

As this district receives Title I funds, it is required to develop a plan to ensure that all elementary and secondary school teachers who teach core academic subjects (English, reading, language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography) are highly qualified by no later than the end of the 2005-2006 school year.

In cooperation with the State Department of Education, annual measurable objectives for each school will be established to include an annual increase in the percentage of highly qualified teachers in the school. The plan will provide that teachers are receiving high-quality professional development to enable them to become highly qualified and effective classroom teachers. Each school shall establish a plan to achieve compliance with the district goals.

Through incentives for voluntary transfers, professional development, recruitment programs, or other effective strategies, the district shall ensure that minority students and students from low-income families are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers to assure compliance with the provisions of comparability outlined in Policy (677).

Paraprofessionals may also participate in professional development at the discretion of the direction of the board of trustees.

**FUNDING OF PROFESSIONAL DEVELOPMENT**

The district will spend no less than five percent (5%) of the Subpart A funds received under Title I on professional development as outlined in this policy unless a lesser amount is sufficient to ensure that the district's teachers and paraprofessionals are in compliance with the relevant "highly qualified" requirements. Additional funds may be expended for this purpose if so designated by the board of trustees.



**LEGAL REFERENCE:**

No Child Left Behind Act, Section 1111  
20 USC 6319(h) and 7801(34)  
34 CFR 200.57

**ADOPTED:** May 18, 2004

**AMENDED:**