

TEXAS SCHOOL FOR THE DEAF

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CREDENTIALS AND RECORDS

DBA Exhibit

REQUIREMENTS FOR STATE CERTIFICATION AND “HIGHLY QUALIFIED” STATUS UNDER THE NO CHILD LEFT BEHIND ACT

Policy DBA Exhibit addresses the requirements for state certification and the requirements necessary to be considered “Highly Qualified” under the No Child Left Behind Act (NCLB) for teachers at the Texas School for the Deaf by department and assignment.

DETERMINING CERTIFICATION REQUIREMENTS ABOVE STATE MINIMUM FOR TEACHING POSITIONS

The certification requirements set forth herein are the minimum state requirements necessary to teach in each departmental assignments. Prior to posting a vacancy for any teaching position, the Principal, Director of Instruction and the Superintendent will collaboratively determine whether to require additional certifications above minimum state requirements.

CONSIDERATION OF CERTIFICATION IN THE EDUCATION OF STUDENTS WITH AUDITORY IMPAIRMENTS

Teachers certified in the education of students with auditory impairments “must be available” to and must attend each ARD committee meeting or, for student’s ages birth to three years, the Individual Family Service Plan committee meeting, of all students attending or served by the Texas School for the Deaf (TSD). See 19 TAC §89.1131 (b)(5); 19 TAC §230.601(f).

The Admission, Review and Dismissal (ARD) committee of each TSD student will determine when and under what circumstances the teacher of students with auditory impairments will be available to the student.

PREFERENCE FOR CERTIFICATION IN THE EDUCATION OF STUDENTS WITH AUDITORY IMPAIRMENTS

For any teaching position for which certification as a teacher of students with auditory impairments is not required, this certification is a preferred qualification.

TEACHERS REQUIRED TO BE “HIGHLY QUALIFIED” UNDER THE “NO CHILD LEFT BEHIND” ACT

Teachers who teach core academic subjects must be “highly qualified”. A highly qualified teacher is an individual who:

1. Has obtained full state certification (including alternative certification) or has passed the state teacher licensing exam; and
2. Holds a license to teach in the state;
3. Has not had certification or licensure requirements waived on an emergency, temporary, or provisional basis*; and

*The Texas Education Agency has clarified that the waiver of licensure requirements on an emergency, temporary, or provision basis does not include the waiver from the requirement to take the TExES/ExCET available to otherwise qualified deaf individuals.

4. Has obtained core subject area competency.

ESTABLISHMENT OF HOUSE

The Texas Education Agency has established a “high, objective, uniform standard of evaluation” (HOUSE) by which teachers who are not new to the profession (“experienced teachers”) may demonstrate a sufficient level of competency to achieve the status of “highly qualified.” No Child Left Behind Act of 2001, 20 U.S.C. 6319

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USE OF HOUSE TO DEMONSTRATE HIGHLY QUALIFIED STATUS

When use of HOUSE is allowable to demonstrate a “highly qualified” status, the teacher must have a minimum of 24 points (at least 6 must be from subject taught) derived as follows:

- 1 point for each year of teaching experience at the secondary level in the subject to be taught or a closely related field (maximum of 12 points)
- 1 point for each hour of college coursework in the subject to be taught or in a closely related field
- 1 point for every 15 hours of Professional Development in the subject to be taught or a closely related field that meets the standards for CPE credit

DEFINITION: CORE ACADEMIC SUBJECTS

Core academic subject areas include English, Civics and Government, Reading or Language Arts, Economics, Mathematics, Arts, Science, History, Foreign Languages, Geography or closely related field.

DEFINITION: CLOSELY RELATED FIELDS

The following chart identifies the core subject area “Closely Related Fields”:

Area	English	Reading/Language Arts	History	Economics	Geography
Closely Related Field	Reading Speech Journalism	English Speech Journalism	Geography Government Economics Political Science	Government History Geography Political Science	History Economics Government Political Science
Area	Civics and Government	Science	Arts	Mathematics	Foreign Languages
Closely Related Field	History Economics Geography Political Science	Life Sciences Physical Sciences Biology Earth Science Life/Earth Science Physics Chemistry	Art Music Theatre Arts Dance	Engineering Statistics Accounting	None For purposes of HOUSE, one foreign language is not considered “closely related” to another.

