

Who has to be HQ?

All K-12 core content teachers must be HQ. This means that regular and special education teachers that are the primary provider of instruction must be HQ in their particular content area(s), including:

- English, reading or language arts
- Mathematics
- Science
- Foreign languages
- Social studies (civics, government, history, geography, economics)
- The arts (visual arts, drama, music)

What is fully licensed?

Under the HQ rules, a fully licensed teacher holds a current Colorado teaching license. This includes:

- Professional Licenses
- Master Teacher Licenses
- Initial Licenses
- Interim Authorizations
- Alternative Teaching Licenses
- Teacher in Residence Authorizations

For NCLB purposes, an endorsement matching the teacher's assignment is encouraged but not required -- except for special education endorsements. Teachers working with special education students must hold the proper special education endorsement(s). While teachers in some charter schools have been waived from the licensing rules, this does not extend to special education teachers working in those same schools.



More questions about HQ?

This is a complex system that intersects state and federal laws. In some situations, it will not always be clear when a teacher meets the HQ rules. Please contact CDE with your questions.

Lisa Medler
Colorado HQ Coordinator
medler_l@cde.state.co.us
(303) 866-6993

Or go to CDE's NCLB Federal Programs Website and click on "Highly Qualified Teachers":
www.cde.state.co.us/FedPrograms/NCLB/index.asp

Colorado Department of Education
Consolidated Federal Programs Unit
1560 Broadway, Suite 1450
Denver, CO 80202-5149

Highly Qualified Teachers According to NCLB



Colorado Department of Education
Consolidated Federal Programs Unit
August 2007

What is the purpose of HQ?

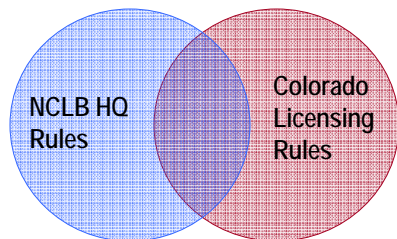
Because a well-prepared teacher is vitally important to a child's education, ensuring high-quality teachers for all students is a key tenet of No Child Left Behind (NCLB). Research provides a clear connection between student achievement and teacher quality. With this in mind, NCLB requires that all core content teachers be *highly qualified* (HQ) in their assignment. While this requirement does not guarantee an effective teacher in every classroom, it does set a common expectation for teacher knowledge.

What are the HQ rules?

To be considered HQ under NCLB, all core content teachers must:

- 1 Hold a degree
- 2 Be fully licensed
(except for teachers in some charter schools that have been waived from licensing by the State Board of Education)
- 3 Demonstrate subject matter competency

The requirements for licensure and endorsement in Colorado differ from the requirements for being "Highly Qualified" under NCLB. While NCLB HQ rules and Colorado Licensing rules overlap, there is not complete alignment.



How can teachers show subject matter competency?

There are different options for teachers to show subject matter competency, but it depends on the teacher's grade assignment.

Elementary (Grades K-6)

Subject matter competency must be shown through at least one of the following:

- Passing a Colorado elementary content test (e.g., PLACE, PRAXIS II),
- Passing an approved elementary content test in another state,
- Earning National Board Certification in elementary, or
- Passing the elementary HOUSSE* provision (if eligible).

Secondary (Grades 6-12)

Subject matter competency must be shown through at least one of the following:

- Earning an endorsement in assigned field,
- Holding a degree in assigned field,
- Passing a Colorado content test in assigned field (e.g., PLACE, PRAXIS II),
- Earning 24-semester hours in assigned field,
- Earning National Board Certification in assigned field, or
- Passing a secondary multi-subject HOUSSE* provision (if eligible).



Special Notes

- HOUSSE stands for High Objective Uniform State Standard of Evaluation. It is an alternative and more flexible way for certain categories of teachers to demonstrate subject matter competency. Colorado has created HOUSSE provisions for (1) veteran elementary teachers, (2) multi-subject special education teachers in secondary settings and (3) multi-subject secondary teachers in rural settings. The HOUSSE rubrics are available for viewing on our website: www.cde.state.co.us/FedPrograms/NCLB/index.asp.
- If a 6th grade teacher is teaching general elementary, he/she must meet the "elementary" requirements to be HQ. If she/he is a content specialist, then she/he may meet either the "elementary" or the "secondary" requirements to be HQ.
- Seventh and 8th grade teachers that act like a generalist elementary teacher (i.e., teaches at least three core subjects) may also be considered highly qualified by meeting the elementary requirements.