



Revised 02/01/2022

VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

Teacher Certification Plan

Purpose: Teacher certification should verify the presence of demonstrable philosophical understanding and competent teaching skills in the one certified.

Guidelines: Certification is awarded to a teacher who can demonstrate that he has met the following primary requirements. The requirements and areas of focus listed below are those most common to classical, Christian, and covenantal schools. There are three levels of certification:

Provisional Certification – Qualifications must be met by the end of the first year (July 31) of full-time teaching at Veritas Academy. This certification is good until the end of the third year of full-time teaching at Veritas Academy.

Professional Certification – Qualifications must be met by the end of the third year of full-time teaching at Veritas Academy. This certification is good for the entire teaching time at Veritas Academy.

Master Certification – This certification is good for the entire teaching time at Veritas Academy

The headmaster or designated administrator will verify and document whether competency has been demonstrated by a teacher for each requirement at each certification level.

Please note that failure of full-time teachers to achieve Provisional Certification within one year of full-time teaching at Veritas or failure to achieve Professional Certification within three years of teaching full-time at Veritas Academy may result in the teacher being placed on probation until the certification is completed.

All K-12 full-time teachers are required to achieve Teacher Certification (Professional Level) at Veritas. While all part-time faculty are strongly encouraged to gain certification, teachers who teach less than three one-credit upper school courses, less than 50% time (less than 2.5 days/week) in a grammar school classroom, or who teach only extended-day courses are not required to achieve certification. All other part-time K-12 teachers are expected to achieve Provisional Certification by the end of their second year of teaching at Veritas and Professional Certification by the end of their fourth year of teaching at Veritas.

Teachers who are not ACCS certified, but demonstrably possess

- a) quality classroom experience at an ACCS school, or
- b) substantive training in classical Christian education, or
- c) a thorough grasp of the biblical basis for a distinctly Christian education, or
- d) competent knowledge of relevant subject area(s), or
- e) significant experience and godly wisdom in the instruction of children, or
- f) in-depth training in Gregory's *The Seven Laws of Teaching*,

may be granted credit towards some of the qualifications needed for Provisional and/or Professional Certification. Such credit will be granted on a case-by-case basis and determined by written descriptions of prior experience and training, and the ability to articulate in writing or in

an oral interview with the headmaster a level of mastery of the qualifications commensurate to the level of certification.

For Written Papers Below -PLEASE NOTE:

1. Page length of required written papers assumes 12 pt. Times New Roman font, 1-inch margins, double spaced lines, and 250-300 words per page.
2. Books read and summarized for one level of certification may not apply to a requirement for a higher level of certification. Likewise, the same conference or same training sessions or same project may not be applied to multiple requirements.

PROVISIONAL CERTIFICATION

Qualifications must be met by the end of the first year of teaching (July 31) at Veritas Academy. Candidates for a provisional teaching certificate must demonstrate that they have met the following qualifications.

I. Fundamental Training in Classical Christian Education

Evidenced by completion of one of the following:

- a. Participation in one year of teacher training in the basics of classical Christian education provided in Teacher Orientation sessions and regular teacher meetings during the school year at Veritas Academy
- b. Attendance at an Annual RTR ACCS Conference (with participation in the "Foundations Track") or ACCS approved teacher training (e.g. Rockbridge, Logos, etc.)
- c. College level course on classical Christian education

II. Philosophy of Christian and Covenantal Education

Evidenced by the submission of written summaries of two of the following:

- a. List, apply, and discuss at least five key Scripture references (from Old Testament AND New Testament) mandating a Christian and Covenantal education (summarize in a 2-3 page paper)
- b. *Pattern of God's Truth*, Frank Gaebelien (summarize in a 2-3 page paper)
- c. *Creation Regained*, Albert M. Wolters (summarize in a 2-3 page paper)
- d. Five hours of ACCS related training (seminars, workshops, lectures) on the Philosophy of Christian and Covenantal Education

III. Philosophy of Classical Education

Evidenced by the submission of written summaries of both of the following:

- a. *The Lost Tools of Learning*, Dorothy Sayers (summarize in a 2-3 page paper)
- b. *The Case for Classical Christian Education*, Douglas Wilson (summarize in a 2-3 page paper)

IV. Knowledge of Subject Matter



Evidenced by one year's teaching in the applicable level and content area OR successful completion of thirty hours of college credit in the content area OR demonstrable study, expertise and knowledge in the content area.