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**DEPARTMENTAL REQUIREMENTS FOR
OBTAINING “HIGHLY QUALIFIED” STATUS**

The following charts illustrate the ways for the teachers in the respective School departments to obtain “Highly Qualified” status:

Elementary			
Teaching Area	Texas Certification Requirements	Requirements to Obtain “Highly Qualified” Status under NCLB	
		New Teacher	Experienced Teacher
<ul style="list-style-type: none"> • Reading • Writing, • Mathematics • Other core areas of the basic elementary school curriculum • All core subject areas for elementary-aged students in Special Needs Department 	Special Education	1. Pass appropriate ExCET or TExES exam or Pass comparable other state exam accepted by SBEC for Texas Certification;	
		Or	
		2. If teaching multiple subjects and are Highly Qualified in mathematics, language arts, or science, may demonstrate “Highly Qualified” in other subject areas within two years after hire, which may include using HOUSE	2. Prior to June 2007, met requirements of HOUSE
Non-core subjects, including PE	<ul style="list-style-type: none"> • Special Education Or • Certificate in subject area Or • Verification of subject competency 	NCLB currently has no requirement that non-core subject area teachers be “highly qualified”	

Middle School			
Teaching Area	Certification Requirements	Requirements to Obtain "Highly Qualified" Status under NCLB	
		New Teacher	Experienced Teacher
Grade 6 • Reading • Writing, • Mathematics • Other core subject areas of the basic elementary school curriculum • All core subject areas for elementary-aged students in Special Needs Department	Special Education	1. Pass appropriate ExCET or TExES exam or Pass comparable other state exam accepted by SBEC for Texas Certification;	
		Or	
		2. If teaching multiple subjects and are Highly Qualified in mathematics, language arts, or science, may demonstrate "Highly Qualified" in other subject areas within two years after hire	2. Prior to June 2007, met requirements of HOUSE

Middle School (Continued)			
Teaching Area	Certification Requirements	Requirements to Obtain "Highly Qualified" Status under NCLB	
		New Teacher	Experienced Teacher
Grade 7 and 8 Core Academic Subjects	Special Education	<ol style="list-style-type: none"> 1. Pass appropriate ExCET or TExES exam or Pass comparable other state exam accepted by SBEC for Texas Certification; <p>Or</p> <ol style="list-style-type: none"> 2. Have college major or graduate degree or coursework equivalent to an undergraduate major (24 hours) in a field related to the core academic subject, with at least 12 hours being upper division <p>Or</p> <ol style="list-style-type: none"> 3. If teaching core academic subjects exclusively to children assessed on alternate achievement standards: <ul style="list-style-type: none"> • meet highly qualified for elementary teacher or • if providing instruction above the elementary level, demonstrate appropriate level as defined by TEA <p style="text-align: center;">Or</p>	
		<ol style="list-style-type: none"> 4. If teaching multiple subjects and are highly qualified in mathematics, language arts, or science, may demonstrate highly qualified in other subject areas within two years after hire 	<ol style="list-style-type: none"> 4. If eligible to use the HOUSE option prior to the end of the 2006-2007 school year and has demonstrated highly qualified status in teaching assignment and is subsequently asked or required (i.e.—did not request) to add or change teaching assignments, may use HOUSE to demonstrate highly qualified teacher status in the new assignment. 5. If teaching mathematics or science, may continue to use HOUSE to demonstrate highly qualified status. 6. If teaching, a foreign language (Language Other Than English) in which the state does not currently have both written and oral teacher certification exams, may use HOUSE to demonstrate highly qualified teacher status

