

STATE OF WASHINGTON

STATE BOARD FOR COMMUNITY AND TECHNICAL COLLEGES

RESOLUTION 04-03-04
(REVISED)

A resolution adopting the proposed Professional-Technical Faculty Certification WAC Revision, Chapter 131-16 Personnel Standards.

WHEREAS the State Board is responsible for administering the rules related to policies concerning qualifications and credentials for certification; and

WHEREAS professional-technical faculty certification allows faculty with occupational qualifications who lack normal college credentials in the form of college degrees to teach in our colleges; and

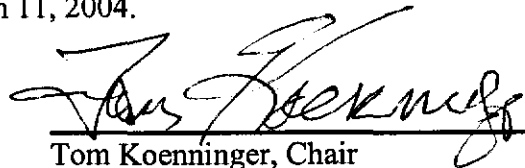
WHEREAS the certification standards should be aligned with professional-technical faculty skills standards;

THEREFORE BE IT RESOLVED that the State Board for Community and Technical Colleges approves the proposed Professional-Technical Certification WAC Revision, Chapter 131-16 Personnel Standards.

FURTHER BE IT RESOLVED that the State Board for Community and Technical Colleges hereby adopts permanent rules of the Professional-Technical Certification WAC Revision, Chapter 131-16 Personnel Standards as contained in Attachment One.

FURTHER BE IT RESOLVED that an oversight committee be formed for three years following implementation to evaluate the results of the revised professional-technical faculty certification process. This committee, consisting half of professional-technical faculty (appointed by the unions) and half of administrators (and the State Board staff) would prepare a report for the State Board for its June 2005, 2006, and 2007 meetings.

APPROVED AND ADOPTED on March 11, 2004.


Tom Koenninger, Chair

ATTEST:


Earl Hale, Secretary

(Note: Attachment on file at the State Board Office and available upon request.)

AMENDATORY SECTION (Amending Order 134, Resolution No. 91 -27,
filed 10/4/91, effective 11/4/91)

WAC 131-16-070 Adoption and publication of district personnel selection practices and standards ((required)). Each college district board of trustees shall adopt and publish a statement of personnel selection practices and standards governing all nonclassified service personnel which are designed to ensure high standards of excellence in all phases of district operations, satisfy the standards of regional and national accrediting organization, and provide for a professional staff representing a wide range of educational and professional experience. Such personnel practices and standards shall be consistent with WAC 131-16-080.

AMENDATORY SECTION (Amending WSR 93 -14-008, filed 6/24/93,
effective 7/25/93)

WAC 131-16-091 Additional qualifications in areas of specialization. In addition to the general standards required by WAC 131 -16-080 (~~((and chapter 490 28A WAC in the case of vocational education personnel))~~), the district board of trustees shall establish that candidates for appointment meet or exceed the following standards in their areas of specialization:

(1) Teaching personnel.

(a) Professional teaching personnel performing services for which advanced degrees are (~~((normally))~~) commonly available shall hold the equivalent of a master's degree in the field of their educational service from an accredited college or university or a bachelor's degree and (~~((extensive))~~) professional (~~((experience))~~) expertise in the field of their educational service(~~((~~

~~((2)))~~; or

(b) Professional teaching personnel (~~((in vocational fields or other specialized areas for which advanced degrees are not normally available~~ shall have sufficiently broad and comprehensive training and ~~work experience that particularly qualifies them to provide instruction in their area of specialization.~~

(3) ~~All newly hired vocational education teaching personnel must have recent work experience beyond the learning period as a~~

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~~fully qualified worker in the occupation that will be taught. The minimum work experience shall be equal to the recognized learning period required to gain competence in the occupation, but shall be in no case less than two calendar years of full time work or its equivalent beyond the learning experience. The number of hours worked shall be equivalent to the hours worked by full time workers in the occupation to be taught.~~

~~(a) Minimum work experience for apprenticeable occupations will be equal to the learning period then currently registered with the state department of labor and industries.~~

~~(b) Minimum work experience in occupations requiring state or local licensing, certification, or registry will be two calendar years subsequent to receipt of license, unless the occupation is also an apprenticeable trade. Current licenses, registrations, and/or certifications shall be maintained as a requirement for teaching courses in the respective occupation.~~

~~(c) Minimum work experience for all other trades and occupations will be two calendar years of full time employment or the equivalent, subsequent to the required learning period, which shall be the number of hours worked by full time workers during a two year period in the occupation.~~

