



ACCELERATED LICENSURE TEACHER ACADEMY

FREQUENTLY ASKED QUESTIONS (FAQ)

Check out the FAQs below to prepare for this life-changing experience and gain crucial understanding of the Clark County School District Accelerated Licensure Teacher Academy (ALTA) requirements. Before beginning, please review this helpful guide of acronyms associated with the CCSD ALTA:

- CCSD - Clark County School District
- ALTA - Accelerated Licensure Teacher Academy
- ARL - Accelerated Routes to Licensure
- NDE - Nevada Department of Education

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1. GENERAL OVERVIEW

<p>What is an ARL program?</p>	<p>An ARL program varies from the traditional route to obtaining a teaching license. Essentially, candidates in an ARL program have a bachelor's degree in an area outside of education and after passing the required competency exams must complete an approved ARL program to gain classroom experience and pedagogical experience.</p> <p>After receiving a non-renewable provisional license, teachers must complete licensure area college coursework, pass additional competency exams, and fulfill other conditions on the license in order to convert to a standard teaching license within three (3) years.</p>
<p>What is ALTA?</p>	<p>CCSD ALTA is a high-quality, rigorous ARL program. Approved as an ARL provider by the Nevada Department of Education since 2014, ALTA is designed to prepare well-rounded candidates for the classroom in high-needs areas. ALTA programs are offered based on CCSD classroom vacancy needs.</p>
<p>How long is ALTA?</p>	<p>The CCSD ALTA pre-service training is a rigorous, 10-week program. Candidates successfully completing the training, along with 20 field experience days in an assigned CCSD classroom, are eligible to apply for an ARL provisional license with the NDE.</p> <p>Once candidates complete the in-service requirements of ALTA, they can convert to a standard teaching license with the NDE. Candidates have three (3) years from the date of provisional licensure to complete all requirements and convert to a standard teaching license. Candidates may convert the non-renewable provisional license after two (2) full years of teaching should they complete all requirements.</p> <p>So, essentially, ALTA is a three year process.</p>
<p>Is ALTA credit bearing and/or will I be paid to attend?</p>	<p>The CCSD Accelerated Licensure Teacher Academy is a non-paid, non-credit bearing training.</p>
<p>Is the tuition refundable if I withdraw from the Academy?</p>	<p>A refund may be issued if you submit the request in writing to the ALTA Team and you have not started the Academy (attended the first session).</p>
	<p>CCSD ALTA offers programs for the following licensure areas:</p>

<p>What licensure areas are offered through ALTA?</p>	<ul style="list-style-type: none"> ● Elementary (grades K-5) ● Secondary (grades 7-12) <ul style="list-style-type: none"> ○ Biological Science ○ English ○ Mathematics ○ Physical Science ● Special Education <ul style="list-style-type: none"> ○ Autism (ages 3-21) ○ Early Childhood Developmentally Delayed (ages 3-8) ○ Generalist (grades K-12) ○ Intellectual Disabilities (grades K-12)
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2. APPLICATION PROCESS

<p>When are the application deadlines?</p>	<p>For consideration for the:</p> <ul style="list-style-type: none"> ● Spring 2020 cohort (beginning mid-late January 2019): deadline is October 1st, 2019 ● Fall 2020 cohort (beginning mid-late August 2020): deadline is May 1st, 2020 ● Spring 2021 cohort (beginning mid-late January 2020): deadline is October 1st, 2020
<p>Will my application be considered if it is incomplete?</p>	<p>Incomplete applications will <u>not</u> be considered. All portions of the application must be submitted for consideration by the above application deadlines:</p> <ul style="list-style-type: none"> ● Passing exam scores (uploaded to <i>Attached Documents</i>) ● Conferred bachelor's degree (uploaded to <i>Post-Secondary Education</i>) ● Completed application <ul style="list-style-type: none"> ○ Seven (7) years work history - all gaps explained ○ Three (3) supervisory references (email addresses) ○ Updated resume (uploaded to <i>Contact Information</i>)
<p>What steps do I need to take to apply for ALTA?</p>	<p>Below is an application checklist - you will need to complete all of these steps to prepare before the application, as well as successfully submit your application:</p> <p>Application Checklist:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Watch the informational webinar <input type="checkbox"/> Complete mandatory post-webinar survey (only takes 3 minutes!) <input type="checkbox"/> Identify your licensure area of interest

	<ul style="list-style-type: none"> - Elementary - next application deadline is October 1, 2019 - Secondary - next application deadline is October 1, 2019 - Special Education - next application deadline is October 1, 2019 □ Update your current resume with your 7 year work history, as well as 3 references □ <i>All candidates.</i> Register for PRAXIS ® CORE or CBEST ® exam - <i>more info on that testing here</i> □ <i>Secondary candidates only.</i> Register for the appropriate Praxis ® subject assessment (General science, biology, mathematics, english - use same link as above for more info □ Check out available Praxis ® or CBEST ® testing support materials - use same link as above to access this info □ Complete an application for the CCSD ALTA program by your deadline <ul style="list-style-type: none"> - Click here if you are filling out a new application - Click here if you are an existing CCSD employee - Click here if you have an existing application on file
<p>Is there an interview component?</p>	<p>Yes. There will be two times in the application and selection process when applicants will be asked to complete interview tasks.</p> <p>After applications are submitted, applicants will be asked to complete a short online assessment called the Haberman Foundation Star Teacher Interview. This is a 20 question long assessment that looks at your strengths with relationship building, organization and planning, and engaging with high need student populations. While the results of this assessment will be taken into consideration for program acceptance, ALTA staff look at the entire package of credentials and assets for each person, not just the assessment.</p> <p>Additionally, once enrolled in ALTA candidates will be asked to complete a mandatory virtual interview before pre-service training begins. The questions in this virtual interview will assist the ALTA Team in understanding candidates' attributes and attitudes toward teaching and see what areas of growth need to be focused on during the program's training.. Candidates will have time to prepare before submitting one-minute responses to each of the interview questions. While candidates will already be enrolled in the program at this point, this virtual interview will be a required part of continuing forward in the program in the fall.</p>
<p>What happens if I have less than a 2.75 GPA?</p>	<p>The ALTA Team will look at an application in its entirety. However, with all application elements being equal, candidates meeting the minimum 2.75 GPA or higher will be</p>

considered for the first round of cohort selection.

3. TESTING REQUIREMENTS

What exams are required for entry into ALTA?

All candidates must take and pass the appropriate competency exams to be considered for conditional acceptance into an ALTA cohort. **All candidates** must take and pass either the Praxis ® Core or California Basic Educational Skills Test (CBEST ®) exam.

Secondary candidates must also take and pass the appropriate Praxis ® Subject Assessment:

- Biological Science: #5235 (Biology: Content Knowledge)
- English: #5038 (English: Content Knowledge)
- Mathematics: #5161 (Mathematics: Content Knowledge)
- Physical Science: #5435 (General Science: Content Knowledge)

Please see the [ALTA Competency Exam Information](#) document for information on registration, passing scores, fees, and more.

Are there any study materials available for the required competency exams?

There are many different study materials available, some for free and some for cost. Please check the ets.org site for study materials in relation to the Praxis ® exams.

CCSD has partnered with Teachers Test Prep for additional materials. Teachers Test Prep is a website that specializes in supporting aspiring teachers with testing preparation resources for a variety of competency assessments. Interested applicants can create a free account and take practice assessments to identify areas of study. Please refer to the Teachers Test Prep flyer for a CCSD discount code.

Additional test prep information can be found [HERE](#).

Will ALTA accept coursework in lieu of Praxis ® or CBEST ®?

No. All candidates interested in CCSD ALTA must take and pass the Praxis ® Core or CBEST ® and the Praxis ® Subject Assessment (secondary candidates only).

