

**Florida NCLB Highly Qualified “Experienced” Teachers
High, Objective, Uniform State Standard of Evaluation (HOUSSE) Plan
Exceptional Student Education (ESE) Certified Teachers of Content Courses**

Highly Qualified Teacher Requirements		
HOUSSE: Academic Core Content Course(s) _____ - Taught by ESE Teachers		
Name: _____ SS# _____		
1. Holds a bachelor’s or higher degree from an accredited or approved institution, 2. Holds a valid Florida Temporary or Professional Certificate <u>in appropriate Exceptional Student Education certification</u> , and 3. Documents 100 points appropriate to the assigned subject content area as calculated below:		
HOUSSE SUBJECT COMPETENCY CRITERIA	COMPETENCY CRITERIA DESCRIPTIONS	POINTS AWARDED
Prior Experience in the Assigned Content Area (_____)	Successful teaching experience in _____ within the last 5 years - 10 points per school year. Teaching experience must be earned as a full-time teacher. 50 points maximum	
Classroom Observation and Performance Evaluation in Subject Content Area (_____)	Classroom observation and performance evaluation of the _____ course(s) assigned, conducted by the supervisor within the past year using the state-approved district performance assessment system. A satisfactory or higher evaluation equals 30 points. No points for below satisfactory rating.	
Approved Professional Development in Subject Content (_____)	Professional development training must be training that increases the teacher’s knowledge of the core academic subject _____, is aligned to state standards, and is intensive and classroom-focused, not short-term or workshops. Must be completed within the last 5 years. Each subject competency component of 60 inservice points equals 20 points. 60 points maximum	
College Level Courses in Subject Content (_____)	College level course(s) in _____. 3 semester hours equals 20 points. 60 points maximum.	
School, District, State or National Level Activities or Service Related to the Teaching of the Subject (_____)	Appropriate professional activities related to teaching _____, <u>including but not limited to:</u> _____ content standards development, selection, or evaluation committee _____ content curriculum development, selection, or evaluation committee Presentation at a regional, state, or national conference, seminar, workshop or training activity related to teaching _____ Other activities such as: Department chair or team leader in _____ Lead or mentor teacher for _____ teachers Supervising teacher for an intern in teaching _____	
Continued		

School, District, State or National Level Activities or Service Related to the Teaching of the Subject (_____)	Recipient of school, district, state, or national teacher of the year award Presentations at the district, state or national level in the teaching of _____ Officer of a regional, state, or national professional teachers of _____ organization Contributor to the publication of an article, materials, or a chapter, section, or book on the teaching of _____ Other appropriate related activity as determined by the school district: Enter activity description _____ 10 points for each activity 50 points maximum	
Student Achievement Learning Gains, if applicable, for English/language arts and mathematics teachers, grades 4-10	Gains are for a full year; minimum student group of 15; minimum of 90% of student group makes gains; gains are totaled for the most recent three years of teaching 15 points for one year 30 points for two years 50 points for three years 50 points maximum per subject English/language arts or mathematics	
Attach Documentation for Competency Criteria to This Form to Be Placed in the Personnel File		
		Total Points

Signature of Teacher & Date

Signature of School District Official & Date

**Florida NCLB Highly Qualified “Experienced” Teachers
High, Objective, Uniform State Standard of Evaluation (HOUSSE) Plan
Teachers of Foreign Languages**

Highly Qualified Teacher Requirements		
HOUSSE: Academic Core Content Course - A Specific Foreign Language		
Name: _____ SS# _____		
1. Holds a bachelor’s or higher degree from an accredited or approved institution, 2. Holds a valid Florida Temporary or Professional Certificate in another subject content area, and 3. Documents 100 points appropriate to the assigned foreign language as calculated below:		
HOUSSE SUBJECT COMPETENCY CRITERIA	COMPETENCY CRITERIA DESCRIPTIONS	POINTS AWARDED
Prior Experience in the Assigned Content Area (foreign language)	Successful teaching experience in _____ within the last 5 years - 10 points per school year. Teaching experience must be earned as a full-time teacher 50 points maximum	
Classroom Observation and Performance Evaluation in Subject Content Area (foreign language)	Classroom observation and performance evaluation of the _____ course(s) assigned, conducted by the supervisor within the past year using the state-approved district performance assessment system. A satisfactory or higher evaluation equals 30 points. No points for below satisfactory rating.	
Approved Professional Development in Subject Content (foreign language)	Professional development training must be training that increases the teacher’s knowledge of _____, a core academic subject, is aligned to state standards, and is intensive and classroom-focused, not short-term or workshops. Must be completed within the last 5 years. Each subject competency component of 60 inservice points equals 20 points. 60 points maximum	
College Level Courses in Subject Content (foreign language)	College level course(s) in _____. 3 semester hours equals 20 points. 60 points maximum.	
School, District, State or National Level Activities or Service Related to the Teaching of the Subject (foreign language)	Appropriate professional activities related to teaching a foreign language, <u>including but not limited to:</u> Foreign language content standards development, selection, or evaluation committee Foreign language content curriculum development, selection, or evaluation committee Presentation at a regional, state, or national conference, seminar, workshop or training activity related to teaching foreign language Other activities such as: Department chair or team leader in foreign language Lead or mentor teacher for foreign language teachers	
Continued		

