



**COLORADO**

Department of Education

# Highly Qualified Teachers & Paraprofessionals

May 7, 2015

# Agenda

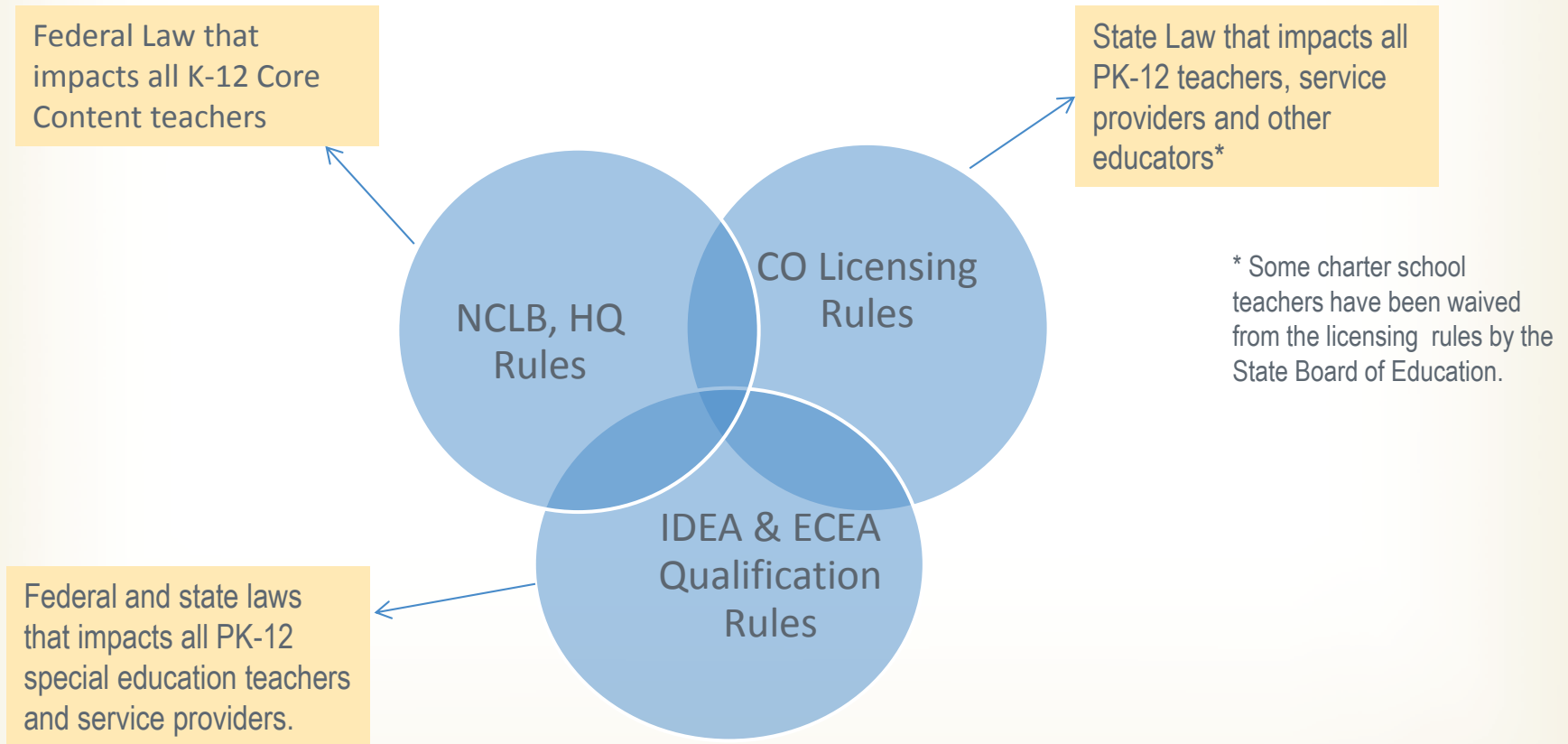
- **Highly Qualified Teachers and Paraprofessionals**
  - Basic requirements
  - Flexibilities and special circumstances
  - Paraprofessionals
  - Accountability and data flow

