

PROBATIONARY/PERMANENT STATUS

Probationary Status

Upon assignment to a school, a probationary certificated employee shall receive assurance that his/her potential need for training, assistance and evaluation is recognized. (Education Code 35160.5)

Probationary employees shall receive training, assistance and evaluations consistent with their needs as new teachers and shall be given the opportunity to increase their competency as teachers through the District's staff development program. Such training and assistance may consist of inservice training and/or meetings with the employee's evaluator to discuss areas of excellence and areas requiring improvement. Inservice training may be provided during school hours as part of a comprehensive staff training program.

The performance of each probationary employee shall be evaluated and assessed on a continuing basis, at least once every school year. Evaluations will recognize potential special needs of probationary employees.

(cf. 4115 - Evaluation)

(cf. 4131 - Staff Development)

Permanent Status

A probationary teacher who has been employed by the District for two complete consecutive school years and is then rehired for the next succeeding school year shall become a permanent employee at the beginning of the third year. (Education Code 44929.21)

Legal Reference:

EDUCATION CODE

35160.5 Mandated policies

44325 District intern certificates

44328 Credentials; awarding to interns

44830.3 Employment of District interns

44850.1 No tenure in administrative or supervisory position

44885.5 District interns as probationary or permanent employees

44908 Complete year for probationary employees

44915 Classification of probationary employees

44929.20 Continuing contracts (not to exceed four years - ADA under 250)

44929.21 Districts with over 250 ADA

44929.23 Districts with less than 250 ADA

44929.24 Teacher trainees

44929.28 Employment by another District

44948.2 Election to use provisions of Education Code 44948.3

44948.3 Dismissal of probationary employees

Policy

adopted: February 24, 1997

CAPISTRANO UNIFIED SCHOOL DISTRICT

San Juan Capistrano, California