“Highly Qualified” Teacher
(as of December 1, 2002)

Follow the chart(s) until you reach: You are “highly qualified”

Timelines Section

NOTE: “Newly hired” means changing employers, not just changing schools within a district

Developed by NEA Teacher Quality Department
Licensure/Certification Section

DO YOU HAVE "FULL CERTIFICATION?" (no waivers on emergency, temporary, or provisional basis)

YES Go to COMPETENCY section

NO Have you passed the state licensing test?

YES Go to COMPETENCY section

NO Do you teach in a charter school that, under your state's charter school law, exempts you from teacher licensing/certification?

YES Go to COMPETENCY section

NO Are you in an "alternative route" program?

YES You must be making progress and complete full certification within three years

You must receive high quality PD that is: sustained, intensive, and classroom focused on classroom instruction before and while teaching

You must participate in a teacher mentoring program or receive intensive supervision that consists of structured guidance and regular ongoing support

Assume functions as a teacher for a specified period of time, not to exceed three years

You must demonstrate satisfactory progress toward full certification as prescribed by the State

NO You have until 2005-06 to obtain "full certification" or meet criteria "alternative route"

Developed by NEA Teacher Quality Department
Competency Section

Do you have a bachelor's degree?

YES
Do you teach Elementary or Middle/High?

No
You are NOT "highly qualified" and cannot be hired in a program supported with Title I funds

NO
MIDDLE/HIGH
Have you passed a state content (licensure) test in EACH of the subjects you teach?

NO
Do you have an academic major or coursework equivalent to a major in each of the subjects you teach?

YES
You are "highly qualified"

NO
Have you met your state's "HOUSE" requirements?

NO
Are you "new" to the profession?

NO
Do you teach Elementary or Middle/High?

YES
Have you demonstrated competence in content and teaching skill by passing a state (licensure) test in Reading, Writing, Mathematics, and other Elem. curr. areas?

NO
Do you have advanced certification? (i.e. NBPTS)

YES
You are "highly qualified"

NO
Are you "new" to the profession?

NO
Have you met your state's "HOUSE" requirements?

YES
You are "highly qualified"

NO
Do you have an academic major or coursework equivalent to a major in each of the subjects you teach?

YES
You are "highly qualified"

NO
Do you have a graduate degree in each of the subjects you teach?

NO
Do you have an academic major or coursework equivalent to a major in each of the subjects you teach?

YES
Do you teach Elementary or Middle/High?

NO
You are NOT "highly qualified" and cannot be hired in a program supported with Title I funds

NO
Do you have advanced certification? (i.e. NBPTS)

YES
You are "highly qualified"

NO
Are you "new" to the profession?

NO
Have you met your state's "HOUSE" requirements?

YES
You are NOT "highly qualified" and have until 2005-06 to pass test or meet HOUSE requirement

NO
You are NOT "highly qualified" and have until 2005-06 to become "HQ"

*HOUSE = High Objective Uniform Statewide-standard of Evaluation

Developed by NEA Teacher Quality Department