

**CENTER MORICHES UNION FREE SCHOOL DISTRICT
BOARD OF EDUCATION POLICY**

HIGHLY-QUALIFIED PERSONNEL

The Board of Education recognizes that every student with a disability is entitled to be educated by highly-qualified personnel. In accordance with federal and State Law, the Board will take measurable steps to ensure that it will recruit, hire, and train highly-qualified personnel to provide special education programs and services.

Such steps shall include, but not limited to:

1. Active recruitment of personnel who possess prior experience working with students who have disabilities;
2. Solicitation of resumes from schools and programs that specialize in the special education field;
3. Seeking dually certified personnel to the extent possible;
4. Ensuring that every professional is “highly qualified” pursuant to the Elementary and Secondary Education Act (ESEA & NCLB) and New York State Law; and
5. Ensuring that every professional participates in Annual Professional Performance Reviews under Education Law §3012-c and 8 N.Y.C.R.R. §100.2(o), and Professional Development Plans under 8 N.Y.C.R.R. §100.2(dd).

The Board will ensure that all new and returning teachers in Title I programs who teach core academic subjects are “highly qualified” as required by ESEA, NCLB and New York State Law. “Core Academic Subjects” are English, reading, language arts, mathematics, science, history, geography, economics, civics and government, foreign languages, and the arts, including the visual arts, dance, music, theater, public speaking, and drama.

Whether a teacher is “highly qualified” shall be determined before hiring by the Board of Education in accordance with the mandates of ESEA, NCLB and New York State Law. The specific definition of “highly qualified” that employers must use depends on a teacher’s teaching assignments, the type of license he/she possesses, and current licensure mandates. It is the responsibility of the district, not the teacher, to ensure that the “highly qualified” standard is met and is contingent upon current New York State mandates and statutes.

No Child Left Behind Act of 2001
20 U.S.C. §7801
34 C.F.R. §§200.55 and 200.56
Educ. Law §§3001, 2001-a; 3004, 3006, and 3008
8 N.Y.C.R.R. §§120.6 and 200.2(b)(12)

Adopted: 02/15/12