



# HARRISON COUNTY SCHOOLS

408 E. B. SAUNDERS WAY  
POST OFFICE BOX 1370  
CLARKSBURG, WEST VIRGINIA 26302-1370  
(304) 326-7300  
FAX (304) 624-3361

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## MEMORANDUM

FROM: Assistant Superintendent Donna D. Hage, NBCT, Ed. S.

RE: Alternative Certification

DATE: September 20, 2016

Harrison County, along with all other eleven counties in RESA 7, has received approval from the West Virginia Board of Education for an alternative teacher certification program to address areas identified as critical needs and shortage (those positions for which there have been multiple postings with no certified teacher applicants). Alternative certification is only available to candidates who meet the criteria below **prior to consideration for an offer of employment** in a critical need and shortage area in a WV public school. Note: Submission of the following does not guarantee employment with Harrison County Schools.

- Bachelor's degree with a 2.5 GPA from a regionally accredited institution of higher education
- Proof of passage of Core Academic Skills Test (CASE) Praxis
- Proof of passage of PRAXIS II Content Requirement for the specific certification/endorsement area of the position
- Proof of US citizenship
- Proof of 18 years of age
- Background check indicating good moral character

The proposal is in partnership with Fairmont State University and Marshall University, who will be offering the additional coursework for the alternative certification candidates. Additionally, counties will provide on-the-job training and supervision through a support team that consists of a superintendent's designee; school-level administrator; district coaches, technology integration specialists, and/or special education specialists; and district mentor teachers trained at the state level. Once candidates complete their college coursework, they must secure a passing score on the PRAXIS PLT Principles of Learning and Teaching Requirement.

The alternative certification can only be considered for positions that meet the following criteria:

- Areas of critical need and shortage identified in local Policy 3212 (available at [harcoboe.com](http://harcoboe.com))
- Posted a minimum of 10 days (2 postings of 5 days each) with no certified applicants
- Qualifications or endorsements that correlate with a position/subject area of a shortage area are to be considered

If an offer of employment is made, candidates are hired on a one year permit, which can be renewed up to two times (for a total of three years) if candidates are making satisfactory progress as a teacher according to school-level administrator evaluations and support team observations.

Candidates assume the cost of the three PRAXIS tests, college courses, and application fees through the WVDE.

For more information or submission of materials for consideration, contact Donna Hage at [dhage@k12.wv.us](mailto:dhage@k12.wv.us). We encourage you to review the information on [harcoboe.com](http://harcoboe.com) and bid on a position of interest, [Employment link](#), when you have secured the documentation listed below. Postings are held each first and third Thursday of the month, following the board of education regular meeting.