

# Title II, Part A

## Preparing, Training, and Recruiting High Quality Principals and Teachers



**COLORADO**  
Department of Education

Title II, Part A of the No Child Left Behind (NCLB) Act of 2001 is intended to increase student academic achievement by improving teacher and principal quality.

## Program Requirements

### Each LEA accepting Title II, Part A funds shall:

- Assess local needs for professional development and hiring (with teacher involvement).
- Clearly connect identified needs and Title II, Part A activities, which must be:
  - Aligned with state academic content standards and student academic achievement standards
  - Scientifically based
  - Designed to have substantial, measurable, and positive impact on student achievement and used as part of a broader strategy to eliminate the achievement gap
- Target funds to schools that have at least one of the following:
  - Lowest proportion of highly qualified teachers
  - Largest average class size
  - Priority Improvement or Turnaround Plan type assignments
- Design a professional development plan that addresses the needs of teachers and principals.
- Ensure that teachers, paraprofessionals, principals, other relevant school (including charters) personnel and parents collaborate in planning Title II, Part A activities.
- Use Title II, Part A funds to get core content teachers and Title I paraprofessionals highly qualified, if necessary.
- Ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers.
- Ensure that professional learning activities are high quality, sustained, intensive, and classroom-focused.

## Use of Funds

### Supplement, Not Supplant

Funds received under this subpart shall be used to supplement, but not supplant, non-Federal funds that would otherwise be used for activities authorized under this subpart.

### Allowable Expenditures of Title II, Part A funds

- Develop and implement strategies to recruit, hire, and retain

## Tools and Resources

### Needs Assessment Resources

- *Self-Assessment for Healthy Human Capital Systems*
- *Guidelines for Conducting a Needs assessment*

Both of the above are located at <http://www.cde.state.co.us/fedprograms/tii/a>

### Equitable Distribution of Teachers (EDT)

- Directions for accessing EDT data displays on SchoolView.org: <http://www.cde.state.co.us/fedprograms/teacher-data-on-schoolview>
- How to analyze EDT data: [http://www.cde.state.co.us/sites/default/files/documents/fedprograms/dl/tii\\_a\\_howt\\_oanalyzev.pdf](http://www.cde.state.co.us/sites/default/files/documents/fedprograms/dl/tii_a_howt_oanalyzev.pdf)

### Professional Learning

- Learning Forward Standards for Professional Learning: [http://learningforward.org/standards-for-professional-learning#.VhQkn\\_IVhBc](http://learningforward.org/standards-for-professional-learning#.VhQkn_IVhBc)

*Note that the Learning Forward Standards are not officially adopted or endorsed by CDE nor the State of Colorado.*



- high quality teachers and principals
- Provide professional learning opportunities that improve the knowledge and skills of teachers, principals, and paraprofessionals
- Administer rigorous State tests required of new and current teachers
- Hire highly qualified teachers to reduce class size
- Provide additional professional learning opportunities to schools with Priority Improvement or Turnaround plan type assignments
- Teacher advancement initiatives that emphasize multiple career paths and pay differentiation

## Monitoring and Evaluation

Monitoring of federal programs is conducted to ensure that: (1) every child has a fair, equal, and significant opportunity to obtain a high-quality education; (2) programs are compliant with federal requirements that are most closely related to positive outcomes for students; and (3) taxpayer dollars are administered and used in accordance with how Congress and the United States Department of Education (USDE) intended.

CDE's evaluation of trends in Title II, Part A funded activities across the state is available at

[http://www.cde.state.co.us/sites/default/files/documents/fedprograms/dl/tii\\_a\\_iidissemiationreport.pdf](http://www.cde.state.co.us/sites/default/files/documents/fedprograms/dl/tii_a_iidissemiationreport.pdf).

## Guiding Questions

- What are the findings of the needs assessment?
- Were teachers sufficiently involved in conducting the needs assessment?
- Do proposed activities address the greatest areas of need?
- How will Title II, Part A funds provide additional support to schools with Priority Improvement or Turnaround plan types?
- What are the intended outcomes of the proposed activities and do they align with the purpose of Title II, Part A?

## Where can I learn more?

- Title II Overview: <http://www.cde.state.co.us/fedprograms/tii/a>
- Highly Qualified Teachers: [http://www.cde.state.co.us/fedprograms/tii/a\\_hqt](http://www.cde.state.co.us/fedprograms/tii/a_hqt)
- To view all CDE fact sheets, visit: [www.cde.state.co.us/Communications/factsheetsandfaqs](http://www.cde.state.co.us/Communications/factsheetsandfaqs)