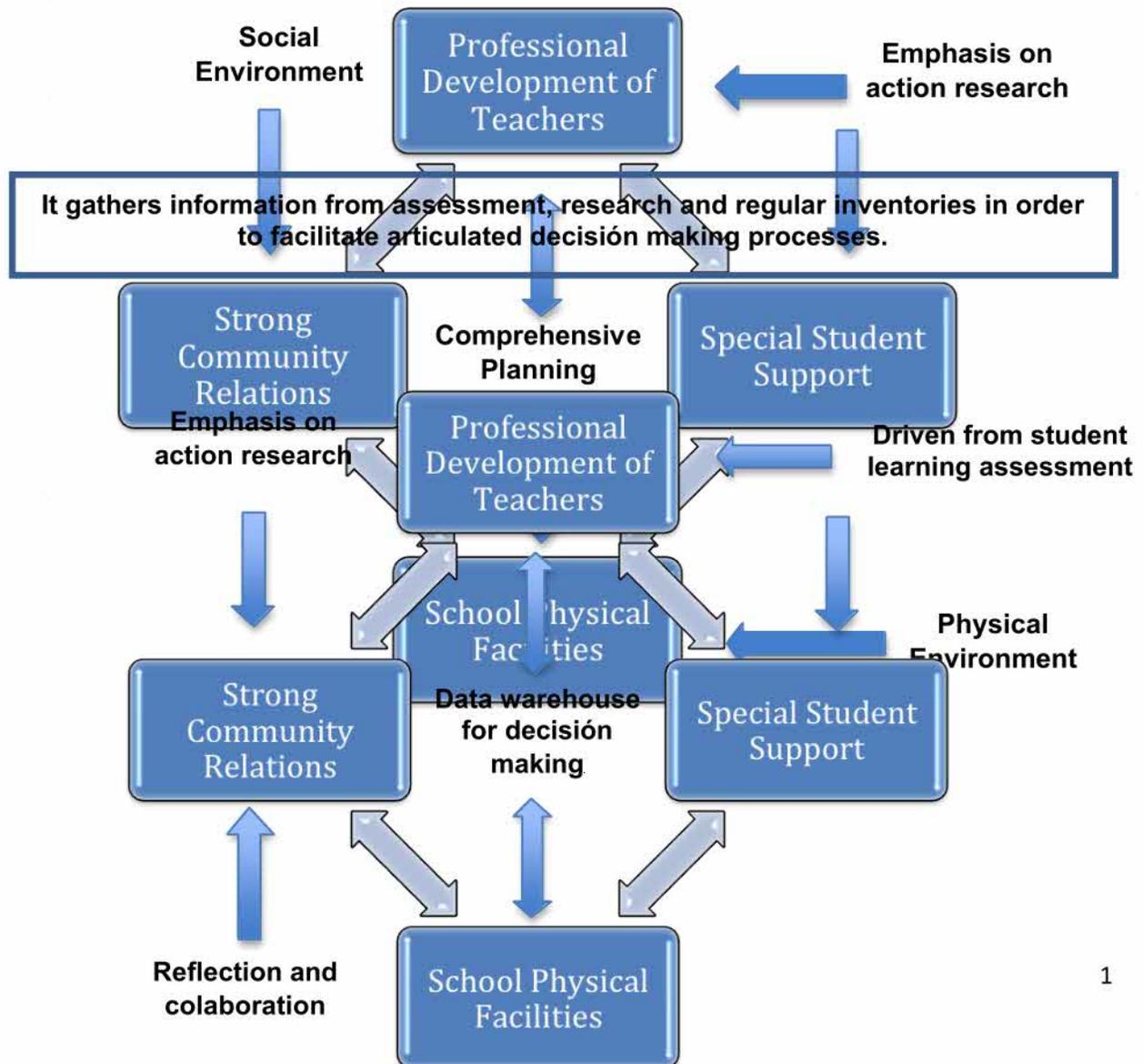




## Section I: Introduction

The Puerto Rico Department of Education (PRDE) Teacher Equity Plan was developed to make certain that all students receive instruction by excellent teachers and contains all of the USDE requirements for components of the Teacher Equity Plan. This plan is aligned with PRDE's comprehensive model for school improvement in order to guarantee that well prepared and effective teachers have all necessary support systems to teach all students regardless of their socio-economic level, ethnicity, and or geographic location. The following diagrams summarizes PRDE's school improvement model.

**The Model articulates four main components that promote comprehensive school reform and, as a consequence, effective learning environments.**



This plan includes a brief description of PRDE's historical context, the steps taken to engage stakeholders, the data sources and analysis to identify gaps, as well the strengths and challenges towards students' equitable access to excellent teachers, strategies to eliminate the gaps, support that will be offered for the plans' implementation and the monitoring process to gauge progress and fidelity of implementation.

## **Background**

The Puerto Rico Department of Education is a unitary system, thus it is simultaneously SEA and LEA. In October 2013 the USDE approved PRDE's ESEA Flexibility Waiver. In the waiver throughout principles 1, 2 and 3 PRDE established initiatives and activities that will put in place to improve teacher quality so that all students have access to excellent teachers. Among these initiatives and activities are:

- revision of policy regarding: teacher preparation, clinical experiences and PRDE's teacher induction program
- the development and implementation of a new teacher and principal evaluation and support system, as a result of our ESEA Flexibility Waiver. The system has been designed as an ongoing process to address teacher quality, retaining only those that are effective and providing high quality professional development.
- Established guidelines to offer a continuous academic support to teachers and school directors regarding their school classifications through the school districts.

- Among others

Statistics provided by the PRDE Planning and Evaluation Office indicate that in May 2014 PRDE provided services to approximately 423,709 students in 1,461 public schools providing both academic and occupational programs. This population is distributed among 28 districts situated within 7 educational regions. In Puerto Rico approximately 72.02% of students enrolled in public schools are living in poverty. For the 2013-2014 school year 29,399 teachers taught core subject classes of which 27,249 (92.69%) were Highly Qualified Teachers (HQT) and 2,150 (7.31%) were Non-highly Qualified Teachers (NHQT). The core subjects with the highest percentages or amount of NHQTs are Special Education K-12, English K-12, Mathematics 7-12, Science 7-12 and the K-3 elementary level. We have 751 public schools of which are located in rural areas and 710 within urban areas. The 99.7% of schools service students from families below the poverty level. As part of its flex waiver implementation PRDE school classification has changed. As such, of the 1,356 schools that offer core subjects 73 are reward schools, 146 are focus, 73 priority and 1,169 fall in the transition category.

### **Definition of Excellent Teacher**

PRDE's definition of a HQT is consistent with the ESEA requirements and ensures that all teachers new to the profession meet all teacher qualifications. PRDE certification requires approval of a rigorous, subject matter based teacher certification test known in Puerto Rico as *Pruebas de Certificación de Maestros* (PCMAS) and is required to have a bachelor's degree that includes specific course in pedagogy, a specific subject matter and level of certification. PRDE has established policies to make certain that all teachers of core subjects are classified HQTs (Circular Letter #CC12-2010-2011). In order for teachers to be considered HQT they must be teaching the subject and in the level in which they are certified. During the school year PRDE holds ongoing monitoring on HQT and twice a year PRDE publishes a census informing on HQT and NHQT.

In previous Equity Plans, PRDE has used the HQT definition and teacher experience as the criteria to define excellent teachers. Since the submission of the 2011 Equity Plan, PRDE has continuously enhanced their school transformation process. PRDE is aware that being HQT is only part of what has to be met for a teacher to be considered excellent. Therefore, additional criteria such as, teacher performance level, student performance measures, and continuous ongoing professional development is being considered, among others as part of the new teacher and principal evaluation and support system.

In addition, as a result of a flexibility waiver, PRDE has developed a teacher and principal evaluation and support system that is currently being piloted resulting in additional criteria continuously being added to define an excellent teacher. Upon completion of this pilot, the PRDE anticipates full implementation of the teacher and

principal support system that will continue to add criteria to identifying excellent teachers. Teacher evaluation is based on PRDE'S eleven professional standards established for teachers in the document: *Estándares Profesionales del Maestro en Puerto Rico*.

Since the teacher and principal evaluation and support system is in its initial stages, PRDE has used HQT and years of experience as criteria for teacher excellence to develop this equity plan. During SY2015-16 with the results of the teacher evaluation pilot expected during this summer and stakeholder input the criteria for teacher excellence will be re defined to guarantee all students have access to excellent teachers.

### **Overview of Plan Development Process**

PRDE, in partnership with Florida and the Islands Comprehensive Center (FLICC), participated and perused all of the conferences, webinars, Equity Access Support office hours, toolkits, and resources made available to states in preparation for the development of this Equity Plan. Recognizing the importance of representation of all stakeholders, inside and outside of the department, PRDE designated personnel from the secretary and undersecretary's office as liaisons of the initiative to guarantee participation and representation of all stakeholders and to oversee the process. In addition, the director of the Institute for Professional Development of Teachers (InDePM) was assigned to be the coordinator and facilitator of all the activities leading up to the final development of the Equity Plan. The following steps were taken in the process and some steps overlapped during the development of the Equity Plan:

1. Stakeholder meetings
2. Surveys to gather feedback
3. Selection of Data
4. Data Collection & Analysis
5. Workgroup Meetings for Final Equity Plan

These steps were taken to assure that a high quality Equity Plan that includes all USDE requirements was written and was focused on making certain all PRDE students have access to excellent teachers regardless of their backgrounds.

### **Section II: Stakeholder Engagement**

The stakeholder groups who worked and provided feedback for the design of this Equity Plan includes teachers, school principals, paraprofessionals, parents, students, subject area facilitators, superintendents, librarians, technology specialists, program directors, professors from institutions of higher education, community agencies, special education,

human resources, Spanish language proficiency, planning office and state education agency staff. Approximately 200 individuals within these departments and agencies met from 1 to 3 times, others more, throughout the process and were instrumental in the content of the Equity Plan. They specifically met to provide input and feedback of their perspectives related to the access to excellent teachers for all students.

In partnership with FLICC, PRDE developed a survey to receive feedback from other stakeholder groups. The survey was administered through a variety of communication modes including parent events, advisory meetings, email, and other program events across the island. A power point presentation was prepared for PRDE leaders and to guide the orientation of stakeholder groups regarding the requirements and purpose of the Equity Plan prior to administering the survey. The survey consisted of demographic information and 3 open-ended questions related to characteristics of excellent teachers, strategies to support equitable access, and strategies for public dissemination of the progress of the Equity Plan.

To continue to engage stakeholders, the PRDE is establishing an educator equity consultation committee as well as an internal workgroup whose purpose will be to monitor and engage in follow up activities to determine the outcomes and progress of maintaining equitable access across all schools for all students across the island. These committees will meet several times during the year. Also, the PRDE secretary of education will develop a public policy statement establishing the procedures to comply with the USDE requirements regarding equal access to excellent educators for all students.

The mechanisms in place for receiving and incorporating stakeholder input throughout the process include communication through email, regular scheduled meetings, orientations, surveys, focal groups, frequently ask questions and a link specific to the Equity Plan on PRDE website for public access.

### **Section III: Equity Gaps**

Since April 2008, the PRDE can analyze complete and accurate classroom level HQT data. The data gives us an initial glance at teacher distribution information. The Student Information System (SIS) has the capacity for collecting the data and tracking where inequities in teacher assignments might exist.

Through the implementation of the data warehouse system the PRDE can perform cross sections of school master schedule and/or student schedule data from the Student Information System (SIS). The staff data sourced from the human resources systems provides additional support to maintain the information complete and accurate. This enables the matching of teacher, course and schedule records. Teachers that comply with all three HQT prongs are compared with data in the courses' database to verify that they are qualified to teach each core subject course and, finally, this match is correlated with the school's teacher schedules to make sure that every teacher is indeed teaching the course for which he/she is qualified.

The SIS has already provided a valid set of information describing all courses, and the number of classes per course, that all teachers teach in all our schools. PRDE now has data for approximately 100% of all core classes taught by teachers in all schools. The database includes the following:

- Total number of classes for all courses in each of the core subject areas offered in every school.
- Total number of the classes that were taught by HQT. Classroom level data for HQT has been computed using the information from all databases described, as follows: courses and classes are matched with code numbers for categories of teachers qualified to teach them and course numbers for categories of teachers are matched with teacher's current compliance with the HQT screening tool. Finally, a teacher's ID is matched between the first and third databases to validate that a specific teacher was assigned to teach a class in which the teacher has subject matter competency.
- Percentage of classes taught by HQT in all core subject areas and in every school. This in turn produces the percentage of classes taught by NHQT, as required by law. We have computed the percentage of classes from all courses in each of the seven core subject areas that were taught by a highly qualified teacher for the 2013-14 School Year.

PRDE analyze island wide inequities in teacher assignments to propose appropriate corrective actions. This analysis begun in October 2014, when the 2013-14 recruitment process is almost over and PRDE has had the chance to update the HQT, AYP and poverty level information for the new School Year. The PRDE counts with an Electronic Data Storage System managed by the Planning and Educational Development Area, which permits constant maintenance of information regarding all HQT Teachers, the schools that have reached AYP or not and the identification of the socioeconomic level of all schools in our Public Education System.

PRDE proposes the following strategies to ensure that the equitable distribution issues be considered in Educational Regions, School Districts and Schools. Strategies will be focused on the staffing needs of high need schools, those with the highest poverty levels and not making AYP.

- Enforce compliance with PRDE Policy Circular Letters for Recruitment and HQT to ensure that the best-qualified and effective teachers are hired in schools where inequities are found.
- Disseminate teacher distribution data and recommendations to all Educational Regions, School Districts and Schools for further analyses, validation and implementation of appropriate strategies for addressing the inequities in schools.
- Consider the data on teacher inequities in the recruitment process.

- Identify funding sources to support professional development activities aimed at meeting the 100% HQT goal.
- Establish collaborations with IHE's to address the particular needs of teachers in off shore islands of Vieques and Culebra.
- Provide support to teachers with three or less years of teaching experience. Evidence shows that high quality induction with mentoring components reduce teacher turnover and help novice teachers achieve adequate levels of effectiveness, thus increasing student achievement.
- Continuously measure and monitor percentages of NHQT, experienced teachers in high poverty and schools not making AYP permitting the early identification and intervention in schools where inequities appear.
- Develop policies to attract HQT to high need schools.
- Provide technical assistance to high poverty districts to ensure they address the issue of equity.

### **SUMMARY OF 2013-2014 HQT DATA ANALYSIS**

(Complete school by school data will be posted on PRDE Website)

Puerto Rico has 1,356 core subject schools in 28 school districts within seven educational regions. During the 2013-14 School Year PRDE had 29,399 teachers in 84,151 classes in core academic classes. As of October 2014, PRDE has the following accurate classroom level data for these teachers – broken down into two categories:

Category 1: **93%** comply with all three HQT definition requirements.

Category 2: **7%** do not comply with at least one HQT definition requirements.



