



## Amendment to Colorado's HQT Plan

July 2012

### *Section 4: Individual Teacher HQ Plans.*

#### Current Process

Since 2006, CDE has required LEAs to submit an individual plan for any non-HQ teacher. Beginning in the 2008-2009 school year, CDE implemented an online system that operates in conjunction with the annual HR collection by pulling any core content teachers that are not HQ. LEAs are required to enter a reasonable plan (e.g., timeline to prepare for and pass a content test, timeline that lists a few courses to obtain 24 semester hours in the assigned content area) to get the teacher to HQ status. CDE staff reviews each case and provides feedback. LEAs are unable to finalize their HR data until all teachers have an approved plan. Note that all Title IA and IIA teachers are required to be HQ and CDE does not accept plans for teachers to become HQ. At the conclusion of this process every teacher is either confirmed as HQ or has an approved plan.

#### Proposed Change

In light of the ESEA Flexibility waiver granted to CDE in February 2012, CDE proposes to alter the process for collecting individual teacher plans to minimize reporting burden beginning for the 2012-2013 data collection. As explained above, CDE currently collects individual plans for every non-HQ teacher before LEAs can finalize their HR data. This process has become enormously time consuming for LEAs and CDE staff and has elongated the HR data collection process. LEAs will still be required to create plans for non-HQ teachers and CDE will still monitor these plans for reasonableness and implementation. However, CDE will shift the timeline and venue for doing so. Rather than collecting individual teacher plans for non-Title I teachers as part of the HR collection process, CDE will monitor such plans as part of its ongoing onsite monitoring process. See accompanying chart for specific details.

CDE emphasizes that the statewide expectation is that all teachers are HQ. Further, there are no exceptions for teachers funded with NCLB funds (e.g., Title IA teacher, class size reduction through Title IIA). Such teachers must be HQ and LEAs will not be able to finalize the HR data until 100% compliance is verified. This process will not change. Additionally, the requirement that LEAs develop a plan for non-Title I teachers to become HQ in a reasonable time frame remains.

Data Collection Process for 2012-2013

Title I School Designation	Expectation	LEA Data Reporting Requirement	Individual Plan	Compliance Monitoring
Schoolwide	All teachers are highly qualified.	Report HQ status of all teachers.	NA – all teachers must be HQ.	LEAs cannot finalize HR data until all teachers are verified as HQ. HQ compliance is monitored as part of onsite reviews
Targeted Assistance	All teachers are highly qualified.	Report HQ status of all teachers.	All teachers funded with NCLB funds (e.g., Title IA teacher, class size reduction through Title IIA) must be HQ.	LEAs cannot finalize HR data until all NCLB funded teachers are verified as HQ. HQ compliance is monitored as part of onsite reviews.
			For teachers not funded with NCLB funds, LEAs must develop a plan for that teacher to become HQ in a reasonable time frame. LEAs will not have to submit the plan to CDE for approval prior to finalizing HR data.	Plans for non NCLB funded teachers will be monitored as part of onsite reviews.
Not Served	All teachers are highly qualified.	Report HQ status of all teachers.	LEA must develop a plan for that teacher to become HQ in a reasonable time frame. LEAs will not have to submit the plan to CDE for approval prior to finalizing HR data. Class Size Reduction teachers through Title IIA must be HQ.	Plans for non NCLB funded teachers will be monitored as part of onsite reviews.