School, District, State or National Level Activities or Service Related to the Teaching of the Subject (foreign language)	Supervising teacher for an intern in teaching foreign language Recipient of school, district, state, or national teacher of the year award Presentations at the district, state or national level in the teaching of foreign language Officer of a regional, state, or national professional teachers of foreign language organization Contributor to the publication of an article, materials, or a chapter, section, or book on the teaching of foreign language Other appropriate related activity as determined by the school district. Enter activity description _____. 10 points for each activity 50 points maximum	
Documentation of Proficiency in Standard Written and Spoken _____	An evaluation of the teacher's proficiency and ability to speak and write the standard form of _____ must be documented by an individual having established expertise in the language. 40 points maximum	
Attach Documentation for Competency Criteria to This Form to Be Placed in the Personnel File		
		Total Points

Signature of Teacher & Date

Signature of School District Official & Date

**Florida NCLB Highly Qualified “Experienced” Teachers
High, Objective, Uniform State Standard of Evaluation (HOUSSE) Plan
Teachers of Academic Core Content Courses**

Highly Qualified Teacher Requirements		
HOUSSE: Academic Core Content Course - _____		
Name: _____ SS# _____		
1. Holds a bachelor’s or higher degree from an accredited or approved institution, 2. Holds a valid Florida Temporary or Professional Certificate in another content area, and 3. Documents 100 points appropriate to the assigned subject content area as calculated below:		
HOUSSE SUBJECT COMPETENCY CRITERIA	COMPETENCY CRITERIA DESCRIPTIONS	POINTS AWARDED
Prior Experience in the Assigned Content Area (_____)	Successful teaching experience in _____ within the last 5 years - 10 points per school year. Teaching experience must be earned as a full-time teacher. 50 points maximum	
Classroom Observation and Performance Evaluation in Subject Content Area (_____)	Classroom observation and performance evaluation of the _____ course(s) assigned, conducted by the supervisor within the past year using the state-approved district performance assessment system. A satisfactory or higher evaluation equals 30 points. No points for below satisfactory rating.	
Approved Professional Development in Subject Content (_____)	Professional development training must be training that increases the teacher’s knowledge of _____, a core academic subject, is aligned to state standards, and is intensive and classroom-focused, not short-term or workshops. Must be completed within the last 5 years. Each subject competency component of 60 inservice points equals 20 points. 60 points maximum	
College Level Courses in Subject Content (_____)	College level course(s) in _____. 3 semester hours equals 20 points. 60 points maximum.	
School, District, State or National Level Activities or Service Related to the Teaching of the Subject (_____)	Appropriate professional activities related to teaching _____, <u>including but not limited to:</u> _____ content standards development, selection, or evaluation committee _____ content curriculum development, selection, or evaluation committee Presentation at a regional, state, or national conference, seminar, workshop or training activity related to teaching _____ Other activities such as: Department chair or team leader in _____ Lead or mentor teacher for _____ teachers	
Continued		

School, District, State or National Level Activities or Service Related to the Teaching of the Subject (_____)	Supervising teacher for an intern in teaching _____ Recipient of school, district, state, or national teacher of the year award Presentations at the district, state or national level in the teaching of _____ Officer of a regional, state, or national professional teachers of _____ organization Contributor to the publication of an article, materials, or a chapter, section, or book on the teaching of _____ Other appropriate related activity as determined by the school district: Enter activity description _____ 10 points for each activity 50 points maximum	
Student Achievement Learning Gains, if applicable, for English/language arts and mathematics teachers, grades 4-10	Gains are for a full year; minimum student group of 15; minimum of 90% of student group makes gains; gains are totaled for the most recent three years of teaching 15 points for one year 30 points for two years 50 points for three years 50 points maximum per subject English/language arts or mathematics	
Attach Documentation for Competency Criteria to This Form to Be Placed in the Personnel File		
		Total Points

Signature of Teacher & Date

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**Samples/Models for Student Achievement Learning Gains
Based on FCAT Performance, if applicable for HOUSSE Plan**

This competency criterion only applies to primary Language Arts/English teachers for students who are not being taught in a reading program and mathematics teachers in grades 4-10.

1. Gains are for full year students only.
2. Minimum student group is 15.
3. Criteria: minimum of 90% of student group makes gains.
4. Multiple years of gains would be awarded more points; gains are totaled for the most recent three years of teaching; 15 points for one year, 30 points for two years and 50 points for three years. (Learning gains are currently available from the school years 2001-02, 2002-03, and 2003-04.)

Example: Elementary Teacher, reading gains are for students that are not in a reading program; total points towards HOUSSE 50

Years	% Reading Gains	Reading Points Awarded	% Math Gains	Math Points Awarded
2002	66	0	91	15
2003	95	15	94	30
2004	78	0	93	50

Example: Middle School Teacher, teaching mathematics; total points towards HOUSSE 30

Years	% Math Gains	Mathematics Points Awarded
2002	91	15
2003	87	0
2004	95	30

Example: High School Teacher, teaching Language Arts, gains are for students that are not in a reading program; total points towards HOUSSE 30

Years	% Reading Gains	Reading Points Awarded
2002	86	0
2003	90	15
2004	92	30