

**Instruction  
Certification and Licensure****A. Regular Teaching Staff**

1. Full time, regular teaching staff, further defined by the terms of the charter as "core" teachers, shall be certified by the Commission On Teacher Credentialing with either a clear or preliminary credential and shall be required to pass the CBEST. However, teachers-in-training who are working toward a credential and others with specialized and appropriate experience may also be retained if their skills and abilities will further the educational mission of the Charter School and if they obtain the emergency credential.

2. "Core" subjects for the purpose of this Board Policy are defined as curriculum and instruction in the areas of Mathematics, Language Arts, Science and Social Sciences.

**B. Non-Core Teaching Staff**

Non-core teachers are not required to hold credentials but must demonstrate subject knowledge and the ability to work well with children.

**C. Other Staff, Substitutes, and Consultants**

All other staff must demonstrate the abilities necessary to effectively carry out their responsibilities.

**D. Continuing Education**

All teachers are expected to keep their professional training and knowledge current through ongoing courses and workshops in education. The Director will work with staff to develop professional growth plans. This may be accomplished at local colleges and universities or under whatever auspices such advanced training is available.

**E. Requirements for Employment**

1. Staff are expected to adhere to the requirements for employment described in the Charter and Mark West Union School District personnel policies, procedures and regulations.

2. Staff are expected to conduct themselves at all times in a manner consistent with the highest standards of personal character and professionalism, with children, parents, prospective parents, co-workers, and the community.