



SAN JOAQUIN COUNTY OFFICE OF EDUCATION



IMPACT District Intern Program

Teacher Development Department (209-468-9116) Email: teacherdevelopment@sjcoe.net

FREQUENTLY ASKED QUESTIONS

We have attempted to categorize the questions by topic or related area of concern. The categories are:

- A. Program Benefits
- B. Administration and Admissions
- C. Employment
- D. Credentials and Commission on Teacher Credentialing

A. PROGRAM BENEFITS

1. **What are the main benefits of your credential program?** Timing, cost and support are some of the benefits. Classes are held at a time and frequency that allows a teacher to work full time (e.g. two days a week, 4:30-7:30pm). The intern program is grant funded so the tuition is a fraction of most other teacher preparation programs. Support comes from a variety of sources, for example, instructors, practicum supervisors, peers, and peer coaches. The most important benefits are: you are able to work and learn on the job; you receive credit towards tenure; and you earn a teacher's salary all at the same time. Also, we now have a Masters program and a Career Technical Education Credential program (was known as vocational education or designated subjects credential) at our Stockton site.
2. **Are there any drawbacks to joining a district intern program versus a traditional path (e.g. college)?** Yes, related to a one-time credential and earning more than one credential through the same program. A teacher can process only one intern (university or district) credential in California (one per credential type). If for some reason you do not complete your intern program, your time on the credential is not "banked"; you may not be able to re-join an intern program to complete it later. As well, in a district intern program you can earn only the credential that matches your teaching position. Consequently, you cannot complete more than one credential at a time (e.g. multiple subject and education specialist). There are some colleges that have blended programs through which you can earn more than one credential and/or degree without completing an entire program for each.
3. **Can you tell me the differences between your program and other teacher preparation programs?** You would need to gather information about other programs by contacting them. However, in some states (e.g. Nevada) they may not recognize a California Clear Credential through an alternative certification program. We can only tell you about our program and perhaps give you enough information to make an informed choice about which program you will join. Some of the questions you'll want to ask are:
 - i. Will my teaching be covered by an Intern Credential if I join your program?
 - ii. How often and what time are the classes?
 - iii. Can I be sure there will be room for me when I meet the intern qualifications?
 - iv. How much does the program cost (start to finish)? How long will it take?
 - v. Would I have a California Clear Professional Credential when I am done?
 - vi. Are all the classes I would need offered every semester?
 - vii. Does the program include ELL and SADIE authorization?
 - viii. Does the program include induction?
4. **Is there any reason I should not join your program?** Yes, if you plan to move or have the chance you will be moving before the duration of your program is complete. You can hold an Intern Credential only once in your

lifetime (e.g. 1 multiple subject, 1 education specialist, 1 single subject); so you should be sure your intentions are to stay in the area and in the program for the duration. Your work will probably not be transferable into any other teacher preparation program if you leave. If you plan to move to another State you should NOT join our program unless you are certain the State to which you might move accepts a valid California credential earned through an accredited teacher preparation credential program.

B. ADMINISTRATION & ADMISSIONS

5. **What is the deadline to apply to your program?** We have no deadline; participants can apply when they meet the entry requirement (i.e. bachelor's degree). At that time they will be enrolled in the next pre-service course (i.e. IMPACT Frameworks for Teaching-six modules). Timing is important. Ordinarily our intern cohorts begin each fall. Consequently, candidates would have to meet all pre-service and district intern credential requirements BEFORE the fall.
6. **How much of my previous college work will transfer into your program?** It depends, and this discussion is on an individual basis. However, our cohort structure and attendance is a key component of our program, it is important interns participate in all their cohorts' courses. We do have an accelerated program that recognizes course work for candidates who have a multiple or single subject credential and want to earn an education specialist credential in our program.
7. **I have a post bachelor's degrees (e.g. masters in education; masters in science) how can this be used toward a credential?** The degree cannot be of use toward earning a California Clear Professional multiple, single or special education credential.
8. **I have a multiple subject credential and want a special education credential. How much of my multiple subject credential work will you count?** Holders of a valid multiple or single subject credential, who want to earn their Education Specialist Credential through our program will be enrolled in our accelerated program which gives credit for their prior credential coursework.
9. **Will I receive units for my course work?** They are not university units; they are units assigned by our program on our official transcript form. The course work you will do is the same as you would complete in other teacher preparation programs, consequently our participating school districts have agreed to accept the units for the purpose of salary increases. District procedures must be followed to obtain the credit; check with your particular district for details concerning salary schedules and increases. If accumulating college units is important to you, be aware that only colleges/universities can give college units. The exception is units earned in our Teachers College of San Joaquin courses.
10. **Do I have to pass the CSET exams before I apply?** No, having a bachelors degree or higher is the only the entry requirement. The pre-service and district intern requirements can be completed after that time.
11. **Can I attend classes whenever I want; I might want summers off?** Once enrolled in our program you are expected to attend all classes on your schedule with your cohort. Our program has a cohort structure, that is to say, groups of students go through the program together. The relationships and support established in cohorts is strongly linked to intern success. Our interns are given their schedule at the beginning of their cohort so they will know when there are program breaks and be able to plan vacations, etc. Usually we do operate on a traditional school calendar, which means intern courses are not scheduled during some of the summer months.
12. **Can I get a designated subjects credential (now referred to as Career Technical Education Teaching Credential) or adult education credential from your program?** Yes, at our SJCOE, Stockton location we are a CTE program.
13. **Can I get my multiple subject and special education credential at the same time in your program?** No, IMPACT is a District Intern Program through which you can earn only one credential at a time, because we are not a blended program (i.e. concurrent and connected course work for more than one credential). However, you could finish one, then start the other credential program, and we would give you equivalencies for courses that apply (i.e. you would not have to attend those again).

