching certificate to the five-year teaching certificate, in addition to completing the Beginning Teacher Program.

Your personal checklist is on the following pages to help you keep track of program requirements for Phases I, II, and III.

PART II Participant Checklist for Phases I, II, and III
ALTERNATIVE PROGRAM FOR TEACHER CERTIFICATION
Kanawha's BEST (Beginning Educator Support & Training)

PHASE I Checklist (This phase may last 1-3 years)

_____ 1. Attended the week-long Beginning Teacher Academy, **August 7-11, 2023**
(Makeup sessions if not hired before August 7, 2023.)

Makeup Dates: _____

_____ 2. John Strebe Training (Date TBA)

_____ 3. Attended all 4-6 additional trainings of the BEST Alternative Certification Program, as notified, and if required for your certification content area. (Substitutes will be provided.)

Dates: _____

_____ 4. Attended additional training on identified components in HB 3035

Dates _____

_____ 5. Completed the Blended Learning Class (first semester) Dates TBA

_____ 6. Completed the Personalized Learning Class (second semester) Dates TBA

_____ 7. Met weekly with your Beginning Teacher Academic Coach (BTAC) and responded to their consistent communication with you, as requested. (This is your residency.) (Year 1 Residency Completion Date: May _____ 2024)

_____ 8. Completed the 20 DAY practicum in your classroom with the BTAC present for two hours per session. (Your assigned BTAC will maintain records for the Practicum.)

_____ Date completed

_____ 9. Completed and passed the Praxis Content Exam (***Special Education only*** - All other content area teachers will have done this before being hired.)

_____ Date passed Praxis Content

_____ 10. Completed and passed the Professional Learning and Teaching Exam (PLT)

_____ Date Passed PLT

_____ 11. Received a minimum satisfactory evaluation by the building administrator.

_____ 12. Completed the appropriate paperwork to either renew the alternative certificate for an *additional year or move to **Phase II and be certified through the One-Year Temporary Provisional Teacher Certification.

* You may renew the alternative certification twice, for a total of 3 years.

* Phase II is two consecutive years.

PHASE II Checklist (Two-Year Phase Required)

- _____ 1. Continue to meet with or receive support from your Beginning Teacher Academic Coach periodically.
- _____ 2. Attend training on new components identified in HB 3035 (special education teachers) if hired in 2021-2022 or later and still possess the alternative certificate on June 9, 2023, even if you are moving to the Temporary Provisional Certificate on July 1, 2023.
- _____ 3. During this two-year phase, complete **six college or university hours** with a transcript provided. There are many options for this, including reduced rate classes offered through Kanawha County Schools and Marshall University and classes offered through the West Virginia Department of Education West Virginia Learns, e-Learning Opportunities.
- _____ 4. Receive a minimum satisfactory evaluation from the building administrator.
- _____ 5. Complete the end-of-year paperwork and forms to renew the one-year provisional temporary non-transferable teacher certification for a second year. Or, at the end of the second year in Phase II, complete the paperwork and forms to move to the three year provisional teacher certification held by all new teachers in West Virginia Schools.

PHASE III Checklist (Three Consecutive Years)

- _____ 1. Continue to meet all requirements set forth by the state Board of Education and Kanawha County Board of Education for Professional Teachers. You are now recognized as a Professional Educator in West Virginia Schools.
- _____ 2. During this three year period, **complete six college or university hours** with a transcript provided. There are many options for this, including reduced rate classes offered through Kanawha County Schools and Marshall University and classes offered through the West Virginia Department of Education West Virginia Learns, e-Learning Opportunities.
- _____ 3. Receive a minimum of a satisfactory evaluation from the building administrator.
- _____ 4. During this Phase, you may complete and pass additional Praxis Content Exams to add additional teaching endorsements to your West Virginia teacher certification, if you wish to do so.
- _____ 5. At the end of the three years, complete the paperwork for the five year professional teacher certification in West Virginia, just as all teachers are required to do.

Congratulations on becoming a West Virginia Teacher!