

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 need areas:

(Areas of acute shortage are approved by the Northside ISD Board of Trustees in February of each year.)

- EC-12 Special Education
- Bilingual Generalist EC-4 or Bilingual Generalist 4-8
- Generalist 4-8 (Elementary Grades 4 and 5 only)
- 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)

2. The Applicant Must Complete the Following:

- Bachelor's Degree with a GPA of 2.5 or higher; and
- Proof of passing score on content area TExES exam; and
- If hired, attempt PPR exam within 90 days; and
- Proof of passing score on TOPT (Texas Oral Proficiency Test) for any bilingual classroom assignment.

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 two (2) observations per semester; and
- Training for District-assigned mentor teacher; and
- Stipend fee payment of \$500 for District-assigned mentor teacher; and
- Minimum of 300 clock-hours of Coursework and/or Training for Candidate in compliance with 19 TAC Chapter 228, Section §228.35, which includes the following:
 - ◆ 30 clock-hours of field-based experience to be completed prior to internship; and
 - ◆ 80 clock-hours of training prior to internship.
 - ◆ Late hires will be reviewed on an individual basis and exceptions made by the Director of Elementary or Secondary Human Resources