

# **EFFECTIVE TEACHERS AND LEADERS UNIT**

## HIGHLY QUALIFIED REQUIREMENTS



February 2015

# ENDORSEMENT

WHAT'S IN A NAME?

Approved Area

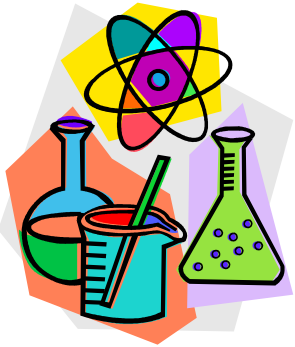
Reciprocity

# **Objective:**

**To understand the federal components  
to meet Highly Qualified Requirements**

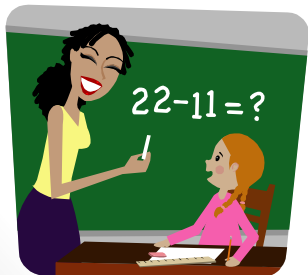
**To clarify the similarities and differences  
between Appropriately Certified &  
Highly Qualified teaching status.**

# APPROPRIATELY CERTIFIED



## Appropriate Certificate

Approved Subject Area  
on Certificate



# APPROPRIATELY CERTIFIED

## Elementary & Secondary Teachers

### To be Appropriately Certified:

#### Elementary Teachers:

- ✓ pass the AEPA or NES exam, OR
- ✓ have an approved out-of-state comparable test

#### Secondary Teachers:

Teachers in grades 6-12 whose **primary** assignment is in a core content area must:

- ✓ pass an AEPA or NES exam, OR
- ✓ have an approved out-of-state comparable test, OR
- ✓ have a Master's Degree in the specific subject area.

# HIGHLY QUALIFIED REQUIREMENTS

# History of NCLB Highly Qualified Requirements



2001

## TEACHER QUALITY

The number of public school classes taught by highly qualified teachers and teachers lacking federal qualifications.\*



Subject	Total classes	Highly qualified teacher	Not qualified
Math	3,819	1,913 (50.09%)	1,906 (49.91%)
Science	3,033	2,192 (72.27%)	841 (27.73%)
Social studies	3,168	1,627 (51.36%)	1,541 (48.64%)

\* Preliminary figures for the 2007-08 school year; does not include special-education classes

Source: State Department of Education

STAR-BULLETIN



2007



Today

# HIGHLY QUALIFIED

## Highly Qualified means...

The teacher has demonstrated **content** competency in the subject area taught.

HISTORY

Math

Elementary

Physics

Middle Grades ELA



# HIGHLY QUALIFIED

## Highly Qualified means...

- ✓ The teacher holds a bachelor's degree
- AND
- ✓ The teacher has a valid Arizona teaching certificate  
—intern, reciprocal, provisional, or standard  
(charter school teachers are exempt from this requirement  
with the exception of Special Education positions)
- AND
- ✓ The teacher has demonstrated **content** competency  
in the subject area taught.

# HIGHLY QUALIFIED Core Content Areas Elementary & Middle Grades

- Early Childhood Subject Knowledge (K-3)
- Elementary Subject Knowledge (K-8)
  
- Middle Grades - Language Arts/Reading
- Middle Grades - General Science
- Middle Grades - Mathematics
- Middle Grades - Social Studies

# HIGHLY QUALIFIED

## Secondary Core Content Areas

- Biology
- Chemistry
- Earth Science
- Economics
- English
- Foreign Languages
- Geography
- History
- Mathematics
- Physics
- Political Science/Government

# Special Attestations

- Music K-12
- Visual Arts K-12
- Reading Specialist K-12
- Math Interventionist K-8
- Structured English Immersion Classrooms (SEI) K-12

\*Refer to Teacher Attestation forms for acceptable content verification options.