~~(d) Recent work experience shall be defined as employment full time for six months or the equivalent, within the two years immediately preceding initial vocational certification, which shall be one fourth of the hours required by (c) of this subsection.~~

~~(e) One year full time employment shall mean that which is the standard for the occupation.~~

~~(4) All other vocational education teaching personnel including instructors of vocationally related courses, teachers' aides, lab assistants, and tutors, who do not meet the work experience and educational requirements specified above may be employed either on a full time or part time basis. Provided, That such individuals shall possess appropriate technical skills and knowledge in the specific program area assigned. And provided further, That such individuals shall work under the direct supervision of, or in direct coordination with, an appropriately certified professional. Each college district shall maintain job descriptions for each position in this category.~~

~~(5) Vocational counselors shall meet the minimum work experience requirement by verifying work experience in one or more occupations other than professional education, which is cumulative to at least two years of full time employment. Vocational counselors shall be certified only if they have had preparation in vocational counseling, testing, and occupational information.~~

~~(6) General administrative personnel shall have advanced training or experience relevant to their assigned duties. The~~

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~~chief administrator shall hold an earned doctorate from an accredited university or have equivalent administrative expertise as demonstrated by successful performance of broad administrative responsibilities.~~

~~(7) The vocational administrator and all other subordinate vocational education administrative personnel must have been employed as a full time vocational education instructor, occupational information specialist, or vocational counselor for at least three academic years or have equivalent experience in industry or other public agencies and they must have had at least two calendar years of accumulated experience in the capacity of a supervisor in education, business, industry, a public agency, or an equivalent volunteer community service. In addition, such individuals must have demonstrated to the employing agency a commitment to and understanding of vocational education. Industry and public agency experience will be evaluated at no more than a one to one basis. The vocational administrator's personnel file must have verification that these standards have been met.~~

~~(8) A current first aid certificate, including CPR, is required for those vocational instructors and counselors prior to the second quarter of employment in vocational programs where the instructional environment brings students into physical proximity with machinery, electrical circuits, biologicals, radioactive substances, chemicals, flammables, intense heat, gases under pressure, excavations, scaffolding, ladders, and other hazards.~~

~~(9) Responsibility for ensuring that appropriate staff have first aid training will rest with the assigned vocational administrator as defined in subsection (7) of this section.~~

~~(10) The specific type of first aid program, including CPR, required of vocational instructors and counselors shall be achieved by passing a course of first aid instruction and participation in practical application of the following subject matter;~~

~~Bleeding control and bandaging.~~

~~Practical method of artificial respiration, including mouth-to-mouth and mouth to nose resuscitation.~~

~~Closed chest heart massage.~~

~~Poisons.~~

~~Shock, unconsciousness, stroke.~~

~~Burns, scalds.~~

~~Sunstroke, heat exhaustion.~~

~~Frostbite, freezing, hypothermia.~~

~~Strains, sprains, hernias.~~

~~Fractions, dislocations.~~

~~Proper transportation of the injured.~~

~~Bites, stings.~~

~~Subjects covering specific health hazards likely to be~~

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~~encountered by coworkers of first aid students enrolled in the course.~~

~~(1) Specifically excluded from conformance to the first aid requirement are:~~

~~(a) Those instructors who teach related subjects to vocational students, i.e., Mathematics, English, or communications skills, etc., when these subjects are taught in classrooms rather than shops or laboratories.~~

~~(b) Physicians, registered nurses, licensed practical nurses, and others when their occupational competencies and training include first aid knowledge and skills equal to or superior to that represented by the first aid certification being required under these regulations --))~~ in professional - technical fields for which bachelor's or master's degrees are not commonly available shall be particularly qualified to provide instruction in their area of specialization as demonstrated by possession of the following:

(i) Sufficient broad and comprehensive training;
(ii) Industry recognized certification when available; and
(iii) Two years relevant work experience and/or relevant, current teaching experience that particularly qualifies them to provide instruction in their area of specialization.

(c) In extraordinary cases, the requirements in (a) and (b) of this subsection may be waived by the college president. For personnel under waiver, a professional development plan must be developed to meet criteria under (a) or (b) of this subsection. This plan must be completed during the initial certification process.

(d) Part -time professional -technical teaching personnel must meet minimum qualifications as defined by (a), (b), or (c) of this subsection and have verification on file. This record must be on file for each part -time instructor during each quarter of teaching employment.

(2) Other instructional personnel.

