

**DENTON INDEPENDENT SCHOOL DISTRICT**  
**Division of Human Resources**

The Federal No Child Left Behind Act requires that all academic classroom teachers\* must be Highly Qualified in the areas they are assigned to teach. In general, under the No Child Left Behind Act, the Highly Qualified teacher must possess the following:

- Bachelor's Degree
- Full State Certification
- Demonstrated competency in the core academic subject taught  
(passing of the appropriate content area test)

With the implementation of the NCLB Act, Texas certification requirements and Highly Qualified teacher requirements are not in alignment. There are instances whereby a classroom teacher may be properly certified but is not Highly Qualified or vice versa.

For the 2010-2011 school year, Denton ISD is reporting 100% of its teachers being Highly Qualified under the NCLB requirements. In reflection of the district's employment statistics for the 2009-2010 and 2010-2011 school years, we experienced less teacher turnover than in previous years and therefore, we employed 50% less teachers, 163 and 148 respectively. Whatever the reasons justifying the lesser teacher turnover rates and the fewer number of new hires, meeting the Highly Qualified requirements was less challenging than in years prior to the 2009-2010 school year. Since school districts are hiring fewer teachers, college/university teacher certification programs and Alternative Certification Programs are assuring that the teacher interns meet both the certification and Highly Qualified requirements. Furthermore, teacher certification testing has moved rapidly to an on-line system whereby teachers have many more opportunities to complete their tests.

Due to the availability of certifiable and Highly Qualified teacher candidates, the district experienced little difficulty to fill even the elementary bilingual position. However, there are still challenges to employ teachers in the areas of World Languages including American Sign Language, and professional support staff such as Librarians, Counselors, Psychologists, Speech Pathologists, and Educational Diagnosticians when there are multiple vacancies.

Submitted by Dennis Stephens  
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\*Core Academic Areas:

English Language Arts  
Mathematics  
Science  
Social Studies  
Foreign Languages  
The Arts