14. **Do you have classes to clear my preliminary?** At some of our locations we do have induction as part of our program. Speak to us about your specific needs.
15. **Can you help me get a teaching job since it is required to be an intern?** You must do the job hunting yourself. We recommend you contact each district with whom you have an interest, and use the recruitment website *edjoin.org* to inquire as to needs and application process. Meeting subject matter competency (e.g. passing the CSET exams) will be the most important support to your employment search. If you are in our program and intern eligible (completed pre-service and district intern credential requirements) we will provide a letter that documents your status, which you may copy and include with your employment applications.
16. **Do you have financial aid or subsidized tuition?** We do not have tuition assistance programs for our intern credential program (e.g. financial aid). We do provide a way to pay intern tuition in small monthly increments through automatic payroll deductions (available for most districts).
17. **I have a multiple subject credential. I want a single subject. (or visa versa) Can I get it through your program?** You don't need a complete credential program; you can add an authorization to your existing credential. Speak to our credential technicians to find out what you need (Tammie Scheid/Amber Wann @209-468-9132).
18. **I have some educational loans. Can I have them deferred through your program?** If you provide the forms from your lender, our office will complete them. We verify what type of program we are and that you are considered a full time student (if you have a teaching position). We cannot guarantee a deferment, this is decided by your lender. We are not on the Title IV institutional list, which assigns code numbers. The code is required by many lenders, so it is possible a deferment may not be granted (in its place they may grant a forbearance).
19. **Tell me about the APLE Loan Program.** The applications and details are provided to our interns when and if the Student Aid Commission provides that year's information - when/if funds are available. APLE is a loan assumption program. It requires participants sign an agreement promising to provide four consecutive years of full-time teaching service in a California public school.

C. EMPLOYMENT

20. **Why would a district hire me with no credential?** Where there are not enough credentialed teachers, the next best opportunity are interns, who are earning their credential while teaching. Consequently, they look to fill openings with the next category of "highly qualified" (*No Child Left Behind Act* term) teachers. District Interns fit in that category and are holders of a credential (District Intern Credential).
21. **I have never taught. How can I go into a classroom and teach?** You must want to do it. If one has the desire to be a teacher; enjoys being with children; and is willing and open to learn, the district, school and our program assist you during the process of obtaining your credential. If you feel that you are not ready to take the responsibility of a classroom on your own, then perhaps you should apply to a traditional student teaching program at a university. However, on-the-job training for many professions has a high success rate. The ability to combine knowledge with practice creates a strong, real learning environment for a new teacher.
22. **Do I have to student teach?** No. Your internship (teaching position for the duration of the program) is your student teaching.
23. **How do I know to which districts I can apply?**
To begin you may look at our Participating District List and know for sure that all SJCOE schools are a participating district. All others you will want to check with the office, since occasionally agreements change after a list has been published.
24. **Do my years as an intern count toward tenure?** Yes. After a District Intern applies for their preliminary credential, they must work one more year with the District to acquire tenure (Ed. Code Section 44466).

