

## Executive Summary CC-1 May 7, 2019

In accordance with Section 1012.42(2), FS and SBER 6A-1.0503, school districts may implement a Board policy through which teachers may demonstrate sufficient subject area expertise in the assigned subject area(s) to be taught. School Board Policy 4003.4 guides the District in methods through which an instructional employee may be considered infield for a subject area. In accordance with School Board Policy 1001, recommendations have been reviewed and approved by the Senior Leadership Team and School Board General Counsel Office.

Florida Statute 1012.42(2) and SBER 6A-1.0503 allows for school districts to implement a Board policy through which teachers may demonstrate sufficient subject area expertise in the subject area(s) they are assigned to be considered infield.

In order to recognize the experience and knowledge our teachers have in the area they have been assigned to teach out-of-field, the following added options are being proposed to add to the current Board policy:

- The instructional employee shall hold a valid Florida Educator's Certificate and have a High, Objective, Uniform, State Standard of Evaluation (HOUSSE) form document on file in the subject area they are assigned to teach.

Rationale: This method was previously acceptable and used to demonstrate highly qualified status for No Child Left Behind. The Department of Education has recommended that this language be added into a Board Policy to allow teachers that were previously identified as infield via HOUSSE to continue to utilize this method.

- The instructional employee shall hold a valid Florida Educator's Certificate and have an Infield Designation Rubric documented on file in the subject area they are assigned to teach.
- Rationale: A work group was formed that included relevant stakeholders: Office of Academics, teachers, principals, Human Resources, General Counsel and the Broward Teacher's Union. The **role** of the work group was to identify and review the current policy and to recommend updated language based on their area of expertise.

**INFIELD DESIGNATION FOR INSTRUCTIONAL PERSONNEL ASSIGNED OUTSIDE THEIR CERTIFICATION SUBJECT AREA**

AN INSTRUCTIONAL EMPLOYEE CAN BE CONSIDERED INFIELD FOR A SUBJECT AREA IN WHICH THEY ARE ASSIGNED TO TEACH BUT ARE NOT CERTIFIED BY DEMONSTRATING SUBJECT AREA EXPERTISE. SUBJECT AREA EXPERTISE CAN BE DEMONSTRATED BY ONE OF THE FOLLOWING OPTIONS. THE SUPERINTENDENT SHALL ESTABLISH AND MAINTAIN ADMINISTRATIVE PROCEDURES FOR IMPLEMENTING THIS POLICY.

AUTHORITY: F.S.213.095; 230.32; 230.23; F.S.1012.42

Adopted: 8/14/01

**RULES**

1. The instructional employee shall hold a valid Florida Educator's Certificate and demonstrate subject area expertise by submitting an official passing score on the appropriate subject area examination for the subject area they are assigned to teach.
2. The instructional employee holds a conferred minor degree in the subject area they are assigned to teach. This must be documented by conferral on an official transcript or by letter from the university verifying the coursework taken is equivalent to a minor in the field.
3. The instructional employee shall hold a valid Florida Educator's Certificate and have an Infield Designation Rubric documented on file in the subject area they are assigned to teach.
4. The instructional employee shall hold a valid Florida Educator's Certificate and have a High, Objective, Uniform, State Standard of Evaluation (HOUSSE) form documented on file in the subject area they are assigned to teach.

Infield Designation cannot be used for the following subject/endorsement areas: Athletic Coaching, Autism Spectrum Disorder, Driver Education, ESOL, Orientation and Mobility, Prekindergarten Handicapped, Profoundly Handicapped, Reading, School Psychologist, School Social Worker, and Speech-Language Impaired.