2013-2014 PRDE HQT / NHQT BY CORE SUBJECTS

By Core Subject

As of date: Oct 03, 2014

Description Class	Total Teachers	HQT Teachers	% HQT	NHQT Teachers	% NHQT
MA IDIOMAS EXTRANJEROS K-12 (FRANCES)	3	1	33.33%	2	66.67%
MA. BELLAS ARTES (ARTES VISUALES) K-12	789	727	92.14%	62	07.86%
MA. BELLAS ARTES (BALLET)	13	8	61.54%	5	38.46%
MA. BELLAS ARTES (DANZA:MOV. Y EXPRESION CORPORAL)	132	71	53.79%	61	46.21%
MA. BELLAS ARTES (MUSICA GENERAL INSTRUMENTAL)	9	7	77.78%	2	22.22%
MA. BELLAS ARTES (MUSICA GENERAL)	606	573	94.55%	33	05.45%
MA. BELLAS ARTES (TEATRO)	331	296	89.43%	35	10.57%
MA. EDUC. NIVEL ELEMENTAL (4-6)	4,300	4,205	97.79%	95	02.21%
MA. EDUC. SEC (CIENCIA AMBIENTALES)	60	44	73.33%	16	26.67%
MA. EDUC. SEC (BIOLOGIA)	392	369	94.13%	23	05.87%
MA. EDUC. SEC (CIENCIA GENERAL)	1,033	976	94.48%	57	05.52%
MA. EDUC. SEC (ESPAÑOL)	1,859	1,827	98.28%	32	01.72%
MA. EDUC. SEC (ESTUDIOS SOCIALES E HISTORIA)	1,702	1,654	97.18%	48	02.82%
MA. EDUC. SEC (FISICA)	121	98	80.99%	23	19.01%
MA. EDUC. SEC (INGLES)	1,878	1,694	90.20%	184	09.80%
MA. EDUC. SEC (MATEMATICAS)	1,866	1,757	94.16%	109	05.84%
MA. EDUC. SEC (QUIMICA)	239	222	92.89%	17	07.11%
MA. EDUC. TEMPRANA ( NIVEL ELEM- K-3)	6,142	5,993	97.57%	149	02.43%
MA. EDUCACION BILINGUE (K-12)	9	0	00.00%	9	100.00%
MA. EDUCACION BILINGUE-ELEM (INGLES)	3	1	33.33%	2	66.67%
MA. INGLES NIVEL ELEMENTAL (K-6)	2,544	2,128	83.65%	416	16.35%
MAESTRO EDUC.ESPECIAL (AUTISMO)	126	33	26.19%	93	73.81%
MAESTRO EDUC.ESPECIAL (IMP. DE COMUNICACION)	8	6	75.00%	2	25.00%
MAESTRO EDUC.ESPECIAL (IMP. LEVES)	14	14	100.00%		
MAESTRO EDUC.ESPECIAL (IMP. SEVEROS)	49	47	95.92%	2	04.08%
MAESTRO EDUC.ESPECIAL (IMP. VISUALES)	28	14	50.00%	14	50.00%
MAESTRO EDUC.ESPECIAL (K-12)	4,917	4,306	87.57%	611	12.43%
MAESTRO EDUC.ESPECIAL PARA LA EDUC. TEMPRANA	36	12	33.33%	24	66.67%
MAESTRO ELEMENTAL	19	17	89.47%	2	10.53%
MAESTRO MUSICA ESC.LIBRE DE MUSICA	164	145	88.41%	19	11.59%
MAESTRO MUSICA GENERAL-VOCAL	3	1	33.33%	2	66.67%
MAESTRO MUSICA -INSTRUMENTAL	4	3	75.00%	1	25.00%
<b>Totals</b>	<b>29,399</b>	<b>27,249</b>	<b>92.69%</b>	<b>2,150</b>	<b>07.31%</b>

**COURSES WITH SIGNIFICANT NUMBER OF CLASSES NOT TAUGHT BY HQT**

- **34.58%** of all Special Education classes were taught by NHQT
- **27.85%** of all Science classes were taught by NHQT
- **22.63%** of all K-3 classes were taught by NHQT.

The Puerto Rico Department of Education will focus on efforts to increase the percentage of classes taught by HQT in **Special Education, Science, and K-3**. Hopefully, these initiatives will impact our students' academic achievement and improve our overall AYP results especially in our special education population. We are committed to identify existing inequities and will address the issue intensively as they appear.

**2013-2014 PRDE CORE ACADEMIC CLASSES TAUGHT BY HQT**

**Overall**

**As of date: Oct 03, 2014**

Class Group	# of core Academic Classes	# of core academic classes taught by teachers who are Highly Qualified	% of core academic classes taught by teachers who are Highly Qualified	# of core academic classes taught by teachers who are not Highly Qualified	% of core academic classes taught by teachers who are not Highly Qualified
English	16,865	14,792	87.71%	2,073	12.29%
Fine Arts	8,544	6,945	81.29%	1,599	18.71%
Foreign Languages	21	8	38.10%	13	61.90%
K-3	6,625	5,126	77.37%	1,499	22.63%
Mathematics	12,774	11,775	92.18%	999	7.82%
Sciences	12,752	9,200	72.15%	3,552	27.85%
Social Studies-History	11,880	10,957	92.23%	923	7.77%
Spanish	12,693	11,974	94.34%	719	5.66%
Special Education	2,079	1,360	65.42%	719	34.58%
<b>Total</b>	<b>84,233</b>	<b>72,137</b>	<b>85.64%</b>	<b>12,096</b>	<b>14.36%</b>

Poverty Level	Schools
1.High-poverty schools Q4	<b>346</b>
3.Low-poverty schools Q1	<b>329</b>
Q2 / Q3	<b>681</b>

Zone English	Schools
Rural	<b>684</b>
Urban	<b>672</b>

**DISTRICTS AND SCHOOLS WITH SIGNIFICANT NUMBER OF CLASSES NOT TAUGHT BY HQT**

Puerto Rico has 1,356 schools in 28 school districts. Most districts have approximately 30 to 60 schools, 684 are in rural areas mostly in the central and eastern parts of the island and 672 are located in urban areas. Only 1 district (Fajardo) of the PRDE 28 school districts have 20% or more of classes not taught by HQT (overall). But, by core subject area there are the priority districts with 20% or more of classes not taught by HQT.

**Mathematics**

District	NHQT (%)
	NONE

**Spanish**

District	NHQT (%)
	NONE

**Social Studies-History**

District	NHQT (%)
FAJARDO	28.148%

**Foreign Languages**

District	NHQT (%)
COROZAL	100.00%
BARRANQUITAS	60.00%



As of date: **2013-2014 CLASSES PRIORITY DISTRICTS**  
Oct 03, 2014 **BY CORE SUBJECT**

**20% or more NHQT**

**English**

District	NHQT (%)
SAN JUAN II	26.59%
SAN JUAN I	24.349%
CAROLINA	23.675%
CANOVANAS	23.663%
TOA BAJA	23.343%
BAYAMON	21.543%

**Fine Arts**

District	NHQT (%)
FAJARDO	36.842%
YABUCOA	34.673%
CIDRA	31.752%
GUAYAMA	31.737%
SAN JUAN I	27.828%
UTUADO	27.803%
GUAYNABO	27.094%
OROCOVIS	26.471%
LAS PIEDRAS	23.607%
BAYAMON	22.251%

**K-3**

District	NHQT (%)
MAYAGUEZ	31.429%
SANTA ISABEL	29.429%
ARECIBO	28.782%
MANATI	28.571%
YAUCO	28.358%
GURABO	27.425%
FAJARDO	27.108%
CAMUY	26.027%
GUAYAMA	25.543%
CIDRA	25.098%
UTUADO	24.571%
AGUADILLA	24.567%
CABO ROJO	24.303%
SAN SEBASTIAN	24.046%
BARRANQUITAS	23.832%
BAYAMON	23.311%

**Special Education**

**Sciences**

**Most Schools and districts with High percentages of NHQT are:**

District	NHQT (%)
CANOVANAS	55.00%
MAYAGUEZ	47.692%
PONCE	45.729%
OROCOVIS	45.455%
BAYAMON	42.982%
CAROLINA	40.698%
TOA BAJA	40.476%
GUAYNABO	40.26%
LAS PIEDRAS	38.843%
MANATI	36.585%
SANTA ISABEL	36.364%
CABO ROJO	35.417%
SAN JUAN I	33.621%
YABUCOA	33.333%
SAN JUAN II	32.653%
CIDRA	32.203%
COROZAL	32.00%
CAMUY	31.343%
YAUCO	28.571%
ARECIBO	27.619%
SAN SEBASTIAN	26.415%
GURABO	25.641%
AGUADILLA	23.256%
GUAYAMA	23.077%
VEGA ALTA	22.581%
UTUADO	21.212%

District	NHQT (%)
MANATI	38.588%
GUAYAMA	36.973%
CANOVANAS	35.76%
SAN JUAN I	34.932%
CAMUY	33.769%
LAS PIEDRAS	33.758%
BARRANQUITAS	31.83%
FAJARDO	31.01%
OROCOVIS	29.617%
YABUCOA	29.505%
COROZAL	28.923%
GURABO	28.35%
CIDRA	28.106%
SANTA ISABEL	27.854%
UTUADO	27.30%
TOA BAJA	26.758%
BAYAMON	26.644%
ARECIBO	25.607%
PONCE	25.251%
VEGA ALTA	25.202%
GUAYNABO	23.839%
SAN JUAN II	23.741%
CABO ROJO	23.176%
AGUADILLA	22.917%
YAUCO	22.833%
MAYAGUEZ	22.018%
SAN SEBASTIAN	21.98%
CAROLINA	20.449%

- Located in rural areas of the island or in the off-shore island municipalities of **Vieques and Culebra**. These are towns with high unemployment rates and low socio-economic indexes.
- Located in densely populated metropolitan areas (particularly in the Capital City of San Juan) which may have higher employment rates but lower quality of life indexes (pollution, crime casualties, etc.)

However, PRDE will target these areas for intensive technical assistance, professional development programs and allocate additional resources, human and financial to ensure

that any inequity in teacher assignment be identified and corrected. At the moment the PRDE has maintained an adequate level of proper equity for those schools with a high level of poverty with a 1.6% less in classes not HQT from those schools with a high poverty level.

## HQT IN HIGH AND LOW POVERTY SCHOOLS



### 2013-2014 PERCENTAGE OF CLASSES TAUGHT BY NHQT / POVERTY LEVEL

By Poverty Level

As of date: Oct 03, 2014

#### ELEMENTARY

Quartiles	# of Core Academic Classes	# of core academic classes taught by teachers who are Highly Qualified	% of core academic classes taught by teachers who are Highly Qualified	# of core academic classes taught by teachers who are not Highly Qualified	% of core academic classes taught by teachers who are not Highly Qualified
1.High-poverty schools Q4	9,388	7,900	84.15%	1,488	15.85%
3.Low-poverty schools Q1	8,811	7,281	82.64%	1,530	17.36%
Q2 / Q3	19,283	16,481	85.47%	2,802	14.53%
<b>Total</b>	<b>37,482</b>	<b>31,662</b>	<b>84.47%</b>	<b>5,820</b>	<b>15.53%</b>

#### SECONDARY

Quartiles	# of Core Academic Classes	# of core academic classes taught by teachers who are Highly Qualified	% of core academic classes taught by teachers who are Highly Qualified	# of core academic classes taught by teachers who are not Highly Qualified	% of core academic classes taught by teachers who are not Highly Qualified
1.High-poverty schools Q1	17,664	15,281	86.51%	2,383	13.49%
3.Low-poverty schools Q4	6,177	5,324	86.19%	853	13.81%
Q2 / Q3	22,320	19,467	87.22%	2,853	12.78%
<b>Total</b>	<b>46,161</b>	<b>40,072</b>	<b>86.81%</b>	<b>6,089</b>	<b>13.19%</b>

#### NO SPECIFIED

Quartiles	# of Core Academic Classes	# of core academic classes taught by teachers who are Highly Qualified	% of core academic classes taught by teachers who are Highly Qualified	# of core academic classes taught by teachers who are not Highly Qualified	% of core academic classes taught by teachers who are not Highly Qualified
1.High-poverty schools Q1	41	24	58.54%	17	41.46%
3.Low-poverty schools Q4	117	77	65.81%	40	34.19%
Q2 / Q3	350	242	69.14%	108	30.86%
<b>Total</b>	<b>508</b>	<b>343</b>	<b>67.52%</b>	<b>165</b>	<b>32.48%</b>

We have analyzed the current HQT data with poverty level information to correlate teacher's qualifications with percentage of students below poverty level. In particular, the school districts with higher percentages of NHQT are **not** consistently those with higher poverty levels. The Department of Education has demonstrated that minority students have received quality education of equal form with an 84.5% of their HQT Classes at the elementary level and an 86.8% at the secondary level.

Between the schools with the highest level of poverty and the lowest level of poverty is approximately 2% and 5% in favor of the schools with the lowest level of poverty. The PRDE will continue the constant effort to offer quality education in an equitable manner for all students in this public system through methods and strategies for school year 2014-2015. These results compared with those reported in the State Consolidate Performance Report (CSPR) 2010-2011 reflects a difference of 134 classes because four specialized schools have classes in Puerto Rico but quartiles.



**2013-2014. PERCENTAGE OF CLASSES TAUGHT BY NHQT. - SCHOOL LEVEL**

**As of date: Oct 03, 2014**

**ELEMENTARY**

PRDE OVERALL	# of Core Academic Classes	# of core academic classes taught by teachers who are Highly Qualified	% of core academic classes taught by teachers who are Highly Qualified	# of core academic classes taught by teachers who are not Highly Qualified	% of core academic classes taught by teachers who are not Highly Qualified
	37,482	31,662	84.473%	5,820	15.527%
<b>Total</b>	<b>37,482</b>	<b>31,662</b>	<b>84.473%</b>	<b>5,820</b>	<b>15.527%</b>

**SECONDARY**

PRDE OVERALL	# of Core Academic Classes	# of core academic classes taught by teachers who are Highly Qualified	% of core academic classes taught by teachers who are Highly Qualified	# of core academic classes taught by teachers who are not Highly Qualified	% of core academic classes taught by teachers who are not Highly Qualified
	46,161	40,075	86.81%	6,089	13.19%
<b>Total</b>	<b>46,161</b>	<b>40,075</b>	<b>86.81%</b>	<b>6,089</b>	<b>13.19%</b>

**NO SPECIFIED**

PRDE OVERALL	# of Core Academic Classes	# of core academic classes taught by teachers who are Highly Qualified	% of core academic classes taught by teachers who are Highly Qualified	# of core academic classes taught by teachers who are not Highly Qualified	% of core academic classes taught by teachers who are not Highly Qualified
	508	343	67.52%	165	32.48%
<b>Total</b>	<b>508</b>	<b>343</b>	<b>67.52%</b>	<b>165</b>	<b>32.48%</b>

## TEACHER EXPERIENCE AND HQT



ESTADO LIBRE ASOCIADO DE  
PUERTO RICO  
DEPARTAMENTO DE EDUCACIÓN

### PRDE DISTRICTS RANKING NEW ENTRY TEACHERS (1 TO 3) YEARS

**2013-2014**

DEPR New Entry Teachers	Count by Years			
# Districts By Ranking	1	2	3	Grand Total
BAYAMON	85	78	63	226
SAN JUAN	82	65	60	207
PONCE	63	58	67	188
SAN JUAN	74	42	69	185
GURABO	76	58	44	178
TOA BAJA	68	51	44	163
ARECIBO	56	50	55	161
GUAYAMA	50	53	55	158
CABO ROJO	55	47	55	157
YABUCOA	56	50	45	151
VEGA ALTA	69	35	46	150
CIDRA	53	46	50	149
MAYAGUEZ	65	44	38	147
AGUADILLA	46	41	59	146
SANTA ISABEL	49	38	48	135
MANATI	48	37	48	133
SAN SEBASTIAN	47	40	43	130
YAUCO	39	40	46	125
BARRANQUITAS	44	35	35	114
CAROLINA	48	33	31	112
CANOVANAS	52	34	23	109
LAS PIEDRAS	41	41	23	105
GUAYNABO	45	23	29	97
COROZAL	27	35	32	94
CAMUY	31	34	28	93
OROCOVIS	32	24	22	78
FAJARDO	31	20	25	76
UTUADO	29	19	17	65
REG. MAYAGUEZ	1	0	3	4
REG. PONCE	2	0	0	2
REG. SAN JUAN	0	0	2	2
REG. ARECIBO	1	0	0	1
REG. BAYAMON	0	1	0	1
REG. HUMACAO	0	1	0	1
Grand Total	1,465	1,173	1,205	3,843

PRDE has defined an inexperienced teacher as one with three years or less in the system. The charts indicate that PRDE impacts with the majority of new teachers or least experienced are HQT, and are assigned to those schools that have a high level of poverty in an equitable manner between all school levels. Nevertheless the teachers with experience predominate in schools with a low level of poverty compared to those which are the poorest ones (minority).

The following tables show that there is no significant correlation between the teacher inexperience variable in high poverty schools or in low performing schools. It's evident that PRDE's most experienced teachers are working in our high need schools. However, PRDE will require that all school districts have in place an Induction Program that will assess the needs of novice teachers and provide the professional development tailored to their particular needs.

