

**CERTIFICATED PERSONNEL**Teacher Qualifications Under The No Child Left Behind Act

Recognizing the importance of teacher effectiveness in improving student achievement, the Superintendent desires to recruit and hire teachers who possess the subject matter knowledge and teaching skills required by the federal No Child Left Behind Act (NCLB) in programs for educationally disadvantaged students and for students in core academic subjects.

All teachers hired after the first day of the 2002-03 school year to teach core academic subjects in a program supported by Title I funds shall be "highly qualified," as defined by federal law and the State Board of Education, upon hire. (20 USC 6319, 7801; 34 CFR 200.55; 5 CCR 6100-6126)

All teachers who were hired prior to the beginning of the 2002-03 school year in Title I programs and all teachers of core academic subjects in non-Title I programs shall demonstrate that they are "highly qualified" not later than the end of the 2006-07 school year. (20 USC 6319, 7801; 34 CFR 200.55; 5 CCR 6100-6126)

The Superintendent or designee shall inform teachers of NCLB requirements and shall identify the additional qualifications, if any, that individual teachers need to demonstrate in order to meet the requirements. He/she shall work with individual teachers to develop a plan for attaining full qualifications.

The Superintendent or designee shall publicly report on the progress of the Office of Education's teachers toward becoming fully qualified. Such reports shall include, but need not be limited to, the percentage of teachers in core academic subjects, Office-wide and at each school, who meet the definition of a "highly qualified" teacher in accordance with federal law, and the percentage of teachers who are receiving professional development to enable them to satisfy this definition. (20 USC 6319)

*Legal Reference:*

## EDUCATION CODE

44500-44508 Peer Assistance and Review Program for Teachers

44662 Performance evaluation; Stull Act review

44664 Teacher evaluation; program to improve performance

## CODE OF REGULATIONS, TITLE 5

6100-6126 Teacher qualifications, No Child Left Behind Act

80021 Short-term staff permit

80021.1 Provisional internship permit

80089.3-80089.4 Subject matter authorizations

## UNITED STATES CODE, TITLE 20

1401 Definition of highly qualified special education teacher

6311 Parental notifications

6312 District Title I plan

6314 Schoolwide programs

6315 Targeted assistance schools

6319 Highly qualified teachers

7801 Definitions, highly qualified teacher  
CODE OF FEDERAL REGULATIONS, TITLE 34  
200.55-200.57 Highly qualified teachers  
200.61 Parent notification regarding teacher qualifications  
300.18 Highly qualified special education teachers  
Management Resources:  
CSBA ADVISORIES  
California's Implementation of the No Child Left Behind Act, July 2003  
CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS  
NCLB Teacher Requirements Resource Guide, March 1, 2004  
COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS  
Standards of Quality and Effectiveness for Professional Teacher Induction Programs,  
March 2002  
Standards of Quality and Effectiveness for Professional Teacher Preparation Programs,  
September 2001  
California Standards for the Teaching Profession, July 1997  
U.S. DEPARTMENT OF EDUCATION GUIDANCE  
New No Child Left Behind Flexibility: Highly Qualified Teachers, Fact Sheet, March 15,  
2004  
Improving Teacher Quality State Grants, ESEA Title II, Part A, Non-Regulatory  
Guidance, revised October 5, 2006  
WEB SITES  
CSBA: <http://www.csba.org>  
California Department of Education: <http://www.cde.ca.gov>  
Commission on Teacher Credentialing: <http://www.ctc.ca.gov>  
U.S. Department of Education, No Child Left Behind: <http://www.ed.gov/nclb>