



Teachers Who Do Not Meet the Definition of Highly Qualified Teacher and Related Issues

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EXHIBIT D	Mental Health	Document consists of 12 pages.
<input checked="" type="checkbox"/>	Entire document provided.	
<input type="checkbox"/>	Due to size limitations, pages _____ provided. A copy of the complete document is available through the Research Library (775/684-6827) or e-mail library@lcb.state.nv.us .	
		Meeting Date 2/24/04

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Effective Teacher Evaluation

- Define teaching quality
- Focus evaluation policy on improving teaching practice
- Incorporate student learning into teacher evaluation
- Create professional accountability
- Train evaluators
- Broaden participation in evaluation design

Source: NGA Center for Best Practices



What is a Highly Qualified Teacher?

- Has full state certification
- Holds a minimum of a bachelor's degree
- Has demonstrated subject matter competency in each of the academic subjects in which the teacher teaches (core academic subjects only)



How Can Existing Teachers Demonstrate Subject-Matter Competency?

ELEMENTARY

- Subject knowledge and teacher skills
State test
- **High Objective Uniform State Standard of Evaluation (HOUSSE)**

MIDDLE/SECONDARY

- Subject knowledge
State test
- Academic major or coursework equivalent to major
- Graduate degree
- Advanced certification
- **High Objective Uniform State Standard of Evaluation (HOUSSE)**



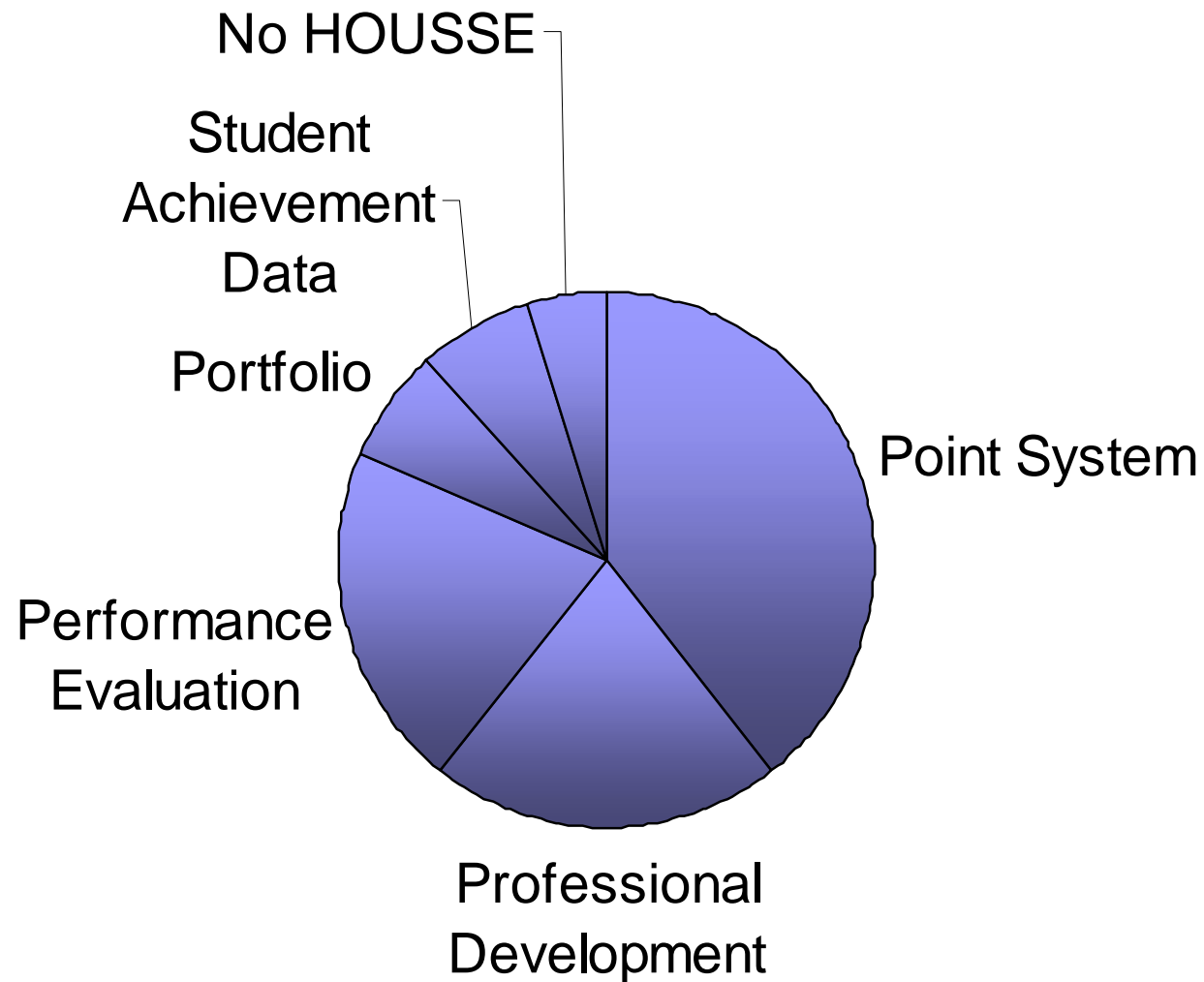
HOUSSE Types

HOUSSEs generally fall into the following categories:

- Point System
- Professional Development
- Performance Evaluation
- Portfolio
- Student Achievement Data



HOUSSE Type Distribution



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State Efforts Regarding Teachers Who are not Highly Qualified

Currently, the focus is on **assistance**
rather than *removal*



State Assistance Programs

- National Board for Professional Teaching Standards certification
- Partnerships with universities and community colleges to provide coursework to teachers
- Overall, little evidence of state-level assistance



State Assistance Programs

- **Mississippi:** Middle School Professional Development Institute
- **Michigan:** Michigan will fully cover the costs for the first 80 teachers and then provide a 50% subsidy for the next 80 applicants.

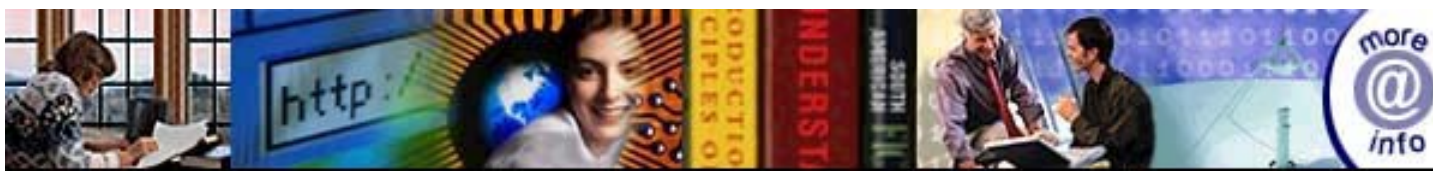


District Assistance Programs

- **Kansas:** Kansas City Kansas Public Schools for each \$1,000 a teacher receives in assistance to become highly qualified, he or she agrees to stay with the district for one year or will make reimbursement for the entire amount.
- **South Carolina:** Berkeley County School District gives its teachers and paraprofessionals money toward classes to become highly qualified or pays the fees for the exams.



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As a K-12 educator in the SREB states, you face new challenges to meet the requirements for renewing your certification and licensure. Fulfilling these requirements calls for more work, in addition to your regular teaching or administrative duties, work preparation and other responsibilities, such as family. Are you an educator who needs:

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