

Human Resources
Maurene Stanton
Executive Director of Human Resources
Stanwood Camano School District

Date: July 5, 2016

To: Stanwood-Camano School Board of Directors

From: Maurene Stanton

RE: Assignment of Teachers Outside of Endorsed Area

When the Every Student Succeeds Act (ESSA) passed on December 10, 2015, the federal highly qualified teacher standards changed for the second time in 16 months. Teachers hired in the 2015-16 school year needed to be "Highly Qualified," whereas according to ESSA, teachers fall under the state guidelines and need to have an endorsement in the subject area they teach. Other changes in the past year include coding through the Comprehensive Education Data and Research System (CEDAR). Middle school codes that were previously generic, are now subject specific. These changes have resulted in personnel error codes through OSPI.

WAC 181-82-110 permits the assignment of teachers outside of their endorsed area. Specifically, the WAC states:

Individuals with initial, residency, endorsed continuing, or professional teacher certificates who are employed with a school district under RCW 28A.405.210 may be assigned to classes other than in their areas of endorsement. If teachers are so assigned, the following shall apply:

- (1) A designated representative of the district and any such teacher so assigned shall mutually develop a written plan which provides for necessary assistance to the teacher, and which provides for a reasonable amount of planning and study time associated specifically with the out-of-endorsement assignment;
- (2) Such teachers shall not be subject to nonrenewal of probation based on evaluations of their teaching effectiveness in the out-of-endorsement assignments;
- (3) Such teaching assignments shall be approved by a formal vote of the local school board for each teacher so assigned;
- (4) A teacher who has completed twenty-four quarter credit hours (sixteen semester hours) of course work applicable to a special education endorsement shall be eligible for a pre-endorsement waiver from the special education office per chapter 392-172A WAC which will allow that person to be employed as a special education teacher. All remaining requirements for special education endorsement shall be completed within five years.

Per this WAC, individual plans will be mutually developed for teachers teaching outside of their subject area. In addition, the board of directors must approve these out of endorsement assignments. Attached to this memorandum is a list of teachers who have been assigned outside of their teaching endorsement during the 2016-17 school year. I would be happy to answer any questions about assignments or rule changes.

I recommend your approval of these Out-of-Area Endorsement Assignments.

Staff Member	Building Location	2016-17 Out of Endorsement Teaching Assignment	Number of Periods	Current Endorsement(s)
Joan Campbell	Port Susan Middle School	Middle School Math	5	K-12 Special Education
Nathan Christensen	Lincoln Academy/ Lincoln Hill High School	Middle School Math	1	4-12 English
Grace Gale	Port Susan Middle School	Exploratory Fine Arts	1 period	Middle Level Math/Science