

***Special Education Teacher Defined (20 U.S.C. §1401(10) (B) (i))***

When used with respect to any public elementary school or secondary school special education teacher teaching in a State, such term means that--the teacher has obtained full State certification as a special education teacher (including certification obtained through alternative routes to certification), or passed the State special education teacher licensing examination, and holds a license to teach in the State as a special education teacher, except that when used with respect to any teacher teaching in a public charter school, the term means that the teacher meets the requirements set forth in the State's public charter school law.

***Compliance with Federal and State Personnel Standards for Individuals Serving Children with Disabilities***

It is the policy of Universal Academy open-enrollment charter school to ensure that personnel standards for all individuals serving children with disabilities are met in accordance with the Individuals with Disabilities Education Act (IDEA) and its procedures.

Universal Academy open-enrollment charter school recognizes that both the No Child Left Behind Act and the IDEA provide that charter school teachers must meet the requirements set forth in the State's public charter school law. 20 U.S.C. §7801(23) (A) (i); 20 U.S.C. §1401(10) (B) (i). In Texas, that means that the charter school special education teacher must be certified.

It is the policy of Universal Academy open-enrollment charter school to make an ongoing good-faith effort to recruit and hire appropriately and adequately certified and/or licensed personnel to provide a wide range of special education and related services to students with disabilities who are

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eligible for special education services. Special education staffing needs come from the individualized decisions made by the ARD committee.

It is the policy of Universal Academy open-enrollment charter school to ensure that all personnel necessary to carry out the requirements of the IDEA 2004 are appropriately and adequately certified and/or licensed, prepared and assigned.

The Charter School uses the following strategies for accessing adequately certified and/or licensed personnel:

<b>Strategy</b>	<b>Check with an X if applicable</b>
Hiring faculty with dual certification and/or licensure	X
Hiring consultants to provide special education services	X
Hiring retired teachers to work part-time to deliver special education services	X
Developing collaborative agreements with other local educational agencies (LEAs), including with other charter schools to share special education teachers and related service providers	
Forming partnerships with institutions and/or agencies that employ related services professionals	X

Universal Academy open-enrollment charter school adopts as policy the provisions under State and Federal law concerning personnel, including:

Charter school teachers must only meet the requirements of the State's public charter school law, which differ from the requirements for Texas teacher certification. In Texas, State law does not require a teacher employed by an open-enrollment charter school to be certified unless the teacher is assigned to teach in special education or bilingual education programs, in which case the appropriate State certification is required. The minimum qualification under State law for a teacher at an open-enrollment charter school, other than a special education or bilingual education teacher, is a bachelor's degree. However, the governing body of a charter holder may

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set the qualifications for teachers at a standard above what State law requires.

<b>Texas Education Code Charter School Certification Requirements</b>
Bachelor's Degree required for all charter school teachers
Certification only required for— Special Education Bilingual Education

The open-enrollment charter school shall not employ a person as a teacher unless that person holds a bachelor's degree. (TEC §12.129)

All special education and related service personnel shall be certified, endorsed, or licensed in the area or areas of assignment in accordance with 34 CFR §300.156; TEC §§21.002, 21.003, and 29.304; or appropriate state agency credentials. (19 T.A.C. §89.1131(a))

## ***Notice of Teacher Qualifications***

Universal Academy must provide to the parent or guardian of each student enrolled in the school written notice of the qualifications of each teacher employed by the school. (TEC §12.130)