<http://www.azed.gov/highly-qualified-professionals/highly-qualified-teachers-and-paraprofessionals/information-for-administrators/>

# HIGHLY QUALIFIED In Elementary

## To meet Highly Qualified Requirements in Elementary (Self-contained K-8<sup>th</sup> grades) a teacher has:

- Passed the AEPA Exam for Elementary Subject Knowledge #01, or NES Elementary Education Exam subtests I and II **OR**
- Passed the AEPA Exam for Early Childhood Subject Knowledge #36 (K-3<sup>rd</sup> grade only) **OR**
- Highly Qualified Reciprocity (Out-of-state comparable exam or HOUSSE Rubric required) **OR**
- Holds an AZ Elementary HOUSSE Rubric dated no later than June 30, 2007 (documentation required)

## Example: Kindergarten Appropriately Certified & Highly Qualified Comparison

Kindergarten

APPROPRIATELY  
CERTIFIED

Elementary Certificate with an  
Early Childhood Endorsement or  
Early Childhood Certificate, or  
SPED Certificate with ECE  
Endorsement or  
Reciprocity  
(except charter schools)

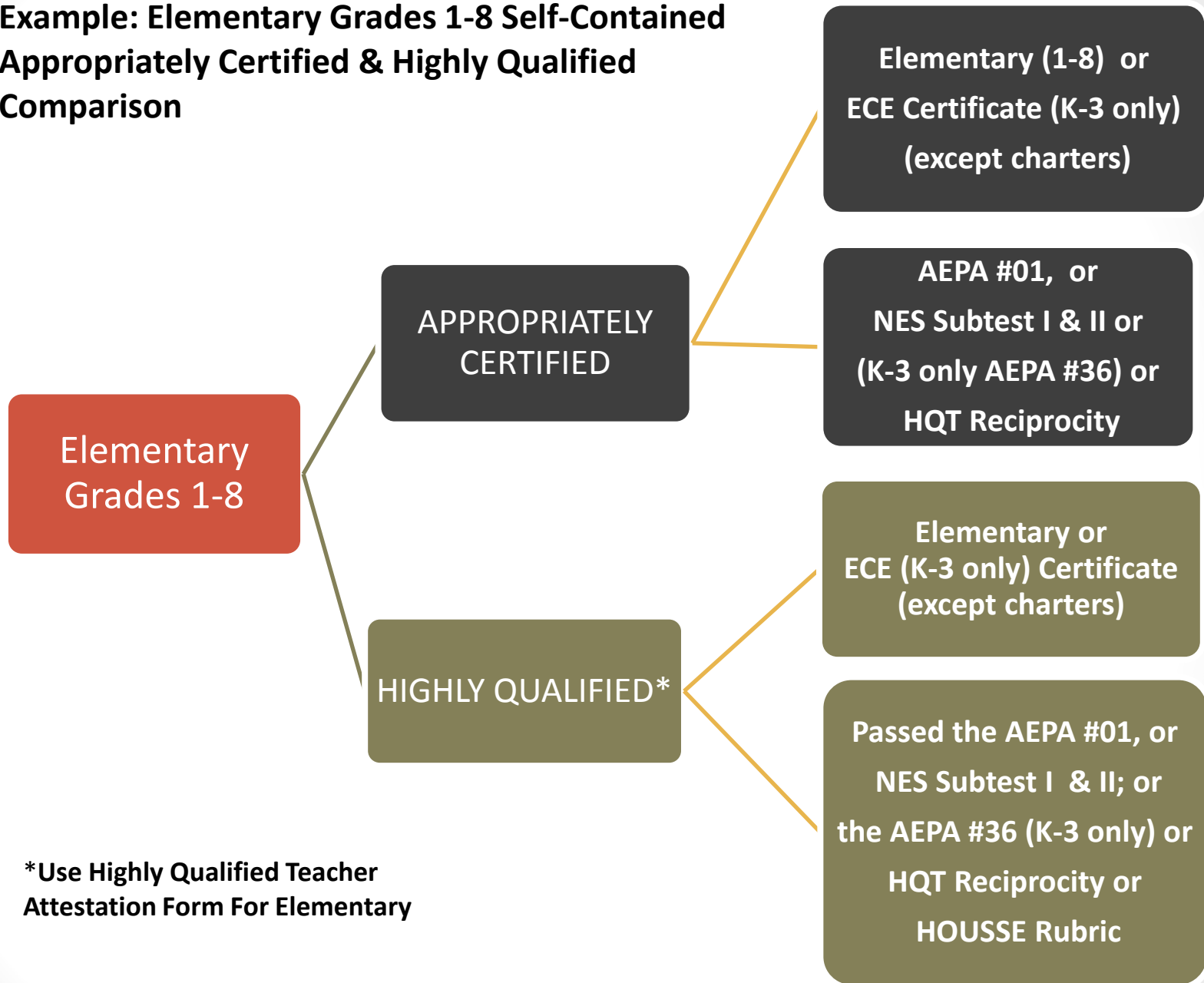
HIGHLY QUALIFIED\*

Elementary, Early Childhood, or  
SPED Certificate  
(except charter schools)

