

It is the policy of this district that, whenever possible, teachers initially hired after January 8, 2002, will meet all criteria for designation as "highly qualified" as required by the No Child Left Behind Act (NCLB). In an attempt to increase the number of highly qualified teachers, the district will utilize the following standards, approved by the Idaho State Board of Education, when assessing applicants for employment and transfers:

1. Teachers in Idaho who are currently teaching in an endorsed area or hold an Idaho endorsement listed on a valid teachers certificate issued by the State of Idaho are considered highly qualified and have met the requirements of NCLB.
2. A new teacher seeking an Idaho license to teach in a core academic subject area (English, reading, language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography) must meet the definition of a NCLB Highly Qualified Teacher. All teachers must have a bachelor's degree.
3. New teachers must complete an approved teacher preparation program or an approved alternative certification program.
4. New elementary teachers must pass a rigorous state test in elementary curriculum and a rigorous state test in pedagogy.
5. New middle school or secondary academic core teachers must meet one of the following:
 - a. Earn a major in the subject area they are to teach,
 - b. Earn credits equal to a major in the subject area,
 - c. Earn an advanced degree in the subject area,
 - d. Earn an advanced certificate in the subject area, or
 - e. Pass a rigorous state subject area test.
6. New Special Education teachers must pass an additional test in Special Education and meet content knowledge requirements or middle or secondary school certification.
7. New teachers seeking a certificate in Blended Early Childhood/Early Childhood Special Education must pass a test in elementary curriculum and a test in Early Childhood Special Education.
8. Under the highly qualified teacher definition in NCLB, no certificate or license in the core academic subjects will be issued on an emergency, temporary, or provisional basis.

**LEGAL REFERENCE:**

No Child Left Behind Act, Section 1119

ADOPTED: April 13, 2004

AMENDED: