

Document Status: Draft Update

Professional Personnel

5:190 Teacher Qualifications

A teacher, as the term is used in this policy, refers to a District employee who is required to be licensed under State law. The following qualifications apply:

1. Each teacher must:
 - a. Have a valid Illinois Professional Educator License issued by the State Superintendent of Education with the required endorsements as provided in the School Code.
 - b. Provide the District Office with a complete official transcript of credits earned in institutions of higher education.
 - c. Prior to the first day of the school year, provide the District Office with an official transcript of any credits earned since the date the last transcript was filed.
 - d. Notify the Superintendent or designee of any change in the teacher's transcript.
2. All teachers working in a program supported with federal funds under Title I, Part A must meet applicable State certification and licensure requirements.

"Highly Qualified" means:

- A. Full State certification as a teacher or passed State teacher licensing exam and holds current license to teach; certification or license requirements may not be waived on emergency, temporary, or provisional basis;
- B. For elementary teachers new to the profession, this also requires:
 1. At least a bachelor's degree;
 2. Passing a rigorous State test on subject knowledge and teaching skills in reading writing, math, and other areas of elementary curriculum (State certification test may suffice);
- C. For secondary or middle school teachers new to the profession this also requires:
 1. At least a bachelor's degree, and
 2. Passing a rigorous State test in each of the subject areas s/he will teach (State certification test may suffice), or
 3. For each academic subject taught, having an academic major, course work equivalent to an undergraduate major, a graduate degree, or advanced certification or credentialing;

D. For elementary, middle, or secondary school teachers with prior experience, this also requires:

1. At least a bachelor's degree, and
2. Meets standards for new teachers (above), or
3. Demonstrates competence in all academic subjects s/he teaches based on a uniform State standard of evaluation (standard for academic subject matter and teaching skills set by the State).

REQUIREMENTS FOR TEACHERS IN DISTRICTS RECEIVING TITLE I FUNDING

By the end of the 2005-2006 school year, all teachers in a District receiving Title I funds shall be "highly qualified" as described above. The District must submit a plan to the Illinois State Board of Education to show annual progress towards meeting these teacher qualification requirements.

The Superintendent or designee shall:

1. Monitor compliance with State and federal law requirements that teachers be appropriately licensed;
2. Through incentives for voluntary transfers, professional development, recruiting programs, or other effective strategies, ensure that minority students and students from low-income families are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers; and
3. Ensure parents/guardians of students in schools receiving Title I funds are notified of their right to request their students' classroom teachers' professional qualifications.

LEGAL REF.:

[20 U.S.C. §6312\(e\)\(1\)\(A\)](#).

[105 ILCS 5/10-20.15](#), [5/21B-15](#), [5/21B-20](#), [5/21B-25](#), [5/21B-120](#), [PRESSPlus1](#) and [5/24-23](#).

[23 Ill.Admin.Code §1.610](#) et seq., [§1.705](#) et seq., and [Part 25](#).

CROSS REF.: 6:170 (Title I Programs)

PRESSPlus Comments

[PRESSPlus 1](#). The Legal References are updated in response P.A. 104-111, eff. 1-1-26, establishing a short-term approval credential for teachers in accordance with rules developed by ISBE. **Issue 120, October 2025**