

### Definition of the Highly Qualified Teacher (HQT)

To Satisfy the Federal Definition of Highly Qualified, Teachers Must:	3 Definitions of Teachers
<ul style="list-style-type: none"> <li>• Have at least a Bachelor’s degree</li> <li>• Have valid state certification                             <ul style="list-style-type: none"> <li>○ CE and CEAS are considered state certification</li> <li>○ No requirements have been waived</li> <li>○ No emergency or conditional certificates</li> </ul> </li> <li>• Demonstrate content expertise in the core academic subject(s) they teach</li> </ul>	<ul style="list-style-type: none"> <li>• New Teacher: Novice in first year of teaching</li> <li>• Newly Hired Teacher: Experienced teacher in first year in a new district</li> <li>• Veteran Teacher: Teacher who has been teaching one year or more</li> </ul>

### Who Needs to Demonstrate Content Expertise

Required to Demonstrate Content Expertise	Not Required to Demonstrate Content Expertise
<p><b>Elementary Generalists</b> and <b>Teachers of the Following Core Academic Subjects:</b> Arts (Music, Theater, Dance, Visual Arts) English World Languages* Lang. Arts Math Reading Science Social Studies Economics Geography Government/Civics History</p>	<p><b>Personnel in the Following Areas:</b></p> <ul style="list-style-type: none"> <li>• Preschool teachers</li> <li>• Health/Physical Education</li> <li>• Educational Services Personnel                             <ul style="list-style-type: none"> <li>○ Librarians</li> <li>○ Guidance Counselors</li> <li>○ LDT-Cs, Psychologists, Social Workers</li> <li>○ Speech-Language Specialists</li> </ul> </li> <li>• Vo-tech</li> <li>• Business</li> <li>• School nurses</li> <li>• Family and Consumer Science</li> <li>• Technological Literacy &amp; Technical Education</li> <li>• Special education teachers providing in-class resource programs</li> <li>• Special education teachers providing pull-out support resource programs</li> <li>• Special education teachers (holding <b>any</b> special education certificate) providing consultation as a service P-12</li> <li>• Teachers of gifted and talented who do not provide direct instruction</li> </ul>

## How to Demonstrate that You Are a HQ General Education Teacher

<b>Elementary Generalists</b> <b>Elementary Teacher (Grades K-3, K-5, K-8)</b> <b>Self-contained</b>	<b>Middle Grades Content Specialists</b> <b>(Grades 6-8)</b> <b>Departmentalized</b>
<i>Teachers of grade 5, whether self-contained or departmentalized, qualify as elementary generalists</i>	
<ul style="list-style-type: none"> <li>• Pass Praxis II Elementary Content Knowledge Test</li> <li>• Pass National Teachers Examinations (NTE) (effective 1985-1994)</li> <li>• P-3 Praxis Test for P-3 teachers only (P-3 Praxis became effective Dec. 1, 2007)</li> </ul> <p>Preschool/nursery teachers do not have to demonstrate content expertise</p>	<p><b>Teachers holding N-8 certificate:</b>                  Pass Praxis II Middle or P-12 Content Test</p> <ul style="list-style-type: none"> <li>• <b>Or</b> Undergraduate/graduate major in the content</li> <li>• <b>Or</b> 30 credits in the content (12 at junior/senior or graduate level)</li> <li>• <b>Or</b> National Board Certification in the content</li> </ul> <p><b>Teachers holding K-5 certificate:</b>                  Must obtain the Middle School subject matter endorsement (language arts, math, science, or social studies)</p>
<b>High School Content Specialists (Grades 9-12)</b> Must hold the P-12 subject matter certificate	
For requirements for general education <u>and</u> special education teachers of world languages refer to: <b>WORLD LANGUAGES CERTIFICATION AND HIGHLY QUALIFIED TEACHER REQUIREMENTS</b> <a href="http://www.nj.gov/education/profdev/nclb">www.nj.gov/education/profdev/nclb</a>	

### HQ Requirements and Special Education Teachers

<b>Special Education Teachers Who Must Demonstrate Content Expertise in the Subject(s) They Teach</b>	<b>Special Education Teachers Who Do <u>Not</u> Need to Satisfy the HQT Requirement</b>
Special education teachers who <b>provide direct instruction in core academic subjects</b> in special class programs (self-contained), departmentalized settings (grades 6-12), or pull-out replacement resource programs	<ul style="list-style-type: none"> <li>• Special education teachers who <b>provide in-class resource programs grades P-12</b> (support or replacement) where the general education teacher has primary instructional responsibility</li> <li>• Special education teachers who <b>provide pull-out support resource programs grades P-12</b></li> <li>• Special education teachers who <b>provide consultation grades P-12</b> as a service on behalf of a student with disabilities or a group of students with disabilities</li> </ul>
<b>Special Education Teachers Who Can Qualify as Elementary Generalists</b>	<b>Special Education Teachers Who Must Qualify in Each Core Academic Subject They Teach</b>
<ul style="list-style-type: none"> <li>• Teach in pull-out replacement resource programs (K-5)</li> <li>• Teach in self-contained settings (K-8)</li> <li>• Teach classes where <u>every</u> student in the class is assessed using the alternate proficiency assessment (APA)</li> </ul>	<ul style="list-style-type: none"> <li>• Provide pull-out replacement resource programs in grades 6 - 8 where all grades are departmentalized</li> <li>• Teach in self-contained settings above grade 8</li> <li>• Teach in departmentalized settings grades 6 and above</li> <li>• Teach in grades 9-12 (self-contained classes, departmentalized classes &amp; pull-out replacement)</li> </ul>

## High Objective Uniform Standard of Evaluation (HOUSE) for Special Education Teachers

### Use of HOUSE Only in Approved Private Schools for Students with Disabilities

(expires June 30, 2012)

*The HOUSE can no longer be used in public school districts and charter schools except when employing IDEA flexibility.*

### Special Education Teachers Who May Use the HOUSE in Approved Private Schools for Students with Disabilities

(effective April 1, 2008 through June 30, 2012)

- Veteran special education teachers
- Novice special education teachers who are eligible to employ IDEA flexibility

**Veteran Teacher**: a teacher who has been teaching one year or more

### Special Education Teachers Who May Employ IDEA Flexibility

*IDEA Flexibility is applicable to all public school districts, charter schools and approved private schools for students with disabilities.*

*IDEA flexibility is defined as:*

Novice (new) special education teachers, who upon hire meet the highly qualified requirements in language arts, mathematics **or** science, have **2 years from date of hire** to become highly qualified in additional subjects using the NJ HOUSE.

This applies to the following novice special education teachers or veteran teachers teaching special education for the first time\*:

- Teacher of the Handicapped (TOH) who may teach multiple content areas in middle or high school (grades 6-12)
- Teacher of Students with Disabilities (SWD) and the N-8 or K-8 instructional certificate who may teach middle grades (6-8) in departmentalized settings

\* A veteran teacher holding the N-8 or K-5 Elementary Teacher Instructional Certification is considered to be a novice special education teacher if s/he is certified Teacher of Handicapped (TOH) or Teacher of Students with Disabilities (SWD) and has been assigned to teach special education for the first time.

## Aligning Certification, Teaching Assignment, & HQT Requirements

*Note: To become highly qualified, the teacher must first be appropriately certified for the assignment.*

**Refer to page 3 for information on the HOUSE.**

**For requirements for general education and special education teachers of world languages refer to:  
WORLD LANGUAGES CERTIFICATION AND HIGHLY QUALIFIED TEACHER REQUIREMENTS**

**[www.nj.gov/education/profdev/nclb](http://www.nj.gov/education/profdev/nclb)**

<b>Certification</b>	<b>Assignment</b>	<b>Becoming HQ</b>
<b>P-3</b>	K-3	<ul style="list-style-type: none"> <li>Pass Praxis II Elementary Content Knowledge Test</li> <li><b>Or</b> Pass Praxis P-3 (effective Dec. 1, 2007)</li> </ul>
<b>K-5</b>	K-5	<ul style="list-style-type: none"> <li>Pass Praxis II Elementary Content Knowledge Test</li> </ul>
<b>N-8</b>	K-8 Self-Contained	<ul style="list-style-type: none"> <li>Pass Praxis II Elementary Content Knowledge Test</li> </ul>
<b>N-8</b>	6-8 Departmentalized	<ul style="list-style-type: none"> <li>Pass Praxis II Middle Content Test</li> <li><b>Or</b> Undergraduate/graduate major in the content</li> <li><b>Or</b> 30 credits in the content</li> <li><b>Or</b> National Board Certification in the content</li> </ul>
<b>K-5 Plus Middle School Subject Matter Specialization Endorsement</b>	6-8 Departmentalized	<ul style="list-style-type: none"> <li>Middle School Endorsement, which includes: Praxis II Middle School Content Test <b>and</b> 15 credits in the content <b>and</b> course in the characteristics of child and adolescent development</li> </ul>
<b>P-12 (Content Instructional Certificate)</b>	6-8 Departmentalized or 9-12 Departmentalized	<ul style="list-style-type: none"> <li>P-12 Content Instructional Certificate</li> </ul>
<b>TOH</b>	K-8 Self-Contained	<ul style="list-style-type: none"> <li>Pass Praxis II Elementary Content Knowledge Test</li> </ul>
<b>TOH</b>	6-8 Departmentalized	<ul style="list-style-type: none"> <li>Pass Praxis II Middle Content Test</li> <li><b>Or</b> Undergraduate/graduate major in the content</li> <li><b>Or</b> 30 credits in the content</li> <li><b>Or</b> National Board Certification in the content</li> </ul>
<b>TOH</b>	9-12 Departmentalized or Self-Contained or Pull-out replacement resource programs	<ul style="list-style-type: none"> <li>Pass P-12 Content Test</li> <li><b>Or</b> Undergraduate/graduate major in the content</li> <li><b>Or</b> 30 credits in the content</li> <li><b>Or</b> National Board Certification in the content</li> </ul> <p><i>The teacher holding TOH and teaching in a <b>self-contained</b> 9-12 setting must meet the requirement for all four core academic content areas.</i></p>
<b>TOH</b>	Secondary classes where all students in the class are assessed using the APA	<ul style="list-style-type: none"> <li>Pass Praxis II Elementary Content Knowledge Test</li> </ul>
<b>TOH</b>	Support/Consultation All Levels Any Configuration	<ul style="list-style-type: none"> <li>Must be appropriately certified but do not need to demonstrate content expertise. May provide support or consultative services grades N-12.</li> </ul>

**Note:** Teachers who have achieved highly qualified status, whether through federal requirements or the NJ HOUSE, retain highly qualified status **permanently** for the teaching assignment designated on the approved forms. The required forms must be completed with documentation attached, signed off by the teacher's supervisor (form G) and filed. Provide a copy to the teacher.

*TOH = Teacher of the Handicapped; SWD = Teacher of Students with Disabilities; N=nursery; P=preschool*

## Aligning Certification, Teaching Assignment, & HQT Requirements

*Note: To become highly qualified, the teacher must first be appropriately certified for the assignment.*

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<b>For requirements for general education and special education teachers of world languages refer to: WORLD LANGUAGES CERTIFICATION AND HIGHLY QUALIFIED TEACHER REQUIREMENTS <a href="http://www.nj.gov/education/profdev/nclb">www.nj.gov/education/profdev/nclb</a></b>		
<b>Certification</b>	<b>Assignment</b>	<b>Becoming HQ</b>
<b>SWD P-3</b>	K-3	Pass Praxis II Elementary Content Knowledge Test <b>Or</b> Pass Praxis P-3 (effective Dec. 1, 2007)
<b>SWD K-5</b>	K-5	<ul style="list-style-type: none"> <li>Pass Praxis II Elementary Content Knowledge Test</li> </ul>
<b>SWD N-8</b>	K-8 Self-contained	<ul style="list-style-type: none"> <li>Pass Praxis II Elementary Content Knowledge Test</li> </ul>
<b>SWD N-8</b>	6-8 Departmentalized	<ul style="list-style-type: none"> <li>Pass Praxis II Middle Content Test</li> <li><b>Or</b> Undergraduate/graduate major in the content</li> <li><b>Or</b> 30 credits in the content (12 credits at jr/sr level)</li> <li><b>Or</b> National Board Certification in the content</li> </ul>
<b>SWD + K-5 + Middle School Subject Matter Specialization Endorsement</b>	6-8 Departmentalized	<ul style="list-style-type: none"> <li>Middle School Endorsement, which includes: Praxis II Middle School Content Test <b>and</b> 15 credits in the content <b>and</b> course in the characteristics of child and adolescent development</li> </ul> <p><i>The teacher teaching in a <u>self-contained</u> 6-8 setting with the SWD, K-5 and subject matter specialization endorsement must hold all four middle school endorsements.</i></p>
<b>SWD + P-12 Content Instructional Certificate</b>	6-8 Departmentalized or 9-12 Departmentalized or Pull-out replacement resource programs	<ul style="list-style-type: none"> <li>P-12 Content Instructional Certificate(s)</li> </ul> <p><i>The teacher teaching in a <u>departmentalized</u> setting, grades 6-12, holding the SWD and P-12 instructional certificates, must be certified in <u>each</u> content area s/he teaches. This will constitute highly qualified status.</i></p>
<b>SWD + P-12 Content Instructional Certificate</b>	9-12 Self-Contained	<ul style="list-style-type: none"> <li>P-12 Content Instructional Certificate(s)</li> </ul> <p><i>The teacher teaching in a <u>self-contained</u> setting, grades 9-12 with the SWD and P-12 instructional certificates, must <u>hold all four</u> P-12 core content instructional certificates. This will constitute highly qualified status.</i></p>
<b>SWD + K-5 or N-8 Certificate</b>	Secondary classes where all students in the class are assessed using the APA	<ul style="list-style-type: none"> <li>Pass Praxis II Elementary Content Knowledge Test</li> </ul>
<b>SWD + All Certificates</b>	Support/Consultation All Levels Any Configuration	<ul style="list-style-type: none"> <li>Must be appropriately certified but do not need to demonstrate content expertise. May provide support or consultative services grades N-12.</li> </ul>
<p><b>Note:</b> Teachers who have achieved highly qualified status, whether through federal requirements or the NJ HOUSE, retain highly qualified status <b>permanently</b> for the teaching assignment designated on the approved forms. The required forms must be completed with documentation attached, signed off by the teacher's supervisor (form G) and filed. Provide a copy to the teacher.</p>		

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