

**POLICY 204.4****EMPLOYEE CERTIFICATION**Deleted: DEPARTMENT OF  
EDUCATION**EMPLOYEE CERTIFICATION PROGRAM**

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The Department of Education shall administer a program for the certification of Department of Education employees in order to support the continued, competent performance and development of its professional employees, and to recognize high levels of competence and performance in its employees.

The Department of Education shall establish a certification program for school administrators and other educational officers who are either included in or excluded from Collective Bargaining Unit 06 based on competencies delineated in the Department of Education's Profile of an Effective School Leader and Profile of an Effective Educational Administrator; Complex-Area, District and State Levels.

**EDUCATION PROGRAM APPROVAL**

The Department of Education shall establish and maintain a cooperative relationship with training institutions to provide programs to meet the educational and experiential requirements for employee certification. The education programs shall reflect the dynamic and changing needs of the Department of Education.

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Reviewed: 09/01/70; 10/74; Amended: 06/86; 12/91; 04/97; 11/01; 6/08

**POLICY 204.11**  
**STUDENT TEACHERS FROM OUT-OF-STATE PROGRAMS**

The placement and supervision in the public schools of student teachers from out-of-state programs shall be conducted through a state-approved teacher education unit that is domiciled in the State of Hawaii or through an out-of-state program coordinator who is based in the State of Hawaii.

**Comment [PDB1]:** Reflects current terminology with reference to teacher preparation programs.

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## **NON-EDUCATOR PREPARATION PROGRAMS**

The placement and supervision in the public schools of student interns from non-educator preparation programs shall be conducted through programs that are approved in their home state and nationally accredited from a body recognized by the United States Department of Education to accredit such programs.

**Comment [PDB1]:** Propose new policy to cover training programs that require field experience or internships within schools for non-educator type positions (e.g., speech-language therapists, social workers, physical therapists, etc.)