Highly Qualified

An overview of “Highly Qualified and HOSSE”

Illinois Education Association-NEA
and in Cooperation with
The Illinois State Board of Education

The “CORE” academic subject areas under the federal No Child Left Behind guidelines are:

- Science
- The arts
- Reading or language arts
- English
- History
- Civics and government
- Economics
- Geography
- Foreign language
- Mathematics

Teachers with primary responsibility for instructing students in these core areas are required to be “Highly Qualified.”
HOUSSE
(High Objective Uniform State Standard of Evaluation)

- Allows experienced teachers to demonstrate competence through professional development activities
- Recognizes experience, expertise, professional training
- Determines whether a teacher is “highly qualified” (HQ) in core subjects.

There are four “Highly Qualified Teacher” (HQT) categories under ISBE Rules:

- General Education
- Special Education
- Bilingual, English as a Second Language (ESL) and English as a New Language (ENL)
- HOUSSE: High Objective Uniform State Standard of Evaluation -- 100 Points
A teacher with primary responsibility for content in core subjects is HQ if he/she:

- Holds an elementary or special K-12 certificate with endorsement for self-contained general elementary education and has passed Elementary/Middle Grades test;

- Holds an elementary or special K-12 certificate for subject(s) taught and has passed an applicable content-area test;
General Education – Kindergarten and Grades 1-5

- Holds an early childhood primary grades certificate and has passed Early Childhood test (applicable only through Grade 3); or

- Holds an elementary, early childhood or special K-12 certificate for subject(s) taught and qualifies w/ 100 points under Illinois HOUSSE (if applicable).

General Education

Middle Grades 6-8
General Education – Middle Grades 6-8

A teacher w/primary responsibility for core subject content is HQ if he/she holds an elementary, special K-12 or secondary certificate for subject(s) taught and:

- Has passed Elementary/Middle Grades test; or
- For each core subject area of teaching responsibility:
  - has passed content-area test specific to subject taught,
  - has completed major or coursework equivalent to major,

General Education – Middle Grades 6-8

- holds an MA degree or higher in field relevant to area of assignment,
- holds NBPTS certification or an Illinois Master Certificate or
- qualifies w/ 100 pts. under Illinois HOUSSE, if applicable.
A teacher with primary responsibility for content in core subjects is HQ if he/she holds a secondary, special K-12, or, for Grade 9 only, elementary certificate for subject(s) taught, and, for each core subject area of teaching responsibility:

- Has passed a relevant content-area test;
- Has completed major/coursework equivalent to a major;
General Education – Secondary Grades 9-12

- Holds an MA degree or higher in field relevant to area of assignment;
- Holds NBPTS certification or an Illinois master’s certificate; or
- Qualifies w/ 100 points under Illinois HOUSSE, if applicable.

Special Education
A special education teacher who is:

1. New to the profession,
2. HQ in language arts, mathematics, or science and
3. Teaches two (2) or more subjects;
   - Is considered HQ in all subjects taught for two (2) years after date of first employment.
   - After two (2) years, the teacher must meet HQ criteria in each core area.

A special education teacher who has:

1. Completed an Illinois approved preparation program in special education after June 30, 2002,
2. Passed the Basic Skills Test and
3. Passed the Assessment of Professional Teaching (“APT”)

is considered HQ in Language Arts.
Special Education
Kindergarten and Grades 1-5

A teacher w/ primary responsibility for content in core subjects is HQ if he/she:

- Holds an elementary or special preschool-age 21 (pre-21) certificate endorsed for the student population served and has passed Elementary/Middle Grades test; or

- Holds an elementary or special K-12 certificate for subject taught and endorsed for student population served, and has passed content-area test applicable to subject taught; or
**Special Education – Kindergarten and Grades 1-5**

- Through Grade 3 only, holds an early childhood certificate for primary grades and for early childhood special education, or holds a special pre-21 certificate endorsed for student population served, and has passed Early Childhood test or Early Childhood Special Education test; or

- Holds an elementary or special preschool-21 certificate endorsed for student population served, or early childhood certificate for primary grades and qualifies w/ 100 points under Illinois HOUSSE, if applicable.

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**Special Education**

**Middle Grades 6-8**
Special Education – Middle Grades 6-8

A teacher with primary responsibility for content in core subjects is HQ if he/she:

- Holds a special preschool-age certificate endorsed for student populations served, or
- Holds an elementary, secondary, or special K-12 certificate for grade levels of assignment, subjects taught and endorsed for student populations served,
- And has passed the Elementary/Middle Grades test or

For each core subject area taught:

- Has passed content-area test specific to subject taught; or
- Has completed major/equivalent coursework; or
- Holds an MA degree or higher in field directly related to area of assignment; or
- Holds NBPTS certification or an Illinois master certificate; or
- Qualifies with 100 points under Illinois HOUSSE, if applicable.
Teacher providing instruction at primary level to middle-grade age students whose performance is assessed against alternative achievement standards is HQ if he/she:

- Meets criteria for either new or veteran special education teachers at either primary or middle-grade level, whether teacher is a veteran or new to the profession.