# Basic Requirements

# What is HQ

- Highly qualified requirements originate from Title I, Part A of the No Child Left Behind Act
- Applies to states and local education agencies receiving Title I, Part A funds
- Highly qualified requirements apply to K-12 core content area teachers
- Highly qualified status is directly dependent upon the teaching assignment

# Interaction of NCLB, IDEA, and Colorado Licensing Laws

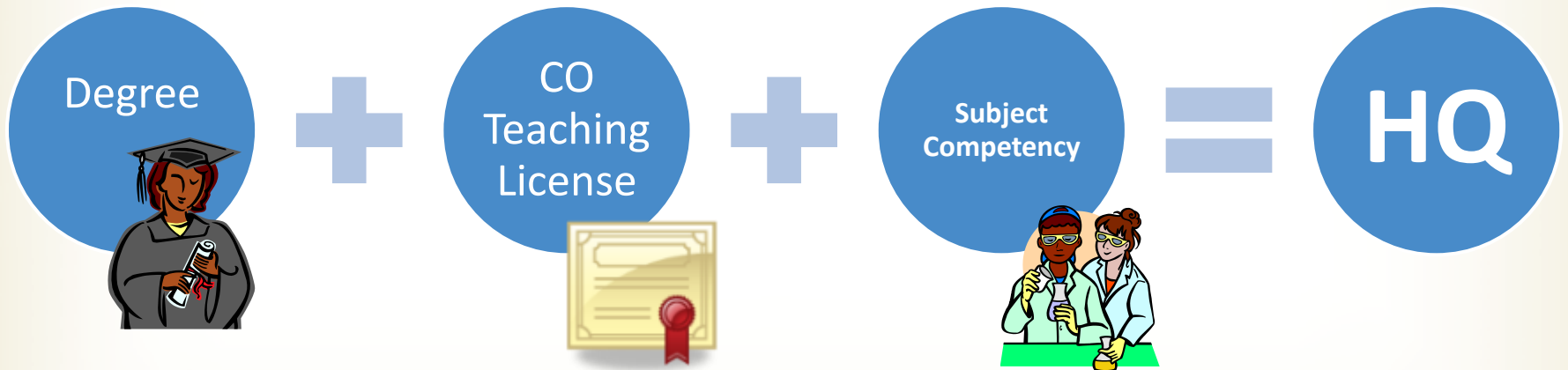


# Definitions

- **Highly Qualified” Teachers in Colorado must:**

1. Hold a current CO teaching license  
(charter schools may be waived from this requirement)
2. Hold a Bachelor’s (or higher) degree
3. Have demonstrated subject matter competency

# The HQ Equation



# Definitions

## ■ Core Content Areas for K-12

- English, Reading, or Language Arts
- Mathematics
- Science
- Foreign Languages
- Social Studies (Civics, Government, History, Geography, Economics)
- The Arts (Visual Arts, Drama\*, and Music)