All other professional -technical instructional personnel, including teachers' aides, lab assistants, and tutors, who do not meet the work experience and educational requirements specified above, may be employed either on a full -time or part -time basis. Such individuals shall possess appropriate technical skills and knowledge in the specific program area assigned; and such individuals shall work under the direct supervision of, or in direct coordination with, an appropriately qualified professional. Each college district shall maintain job descriptions for each position in this category.

(3) Chief professional-technical administrator.

The chief professional-technical administrator shall have:

(a) Earned an advanced degree, masters or doctorate, in a professional-technical area or have equivalent administrative expertise as demonstrated by successful performance of broad

administrative responsibilities; and

(b) Been employed as a full -time professional -technical instructor or have the equivalent experience in business or industry or other public agencies; and

(c) Supervisory/administrative experience.

The chief professional -technical administrator must understand and have the ability to assess professional-technical faculty's ability to provide student instruction, supervise learning environments and implement curriculum, outcomes, and assessments. The chief professional -technical administrator must keep a copy of his/her current certificate in his/her personnel file.

(4) Other professional-technical administrators.

Other administrators who oversee professional -technical programs, must demonstrate to the employing agency a commitment to and understanding of professional -technical education, and their ability to use the professional -technical faculty skills standards to guide and support the professional development of the professional-technical instructors they supervise.

AMENDATORY SECTION (Amending WSR 93 -14-008, filed 6/24/93, effective 7/25/93)

WAC 131-16-092 Maintaining and improving ((occupational and teaching-)) certification competencies for ((vocational)) professional-technical administrators((r)) and instructors ((and counselors)). It shall be the responsibility of the president of each institution or district to assure compliance with the following standards, which must be met or exceeded by all districts:

(1) The institution or district will certify through the ((assigned vocational-)) chief professional -technical administrator or designee, each full-time professional-technical instructor and ((vocational counselor-)) administrator and maintain documentation of such certification. The certificate and the documentation on file shall specify the function and/or the specific occupational area for which the individual is certified.

(2) Each full -time contracted ((vocationally certified-)) professional-technical instructor ((or counselor-)) shall have ((an individual improvement plan which covers the time interval of the current certification developed in consultation with and approved by the vocational administrator or designee. The vocational administrator shall maintain a file of all such plans, which shall be reviewed annually.

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~~(3) Part-time vocational teaching and counseling personnel must be certifiable and have a verification of work experience related to instructional assignment record on file in the individual's personnel folder. This record must be on file for each part-time instructor/counselor during each quarter of teaching employment. Part-time instructors must have teaching competencies reviewed every five years. "Teaching competencies" refers to (a) currency in the occupation and (b) teaching skills. Part-time vocational counselors must have records in their file indicating compliance with WAC 131-16-091(5).~~

~~(4) Full-time professional personnel may not be employed on the basis of a temporary certificate for a period of more than one year.~~

~~(5) Certification under the above standards is a condition of continued employment for all vocational education personnel.~~

~~(6) Safety and occupational health practice standards are met by satisfying OSHA and WISHA requirements.)) a professional development plan, approved by the supervising professional technical administrator or designee. The professional development plan shall be developed in collaboration with the instructor in accordance with local bargaining agreements. The chief professional technical administrator or designee shall maintain a file of all such plans. Such plans shall be reviewed periodically, as determined by the institution.~~

~~(3) Full-time professional technical instructors must complete the requirements of the initial certification within three years to attain standard certification. Standard certificates must be renewed every five years.~~

~~(4) Part-time professional technical instructors teaching a two-thirds full-time load for more than the equivalent of three quarters must complete the requirements of the initial certification within three years, to attain standard certification. Standard certificates must be renewed every five years.~~

~~(5) All other part-time professional technical instructors must be assessed as to their ability to provide student instruction, supervise learning environments and implement curriculum, outcomes, and assessments.~~

~~(6) The chief professional technical administrator shall be certified by the president, who will maintain the chief professional administrator's professional development plan.~~

~~(7) Certification under the standards specified in WAC 131-16-070 through 131-16-094 is a condition of continued employment for all professional technical education personnel.~~

~~(8) Safety and occupational health practices standards are met by meeting the requirements as set down by OSHA and WISHA. (As referenced in WAC 296-800-100 to 296-800-370.)~~

AMENDATORY SECTION (Amending WSR 93 -14-008, filed 6/24/93,
effective 7/25/93)

WAC 131-16-093 Types of ((vocational)) professional-technical education certificates. In issuing certificates for ~~((vocational education personnel--))~~ full-time and part -time professional-technical instructors, as identified in WAC 131 -16-092(3) and (4), the college district shall utilize the following nomenclature and shall meet the standards set forth below as a minimum:

~~(1) ((Temporary certificate.~~

~~(a) Full-time vocational instructors shall be issued a temporary certificate provided that such individuals shall be required to complete an orientation to begin no later than the first day of employment. An orientation outline must be on file at each campus. A temporary certificate is not renewable for full time instructors and counselors.~~

~~(b) Full-time vocational counselors shall be issued a temporary certificate provided that such individuals have met the requirements set forth in WAC 131-16-091(5).~~

~~(2) One year certificate.~~

~~(a) Instructional personnel who have completed the minimum requirements for a temporary certificate and who, in addition, provide documentation of teaching competency as demonstrated by having satisfactorily completed a minimum of three credits in courses concentrated upon the elements of teaching, or the equivalent, shall be issued a one-year certificate. A one-year certificate may be renewed once.~~

~~(b) (Vocational) Counselors may be issued a one-year certificate upon completion of the minimum requirements for a temporary certificate and who, in addition, have completed a minimum of three credits or thirty clock hours in course(s) in accordance with the individual's professional improvement plan. A one-year certificate may be renewed no more than once.~~

~~(3) Three-year certificate. May be used as a temporary with part-time instructors. (Optional with the local district for full-time instructors.)~~

~~(4) Five-year certificate (initial).~~

~~(a) Instructional personnel, occupational information specialists, and vocational counselors who have met the requirements of WAC 131-16-070 through 131-16-092 and who have earned a master's degree or doctorate in their professional career field or in the field of education from a recognized college or university accredited by a group recognized by the~~

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~~council on postsecondary accreditation (COPA), and who have completed the minimum requirements for a temporary certificate, may be issued a five year certificate.~~

~~(b) Instructional personnel and vocational counselors who have not earned a master's degree or doctorate in their professional career field or in the field of education from an accredited college or university shall be issued a five year certificate upon completion of at least two years of teaching service, who have, in addition to the one year certificate requirements, documentation of competency as demonstrated by having satisfactorily completed a minimum of three credits or thirty clock hours in courses dealing with the techniques of occupational analysis, or equivalent, a minimum of three credits in courses concentrated upon the principles of vocational course organization or equivalent, and who have completed a minimum of three additional professional improvement units in accordance with the individual's professional improvement plan.~~

~~(c) Vocational counseling personnel who do not have a master's degree shall be issued a five year certificate upon: (i) Completion of at least two years of counseling service, (ii) in addition to the one year certificate requirements, documentation of competency as demonstrated by having satisfactorily completed a minimum of three credits or thirty clock hours in courses dealing with advanced or graduate level counseling theories and/or techniques, or equivalent, and (iii) completion of a minimum of six additional professional improvement units in accordance with the individual's professional improvement plan.~~

~~(5) Five year certificate (renewal). A five year renewable certificate shall be issued to professional personnel who have completed a minimum of fifteen professional improvement units during the previous five year period in accordance with the individual's improvement plan, documenting currency in teaching skills. Professional improvement plans shall, if deemed appropriate, include work experience as defined in WAC 131-16-094(1), and no more than ten professional units in any one category as defined in WAC 131-16-094 shall apply.~~

~~(6) The assigned vocational administrator shall be responsible for the designation of approved course equivalents.)) Teaching personnel.~~

Initial certification.

(a) Upon hire, teaching personnel will be issued initial certification by the chief professional-technical administrator. Initial certification lasts three years. The initial certification process includes documentation of a professional development plan which identifies priorities for professional growth as specified in WAC 131-16-094. An initial certificate is not renewable for professional-technical instructors.

Standard certification.

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(b) Standard certification will be issued by the chief professional-technical administrator upon completion of the requirements for initial certification. Standard certification must be renewed on a five -year cycle. To maintain standard certification, professional -technical instructors must develop and complete a professional development plan as specified in WAC 131-16-094.

(c) The hiring institution shall hold an orientation for all new full -time professional-technical instructors. The orientation outline must be on file at each campus.

First aid and CPR.

(d) A current first -aid certificate, including CPR and bloodborne pathogens, must be earned by professional -technical instructors prior to the seco nd quarter of employment in professional-technical programs where the instructional environment brings students into physical proximity with machinery, electrical circuits, biologicals, radioactive substances, chemicals, flammables, intense heat, gases und er pressure, excavations, scaffolding, ladders, and/or other hazards. Responsibility for ensuring that appropriate staff has first-aid training will rest with the assigned chief professional-technical administrator. The specific type of first-aid program , including CPR, required of professional -technical instructors shall be achieved by passing a course of first-aid/CPR/bloodborne pathogen instruction and participation in practical application of subject matter determined and required by the department of labor and industries. Specifically excluded from conformance to the first -aid requirement are:

(i) Those instructors who teach related subjects to professional-technical students, i.e., mathematics, English, or communications skills, etc., when such sub jects are taught in classrooms rather than shops or laboratories.

