



COLORADO DEPARTMENT OF EDUCATION

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Dear Title I, Title IIA, HR and HQ Contacts:

This email is to clarify the Highly Qualified (HQ) requirements after the US Department of Education's recent approval of Colorado's NCLB waiver (<http://www.cde.state.co.us/Accountability/Downloads/NCLBWaiver/NCLBWaiverFinalResubmission.pdf>). The waiver has provided Colorado with an opportunity to better align state and federal accountability systems. The waiver did not have the same sweeping effect on the HQ requirements. However, the state is negotiating some flexibility that may have implications for future data collections.

ESEA Waiver did...	ESEA Waiver did not...
End the use of HQ data in determining Title IIA accountability (2141c provision)	Did not waive the Title I requirements regarding HQ. Colorado must still collect the HQ data statewide, report the data publicly, and ensure that Title I teachers are HQ.

HQ in Title IA

The NCLB waiver **did not** end the Title I HQ requirements. Colorado is still required to collect HQ data for all core content teachers statewide and ensure that Title I teachers are HQ. In other words, districts' hiring procedures will need to include the HQ requirements. Districts and schools will also need to continue including the percent of classes taught by highly qualified teachers in their annual report to the public.

In an attempt to reduce some of the HQ reporting, Colorado has asked permission to amend its state plan to stop requiring individual HQ plans for teachers that are not in Title I programs beginning in 2012-13. Under this plan, districts and AUs would still be expected to collect HQ data for all core content teachers and report this information in the Annual HR Collection and the December 1 Count for Special Education Teachers. But, if approved, districts and AUs would only need to enter plans in the Highly Qualified Online System (HQOS) for non-HQ teachers in Title I programs. District and AUs could choose to participate in HQOS (e.g., complete HOUSSE rubrics)

for teachers in non-Title I buildings to help to keep HQ percentages high for the required public reporting. Remember that Colorado currently boasts a workforce of over 99% highly qualified teachers. This is a source of pride and worth maintaining.

Also note that the Title I Equitable Distribution of Teachers (EDT) provision (i.e., analysis of the distribution of teachers by looking at teachers' HQ status and years of experience in high poverty and high minority schools) is still in effect. Districts are still expected to analyze this data annually and address any inequities in the distribution of less qualified and/or less experienced teachers. Historically, districts have provided an update on this analysis in the Consolidated Application. CDE is currently exploring moving the EDT data analysis to the Unified Improvement Plan (UIP). An update on this will be provided later in the spring.

HQ in Title IIA

The NCLB waiver *does* allow for states to revise the Title IIA accountability provision. In identifying districts for accountability purposes under Title IIA, Colorado will no longer use HQ and AYP data to make those determinations. For the 2012-13 school year, districts on Priority Improvement plans or Turnaround plans will also be identified under Title IIA. Identified districts will need to outline how their Title IIA allocation will be used to address priority performance challenges and root causes named in the Unified Improvement Plan (UIP). Just as in past years, identified districts will need to complete the Title IIA addendum.