

Highly Qualified Instructional Staff Requirements

Last Update: December 2021

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Middle School					
Mathematics Teacher					
Degree in Mathematics, Mathematics Education or equivalent degree	or	Bachelor's degree and passing score on (1) Mathematics Content Knowledge PRAXIS and (2) Principles of Learning & Teaching PRAXIS exams	or	Bachelor's degree and five years of satisfactory lead teacher experience in Mathematics	or Bachelor's degree and active OSSE certification or active certification from another state
ELA Teacher					
Degree in English, English Literature, Education, or equivalent degree	or	Bachelor's degree and passing score on (1) English Content Knowledge PRAXIS and (2) Principles of Learning & Teaching PRAXIS exams	or	Bachelor's degree and five years of satisfactory lead teacher experience in English Language Arts	or Bachelor's degree and active OSSE certification or active certification from another state



Science					
Degree in Science Education, Biology, Chemistry, or equivalent degree	or	Bachelor's degree and passing score on (1) Science Content Knowledge PRAXIS and (2) Principles of Learning & Teaching PRAXIS exams	or	Bachelor's degree and five years of satisfactory lead teacher experience in Science	or Bachelor's degree and active OSSE certification or active certification from another state
Social Studies					
Degree in Political Science, Government, History, or equivalent degree	or	Bachelor's degree and passing score on (1) Social Studies Content Knowledge PRAXIS and (2) Principles of Learning & Teaching PRAXIS exams	or	Bachelor's degree and five years of satisfactory lead teacher experience in Social Studies	or Bachelor's degree and active OSSE certification or active certification from another state

Specials					
Spanish					
Degree in Spanish, Spanish Education, or equivalent degree	or	Bachelor's degree and passing score on (1) Spanish: World Language World PRAXIS and (2) Languages Pedagogy PRAXIS	or	Bachelor's degree and two years of satisfactory lead teacher experience in Spanish	or Bachelor's degree and active OSSE certification or active certification from another state

Music					
Degree in Music, Music Education, or equivalent degree	or	Bachelor's degree and two years of relevant experience or satisfactory lead teacher experience in Music	or	Bachelor's degree and active OSSE certification or active certification from another state	Bachelor's degree and passing score on (1) Music: Content Knowledge PRAXIS and (2) Principles of Learning and Teaching PRAXIS
Art					
Degree in Art, Art Education, or equivalent degree	or	Bachelor's degree and two years of relevant experience or satisfactory lead teacher experience in Art	or	Bachelor's degree and active OSSE certification or active certification from another state	Bachelor's degree and passing score on (1) Art: Content Knowledge PRAXIS and (2) Principles of Learning and Teaching PRAXIS
Drama					
Degree in Drama, Theater, or equivalent degree	or	Bachelor's degree and two years of relevant experience or satisfactory lead teacher experience in Drama	or	Bachelor's degree and active OSSE certification or active certification from another state	Bachelor's degree and passing score on (1) Theatre: Content Knowledge PRAXIS and (2) Principles of Learning and Teaching PRAXIS
Physical Education					



Degree in Health, Physical Education, Exercise Science, or equivalent degree	or	Bachelor's degree and two years of relevant experience or satisfactory lead teacher experience in PE, health, or exercise science	or	Bachelor's degree and active OSSE certification or active certification from another state	Bachelor's degree and passing score on (1) Health and Physical Education: Content Knowledge PRAXIS and (2) Principles of Learning and Teaching PRAXIS
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Special Education/ELL

Special Education Teacher

Master's degree in Special Education	or	Bachelor's degree, two years of satisfactory lead teacher experience including supporting students with IEPs or in an inclusion setting, and a passing score (as outlined by ETS) on the (1) Special Education: Core Knowledge and Applications PRAXIS and (2) Principles of Learning and Teaching exam.	or	Bachelor's degree and two years of satisfactory special education teacher experience	or	Bachelor's degree and active Special Education OSSE certification or active Special Education certification from another state
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Multilingual Learner Teacher

Degree in Education, Linguistics, English, Special Education, or a related field;	and	Endorsement or certification in Teaching English Learners
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Elementary School

Lead Teacher

Degree in Elementary Education or equivalent degree	or	Bachelor's Degree and five years of satisfactory lead teacher experience	or	Bachelor's Degree and passing score on (1) Elementary, Multiple Subjects PRAXIS (reading, math, social studies, and science) (2)	or	Bachelor's degree and active OSSE certification or active certification from another state
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				Principles of Learning & Teaching: Grades K-6 PRAXIS		
Early Childhood Lead Teacher						
Degree in Early Childhood Education, Elementary Education, or equivalent degree	or	Bachelor's Degree and five years of satisfactory lead teacher experience	or	Bachelor's Degree and passing score on (1) Early Childhood Education PRAXIS and (2) Principles of Learning & Teaching: Early Childhood PRAXIS	or	Bachelor's degree and active OSSE certification or active certification from another state
Assistant Teacher						
Associates Degree	or	48 advanced credit hours	or	Passing score of 461 on ParaPro PRAXIS	or	CDA for ECE grade levels

Related Service Providers				
Counselor				
Master’s degree in a related mental health or counseling field	and	DOH License		
Student Support Counselor				
Master’s degree in a related mental health or counseling field	and	OSSE school counselor license	or	DOH License
Speech and Language Pathologist				



Master's degree in Speech-Language Pathology	and	DOH License	and	One year of post-graduate employment as SLP
Occupational Therapist				
Master's degree in Occupational Therapy	and	DOH Licence	and	One year of post-graduate employment as OT