



# HIRING GUIDELINES

## Instructional Employee Certification Requirements



### Archimedean Schools Follow MDCPS Requirements of Certification for Instructional Positions.

#### Certification Requirements for Instructional Positions Miami-Dade County Public Schools

1. Applicants must hold a State of Florida teaching certificate or a **Statement of Status of Eligibility (SOE)**, indicating that they meet the requirements for a Florida Educator's Certificate issued by the Florida Department of Education (FLDOE). Applicants may apply for certification with the FLDOE at <http://www.fldoe.org/edcert>.
2. Effective July 1, 2009, a passing score on all four (4) parts of the General Knowledge Test (GKE) is required in order to be eligible for instructional employment with Miami-Dade County Public Schools (M-DCPS). This includes applicants for full-time instructional, hourly instructional, and temporary instructor (substitute teacher) positions. Registration and testing information can be found at [www.fl.nesinc.com](http://www.fl.nesinc.com).

Teachers of core academic subjects must be Highly Qualified as defined by No Child Left Behind (NCLB). The core academic subjects are:

- Elementary Education
- English
- English for Speakers of Other Languages (ESOL)
- Reading
- Language Arts
- Mathematics
- Science
- Foreign Languages (other than English)
- Civics
- Government
- Economics
- Arts (defined by the FLDOE as music, art, and drama)
- History
- Geography

3. To be considered Highly Qualified, applicants must:
  - Hold a **bachelor's degree or higher** from an accredited college or university;
  - Hold a valid Florida three-year **Temporary Educator's Certificate** or five-year **Professional Educator's Certificate**; and
  - Demonstrate **subject area competence** in the subject areas and grade levels to be taught
4. To demonstrate subject area competence:
  - All applicants for pre-kindergarten through sixth grade must show evidence of a passing Subject Area Exam in the core subject area to be eligible for hire.
  - All applicants for middle and senior high school core academic subject areas (with the exception of Social Science) must have a degree major in the core subject area or a passing Subject Area Exam in the core subject area to be eligible for hire.
  - Exceptional Student Education (ESE) teachers who deliver direct instruction to students with disabilities in core academic subject areas (above) must meet the appropriate state special education certification requirements for the grade **AND** the exceptionality of the students being taught, in addition to meeting the same standard for subject matter competency to be Highly Qualified. Therefore, effective July 1, 2009, all ESE teachers are required to show evidence of a passing Subject Area Exam for the core academic subject **AND** the exceptionality of the students being taught.
  - Registration and testing information can be found at [www.fl.nesinc.com](http://www.fl.nesinc.com).