Time is Almost Up!

Do You Meet the No Child Left Behind "Highly Qualified" Teacher Rules?

Start Here

1. Do your students receive core content credit from you in any of the following: English Language Arts, Reading, Math, Science, Foreign Language, Civics and Government, Economics, Arts, History or Geography?

Yes → **2.** Are you a special education teacher?

Yes → ***Whew!*** **3.** You do not have to meet the "highly qualified" requirements.

No → Are you classified as a long or short-term substitute teacher?

Yes → **3.** You do not have to meet the "highly qualified" requirements.

No → **4.** Do you have a bachelors degree?

No → **5.** You do not meet the "highly qualified" requirements, but have until the end of the 2005-06 school year to meet them.

Yes → **6.** Were you newly hired after the first day of the 2002-03 school year?

Yes → **7.** * Do you work in a program supported by Title I funds?

Yes → **8.** You had to meet "Highly Qualified" requirements in order to be hired.

No → **9.** Do any other exceptions apply to you?

Yes or do not know → **11.** Are you a Special Education teacher?

No → ***Time's running out!*** **10.** You must meet "highly qualified" requirements by the end of the 2005-06 school year.

Keep going. → **11.** Are you a Special Education teacher?

No → **32.** Do you teach multiple core academic subjects?

No → **46.** Do you have full certification (no waivers, temporary or provisional qualifications)?

Yes → ***Whew!*** **47.** Do you teach in a charter school that, under state law, exempts you from certification or licensure requirements?

Yes → **51.** The certification portion of the "highly qualified" provisions do not apply to you. You must meet the content requirements.

No → **48.** Are you enrolled in an "alternative route" program?

No → ***Time's running out!*** **52.** You must meet "HQ" requirements by end of '05-06 school year.

Yes → **49.** Do you receive high quality professional development?

Yes → **50.** Do you receive intensive mentoring and supervision?

Yes → ***Off the hook for now! But...*** **50A.** You must make progress toward completing your program. You have three years from the time that you become the teacher of record to meet "highly qualified" requirements.

No → ***Off the hook for now!*** **58.** You meet the "highly qualified" requirements.

Yes → **54.** Do you teach at the elementary or secondary school?

Secondary → **56.** Have you met your state's HOUSSE for your content and grade level?

Yes → **55.** Have you demonstrated competence in content and teaching skill by passing your state test in reading, math, writing and other core elementary curricular areas?

No → ***Time's running out!*** **57.** You have until the end of '05-06 school year to pass your state test or meet your state HOUSSE requirement.

Elementary → **54.** Do you teach at the elementary or secondary school?

Yes → **33.** Are all the core academic subjects that you teach classified as science courses?

Yes → **36.** Does your state have a general science license?

Yes → **37.** Do you hold this license?

Yes → **43.** You must be "highly qualified" for the general science license.

No → **44.** You must be "highly qualified" in each science you teach.

No → **36.** Does your state have a general science license?

No → **44.** You must be "highly qualified" in each science you teach.

No → **34.** *** Was your school eligible for the Small Rural School Achievement Program as of March 3, 2004?

No → ***Time's running out!*** **38.** You must meet all "HQ" requirements by end of '05-06 school year.

Yes → **39.** Are you "highly qualified" in at least one of the areas you teach?

Yes → **40.** Do you receive high quality professional development?

Yes → **41.** Do you receive mentoring or intensive supervision?

Yes → **42.** ** Are you newly hired?

Yes → ***Off the hook for now!*** **53.** But you must make progress and complete "highly qualified" requirements within 3 years of hire for other subject areas.

No → ***You're Lucky!*** **45.** You have until the end of 2006-07 school year to become "highly qualified" in other subject areas.

No → **41.** Do you receive mentoring or intensive supervision?

No → **39.** Are you "highly qualified" in at least one of the areas you teach?

No → **38.** You must meet all "HQ" requirements by end of '05-06 school year.

No → **32.** Do you teach multiple core academic subjects?

Yes → **59.** Have you passed a state content test in each subject you teach?

Yes → **60.** Do you have a graduate degree in each subject you teach?

Yes → **61.** Do you have an academic major or equivalent coursework in each subject you teach?

Yes → ***Off the hook for now.*** **64.** You meet the "highly qualified" requirements.

No → **62.** Have you met your state's HOUSSE requirement in each subject you teach?

Yes → **63.** Have you received advanced certification (National Board for Professional Teaching Standards) in each subject you teach?

Yes → ***Off the hook for now.*** **64.** You meet the "highly qualified" requirements.

No → **62.** Have you met your state's HOUSSE requirement in each subject you teach?

No → **61.** Do you have an academic major or equivalent coursework in each subject you teach?

No → **60.** Do you have a graduate degree in each subject you teach?

No → **59.** Have you passed a state content test in each subject you teach?

No → ***Time's running out!*** **65.** You have until the end of '05-06 school year to meet "HQ" requirements unless rural school extended-time exceptions apply.

