

CHAPTER 2
PERSONNEL

111—2.1(216B) Qualifications of personnel.

2.1(1) *State-licensed professions.* Persons employed in positions for which licensure is required by the state are required to hold the appropriate license at the time of hire and maintain it throughout their term of employment even when the Iowa Code exempts individuals employed by a state agency from the licensure requirement.

2.1(2) *Service specialist for the blind 2 and senior service specialist for the blind 1 (vocational rehabilitation counselor).* Certification shall be required of all vocational rehabilitation counselors employed by the department.

a. At the time of hire into the position, an individual holding at least a bachelor's degree from an accredited college or university and one year of work experience shall be granted provisional certification. Exceptions regarding education and experience can only be made by the commission for the blind upon the recommendation of the director. Provisional certification shall be recognized for a maximum period of 18 months.

b. An individual may obtain full certification as a vocational rehabilitation counselor by demonstrating competency in the following areas.

(1) Knowledge, understanding, and implementation of the department's positive philosophy of blindness.

(2) Knowledge of the department's programs.

(3) Skills in career planning and development.

(4) Knowledge of placement techniques and practices.

(5) Knowledge of occupational information, job site evaluation, and job analysis.

(6) Knowledge and development of alternative techniques of blindness.

(7) Knowledge of rehabilitation technology services.

(8) Knowledge of disability and related issues.

(9) Advocacy.

(10) Case management.

(11) Adjustment to blindness counseling.

(12) Assessment of consumer needs.

(13) Public education and outreach.

(14) Teamwork and problem solving.

c. An individual holding at least a bachelor's degree from an accredited college or university, who has been employed by the department as a service specialist for the blind 2 or senior service specialist for the blind 1 (vocational rehabilitation counselor) for a minimum of six months on the date this rule is finalized, shall be considered to be a fully certified vocational rehabilitation counselor, as long as the individual maintains unbroken employment with the department in that classification.

2.1(3) *Senior service specialist for the blind 1 (vocational rehabilitation teacher).* Certification shall be required of all vocational rehabilitation teachers employed by the department.

a. At the time of hire into the position, an individual holding at least a bachelor's degree from an accredited college or university and one year of work experience shall be granted provisional certification. Exceptions regarding education and experience can only be made by the commission for the blind upon recommendation of the director. Provisional certification shall be recognized for a maximum period of 18 months.

b. An individual may obtain full certification as a vocational rehabilitation teacher by demonstrating competency in the following areas.

(1) Knowledge, understanding, and implementation of the department's positive philosophy of blindness.

(2) Knowledge of the department's programs.

(3) Assessment of consumer needs.

(4) Teaching skills and practices.

- (5) Knowledge and development of alternative techniques of blindness.
- (6) Knowledge of rehabilitation technology services.
- (7) Knowledge and development of community resources.
- (8) Knowledge of disability and related issues.
- (9) Advocacy.
- (10) Case management.
- (11) Adjustment to blindness counseling.
- (12) Public education and outreach.
- (13) Teamwork and problem solving.

c. An individual holding at least a bachelor's degree from an accredited college or university, who has been employed by the department as a service specialist for the blind 2 (vocational rehabilitation teacher) for a minimum of six months on the date this rule is finalized, shall be considered to be a fully certified vocational rehabilitation teacher, as long as the individual maintains unbroken employment with the department in that classification.

2.1(4) Senior service specialist for the blind 1 (orientation center teacher). Certification shall be required of all orientation center teachers employed by the department.

a. At the time of hire into the position, an individual holding at least a bachelor's degree from an accredited college or university and one year of paid employment in a program of rehabilitation, education of the blind, elementary or secondary education or related fields shall be granted provisional certification. Exceptions regarding education and experience can only be made by the commission for the blind upon recommendation of the director. Provisional certification shall be recognized for a maximum period of 18 months.

b. An individual may obtain full certification as an orientation center teacher by demonstrating competency in the following areas.

- (1) Knowledge, understanding, and implementation of the department's positive philosophy of blindness.
- (2) Knowledge of the department's programs.
- (3) Knowledge and development of alternative techniques of blindness.
- (4) Technical knowledge of subject area(s) taught.
- (5) Teaching skills and practices.
- (6) Adjustment to blindness counseling.
- (7) Understanding of career planning and development.
- (8) Knowledge of rehabilitation technology services.
- (9) Knowledge of disability and related issues.
- (10) Advocacy.
- (11) Teamwork and problem-solving.
- (12) Assessment of consumer needs.
- (13) Public education and outreach.

c. An individual holding at least a bachelor's degree from an accredited college or university, who has been employed by the department as a senior service specialist for the blind 1 (orientation center teacher) for a minimum of six months on the date this rule is finalized, shall be considered to be a fully certified orientation center teacher, as long as the individual maintains unbroken employment with the department in that classification.

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