(ii) Physicians, registered nurses, licensed practical nurses, and others when their occupational competencies and training include first -aid knowledge and skills equal to or superior to th at represented by the first -aid certification being required under these regulations.

(2) Chief professional-technical administrators.

Upon hire, the chief professional -technical administrators will be issued initial certification. To maintain certification, the chief professional -technical administrator must develop and complete a professional development plan that includes as a minimum his/her ability to use the professional -technical faculty skill standards to guide and support the professional develo pment of the professional -technical instructors they supervise.

AMENDATORY SECTION (Amending Order 134, Resolution No. 91 -27,
filed 10/4/91, effective 11/4/91)

WAC 131-16-094 ((Definition of professional improvement units.)) Certification process for professional-technical instructors. ((The following standards shall be used in the determination of professional improvement unit values for vocational certification by the college districts.

(1) ~~Each forty hours of planned, preapproved, work experience outside of regular college teaching or counseling assignments shall be equal to one professional improvement unit.~~

(2) ~~Ten clock hours or one credit on the quarter system or two thirds credit on the semester system earned in accredited programs at colleges or universities shall be equal to one professional improvement unit provided it is in compliance with the professional improvement plan.~~

(3) ~~Each accumulated twenty hours of preplanned participation in activities, such as conferences, seminars, workshops, or symposiums shall be equal to 1.0 professional improvement unit.~~

(4) ~~Each forty hours of independent preplanned or preapproved research and other individual development activities in excess of normal contracted obligations shall be equal to one professional improvement unit.~~

(5) ~~The assigned vocational administrator shall be responsible for the approval of professional improvement plans, equivalencies, and units as stated in WAC 131 16 092, 131 16 093, and 131 16 094.)~~ The certification process for professional-technical instructors includes assessing the attainment of the standards contained in the professional technical skill standards and the completion of a professional development plan. The professional development plan identifies priorities for professional growth. The priorities should address, at a minimum, the professional -technical faculty's ability to provide student instruction, supervise learning environments and implement curriculum, outcomes, and assessments. The professional development plan shall be developed in collaboration with the instructor and will include, based on local bargaining agreements, at least five professional development activities, linked to the professional -technical faculty skill standards.

The professional development plan includes:

(1) Faculty (self) and administrator identification of professional development activities for professional growth.

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(2) Measurable outcomes and objective standards for measurement of skill standard achievement.

(3) A timeline for successful achievement of outcomes.

Examples of professional development activities include, but are not limited to, workshops, courses of instruction, conferences, industry experiences and projects. The assigned professional-technical administrator supervisor shall be responsible for the approval of the professional development plan. The chief professional -technical administrator shall be responsible for the approval of professional development activities.

AMENDATORY SECTION (Amending Order 134, Resolution No. 91 -27, filed 10/4/91, effective 11/4/91)

WAC 131-16-095 **Defining reciprocity** ((**defined**)). The following standards describe the recognition of professional-technical or vocational teaching certification issued by a community or technical college or the superintendent of public instruction.

(1) Instructors ((~~or counselors~~)) issued a ((~~vocational~~)) professional-technical education certificate that meets the standards specified in WAC ((~~131-16-091 through 131-16-095 by any community or technical college shall be recognized by all community or technical colleges~~)) 131-16-080 through 131-16-094 by any community or technical college under the jurisdiction of the state board ((~~for community and technical colleges~~)) shall be recognized as certified by all colleges in the community and technical (CTC) system.

(2) It is also recognized that a vocational teaching ((~~or counselor~~)) certificate issued by the office of the superintendent of public instruction will be recognized by the community and technical colleges as fulfilling the minimum requirements for the specific subjects contained in the certification.

((~~3) All instructors or counselors hired by a community or technical college will be required to have on file a professional improvement plan as specified in WAC 131-16-092 through 131-16-094.~~)

((~~4) All current technical college instructors or counselors may have their certification renewed under the requirements in effect for vocational technical institutes prior to September 1, 1991. After September 1, 1996, all technical college personnel must meet the standards set forth in chapter 131-16 WAC.~~))