Middle School (Continued)			
Teaching Area	Certification Requirements	Requirements to Obtain “Highly Qualified” Status under NCLB	
		New Teacher	Experienced Teacher
Grades 7 and 8 Special Needs All Subject Areas	Special Education	<p>1. Pass appropriate ExCET or TExES exam or Pass comparable other state exam accepted by SBEC for Texas Certification;</p> <p>Or</p> <p>2. If teaching core academic subjects exclusively to children assessed on alternate achievement standards:</p> <ul style="list-style-type: none"> • meet “highly qualified” standards for elementary teacher or • if providing instruction above the elementary level, demonstrate appropriate level as defined by TEA <p style="text-align: center;">Or</p>	
		<p>3. If teaching multiple subjects and are highly qualified in mathematics, language arts, or science, may demonstrate highly qualified in other subject areas within two years after hire</p>	<p>3. If eligible to use the HOUSE option prior to the end of the 2006-2007 school year and has demonstrated highly qualified status in teaching assignment and is subsequently asked or required (i.e.—did not request) to add or change teaching assignments, may use HOUSE to demonstrate highly qualified teacher status in the new assignment.</p>
Non-core subjects, including PE	<ul style="list-style-type: none"> • Special Education Or • Certificate in subject area Or • Verification of subject competency 	NCLB currently has no requirement that non-core subject area teachers be “highly qualified”	

High School			
Teaching Area	Certification	Requirements to Obtain “Highly Qualified” Status under NCLB	
		New Teacher	Experienced Teacher
Grades 9—12 Core Academic Subjects	Special Education	<p>1. Pass appropriate ExCET or TExES exam or Pass comparable other state exam accepted by SBEC for Texas Certification;</p> <p>Or</p> <p>2. Have college major or graduate degree or coursework equivalent to an undergraduate major (24 hours) in a field related to the core academic subject, with at least 12 hours being upper division</p> <p>Or</p> <p>3. If teaching core academic subjects exclusively to children assessed on alternate achievement standards:</p> <ul style="list-style-type: none"> • meet highly qualified for elementary teacher or • if providing instruction above the elementary level, demonstrate appropriate level as defined by TEA <p style="text-align: center;">Or</p>	
		<p>4. If teaching multiple subjects and are highly qualified in mathematics, language arts, or science, may demonstrate highly qualified status in other subject areas within two years after hire, including using the HOUSE option.</p>	<p>4. If eligible to use the HOUSE option prior to the end of the 2006-2007 school year and has demonstrated highly qualified status in teaching assignment and is subsequently asked or required (i.e.—did not request) to add or change teaching assignments, may use HOUSE to demonstrate highly qualified teacher status in the new assignment.</p> <p>5. If teaching mathematics or science, may continue to use HOUSE to demonstrate highly qualified status.</p> <p>6. If teaching, a foreign language (Language Other Than English) in which the state does not currently have both written and oral teacher certification exams, may use HOUSE to demonstrate highly qualified teacher status.</p>

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High School (Continued)			
Teaching Area	Certification	Requirements to Obtain "Highly Qualified" Status under NCLB	
		New Teacher	Experienced Teacher
Grades 9—12 Special Needs All Subject Areas	Special Education	1. Pass appropriate ExCET or TExES exam or Pass comparable other state exam accepted by SBEC for Texas Certification; Or 2. If teaching core academic subjects exclusively to children assessed on alternate achievement standards: <ul style="list-style-type: none"> • meet highly qualified for elementary teacher or • if providing instruction above the elementary level, demonstrate appropriate level as defined by TEA 	
		3. If teaching multiple subjects and are highly qualified in mathematics, language arts, or science, may demonstrate highly qualified in other subject areas within two years after hire, including using the HOUSE option.	3. If eligible to use the HOUSE option prior to the end of the 2006-2007 school year and has demonstrated highly qualified status in teaching assignment and is subsequently asked or required (i.e.—did not request) to add or change teaching assignments, may use HOUSE to demonstrate highly qualified teacher status in the new assignment.
Grades 9 – 12 Career Technology Education (CTE) <ul style="list-style-type: none"> • Food Services • Computer • Auto • Driver's Education • Millwork • Drafting • Yearbook • Other CTE Subjects 	Special Education Or Certification appropriate to CTE subject area	NCLB currently has no requirements that apply to teachers assigned to teach CTE elective courses.	
Non-core subjects, including Health and PE	Special Education Or Health or PE	NCLB currently has no requirement that non-core subject area teachers be "highly qualified"	