

☐ **Highly qualified teacher**

- Meets ESEA (Elementary and Secondary Education Act) requirements for all teachers, **and**
- Certified or licensed to teach in the state
- Charter school teachers meet requirements of State charter law
- No waiver of certification or licensure on emergency, temporary or provisional basis,
  - **and**
- At least a bachelor's degree

☐ **Alternative achievement standards**

- Teachers who teach core academic subjects exclusively to children assessed against alternate achievement standards:
  - If teaching elementary school, meet same requirements for 'highly qualified' as any teacher
    - **OR**
  - If above elementary level, have subject matter knowledge appropriate to level of instruction provided, as determined by the state

☐ **Multiple subjects**

- Teachers who teach 2 or more core academic subjects to children with disabilities:
  - Meet ESEA requirements for teachers, or
  - If not a new teacher, demonstrate competence in same manner as all teachers (such as a state standard), or
  - If a new teacher and highly qualified in math, language arts or science, demonstrate competence in other core academic subjects being taught within 2 years of employment