

Northside Independent School District

Hiring Guidelines for Alternative Certification Program Candidates

Northside ISD will consider candidates/applicants that have been admitted to a State Board for Educator Certification (SBEC) approved Alternative Certification Program (ACP) based on **ALL three** of the criteria listed below.

1. Target certification must be in one of the follow critical needs areas:

- EC-12 Special Education
- Bilingual Generalist EC-4 or Bilingual Generalist 4-8
- Mathematics 4-8 or Mathematics 8-12
- Science 4-8 or Science 8-12
- Computer Science 8-12
- Technology Education 6-12 (Industrial Technology background only)
- Generalist 4-8 (Middle School must have at least twelve semester hours in Math and/or Science)

2. The Applicant Must Have Completed the Following:

- Bachelor's Degree with a GPA of 2.5 or higher; and
- Proof of passing score on content area TExES exam; and
- Proof of passing score on TOPT (Texas Oral Proficiency Test) for any bilingual classroom position.

3. The Alternative Certification Program Must Provide the Following:

- ACP supervisor must serve as liaison between ACP and campus and must be available to campus/District administration as needed for the entire year of the internship; and
- ACP supervisor must conduct a minimum of one observation per semester; and
- Must provide training for District-assigned mentor teacher; and
- Must pay stipend of \$500 for District-assigned mentor teacher
- Classroom Observations: At least ten (10) clock hours of public, private, or charter school classroom observation*; and
- Training/Coursework: At least 140 clock hours **or** a combination of semester hours (12 clock hours = 1 semester hour) and clock hours equaling 140 clock hours with a focus on these content areas: Instructional Strategies; Classroom Management; Lesson Design and Presentation; Content Area Scope and Sequence; Best Practices*

*An applicant in an ACP program that does not require the Classroom Observation and Training/Coursework minimum requirements stated above may be considered by presenting proof of one or more of the following:

- At least 180 days experience as a substitute teacher within a three consecutive year period
- At least 2 years experience as a teacher in a private school or charter school
- At least 2 years experience as an instructional assistant

The Director of Elementary Human Resources or the Director of Secondary Human Resources on an individual basis will review any combinations of these three.