### HQT - NHQT TEACHERS EXPERIENCE BY POVERTY LEVEL 2013-2014



#### 2013-2014 HQT - NHQT TEACHERS EXPERIENCE BY POVERTY LEVEL

By Teacher Experience

As of date: Oct 03, 2014

#### HQT

	3 Yrs or less exp	4 Yrs or more exp	# Teachers	% 3 Yrs or less exp	% 4 Yrs or more exp
1.High-poverty schools Q4	968	6,790	7,758	12.48%	87.52%
3.Low-poverty schools Q1	739	4,753	5,492	13.46%	86.54%
Q2 / Q3	1,789	12,210	13,999	12.78%	87.22%
<b>Total</b>	<b>3,496</b>	<b>23,753</b>	<b>27,249</b>	<b>12.83%</b>	<b>87.17%</b>

#### NHQT

	3 Yrs or less exp	4 Yrs or more exp	# Teachers	% 3 Yrs or less exp	% 4 Yrs or more exp
1.High-poverty schools Q4	229	374	603	37.98%	62.02%
3.Low-poverty schools Q1	226	333	559	40.43%	59.57%
Q2 / Q3	393	595	988	39.78%	60.22%
<b>Total</b>	<b>848</b>	<b>1,302</b>	<b>2,150</b>	<b>39.44%</b>	<b>60.56%</b>

29,399



#### 2013-2014 HQT - NHQT TEACHERS EXPERIENCE BY POVERTY LEVEL

By Teacher Experience As of date: Oct 03, 2014

### Section IV: Strategies for Eliminating Equity Gaps

#### ELEMENTARY

	3 Yrs or less exp	4 Yrs or more exp	# Teachers	3 Yrs or less exp	4 Yrs or more exp
1.High-poverty schools Q4	439	3,075	3,514	12.49%	87.51%
3.Low-poverty schools Q1	470	2,896	3,366	13.96%	86.04%
Q2 / Q3	967	6,279	7,246	13.35%	86.65%
<b>Total</b>	<b>1,876</b>	<b>12,250</b>	<b>14,126</b>	<b>13.28%</b>	<b>86.72%</b>

#### SECONDARY

	3 Yrs or less exp	4 Yrs or more exp	# Teachers	3 Yrs or less exp	4 Yrs or more exp
1.High-poverty schools Q4	714	3,903	4,617	15.46%	84.54%
3.Low-poverty schools Q1	446	2,074	2,520	17.70%	82.30%
Q2 / Q3	1,124	6,161	7,285	15.43%	84.57%
<b>Total</b>	<b>2,284</b>	<b>12,138</b>	<b>14,422</b>	<b>15.84%</b>	<b>84.16%</b>

#### NO SPECIFIED

	3 Yrs or less exp	4 Yrs or more exp	# Teachers	3 Yrs or less exp	4 Yrs or more exp
1.High-poverty schools Q4	44	186	230	19.13%	80.87%
3.Low-poverty schools Q1	49	116	165	29.70%	70.30%
Q2 / Q3	91	365	456	19.96%	80.04%
<b>Total</b>	<b>184</b>	<b>667</b>	<b>851</b>	<b>21.62%</b>	<b>78.38%</b>

This plan is designed to target state and federal resources to implement, enhance and or apply corrective action strategies in high-minority, high poverty schools, and or low achieving schools that ensure that all students have access to and taught by highly qualified and effective teachers. This part of the plan is divided in areas that have direct impact on the equitable distribution of excellent teachers and include: recruitment, induction and mentoring, teacher preparation and professional development, teacher evaluation, data and reporting system, and technical assistance for implementation and compliance. The strategies described here are expected to result in an equitable distribution of highly qualified, experienced and effective teachers across the island to ensure that all students have equitable access to excellent educators. PRDE aligned this plan with some of the core principles of the flexibility waiver specifically strong leadership, effective teachers, aligned and rigorous instruction, data to inform instruction and improvement, student-centered environment and climate, and family and community engagement. These are the core principles that form the basis of this plan.



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#### 2013-2014 HQT - NHQT CLASSES - REASONS FOR UNCOMPLIMENT

*By Region*

As of date: Oct 03, 2014

No HQT with Cert	%	No HQT and No Cert	%	No HQT and not BA	%
548	4.539%	11,526	95.461%	10	0.083%

Region	No HQT with Cert	%	No HQT and No Cert	%	No HQT and not BA	%
ARECIBO	134	8.063%	1,528	91.937%	5	0.301%
BAYAMON	69	3.898%	1,701	96.102%	5	0.282%
CAGUAS	55	3.203%	1,662	96.797%	0	0.00%
HUMACAO	76	4.301%	1,691	95.699%	0	0.00%
MAYAGUEZ	48	3.803%	1,214	96.197%	0	0.00%
PONCE	89	5.014%	1,686	94.986%	0	0.00%
SAN JUAN	77	3.63%	2,044	96.37%	0	0.00%
<b>TOTAL</b>	<b>548</b>		<b>11,526</b>		<b>10</b>	

The targeted strategies and sub strategies for addressing these equity gaps and root cause are recruitment, teacher induction and mentoring, teacher preparation and professional development, teacher evaluation, and technical assistance for implementation and compliance. The initiatives and policies that will be followed are outlined below.

### Strategy 1: Recruitment

PRDE's administrative organizational structure includes the central level and seven educational regions. Based on PRDE established policies teacher recruitment in is done at the educational region level. Certified teachers that apply for a teaching position in PRDE are ranked on a list of eligible teachers for the grade level and or subject matter for which they currently hold a professional certificate. The ranking process is based on a set of criteria that includes teacher preparation, experience,

grade point average, clinical experience grades, and place of residence among others. Recruitment is based exclusively and strictly on the order of the eligible teacher list. For example, the first teacher on the list will be offered the available vacancies first. The vacancies can be offered to the next teacher on the list only if the first teacher declines. This policy poses challenges for PRDE when ensuring equitable access to excellent teachers for all students is therefore an issue that this school year should be discussed with the Office of Human Resources to identify other processes that can support the equitable distribution.

PRDE has put in place strategies to confront the challenge. As part of the school transformation process the PRDE uses additional criteria for schools participating in initiatives like school improvement grant (SIG) and other specialized schools, for recruiting that utilizes an incentive to attract high quality and effective teachers to teach in these schools. We have public policies for these procedures. With the authorization of the flexibility waiver, PRDE will increase the amount of schools where this additional criteria for recruiting effective teachers is required and is used as a mechanism to reduce the equity gaps and ensure equitable access to excellent teachers for all students. The incentives will be offered for difficult to recruit teachers by subject matter of geographical location.

Educational regions can hire an unqualified teacher through a special recruitment process only when a qualified teacher is not available. In particular there are difficult subjects and levels of recruitment such as: Elementary and High School English, High School Mathematics, Physics, and Special Education. In regard to transfer and relocation of teachers, PRDE's Recruitment Policy Circular Letter #CC15-2010-2011 (revised annually) establishes that teachers cannot transfer to another school unless they are classified HQTs for the subject matter they will teach. PRDE enforces the compliance with this Policy Circular Letters for recruitment and HQTs to make certain that the best qualified and effective teachers are hired for high need schools where inequities exist. PRDE's regarding teacher placement was revised to comply with the Flexibility Waiver. The letter specifically establishes PRDE's policy to assure that during recruitment low achieving schools are given the opportunity to recruit the most effective teachers. The circular letter for school organization 24-2014-2015 promotes the recruitment of excellent teachers in schools that are priority or focus. Also the circular letter of School Improvement Grant Program and specialized Schools have a special recruitment process.

PRDE's policy requires that the seven Educational Regions consider equitable distribution of teachers during the recruitment process and any time a vacancy due to retirement, transfer or relocation occurs in a school during the school year.

Educational regions must submit reports on their recruitment process annually to PRDE RH Office. The Office of Federal Affairs (OFA) monitors educational regions for compliance with Title I and HQT requirements based on Circular Letters regulations. PRDE has enhanced and established the use of platforms that allow for an ongoing

monitoring of recruitment processes and support the identification of the areas that may need adjustment.

## **Strategy 2: Induction and Mentoring**

Research shows that high quality induction with mentoring increases teacher retention and lowers turnover. In addition, it supports novice teachers to achieve adequate levels of effectiveness as they grow within the teaching profession. PRDE's experience has shown that an effective induction and mentoring program during the first few years of teaching are critical and have a positive impact on the novice teacher as well as on the levels of student achievement. Therefore, PRDE's induction and mentoring program support new teachers for 3 years.

PRDE hires approximately 1,300 new teachers annually and who are considered highly qualified teachers by state standards. Most of these teachers are assigned to replace teachers who retire, transfer, leave the profession or are teaching out of field or to fill to recruit subjects' classes and not necessarily to address equity. To focus on equity and to increase new teacher retention and effectiveness, PRDE will expand its new teacher induction program to specifically target schools with the largest amounts of new teachers in order to focus on adequate distribution of effective and excellent teachers island-wide.

The role of school districts includes identifying, assessing and addressing the needs of all their district's teachers with three years or less of experience in the system. To address new teacher professional needs, in their action plan, each district will outline their induction and mentoring activities. On the other hand, Preparation Programs accredited public and private colleges Teachers (approximately 20) have to offer induction to graduates for five years. For this reason the InDePM will be developing the public policy of induction to the teaching program during the next school year to establish guidelines that will support collaboration among school districts and universities so that the resources are maximized and there is no duplication.

Among the strategies to use in the induction process are the face to face support, virtual mentoring, professional development and evaluation. Mentors provides teachers with Job new embedded support in their respective schools to help them develop as professionals. In our Induction program we will identify a mentor teachers whose profile is 5 years or more experienced, HQT and effective in the classroom to train them and assign him a newly hired teacher. In the coming years we will develop mentoring online to reach more teachers by offering them more quality support. Activities to facilitate professional development are important in the process of professional growth and maturity. Keeping them updated and helps develop a culture of continuous learning. This population will have the opportunity to participate in all activities and further opportunities will be designed as needed in conjunction with universities.

Finally, the population of teachers will be evaluated annually to know their level of performance, strengths and challenges in order to design their individual plan of professional development aligned to the results of the evaluation. This initiative is in collaboration with school districts especially with the academics facilitators.

### **Strategy 3: Teacher Preparation and Professional Development**

PRDE acknowledges the importance of a well-prepared, experienced and supported teacher workforce in achieving overall school improvement. Among PRDE objectives is to have a HQT for all students in every academic core subject. In addition to maintaining HQT status, another important objective for teachers is a high quality professional development program that supports ongoing professional growth. PRDE has its Teacher Professional Standards and the evaluation of the student teacher candidate that the universities use is aligned with our standards, also the professional development offerings should promote to reach professional standards.

Most teacher preparation programs are accredited. This year the regulation for the classification of the teacher preparation programs was reviewed with more rigorous standards. The Teacher Certification Regulation established that the graduation rate in 2016 increased to 3.00 and all the teacher candidates has to approve the PCMAS. During this school year we started to review and re conceptualize the PCMAS to align it to our highest standards of curriculum content. By 2016 new tests with greater rigor and skills will be given. Also, the public policy of Clinical Experience Program began to be revised and during this year we will begin implementing new guidelines with more rigorous supervision of the practice centers and cooperating teachers. All these initiatives will be monitored and the results will be analyzed to make decisions that promote teacher preparation for the benefit of the students to have more and better trained teachers.

PRDE continues to support teacher preparation particularly where inequities are identified by:

- The central level, districts, and schools conduct a needs assessment to identify the professional learning needs of their teachers and then develop and implement strategies and activities that address those needs. One of the activities includes establishing collaborations with Institutions of Higher Education to address the professional learning needs of teachers island-wide and in the off shore islands of Vieques and Culebra.
- Providing tuition for system-wide professional development, teacher certification test (known in Puerto Rico as PCMAS), certification and recertification of teachers teaching out of field, and other subjects with the highest number of NHQT (Mathematics 7-12, English k-12 and Special Education k-12).

- During 2014-2015 PRDE piloted a customized professional learning community (MECPA) project in priority, focus, and reward schools as classified in the flex waiver. Participation in these groups support teacher effectiveness and involve teachers collaborating, analyzing data, making instructional adjustments, and supporting one another in providing quality instruction that leads to higher levels of student academic achievement. District level staff provide support and ongoing monitoring for implementation. The results of the MECPA pilot will be analyzed during the summer of 2015 to identify lessons learned and receive stakeholder feedback with the end result being that PRDE will have the ability to refine and enhance the MECPA. The MECPA project will be fully implemented in the 2015-2016 school year with the necessary adjustments being incorporated.

The Total Intensive Treatment Project aims to strengthen the professional skills of approximately 1,500 teachers of 110[1] schools, with emphasis on the subjects of Spanish, English, mathematics, and science. Professional skills will be strengthened through professional learning experiences that will be continuous, sustained, and of the highest quality, along with an intensive program of academic support, monitoring, coaching, mentoring, and technical assistance in virtual and live modules, so it results in improved student achievement and the best teaching practices. Teachers will be exposed to the best practice modules to implement rich learning experiences in schools in Puerto Rico.

The plan will encourage the development of Professional Learning Communities in which the teacher will be able to remain updated with the new pedagogical approaches and appropriate integration of technology in the classroom to promote an increase in student academic achievement. We hope to train teachers in strategies for using interactive platforms and analytics for effective decision making in the academic core and multi-dynamic tools for the development of strategic planning of subjects with resources of interest to teachers. Professional disciplinary and interdisciplinary learning experiences will be developed with a practical theoretical approach, both live and virtual to promote the application of knowledge through the design of work plans, demonstration classes, construction of manipulative and learning materials with the use of technology as a strategic tool in the development of Project Based Learning.

The professional learning experiences will focus on the following: PBL integrated technology, learning communities, community integration and social action in education, curriculum alignment, curriculum integration, learning styles, strategic planning, decision making based on data, differentiated instruction and personalized learning, depth of thought levels, and assessment methods.

Teachers participating in the Educational Management Digital Solution (EDMS) project will receive systematic training in the use of the educational technology platform for the daily planning of the teaching-learning process and existing resources (programmed, network elements, among others). Participating teachers will receive monitoring/support

visits and services related to the integration of innovative strategies using a valid scientific basis to promote the improvement and academic success of students.

This project is a continuation of the year 2010-2011, where 7,016 teachers of core subjects and special education that are not contained in 350 schools, were impacted. Each school district is required to prepare a plan and a timeframe to demonstrate compliance with HQT requirements and its goal of having 100% of the core academic subjects taught by HQT, established in the Procedural Manual to comply with the requirements of the NCLB Act related to Highly Qualified Teachers and Paraprofessionals. School districts will be required to add to the HQT plan a description of how the equitable distribution of teachers will be addressed to ensure that particularly schools with high poverty rates or schools that are not making AYP are not being taught by unqualified, inexperienced teachers at a higher rate than other students. These requirements appear in the HQT Circular Policy Letter and HQT Handbook.

With the implementation of the flex waiver, PRDE is strengthening their professional development program by requiring teachers to write a professional improvement or growth plan based on their performance in the classroom and the results of their teacher evaluation.

#### **Strategy 4: Teacher Evaluation**

As part of their school transformation process and flex waiver, PRDE is piloting a teacher and principal evaluation support system. It is a highly structured, cyclical, and ongoing process that focuses on the effectiveness of teachers in increasing student academic achievement. The system provides for the use of a variety of activities to make certain that the specific needs of teachers are identified. The system promotes the use of self-reflection, focused conversations with school leaders, classroom observations by district and school staff, and performance of students on standardized and formative assessments.

This system is being used to indicate teacher effectiveness. Consequently, the definition of an excellent teacher will be expanded and not be limited to HQT in guaranteeing that all students have access to an effective teacher. The results of the pilot will be analyzed during the summer of 2015 to identify lessons learned and receive stakeholder feedback with the end result being that PRDE will have the ability to define more appropriately a highly effective teacher.

Two advisory committees (professional development and teacher and principal evaluation) have been created related to this area that will provide for a continuous stakeholder and system improvement.

## **Strategy 5: SEA Technical Assistance for Implementation and Compliance**

PRDE will provide support and technical assistance to regions, districts and schools to assist them with correcting inequities related to the equal distribution of highly qualified, experienced and effective teachers. Technical assistance is targeted to high poverty and or low performing schools, geographic areas and or subject areas with difficult recruitment. The assistance provided to these regions, districts, and schools include:

- PRDE will continue to establish and divulge public policy that guides regions, districts, and schools related to the criteria for teacher excellence and equity in distribution of these teachers.
- Orientation of the specific requirements of equitable access to make certain that the educational regions conduct the recruitment of teachers in accordance with the established requirements.
- Guidance with the analysis and interpretation of data regarding highly qualified status and equitable distribution issues.
- Financial resources to implement the identified strategies.

## **Strategy 6: Data Reporting System**

Through the Student Information System (SIS) and all other platforms, PRDE collects, tracks and monitors data relevant to equity. The data includes poverty levels, HQT, teacher experience, professional development, student performance data, and school to school comparisons allowing for thorough data analysis. Districts and schools have access and use the data for decision making processes to make certain there is equitable access. The responsibility of analyzing, assessing priorities and addressing the particular needs in terms of inequities of all their schools is shared at all levels.

PRDE will continue reviewing and expanding its data collection process. In order to further assess the issue of equity, PRDE collects and analyzes the data acquired through the various platforms and its data warehouse. Data on teacher attrition and turnover rates, teacher supply and demand, teacher distribution patterns, limited Spanish proficient students data has enhanced the department's understanding of the all the variables that surround the equal distribution of HQT teachers.

PRDE collects and reports data annually on our website regarding HQT qualifications and equal distribution of teachers. Using the state's data system, PRDE will track teacher qualifications, teacher assignments, teacher experience, student population demographics, and academic accountability over time at the state level, local district, and school levels. The data is published through annual web page report cards and used to ascertain the degree and effectiveness of implementation of the State HQT Plan, including the Teacher Equity Plan. For this year a new school report card was designed with more information and graphics for schools to have a better understanding of the data. Data is also used to identify the need for making ongoing adjustments and

corrections to guarantee access to excellent and HQTs. PRDE uses these data to establish public policy in the distribution of highly qualified, inexperienced, and out-of-field teachers.

PRDE has continued to systematically upgrade its financial system (SIFDE) to be more responsive to school level needs. This will enhance the academic planning capabilities and prompt allocation of resources to implement activities including professional development and training for teachers to become HQT in the shortest possible timeframe.

PRDE collects many fundamental data for decision making but on different platforms that do not connect between each other. For this reason in 2012 we submitted a proposal for funding to develop the site for the Longitudinal Data System K-12. Today we already have the portal and in the 2015-2016 school year will begin the training at all levels. This site will give us the opportunity to all teachers, principals, district officials and central level personnel to have more accessibility to data driven decision making. On the SLDs we will integrate the data from the financial system, staff and most importantly academic student and staff data are integrated. The use of the portal will help us identify more easily and reliable data to identify where there is no equity.

## **Section V: Ongoing Monitoring & Support**

Technical assistance for the implementation of this plan will be as follows: the human resources office is responsible for the educational regions (where it is carried out the process of recruitment, hiring and placement), the InDePM will be responsible for assisting school districts and the Technical Assistance Superintendents of districts will do the same with schools.

Guidance will be held to different sectors during the school year, the superintendents in their visits to schools will include the subject, through the web site we will have a site for the equity plan with the information about the strategies to implement and the expectations, districts will include the topic in their monthly meetings with the principals, the multisectoral committee will develop the necessary documents to register and show support for schools and identify challenges to find alternatives to them.

The responsibility for the continuous monitoring will be shared: Technical Assistance Superintendents of districts conduct monitoring to schools in which areas related to equity plan (will be asked to monitor one time by semester); an internal working team composed of Human Resources, InDePM, Teacher Evaluation Unit, Assistant Secretary for Planning and Academic Affairs Office of the Secretary will meet every four months and the multi sectorial committee represented by stakeholders will meet one time each semester to follow the implementation and results of the plan.

The InDePM will be responsible for articulating the meetings and will keep the files of equity updated with all the evidence of the implementation. Each year the Office of

Federal Affairs will conduct a monitoring practice of the implementation of the plan. The progress of the implementation of the equity plan will be informed to the general public via the web site and an official communication. This will happen two times a year. Progress will be measured by statistics such as the reduction of teachers NHQT, newly hired teachers in their professional needs served by universities and school districts, location of teachers in the subjects and levels that are certified teachers NHQT taking action to become HQT, equitable distribution of students that received education from excellent teachers. School districts are expected to provide PRDE with data analyses from their districts as well as the HQT/Equity Plan to address the findings. Specific protocols and documents are developed to collect information and implement strategies regarding teacher assignment from school districts.

School district responsibilities in terms of HQT and Equity issues have been included in the HQT Policy Circular Letter and Handbook. These documents delineate the districts roles and responsibilities, along with compliance of timelines for activities and assurances. They also include the progress reports that have to be submitted biannually to PRDE where HQT/Equity strategies and progress in implementation will be reported.

Schools, school districts and InDePM will be monitored for compliance with LEA activities through the Monitoring Unit of the Office of Federal Affairs as part of the overall monitoring process and includes implementation and progress.

PRDE continuously measures and monitors percentages of NHQT, inexperienced teachers in high poverty, low performing schools, and hard to recruit geographic locations and subject areas permitting for the early identification and intervention in schools where inequities exist. PRDE's school districts will monitor and address the equitable distribution of teachers among PRDE schools to ensure that poor and minority students are not taught by unqualified, inexperienced, and out-of-field teachers at higher rates than other students.

In addition, as of January 2012, the PRDE is conducting visits to schools with the objective of reviewing the school organizations approved by the PRDE with entries made into SIS with the objective of correcting, completing, and guaranteeing that all core subject teachers comply with policy, that their class programs are complete, that they teach the material that identifies them as highly qualified teachers, and that all registered students have their class schedules, because they deserve a quality education.

## **Section VI: Conclusion**

In conclusion, PRDE is fully committed to promote and ensure fairness for all students in our public system by receiving a high quality education by HQT teachers. We will continue offering

to the schools ongoing academic support through school districts. We will use our databases for decision making, and will keep active communication with the institutions of high educations to strengthen the development of qualified teachers.

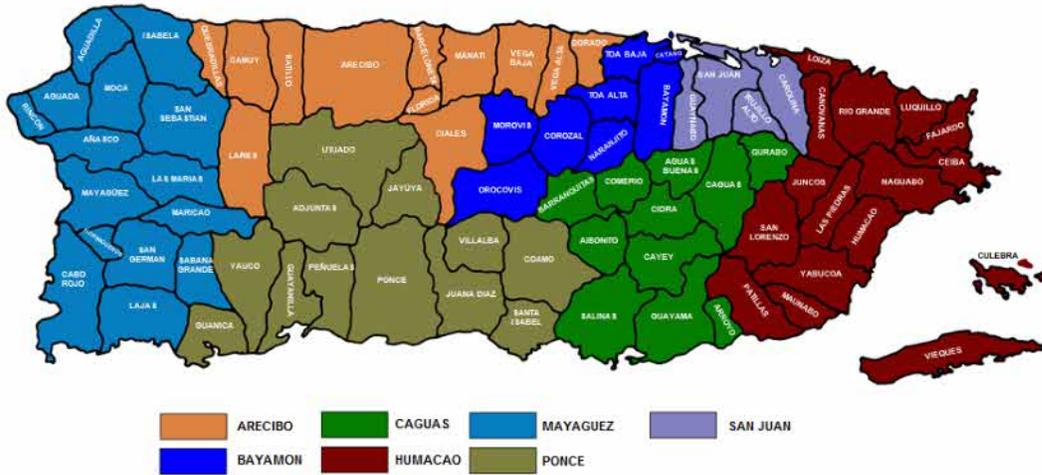
To PRDE is very important to integrate different groups of stakeholders. We pledge to close the gaps through: improving our recruitment, providing better professional development through the induction program and mentoring, strengthening teacher preparation programs, implement the teacher evaluation systems, provide technical assistance to achieve compliance and effectiveness, establishing a system of data and reports of high quality and offering support and continuous monitoring to teachers.

PRDE has proven advanced steps in our accomplishments implementing the Flexibility Plan and every one of our actions will promote equity to strengthen our educational system and the present and future of our country.

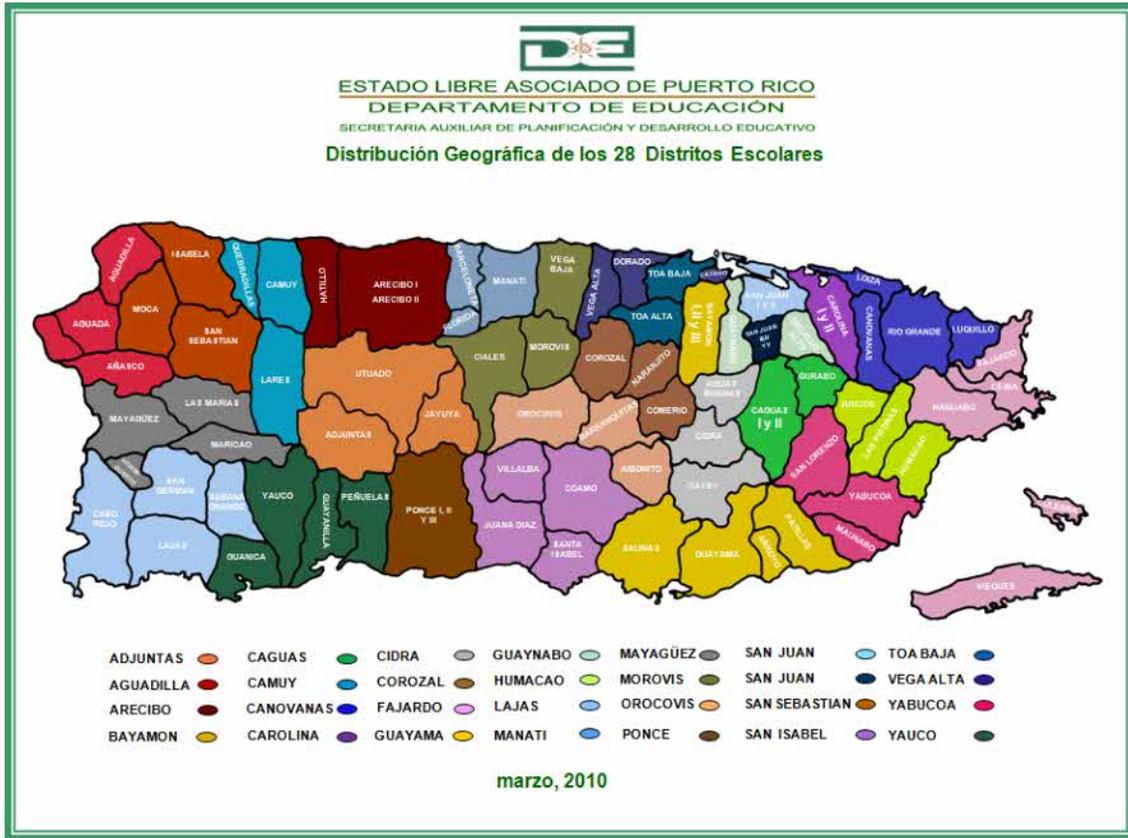
## **Attachments**



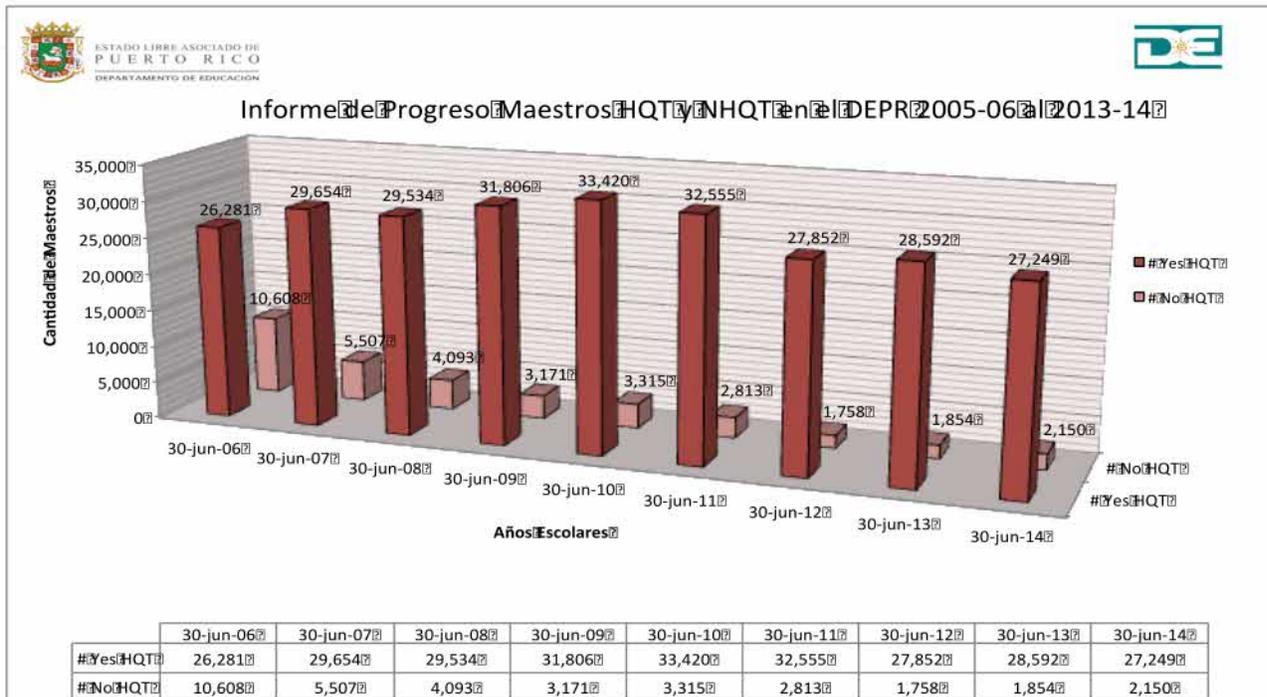
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**Distribución Geográfica de las Regiones Educativas**



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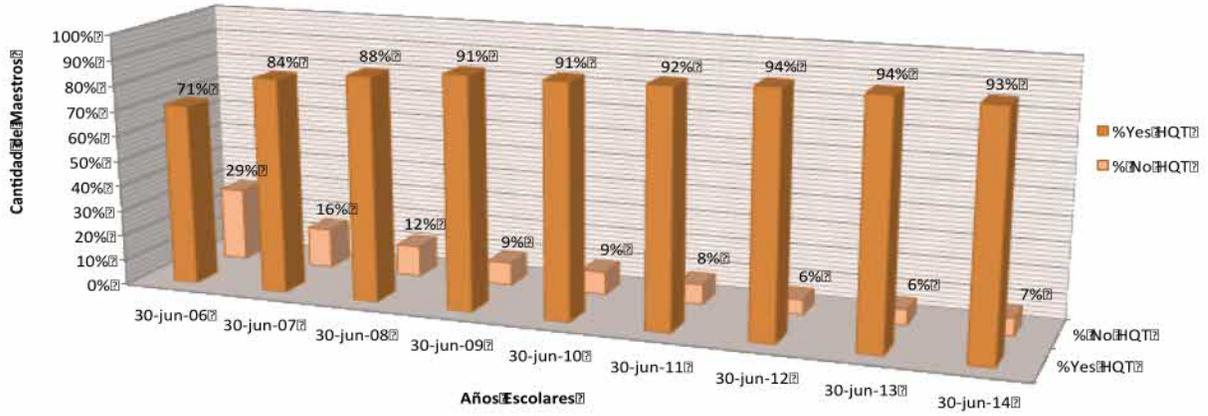


## HISTORY OF HQT AND NHQT FOR PRDE





### Informe de Progreso Maestros HQT y NHQT en el DEPR 2005-06 al 2013-14



	30-jun-06	30-jun-07	30-jun-08	30-jun-09	30-jun-10	30-jun-11	30-jun-12	30-jun-13	30-jun-14
%Yes HQT	71%	84%	88%	91%	91%	92%	94%	94%	93%
%No HQT	29%	16%	12%	9%	9%	8%	6%	6%	7%

## HQT AND NHQT BY DISTRICTS 2013-2014

DISTRITOS ESCOLARES	HQT	NHQT	Grand Total
<b>ARECIBO</b>	3,969	2,209	6,178
ARECIBO	1,121	1,154	2,275
CAMUY	929	1,119	2,048
MANATI	905	1,155	2,060
VEGA ALTA	1,014	1,181	2,195
<b>BAYAMON</b>	3,610	2,223	5,833
BAYAMON	1,287	1,189	2,476
COROZAL	686	1,148	1,834
OROCOVIS	580	1,185	1,765
TOA BAJA	1,057	1,151	2,208
<b>CAGUAS</b>	3,810	2,307	6,117
BARRANQUITAS	816	1,114	1,930
CIDRA	1,055	1,193	2,248
GUAYAMA	798	1,167	1,965
GURABO	1,141	1,103	2,244
<b>HUMACAO</b>	3,458	2,373	5,831
CANOVANAS	953	1,132	2,085
FAJARDO	604	1,198	1,802
LAS PIEDRAS	994	1,173	2,167
YABUCOA	907	1,170	2,077
<b>MAYAGUEZ</b>	4,093	2,385	6,478
AGUADILLA	1,122	1,115	2,237
CABORROJO	1,037	1,124	2,161
MAYAGUEZ	878	1,183	2,061
SAN SEBASTIAN	1,056	1,113	2,169
<b>PONCE</b>	4,473	2,108	6,581
PONCE	1,401	1,115	2,516
SANTA ISABEL	1,338	1,181	2,519
UTUADO	664	1,116	1,780
YAUCO	1,070	1,116	2,186
<b>SAN JUAN</b>	3,836	2,345	6,181
CAROLINA	821	1,136	1,957
GUAYNABO	763	1,195	1,958
REG. SAN JUAN	1		1
SAN JUAN	944	1,189	2,133
SAN JUAN	1,307	1,225	2,532
<b>Grand Total</b>	<b>27,249</b>	<b>2,150</b>	<b>29,399</b>