Will ALTA accept another equivalent exams?

We do not accept coursework in lieu of the exams and have been state-approved as such. Additionally, this testing is not waived with a master's degree.

Additionally, we do not accept the GRE or other equivalent exam.

<p>I took the test many years ago. Will it still count?</p>	<p>Pursuant to NAC 391.036, all applicants for a Nevada educator license are required to pass the Praxis series of competency tests, which are administered by the Educational Testing Service (ETS) completed within five (5) years prior to application for licensure.</p> <p>You will complete an ALTA cohort before applying for a license with the NDE, so please add some time to this to ensure you have time to obtain a teaching position and apply for a provisional licence. You may need to retest if this time frame runs out.</p> <p>(CCSD ALTA no longer accepts the PPST for cohort consideration.)</p>
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4. PRE-SERVICE EXPECTATIONS (PRE-HIRE)

<p>What will I need to do to successfully complete the CCSD ALTA pre-service training?</p>	<p>All candidates will need to:</p> <ul style="list-style-type: none"> ● Display professionalism in all aspects of the Academy. ● Demonstrate 100% engagement in all ALTA activities. ● Pass all classroom evaluations with pre-determined cut scores. ● Earn an 85% or better on all assignments. ● Attend all sessions in their entirety. ● Earn positive references from your assigned cooperating teacher, project facilitator, and an administrator (long-term and vacancy substitutes only).
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A. PRE-SERVICE 10-WEEK TRAINING

<p>Are all Saturday and weeknight sessions mandatory?</p>	<p>Yes, indeed! You will need to complete the designated training hours outlined in the Academy and approved with the Nevada Department of Education (NDE) to be eligible for a provisional teaching license.</p>
<p>What happens if I am ill and have to miss a session?</p>	<p>Fortunately, you may miss one session and still be eligible for successful completion of the program, if you meet the make-up requirements for the missed session. Should you miss additional sessions, your status in the program will be jeopardized.</p>
<p>What will I need to bring on the first day of training?</p>	<p>Come join us with a writing utensil, your CCSD-issued identification badge, a positive attitude and willingness to learn! All additional program materials will be provided for you. You will be using your provided class workbook for the majority of sessions.</p>
<p>Will lunch be provided</p>	<p>Although the ALTA Team won't provide lunch, you will receive one hour for lunch on your</p>

on the Saturday sessions?	own. A refrigerator/microwave may not be available for items brought from home.
When and where are the face-to-face sessions?	Please check your schedules and expectations email as times and locations vary by cohort. Generally, you can expect to spend from 4:00/5:00 - 7:00/8:00 p.m. on weeknights and 8:00/8:30 a.m. - 3:00/3:30 p.m. on Saturdays.
Will I be expected to complete work outside of class time?	You can expect to set aside several hours each week to complete class readings, homework assignments, and reflections. Each person learns at his/her own pace and will need to decide how much time is necessary to successfully complete class requirements.
Will I need any technology to successfully complete this program?	<p>You will need access to a computer/laptop for the following activities:</p> <ul style="list-style-type: none"> ● Checking District email daily ● Accessing Google Classroom posts/announcements ● Completing homework assignments ● Submitting required assignments and Academy documents ● Planning for instructional lessons
How will I be evaluated during the ALTA training?	<p>The ALTA Team will evaluate your:</p> <ul style="list-style-type: none"> ● Professionalism ● Homework and classwork (85% or better needed) ● Engagement in class activities/discussions ● Live teaching lessons <p>It's almost like a 10-week job interview. Not only will our staff be working with you weekly, but administrators and other CCSD staff will have the opportunity to get to know you. Look sharp and bring your A game!</p>
Are sessions face-to-face? Do they incorporate digital learning?	<p>For elementary and secondary cohorts, you will have eight (8) Saturday face-to-face sessions and two (2) independent work sessions through digital learning. (In other words, you can complete the designated independent work in your bunny slippers from the comfort of your own home!)</p> <p>Thursday evening sessions are similar in nature. Each licensure area will have face-to-face sessions along with independent work days through digital learning. The ALTA Team will distribute independent work schedules at the first face-to-face session.</p> <p>All special education ALTA professional development sessions are face-to-face and meet Saturdays and Wednesdays. We utilize a digital platform for required reading assignments.</p>

