Administrative Regulation

6285.00-R(1)
Page 1 of 2

TEACHER PLACEMENT

A. As a condition of continued employment, all teachers must meet qualifications required by state law and/or state program regulations.

B. Consistent with the provisions of Board Policy 6285.00, decisions relating to teacher placement will be determined by the superintendent or designee(s) based upon qualifications, the learning needs of district students, and the district’s educational programs and services. Within the teacher placement process, the superintendent or designee(s) shall strive to place the most effective and qualified teachers in assignments aligned with student and district needs.

C. Vacancy shall be defined as a posted position presently unfilled, currently filled but which will open in the future, or a new position. Posting of vacancies shall be conducted in accordance with the applicable collective bargaining provisions, if any. The applicant determined by the district to be the best qualified applicant will be offered the position, taking into account his/her knowledge, skills, ability and experience. If the district determines that there is more than one best qualified candidate and one is internal, the internal candidate shall be offered the position.

D. Not in order of priority or importance, factors which may be considered by the superintendent or designee(s) in the process include, but are not limited to, the following:

1. State (and/or Federal) certification requirements
2. Highly Qualified/NCLB/ESEA requirements
3. District requirements and preferences as stated within a job posting or job description and/or building and/or program needs as determined by the principal or supervisor, such as:
   - State and/or district curriculum requirements and/or any state or federal regulatory standards, including but not limited to conditions established for receipt of foundation, grant or categorical funding; and/or
   - Academic Major or Advanced Degree within a subject/content area (i.e. Masters in Reading)
   - Specialized Training or Endorsements/Approvals (i.e. Early Childhood or Teacher Consultant) and the teacher’s demonstrated ability to integrate such training into instruction in a meaningful way
4. Demonstrated skills or specialized knowledge that will enhance the delivery of educational services to students, such as:

- Teacher’s overall performance rating in his/her most recent appraisal(s)
- Teacher’s demonstrated ability to positively impact student growth
- Teacher’s demonstrated ability to collaborate with staff members within a department, grade level, pathway and/or program
- Years of relevant teaching experience and the teacher’s demonstrated effectiveness in prior relevant assignments

Any other job-related factor that assists the district in providing quality educational services to students.

E. These factors may be considered with respect to assignments, transfers (voluntary and involuntary), job-sharing, etc. Decisions about layoff and recall are governed by Board Policy 6281.00.

F. As deemed necessary, the superintendent or designee(s) may revise and/or amend this administrative regulation.

LEGAL CITATION: MCL §423.215(3)(j).

ADMINISTRATIVE REGULATION

Adopted: August 21, 2012