# HQT SCHOOLS RANKINGS BY REGIONS AND DISTRICTS



2013-2014 PRDE School HQT COMPLIANCE RANKING

As of date: May 28, 2015

Region: ARECIBO

## ARECIBO

School Code	School Name	% of classes taught by HQT teachers
11395	LUIS MUÑOZ RIVERA	100.00%
11411	CARMEN N PERAZA TOLEDO	100.00%
10629	VICTOR ROJAS #2	97.78%
11528	LORENZO COBALLES GANDIA	97.67%
10272	S. U. EUGENIO MARIA DE HOSTOS	96.91%
17558	SUPERIOR VOC.NUEVA (ANTONIO LUCHETTI)	96.30%
10082	DR. FRANCISCO M. SUSONI	95.83%
10512	S. U. MANUEL RUIZ GANDIA	95.83%
10348	JOSE GUALBERTO PADILLA	95.00%
11502	TIMOTEO ( TITO ) DELGADO	94.55%
17301	LUIS MELENDEZ RODRIGUEZ INTERMEDIA	94.44%
15024	ELBA LUGO CARRION	94.00%
17772	PADRE ANIBAL REYES BELEN (SUP NUEVA)	93.96%
14787	FRANCISCO G. PACHIN MARIN	93.94%
11437	ADRIAN MARTINEZ GANDIA	91.30%
10207	DOLORES GOMEZ DE ROMAN	90.00%
17749	S. U. BARRIO SABANA HOYOS (NUEVA)	89.93%
10546	S. U. FEDERICO DEGETAU	89.89%
14241	TRINA PADILLA DE SANZ	89.87%
11478	JOAQUIN RODRIGUEZ RUIZ	89.80%
18192	SUPERIOR MARIA CADILLA DE HERNANDEZ	89.63%
15701	LUIS MUÑOZ RIVERA	89.29%
10173	COTTO ANEXO	88.89%
11403	EUGENIO MARIA DE HOSTOS	88.64%
10520	S. U. DIEGO BRAVO	87.50%
14563	MARTIN DELGADO DELGADO	87.50%
11387	LUIS MELENDEZ RODRIGUEZ ELEM.	86.67%
10322	S. U. ENRIQUE DE JESUS BORRAS	84.00%
10058	S. U. RAMON E. BETANCES	82.76%
10314	JULIO SEJO	81.63%
17111	LUIS MUÑOZ MARIN	80.88%
11494	S. U. RAFAEL ZAMOT CRUZ	80.36%
10439	S. U. DR. CAYETANO COLL Y TOSTE	79.17%
17780	ELEMENTAL NUEVA (FACTOR V)	78.41%
10405	LUIS FELIPE PEREZ	77.59%
10108	LOS CAÑOS	76.47%
10611	VICTOR ROJAS #1	76.00%
15768	JOSE GAUTIER BENITEZ	74.00%
10637	ANGELICA GOMEZ BETANCOURT	72.41%
10488	ROSA L. RIVERA SERRANO (S. U. RIO ARRIBA)	70.27%
15784	ABELARDO MARTINEZ OTERO	66.23%
11353	MANUEL CORCHADO	64.29%
11460	ROSA E. MOLINARI	57.14%
10355	JOHN W. HARRIS	56.14%
10017	FELIX ROSARIO RIOS (ESPECIALIZADA BILINGUE)	44.44%

HQT Classification	# Schools
75.01% - 100.00%	37
50.01% - 75.00%	7
25.01% - 50.00%	1



## 2013-2014 PRDE School HQT COMPLIANCE RANKING

As of date: May 28, 2015

### CAMUY

School Code	School Name	% of classes taught by HQT teachers
10967	RALPH W. EMERSON	97.01%
12005	GEORGE WASHINGTON	96.30%
11957	DON IGNACIO DICUPE GONZALEZ	96.00%
14480	MARIANO REYES CUEBAS	95.56%
12914	S. U. HONORIO HERNANDEZ	95.33%
17327	SANTIAGO R. PALMER SUPERIOR	95.18%
11072	INTERMEDIA ROMAN BALDORIOTY DE CASTRO	94.44%
18226	INTERMEDIA BO. PILETAS (INTERMEDIA NUEVA)	94.12%
11767	JUAN C. PAGAN	93.88%
17384	LUIS F. CRESPO (SUP. NUEVA)	90.79%
11932	S. U. ANGELICA DELGADO (S.U. AMERICA)	90.73%
12872	DR. PEDRO ALBIZU CAMPOS	90.36%
10892	S. U. JOAQUIN VAZQUEZ CRUZ	89.01%
12930	JUAN ALEJO ARIZMENDI	88.98%
10926	PABLO AVILA GONZALEZ	88.68%
11593	GABRIELA MISTRAL	88.46%
11940	S. U. JOSEFINA LINARES	88.46%
12922	S. U. LUIS MUÑOZ RIVERA	88.27%
12807	S. U. EUGENIO MARIA DE HOSTOS	88.24%
12898	RAMON SAAVEDRA	87.50%
11023	S. U. ANTONIO REYES	87.31%
10959	LAURENTINO ESTRELLA	86.21%
17368	MANUEL RAMOS HERNANDEZ	85.40%
11031	S. U. SANTIAGO R. PALMER	85.15%
11916	RAFAEL MARTINEZ NADAL	85.00%
11643	DOMINGO APONTE COLLAZO	83.98%
17673	ELEMENTAL DANIEL VELEZ SOTO	82.09%
15917	RAMON DE JESUS SIERRA	81.67%
12799	RAMON E. BETANCES	80.61%
11924	MANUEL ROJAS LUZARDO (S.U.BARTOLO)	79.49%
17467	AMALIA LOPEZ DE AVILA	77.27%
10850	JOSE M. HERNANDEZ	76.47%
11908	JULIO LEBRON (RABANOS ELEM.)	75.76%
11756	LUIS FELIPE RODRIGUEZ	75.36%
11080	PEDRO AMADOR	74.07%
12880	RAMON AVILA MOLINARI	69.70%
11718	GONZALEZ BELLO	66.67%
12849	JOSE DE DIEGO	66.67%

HQT Clasificación	# Schools
75.01% - 100.00%	34
50.01% - 75.00%	4

MANATI

School Code	School Name	% of classes taught by HQT teachers
11270	PESA PARCELAS	100.00%
12211	JOSEFA RIVERA MIRANDA	100.00%
18234	VICENTE ACEVEDO BALLESTER	98.28%
12229	TEODOMIRO TABOAS	97.92%
10728	JOSE CORDERO ROSARIO	97.50%
17319	JUAN ANTONIO CORRETJER	95.65%
18291	NUEVA ESCUELA URBANA DE CIALES	95.26%
17764	LEONARDO VALENTIN TIRADO	93.33%
11239	HATO VIEJO CUMBRE	92.59%
10686	EASTON	91.67%
18184	NUEVA INTERMEDIA	91.54%
12104	JOSE DE DIEGO	90.91%
10785	AGUSTIN BALSEIRO	90.48%
12047	AUGUSTO COHEN	90.48%
11163	CRISTOBAL VICENS	89.66%
11312	S. U. TORIBIO RIVERA	88.73%
11155	REPUBLICA DEL ECUADOR	86.96%
12237	CRUZ ROSA RIVAS	86.96%
12062	FRANCISCO MENENDEZ BALBANE	86.84%
12138	EVARISTO CAMACHO	86.84%
12153	CLEMENTE RAMIREZ ARELLANO	86.84%
17350	PETRA CORRETJER DE ONEILL	86.71%
12096	JESUS T. PIÑERO	86.11%
12070	FELIX CORDOVA DAVILA	86.00%
10744	IMBERY	85.71%
12021	JOSE MELENDEZ AYALA I	85.19%
12039	MICAELA ESCUDERO	82.76%
10835	DR FRANCISCO VAZQUEZ COLON (S.U.MAGUEYES)	82.00%
12088	FERNANDO CALLEJO	81.45%
11320	S. U. FRANCISCO SERRANO	81.25%
10736	PRIMITIVO MARCHAND	80.77%
11262	CONCEPCION PEREZ	80.77%
10702	FERNANDO SURIA CHAVES	80.67%
10827	JUAN PONCE DE LEON II	78.69%
17418	NUEVA JUAN S MARCHAND	78.46%
17889	JAIME COIRA ORTIZ (S.U. BO. POZAS)	71.01%
10710	JUANITA RAMIREZ GONZALEZ	67.47%
18176	ELI RAMOS ROSARIO	64.38%
12187	ANTONIO VELEZ ALVARADO	58.62%
14779	JUAN A. SANCHEZ DAVILA	57.14%
10769	ADOLFO EGUEN	55.56%
17152	ZENON RIVERA	50.00%
17459	RICARDO RODRIGUEZ TORRES	50.00%
12195	S. U. FEDERICO FREYTES RODZ.	31.71%

HQT Clasification	# Schools
75.01% - 100.00%	35
50.01% - 75.00%	6
25.01% - 50.00%	3

VEGA ALTA

School Code	School Name	% of classes taught by HQT teachers
71175	ELEMENTAL ALFONSO LOPEZ (MAGUAYO)	100.00%
71969	DR. JESUS M. ARMAIZ	100.00%
71977	MANUEL PADILLA DAVILA	100.00%
71985	EUGENIO MARIA DE HOSTOS	100.00%
72033	ROSA M. RODRIQUEZ	100.00%
72058	RAFAEL HERNANDEZ	98.00%
75267	JUAN QUIRINDONGO MORELL(SUPERIOR)	97.78%
76562	ELEMENTAL BO. RIO LAJAS	97.73%
74807	AGAPITO ROSARIO ROSARIO	95.24%
71795	ELISA DAVILA (ESPINOSA ADENTRO)	94.12%
71084	RICARDO ARROYO LARACUENTE	94.05%
74450	MARCELINO CANINO CANINO	94.05%
71134	LUISA M. VALDERRAMA(SAN ANTONIO)	93.44%
71936	FERNANDO ROSARIO VAZQUEZ	92.86%
71779	LADISLAO MARTINEZ	92.74%
72082	ELEMENTAL MANUEL MARTINEZ DAVILA	92.39%
71761	APOLO SAN ANTONIO	92.14%
13912	NUEVA BRIGIDA ALVAREZ (ESPECIALIZADA)	91.97%
76349	S. U. FRANCISCO FELICIE MARTINEZ (S.U. BRENAS)	91.80%
71076	JACINTO LOPEZ MARTINEZ	91.38%
71902	CENTRO COMUNAL	90.48%
71852	S. U. ADELAI DA VEGA	90.00%
71894	LINO PADRO RIVERA	89.51%
71720	ELEMENTAL URBANA	88.37%
71183	INTERMEDIA PEDRO LOPEZ CANINO	86.67%
72090	S. U. ALMIRANTE NORTE	86.57%
71886	ANGEL SANDIN MARTINEZ	85.00%
71738	ANTONIO PAOLI	84.62%
71944	JOSE DE DIEGO	83.33%
71878	SAN VICENTE	82.00%
72017	ALMIRANTE SUR 2	81.82%
79038	ILEANA DE GRACIA (SUP. URBANA)	80.58%
18259	ELEMENTAL BO.HIGUILLAR (ECOLOGICA)	80.43%
72074	OFELIA DIAZ RODRIQUEZ	78.57%
71092	JOSE SANTOS ALEGRIA	78.45%
71787	JOSE D. ROSADO (BAJURA ALMIRANTE)	76.92%
18267	JOSE PAGAN DE JESUS (S.U.BO.SABANA HOYOS)	75.00%
71951	MANUEL NEGRON COLLAZO I	73.68%
71753	IGNACIO MIRANDA	72.73%
71126	TERESA PRESTAMO	66.67%
71746	RAFAEL HERNANDEZ	66.04%
71118	LUIS MUNOZ RIVERA	65.91%
71167	ESPINOSA KUILAN	63.89%
71993	ALMIRANTITO	61.54%
71860	JOSE G. PADILLA	60.78%
73494	CENTRO ADIESTRAMIENTO	11.11%

HQT Clasificación	# Schools
75.01% - 100.00%	36
50.01% - 75.00%	9
0.00% - 25.00%	1



Region: BAYAMON

BAYAMON

School Code	School Name	% of classes taught by HQT teachers
70235	DOLORES ALVAREZ MONTAÑEZ	100.00%
70466	ANGEL MISLAN HUERTAS	100.00%
70284	FRANCISCO MANRIQUE CABRERA	98.33%
70540	CARMEN GOMEZ TEJERA	98.18%
70177	JUAN MORELL CAMPOS	98.00%
70524	JOSEFINA BARCELO	96.15%
70391	DIEGO DE TORRES VARGAS	96.00%
70185	NOEL ESTRADA	94.74%
70086	SUPERIOR CACIQUE AGUEYBANA (ESPECIALIZADA)	93.88%
70532	JOSEFINA MONSERRATE DE SELLES	93.75%
70409	BERNARDO HUYKE	93.02%
70359	JOSE ANDINO AMEZQUITA	92.59%
70151	RAFAEL HERNANDEZ	91.49%
70003	JOSE DAVILA SEMPRIT	91.30%
70680	JOSE M. TORRES	90.77%
70136	DR. HIRAM GONZALEZ	90.38%
70011	VIRGILIO DAVILA	89.74%
70268	INTERMEDIA REXVILLE	89.63%
70037	DR. SANTOS J. SEPULVEDA	89.13%
70516	DR. AGUSTIN STAHL	89.02%
70045	RAMON MORALES PENA	87.88%
70441	PADRE RUFO M. FERNANDEZ	87.50%
70581	LUIS PALES MATOS	87.50%
73676	MARIA E. RODRIGUEZ	87.50%
76257	S.U. ANTONIO RIVERA	86.96%
78733	FRANCISCO GAZTAMBIDE	86.67%
70334	S. U. CACIQUE MAJAGUA	86.49%
70128	BRAULIO DUEÑO COLON	86.11%
70425	CRISTOBAL COLON	84.62%
70243	REXVILLE ELEMENTAL	84.16%
70623	TOMAS C. ONGAY	84.03%
70169	RAFAEL MARTINEZ NADAL	84.00%
70219	PAPA JUAN XXIII SUPERIOR	83.33%
70417	RAFAEL COLON SALGADO	82.61%
70573	MARIANO FELIU BALSEIRO	81.82%
70458	INES M. MENDOZA DE MUNOZ MARIN	81.54%
70292	JULIO RESSY	80.36%
70615	MIGUEL DE CERVANTES SAAVEDRA	78.65%
70060	JUAN RAMON JIMENEZ	78.57%
70193	AURELIO PEREZ MARTINEZ	77.27%
70144	EPIFANIO FERNANDEZ VANGA	77.08%
70508	JESUS SANCHEZ ERAZO	76.92%
70276	MIGUEL MELENDEZ MUNOZ	76.47%
70599	FAUSTINO SANTIAGO MONTALVO	76.47%
70664	HERMINIA RIVERA (GUARAGUAO CARRETERA)	75.34%
70029	ARTURO SOMOHANO	75.00%
70557	MARIA E. BAS DE VAZQUEZ	75.00%
70367	MARIA VAZQUEZ DE UMPIERRE	74.00%
70482	JOSE CAMPECHE (ESPECIALIZADA)	72.97%
70250	MARTA VELEZ DE FAJARDO	66.67%
70102	JOSE JULIAN TAPIA DE LA ROSA	63.64%
73650	PEDRO P. CASABLANCA	63.16%
70474	RAUL JULIA	60.71%
70201	PABLO CASALS (ESPECIALIZADA BELLAS ARTES)	60.53%
70672	ANDRES C. GONZALEZ	60.00%
70433	CARLOS ORAMA PADILLA	58.33%
70490	DR. JOSE A. DAVILA	55.21%
70565	DR. JOSE A. PADIN	0.00%

HQT Classification	# Schools
75.01% - 100.00%	45
50.01% - 75.00%	12
0.00% - 25.00%	1



