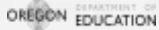


Highly Qualified: What You Need to Know

33rd Annual School Law Conference
December 2013



Acronyms

- ESEA --Elementary and Secondary Education Act
- HQT—Highly Qualified Teacher
- HOUSSE—High Objective Uniform State Standard of Evaluation
- TSPC—Teacher Standards and Practices Commission

What Does ESEA Say?

Highly Qualified – The term 'highly qualified' means...the teacher has a bachelor's degree, obtained full State licensure with subject matter competency in English, reading or language arts, mathematics, science, foreign languages, arts, civics and government, economics, history, and geography.

ESEA, Title IX §9101(23)

ESEA Timeline

- o ESEA states: By 2002- 2003, all teachers teaching core subjects in Title I-A schools must be highly qualified.
- o ESEA states: By the beginning of 2007 school year, all teachers teaching core academic subjects must be highly qualified. This includes charter and alternative education teachers.

The NCLB Flexibility Waiver did not remove the HQT requirements.

HQT Requirements Waived



Requirements for Schools and Districts

Schools within a district accepting Title I-A Funds, must meet the HQT requirement regardless of the Title I-A status of the school.



Requirements—Annual Objective

HQT AMO -
100% of
required
teachers must
meet the HQT
Requirements



2012-2013 HQT Statistics

- 47% of districts had 100% of their classes taught by a highly qualified teacher.
- 87% of districts had 95% or more of their classes taught by a highly qualified teacher.
- 93% of districts had 90% or more of their classes taught by a highly qualified teacher.
- 98.9% of elementary classes were taught by highly qualified teachers.
- 98.1% of secondary classes were taught by highly qualified teachers.
- 353 elementary classes were taught by not highly qualified teachers.
- 1911 secondary classes were taught by not highly qualified teachers.

HQT Questions to Consider



When Must A Teacher be HQ?



Core content teachers must meet HQT requirements at the **time of assignment** or **the time of hire.**

What are the Core Academic Areas?

The term core academic subjects means:

- English
- Reading
- Mathematics
- Science
- Foreign Languages
- Civics and Government
- Economics
- History
- Geography
- Arts (Art and Music)

Oregon through TSPC further defines the arts as being visual arts and music, and foreign language as German, French and Spanish

What Determines HQT Status?



A highly qualified teacher holds a minimum of a **bachelor's degree**, and

A highly qualified teacher has obtained **full state licensure**, and

A highly qualified teacher has demonstrated **subject matter competence** in each of the core academic subjects the teacher teaches.

OAR 584-100-0101
Oregon Licenses Considered
"Full State Certification"

- (1) Basic Teaching License; or
- (2) Standard Teaching License; or
- (3) Initial (Initial, I, II) Teaching License; or
- (4) Continuing Teaching License; or
- (5) Five-Year Elementary Teaching License; or
- (6) Five-Year Secondary Teaching License; or
- (7) International Visiting Teacher License; or
- (8) NCLB Alternative Route Teaching License; or
- (9) Charter School Registry.

Oregon Licensure



Oregon License Look Up
http://www.tspc.state.or.us/lookup_query.asp?op=9&id=0

Highly Qualified
vs.
Legal to Teach

The ESEA definition of "highly qualified" does not completely align to the current state licensure/certification structure and assignment rules.

Teachers who are allowed to teach certain courses under state licensure/certification and assignment rules may not meet the definition of "highly qualified."

Teachers who do meet the definition of "highly qualified" and who do NOT have the endorsement on their license MAY require a License for Conditional Assignment under the current state licensure structure.

Demonstrating Subject Matter Competency

- Pass a rigorous state exam in the core academic subject matter area, or

In the K-6 setting educators should take the ORELA (NES) Elementary Exam subtest I and II.

In the 7-12 setting educators should take the appropriate subject matter test for the course they are teaching.

Demonstrating Subject Matter Competency

- Pass a rigorous state exam in the core academic subject matter area, or
- Complete a major or coursework equivalent to an undergraduate major in the core academic area (only available for 7-12 grade setting), or

The major should be listed on the educator's transcript.

Demonstrating Subject Matter Competency

- Pass a rigorous state exam in the core academic subject matter area, or
- Complete a major or coursework equivalent to an undergraduate major in the core academic area, or
- Hold a graduate degree in the core academic subject matter area, (only available for 7-12 grade setting), or

The graduate degree must be in the subject matter the educator will be teaching.

