

World Learner School



Policy: **666** **TEACHERS IN TRAINNG POLICY**

Effective: 9.27.10

Revised: 4.23.18

I. Purpose:

World Learner School is a public charter school in Minnesota and must hire teachers with teaching licenses issued by the MN Board of Teaching. In addition, World Learner School's mission is based on the adherence of Montessori philosophy which requires Montessori training and certification. This policy serves to clarify issuance of contracts and provisions for Teachers in Training during employment at World Learner School.

II. General Statement of Policy:

World Learner School will adhere to MN statute regarding teacher licensure requirements, issuing contracts to individuals who possess licensure from the State Board of Teaching. World Learner School will also adhere to the training and certification timelines of the following organizations: Association Montessori Internationale (AMI), American Montessori Society (AMS), and North American Montessori Teacher Association (NAMTA). World Learner School will require certification upon culmination of training.

III. Teacher in Training:

A Teacher in Training is defined as a Teacher who is in the process of completing Montessori Training and achieving Montessori Certification, and/or who is in the process of completing full licensure requirements to be a licensed teacher in MN.

A. Montessori Training and Certification

1. Teacher will engage in Montessori training through Association Montessori International (AMI) or American Montessori Society (AMS). Teachers at World Learner School will be expected to complete training and achieve certification according to the timeline of the training agency in order for yearly contracts to be issued. Unless approved for Sponsorship, Montessori training is the financial responsibility of the Teacher. During training, Teacher will be under contract and will fulfill all duties of the job description and contract.

2. During training, Teacher will be observed three times by administration. These observations will be based on Montessori foundations and adherence to WLS policy and procedure. A written summary of the observation and follow-up meeting will be created for every event and submitted to WLS and kept in Teacher's personnel file. In addition, Teacher will be observed up to three times annually by a Montessori Certified Consultant. Administration will define and approve the Consultant as needed. A written summary of the observation and follow-up meeting will be created for every event and submitted to WLS and kept in Teacher's personnel file. If, during an observation, the Teacher's skill or methodology appear to be below expected levels, additional observations will be required.

3. At the culmination of the training, Teacher will participate in the written and oral exam. If the Teacher does not pass the exam, an opportunity to retake the exam will be offered by the Training program. If the Teacher fails a second time, any future contracts with WLS will be void and future contracts will not be issued.

B. Minnesota Teacher Licensure

1. During training, Teacher will be licensed through the state of MN Board of Teaching. Teacher will be licensed by August 15 of each year.

2. It is expected that Teacher will possess a full-time, permanent Elementary License. If the Teacher does not possess such a license, Teacher must apply to the MN Board of Teaching for a Limited License. According to the regulations of the Board of Teaching, no more than three (3) personnel variances shall be granted for any teacher to teach in subjects or fields for which the teacher is not licensed. It is therefore expected that the Teacher will be engaged in a teacher licensure program and will be fully licensed within three years of initial employment as a Teacher.

3. At the culmination of the teacher licensure program, Teacher will participate in all requirements related to licensure and will apply for a full-time, permanent license. If the Teacher fails to acquire a full-time, permanent license following completion of the teacher licensure program, any future contracts with WLS will be void and future contracts will not be issued.

References: Minn. Stat. § 122A.15, subdivision 1
Minn. Stat. § 124.D.10