Special Education – Middle Grades 6-8

Special Education – Secondary Grades 9-12
A teacher with primary responsibility for content in core subjects is HQ if he/she:

- Holds a special preschool-age 21 certificate endorsed for student populations served, or
- Holds an elementary, secondary, or special K-12 certificate for grade levels of assignment, subjects taught and endorsed for student populations served,
- And for each core subject area taught:
  - Has passed a content-area test specific to subject taught; or
  - Has completed major or equivalent coursework; or
  - Holds an MA degree or higher in field directly related to area of assignment; or
  - Holds NBPTS certification or an Illinois master certificate; or
  - Qualifies with 100 points under Illinois HOUSSE, if applicable.
**Special Education – Secondary Grades 9-12**

Teacher providing instruction at primary or middle-grades level to secondary school age students whose performance is assessed against alternative achievement standards is HQ if he/she:

- Meets criteria for either new or veteran special education teachers at either the secondary level or the level at which the instruction is provided, whether teacher is a veteran or new to the profession.

**Bilingual – Kindergarten and Grades 1-5**

A teacher w/primary responsibility for content in core subjects is HQ if he/she:

- Holds an endorsement or approval for bilingual education or a transitional bilingual certificate and:
  - Holds an elementary or special k-12 certificate w/endorsement for self-contained general elementary ed and has passed the Elementary/Middle Grades test; or
  - Holds an elementary or special k-12 certificate for subject(s) taught and passed an applicable content-area test; or
Bilingual – Kindergarten and Grades 1-5

- Holds an early childhood primary grades certificate and passed Early Childhood test (applicable only through Grade 3); or
- Holds an elementary, early childhood or special k-12 certificate for subject(s) taught and qualifies w/100 points under Illinois HOUSSE (if applicable).

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Bilingual – Kindergarten and Grades 1-5

A teacher with primary responsibility for content in core subjects is also HQ if he/she:

- Holds a transitional bilingual certificate and:
  - Has passed applicable content-area test, and
  - Is continuously enrolled in an approved teacher preparation program applicable to grade levels served, and
  - Is participating in induction/mentoring program that conforms with NLCB and
  - Has not exhausted 3-year period for attaining full certification.
Bilingual – Middle Grades 6-8

A teacher with primary responsibility for content in core subjects (other than ESL/ENL) is HQ if he/she:

- Holds an endorsement or approval for bilingual education or a transitional bilingual certificate and:
  - Holds an elementary or special k-12 certificate, or a secondary certificate for subject(s) taught; and
  - For each core subject area of teaching responsibility:
    - has passed either Elementary/Middle Grades test or content-area test specific to subject taught, or

Bilingual – Middle Grades 6-8

- has completed a major or coursework equivalent to major, or
- holds an MA degree or higher in field relevant to area of assignment, or
- holds NBPTS certification or an Illinois Master Certificate, or
- qualifies w/100 pts under Illinois HOUSSE (if applicable).
**Bilingual – Middle Grades 6-8**

A teacher with primary responsibility for content in core subjects (other than ESL/ENL) is also HQ if he/she:

- Holds a transitional bilingual certificate and:
  - Has passed applicable content-area test, and
  - Is continuously enrolled in an approved teacher preparation program applicable to grade levels served, and
  - Is participating in induction/mentoring program that conforms with NLCB and
  - Has not exhausted 3-year period for attaining full certification.

**Bilingual – Secondary Grades 9-12**

A teacher with primary responsibility for content in core subjects (other than ESL/ENL) is HQ if he/she:

- Holds an endorsement or approval for bilingual education or a transitional bilingual certificate and:
  - Holds a secondary, special k-12 certificate, or, for Grade 9 only, elementary certificate for subject(s) taught and, for each core subject area of teaching responsibility:
    - has passed relevant content-area test, or
**Bilingual – Secondary Grades 9-12**

- has completed a major or coursework equivalent to major, or
- holds an MA degree or higher in field relevant to area of assignment, or
- holds NBPTS certification or an Illinois Master Certificate, or
- qualifies w/100 pts under Illinois HOUSSE (if applicable).