## 2013-2014 PRDE School HQT COMPLIANCE RANKING

As of date: May 28, 2015

### COROZAL

School Code	School Name	% of classes taught by HQT teachers
70912	GENARO BOU	100.00%
74179	PORFIRIO CRUZ GARCIA	100.00%
76356	FRANCISCO ROQUE MUÑOZ	100.00%
78956	FRANCISCO LOPEZ CRUZ	100.00%
75234	SILVESTRE MARTINEZ	97.73%
71308	ROSA L. ZAYAS (CEDRO ARRIBA)	97.14%
70862	ABRAHAM LINCOLN	95.83%
71068	S. U. DEMETRIO RIVERA	93.90%
70904	FIDEL LOPEZ COLON	93.41%
74237	COLLEN VAZQUEZ URRUTIA	93.33%
70888	EMILIO R. DELGADO	91.09%
71217	MERCEDES ROSADO	89.38%
70979	HIPOLITO CALDERO	87.50%
70870	MANUEL BOU GALI	85.83%
71357	S. U. PEDRO FERNANDEZ	85.00%
71050	S. U. NICOLAS RODRIGUEZ	84.55%
71225	FRANCISCO MORALES	84.00%
70854	RAFAEL MARTINEZ NADAL	83.33%
71035	S. U. JULIAN MARRERO	81.08%
70961	JOSE FERNANDEZ RUBIAL	80.65%
71282	DON MANOLO RIVERA	80.65%
71316	JOSEFINA MARRERO FEBUS (LOMAS VALLES)	80.00%
71043	DR. JOSE PADIN	79.44%
78857	RUBEN RODRIGUEZ FIGUEROA	76.40%
71290	BERNARDA ROBLES DE HEVIA	75.86%
71324	FELIPA SANCHEZ CRUZADO	75.76%
71332	S. U. FIDEL G. PADILLA	68.42%
71340	S. U. ADOLFO GARCIA	66.15%
70987	PALMARITO CENTRO	56.67%

HQT Clasification	# Schools
75.01% - 100.00%	26
50.01% - 75.00%	3



OROCOVIS

School Code	School Name	% of classes taught by HQT teachers
12716	S. U. BOTIJAS #1	98.25%
12369	JORGE L. MARRERO PADILLA (ELEMENTAL URBANA)	97.92%
12567	DAMIAN ABAJO	96.00%
12534	ANGEL GABRIEL RIVERA	95.65%
14340	SUPERIOR ALBERTO MELENDEZ TORRES	95.06%
12625	GATO 1	94.29%
12419	S. U. DAVID COLON VEGA	93.90%
12765	S. U. SANAMUERTOS	93.90%
12336	RAMON TORRES RIVERA	93.75%
12393	PERCHAS DIAZ	92.00%
12724	S. U. ANA JOAQUINA ORTIZ( BOTIJAS #2)	90.74%
12435	BARAHONA ELEMENTAL	90.16%
12708	S. U. ANA DALILA BURGOS ORTIZ	89.83%
12377	JAIME A. COLLAZO DEL RIO	89.81%
14357	JOSE ROJAS CORTES	88.39%
12633	VISITACION PAGAN	87.80%
17186	ANGEL G QUINTERO ALFARO	87.20%
12245	FRANCISCO RIVERA CLAUDIO	85.53%
12351	DR. PEDRO N. ORTIZ	85.19%
18242	JOSEFA DEL RIO GUERRERO	85.19%
12385	MANUEL ALONSO DIAZ	83.33%
17871	NELIDA MELENDEZ MELENDEZ (ELEM. URBANA)	83.12%
12260	ESPERANZA GONZALEZ	82.35%
12401	S. U. JOSE R. BARRERAS	81.58%
12740	S. U. SALTOS CABRAS	77.78%
12666	S. U. MATRULLAS	76.00%
12617	INTERMEDIA URBANA	74.55%
12278	JUANA M. (GOYITA) AVILES	73.47%
12518	S. U. BONIFACIO ALVARADO	73.08%
14555	CARLOS M.ALVERIO PIMENTEL	57.14%

HQT Clasification	# Schools
75.01% - 100.00%	26
50.01% - 75.00%	4



**2013-2014 PRDE School HQT COMPLIANCE RANKING**

**As of date: May 28, 2015**

**TOA BAJA**

School Code	School Name	% of classes taught by HQT teachers
70722	HORACE MANN	100.00%
71548	JOSE NEVAREZ LOPEZ	100.00%
71563	ERNESTO JUAN FONFRIAS RIVERA	100.00%
71704	FRANCISCA DAVILA SEMPRIT ELEMENTAL	100.00%
74476	MARIA J. CORREDOR RIVERA	100.00%
78931	ADELA ROLON FUENTES	100.00%
71480	FELIPE DIAZ GONZALEZ	96.36%
71605	MARIA LIBERTAD GOMEZ	93.75%
71639	DELIA DAVILA DE CABAN	93.75%
77651	TOMAS MASSO RIVERA MORALES	91.30%
77453	FRANCISCA DAVILA SEMPRIT INTERMEDIA	90.36%
70805	ONOFRE CARBALLEIRA	90.00%
71613	LORENCITA RAMIREZ DE ARRELLANO	89.83%
71621	AMALIA LOPEZ DE VILA	89.36%
71464	HERACLIO H. RIVERA COLON	89.19%
71571	ERNESTINA BRACERO	88.00%
71498	LUIS M. SANTIAGO	87.80%
71373	JOSE PABLO MORALES	87.50%
71381	NICOLAS SEVILLA	87.50%
73668	MERCEDES GARCIA DE COLORADO	87.50%
71365	VIOLANTA JIMENEZ	86.11%
74039	MARIA TERESA PINEIRO	85.45%
71506	JOSE NEVAREZ LANDRON	85.44%
71530	ALTINENCIA VALLE	84.78%
71654	INTERMEDIA BASILIO MILAN HERNANDEZ	83.62%
74864	ABELARDO DIAZ ALFARO (INT. PINAS)	83.33%
78832	MARTIN GARCIA GIUSTI	83.00%
71407	JOSE DE DIEGO	82.98%
71670	PEDRO ALBIZU CAMPOS	82.91%
71514	ADOLFINA IRIZARRY DE PUIG	82.86%
70771	JOSE A. NIEVES	82.76%
70797	ROSENDO MATIENZO CINTRON	82.76%
71423	SECUNDINO DIAZ	82.76%
70755	ISAAC DEL ROSARIO	82.50%
71472	MANUEL VELILLA	79.31%
73890	MARIA C. OSORIO	78.72%
70714	PUENTE BLANCO	76.67%
71662	CARMEN BARROSO MORALES	76.09%
71597	JOHN F. KENNEDY	75.36%
71456	MERCED MARCANO	75.00%
71589	ELEMENTAL ANTONIA SAEZ IRIZARRY	74.60%
71431	VIRGILIO MORALES	72.73%
70813	FRANCISCO OLLER	72.64%
71647	DR. EFRAIN SANCHEZ HIDALGO	72.37%
70763	RAFAEL CORDERO	71.91%
71449	ALEJANDRO CRUZ (GALATEO PARCELAS)	70.97%
70821	TEODORO ROOSEVELT	63.16%
71399	JOSE MARIA DEL VALLE	56.86%
71522	JOSE ROBLES OTERO	45.00%

HQT Clasification	# Schools
75.01% - 100.00%	39
50.01% - 75.00%	9
25.01% - 50.00%	1

**Region: CAGUAS**

**BARRANQUITAS**

School Code	School Name	% of classes taught by HQT teachers
20305	ELEMENTAL RABANAL	100.00%
21725	JUAN ZAMORA	100.00%
22830	ROSARIO BELBER	100.00%
26815	CENTRO IMPEDIMENTOS SEVEROS	100.00%
20263	FEDERICO DEGETAU I	98.70%
26021	LUIS MUÑOZ MARIN	98.56%
20529	S. U. HELECHAL	98.11%
21865	S. U. RAMON ALEJANDRO AYALA	97.70%
28100	CLAUDIO FERRER COTTO	97.56%
20545	S. U. RAMON T. RIVERA (S.U. LAJITA)	96.55%
28456	INTERMEDIA BO. QUEBRADILLAS	96.43%
21782	MARIA C. HUERTAS(LA PRIETA)	96.00%
20461	STEPHEN S. HUSSE (LA VEGA)	95.35%
20214	S. U. PASTO	94.83%
20354	SUCESION TORRES	94.74%
21733	HERMINIO SIERRA	94.44%
20537	S. U. ANTONIO VAZQUEZ (S.U. LA LOMA)	94.23%
26005	LUIS MUÑOZ MARIN	93.75%
21840	PIÑAS ARRIBA	91.30%
20255	RAFAEL PONT FLORES	89.41%
20560	PABLO COLON BERDECIA SUP. VOC.	89.36%
20552	FEDERICO DEGETAU (S.U. PALO HINCADO)	88.98%
20321	S. U. JOSE CELSO BARBOSA	88.39%
20362	DR. JOSE N. GANDARA	87.80%
28530	SUPERIOR VOCACIONAL NUEVA	86.67%
20420	JOSE BERRIOS BERDECIA (INT. URBANA)	85.96%
20412	EL FARALLON	85.71%
20388	CANABON ABAJO	85.19%
20396	JOSE COLON GONZALEZ	83.78%
20511	SINFOROSO APONTE	81.58%
27565	BONIFACIO SANCHEZ (GANDARA)	80.68%
28076	DRA.CARMEN DELIA COLON MARTINEZ	80.39%
21881	S. U. MARIA C. SANTIAGO	79.25%
21758	JUANA COLON	78.18%
20297	LLANOS CARRETERA (INTERMEDIA IDIOMAS)	76.67%
20479	INOCENCIO CINTRON ZAYAS	75.00%
20453	PABLO FUENTES RIVERA	74.19%
20404	PETROAMERICA PAGAN	72.92%
21873	S. U. OSCAR PORRATA DORIA	68.42%
20339	S. U. CARMEN ZENAIDA VEGA (LA PLATA)	67.74%
23655	INES M. MENDOZA DE MUÑOZ MARIN	62.75%
20289	LLANOS ADENTRO (ESPECIALIZADA BILINGUE)	54.84%
21832	MANUEL CRUZ MACEIRA (ESPECIALIZADA BILINGUE)	17.86%

HQT Clasificación	# Schools
75.01% - 100.00%	35
50.01% - 75.00%	7
0.00% - 25.00%	1



**2013-2014 PRDE School HQT COMPLIANCE RANKING**

**As of date: May 28, 2015**

**CIDRA**

School Code	School Name	% of classes taught by HQT teachers
21196	INTERMEDIA EMERITA LEON	100.00%
21212	S. U. GERARDO SELLES SOLA	100.00%
21279	LUIS MUÑOZ RIVERA	100.00%
23218	ELEMENTAL MIGUEL MELENDEZ MUNOZ	97.92%
21337	AGUSTIN FERNANDEZ COLON	97.87%
26013	ANA J. CANDELAS	93.83%
21386	CONSUELO LOPEZ BENET	92.00%
27383	VIRGINIA VAZQUEZ MENDOZA	91.80%
21287	JULIO VIZCARRONDO	90.91%
28555	NUEVA ELEMENTAL BO.CEIBA	89.58%
21360	RAMON FRADE	89.36%
25627	DR. RAMON E. BETANCES	89.31%
28365	NUEVA ELEMENTAL BO.SANTA CLARA	89.19%
21113	FELIX LUCAS BENET	88.89%
27557	SUPERIOR VOCACIONAL	88.33%
21659	S. U. JUAN D. STUBBE	88.00%
21089	BENIGNO FERNANDEZ GARCIA	87.61%
23887	CENTRO DE ADIEST. VOC. GABRIEL BIBILONI	87.50%
23531	SUPERIOR MIGUEL MELENDEZ MUNOZ	87.37%
21535	CERTENEJAS I	86.67%
21303	JOSE G. PADILLA	86.36%
28571	SUPERIOR URBANA DE AGUAS BUENAS	86.29%
20172	S. U. BAYAMONCITO	84.88%
21543	S. U. CERTENEJAS II	83.33%
23580	SANTA CLARA	83.33%
21105	BENJAMIN HARRISON	82.42%
21188	EMERITA LEON ELEMENTAL	80.56%
22772	ESPECIALIZADA BELLAS ARTES	80.00%
20032	EZEQUIEL RAMOS LASANTA	79.31%
21642	S. U. PEDRO M. DOMINICCI	79.12%
20180	S. U. SUMIDERO (CARMEN D.ORTIZ ORTIZ)	77.70%
21097	BENIGNO CARRION	77.59%
28548	ELEMENTAL URBANA K-6	76.39%
21550	JESUS T. PINERO	75.86%
20065	ALGONSO LOPEZ O'NEILL	74.07%
20081	RAMON L. RIVERA (JUAN ASENCIO)	73.08%
20107	LUIS T BALINAS	73.08%
21352	S. U. EUGENIO MARIA DE HOSTOS	71.43%
21410	S. U. PEDRO DIAZ FONSECA	71.19%
28084	SALVADOR BRAU ELEMENTAL	70.73%
21493	CLEMENCIA MELENDEZ	70.53%
21345	S. U. REXFORD GUY TUGWELL	68.57%
27540	DR. PEDRO ALBIZU CAMPOS	67.39%
20073	LUIS SANTAELLA	62.86%
21576	EDUCACION BILINGUE LUIS MUÑOZ IGLESIAS	60.78%
20115	MULITAS ALVELO	42.86%

HQT Classification	# Schools
75.01% - 100.00%	34
50.01% - 75.00%	11
25.01% - 50.00%	1



2013-2014 PRDE School HQT COMPLIANCE RANKING

As of date: May 28, 2015

GUAYAMA

School Code	School Name	% of classes taught by HQT teachers
52837	GUILHERMO GONZALEZ (PLAYITA)	100.00%
52795	PARCELAS COCO	98.04%
36053	NATIVIDAD RODRIGUEZ	97.58%
52894	JOSE PADIN	96.77%
24976	LUIS PALES MATOS	96.43%
24745	EDMUNDO DEL VALLE	95.24%
24968	MARCELA GARCIA CORA	94.12%
58123	SABANA LLANA INTERMEDIA	94.12%
24752	INTERMEDIA JOSE HORACIO CORA	93.75%
52761	LAS MAREAS	93.75%
28373	SUPERIOR URBANA	93.33%
28563	DRA. MARIA SOCORRO LACOT	92.96%
24661	JOSE M. MASSARI	92.68%
24950	OSCAR HERNANDEZ GUEVARRA	92.59%
24737	BEATRIZ RODRIGUEZ	92.31%
52753	GUILLERMO GODREAU MANATOU	92.31%
24760	VICENTE PALES ANES	90.91%
52852	VICTORIA SANTIAGO COLON(QUEBRADA	90.91%
25007	S. U. JUAN ALEMANY SILVA	90.57%
52803	PARCELAS VAZQUEZ	90.00%
57835	INTERMEDIA URBANA SALINAS	90.00%
56820	STELLA MARQUEZ	89.47%
52886	COQUI INTERMEDIA	88.68%
27318	FRANCISCO GARCIA BOYRIE	88.24%
26336	ADELA BRENES TEXIDOR	88.18%
27979	ANA HERNANDEZ USERA (COQUI - ELEMENTAL)	86.67%
52860	ROMAN BALDORIOTY DE CASTRO	85.71%
27714	ADALBERTO SANCHEZ (ELEM. BO. ANCONES)	85.48%
52902	PEDRO SOTO RIVERA	84.21%
52928	WOODROW WILSON	84.00%
52829	FRANCISCO M. QUINONES	83.33%
52811	LAS OCHENTAS	82.61%
24992	JOSE MUÑOZ VAZQUEZ	82.50%
24927	RAFAEL ANTONIO DELGADO MATEO (OLIMPO - K-6)	82.35%
26153	DOLORES GONZALEZ	82.14%
24679	INTERMEDIA JOSE DE CHOUDENS	80.88%
24778	WASHINGTON II	80.85%
24810	RAFAEL LOPEZ LANDRON	79.26%
24695	CAYETANO SANCHEZ	78.57%
24802	LUIS A. RIVERA	77.78%
24901	AMALIA MARIN	77.27%
57281	EUGENIO GUERRA CRUZ (ESPECIALIZADA DEPORTES)	71.76%
26500	WASHINGTON I	71.11%
24786	GENARO CAUTIÑO (ESPECIALIZADA)	70.09%
24885	BARTOLO CAUSSADE GONZALEZ	65.63%
24653	ENRIQUE HUYKE (ESPECIALIZADA BILINGUE)	48.94%
25312	SIMON MADERA (ESPECIALIZADA BILINGUE)	4.76%

HQT Classification	# Schools
75.01% - 100.00%	41
50.01% - 75.00%	4
25.01% - 50.00%	1
0.00% - 25.00%	1



