

**INTERNS**

The district may employ interns as necessary to fulfill the need for sufficient instructional staff and to provide future teachers an opportunity to link teaching theory with practice in order to meet state credentialing requirements. In addition, the district may employ teachers who already possess a preliminary or clear credential and are pursuing a credential in a different specialization as interns for positions that require such other credential.

(cf. [4112.2](#) - *Certification*)

(cf. [4112.22](#) - *Staff Teaching English Language Learners*)

(cf. [4112.23](#) - *Special Education Staff*)

The district may enter into partnership agreements with one or more approved teacher preparation programs sponsored by colleges or universities and/or may provide a district intern program with approval of the Commission on Teacher Credentialing (CTC). Any intern program in which the district participates shall be aligned with the preconditions and program standards adopted by the CTC.

The Superintendent or designee shall make reasonable efforts to recruit an intern from an approved program within the region whenever a teacher with a preliminary or clear credential is not available for a position requiring certification. (Education Code [44225.7](#))

(cf. [4111/4211/4311](#) - *Recruitment and Selection*)

The Superintendent or designee shall ensure that any intern employed by the district possesses an appropriate intern credential and is adequately prepared for the responsibilities of the position.

An intern may be assigned to provide the same service as a holder of a regular multiple subject, single subject, or education specialist credential in accordance with the authorizations and grade/age level specified on the intern credential. (Education Code [44454](#), [44325](#), [44326](#), [44830.3](#))

(cf. [4113](#) - *Assignment*)

Terms of employment for interns shall be consistent with law and the district's collective bargaining agreement, as applicable.

(cf. [4116](#) - *Probationary/Permanent Status*)

(cf. [4141/4241](#) - *Collective Bargaining Agreement*)

Interns shall receive intensive, structured supervision and ongoing support by qualified personnel in order to enhance their instructional skills and knowledge. The Superintendent or designee shall ensure that district staff serving as supervisors, mentor teachers, or other support providers receive appropriate training to fulfill their responsibilities and that they maintain frequent communication with the interns they are assigned to assist.

(cf. [4131](#) - *Staff Development*)

**INTERNS (continued)**

*(cf. 4131.1 - Teacher Support and Guidance)*

Interns shall be provided with ongoing feedback regarding their performance and shall be formally evaluated in accordance with Board policy and the district's collective bargaining agreement.

*(cf. [4115](#) - Evaluation/Supervision)*

*Legal Reference: (see next page)*

*Legal Reference:*

*EDUCATION CODE*

[300-340](#) *English language education for immigrant children*  
[44225](#) *Credentials, responsibilities of Commission on Teacher Credentialing*  
[44225.7](#) *Priority for hiring fully prepared teacher*  
[44253.3-44253.4](#) *Certificate to provide services to English learners*  
[44253.10](#) *Qualifications to provide specially designed academic instruction in English*  
[44259](#) *Minimum requirements for teaching credential*  
[44314](#) *Diversified or liberal arts program*  
[44321](#) *CTC approval of intern programs*  
[44325-44328](#) *District interns*  
[44339-44341](#) *Teacher fitness*  
[44450-44468](#) *Teacher Education Internship Act of 1967 (university interns)*  
[44830.3](#) *Employing district interns*  
[44885.5](#) *District interns classified as probationary employees*

*CODE OF REGULATIONS, TITLE 5*

[6100-6126](#) *No Child Left Behind teacher requirements*  
[80021.1](#) *Provisional internship permit*  
[80033](#) *Intern teaching credential*  
[80055](#) *Intern credential, extension for extenuating circumstances*

*UNITED STATES CODE, TITLE 20*

[6319](#) *Highly qualified teachers*  
[7801](#) *Definitions, highly qualified teacher*  
[7801](#) *Note Applicability of federal regulation defining interns as highly qualified teachers*

*COURT DECISIONS*

*Renee v. Duncan, 686 F.3d 1002 (2012)*

*Management Resources:*

*COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS*

*CL-840 Early Completion Option*  
*SB 2042 Multiple Subject and Single Subject Preliminary Credential Program Standards, rev. February 2014*  
*Intern Preservice, Support and Supervision Requirements: Preparation to Teach English Learners, Program Sponsor Alert 13-06, June 3, 2013*  
*Education Specialist Teaching and Other Related Services Credential Program Standards, rev. May 2013*  
*California Standards for the Teaching Profession, October 2009*  
*Hiring Hierarchy in Education Code [44225.7](#), Coded Correspondence 13-01, January 30, 2013*  
*Administrator's Assignment Manual, 2008*  
*Preparation of Intern Credential Holders Prior to Service as Teacher of Record as an Intern, Coded Correspondence 08-03, March 3, 2008*

*U.S. DEPARTMENT OF EDUCATION GUIDANCE*

*Improving Teacher Quality State Grants, rev. October 5, 2006*

*WEB SITES*

*CSBA: <http://www.csba.org>*  
*Commission on Teacher Credentialing, Interns: <http://www.ctc.ca.gov/educator-prep/intern>*  
*U.S. Department of Education: <http://www.ed.gov>*