<p>Is ALTA credit bearing and/or will I be paid to attend?</p> <p>Is the tuition refundable?</p>	<p>The CCSD Accelerated Licensure Teacher Academy is a non-paid, non-credit bearing training.</p> <p>A refund may be issued if you submit the request in writing to the ALTA Team and you have not started the Academy (attended the first session).</p>
<p>Does the ALTA training expire?</p>	<p>The ALTA training is valid for two years. Essentially, you will have two years from the end of the cohort to obtain a position with CCSD and apply for your ARL provisional license with the NDE.</p>
<p>Can I teach at a charter or private school once I complete ALTA?</p>	<p>You must teach at a CCSD public school while on an ARL provisional license. Once you convert to a standard license, you may consider other school types.</p>

B. 20-DAY FIELD EXPERIENCE

<p>I am a long-term or vacancy substitute teacher. Will I have any field experience days waived because of this position?</p>	<p>The short answer is no. Current program protocol requires that all ALTA candidates complete the 20 days of field experience in an assigned CCSD school. No days will be waived for substitute (or other) positions.</p> <p>We hold our mission close to our hearts...to prepare highly-qualified, effective teachers for a life-long career in education. A full 20 days in the classroom with targeted coaching will benefit every candidate and best prepare him/her for the unique challenges of a classroom (That was the long answer. :)</p>
<p>Do the field experience days have to be consecutive?</p>	<p>That would be ideal...but we are realistic. Although field experience days do not have to be completed consecutively, we would highly recommend planning consecutive days when possible.</p> <p>Consecutive days of teaching allow you to see how a lesson unfolds and develops, how students move through the lesson, and what needs to be modified based on assessment.</p> <p>Also, we highly suggest you schedule some of your field days on Mondays. It may sound silly, but Mondays set the tone for the instructional week. It's good to experience how a week unfolds before taking over a classroom of your own.</p>

	All special education candidates must complete three of the last five days of the field experience consecutively.
Can I be placed at the school and/or with the cooperating teacher of my choice?	<p>The ALTA Team makes all field placements based on the needs of the District.</p> <p>Designated school site administrators submit the names of qualifying (and recommended) cooperating teachers for cooperating teacher consideration.</p> <p>Since the Academy is designed to fill high-needs areas and hard-to-fill positions, we place candidates in accordance with current classroom vacancies.</p>
Will I be expected to teach full-time during my field experience?	<p>What better way to learn how to be a teacher than to teach! You will begin co-teaching within your first three days of your field experience.</p> <p>You will plan for and teach the entire instructional day for days 15-20. Don't worry - you will have guidance from your cooperating teacher and assigned project facilitator on how to increase your teaching responsibilities throughout the 20 days.</p>
Do I get to choose the area of town and/or a preferred grade level to complete my field experience?	<p>Yes...and no. You will be sent a link to a field experience survey before the cohort begins. This survey allows you to submit your preferred area of town and grade level for consideration. You can also indicate if you have any special issues you would like us to take into account. (An example would be that you take public transportation and need to be placed at a school close to one of the bus routes).</p> <p>No, we cannot place you at the school near your house or where your kids attend. Please remember that ALTA was designed to fill hard-to-fill positions in high-needs areas. (We know you didn't ask it, but we figured you might be thinking it. :))</p> <p>Important note: Although the ALTA Team will take your survey responses into consideration, all field placements are determined based on the needs of the District.</p>
How will I be evaluated during the field experience?	<p>You will be observed formally by your cooperating teacher and your assigned ALTA project facilitator. They will both use the established ALTA Rubric to measure your growth and progress. You will be introduced to this rubric well before your first observation.</p> <p>Multiple observations and feedback cycles will allow you to reflect upon and improve your practice within the 20 days. Reflection is key!</p>
	Well, after all, you are preparing to be a teacher! This is a great time to experience the full spectrum of your new career. Your cooperating teacher may ask you to take home papers