\*Drama is *currently* a subset of English Language Arts

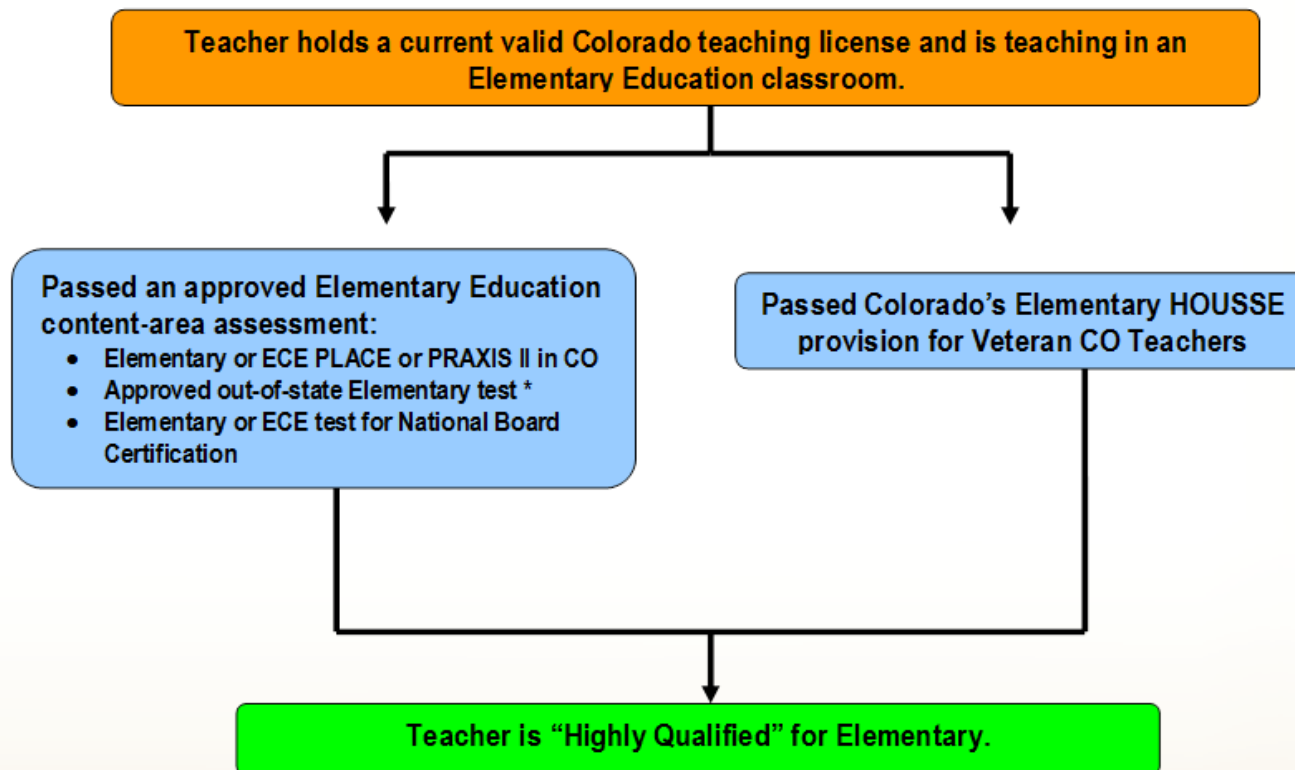


# Definitions

## What is fully licensed?

Fully licensed for HQ purposes	NOT fully licensed for HQ purposes
Initial License	Emergency Authorization
Interim Authorization	CTE Authorization
Professional License	1 and 3 Year Sub Authoriztions
Alternative License (1 & 2 yr)	SOE only (no alt. license)
Five Year Sub Authorization	SSP Authorization or License
Adjunct Authorization	TEE/SETA