Passed the AEPA #01, or  
NES Subtest I & II; or  
AEPA #36 (K-3 only) or  
HQ Reciprocity or  
HOUSSE Rubric

\*Use Highly Qualified Teacher  
Attestation Form For Elementary

## Example: Elementary Grades 1-8 Self-Contained Appropriately Certified & Highly Qualified Comparison



**\*Use Highly Qualified Teacher  
Attestation Form For Elementary**

**Example: Single Subject Elementary  
Grades 5-6  
Highly Qualified ONLY**

**Single Subject  
Elementary  
Grades 5-6**

**Option #1  
Elementary Content  
Highly Qualified\***

**Elementary Teaching  
Certificate  
(except charters)**

**Passed the AEPA #01, or  
NES Subtest I & II, or  
HQT Reciprocity or  
HOUSSE Rubric**

**Option #2  
Secondary Core  
Content  
Highly Qualified**

**Elementary or Secondary  
Teaching Certificate  
(except charters)**

**Passed the AEPA or NES in  
the Core Content Area or  
24 credits/Major or  
HOUSSE Rubric or  
HQT Reciprocity**

**\*Use Highly Qualified Teacher  
Attestation Form For Single  
Subject Elementary**



# To Hire or Not To Hire?

1. 3<sup>rd</sup> grade self-contained
2. Kindergarten
3. 6<sup>th</sup> grade English Language Arts (ELA)
4. Kindergarten

# HIGHLY QUALIFIED

## At the Secondary Level

**To be Highly Qualified at the Secondary level  
(Departmentalized grades 6-12), a teacher has:**

- Passed the appropriate Core Subject Knowledge Exam **OR**
- An advanced degree in the core academic subject area **OR**
- At least 24 credits/major in the core academic subject area **OR**
- Highly Qualified Reciprocity (Out-of-state comparable exam or HOUSSE Rubric required) **OR**
- HOUSSE Rubric in the content taught dated before June 2007

# Example: Secondary Grades 6-12 Appropriately Certified & Highly Qualified Comparison

Secondary

APPROPRIATELY  
CERTIFIED

Secondary Certificate  
(except charters)

Passed the AEPA or NES in Core  
Content Subject Knowledge with  
the Approved Area on Certificate  
or Reciprocity

A Valid Certificate  
(except charters)

HIGHLY QUALIFIED\*

Passed the AEPA or NES in  
the Core Content Area or  
24 credits/Major/Advanced  
Degree or  
HOUSSE Rubric or  
HQT Reciprocity  
(other options are available)

\*See HQT Attestation Form for  
other HQT options for Middle,  
Junior High, High School,  
Visual Arts (K-12), and Music (K-12)

# To Hire or Not To Hire?

5. 10<sup>th</sup> grade Mathematics
6. 12<sup>th</sup> grade Chemistry
7. 11<sup>th</sup> grade U.S. History
8. 9<sup>th</sup>-12<sup>th</sup> grade English