Yes → **12.** Has your license been waived on an emergency, temporary or provisional basis?

Yes → ***Time's running out!*** **20.** Waiver must be cleared by end of '05-06 school year.

No → **13.** Do you hold a state special education license or have you passed a state special education licensing exam?

No → ***Time's running out!*** **21.** You must pass this exam or obtain this license by end of '05-06 school year.

Yes → **14.** Is your sole responsibility to provide consultative services to a core content teacher who is considered "highly qualified?"

Yes → ***Off the hook for now.*** **15.** You are considered "highly qualified" as long as your job assignment does not change.

No → **16.** Do you teach students assessed exclusively on alternative achievement standards?

No → **22.** Do you teach 2 or more core subjects to students with disabilities?

Yes → **25.** ** Are you a new teacher?

Yes → **26.** You meet the "highly qualified" requirements.

No → **27.** Have you successfully completed the HOUSSE in all core subjects you teach?

No → ***Time's running out!*** **28.** You have until the end of 2005-2006 school year to meet "highly qualified" standards.

No → ***Time's running out!*** **29.** You must meet "highly qualified" standards for regular ed teachers by end of '05-06 school year.

Yes → ***Time's running out!*** **29A.** You must complete the state's multi-subject HOUSSE or meet "HQ" standards for regular teachers by end of '05-06 school year.

No → **30.** Are you "highly qualified" in math, language arts or science?

No → ***Time's running out!*** **35.** You must be "highly qualified" in one of these areas by the end of the 2005-06 school year.

AND

Yes → ***Time's running out!*** **31.** You must complete HOUSSE or "highly qualified" requirements for all subjects within 2 years of hire, unless rural school exemptions apply. Go to Box 33 if you teach only science or work in a rural school.

Elementary → **23.** Have you passed a state test of subject knowledge and teaching in reading, math, writing and other core elementary subject areas?

Yes → **26.** You meet the "highly qualified" requirements.

No → **27.** Have you successfully completed the HOUSSE in all core subjects you teach?

Secondary → **18.** Have you demonstrated subject matter knowledge appropriate to your level of instruction, as determined by the state?

Yes → ***Off the hook for now.*** **19.** You meet the "highly qualified" requirements.

No → **24.** Have you completed the state HOUSSE in all core subjects you teach?

Yes → **19.** You meet the "highly qualified" requirements.

No → **28.** You have until the end of 2005-2006 school year to meet "highly qualified" standards.

* There are two types of Title I programs. Targeted Assistance Title I schools are those schools where Title I funds may only be used to serve individually identified students who are "educationally disadvantaged." In this case (and all schools that have less than 40% of their students in poverty are automatically in this category), only those teachers paid in whole or in part with Title I funds are considered a teacher teaching in a program supported with Title I funds. The other type of Title I program is called Schoolwide Title I. This is limited to schools with at least 40% of its students in poverty—in which case the school MAY choose to use its Title I funds to serve all students. If that happens, then ALL teachers are considered working in a program supported by Title I funds. To determine if the HQ requirements apply NOW to teachers in a Title I program, you have to know if your school is schoolwide or targeted assistance (if you are directly paid with Title I funds). About half of Title I schools are schoolwide.

***This policy applies to local education agencies (LEAs) that meet the following two requirements:

1. The total number of students in average daily attendance at all schools served by the LEA is fewer than 600, OR all schools in the district are located in counties with a population density of fewer than 10 persons per square mile; AND
2. All schools served by the LEA have a school locale code of 7 or 8, as determined by the Secretary, OR the LEA is located in an area of the state defined as rural by the state education agency (SEA) or another governmental agency of the state. US DOE has links for each state that show which districts fit this definition. Here's the link: http://www.ed.gov/programs/reapsrsa/eligible04/index.html

**"New" means new to the profession. It specifically does not mean new to a school or district because of a transfer. Only current teachers can use the High Objective Uniform State Standard of Evaluation (HOUSSE)—except for certain new special ed multi-subject teachers. "A current teacher is a teacher who has already been hired by, and is teaching in, the school district. For practical purposes, the term 'current' teacher does not have a different meaning than the term 'veteran teacher' or 'teacher who is not new to the profession.' We use the term current teacher rather than veteran teacher in this context only because we do not want to imply that such a teacher must have extensive teaching experience." (US DOE Teacher Quality Guidance). States have the option of defining "new teacher" differently.

This is NEA's interpretation, subject to final US Department of Education regulations.

NEA is fighting to "Fix and Fund" the so-called No Child Left Behind (NCLB) Act. Time is running out for all of us. According to the U.S. Department of Education, local education agencies (school districts) whose teachers don't meet the new rules risk losing federal funding. While we support most of the goals of the law, there must be common sense changes. Go to www.nea.org/esea for more information on the law and how YOU can help.

Questions? Contact Tom Blanford at NEA Teacher Quality, tblanford@nea.org.

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Great Public Schools for Every Child

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