

FINAL - adopted by Board on January 20, 2016

**Faculty with Special Expertise- Hiring Policy:**

HCA's Board has approved the following policy detailing the process for considering the hiring of faculty without traditional teacher certification:

*Harpswell Coastal Academy's place-based, project-based approach to teaching and learning requires skills and experiences that are often outside the experience set of teachers whose primary work experience is in traditional classroom education. Those individuals fall under the provision of the Maine Charter School law that enables the hiring of those who "Have an advanced degree, professional certification or unique expertise or experience in the curricular area in which they teach."*

*In such cases, the individual's prior work/educational history must demonstrate the following:*

- work and/or educational experience in one of HCA project-based focus areas, i.e. Sailing, Farming, Computer Science, etc.*
- verified work experience with adolescents, i.e. adventure learning, summer camp counseling, educational technician.*

*Faculty hired under this provision will follow the PEPG process that all other faculty members follow in terms of assessment and evaluation. Such faculty, may, but will not be required to, pursue traditional certification.*