

Executive Summary

Prepared for Board of Trustees Meeting

December 12, 2017

Highly Qualified Teacher/Instructional Paraprofessional Staff Report

Board Goal:

II. Teaching and Learning . . .

In pursuit of excellence, the district will:

Strive to deliver all academic programs through teachers possessing advanced degrees and demonstrable competence in their areas of professional responsibility.

V. Human Resources . . .

In pursuit of excellence, the district will:

- *develop and expect a consistently high level of, and respect for professional performance by all staff*
- *recruit, select and employ teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions*
- *maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence*
- *encourage all teachers and staff to pursue advanced professional development and degrees within their specialty area*

Purpose of Report

School districts were required by statute to report the Highly Qualified status of its teaching and instructional paraprofessional staff in the core academic areas. The passage of Every Student Succeeds Act (ESSA) in 2015, eliminates the need to verify highly qualified teacher status for the 2017-2018 school year, therefore, schools and teachers will only need to meet state requirements for certification. The federal term of “highly qualified teacher status” will no longer apply.

Objectives

- School districts were required by statute to report the Highly Qualified status of its teaching and instructional paraprofessional staff in the core academic areas
- The passage of Every Student Succeeds Act (ESSA) in 2015, eliminates the need to verify highly qualified teacher status for the 2017-2018 school year, therefore, schools and teachers will only need to meet state requirements for certification.
- Instructional paraprofessional staff must still meet the highly qualified requirement of NCLB for the 2017-2018 school year.

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Operational Impact

Non-compliance to the NCLB Act could result in campus intervention activities and monetary ramifications.

Results

Professional Staff- Currently, all district teachers meet state certification requirements, however a few of our campuses did not ensure proper certification for specific positions when they made internal staff transfers. Human Resources is addressing this concern.

Para-professional Staff- The Denton ISD has 100% met the highly qualified requirements of NCLB for instructional paraprofessional staff.

Other Options

N/A