

**ARKANSAS DEPARTMENT OF EDUCATION**  
**RULES GOVERNING “HIGHLY QUALIFIED” TEACHERS PURSUANT TO THE NO CHILD LEFT**  
**BEHIND ACT OF 2001**

**1.0 REGULATORY AUTHORITY**

- 1.01** These shall be known as the Arkansas Department of Education Rules Governing “Highly Qualified” Teachers and promulgated pursuant to the No Child Left Behind Act of 2001, 20 U.S.C. § 6301 et seq. (2002).
- 1.02** These rules are enacted pursuant to the authority of the State Board of Education under Ark. Code Ann. § 6-11-105 and Ark. Code Ann. § 25-15-201 et seq.

**2.0 PURPOSE**

- 2.01** The purpose of these rules is to establish definitions and procedures used to designate teachers as highly qualified in the core academic subject areas pursuant to the No Child Left Behind Act of 2001.

**3.0 DEFINITIONS**

For the purpose of these Rules the following terms shall be defined to mean:

- 3.01 Act** – the “No Child Left Behind” Act of 2001, 20 U.S.C. § 6301 et seq. (2002).
- 3.02 ARHOUSSE – Arkansas High Objective Uniform State Standard of Evaluation** - a survey of criteria used to determine whether a veteran teacher demonstrates competence in the core academic subject area(s) he or she teaches, when required in the definition of a highly qualified teacher, or the **Multi-Subject** criteria survey used to determine level of content knowledge for teachers in Special Education, Alternative Learning Environments and/or Juvenile Detention/Residential Centers who teach multiple subjects and are pursuing Highly Qualified Teacher status in Arkansas.
- 3.02.1** The **ARHOUSSE** survey of criteria for single subject is hereby incorporated in these rules as referenced in the attached Appendix A;
- 3.02.2** The **Multi-Subject AR HOUSSE** criteria survey is hereby incorporated in these rules as referenced in the attached Appendix B.
- 3.03 Core Academic Subject Areas** - English, Reading or Language Arts, Mathematics, Science, Foreign Language, Social Studies, Arts.
- 3.04 Early Childhood (Elementary) grade levels** – grade K through grade 6.
- 3.05 Highly Qualified Teacher (HQT)** – a teacher who holds at least a Bachelor’s Degree, holds full state licensure (AR Initial, AR Standard, AR NTLP Provisional, or any license issued for teachers who have completed all requirements except Arkansas History for Standard Licensure through reciprocity) and has demonstrated subject area competence in each of the core academic subjects in which the teacher teaches. When used with respect to a new or veteran Arkansas public early childhood, middle childhood or secondary school teacher HQT means as follows:
- 3.05.1 For New Teachers (teachers new to the profession)**

- 3.05.1.1** A highly qualified **new early childhood** teacher is a teacher who possesses or exhibits each of the following:
  - 3.05.1.1.1** Have at least a Bachelor’s Degree,
  - 3.05.1.1.2** Hold an Initial or Standard Arkansas teaching license, or be enrolled in, and progressing towards successful completion of the Non-Traditional Licensure Program for early childhood, or have completed all requirements except Arkansas History for Standard Licensure through reciprocity
  - 3.05.1.1.3** Demonstrate subject area competence by having passed the Educational Testing Service (ETS) Education of Young Children Assessment (Praxis II # 021) or Praxis II #011 Elementary Education: Curriculum, Instruction and Assessment, or Praxis II #012 Elementary Education: Content Area Exercises, or Praxis II #014 Elementary Education: Content Knowledge, or Praxis II #016 Elementary Education: Curriculum, Instruction and Assessment K-5, or Praxis II #020 Early Childhood Education, or other content exam taken and passed in another state which was accepted as demonstration of content knowledge for a teaching license in that state and is acceptable through reciprocity for an Arkansas teaching license.
- 3.05.1.2** A highly qualified **new middle childhood or secondary** teacher is a teacher who possesses or exhibits each of the following:
  - 3.05.1.2.1** Have at least a Bachelor’s Degree,
  - 3.05.1.2.2** Hold an Initial or Standard Arkansas teaching license, or be enrolled in, and progressing towards successful completion of the Non-Traditional Licensure Program for middle childhood or secondary, or have completed all requirements except Arkansas History for Standard Licensure through reciprocity.
  - 3.05.1.2.3** Demonstrate subject area competence by:
    - 3.05.1.2.3.1** passing the state licensure ETS Praxis II content assessment(s) in the area the teacher teaches or other content exam taken and passed in another state which was accepted as demonstration of content knowledge for a teaching license in that state and is acceptable through reciprocity for an Arkansas teaching license, or
    - 3.05.1.2.3.2** having an undergraduate major in the area the teacher teaches, or
    - 3.05.1.2.3.3** having coursework equivalent to an undergraduate major (24 hours) in the area the teacher teaches, or
    - 3.05.1.2.3.4** having a graduate degree in the area the teacher teaches, or
    - 3.05.1.2.3.5** having National Board Certification in the area the teacher teaches.

