EFFECTIVE TEACHERS AND LEADERS UNIT

HIGHLY QUALIFIED REQUIREMENTS
ENDORSEMENT

WHAT'S IN A NAME?

Approved Area

Reciprocity
Objective:
To understand the federal components to meet Highly Qualified Requirements

To clarify the similarities and differences between Appropriately Certified & Highly Qualified teaching status.
Appropriate Certificate

Approved Subject Area on Certificate
To be Appropriately Certified:

**Elementary Teachers:**
- pass the AEPA or NES exam, OR
- have an approved out-of-state comparable test

**Secondary Teachers:**
Teachers in grades 6-12 whose primary assignment is in a core content area must:
- pass an AEPA or NES exam, OR
- have an approved out-of-state comparable test, OR
- have a Master’s Degree in the specific subject area.
HIGHLY QUALIFIED REQUIREMENTS
History of NCLB
Highly Qualified Requirements

**TEACHER QUALITY**
The number of public school classes taught by highly qualified teachers and teachers lacking federal qualifications.*

<table>
<thead>
<tr>
<th>Subject</th>
<th>Total classes</th>
<th>Highly qualified teacher</th>
<th>Not qualified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math</td>
<td>3,819</td>
<td>1,913 (50.09%)</td>
<td>1,906 (49.91%)</td>
</tr>
<tr>
<td>Science</td>
<td>3,033</td>
<td>2,192 (72.27%)</td>
<td>841 (27.73%)</td>
</tr>
<tr>
<td>Social studies</td>
<td>3,168</td>
<td>1,627 (51.36%)</td>
<td>1,541 (48.64%)</td>
</tr>
</tbody>
</table>

* Preliminary figures for the 2007-08 school year; does not include special-education classes

Source: State Department of Education

**2001**

**2007**
Highly Qualified means...
The teacher has demonstrated content competency in the subject area taught.
Highly Qualified means...

- The teacher holds a bachelor’s degree
- The teacher has a valid Arizona teaching certificate — intern, reciprocal, provisional, or standard (charter school teachers are exempt from this requirement with the exception of Special Education positions)
- The teacher has demonstrated content competency in the subject area taught.
- Early Childhood Subject Knowledge (K-3)
- Elementary Subject Knowledge (K-8)
- Middle Grades - Language Arts/Reading
- Middle Grades - General Science
- Middle Grades - Mathematics
- Middle Grades - Social Studies
HIGHLY QUALIFIED
Secondary Core Content Areas

- Biology
- Chemistry
- Earth Science
- Economics
- English
- Foreign Languages
- Geography
- History
- Mathematics
- Physics
- Political Science/Government
Special Attestations

- Music K-12
- Visual Arts K-12
- Reading Specialist K-12
- Math Interventionist K-8
- Structured English Immersion Classrooms (SEI) K-12

*Refer to Teacher Attestation forms for acceptable content verification options.

To meet Highly Qualified Requirements in Elementary (Self-contained K-8th grades) a teacher has:

- Passed the AEPA Exam for Elementary Subject Knowledge #01, or NES Elementary Education Exam subtests I and II **OR**

- Passed the AEPA Exam for Early Childhood Subject Knowledge #36 (K-3rd grade only) **OR**

- Highly Qualified Reciprocity (Out-of-state comparable exam or HOUSSE Rubric required) **OR**

- Holds an AZ Elementary HOUSSE Rubric dated no later than June 30, 2007 (documentation required)
Example: Kindergarten Appropriately Certified & Highly Qualified Comparison

*Use Highly Qualified Teacher Attestation Form For Elementary
Example: Elementary Grades 1-8 Self-Contained Appropriately Certified & Highly Qualified Comparison

*Use Highly Qualified Teacher Attestation Form For Elementary
Example: Single Subject Elementary Grades 5-6
Highly Qualified ONLY

Option #1
Elementary Content
Highly Qualified*

Option #2
Secondary Core Content
Highly Qualified

*Use Highly Qualified Teacher Attestation Form For Single Subject Elementary

Elementary Teaching Certificate (except charters)
Passed the AEPA #01, or NES Subtest I & II, or HQT Reciprocity or HOUSSE Rubric
Elementary or Secondary Teaching Certificate (except charters)
Passed the AEPA or NES in the Core Content Area or 24 credits/Major or HOUSSE Rubric or HQT Reciprocity
To Hire or Not To Hire?

1. 3rd grade self-contained
2. Kindergarten
3. 6th grade English Language Arts (ELA)
4. Kindergarten
To be Highly Qualified at the Secondary level (Departmentalized grades 6-12), a teacher has:

- Passed the appropriate Core Subject Knowledge Exam **OR**
- An advanced degree in the core academic subject area **OR**
- At least 24 credits/major in the core academic subject area **OR**
- Highly Qualified Reciprocity (Out-of-state comparable exam or HOUSSE Rubric required) **OR**
- HOUSSE Rubric in the content taught dated before June 2007
Example: Secondary Grades 6-12
Appropriately Certified & Highly Qualified
Comparison

- Secondary Certificate (except charters)
- Passed the AEPA or NES in Core Content Area or 24 credits/Major/Advanced Degree or HOUSSE Rubric or HQT Reciprocity
- A Valid Certificate (except charters)
- Passed the AEPA or NES in Core Content Subject Knowledge with the Approved Area on Certificate or Reciprocity

*See HQT Attestation Form for other HQT options for Middle, Junior High, High School, Visual Arts (K-12), and Music (K-12)
5. 10th grade Mathematics
6. 12th grade Chemistry
7. 11th grade U.S. History
8. 9th-12th grade English
SPECIAL EDUCATION
Highly Qualified Early Childhood Birth to Age 5

Special Education Preschool Teacher

http://www.azed.gov/highly-qualified-professionals/files/2012/05/spedearlychildhood.pdf
A Special Education Preschool Teacher...

- Has a bachelor’s degree

- Holds a valid Arizona *Early Childhood Special Education Certificate* OR

- Holds a valid Arizona *Special Education Certificate AND the Early Childhood Certificate* OR

- Holds a valid Arizona *Special Education Certificate AND the Early Childhood Endorsement*
Example: SPED Early Childhood Appropriately Certified & Highly Qualified Comparison

- SPED Early Childhood Certificate or
- SPED Certificate with ECE Endorsement or
- SPED Certificate as well as an ECE Certificate

- SPED: Early Childhood exam (AZ023) or
- SPED (NT601) with Early Childhood Endorsement requirements

- SPED Early Childhood Certificate or
- SPED Certificate K-12 as well as an ECE Certificate or
- SPED Certificate K-12 with an ECE Endorsement

*Use Highly Qualified Teacher Attestation Form For Elementary

*HIGHLY QUALIFIED*

*APPROPRIATELY CERTIFIED*
SPECIAL EDUCATION
TEACHER OF RECORD OR NON-TEACHER OF RECORD
Highly Qualified Special Education Non-Teacher of Record K-12

A Special Education Teacher who is not the “Teacher of Record”...

- Reinforces the instruction the student has already received from the general education teacher, but does not provide the first line of instruction to students in grade level standards

- Provides general education teachers with supplemental support on curriculum, behavioral and instructional strategies, or accommodations

- Assists students with study skills and organizational skills
As a result:

He/she may meet the Highly Qualified requirements by holding only a valid Arizona Special Education Certificate appropriate to the contracted teaching position.

http://www.azed.gov/highly-qualified-professionals/files/2012/05/k-12spednotteacherofrecord.pdf
Example:
Special Education
Non-Teacher of Record K-6
Appropriately Certified
and Highly Qualified
Comparison

*Use HQT Attestation
Form For Special Education
Teacher of Record (K-6)
Highly Qualified
Special Education
Elementary
Teacher of Record K-8

http://www.azed.gov/highly-qualified-professionals/files/2012/05/k-6spedteacherofccord.pdf
A Teacher of Record:

- Directly instructs in grade level standards,
- Evaluates grade level progress, and
- Assigns grades to students in core academic subjects.
A Special Education Elementary Teacher of Record (including Charter Schools):

- Has a bachelor’s degree

- Holds a valid Arizona Special Education Certificate
  - Intern, Provisional, Reciprocal, or Standard (including Charter Schools)

- Has an approved area of disability on the certificate

PLUS
Highly Qualified Special Education 
Elementary Teacher of Record K-8th Grade

**A Special Education** 
**Elementary Teacher of Record**

MUST also demonstrate subject knowledge of elementary content by completing one of the following:

- Passed the Elementary Subject Knowledge Exam I and II  **OR**
- Passed the AEPA Exam for Early Childhood Subject Knowledge #36 (K-3rd grade only)  **OR**
- Highly Qualified Reciprocity  
  (Has an out-of-state comparable exam or has a HOUSSE rubric dated prior to 2007)  **OR**
- Holds an AZ Elementary HOUSSE Rubric dated no later than June 30, 2007 (documentation required)
Highly Qualified
Special Education
Secondary 6-12th
Teacher of Record

http://www.azed.gov/highly-qualified-professionals/files/2012/05/9-12spedteacherofrecord.pdf
Highly Qualified Special Education Teacher of Record Grades 6-12

A Special Education Secondary School Teacher of Record (including Charter Schools):

• Has a bachelor’s degree

• Holds a valid Arizona Special Education Certificate
  • Intern, Provisional, Reciprocal, or Standard (including Charter Schools)

• Has an approved area of disability on the certificate

PLUS
must be Highly Qualified in that core content area

OR

must be Highly Qualified in Elementary Content Subject Knowledge (dependent on level of disability)
Highly Qualified Secondary Core Content Areas

- Biology
- Chemistry
- Earth Science
- Economics
- English
- Foreign Languages
- Geography
- History
- Mathematics
- Physics
- Political Science/Government
- Visual Arts
- Music
Example:
Special Education
Middle Grades Core Content

Secondary
Special Education
Teacher of Record
(6-8)

HIGHLY QUALIFIED*

APPROPRIATELY CERTIFIED

Special Education Certificate in the appropriate disability area

Special Education Certificate in the appropriate disability area

AEPA #01, or NES Elem. I & II or
HOUSSE Rubric, or
HQT Reciprocity or
Passed the AEPA or
NES in the Core Content Area
or
24 credits/Major or
HOUSSE Rubric or
HQT Reciprocity
(other options are available)

*Use HQT Attestation Form For Special Education Teacher of Record (6-8)
Example:
Special Education Secondary Core Content Appropriately Certified and Highly Qualified Comparison

Secondary Special Education Teacher of Record (9-12)

*Use HQT Attestation Form For Special Education Teacher of Record (9-12)

HIGHLY QUALIFIED*

APPROPRIATELY CERTIFIED

Special Education Certificate in the appropriate disability area

Passed the AEPA or NES in the Core Content Area or 24 credits/Major or HOUSSE Rubric or HQT Reciprocity or Elementary Subject Knowledge requirements (if applicable) (other options are available)
To Hire or Not To Hire?

9. SPED Teacher of Record
   7-8<sup>th</sup> grade ELA
10. SPED Teacher of Record
    Gr. 9-12 Aims A
11. SPED Resource K-6
12. SPED Teacher of Record
    Gr. 9-12 Mathematics
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Effective Teachers and Leaders Unit