# Elementary School (K-6) Qualifications

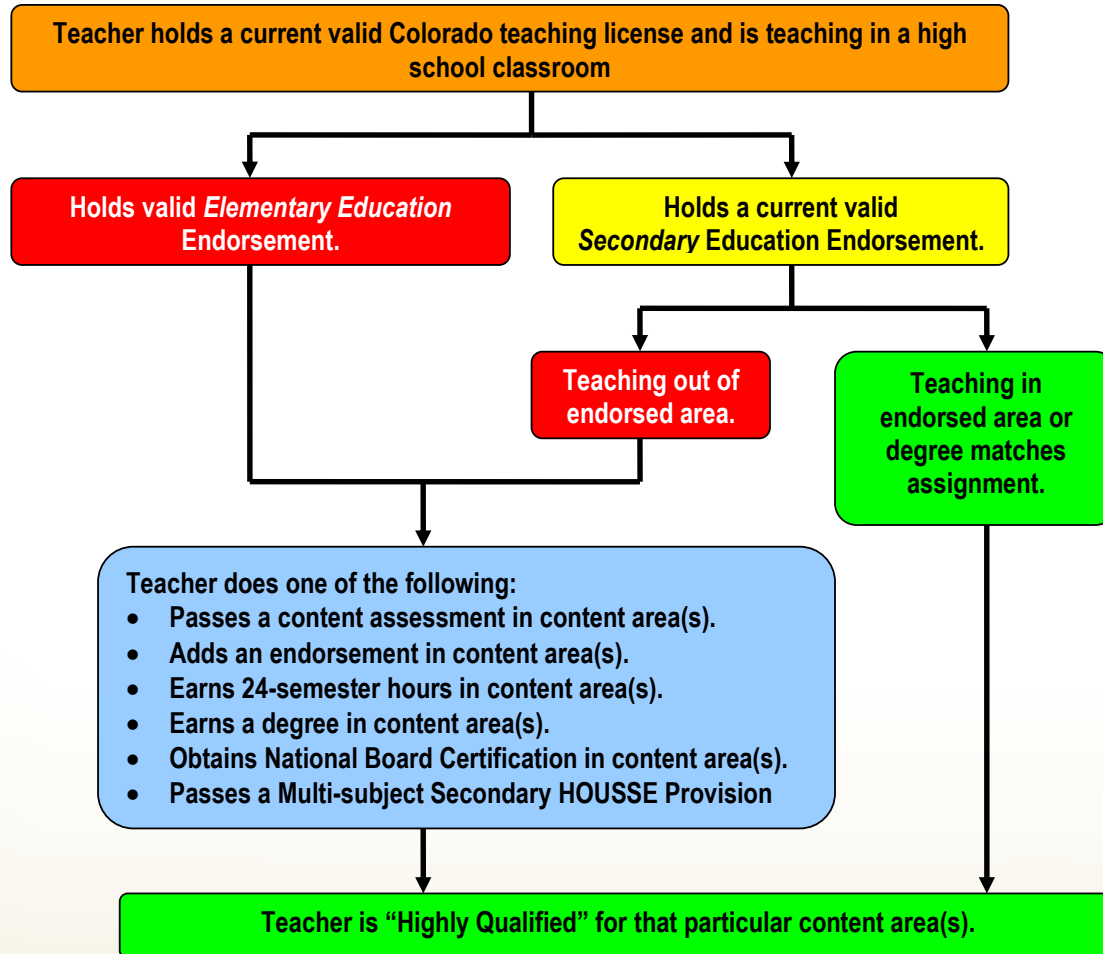


\*[http://www.cde.state.co.us/FedPrograms/dl/tii\\_a\\_hqt\\_listofselemaassessments.xls](http://www.cde.state.co.us/FedPrograms/dl/tii_a_hqt_listofselemaassessments.xls) (updated 9/2012)

# Elementary HOUSSE for Veteran Teachers

- HOUSSE stands for High Objective Uniform State Standard of Evaluation.
- Available to any teacher licensed July 1, 2006 or earlier, and has one or more years of teaching experience.
- LEA must use rubric and document evidence of
  - Previous teaching experience
  - Teacher's completed coursework or professional development in the core academic content area(s) for elementary
- [http://www.cde.state.co.us/sites/default/files/documents/fedprograms/dl/tii\\_a\\_hqt\\_genresforhqt\\_elemhouse.pdf](http://www.cde.state.co.us/sites/default/files/documents/fedprograms/dl/tii_a_hqt_genresforhqt_elemhouse.pdf)

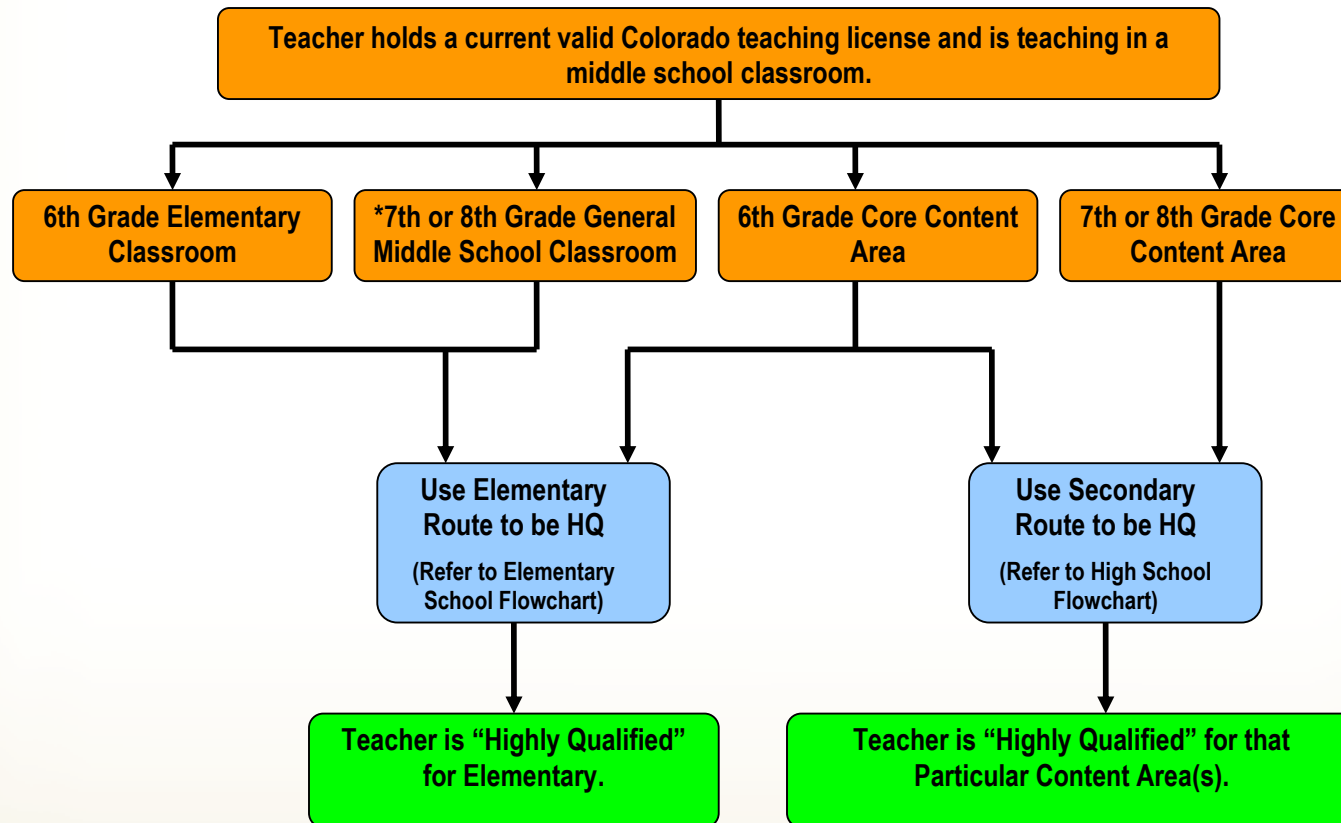
# High School (9-12) Qualifications



# Subject Matter Competency Options for Secondary Teachers

- Passes a content assessment in content area(s), or
- Adds an endorsement in content area(s), or
- Earns 24-semester hours in content area(s), or
- Earns a degree in content area(s), or
- Obtains National Board Certification in content area(s), or
- Passes a Multi-subject Secondary HOUSSE Provision (eligibility criteria apply)

# Middle School (6-8) Qualifications



# Sixth Grade Teachers

- Elementary classes + 6<sup>th</sup> grade\* = elementary.
- Secondary classes + 6<sup>th</sup> grade = secondary.
- Elementary classes + secondary classes + 6<sup>th</sup> grade\* = elementary AND secondary.
- 6<sup>th</sup> grade\* only in elementary = elementary.
- 6<sup>th</sup> grade\* specialist = elementary OR secondary.

\* or 7<sup>th</sup>-8<sup>th</sup> general middle school

# Eligibility for Rural HOUSSE

- District is eligible for Small Rural School Achievement Program (SRSA).
  - <http://www2.ed.gov/programs/reapsrsa/eligible14/index.html>
- Assigned to two or more content classes in a secondary grade.
- Colorado license and at least one year of teaching experience.
- Already highly qualified in at least one core content area.