<p>Will I be expected to take work home, attend meetings, and participate in after-school functions?</p>	<p>to grade, review resources for future lessons...and of course you will be planning for your upcoming instruction.</p> <p>You may be asked to attend school meetings, prepare for parent/teacher conferences, and assist with after-school functions. Although not required if outside the teacher contracted time, these activities will be expectations as a CCSD teacher. Exposure to them during your pre-service phase will help build your confidence as you enter your new career.</p>
<p>How does the ALTA Team account for my attendance for a field experience day?</p>	<p>You will sign in at the school each morning upon arrival and sign out in the afternoon upon departure. You will also submit a Field Experience Log for each day you attend to your cooperating teacher for his/her signature. Days not adhering to contracted start/end times will only count as a half day.</p>
<p>Do I have to adhere to CCSD teacher hours?</p>	<p>Yes, during your field experience you must adhere to the CCSD teacher contracted work day (7 hours 11 minutes). The actual start/end times for the teacher contracted work day vary by school site. Please reach out to your assigned school and/or cooperating teacher for this schedule. All candidates must adhere to the site specific start and end times or the field day will only count as a half day.</p> <p>Participation in 'Site-Based Collaboration Time (SBC)T,' is voluntary for our ALTA candidates, but highly recommended.</p>
<p>What happens if I arrive late on a field experience day, or have to leave early?</p>	<p>Field days that do not adhere to the contracted teacher start/end times will not be considered a full instructional day and you will need to make up the day. (Ex: Teacher contracted day is 8:00 a.m. - 3:11 p.m. Candidates may arrive early and stay late, but must log the entire contracted day.)</p> <p>We certainly understand that flat tires happen, but our job is to ensure you have the required days needed for provisional licensure.</p> <p>Also, as a licensed teacher with CCSD, all teachers are expected to work the teacher contracted work day in its entirety.</p>
	<p>Your first area of support is your assigned project facilitator. S/he is prepared to assist you through this process by answering questions, providing guidance and feedback, and ensuring you understand all program expectations.</p>

<p>What type of support will I receive from the ALTA Team?</p>	<p>Secondly, your cooperating teacher will support your implementation of learned skills and assist you as you refine your management and instructional capabilities directly working with students.</p> <p>And, don't forget, you may receive additional support from the administrator at your assigned school. In fact, don't forget to invite him/her in for an observation. What a great way to start building relationships.</p>
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5. PROVISIONAL LICENSURE

<p>How do I apply for an ARL provisional license?</p>	<p>Once you have been offered a position in a CCSD public school (recommended for hire) you will be directed to apply for your ARL provisional license with the NDE. This is done through the Online Portal for Application and Licensure (OPAL).</p>
<p>What if I don't want to begin teaching right away.</p> <p>Do I have to apply for my ARL provisional license after I successfully complete ALTA?</p>	<p>No. Your ALTA training is valid for two (2) years. You will need to obtain a position in a CCSD public school as well as your ARL provisional license within this time frame.</p> <p>We suggest you wait until you obtain a teaching position to apply for your provisional license. Once you obtain your license, your three years starts ticking (and you will have to begin removing the license provisions.)</p>

