

Teacher Certification Policy

Date Originally Adopted: 4/30/2013

Revisions: 4/24/2017

Related Documents: This document aligns with Hawaii state licensing requirements

All teachers at Kona Pacific are expected to be dually certified and effective. With regard to teacher qualifications, the following are the minimum teacher certification requirements.

Class Teacher Certifications

1. All class teachers shall complete and obtain certification from a Waldorf teacher training program within 4 years from date of hire. Teachers are financially responsible for meeting this requirement.
2. All class teachers are expected to meet all Hawaii state licensing, teacher qualification and teacher effectiveness requirements within the timeframe specified by the state of Hawaii. Teachers are financially responsible for meeting these requirements.

Other Instructional Staff

1. All instructional staff are expected to meet applicable Hawaii state licensing, teacher qualification and teacher effectiveness requirements within the timeframe specified by the state of Hawaii.
2. All instructional staff shall strive to complete any other applicable teacher training programs (i.e. gardening teacher training, movement education training, etc.).

Request for Extension

1. If the required Waldorf teacher certification cannot be obtained within the applicable timeframe due to extenuating circumstances, a teacher may request an extension of time within which to complete the certification.
2. A request for an extension shall be submitted to the school administration, and shall contain the following:
 - a. Statement of the requirement for which an extension is requested;
 - b. Statement regarding why the extension is needed;
 - c. Statement of the efforts already made to meet the timeframe; and
 - d. A plan for completing the required certification.

Yearly Review of Progress

Class Teachers who are not dually certified at the time of hiring will meet yearly with administration to ensure they are on track to complete their certifications.

1. They will first meet upon hiring.
2. They will then meet January of each year until they have completed both certifications.