

# CHAVEZ HUIERTA

## K-12 PREPARATORY ACADEMY

<b>Book</b>	CHPA Board Policy Manual
<b>Section</b>	Chapter 5 Human Resources
<b>Title</b>	BP 5020 Minimum Qualifications of Faculty
<b>Number</b>	BP 5020
<b>Status</b>	Active
<b>Legal</b>	C.R.S. 22-30.5-101 Charter Schools ACT Chavez/Huerta K-12 Preparatory Academy Charter School Contract Every Student Succeeds Act (ESSA) Colorado Employment Opportunity Act (§ 8-2-126, C.R.S.)
<b>Adopted</b>	April 12, 2016
<b>Last Reviewed</b>	May 9, 2023

It is the policy of Chavez/Huerta K-12 Preparatory Academy (CHPA) to provide an opportunity for individuals applying for academic positions to demonstrate their qualifications outlined by the Colorado Department of Education's (CDE) public charter school requirements.

Should the individual not possess a valid Colorado Teaching Credential, he/she can provide documentation of minimum academic qualifications as appropriate to the discipline. In the State of Colorado this includes a passing score declared by a certified PRAXIS or place testing center.

Review of minimum qualifications for applicants including equivalencies will be done in accordance with established procedure. The procedure will ensure a fair and objective process for determining if an applicant has the equivalent qualifications and is not intended to grant waivers for lack of the required qualifications.

### I. QUALIFICATIONS FOR EMPLOYMENT

**Minimum Qualifications:** Minimum qualifications are established by the Colorado Department of Education. A current list of CDE's approved Minimum Qualifications for Faculty and Administrators in Colorado Charter Schools is available on the CDE website ([www.cde.state.co.us](http://www.cde.state.co.us))

**Diversity Qualifications:** In accordance with Colorado State Labor Laws, Colorado Employment Opportunity Act (§ 8-2-126, C.R.S.), job requirements shall include "sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic

backgrounds of K-12 students." These criteria are included in standard language on all CHPA job announcements.

**Local Qualifications:** CHPA may establish local qualifications which focus on knowledge, skills, and abilities of instructors, and other student services faculty. These local qualifications are to be determined by the President/Chief Executive Officer after consultation with faculty in the discipline and in collaboration with the Human Resources Department. The hiring process will focus on ensuring CHPA selects instructors who can inspire learning and who are experts in the subject matter of the curriculum who can ensure K-12 educational effectiveness and who are subject matter experts in their area of specialty.

## **II. SPECIFIC QUALIFICATION REQUIREMENTS BY GRADE LEVEL**

### **A. Elementary (Primary) Education – Grades K-6**

- At a minimum, all Faculty must possess a completed Bachelor's Degree in an educational field and obtain a passing score from a certified PRAXIS or Place Testing Center in the Elementary Education endorsement area. These minimum qualifications are considered Highly Qualified by the Every Student Succeeds Act (ESSA).
- OR a completed Bachelor's Degree in an educational field and a Colorado Teaching Licensure in Elementary Education issued by CDE.

### **B. Secondary Education – Grades 7-12**

- At a minimum, all Faculty must possess a completed Bachelor's Degree plus 24 college credit hours in the subject to be taught. A completed Bachelor Degree plus a passing score from a certified PRAXIS or Place Testing Center in the subject area of appropriate endorsement area is also acceptable. These minimum qualifications are considered Highly Qualified by the Every Student Succeeds Act (ESSA).
- OR a completed Bachelor's Degree and a Colorado Teaching Licensure in appropriate subject area issued by CDE.

### **C. Substitute Teachers – Grades K-12**

- A substitute licensure issued by Colorado Department of Education (CDE) is required to substitute grades K-12.

**Last Revised**

May 16, 2023