

## **Highly Qualified Teachers and Paraprofessionals**

**1) Q: What are the highly qualified requirements under NCLB?**

A: A highly qualified teacher is a teacher with a bachelor's degree, full state certification (intern, provisional, reciprocal or standard teaching certificate) and demonstrates subject matter competency in the core academic subject assigned to teach. With the exception of special education, charter school teachers are exempt from certification requirements.

**2) Q: Who must be reported as highly qualified under the NCLB definition?**

A: All teachers in core academic content areas must be highly qualified if they are working in district or charter schools.

Core academic subjects include the following: elementary content, reading/language arts, English, mathematics, science (including the discrete areas of biology, chemistry, physics, earth science and general science), arts (visual and music), history, geography, political science/government, economics, and foreign languages. Instructional paraprofessionals in any program supported by Title I funds must also be highly qualified.

**3) Q: If I am a core academic content teacher in a school that does not receive Title I funds, am I required to meet highly qualified requirements?**

A: All teachers in core academic content areas must be highly qualified, regardless of whether the school receives federal funding.

**4) Q: Are teachers instructing with a Teaching Intern Certificate considered highly qualified?**

A: Teachers instructing with a Teaching Intern Certificate may be considered highly qualified. These teachers are participating in a State Board approved Alternative Path to Certification that meets NCLB requirements as defined in Public Law 107-110, January 8, 2002.

**5) Q: What are the requirements for Special Education (SPED) teachers?**

A: SPED teachers must hold a Bachelor's degree and full state certification as a special education teacher.

Special Education teachers must be identified as “teacher of record” or “not-teacher of record”. A “teacher of record” directly instructs, evaluates, and assigns grades to students in core academic subjects. A teacher identified as “not-teacher of record” does not directly instruct students in core academic subjects; the role is limited to providing highly qualified teachers with consultation on the adaptation of curricula, the use of behavioral supports and interventions, the selection of appropriate accommodations, assisting students with study or organization skills, or reinforcing instruction the child has already received from a teacher who is highly qualified in that core academic subject.

**6) Q: Does the criterion for "highly qualified" apply to private schools?**

A: The criterion for "highly qualified" applies to all *public* district and charter schools. However, private school teachers serving Title I students in a Title I program must meet the highly qualified requirements.

**7) Q: Who must complete the Teacher Attestation(s)?**

A: All core academic content teachers are required to complete the Teacher Attestation during the first four (4) weeks of continuous employment each year. An attestation must be completed for all core content areas being taught.

Building administrators must verify the status of “highly qualified” and “not-highly qualified” core academic content teachers through the Highly Qualified Teacher Application database each year.

**8) Q: Are paraprofessionals required to meet the highly qualified requirements under NCLB?**

A: Paraprofessionals with instructional duties in any program supported by Title I funds must be highly qualified at the time of hire.