25. **Do districts increase salary based on units received through IMPACT?** Yes. Education Code Section 44327 is very clear that school districts must recognize credit earned by each district intern and that it is transferable to their academic record in the same manner as if the intern had participated in a college program.
26. **Are the participating school districts required to keep me employed while I am an intern?** No, however, unlike other intern programs, you have probationary status with a District Intern Credential. As such, districts must notify you if you are non re-elected. However, during the history of the IMPACT program approximately 98% of our interns remain with the same district throughout the duration of their program.
27. **Do I have to stay with the district that employs me?** You are under contract with your district for the contract period. Interns are expected to stay with their district until the completion of their District Intern Program. On occasion there are reasons an intern changes districts; but it is not recommended.
28. **What happens if I enroll, complete pre-service requirements, then can't get a teaching position or I'm unable to pass CSET?** You may return to our program between 2-5 years and pre-service requirements would probably remain valid. Only when changed by law and/or CCTC would there be additional requirements.

D. CREDENTIALS and CCTC (Commission on Teacher Credentialing)

29. **Are you accredited?** Yes. Our program is an accredited alternative teacher certification program through CCTC (California Commission on Teacher Credentialing, phone: 916-445-7254). We highly recommend candidates review the CTC website for further information regarding credential requirements (www.ctc.ca.gov). Our program has to meet the exact requirements of all other California teacher preparation programs. We are listed on the website under approved teacher preparation programs.
30. **Is a credential through your program different than if I got it through a university?** No. Internship programs result in the same credential as is earned through a traditional teacher preparation program (i.e. California Clear). All credentials are issued by the State of California. **However**, the difference may be the way another State recognizes the credential. We have had graduates who have moved out of State and had no problems. On the other hand, we did learn that Nevada currently does not recognize district intern program credentials, because they are not earned through a university. You can check with the credentialing agency of a state if that is of specific concern. Be sure to mention the credential earned would be a California Clear Credential earned through an alternative certification program accredited by California Commission on Teaching Credentialing. If you plan to move to another State you should NOT join our program unless you are certain the State to which you might move accepts a valid California credential earned through an accredited teacher preparation credential program.
31. **Subject matter competency means what?** California requires verification of teachers' knowledge of the subject they will teach (i.e. Multiple, Single or Education Specialist Credential). If you want to earn a multiple subject credential, you would take the multiple subject CSET to demonstrate subject matter competency. If you want to teach a single subject, you would take the single subject CSET for the subject you want to teach, or you may have earned your degree from a California college that has an approved subject matter program. This requires a particular document. Speak to our credential technician for details @ 209-468-9132.
32. **Is subject matter competency for special education teachers different?** Yes. If you want to earn an Education Specialist Credential, you may technically demonstrate subject matter competency in any subject (as stated in regulations). However, NCLB and employers require subject matter competency in relation to subjects you'll be teaching. It seems the multiple subject CSET is still the most appropriate exam for special education teachers. However, if you plan to be a special education resource teacher for math, then the math CSET would be more appropriate.

33. **I've heard a lot about NCLB (No Child Left Behind Act). What should I know about this?** The No Child Left Behind Act of 2001 expands the federal government's role in elementary and secondary education. The NCLB emphasizes accountability by making federal aid for schools conditional on those schools meeting academic standards and abiding by policies set by the federal government. NCLB sets strict requirements and deadlines for states to expand the scope and frequency of student testing, revamp their accountability system and guarantee that every classroom is staffed by a teacher qualified to their subject area. The California Department of Education has defined and implemented changes to be in compliance with NCLB. Recent changes are directly related to the definition of "highly qualified teacher", which in addition to other criteria, is defined as a teacher who demonstrates subject matter competency (e.g. pass CSET examination).
34. **What is CLAD?** Crosscultural, language and academic development. There is a CLAD certificate authorizing instruction to English Learners (EL). The certificate authorizes instruction for English language development (ELD) and specially designed academic instruction delivered in English (SDAIE). IMPACT credentials include this authorization; our interns do not have to do any extra work or take an exam (CLAD or CTEL).
35. **If I am teaching a multiple subjects class, can I get a single subject credential through your program?** No, not in a District Intern program. The State requires that your teaching position be the same as the credential you are earning in a District Intern program. However, you can earn one credential and then obtain a 2nd authorization (our credential technician can provide the details).
36. **Can I decide to teach any subject, even if my degree is in another subject?** Yes, credentials are not related to your degree. We recommend you base your choice on the age group with whom you enjoy working; we can talk with you about the subjects related to your age group preference.
37. **What age group can I teach with a multiple subject credential? Single subject?** Both credentials are for K-12. Usually elementary (K-6th grades) are multiple subject teachers; single subjects are taught in high school. Occasionally a single subject teacher, like PE or music, may teach in an elementary school. Middle schools and alternative programs for high school students may require a multiple subject credential because the teacher of record teaches two or more subjects to the same group of students. If you have a program or school you are interested in, they will be able to tell you which credential will be needed.