



A Union of Professionals

The Clock is Ticking...

No Child Left Behind requires all teachers of core academic subjects to demonstrate that they are highly qualified by the end of the 2005-2006 school year. Are you highly qualified?

You are a highly qualified teacher if you:

- Hold a bachelor’s degree;
- Are certified or licensed in your state;
- Do not have certification or licensure requirements waived on an emergency, temporary, or provisional basis; and
- Have demonstrated subject matter competence.

Subject matter competence is defined differently for elementary and secondary teachers.

| Elementary | Secondary |
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| <ul style="list-style-type: none"> • Pass a rigorous state test of the basic elementary school curriculum, including reading, writing, math and other subject areas; or • Complete your state’s HOUSSSE for elementary teachers. | <ul style="list-style-type: none"> • Demonstrate subject matter competence in <u>each core academic subject</u> you teach by: <ul style="list-style-type: none"> ○ Passing a rigorous state test in that subject; ○ Completing an academic major, a graduate degree, coursework equivalent to an undergraduate major, or advanced certification or credentialing in that subject; or ○ Complete your state’s HOUSSSE in that subject. |

To double check that you are highly qualified or to make sure that you are on track to meet the above requirements, you can:

- Call your local union office and ask about these requirements.
- Ask you principal about the requirements for teachers in your state.
- Call your district’s Human Resources Department.
- Visit your state’s Department of Education website at [insert state URL].
- Visit www.aft.org/topics/nclb/states.htm and click on your state.

Notes:

1. There are exceptions to the above rules for teachers in certain rural areas and special education teachers. Teachers in rural areas can check here www.ed.gov/policy/elsec/guid/secletter/040331.html to see if they qualify for the exceptions, and special education teachers can check here www.aft.org/topics/nclb/downloads/hqtforsepcial.pdf. These teachers should contact the above local resources for more specific information.
2. Beginning on the first day of the 2002-03 school year, schools were only allowed to hire highly qualified teachers to teach in Title I programs. Therefore, if you were hired after this date and teach in a Title I-supported program, you should already have met the requirements. You may want to double check to be sure.
3. Core academic subjects include English, reading, language arts, mathematics, science, foreign language, civics, government, economics, arts, history and geography.

