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FULL-PAY INTERNSHIP IN CALIFORNIA

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Recruitment seems to become more of an important issue each year in trying to get enough agricultural teacher graduates to fill vacancies that exist in Agricultural departments throughout the United States. In California a total of 41 "Full-Pay Interns" were employed to keep programs going and to help school districts with new programs that are being developed for the current school year. The "Full-Pay Internship" program in California is implemented when there are insufficient numbers of regularly credentialed teachers available to fill openings. The Bureau of Agricultural Education working in cooperation with the five teacher training institutions--University of California, Davis; California State Universities at Chico; Fresno; Cal Poly at San Luis Obispo; Cal Poly at Pomona work together in carrying out the details of the special arrangement with school districts.

Written agreements between the school administrators, the full-pay intern, the Bureau of Agricultural Education and the teacher educator provides a period of two years for the intern to satisfy requirements for the standard credential with specialization in secondary teaching. The teacher training institution located closest to the high school where the individual has been employed outlines the course requirements that must be completed and provides the supervision needed. The agreement also specifies that the intern must attend special workshops designed to help carry out the overall objectives of the program.

At the present time the University of California at Davis has

responsibility of supervising ten full-pay interns, California State University, Fresno 4, California State University-Chico 5, California Polytechnic State University, San Luis Obispo 4, and California State Polytechnic University, Pomona 17.

The "Guidelines for Special Programs To Qualify Selected Individuals to Serve in Special Teacher Internship Programs in Vocational Agriculture" have been prepared by the Bureau of Agricultural Education, California State Department of Education, Sacramento, California and contain the following provisions:

These are persons other than the regular student teachers in agriculture and hereafter referred to as Full-Pay Interns.

- II. Persons to be served:
 - A. Out-of-state teachers, credentialed to teach agriculture in another state, but who do not meet minimum credential requirements or standards to teach vocational agriculture in California.
 - B. California credentialed teachers holding some kind of a "full" California teaching credential but not with a teaching major in agriculture who wish to qualify for such a credential and to meet standards to teach vocational agriculture (reimbursed) classes in California.
 - C. California teachers holding "full" California credentials with a teaching major in agriculture but not meeting the standards to teach vocational agriculture (reimbursed) classes and wishing to do so.
 - D. Out-of-state persons who meet minimum California standard credential requirements and who wish to satisfy standards to teach vocational agriculture classes.
 - E. Other out-of-state or California persons who possess a Bachelor of Science or higher degree with a major in agriculture, have considerable related experience, and wish to qualify to teach vocational agriculture (reimbursed) classes but do not have a credential and do not wish to proceed along the regular student teacher preparation route.
 - F. California or out-of-state persons who qualify for the special designated subject in vocational agriculture credential--partial fulfillment basis and wish to complete professional preparation requirements for the credential.
- I. Minimum qualifications to enter the program:
 - A. Candidates planning to teach under the authorization of a standard teaching credential with specialization in secondary teaching.
 - (1) A Bachelor of Science or higher degree with a major in agriculture.

- (2) Have at least one year of field experience after the Bachelor's Degree prior to entry. Any deviation from this standard must be based upon other experience or compensating strengths and will require a formal request in writing to the Chief of the Bureau of Agricultural Education for permission for waiver of the occupational experience requirement.
- (3) Two years of agricultural experience, preferably of a kind which would further help qualify them for the teaching of vocational agriculture.
- (4) Completion of college course work in four major areas in agriculture--plant science, animal science, agricultural mechanics and engineering, farm management, and agricultural economics--or a plan to complete this requirement.
- (5) Admission as a graduate student or the equivalent, and enrollment in a jointly planned program in one of the approved vocational agriculture teacher education institutions. The jointly planned program should include course work required to complete credential and state plan requirements.
- (6) Qualified for a standard teaching credential--partial fulfillment basis.
- (7) Accepted for employment under a partial fulfillment credential by a school willing to employ the candidate and make necessary provisions to participate in the special internship program.
- (8) Favorable acceptance by the teacher education institution and the Bureau of Agricultural Education to enter this special preparation program.

B. Candidates planning to teach under the authorization of a special designated subject in vocational agriculture credential

- (1) Meets subject matter preparation requirements of the credential and is otherwise qualified for the credential on a partial fulfillment basis.
- (2) Acceptance by the teacher education institution and the Bureau of Agricultural Education to enter this special preparation program.
- (3) Enrollment in a jointly planned program in one of the institutions approved for the preparation of teachers of vocational agriculture. The teacher educator in agriculture will assist the candidate in planning his professional preparation program.
- (4) Accepted for employment under a partial fulfillment credential to teach a designated subject in agriculture by a school willing to make necessary provisions for the candidate's participation in the special internship program.

III. In addition to the minimum qualifications listed above:

- A. Evidence that the candidate is sincerely interested in meeting minimum certification requirements and standards for the teaching of vocational agriculture classes in California.
- B. Candidate to submit references and satisfactory recommendations from at least three persons qualified to evaluate the

candidate as a potential vocational agriculture teacher.