Demonstrating Subject Matter Competency

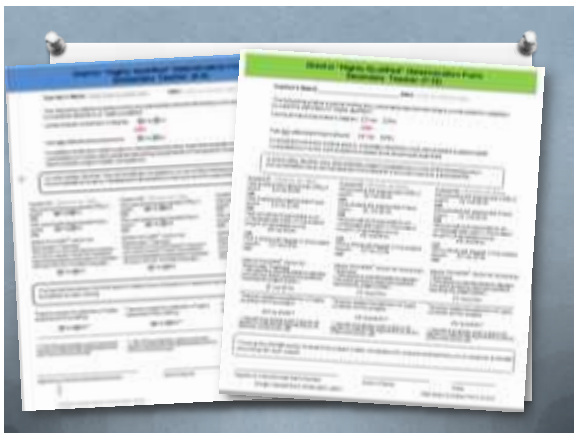
- o Pass a **rigorous state exam** in the core academic subject matter area, or
- o Complete a **major** or coursework equivalent to an undergraduate major in the core academic area, or
- o Hold a **graduate degree** in the core academic subject matter area, or
- o Highly Objective Uniform State Standards of Evaluation (HOUSSE).

HQT Determination

HQT Determination Forms are found at:

<http://www.ode.state.or.us/search/page/?id=2219>.

Forms for both Elementary and Secondary teachers are available.



Elementary HOUSSE

To qualify for the Elementary HOUSSE, a total of sixty (60) points of combined coursework must be earned.



Experience must meet the 3 year minimum requirement to be **eligible**. A teaching license must have been awarded **prior to the 2007-2008 school year** and a minimum of three years teaching experience at the elementary level must have occurred **prior to the 2009-2010 school year**.

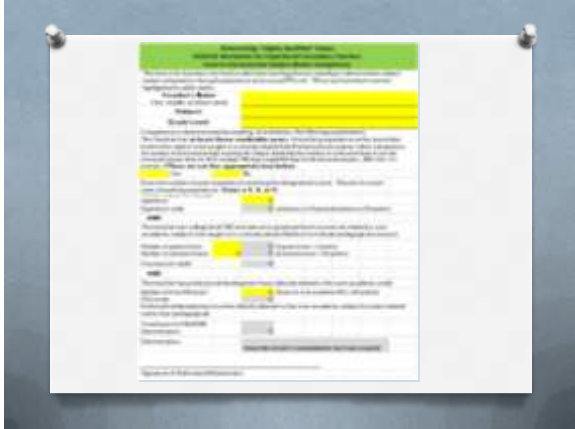
Secondary HOUSSE

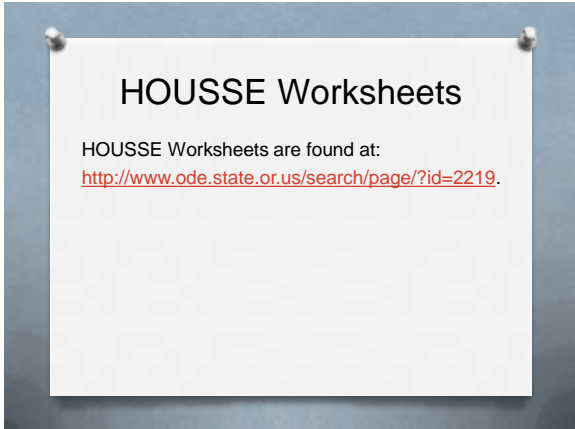
To qualify for the Secondary HOUSSE, a total of one hundred (100) points of

100

- combined coursework,
- professional development, and
- experience must be earned.

Experience must meet the 3 year minimum requirement, to be **eligible**, and may not exceed the 5 year maximum for a total of no more than 50 points. A teaching license must have been awarded **prior to the 2007-2008 school year** and a minimum of three years teaching experience in the subject to be evaluated must have occurred **prior to the 2009-2010 school year**.

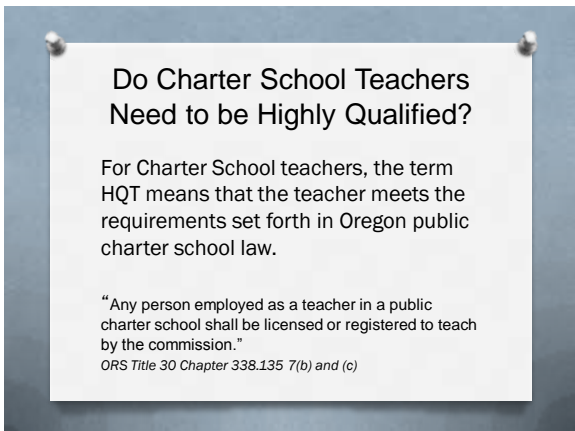




HOUSSE Worksheets

HOUSSE Worksheets are found at:

<http://www.ode.state.or.us/search/page/?id=2219>.



Do Charter School Teachers Need to be Highly Qualified?

For Charter School teachers, the term HQT means that the teacher meets the requirements set forth in Oregon public charter school law.

“Any person employed as a teacher in a public charter school shall be licensed or registered to teach by the commission.”