**3.05.2 For Veteran Teachers (teachers not new to the profession)**

- 3.05.2.1** A highly qualified **veteran early childhood** teacher is a teacher who possesses or exhibits each of the following:
  - 3.05.2.1.1** Have at least a Bachelor’s Degree,
  - 3.05.2.1.2** Hold an Initial or Standard Arkansas teaching license or have completed all requirements except Arkansas History for Standard Licensure through reciprocity,
  - 3.05.2.1.3** Demonstrate subject area competency by:
    - 3.05.2.1.3.1** having passed the ETS Education of Young Children (PRAXIS II - # 021) Assessment ) or Praxis II #011

Elementary Education: Curriculum, Instruction and Assessment, or Praxis II #012 Elementary Education: Content Area Exercises, or Praxis II #014 Elementary Education: Content Knowledge, or Praxis II #016 Elementary Education: Curriculum, Instruction and Assessment K-5, or Praxis II #020 Early Childhood Education, or other content exam taken and passed in another state which was accepted as demonstration of content knowledge for a teaching license in that state and is acceptable through reciprocity for an Arkansas teaching license, or

**3.05.2.1.3.2** accumulating at least 100 points on **ARHOUSSE**.

**3.05.2.2** A highly qualified **veteran middle childhood or secondary** teacher is a teacher who possesses or exhibits each of the following:

**3.05.2.2.1** Have at least a Bachelor's Degree,

**3.05.2.2.2** Hold an Initial or Standard Arkansas teaching license or have completed all requirements except Arkansas History for Standard Licensure through reciprocity,

**3.05.2.2.3** Demonstrate subject area competence by:

**3.05.2.2.3.1** passing the state licensure ETS Praxis II content assessment(s) in the area the teacher teaches, or other content exam taken and passed in another state which was accepted as demonstration of content knowledge for a teaching license in that state and is acceptable through reciprocity for an Arkansas teaching license, or

**3.05.2.2.3.2** having an undergraduate major in the area the teacher teaches or

**3.05.2.2.3.3** having coursework equivalent to an undergraduate major (24 credit hours) in the area the teacher teaches or

**3.05.2.2.3.4** having a graduate degree in the area the teacher teaches, or

**3.05.2.2.3.5** having National Board Certification in the area the teacher teaches, or

**3.05.2.2.3.6** accumulating at least 100 points on **ARHOUSSE**.

**3.06 Highly Qualified Teacher, Multi-Subject** - a teacher in Special Education, Alternative Learning Environments and/or Juvenile Detention/Residential Centers who teaches multiple subjects may establish Highly Qualified status as a generalist by demonstrating content knowledge in each of the areas he or she teaches (using the Multi-Subject AR HOUSSE criteria survey) in addition to meeting the license and degree requirements for HQT in Arkansas.

**3.07 Middle Childhood grade levels** – grades 4 through 8.

**3.08 New Teacher (a teacher new to the profession)** – a licensed teacher employed by an Arkansas public school after the beginning of the 2002-2003 school year, who was not previously employed as a licensed teacher in any public or private school.

**3.09 Non-Traditional Licensure Program** - the instructional program administered by the Arkansas Department of Education, whose participants hold a minimum of a baccalaureate degree (and passed the appropriate state-mandated assessments) and are allowed to teach in an Arkansas school via a Non-Traditional license. Participants are engaged with intensive supervision and mentoring while receiving high-quality, sustained, intensive classroom-focused professional development.

- 3.10 Secondary grade levels** – grades 7 through 12.
- 3.11 Title I District, School or Program** – A district, school or program that receives funds under Title I, Part A of the No Child Left Behind Act of 2001.
- 3.12 Veteran Teacher (a teacher not new to the profession)** – a licensed teacher who was previously employed as a licensed teacher in any public or private school before the beginning of the 2002-2003 school year.

#### **4.0 HIGHLY QUALIFIED REQUIREMENTS**

- 4.01** By the end of the '05-'06 school year, all teachers teaching in core academic subject area(s) must be highly qualified as defined in these rules. In addition, all newly hired teachers who teach in core academic subject area(s) in Title I schools or programs must be highly qualified on the date of hire.
- 4.02** By the end of the '05-'06 school year, all classes in the core academic subject areas shall be taught by a highly qualified teacher as defined in these rules.
- 4.03** By the end of the '05-'06 school year all early childhood classes shall be taught by a highly qualified early childhood teacher as defined in these rules.
- 4.04** By the end of the '05-'06 school year all middle childhood classes in the core academic subject areas shall be taught by a highly qualified middle childhood teacher as defined in these rules.
- 4.05** By the end of the '05-'06 school year all secondary classes in the core academic subject areas shall be taught by a highly qualified secondary teacher as defined in these rules.

