

Highly Qualified Staff

Maryland's HOUSSE for Veteran Teachers

In October 2003, the Maryland State Board of Education adopted a High, Objective, and Uniform State Standard of Evaluation (HOUSSE) for Maryland's veteran teachers, providing them a convenient method of achieving "highly qualified" status using one of several options under the *No Child Left Behind Act of 2001* (NCLB Act). Subsequently, in October 2004, the rubrics for teachers of students with special needs were adopted.

NCLB Act requires that all teachers of core academic subjects be "highly qualified" by the conclusion of the 2005-2006 school year. Each school system, along with the state, must report annually the percentage of classes taught by teachers who are not "highly qualified." Parents, community members, and other stakeholders are interested in this measure of educational rigor, and federal legislation provides for sanctions in the event that annual goals are not met. Capturing and reporting accurate data on teacher qualifications is an important way to demonstrate the excellence flourishing in schools and school systems around the state.

To assist teachers in achieving "highly qualified" status, the Maryland State Department of Education (MSDE) has created a single document that will give teachers the information they need to interpret the requirements of HOUSSE; assess their credentials, course work, experience, and professional activities; complete the HOUSSE rubric to achieve "highly qualified" status; and submit their completed rubrics to human resources officials in local school systems. Teachers are encouraged to review this document and determine their status, using HOUSSE and submitting a Competency Rubric if appropriate. **For teachers who achieve "highly qualified" status as a result of holding a particular Maryland certificate in the core academic subjects they are teaching, no further action is necessary.** Individual questions should be addressed to human resources/personnel staff in teachers' individual school systems.

The information in this document is available on the MSDE Web site, www.marylandpublicschools.org.

For Certification Information

- MSDE Certification visit
http://www.marylandpublicschools.org/MSDE/divisions/certification/certification_branch/
- MCPS Certification visit
<http://www.mcps.k12.md.us/departments/personnel/certification/>