



# Huntington Beach Union High School District Board Policies and Administrative Regulations

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## Certificated Personnel

### Staff for Limited English Proficiency Programs

The Governing Board recognizes that the recruitment, development, and retention of an adequate number of qualified instructors and support staff is essential to the success of programs for students of limited English proficiency. The Board shall take action, within budgetary constraints, to provide qualified personnel who are competent to properly assess and skillfully instruct students of limited English proficiency.

Fully "qualified" staff are those who possess the Bilingual Certificate of Competence, the Language Development Specialist Certificate, or other special authorization beyond the basic teaching credential. This special authorization qualifies the instructor to teach students of limited English proficiency in content areas, using a language other than English and/or English language development.

The district may employ/assign teachers who are not credentialed as bilingual teachers or as language development specialists when they are designated "Teachers in Training" and when they have bilingual supports. A "Teacher in Training" is one who has on file in the Certificated Personnel Office a "Memo of Understanding" which confirms that the teacher is steadily working toward certification.

The Superintendent or designee shall develop and implement a plan to remedy the district's shortage of qualified teachers in accordance with law and with State Department of Education approval. This plan shall include an appropriate staff development program designed to provide training in the following: English language development, teaching methodology, bilingual cross-cultural teaching methodology, and acquisition of the primary language of students of limited English proficiency. The plan shall specify the number of teachers to be trained and the number expected to meet certification standards each year. The training program shall also address the needs of teachers assigned to LEP instructional settings on an interim basis.

Legal Reference:

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