#### **5.0 HIGHLY QUALIFIED REPORTING**

- 5.01** By October 15 of each school year all public charter schools and school districts shall report in their Cycle 2 report the number and percentage of classes in the core academic subject areas being taught by teachers meeting the definition of a highly qualified teacher as defined in this rule, and required by the Arkansas Department of Education (ADE).
- 5.02** The ADE shall review the data required in 5.01. To the extent a school district has not met the requirements of these rules, the ADE will take appropriate action to work with that district as required under the Act.
- 5.03** Schools and districts shall give notice to parents and care givers regarding teacher quality and highly qualified teachers as required by the Act.

**Appendix A**  
**Arkansas' HOUSSE**  
**Arkansas High Objective Uniform State Standard of Evaluation**

To demonstrate single subject area content knowledge a teacher must accumulate at least 100 points in the selected area.  
**This may be done by any teacher for whichever single subject HQT status is being sought.**

Teacher Name \_\_\_\_\_  
 School \_\_\_\_\_ School District \_\_\_\_\_

**NOTE: CONTENT KNOWLEDGE ONLY**

- Choose level of HQT status being sought. If applicable choose the content area.**
- |   |  |
|---|--|
| <input type="radio"/> Early Childhood/Elementary, K-6 | <input type="radio"/> English                                    |
| <input type="radio"/> Middle Childhood, Grades 4-8    | <input type="radio"/> Reading or Language Arts                   |
| <input type="radio"/> Secondary, Grades 7-12          | <input type="radio"/> Mathematics                                |
|   | <input type="radio"/> Science: (Specify subject _____)           |
|   | <input type="radio"/> Art  |
|   | <input type="radio"/> Social Studies: (Specify subject _____)    |
|   | <input type="radio"/> Music                                      |
|   | <input type="radio"/> Foreign Language: (Specify language _____) |

The following evidence must be in the **content area indicated above.**

		<b>Points</b>
National Teacher Exam Content Area Assessment(s) for this content area (e.g., Praxis # 010) or other non-Praxis non-licensure Content test (describe)	50 points	
NBPTS Certification for this content area (including Elementary)	100 pts	
Content test taken for licensure in another state (describe)	100 pts	
Years of teaching experience in this subject area within the last ten years (10 pts/year)	# of years _____ (50 pts max)	
<b>Content-based</b> Professional Development - according to the school's Prof. Dev. Plan (1 pt/hr up to 8 pts/year)	# of years _____ (40 pts max)	

The following must **NOT HAVE BEEN USED ABOVE** under Professional Development.

College/University Coursework in the content area List coursework _____ _____ _____ _____	# credit hours _____ 3 pts per credit hour	
Served in an administrative capacity in the content area, e.g., Dept. chair, ACSIP chair, Lead teacher, etc. Describe: _____ _____ _____	# of years served _____ 10 pts per year (30 pts max)	
Documented Committee service in <b>local (LEA)</b> curriculum development <b>in this content area</b> in the last five years Describe: _____ _____ _____	# of activities _____ 5 pts per activity (25 pts max)	
Documented Committee service in <b>state or national</b> curriculum development <b>in this content area</b> in the last five years Describe: _____ _____	# of activities _____ 10 pts per activity (30 pts max)	

Textbook adoption committee service <b>in this content area</b> over the last five years Describe: _____ _____ _____ _____	# of committees _____ 15 pts per committee (30 pts max)	
Papers published in refereed journals in this content area in the last five years Describe: _____ _____ _____ _____	# of papers _____ 10 pts per paper (30 pts max)	
Presentations made at content-area or specialty-area association conferences in the last five years Describe: _____ _____ _____ _____	# of pres'ns _____ 10 pts per pres'n (30 pts max)	
Conferences attended in this content area in the last five years Describe: _____ _____ _____ _____	# of conferences _____ 5 pts per conference (15 pts max)	
Service as a Pathwise Mentor <b>in this content area</b>	# of years served _____ 10 pts per year (30 pts max)	
Participation in Arkansas Leadership Academy Individual or Team Institute	20 pts per academy	
Participation in ELLA Curriculum Training – Year Long	20 pts per year	
Participation in Arkansas Mathematics and Science Professional Development Institute – Year Long	20 pts per year	
Participation in Effective Literacy, Literacy Lab, Reading First, etc Curriculum Training – Year Long (describe) _____ _____ _____	1 point per hour up to 20 points per year	
	<b>Total</b>	