**Bilingual – Secondary Grades 9-12**

A teacher with primary responsibility for content in core subjects (other than ESL/ENL) is also HQ if he/she:

- Holds a transitional bilingual certificate and:
  - Has passed applicable content-area test, and
  - Is continuously enrolled in an approved teacher preparation program applicable to grade levels served, and
  - Is participating in induction/mentoring program that conforms with NLCB and
  - Has not exhausted 3-year period for attaining full certification.
A teacher w/primary responsibility for ESL/ENL is HQ if he/she:

- Holds an elementary or special k-12 w/approval for bilingual education, ESL or ENL, or a special k-12 w/endorsement for bilingual education, ESL or ENL and:
  - Has passed the Elementary/Middle Grades test or content-area test for ENL or English Language Arts, or
  - Qualifies w/100 points under Illinois HOUSSE (if applicable); or

- Holds an early childhood primary grades certificate w/approval for bilingual, ESL or ENL (applicable only through Grade 3) and:
  - Has passed the Early Childhood test, or
  - Qualifies w/100 points under Illinois HOUSSE (if applicable); or
ESL/ENL – Kindergarten and Grades 1-5

- Holds a transitional bilingual certificate and:
  - Has passed applicable content-area test, and
  - Is continuously enrolled in an approved teacher preparation program applicable to grade levels served, and
  - Is participating in induction/mentoring program that conforms with NLCB and
  - Has not exhausted 3-year period for attaining full certification.

ESL/ENL – Middle Grades 6-8

A teacher w/primary responsibility for ESL/ENL is HQ if he/she:

- Holds an elementary, special k-12 or secondary certificate w/approval for bilingual education, ESL or ENL (or, for Grades 5 & 6 only, with approval for bilingual education), or a special k-12 w/endorsement for bilingual education, ESL or ENL and:
  - Has passed the Elementary/Middle Grades test or content-area test for ENL or English Language Arts, or
  - Has completed a major or coursework equivalent to a major in English language arts or teaching of ENL, or
ESL/ENL – Middle Grades 6-8

- Holds an MA degree or higher in English language arts or teaching of ENL, or
- Holds NBPTS certification or an Illinois Master Certificate in English language arts or teaching of ENL, or
- Qualifies w/100 points under Illinois HOUSSE (if applicable); or

ESL/ENL – Middle Grades 6-8

- Holds a transitional bilingual certificate (for Grades 6 only) and:
  - Has passed applicable content-area test, and
  - Is continuously enrolled in an approved teacher preparation program applicable to grade levels served, and
  - Is participating in induction/mentoring program that conforms with NLCB and
  - Has not exhausted 3-year period for attaining full certification.
ESL/ENL – Secondary Grades 9-12

A teacher with primary responsibility for teaching ESL or ENL is HQ if he/she:

- Holds a secondary, special k-12, or, for Grade 9 only, an elementary certificate w/approval for ESL or ENL, or holds a special k-12 certificate endorsed for ESL or ENL, and:
  - Has passed content-area test for either ENL or English Language Arts, or
  - Has completed major or coursework equivalent to major in English language arts or teaching of ENL, or
  - Holds an MA degree or higher in English language arts or teaching of ENL, or
  - Holds NBPTS certification or an Illinois Master Certificate in English language arts or teaching of ENL, or
  - Qualifies w/100 points under Illinois HOUSSE (if applicable).

ESL/ENL – Secondary Grades 9-12

- Holds an MA degree or higher in English language arts or teaching of ENL, or
- Holds NBPTS certification or an Illinois Master Certificate in English language arts or teaching of ENL, or
- Qualifies w/100 points under Illinois HOUSSE (if applicable).
Sanctions for Not Meeting HQT Goal

- **Goal:** A HQT in every core academic classroom by end of 2005-2006 year
- **Extension:** To end of 2006-2007 year for states and their districts/schools where:
  - HQT definition is consistent w/NCLB
  - Complete/accurate reporting to parents/public/DOEd of #/% core classes taught by HQT
  - Equitable distribution of HQT’s among poor/minority classrooms

Sanctions for Not Meeting HQT Goal

- **Sanctions:**
  - Nothing specific in NCLB
  - However, meeting goal is condition of receiving funds

- **DOEd:**
  - Personnel decisions up to states/districts; nothing specifically required in NCLB
  - Sanction possibly withholding of funds
Sanctions for Not Meeting HQT Goal

**Districts:**
- **Tenured teachers:**
  - HQ not required for maintaining certification/continued employment under state law
  - Lack of HQ doesn’t fit listed reasons for dismissal
  - Potential loss of $ likely not “sufficient cause” to dismiss
  - Unclear whether actual loss of $ “sufficient cause”
  - Failure to comply w/district reasonable directive to become HQ could be cause for dismissal

**Non-tenured teachers:**
- Likely not issue for most, as new hires beginning 2002-2003 year have to be HQ
- Non-renewal can be for any reason unless arbitrary, capricious, discriminatory or for exercise of protected right
- Failure to be HQ could be used to non-renew
- Mid-term dismissal likely subject to similar cause restrictions as for tenured teacher dismissal.
Web Site Addresses

Illinois Education Association
www.ieanea.org

Illinois State Board of Education
www.isbe.net

Thank you!