



This document is intended as a resource to the ESSA State Plan Hub Committee as it considers decision points brought by the Effective Instruction and Leadership Spoke Committee. The table below illustrates the terms that must be defined in the ESSA State Plan, the definitions that existed under NCLB, applicable Colorado statute that can be used to define the terms moving forward, and any other possible options outside of Colorado statute.

Term	NCLB	CO State law	Other options
Inexperienced	Was defined by States (>3 years)	None	The Effective Instruction and Leadership Spoke Committee recommends continuing with the existing definition.
Unqualified	Non-HQ: no license	Article 63: does not hold license or authorization (and school has not received waiver)	None, Colorado law must be followed.
Out-of-field	Non-HQ: no subject matter competency	Article 60: <u>endorsement</u> – designation on a license or an authorization of grade level or developmental level, subject matter, or service specialization in accordance with the preparation, training, and experience of the holder of such license or authorization *The Effective Instruction and Leadership Spoke Committee recommends using this definition in order to ensure consistency with Colorado law and ensure equity.	Allow in-field to be demonstrated using NCLB menu of options for demonstrating subject matter competency (see other handout)
ineffective	none	S.B. 10-191 definition of ‘ineffective’	None