

# PROFESSIONAL MATRIX

## HOUSSE OPTION FOR DETERMINING HIGHLY QUALIFIED TEACHERS

Teacher Name \_\_\_\_\_ Content Area \_\_\_\_\_ Date \_\_\_\_\_

Complete one professional matrix for each content area. Refer to State Plan for detailed description of the teacher quality requirements.

Content Indicator Code	Activity Which Demonstrates Content Knowledge Expertise	Sample Activities	Recency	Points Credit	Point Limit	Evidences	Points Accrued
	National Board Certification in assigned core teaching area	<ul style="list-style-type: none"> <li>Verification of being awarded Advanced Certification from the National Board for Professional Teaching Standards</li> </ul>	N/A	100	100		
1	Experience teaching in the specific <u>content area</u>	<ul style="list-style-type: none"> <li>Verification of teaching experience by LEA/LEAs</li> </ul>	Within 10 yrs	5 per yr	40		
		<ul style="list-style-type: none"> <li>Content instructor at IHE (Institution of Higher Education)</li> </ul>	Within 10 yrs	2 pts per sem hr	12		
2	Positive evaluations	<ul style="list-style-type: none"> <li>Positive evaluation consistent with scoring at/above standards of Comprehensive Assessment, or meeting/exceeding expectations for Focused Assessment in the Framework for Evaluation and Professional Growth</li> </ul>	Within 10 yrs	10 per evaluation	20		
		<ul style="list-style-type: none"> <li>Career Ladder II</li> </ul>	N/A	5	5		
		<ul style="list-style-type: none"> <li>Career Ladder III</li> </ul>	N/A	10	10		
3	College coursework	<ul style="list-style-type: none"> <li><u>Content/subject area</u></li> <li>Subject area pedagogy (methods)</li> <li>Reading/writing for K-12 teachers in all subjects</li> <li>Students with disabilities</li> <li>English Language Learners</li> <li>Students in poverty</li> </ul>	N/A	2 pts per sem hr	40		
4	Honors/awards/publications	<ul style="list-style-type: none"> <li>Each content article in regional, state, or national electronic or print journal</li> </ul>	Within 10 yrs	2 per article	10		

Content Indicator Code	Activity Which Demonstrates Content Knowledge Expertise	Sample Activities	Recency	Points Credit	Point Limit	Evidences	Points Accrued
4 (cont.)	Honors/awards/publications (cont.)	<ul style="list-style-type: none"> <li>Annual educational/professional awards including school, district, regional, state, national</li> </ul>	Within 10 yrs	2 per award	10		
5	Professional leadership	<ul style="list-style-type: none"> <li>Trained mentor of new teachers</li> </ul>	Within 10 yrs	2 per yr	30		
		<ul style="list-style-type: none"> <li>Department/grade/team chair</li> </ul>		2 per yr			
		<ul style="list-style-type: none"> <li>SIP/SACS Committee Member</li> </ul>		1 per yr			
		<ul style="list-style-type: none"> <li>SIP/SACS Chair (in addition to membership above) or Board of Examiners Team Member</li> </ul>		1 per year			
		<ul style="list-style-type: none"> <li>Cooperating teacher for student teachers/interns</li> </ul>		1 per sem			
		<ul style="list-style-type: none"> <li>Curriculum/standards/assessment committees (including curriculum mapping)</li> </ul>		2 per committee			
		<ul style="list-style-type: none"> <li>Textbook adoption committee</li> </ul>		2 per committee			
		<ul style="list-style-type: none"> <li>Coordinator/facilitator/instructional coach</li> </ul>		2 per year			
		<ul style="list-style-type: none"> <li>Consultant to state or national initiatives (e.g., AP, ETS, Academic Decathlon, ACT)</li> </ul>		2 per year			
6	Staff/professional development	<ul style="list-style-type: none"> <li>Participation in professional development pertaining to <u>content</u> area or addressing needs of NCLB</li> </ul>	Within 10 yrs	2 per six-hour event	40		
		<ul style="list-style-type: none"> <li>Presenter/facilitator of professional development pertaining to <u>content</u> area or addressing needs of NCLB</li> </ul>		3 per six-hour event			
		<ul style="list-style-type: none"> <li>Membership in regional, state, or national <u>content</u>-specific organization</li> </ul>		1 per yr			
		<ul style="list-style-type: none"> <li>Officer in <u>content</u>-specific professional organization</li> </ul>		2 per yr			
		<ul style="list-style-type: none"> <li>Attendance at conference of <u>content</u>-specific professional organization</li> </ul>		1 per yr			
		<ul style="list-style-type: none"> <li>Presentation at conference of <u>content</u>-specific organization</li> </ul>		2 per yr			
<b>TOTAL POINTS ACCRUED (At least 100 required for highly qualified status)</b>							