# SPECIAL EDUCATION

# Highly Qualified Early Childhood Birth to Age 5

**Special Education Preschool Teacher**

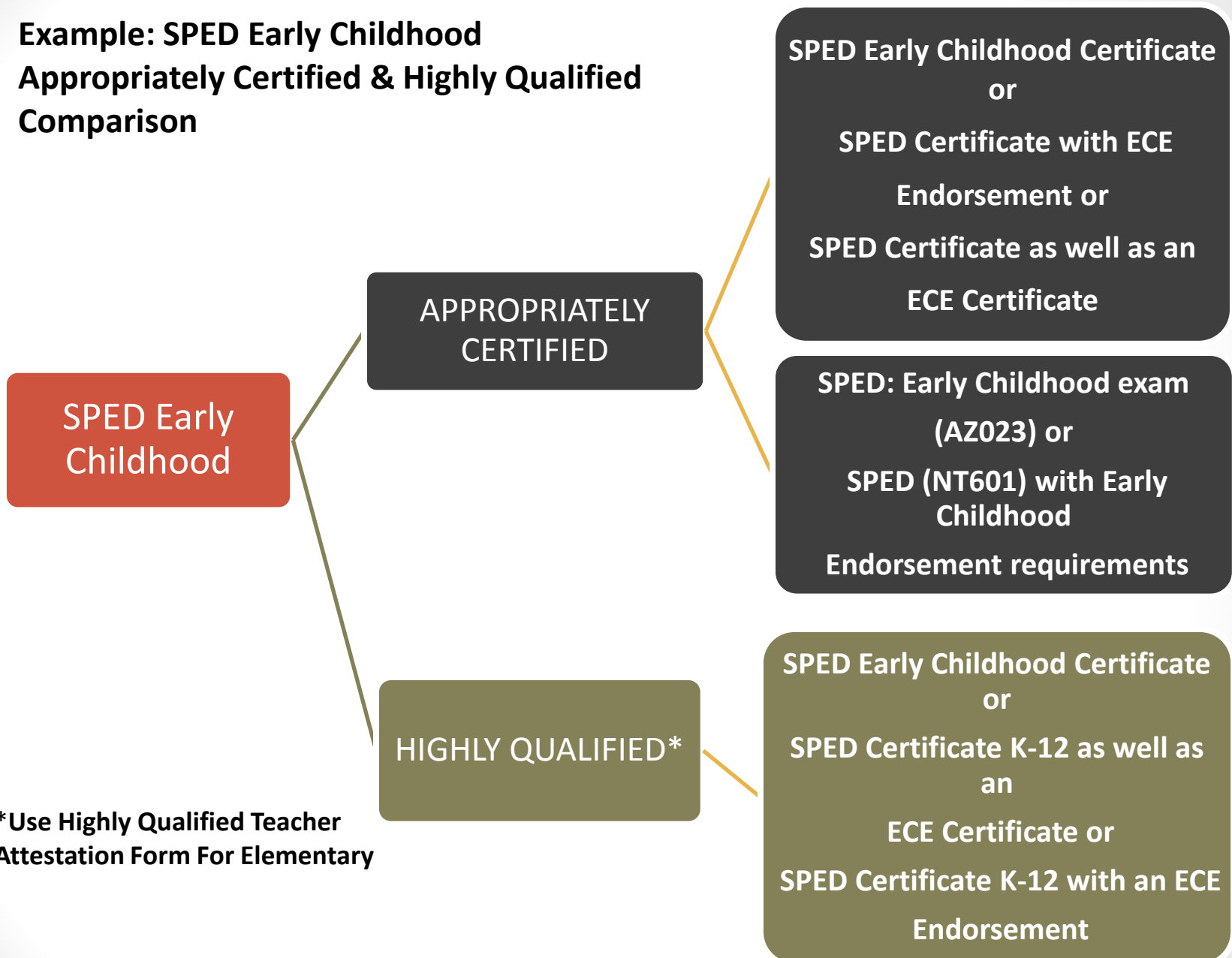
<http://www.azed.gov/highly-qualified-professionals/files/2012/05/spedearlychildhood.pdf>

# Special Education Preschool Teacher

## A Special Education Preschool Teacher...

- Has a bachelor's degree
- Holds a valid Arizona **Early Childhood Special Education Certificate** **OR**
- Holds a valid Arizona **Special Education Certificate** **AND** the **Early Childhood Certificate** **OR**
- Holds a valid Arizona **Special Education Certificate** **AND** the **Early Childhood Endorsement**

## Example: SPED Early Childhood Appropriately Certified & Highly Qualified Comparison





SPECIAL EDUCATION  
TEACHER OF RECORD OR  
NON-TEACHER OF RECORD

# Highly Qualified Special Education Non-Teacher of Record K-12

## A Special Education Teacher who is not the “Teacher of Record”...

- Reinforces the instruction the student has already received from the general education teacher, but does not provide the first line of instruction to students in grade level standards
- Provides general education teachers with supplemental support on curriculum, behavioral and instructional strategies, or accommodations
- Assists students with study skills and organizational skills

## Highly Qualified Special Education Non-Teacher of Record K-12

As a result:

He/she may meet the Highly Qualified requirements by holding only a valid Arizona Special Education Certificate appropriate to the contracted teaching position.

<http://www.azed.gov/highly-qualified-professionals/files/2012/05/k-12spednotteacherofrecord.pdf>

**Example:  
Special Education  
Non-Teacher of Record K-6  
Appropriately Certified  
and Highly Qualified  
Comparison**

**Special Education  
Elementary  
Non-Teacher of Record**

**APPROPRIATELY  
CERTIFIED**

**Special Education  
Certificate in the  
appropriate disability  
area**

**HIGHLY  
QUALIFIED\***

**Special Education Certificate**

**\*Use HQT Attestation  
Form For Special Education  
Teacher of Record (K-6)**

Highly Qualified  
Special Education  
Elementary  
Teacher of Record K-8

<http://www.azed.gov/highly-qualified-professionals/files/2012/05/k-6spedteacherofrecord.pdf>

# Highly Qualified Special Education Teacher of Record Definition

## **A Teacher of Record:**

- Directly instructs in grade level standards,
- Evaluates grade level progress, and
- Assigns grades to students in core academic subjects.