6. IN-SERVICE REQUIREMENTS (POST-HIRE) (HOW DO I CONVERT TO A STANDARD LICENSE?)

	<p>Yes! All ALTA teachers will need to attend mandatory CCSD professional learning during their first year). Once you are hired in a public school with CCSD, you will receive communication regarding the follow-up professional learning, registration, and deadlines.</p>
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<p>Are there any first-year requirements for ALTA teachers?</p>	<p>Additionally, you must meet with your assigned mentors during year one. Your administrator will assign a site-based mentor. If you are a special education ALTA teacher, you will also be assigned a LINKS mentor.</p> <p>We also recommend that newly hired ALTA teachers begin working toward taking licensure coursework needed to convert to a standard license.</p>
<p>How much licensure coursework will I need to take?</p>	<p>ALTA teachers will generally need to take anywhere from 21-35 credits of educational coursework. The actual number depends on two factors:</p> <ul style="list-style-type: none"> • Your chosen area of licensure • Whether you have coursework from a prior degree that might count <p>Click HERE to be linked to the different coursework requirements for each licensure area.</p>
<p>For how long is the ARL provisional license valid?</p>	<p>You will have three (3) years maximum, two (2) full school years minimum from the date of provisional licensure to complete this coursework (and the other licensure requirements) to convert to a standard teaching license.</p>
<p>What additional requirements must I complete to convert to a standard license?</p>	<p>Please see the corresponding tracking form by clicking HERE to see the additional requirements needed to convert to a standard license. Essentially, you will need to:</p> <ul style="list-style-type: none"> • Pass an additional Praxis ® Subject Assessment, and • Earn two (2) effective evaluations from a CCSD public school representing two (2) full school years.

7. MISCELLANEOUS QUESTIONS

<p>Can I substitute teach during ALTA?</p>	<p>Of course! You may substitute teach around the days you choose (within the allotted time frame) to complete the field experience days.</p>
<p>Is employment guaranteed?</p>	<p>No, employment for successful completers of CCSD ALTA is not guaranteed. All candidates will receive hiring support from the ALTA Team and enter the hiring pool.</p>
<p>How long do I have to teach in a CCSD public</p>	<p>You will need to teach a minimum of two (2) full school years. You may convert from an ARL provisional license to a standard teaching license in a minimum of two years, should you</p>

school with ALTA?	complete all requirements. In those two years you will have the opportunity to earn two (2) effective evaluations from a CCSD public school as part of the conversion process.
Is the ALTA application process competitive?	Yes! We pride ourselves on providing rigorous teacher training to a diverse candidate group. Our team considers many factors in the decision making process, including the responses to the Star Teacher assessment and a virtual interview.
What happens if I withdraw from the program or separate from teaching?	Any candidate who withdraws from ALTA will receive formal notification via email. If a candidate has applied for a provisional license, the ALTA Team is required to notify the NDE within 15 days of the withdrawal so that the ARL provisional license can be invalidated. Candidates whose license has been invalidated may be able to go through a different approved ARL provider or the traditional route to teaching to obtain a teaching license.

8. STATISTICS

What is the typical size of a cohort?	A cohort, including all licensure areas, might be 75-110 strong, but licensure areas meet in smaller class sizes. Of course, this all depends upon the number of folks conditionally accepted into a cohort at any one point in time. Typically, we accept 50 elementary candidates, 25 secondary candidates, and 45 special education candidates during a cohort.
What percentage of candidates successfully complete the ALTA pre-service program?	The majority of candidates who begin a cohort, complete a cohort. Typically, the rate is about 90%. There are several reasons why candidates might not complete, including but not limited to, the following: <ul style="list-style-type: none"> • Self-withdrawal: changed mind about teaching • Self-withdrawal: family/personal reasons • Program-withdrawal: Did not pass field experience

What percentage of successful ALTA completers get hired by CCSD?	Again, this percentage is high. 90% of candidates who have completed and are actively seeking positions are hired. Some candidates choose not to seek positions after program completion.
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DON'T SEE YOUR QUESTION ANSWERED HERE?

Make sure you reach out to the ALTA Team at 702-799-1092 or at ccsdarlaapplications@nv.ccsd.net