**2013-2014 PRDE School HQT COMPLIANCE RANKING**

As of date: May 28, 2015

**GURABO**

School Code	School Name	% of classes taught by HQT teachers
20644	CORNELLO AYALA (ATRAVESADA)	100.00%
21006	FRANCISCO VALDES	100.00%
21964	DANIEL DIAZ SANTANA (JAGUAS)	100.00%
21071	JOHN F. KENNEDY	98.39%
20701	BUNKER	97.92%
25932	PEPITA ARENAS	97.92%
20933	MIGUEL F. CHIQUES	97.67%
23135	MYRNA M. FUENTES	95.65%
20727	CIPRIANO MANRIQUE	94.74%
26765	S. U. JOSEFINA SITIRICHE	94.74%
25601	ELOIZA PASCUAL	94.59%
23143	CONCEPCION MENDEZ CANO	94.55%
27078	INES MARIA MENDOZA	93.88%
20594	NICOLAS AGUAYO ALDEA	93.75%
23598	GERARDO SELLES SOLA (ESPECIALIZADA)	93.75%
20834	LUIS MUNOZ RIVERA	93.02%
21014	S. U. MERCEDES PALMA	92.73%
20974	RAMON BRUGUERAS	92.59%
20990	ROSA C. BENITEZ	92.50%
20784	JESUS T. PINERO	92.31%
23119	HAYDEE CABALLERO	91.57%
21055	MANUELA TORO MORICE	91.48%
20578	ABELARDO DIAZ MORALES	91.30%
20602	AMALIA H. MANGUAL	89.29%
20909	LUIS RAMOS GONZALEZ	87.50%
21923	CELADA CARRETERA	87.10%
23259	CHARLES E. MINER	86.36%
22012	MATIA G.GARCIA C.PRE.VOC.	86.09%
20776	ANTONIO S. PEDREIRA	85.71%
20800	JOSE GAUTIER BENITEZ	85.71%
20818	DR. JUAN JOSE OSUNA	85.71%
24612	VILLA MARINA	85.19%
22053	MARGARITA RIVERA DE JANER	84.75%
23523	RAFAEL QUIÑONES VIDAL	84.62%
26492	ANTONIO DOMINGUEZ NIEVES	84.27%
23507	LUIS MUNOZ MARIN	84.00%
26773	DRA. CONCHITA CUEVAS	83.62%
20610	ANDRES GONZALEZ	80.95%
23515	JUSTINA VAZQUEZ MENDOZA	80.77%
23606	LUIS CARTAGENA NIEVES	78.95%
22020	S. U. VIDAL SERRANO	77.97%
25619	FELIPE RIVERA CENTENO	77.78%
21063	PEPITA GARRIGA	77.55%
20685	BENITA GONZALEZ	77.27%
20669	PEDRO MILLAN RIVERA	77.14%
21030	SALVADOR RODRIGUEZ	76.67%
20982	REPUBLICA DE COSTA RICA	76.32%
21915	MAXIMINA MENDEZ (CAMPAMENTO)	75.76%
23150	JARDINES DE CAGUAS	75.00%
20891	LUIS MUNOZ GRILLO	73.33%
21022	S. U. SANDALIO MARCANO	73.33%
20719	JOSE MERCADO (ESPECIALIZADA BILINGUE)	72.73%
20735	DIEGO VAZQUEZ	71.79%
20792	JOSE DE DIEGO	71.43%
23499	NEREIDA ALICEA CRUZ	69.70%
20651	MARIA MONTAÑEZ GOMEZ	68.00%
21949	HATO NUEVO	54.00%
20941	PAULA MOJICA	48.78%
20826	JUAN NAVARRO	48.48%

HQT Clasification	# Schools
75.01% - 100.00%	48
50.01% - 75.00%	9
25.01% - 50.00%	2

**Region: HUMACAO**

**CANOVANAS**

School Code	School Name	% of classes taught by HQT teachers
32078	CAROLA	100.00%
32201	JULIO MILLAN CEPEDA	100.00%
33886	LUIS MUNOZ MARIN	100.00%
31112	PEDRO GUTIERREZ	97.14%
31351	PITAHAYA	96.00%
31344	MATA DE PLATANO	95.45%
34314	EDMUNDO DEL VALLE	94.52%
34207	JOSE SANTOS QUINONEZ	93.75%
35535	ELEMENTAL RIO GRANDE ESTATES	92.86%
33647	ANTERA ROSADO FUENTES	92.77%
33936	CAMILO VALLES MATIENZO	92.11%
34256	SUPERIOR CASIANO CEPEDA	91.18%
34272	GUILLERMINA ROSADO DE AYALA	90.14%
31393	S. U ALEJANDRINA RIOS (S.U. SABANA)	90.12%
32243	RAFAEL DE JESUS	89.36%
31302	RAFAEL N. COCA	88.24%
32250	INTERMEDIA CASIANO CEPEDA	88.24%
33118	PARCELAS VIEQUES	87.50%
33233	PEDRO FALU ORELLANO	87.01%
31369	ROSENDO MATIENZO CINTRON	86.21%
31146	JULIA DE BURGOS	85.71%
31245	MEDIANIA ALTA ELEMENTAL	85.37%
35618	SUPERIOR ISIDRO A. SANCHEZ	85.12%
31260	DOMINGO NIEVES ORTIZ	83.72%
34249	LOLA MILLAN	83.64%
34793	CELSO GONZALEZ VAILLANT	83.56%
31252	JOBOS	82.76%
36046	INTERMEDIA NUEVA BO. MEDIANIA	82.61%
31179	PARCELAS SUAREZ	81.48%
31195	CARLOS ESCOBAR LOPEZ	80.77%
35964	NUEVA INTERMEDIA BO. PALMER	79.58%
31187	LAS PARCELAS DE CAMPO RICO	79.31%
32227	INTERMEDIA URBANA(MAN. PIMENTAL)	79.25%
32268	RAFAEL REXACH DUENO	78.13%
36335	NUEVA SUPERIOR LOIZA	76.81%
31120	BELEN BLANCO DE ZEQUEIRA	76.47%
32128	ROSA BERNARD	74.00%
31310	PABLO SUAREZ ORTIZ	73.68%
31070	JOSE CALZADA FERRER	73.08%
35048	GEORGINA BAQUERO	73.04%
31286	PEDRO ALBIZU CAMPOS	71.93%
31211	MANUEL AGOSTO LEBRON	67.44%
33340	LUIS HERNAIZ VERONNE	65.93%
33563	JUANA RODRIQUEZ MUNDO	64.00%
34926	EDUARDO GARCIA CARRILLO	57.69%
35543	PRE VOCACIONAL CASIANO CEPEDA	50.00%
31278	EMILIANO FIGUEROA TORRES	40.00%
35923	FRANCISCO "PACO" DAVILA	30.56%

HQT Clasification	# Schools
75.01% - 100.00%	36
50.01% - 75.00%	9
25.01% - 50.00%	3



**2013-2014 PRDE School HQT COMPLIANCE RANKING**

**As of date: May 28, 2015**

**FAJARDO**

School Code	School Name	% of classes taught by HQT teachers
31765	JOSE R. AGOSTO	100.00%
34769	ROSA PASCUAL PARIS	100.00%
30098	SANTIAGO IGLESIAS PANTIN	98.48%
35881	JUAN JOSE MAUNEZ	93.42%
30254	PEDRO ROSARIO NIEVES	90.00%
35766	SUPERIOR VOC. ANA DELIA FLORES	89.93%
33225	FIDELINA MELENDEZ	89.09%
34348	JOSEFINA FERRERO	87.50%
30239	RAMON QUINONEZ PACHECO	87.23%
30197	GABINO SOTO	86.67%
30148	ANTONIO VALERO BERNABE	82.96%
35907	ELEMENTAL URBANA NUEVA	81.25%
33274	BERTA ZALDUONDO	80.90%
30189	INES ENCARNACION	80.00%
31609	QUEBRADA GRANDE	78.57%
30031	PARCELAS AGUAS CLARAS	77.78%
31591	DESIDERIO MENDEZ RODRIGUEZ (MAIZALES)	75.86%
33043	GERMAN RIECKEHOFF	75.56%
31740	ANTONIO RIOS (S. U. RIO BLANCO)	74.32%
34462	INTERMEDIA NUEVA	73.33%
35014	S. U. SILVERIO GARCIA	73.26%
31617	EUGENIO BRAC	73.13%
36350	FERMIN DELGADO DIAZ (S.U. BO. PEÑA POBRE)	72.58%
31682	LYDIA LOPEZ (PENA POBRE PARCELAS)	69.57%
30247	SUPERIOR DR. SANTIAGO VEVE CALZADA	68.33%
35295	INTERMEDIA 20 DE SEPTIEMBRE DE 1988	66.67%
32359	MONTE SANTO	60.00%
37507	ECOLÓGICA DE CULEBRAS	58.73%
30221	MARIA I. DONES	51.85%
32300	JUANITA RIVERA ALBERT	50.00%
32367	PLAYA GRANDE	48.57%
32318	FRANKLIN D. ROOSEVELT	46.67%
35840	MARIA M. SIMMONS	39.22%

HQT Clasification	# Schools
75.01% - 100.00%	18
50.01% - 75.00%	11
25.01% - 50.00%	4



**2013-2014. PRDE School HQT COMPLIANCE RANKING**

**As of date: May 28, 2015**

**LAS PIEDRAS**

School Code	School Name	% of classes taught by HQT teachers
35071	LUZ A CRUZ DE SANTANA	100.00%
35774	ANTONIO ROSA GUZMAN (BO. MARIANA)	100.00%
35790	ELEMENTAL JOSE D. ZAYAS	100.00%
34884	PETRA MERCADO	98.52%
30916	LA FERMINA	98.33%
30650	LAURA NAVARRO	96.43%
30551	S. U. LUCIANO RIOS	95.92%
30569	S. U. CRUZ ORTIZ STELLA	95.83%
30429	BRAULIO AYALA (MAMBICHE BLANCO)	95.65%
30924	LUIS MUNOZ RIVERA	94.74%
30601	ADRIAN MEDINA	94.44%
34363	ISABEL FLORES	94.38%
33662	CARLOS RIVERA UFRET	94.29%
30874	JOSE DE DIEGO	94.12%
34355	SANTIAGO TORRES	94.02%
34777	JOSE A. LOPEZ CASTRO	93.75%
30791	CARMEN ARZUAGA DE RIVERA	93.62%
30932	MATIAS RIVERA	92.31%
30320	ANTONIO A. ROIG	91.67%
35592	FLORENCIA GARCIA	90.74%
30759	S. U. PEDRO RIVERA MOLINA	90.43%
30742	S. U. CLARA M. ARAMBURU	90.38%
35493	LEONCIO MELENDEZ	89.47%
30478	MANUEL SURILLO	88.37%
33704	JUAN PONCE DE LEON	87.50%
30619	AGUSTIN DUENO	86.21%
36012	BELLAS ARTES DE HUMACAO (ESPECIALIZADA)	86.03%
36327	ROBERTO SILVA MORALES	85.71%
30270	ANA ROQUE DE DUPREY	85.00%
30643	PEDRO BOSH SALGAS	84.78%
30304	CANDIDO BERRIOS	84.75%
30346	DR. VICTOR RINCON	83.87%
30825	FRANCISCO TORRES	83.78%
30684	FULGENCIO PINERO RODRIGUEZ I	83.67%
30973	RAMON POWER Y GIRALT	82.61%
34785	JOSE COLLAZO COLON	80.91%
30577	S. U. JOSE TORO RIOS	80.36%
30841	CARMEN BENITEZ	78.86%
30502	CARMEN PILAR SANTOS	78.72%
35501	SUPERIOR VOC. DE AREA MANUEL MEDIAVILLA	76.42%
35360	LIDIA FIOLE SCARANO	76.09%
30734	JUANA SANCHEZ	75.76%
32979	ALFONSO DIAZ LEBRON	72.50%
33316	S. U. ROSA M ROSARIO DE LEON	71.43%
34199	S. U. AGAPITO LOPEZ FLORES	71.43%
33308	RUFINO VIGO	67.50%
30288	ANTONIA SAEZ	58.49%

HQT Clasificación	# Schools
75.01% - 100.00%	42
50.01% - 75.00%	5



2013-2014 PRDE School HQT COMPLIANCE RANKING

As. of date: May 28, 2015

YABUCOA

School Code	School Name	% of classes taught by HQT teachers
22319	EL PARQUE	100.00%
25189	TOMAS VERA AYALA	100.00%
31435	CALZADA	100.00%
32466	ROSA SANCHEZ VARGAS	100.00%
32771	JUAN B. B HUYKE	100.00%
35972	JORGE ROSARIO DEL VALLE	100.00%
32458	S. U. ROGELIO ROSADO (S.U. PLAYITA)	96.74%
25049	CECILIO LEBRON RAMOS	96.15%
32540	S. U. MANUEL ORTIZ	96.08%
25148	MARIN ABAJO	95.65%
25031	JOSEFINA MUÑOZ DE BERNIER	94.51%
22566	S. U. CARLOS ZAYAS	93.06%
22582	JOSE CAMPECHE	92.59%
35816	RAFAELINA E. LEBRON FLORES	91.43%
35782	RAMON QUINONES MEDINA	90.91%
31542	SUPERIOR ALFONSO CASTA MARTINEZ	90.79%
28522	ANTONIO FERNOS ISERN	89.52%
32680	S. U. ANDRES SANDIN MARTINEZ	88.33%
32763	JAIME C. RODRIGUEZ	87.50%
27607	DRA MARIA T DELGADO DE MARCANO	86.87%
25098	CIRILO SANTIAGO PLAUD	86.67%
34264	LUIS MUNOZ MARIN	86.67%
22533	QUEMADOS	86.21%
32532	ROSA COSTA VALDIVESO	85.71%
22434	GERARDO SELLES SOLA	85.00%
32672	CATALINA MORALES	85.00%
35899	WILFREDO LAFUENTE ORTIZ	85.00%
23309	GENEROSO MORALES MUNOZ	84.76%
22327	LUIS MUÑOZ RIVERA	84.72%
32714	CRISTOBAL DEL CAMPO	83.93%
32706	S. U. MARCOS SANCHEZ	82.14%
22574	S. U. QUEBRADA HONDA	81.48%
32441	FRANCISCO SUSTACHE	81.48%
32524	MARTA SANCHEZ (GUAYABO)	81.25%
22459	S. U. JAGUAL ADENTRO	80.88%
32698	S. U. ANDRES SOTO QUIÑONES	80.65%
31427	S. U. HIGINIO FIGUEROA VILLEGAS	80.23%
32573	JOSE F. CINTRON Y ANEXO	80.00%
32433	S. U. ASUNCION LUGO	79.55%
25882	MARIA CRUZ BUITRAGO	78.00%
32748	S. U. JESUS SANABRIA CRUZ	77.61%
32755	TEODORO AGUILAR MORA	77.00%
25239	S. U. JOAQUIN PARRILLAS	76.00%
35089	ELEMENTAL URBANA	73.91%
25197	GUILLERMO RIEFKHOL	72.00%
22301	EUGENIO MARIA DE HOSTOS	70.37%
32615	FEDERICO MATHEW BAEZ (TRINIDAD)	65.52%
25155	ANDREA LEBRON RAMOS (ESPECIALIZADA BILINGUE)	60.87%
31534	S. U. MANUEL ORTIZ SUYA	60.42%
25205	MARIA MILAGROS ORTIZ (ESPECIALIZADA BILINGUE)	56.00%