ORS Title 30 Chapter 338.135 7(b) and (c)

Licensed or Registered

- o Any person employed as a teacher in a public charter school shall be licensed or registered by TSPC.
- o In a public charter school, at least 50% of total Teacher and Administrator FTE* must be **licensed**** and up to 50% may be registered by TSPC. [ORS 338.135\(7\)](#)
- o Teachers teaching at a virtual public charter who are licensed by TSPC must provide 95% of the school instructional hours. [ORS 338.120\(1\)\(f\)\(B\)](#)

*Full-time Equivalent
 ** Basic, Continuing, Initial and Standard.

Licensed or Registered

To be HQ, a **licensed** Charter School Teacher must have:

- a bachelor's degree,
- a valid **license**, and
- demonstrate subject matter knowledge by testing, major coursework, or graduate degree in subject.

To be HQ, a **registered** Charter School Teacher must have:

- a bachelor's degree,
- a valid **charter school registry**, and
- demonstrate subject matter knowledge by testing, major coursework, or graduate degree in subject.

Who is responsible for HQT in a Charter School?

The District and the Charter School need to work together to ensure that all teachers are highly qualified at the time of hire or assignment.



Do Special Education Teachers Need to be Highly Qualified?

Must meet the HQT requirement in all core academic subjects.

- K-8 must demonstrate elementary education competency.
- 9-12 teachers whose students are receiving core content credit for graduation must demonstrate subject matter competency in each subject matter credit is awarded.

Do Special Education Teachers Need to be Highly Qualified?

- 9-12 teachers all of whose students are working toward an Alternative Certificate must demonstrate elementary education competency.
- Special Education teachers providing supplemental support/reinforcement are not considered to be teaching core academic subjects and thus do not need to meet the highly qualified requirements.

Do Online/Distance Learning Teachers need to be Highly Qualified?

The teacher providing the core content instruction, grade and credit must be highly qualified.



Other Teachers that Need to be Highly Qualified

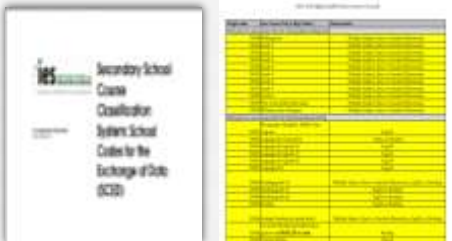
Alternative Education Teachers must meet the requirement of HQT in all core academic subjects they are assigned to teach.

Bilingual and ESL teachers must meet the requirement of HQT in all core academic subjects they are assigned to teach.

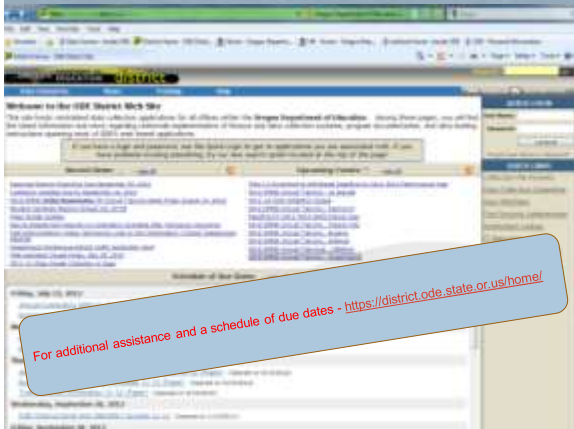
Staff Assignment

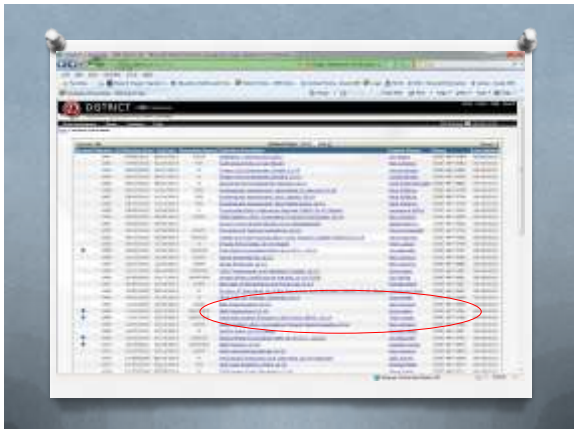
- Districts must report all teachers in the ODE Staff Assignment Collection.
- Two submission windows:
 - Opens November 14, 2013 and closes December 13, 2013 (This submission window is optional).
 - Opens March 13, 2014 and closes April 11, 2014 (Districts are responsible for providing ODE the entire years data by April 11, 2014).

National Center for Education Statistics



<http://www.ode.state.or.us/search/page/?id=2219>







Validating Staff Assignment Data

- Validation will take place through the Achievement Data Insight (ADI) application in June and July 2014.
- Please review production downloads for errors and the ADI application for aggregate counts and HQT percentages.
- Submit all questions and concerns through the ADI application.
- Data will be finalized and final school and district report cards published in October.

“Of all the work that occurs at every level of our education system, the interaction between **teacher** and **student** is the primary determinant of success.”

Questions



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OREGON DEPARTMENT OF EDUCATION