- C. Candidate must be willing and will be expected to participate in certain professional and technical improvement programs which are planned; such as a one-week "orientation" meeting, regular sectional and regional meetings of the agriculture teachers, skills week, and the annual CATA conference. The minimum duration of our internship is one school year.

The Teacher Educator from each University has the responsibility of getting the following written agreement signed and submitted to the Bureau of Agricultural Education:

SPECIAL FULL-PAY INTERN AGREEMENT

- This agreement is for the purposes of:
- Providing an arrangement whereby the school district can qualify its vocational education in agriculture program for reimbursement from VEA funds while employing a teacher who does not fully meet California teaching credential or State Plan for Vocational Education requirements.
 - Clarifying the procedures and obligations inherent to the special full-pay intern program.
 - Establishing a cooperative program for the inservice preparation of a special full-pay intern teacher of agriculture at _____ High School
 - Providing for appropriate services to support the program.

Parties to the agreement are:

- A. The _____ School District, employer of the special full-pay intern named in part C below.
- B. The agricultural teacher educator of _____, the teacher preparation institution.
- C. _____, special full-pay intern teacher of agriculture in the school district named in part A above.
- D. The Bureau of Agricultural Education, State Department of Education.

The obligations of the various parties are as follows:

- A. The school district agrees to:
 - (1) Release the intern teacher from class or other school assignments as required to allow him to attend special meetings and workshops as directed by the teacher educator.
 - (2) Adjust teaching and other school assignments to compensate for the unusual demands placed upon the intern teacher by his participation in the special internship program.
 - (3) Reach agreement with the intern teacher regarding the providing of transportation and reimbursement of expenses for his attendance at special meetings and workshops required by his participation in the special internship program.

(4) Provide extraordinary supervision and assistance to the intern teacher; particularly in the early stages of his employment.

(5) Maintain a program of vocational education in agriculture which meets all requirements of the California State Plan for Vocational Education as confirmed by the Bureau of Agricultural Education regional supervisor.

(6) Affirm that it has sought a fully qualified teacher meeting the requirements of the assignment for employment in the position and has found none available.

B. The agricultural teacher educator agrees to:

(1) Assist the intern teacher to obtain an evaluation of his transcripts, occupational experience record, etc., in view of credential and State Plan for Vocational Education requirements.

(2) With the intern teacher, jointly develop a training plan for causing him to achieve clear credential status and for meeting State Plan for Vocational Education requirements.

(3) Assist the intern teacher to apply for appropriate teaching credentials.

(4) Assist the intern teacher to obtain admission to graduate school and to register for classes.

(5) Provide regular supervision, observation, and assistance to the intern teacher in his teaching environment.

(6) Assist the school district and the intern teacher to understand and comply with the conditions and procedures of the special internship teaching program.

C. The special full-pay intern teacher in agriculture agrees to:

(1) With the teacher educator, jointly develop a training plan for achieving clear credential status and for meeting State Plan for Vocational Education requirements.

(2) Obtain admission to the graduate school and regularly enroll in classes in the special internship program. (It is assumed that the intern teacher has a Bachelor's Degree in agriculture and meets current requirements for an appropriate teaching credential - partial fulfillment basis.)

Exception: Under some circumstances, intern teachers applying for standard designated subject credentials will not be required to obtain admission to graduate school.

(3) Attend a special workshop organized and sponsored by the Bureau of Agricultural Education. In the event of an appointment after this workshop is held, the candidate will attend such a workshop provided the following year.

(4) Attend the regularly scheduled meetings of student teachers and interns, as directed by the teacher educator. (Approximately 10 school days during the first quarter.)

(5) Attend sectional and regional meetings of the California Agricultural Teachers' Association in his local region during the period of the internship.

(6) Attend Skills Week and the Summer Conference of the California Agricultural Teachers' Association at the end of his first year of employment.

(7) Be enrolled in courses at the institution in each quarter or semester of the first school year of their program. The institution may require that the intern be enrolled in courses at the institution every quarter or semester during the time he is involved in the special intern program. These courses should be taken according to the jointly developed and agreed upon plan for achieving a credential and for meeting State Plan requirements.

D. The Bureau of Agricultural Education agrees to:

(1) Provide supervision, observation, and assistance to the intern teacher through the regional supervisor.

(2) Organize and conduct a special workshop for intern teachers.

(3) Provide the teacher educator with information related to the intern teacher's attendance and participation in sectional and regional meetings of agriculture teachers.

F. Financial Considerations

A. The special full-pay intern teacher's salary will be paid by the school district. The amount of salary is to be by agreement between these parties.

B. The school district's provision of transportation and reimbursement of expenses incurred by the special full-pay intern teacher of agriculture as he participates in special meetings and workshops required in the internship program is a matter to be agreed upon by those two parties.

G. The term of this agreement shall begin on _____ and terminate upon the date of the intern teacher's completion of all California credential and State Plan for Vocational Education requirements or upon the termination of the intern teacher's employment by the district.

School Administrator Date Teacher Educator Date

District Institution

Intern Teacher Date Chief, Bureau of Ag-Ed Date