# Elements of Rural HOUSSE Rubric

- Years of experience in the identified content area
- Coursework/PD in identified content area
- Service in identified content area
- See p. 2 of rubric for examples of PD and service

[http://www.cde.state.co.us/fedprograms/tii/a\\_hqt\\_genresforhqt.asp](http://www.cde.state.co.us/fedprograms/tii/a_hqt_genresforhqt.asp)

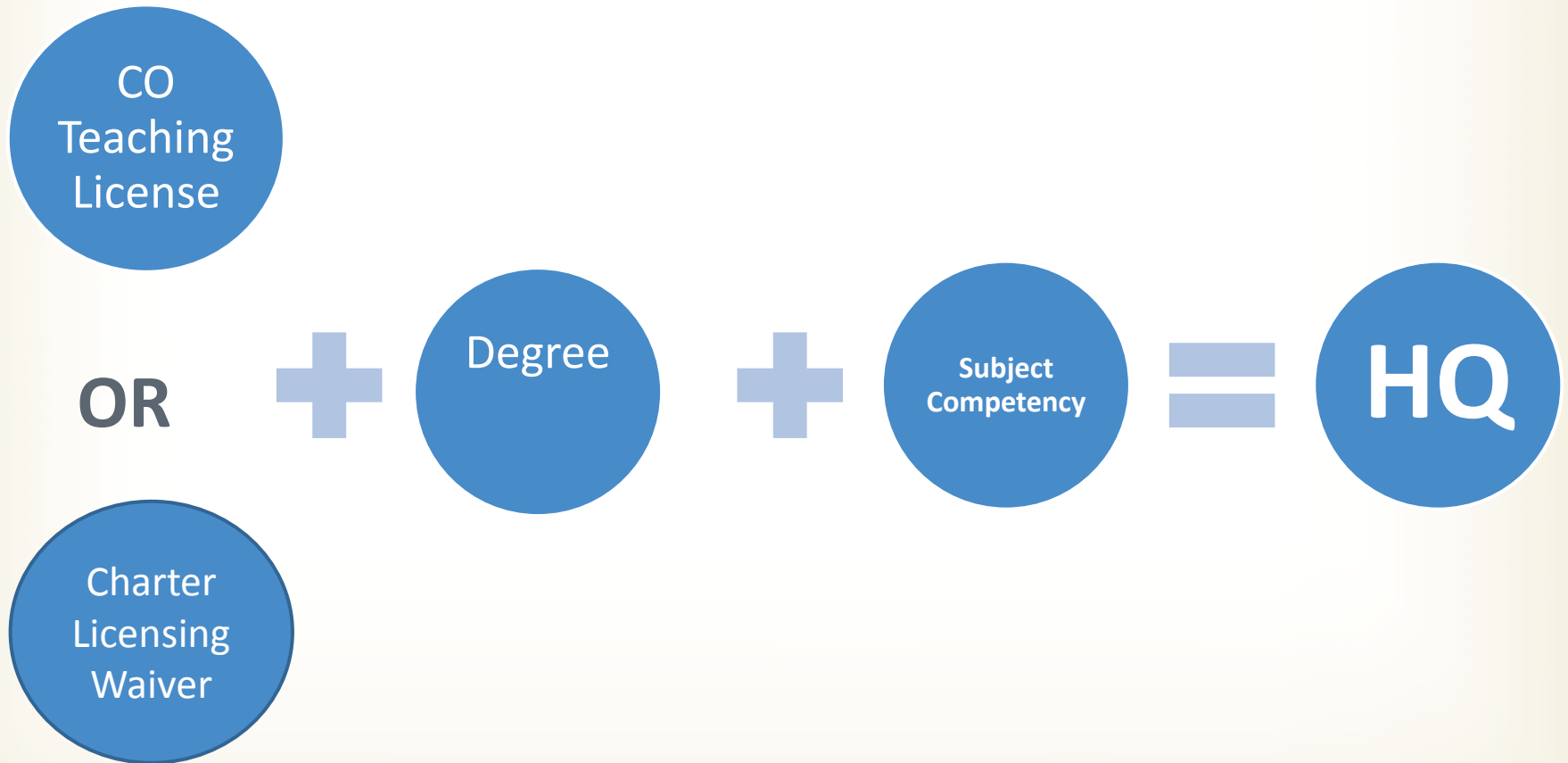
# Counting Coursework and PD

- **Responsibility of the LEA to evaluate transcripts and PD for 24 semester hours and HOUSSE**
  - Encouraged to use added endorsement worksheets on licensing website as a guide
  - Content courses, not methods courses
  - 15 contact hours of PD = 1 semester hour
  - Be consistent and use best judgment
  - Keep documentation

