

NCLB HIGHLY QUALIFIED TEACHER RECRUITMENT AND RETENTION PLAN

Performance Indicator	Current Status	Strategies	Timeline	Funding Source
Increase the percentage of “highly qualified” teachers for each campus so that all teachers teaching in core academic subject areas are “highly qualified” no later than the end of the 2005-2006 school year.				
Increase the percentage of teachers receiving high-quality professional development.				
Ensure that low-income students and minority students are not taught at higher rates than other student groups by teachers who are not “highly qualified.”				

Funding sources available for LEAs to use in meeting the “highly qualified” teacher requirements:

- Title I, Part A – Improving Basic Programs Operated by LEAs (Note: in school years 2002-2003, and 2003-2004, school districts must use 5% but not more than 10% of its Title I, Part A allocation, unless a lesser amount is needed, for meeting the “highly qualified” teacher requirements under NCLB. These funds may also be used for training and support to paraprofessional to meet the NCLB paraprofessional qualifications.)
- Title II, Part A – Teacher and Principal Training and Recruiting Fund
- Title V, Part A – Innovative Programs

*LEAs should encourage all teachers; both experienced and not experienced, to participate in relevant, **subject-specific** professional development to ensure teachers remain current in their respective content areas and to enhance their ability to align instruction with the Texas Essential Knowledge and Skills (TEKS).*

NCLB defines the core academic subject areas as – English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography.