

**Highly Qualified Teacher/ Instructional Paraprofessional Staff Report**  
**Prepared for Board of Trustees Meeting**  
December 13, 2016

**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

**SUMMARY:**

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 the Every Student Succeeds Act (ESSA) in 2015, eliminates the need to verify highly qualified teacher status for the 2016-2017 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.

Instructional paraprofessional staff must still meet the highly qualified requirement of NCLB for the 2016-2017 school year, however, we have received notification from the state that the annual compliance report has been suspended for the 2016-2017 school year. There is a possibility that this report could be suspended indefinitely, depending on the requirements that will be implemented with the ESSA.

Currently, the Denton ISD has 100% met the highly qualified requirements of NCLB for instructional paraprofessional staff.

**PREVIOUS BOARD ACTION:**

None

**BACKGROUND INFORMATION:**

The objective of the report is to comply with the Federal No Child Left Behind Act.

**SIGNIFICANT ISSUES:**

None

**FISCAL IMPLICATIONS:**

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

**BENEFIT OF ACTION:**

Public Hearing

**PROCEDURAL AND REPORTING IMPLICATIONS:**

Public Hearing

**PUBLIC COMMENT RECEIVED:**

None

**ALTERNATIVES:**

- No alternative actions are proposed ...

**OTHER COMMENTS:**

The most difficult or critical areas to fill continue to be teachers in the areas of Elementary Bilingual, certain Special Education (Life Skills, Adaptive Life Skills), CTE courses (specific to DISD...Health Science Technology), and Foreign Languages (specific to Denton ISD are Spanish, French, and Mandarin Chinese).

**SUPERINTENDENT’S RECOMMENDATION:**

This is fulfillment of a reporting requirement in state statute.

**STAFF PERSONS RESPONSIBLE:**

Dr. Robert Stewart, Assistant Superintendent of Human Resources

**ATTACHMENT:**

N/A, we have received notification from the state that the annual compliance report has been suspended for the 2016-2017 school year.

**APPROVAL:**

Signature of Staff Member Proposing Recommendation: Robert L. Stewart

Comments: NCLB Report is required to be publicly announced

Signature of Divisional Assistant Superintendent: Robert L. Stewart

Comments: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_

Comments: \_\_\_\_\_

Comments: \_\_\_\_\_