# K-12 Specials Teachers

- “Specials” include: Arts, Music, Foreign Language
- In elementary, can be elementary qualified and teach specials (passed elementary content test or passed elementary HOUSSE)  
OR
- Can “specialize” in the specials area – even in elementary schools. Needs to pass one of the following:
  - Content area assessment in content area
  - 24-Semester Hours in content area
  - Degree in content area
  - Endorsement in content area
  - National Board Certification in content area

# The HQ Equation in Charter Schools



# HQ and Special Education Teachers

- **(IDEA) All special education teachers and special providers must be properly endorsed.**
  - This still applies in charter schools with licensing waivers
- **All elementary level special education teachers must meet NCLB HQ requirements.**
- **All secondary level special education teachers that are sole providers of content must meet NCLB HQ requirements.**
- **Secondary teachers working with students working toward alternate standards (e.g., CoAlt) must meet NCLB HQ requirements for elementary education.**

# Sole Provider of Content at the Secondary Level

## Yes

- Teacher introduces core content and provides full lesson on key concepts to students.
- OR**
- Teacher makes instructional decisions for students (e.g., assessments, curricular design).

## No

- Teacher co-teaches with another HQ teacher.
- Teacher provides consultation.
- Teacher pre-teaches or re-teaches concepts.
- Teacher provides additional practice opportunities (e.g., second dip).

# Eligibility for Special Education HOUSSE

- Sole provider of instruction for two or more core content classes in a secondary grade.
- Colorado license with the proper special education endorsements.
- (If a new teacher: less than one year of teaching experience)  
Already highly qualified in language arts, math, or science.

[http://www.cde.state.co.us/fedprograms/tii/a\\_hqt\\_genresforhqt.asp](http://www.cde.state.co.us/fedprograms/tii/a_hqt_genresforhqt.asp)

# Highly Qualified Paraprofessionals

**Title I Paraprofessionals**





# Who Needs to be HQ?

- **Only PK-12 instructional paraprofessional in Title I schools**
  - Targeted Assistance
    - Only Title I instructional paras
  - Schoolwide
    - All instructional paras (including special ed)
- **100% of Title I instructional paras must be HQ.**



# HQ Paraprofessional Rules

- **Must have at least a high school diploma or its equivalency**
- **Basic Skills Competence**
  - 2 years of college (e.g., associates degree, 48-semester hours of coursework)

OR

- Pass a paraprofessional test  
([http://www.cde.state.co.us/FedPrograms/tii/a\\_hqp.asp](http://www.cde.state.co.us/FedPrograms/tii/a_hqp.asp))

# HQ Accountability

# Mandates for HQ

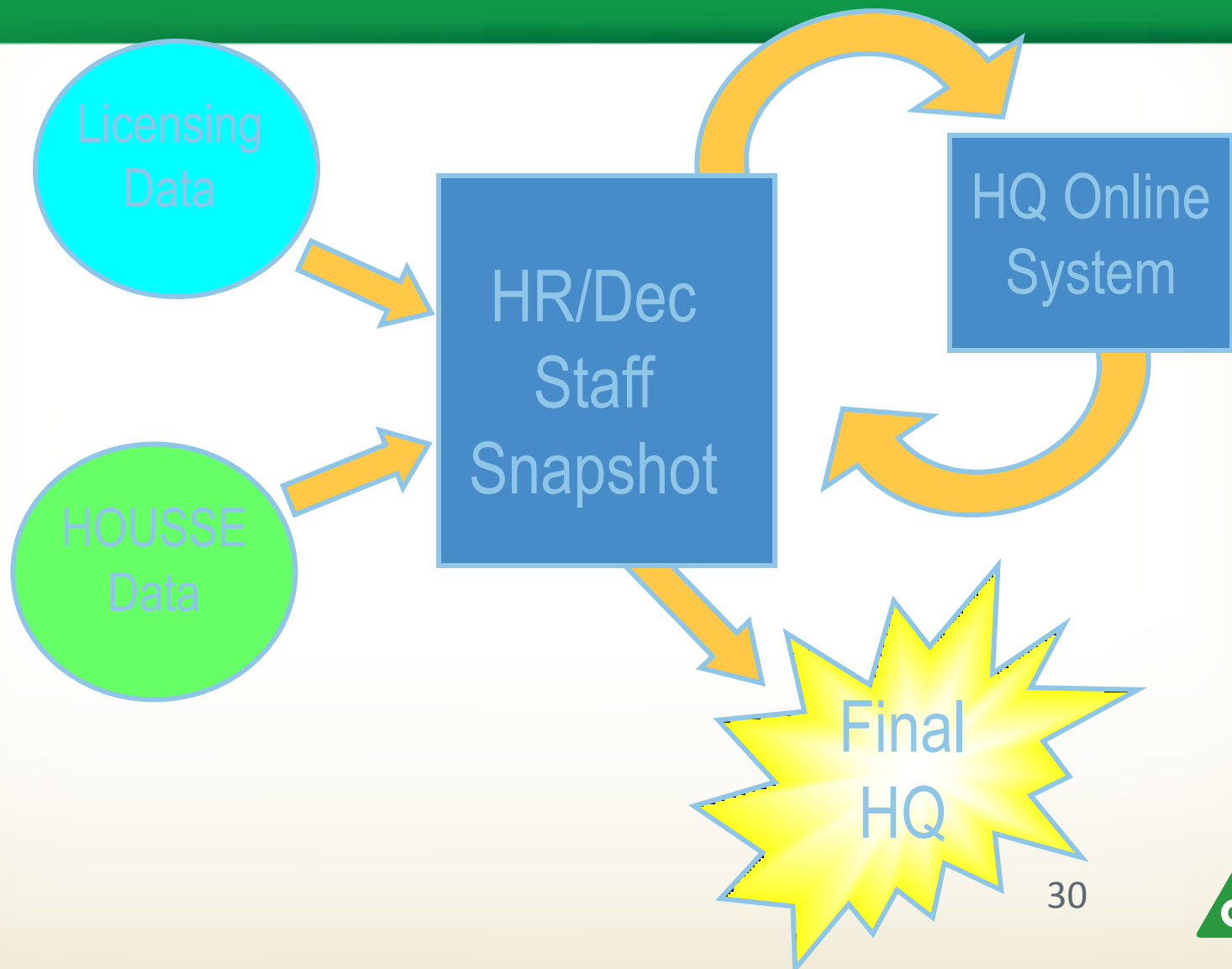
- **Teachers on NCLB Salary**
  - All Title I teachers in Targeted Assistance programs must be HQ
  - All core content teachers in Title I schoolwide programs must be HQ
- **Principal Attestation**
- **Parents Right to Know**
- **Four-Week Rule**

# HQ Data Flow

**Prior to 2014-15**



# Process for Finalizing HQ Data



# Challenges of the Previous Process

- License expirations and renewals
- PRAXIS scores missing from CDE database
- Waiver school teachers
  - License not required
  - PLACE/PRAXIS scores had to be submitted during HR process

# HQ Plans

- **Prior to 2012**

- All non-HQ teachers must have a plan in approved by CDE
- HR/Dec. Count could not be finalized until all plans were submitted and approved

- **2012**

- Updated plan approved by USDE to make plans optional for teachers NOT in Title I schools
- Plans no longer accepted for teachers in Title I schools



# HQ Data Flow

2014-15



# Changes to the Process in 14-15

- **All fields (except the license) self-reported by LEA/AU**
  - No more calculations done by CDE to determine HQ
  - License will display at the snapshot level for informational purposes only
- **No longer using HQOS**
  - HOUSSE reported in the staff assignment file (Data Pipeline)
  - Plans no longer collected
    - LEAs/AUs are still required to keep them on file where applicable



# Additional Information to Note

- A district can determine that a teacher holds 24 semester hours that are relevant and applicable to the teaching assignment for HQ purposes even if their courses don't qualify for the endorsement as long as the district uses a reasonable and consistent policy.
- HQ Resources:  
[http://www.cde.state.co.us/fedprograms/tii/a\\_hqt](http://www.cde.state.co.us/fedprograms/tii/a_hqt)

# Contact Information

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