\_\_\_\_\_  
Teacher's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
School District Administrator

\_\_\_\_\_  
School District Administrator's signature

\_\_\_\_\_  
Date

**TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES OF ALL ARE TO BE MAINTAINED BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.**

**Appendix B**  
**ARKANSAS' MULTI-SUBJECT HOUSSE**  
**Arkansas' High Objective Uniform State Standard of Evaluation**  
**for Multi-Subject Teachers**

To establish Highly Qualified status as a Multi-Subject teacher a teacher must teach in one of the Instructional Classes listed below, and teach two or more of the content areas listed below. To demonstrate content knowledge a minimum of 50 points is required per content area taught.

Teacher Name \_\_\_\_\_

School \_\_\_\_\_ School District \_\_\_\_\_

<b>Indicate level of HQT status being sought.</b> <input type="radio"/> Middle Childhood/Grades 4-8 <input type="radio"/> Secondary/Grades 7-12	<b>Indicate the content areas to be considered for this HQT designation.</b> <input type="radio"/> English <input type="radio"/> Reading / Language Arts <input type="radio"/> Math <input type="radio"/> Science: (subject _____) <input type="radio"/> Art <input type="radio"/> Social Studies: (subject _____) <input type="radio"/> Music <input type="radio"/> Foreign Language: (subject _____)
<b>Indicate Instructional Class</b> <input type="radio"/> Alternative Learning Environment <input type="radio"/> Special Education <input type="radio"/> JDC, Residential, Other	

The following would demonstrate content knowledge for Multi-Subject HQT criteria in full. **Points**

Praxis II: Middle School Content Knowledge (#20146)	100 points	
Multi-Subject content test taken for licensure in another state (describe)	100 points	

To demonstrate content knowledge by individual subject, the following evidence must be in the content areas indicated above. A teacher must accumulate a minimum of 50 points in each core content subject area that they are teaching.

<b>Content Area 1:</b> _____ College/University Coursework in the content area(s): List coursework _____ _____ _____ _____ _____	# credit hours: X 3 points	
NBTS Certification for this content area	100 points	
Content Based Professional Development or Content Knowledge Activities: (Please use the AR HOUSSE to see examples of appropriate activities, committee service, textbook adoption, presentations, conferences, articles written, etc.) Describe Activity and use Point Value from AR HOUSSE form: _____ _____ _____ _____ _____	Prof. Dev. Points 1 pt/hr up to 8 pts/year 40 pts max	
Teaching Experience in this content area: Describe: _____ _____ _____	10 pts per yr 25 points maximum	
<b>AREA 1 Total Points:</b> _____ Must be a minimum of 50 points		

<b>Content Area 2:</b> _____ College/University Coursework in the content area(s): List coursework _____ _____ _____	# credit hours: X 3 points	
NBTS Certification for this content area	100 points	
Content Based Professional Development or Content Knowledge Activities: (Please use the AR HOUSSE to see examples of appropriate activities, committee service, textbook adoption, presentations, conferences, articles written, etc.) Describe Activity and use Point Value from AR HOUSSE form: _____ _____ _____ _____	Prof. Dev. Points 1 pt/hr up to 8 pts/year 40 pts max	
Teaching Experience in this content area: Describe: _____ _____ _____ _____	10 pts per yr 25 points maximum	<b>AREA 2 Total Points:</b> _____ Must be a minimum of 50 points
<b>Content Area 3:</b> _____ College/University Coursework in the content area(s): List coursework _____ _____ _____	# credit hours: X 3 points	
NBTS Certification for this content area	100 points	
Content Based Professional Development or Content Knowledge Activities: (Please use the AR HOUSSE to see examples of appropriate activities, committee service, textbook adoption, presentations, conferences, articles written, etc.) Describe Activity and use Point Value from AR HOUSSE form: _____ _____ _____ _____	Prof. Dev. Points 1 pt/hr up to 8 pts/year 40 pts max	
Teaching Experience in this content area: Describe: _____ _____ _____ _____	10 pts per yr 25 points maximum	<b>AREA 3 Total Points:</b> _____ Must be a minimum of 50 points

**Duplicate form as needed to add additional content areas.**

\_\_\_\_\_  
 Teacher's signature

\_\_\_\_\_  
 School District Administrator

\_\_\_\_\_  
 School District Administrator's signature

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Date

**TEACHERS ARE TO ATTACH ALL APPROPRIATE DOCUMENTATION. COPIES OF ALL ARE TO BE MAINTAINED BY THE TEACHER AND KEPT ON FILE IN THE SCHOOL DISTRICT.**