

# Are You Highly Qualified Under ESEA?

Follow the flow chart below to determine how the federal Elementary and Secondary Education Act (ESEA) provisions on teacher quality may affect you.



## Timelines

Do your students receive core content credit from you in English, reading, language arts, mathematics, science, foreign language, civics and government, economics, arts, history, or geography?

**YES**  
Were you "newly hired" after the first day of the 2002-03 school year?

**NO**  
You are NOT required to be "highly qualified" under ESEA

**YES**  
Are you working in a program supported with Title I funds?

**NO**  
You must be "highly qualified" by the end of the 2005-06 school year  
Go to LICENSURE/CERTIFICATION section

**YES**  
You must be "highly qualified" in order to be hired  
Go to LICENSURE/CERTIFICATION section

**NO**  
You must be "highly qualified" by the end of the 2005-06 school year  
Go to LICENSURE/CERTIFICATION section



## Licensure/Certification

Do you have "full certification" (no waivers on emergency, temporary, or provisional basis)?

**YES**  
Go to COMPETENCY section

**NO**  
Have you passed the state licensing test?

**YES**  
Go to COMPETENCY section

**NO**  
Do you teach in a charter school that, under your state's charter school law, exempts you from teacher licensing/certification?

**YES**  
Go to COMPETENCY section

**NO**  
Are you in an "alternative route" program?

**YES**  
You must be making progress and complete full certification within three years

**NO**  
You have until 2005-06 to obtain "full certification" or meet criteria for "alternative route"

In addition you must:

- Receive high quality professional development
- Participate in a teacher mentoring program or receive intensive supervision
- Assume functions as a teacher for a specified period of time, not to exceed three years
- Demonstrate satisfactory progress toward full certification as prescribed by the state

Go to COMPETENCY section



## Competency

Do you have a bachelor's degree?

**YES**  
Do you teach elementary or middle/high?

**NO**  
You are NOT "highly qualified" and cannot be hired in a program supported with Title I funds

**ELEMENTARY**  
Have you demonstrated competence in content and teaching skill by passing a state (licensure) test in reading, writing, mathematics, and other elementary curriculum areas?

**MIDDLE/HIGH**  
Have you passed a state content (licensure) test in EACH of the subjects you teach?

**NO**  
Do you have an academic major or coursework equivalent to a major in each of the subjects you teach?

**YES**  
You are "highly qualified"

**NO**  
Are you "new" to the profession?

**YES**  
You are "highly qualified"

**YES**  
You are NOT "highly qualified" and cannot be hired in a program supported with Title I funds

**NO**  
Have you met your state's HOUSE\*\* requirements?

**YES**  
You are "highly qualified"

**NO**  
Do you have a graduate degree in each of the subjects you teach?

**YES**  
You are "highly qualified"

**NO**  
Do you have advanced certification (e.g., National Board Certification)?

**YES**  
You are "highly qualified"

**NO**  
Are you "new" to the profession?

**YES**  
You are NOT "highly qualified" and cannot be hired in a program supported with Title I funds

**NO**  
Have you met your state's HOUSE\* requirements?

**YES**  
You are "highly qualified"

**NO**  
You are NOT "highly qualified" and have until 2005-06 to become highly qualified

**nea**  
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\*Newly hired = changing employers, not just changing schools within a district  
\*\* HOUSE = High Objective Uniform Statewide Standard of Evaluation