V. Knowledge of Children

Evidenced by the submission of a written summary of two of the following:

- a. **Description of biblical parenting of own children (summarize in a 2-3 page paper)**
- b. Description of three years of experience in an educational setting with children of applicable ages
- c. Summarize in a 2-3 page paper one of the following books:
Shepherding a Child's Heart, Tedd Tripp or
Withhold Not Correction, Bruce Ray, or
Parenting by God's Promises, Joel Beeke or
Parenting: The 14 Gospel Principles, Paul David Tripp
- d. **Attendance/viewing/listening to Covenant Discipline workshops, Matt Whitling (ACCS conference, DVD, audio)**

VI. Knowledge of the Teaching Process

Evidenced by submission of written summary of the following:

- a. ***The Seven Laws of Teaching*, John Milton Gregory (summarize in a 2-3 page paper)**

PROFESSIONAL CERTIFICATION (ACCS Certified Teacher)

Qualifications must be met by the end of the third year of full-time teaching at Veritas Academy. This certification is good for the entire teaching time at Veritas Academy, with occasional requirements for additional reading and/or training.

I. Completion of all requirements for the Provisional Certification

II. Philosophy of Classical and Christian Education

Evidenced by completion of the ACCS Foundation of Classical Christian Excellence Course (FCCE)

III. Demonstration of Successful Teaching

A minimum of three years of successful teaching experience at an ACCS accredited school. Success is measured by the receipt of positive personnel evaluations (avg. $\geq 4.0/5.0$ on formal evaluations) during that three-year period.

IV. Evidence of Substantial Study and Reading in Classical, Christian Education

Documented evidence that the teacher is engaged with substantial written works in the philosophy and practice of classical and Christian education.

Read one of these books about classical, Christian, and covenantal education and summarize in a 3-4 page paper. Other titles may be read but alternate books must be pre-approved in writing by the headmaster.

- *The Christian Philosophy of Education Explained*, Perks
- *Foundations of Christian Education*, Berkhof and Van Til
- *History of Christian School Education, vol 1*, Kienel
- *Repairing the Ruins*, Wilson
- *The Liberal Arts Tradition*, Clark and Jain

- *Giants in the History of Education* (Classical Academic Press, 5 volumes - Plato, Augustine, Comenius, Milton & Lewis) (any three of the five volumes)

V. Evidence of Continual Training and Professional Development

Documented and personal evidence that the teacher is continuing to learn and grow in his understanding and application of classical and Christian education.

Evidenced by completion of any two of the following:

- Involvement in a significant project(s) to develop classical Christian curriculum (This must involve at least one subject area in one grade for one full-year.)
- Active engagement in the development and mentoring of a less experienced teacher (Ten hours of mentoring (meetings/conversation) documented over the course of one school year.)
- Attend an ACCS RTR conference and/or ACCS approved teacher training
- Speaking/teaching in a workshop/seminar at an ACCS RTR conference or ACCS approved teacher training or conducting teacher training at Veritas
- Read a significant book on a relevant subject area and summarize in a 3-4 page paper. Title must be pre-approved by the headmaster.

MASTER'S CERTIFICATION

Achieving this certification level is encouraged but not required. This certification is good for the entire tenure at Veritas Academy, with occasional reading, training, or peer instructional requirements.

I. Completion of all requirements for the Professional Certification

II. Demonstration of Successful Teaching

A minimum of five years of successful teaching experience at an ACCS accredited school. Success is measured by the receipt of positive personnel evaluations (avg. $\geq 4.0/5.0$ on formal evaluations) during that five-year period.

III. Ongoing Training and Growth in Christian Liberal Arts Education

The teacher must demonstrate a deepening understanding of the history, pedagogy, and philosophy of a Christian Liberal Arts education. The teacher will demonstrate an understanding of the biblical basis for education, the elements of a Christian worldview, and the necessity of grounding every aspect of a child's education in Christ and His Word. The teacher will likewise demonstrate a deepening understanding of the classical liberal arts, including their ancient and medieval origins, their purposes of cultivating wisdom and virtue in students, and their practical implementation in the classroom (Trivium methods).

Evidenced by completion of the following:

- Read at least one significant book related to the philosophy of Christian/covenantal education, with prior administrative approval of the title. This title must represent a substantial contribution to the field of Christian and/or covenantal education and be more "academic" than "popular." (summarize and apply to teaching in a 7-8 page paper) (
- Read at least one significant book related to the philosophy of classical education, with prior administrative approval of the title. This title must represent a substantial

contribution to the field of classical liberal arts education and be more “academic” than “popular.” (summarize and apply to teaching in a 7-8 page paper)

For III. a. and b. the books listed from Professional, section IV (above), may be read if they have not been read to satisfy another requirement. All titles must have prior approval in writing from the headmaster.

IV. Evidence of ownership of the school’s mission and demonstrated leadership in curriculum development and/or teacher development at Veritas Academy.

- a. The teacher must demonstrate ownership of the school’s mission by making a significant multi-year contribution to the school’s activities, programs, and development beyond his daily classroom duties.
- b. The teacher must demonstrate substantial leadership in developing classical and Christian curriculum OR the teacher must demonstrate leadership in tangibly mentoring and training other teachers at Veritas OR the teacher must conduct training in classical Christian education on a national level (e.g., lead workshop(s) at an ACCS RTR Conference or at ACCS regional teaching training)