**Highly Qualified  
Special Education  
Elementary Teacher of Record K-8th Grade**

**A Special Education Elementary  
Teacher of Record (including Charter Schools):**

- Has a bachelor's degree
- Holds a valid Arizona Special Education Certificate
  - Intern, Provisional, Reciprocal, or Standard (including Charter Schools)
- Has an approved area of disability on the certificate

**PLUS**

# Highly Qualified Special Education Elementary Teacher of Record K-8<sup>th</sup> Grade

## A Special Education Elementary Teacher of Record

**MUST** also demonstrate subject knowledge of elementary content by completing one of the following:

- Passed the Elementary Subject Knowledge Exam I and II **OR**
- Passed the AEPA Exam for Early Childhood Subject Knowledge #36 (K-3<sup>rd</sup> grade only) **OR**
- Highly Qualified Reciprocity  
(Has an out-of-state comparable exam  
or has a HOUSSE rubric dated prior to 2007)  
**OR**
- Holds an AZ Elementary HOUSSE Rubric dated no later than June 30, 2007 (documentation required)



# Highly Qualified Special Education Secondary 6-12th Teacher of Record

<http://www.azed.gov/highly-qualified-professionals/files/2012/05/9-12spedteacherofrecord.pdf>

**Highly Qualified  
Special Education  
Teacher of Record Grades 6-12**

**A Special Education Secondary School  
Teacher of Record  
(including Charter Schools):**

- Has a bachelor's degree
- Holds a valid Arizona Special Education Certificate
  - Intern, Provisional, Reciprocal, or Standard (including Charter Schools)
- Has an approved area of disability on the certificate

**PLUS**

Highly Qualified  
Special Education  
Teacher of Record Grades 6-12

Special Education Secondary School Teachers who  
are “Teacher of Record” for a core academic  
subject area...

- ✓ must be Highly Qualified in that core content area  
**OR**
- ✓ must be Highly Qualified in Elementary Content  
Subject Knowledge (dependent on level of  
disability)

## Highly Qualified Secondary Core Content Areas

- Biology
- Chemistry
- Earth Science
- Economics
- English
- Foreign Languages
- Geography
- History
- Mathematics
- Physics
- Political Science/Government
- Visual Arts
- Music

**Example:  
Special Education  
Middle Grades Core Content**

**Secondary  
Special Education  
Teacher of Record  
(6-8)**

**APPROPRIATELY  
CERTIFIED**

**Special Education  
Certificate in the  
appropriate  
disability area**

**Special Education  
Certificate in the  
appropriate disability  
area**

**HIGHLY QUALIFIED\***

**AEPA #01, or NES Elem. I & II or  
HOUSSE Rubric, or  
HQT Reciprocity or  
Passed the AEPA or  
NES in the Core Content Area  
or  
24 credits/Major or  
HOUSSE Rubric or  
HQT Reciprocity  
(other options are available)**

**\*Use HQT Attestation  
Form For Special Education  
Teacher of Record (6-8)**

**Example:  
Special Education  
Secondary Core Content  
Appropriately Certified  
and Highly Qualified  
Comparison**

**Secondary  
Special Education  
Teacher of Record  
(9-12)**

**\*Use HQT Attestation  
Form For Special  
Education Teacher of  
Record (9-12)**

**APPROPRIATELY  
CERTIFIED**

**Special Education Certificate  
in the appropriate  
disability area**

**Special Education Certificate  
in the appropriate  
disability area**

**HIGHLY  
QUALIFIED\***

**Passed the AEPA or NES in the Core  
Content Area or  
24 credits/Major or  
HOUSSE Rubric or  
HQT Reciprocity  
or Elementary Subject Knowledge  
requirements (if applicable)  
(other options are available)**

# To Hire or Not To Hire?

9. SPED Teacher of Record

7-8<sup>th</sup> grade ELA

10. SPED Teacher of Record

Gr. 9-12 Aims A

11. SPED Resource K-6

12. SPED Teacher of Record

Gr. 9-12 Mathematics

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Effective Teachers and Leaders Unit