HQT Classification	# Schools
75.01% - 100.00%	43
50.01% - 75.00%	7

**Region: MAYAGUEZ**

**AGUADILLA**

School Code	School Name	% of classes taught by HQT teachers
40121	JOSE GONZALES RUIZ	100.00%
40139	ANSELMO VILLARUBIA	100.00%
40147	AQUILINO CABAN	100.00%
40329	RAFAEL CORDERO	100.00%
40345	ELADIO J. VEGA	100.00%
40436	RAFAEL FABIAN	100.00%
47647	JUAN SUARES PELEGRINA	99.35%
40626	ESPINO	97.96%
42887	GENOVEVA PEREZ	96.43%
40477	ELEMENTAL LUIS MUNOZ RIVERA	96.23%
40071	R.P. PABLO GUTIERREZ FLORES	96.15%
45419	ZOILO CAJIGAS SOTOMAYOR	96.15%
40824	QUEBRADA LARGA	95.65%
40295	HOMERO RIVERA SOLA	95.24%
40667	ISABEL SUAREZ	95.24%
40741	PARCELAS MARIA	95.00%
40469	S. U. ADAMS	94.62%
46664	ESTER FELICIANO MENDOZA	94.55%
40493	ANA M. JAVARIZ	94.44%
40022	SUPERIOR DR. CARLOS GONZALEZ	94.34%
42945	S. U. MANUEL G. MELO	94.20%
45468	SALVADOR FUENTES	94.12%
42820	JORGE SEDA CRESPO	93.75%
40485	INTERMEDIA ANTONIO BADILLO	93.55%
42929	JUAN RUIZ PEDROSA	93.48%
40287	ELEMENTAL JOSE DE DIEGO	93.10%
40352	RAMON RODRIGUEZ	93.10%
47613	CARMEN CASASUS MARTI (ELEM URBANA)	93.10%
44743	EXT. BORINQUEN	92.86%
40733	OVEJAS	92.31%
47662	MANUEL GARCIA PEREZ (SUP. NUEVA)	92.21%
40527	ANTONIO GONZALEZ SUAREZ (ESPECIALIZADA BILINGUE)	92.16%
44826	OCTAVIO CUMPIANO	92.00%
46995	LUIS MUÑOZ MARIN	91.54%
40055	GREGORIO RODRIGUEZ ORAMA	91.30%
40378	INTERMEDIA JOSE DE DIEGO	90.91%
40220	S.U EPIFANIO ESTRADA	90.68%
40063	MANUEL MORALES FELICIANO (ESPECIALIZADA BILINGUE)	90.32%
47951	INTERMEDIA NUEVA	90.00%
40758	MARIANA BRACETTI	89.66%
46656	BENITO CEREZO MARQUEZ	89.52%
46086	ELADIO TIRADO LOPEZ	89.21%
40253	DR. AGUSTIN STAHL	88.89%
40394	LUCIA CUBERO	88.89%
40832	SERGIO RAMIREZ DE ARELLANO (ESPECIALIZADA BILINGU)	87.27%
40790	PLAYA	87.10%
40519	ALCIDES FIGUEROA	87.01%
46813	LYDIA MELENDEZ	86.67%
40113	ANTONIO SANCHEZ RUIZ	86.36%
40279	ELEMENTAL CABAN	86.21%
40170	MARIA L. JIMENEZ LOPEZ (ESPECIALIZADA BILINGUE)	85.37%
40030	S. U. JUAN B. SOTO	80.77%
46672	ELEMENTAL ANTONIO BADILLO HERNANDEZ	80.26%
40014	ARSENIO MARTINEZ	78.00%
40212	S. U. MARTIN HERNANDEZ	75.51%
40204	JUAN L. SANTIAGO	73.53%
42911	CONRADO RODRIGUEZ	68.18%
40444	JOSE ACEVEDO ALVAREZ	65.38%
40105	EUGENIO GONZALEZ GONZALEZ	62.96%
40402	MANUEL CORCHADO	60.00%

HQT Classification	# Schools
75.01% - 100.00%	55
50.01% - 75.00%	5



CABO ROJO

School Code	School Name	% of classes taught by HQT teachers
41467	ARTURO GRANT.PARDO	100.00%
41475	ALEJANDRO TAPIA Y RIVERA	100.00%
43042	JOSE C. BARBOSA	100.00%
43059	JUAN I. VEGA	100.00%
43323	HENRY W. LONGFELLOW	100.00%
44867	RAMON E. BETANCES	100.00%
46821	INES MARIA MENDOZA DE MUNOZ MARIN	100.00%
45682	LEONIDES MORALES RODRIGUEZ	99.38%
48264	LUIS NEGRON LOPEZ	96.53%
43034	JOSE A. CASTILLO	96.30%
41020	S. U. ANTONIO ACARON CORREA	96.15%
43018	JOSE R. GAZTAMBIDE	96.15%
40931	MANUEL FERNADEZ JUNCOS	95.83%
42994	FRANKLIN D. ROOSEVELT	95.65%
40949	LUIS MUÑIZ SOUFFRONT	95.00%
47357	SEVERO E. COLBERG RAMIREZ	94.57%
41483	ANTONIO PAGAN	93.94%
43398	S. U. FRANCISCO M. QUIÑONES	93.59%
42952	S. U. DAVID ANTONGIORGI	93.58%
43224	JULIO VICTOR GUZMAN	93.16%
43174	ANTONIA MARTINEZ	92.59%
43380	S. U. FEDERICO DEGETAU	92.59%
43125	ROSENDO MATIENZO CINTRON	92.31%
43299	MARIANO ABRIL	92.31%
43257	GEORGINA ALVARADO	92.00%
43414	S. U. GALO ROSADO	91.67%
41566	ROSENDO MATIENZO CINTRON	91.30%
43315	LOLA RODRIGUEZ DE TIO	90.00%
50120	ELEMENTAL URBANA NUEVA	89.61%
44875	CARLOTA MATIENZO	88.89%
41004	S. U. CARMEN VIGNALS ROSARIO	88.68%
40915	JAMES GARFIELD	88.46%
45393	BLANCA MALARET	88.24%
46987	MONSERRATE LEON DE IRIZARRY	88.24%
44529	RAMON OLIVARES	88.00%
40980	PEDRO NELSON COLBERG	87.50%
48306	S.U. BO.PUERTO REAL	87.16%
43406	LAURA MERCADO (ESPECIALIZADA)	87.06%
41590	MARIO F. PAGAN IRIZARRY(STA ROSA)	85.71%
41012	S. U. FEDERICO DEGETAU	85.45%
40972	PEDRO FIDEL COLBERG	85.00%
43273	BARTOLOME DE LAS CASAS	84.00%
40964	LUIS MUNOZ MARIN	83.33%
41582	S. U. JUAN CANCIO ORTIZ DE LA RENTA	83.13%
43166	AMINA TIO DE MALARET	82.93%
43240	LUIS MUÑOZ RIVERA	80.77%
41541	LUIS MUNOZ RIVERA	76.34%
43307	HERMINIA C. RAMIREZ	74.07%
47605	CARMEN BORRAS BATISTINI	67.65%
43067	S. U. FRANCISCO VAZQUEZ PUEYO	67.31%
44511	SEBASTIAN PABON ALVES (COROZO)	64.29%

HQT Clasification	# Schools
75.01% - 100.00%	47
50.01% - 75.00%	4



MAYAGUEZ

School Code	School Name	% of classes taught by HQT teachers
42002	FEDERICO ASENJO	100.00%
42242	LUIS MUÑOZ RIVERA	97.40%
42259	OLGA MAS RAMIREZ	96.67%
42408	RAMON VALLE SEDA	96.30%
44842	MARIA L. ARCELAY	95.65%
45955	ELPIDIO H. RIVERA	95.45%
48017	ELEMENTAL NUEVA	94.52%
47639	SUPERIOR URBANA	94.34%
42341	LA SOLEDAD	94.29%
42374	RAFAEL CORDERO MOLINA	94.29%
47084	ESTEBAN ROSADO BAEZ	94.00%
41111	MIGUEL A. RIVERA	93.75%
42135	FRANCISCO VINCENTY	93.75%
48298	EUGENIO MARIA DE HOSTOS	93.41%
41921	RAUL IBARRA	92.73%
42036	CHARLES T. IRIZARRY	92.59%
44834	CONCORDIA	92.59%
42432	CONSUELO PEREZ CINTRON	92.31%
42085	SEGUNDO RUIZ BELVIS	91.89%
46219	EVA Y PATRIA CUSTODIO	91.67%
41129	ANA PAGAN DE RODRIGUEZ	91.43%
42465	THEODORE ROOSEVELT	91.07%
41061	SEGUNDO RUIZ BELVIS	90.63%
47571	RIO CANAS ABAJO	90.48%
46052	RAMON E. RODRIGUEZ	90.35%
45641	LA CARMEN	89.66%
41814	S. U. LAURO GONZALEZ	89.39%
41913	INDIERA FRIA	89.29%
42069	CUESTA DE PIEDRA	89.29%
42119	DAVID G. FARRAGUT	89.29%
42176	JOSE GAUTIER BENITEZ	87.50%
41103	RAFAEL HERNANDEZ	87.10%
42283	MARIANO RIERA PALMER	84.38%
44891	S. U. ALFREDO DORRINGTON	84.04%
47555	LUIS SANTALIZ CAPESTANY	83.61%
41954	S. U. FRANCISCO VINCENTY	83.33%
42390	RAFAEL MARTINEZ NADAL	83.33%
44560	CENTRO RES. OPORTUNIDADES EDUC. (ESPECIALIZADA)	82.88%
42028	CASTILLO	82.61%
41855	MARIANA BRACETTI	82.50%
41699	CONSUMO	80.77%
42143	FRANKLIN D. ROOSEVELT	80.00%
47977	EUGENIO MARIA DE HOSTOS	80.00%
42077	PEDRO PEREA FAJARDO	76.39%
44545	MARIA D. FARIA	76.25%
42424	RIO CAÑAS ARRIBA	75.00%
42457	S. U. SABANETAS MANI	73.53%
41632	BRYAN	70.83%
42267	MANUEL A. BARRETO	70.49%
42317	MIRADERO 2	69.57%
41822	FORTUNADO JORGE CARDONA	68.42%
42234	S. U. FELISA RINCON DE GAUTIER (S.U. LIMON)	63.41%

HQT Classification	# Schools
75.01% - 100.00%	45
50.01% - 75.00%	7



ESTADO LIBRE ASOCIADO DE  
**PUERTO RICO**  
 DEPARTAMENTO DE EDUCACIÓN  
**2013-2014 PRDE School HQT COMPLIANCE RANKING**  
 As of date: May 28, 2015

**SAN SEBASTIAN**

School Code	School Name	% of classes taught by HQT teachers
15222	EMILIA CASTILLO VDA. ABREU	100.00%
42531	NARCISO BOSQUES SOTO	100.00%
42713	BASILIO CHARENCO (MARIAS I)	100.00%
42747	JULIO BABILONIA	100.00%
42770	TOMAS VERA AYALA	100.00%
43448	INES MENDOZA (MIRABALES MENDOZA)	100.00%
43489	PABLO CARDONA (ALTOZANO)	100.00%
43612	JOAQUIN ORONoz RONDON	100.00%
43620	MINIMA ORONOZ	100.00%
43646	NARCISO RABELL CABRERO	100.00%
43679	DON AGUSTIN ACEVEDO HERNANDEZ	100.00%
15396	MATEO HERNANDEZ	97.67%
47902	SUPERIOR VOC. MANUEL M. LICIAGA	97.04%
42523	ANTONIO S. PEDREIRA	96.88%
42481	S. U. ARISTIDES MAISONAVE	96.49%
43455	AIBONITO BELTRAN	96.15%
43752	S. U. CARMELO SERRANO CUBANO	95.95%
15412	GLORIA GONZALEZ (LAS CRUCES)	95.45%
43729	S. U. BERNALDO MENDEZ JIMENEZ	95.33%
43794	RAMON M. TORRES	95.08%
42473	LUIS COLON (ADOLFO BABILONIA)	94.87%
15750	IRMA DELIZ DE MUÑOZ	94.19%
48025	AURORA MENDEZ CHARNECO	94.12%
15404	EPIFANIO ESTRADA	93.75%
17657	CEFERINA CORDERO	93.55%
46334	MARCELINO RODRIGUEZ ROMAN	93.33%
15255	JUAN B. HUYKE	93.10%
15792	DR. HERIBERTO DOMENECH	92.86%
15446	JOSE C. ROSARIO	92.79%
15297	BERJAMIN CORCHADO JUARBE	92.31%
42697	GEORGE WASHINGTON	92.31%
47894	CATALINA MORALES DE FLORES	91.28%
46805	ERNESTINA MENDEZ	90.48%
15248	FRANCISCO MENDOZA	90.00%
15321	NICANDRO GARCIA	90.00%
15420	GRACIELINA ROSADSO ALFARO	90.00%
15305	LA PLANTA	89.66%
43547	JUANA B GUZMAN ( GUACIO)	89.66%
43505	AUREA FUENTES (CALABAZAS INFANTES)	89.29%
43539	FRANCISCO LUGO (CULEBRINAS)	89.29%
15453	S. U. JOSE A VARGAS	89.04%
43737	S. U. JUAN CARDONA	88.89%
15214	JOSE J. ACOSTA	87.50%
42564	CERRO GORDO LAOS	87.50%
42812	S. U. CUCHILLAS	87.50%
15206	MANUEL CORCHADO Y JUARBE	86.96%
42739	MARIAS III	86.96%
46003	EFRAIN SANCHEZ HIDALGO INTERMEDIA	86.36%
43711	MARIA S. DEL RIO	86.21%
15230	LUIS MUÑOZ RIVERA	85.53%
43745	S. U. MAXIMINO A. SALAS	85.25%
15438	ANTONIO GEIGEL PAREDES	84.62%
46201	EMILIO SCHARON RODRIGUEZ	81.25%
47126	PATRIA LATORRE RAMIREZ	80.63%
42572	CERRO GORDO MEDINA	80.00%
42804	ELEMENTAL J. DE DIOS QUINONES	79.59%
43471	ANGEL GUERRERO(AIBONITO GUERRERO)	78.57%
42705	LAS LOMAS	77.78%

HQT Classification	# Schools
75.01% - 100.00%	58

**Region: PONCE**

**PONCE**

School Code	School Name	% of classes taught by HQT teachers
52506	PEDRO J. FOURNIER	100.00%
57299	PEDRO ALBIZU CAMPOS	100.00%
54635	HERMINIA GARCIA	98.55%
52365	LUCY GRILLASCA	98.11%
57026	SANTA TERESITA	98.08%
54288	ERNESTO RAMOS ANTONINI	97.62%
52704	JULIO COLLAZO	97.37%
52324	LAS MONJITAS	96.67%
52688	DR. PILA	96.43%
52456	FRANCISCO PARRA DUPERON	96.00%
52027	CERRILLOS HOYOS	95.83%
52076	DR. RAMON E. BETANCES	95.83%
56101	MANUEL GONZALEZ PATO	95.61%
52357	ABRAHAN LINCOLN	95.24%
52340	LIZZIE GRAHAM	95.00%
55483	ANGELA CORDERO BERNARD	94.87%
56069	BETHSAIDA VELAZQUEZ ANDUJAR	94.12%
56085	INTERMEDIA SOR ISOLINA FERRE (VILLA DEL CARMEN)	94.12%
54940	ANDRES GRILLASCA	93.83%
55871	ANTONIO PAOLI	93.33%
52084	DR. JOSE CELSO BARBOSA	92.86%
52167	FEDERICO DEGETAU	92.73%
52449	PARCELAS MAGUEYES	92.59%
52613	S. U. ROSARIO LATORRE MORALES	92.59%
54866	DR. ALFREDO AGUAYO	92.50%
52514	PONCE HIGH	91.58%
52134	JOSE GAUTIER BENITEZ	91.30%
56093	LLANOS DEL SUR	91.21%
52431	EUGENIO MARIA DE HOSTOS	91.18%
52142	HEMETERIO COLON	91.11%
52274	SUPERIOR JUAN SERRALES	90.77%
52183	CAPITANEJO	90.70%
58511	LILA MERCEDES MAYORAL WIRSHING	90.48%
52712	THOMAS ARMSTRONG TORO (ESPECIALIZADA)	89.87%
56424	INTERMEDIA JARDINES DE PONCE	89.63%
56432	SUPERIOR JARDINES DE PONCE	89.38%
54965	PARCELAS MARUENO	88.89%
57562	INTERMEDIA JUAN SERRALLES	88.57%
52381	LUIS MUNOZ RIVERA II	88.46%
52522	DR. RAFAEL PUJALS	87.50%
52696	BERNARDINO CORDERO BERNARD	87.26%
56440	EUGENIO LECOMBE(INT. DELICIAS)	87.14%
57182	CARMEN SOLA DE PEDREIRA	86.67%
52050	FERNANDO LUIS MALAVE OLIVERA	86.59%
52589	SEGUNDO RUIZ BELVIS	86.49%
52423	OLIMPO OTERO	85.71%
52571	RODULFO DEL VALLE	85.71%
55475	JULIO ALVARADO	84.85%
52464	JULIA CORDERO NEGRON	84.62%
54502	JOSEFINA BOYA LEON	84.48%
52266	JUAN MORELL CAMPOS ELEMENTAL	84.00%
51987	ROMAN BALDORIOTY DE CASTRO	83.87%
52175	JOAQUIN FERRAN	81.82%
52118	EDUARDO NEUMANN GANDIA	80.70%
52225	JAIME L. DREW	78.57%
52308	ANSELMO RIVERA MATOS	77.27%
52720	TOMAS CARRION MADURO	77.08%
57018	AUREA E. RIVERA COLLAZO	76.79%
52548	RAMIRO COLON COLON	73.68%
52530	CARMEN MEDINA ANAYA	72.73%
52621	ISMAEL MALDONADO	71.76%
52258	JUAN CUEVAS ABOY	71.43%
54247	LIBRADO NET	61.54%
52092	DR. RAFAEL LOPEZ NUSSA	54.17%
52555	RAMON MARIN	51.16%

HQT Clasification	# Schools
75.01% - 100.00%	58
50.01% - 75.00%	7



2013-2014 PRDE School HQT COMPLIANCE RANKING

As. of date: May 28, 2015

SANTA ISABEL

School Code	School Name	% of classes taught by HQT teachers
51581	FRANCISCO ZENON LAPORTE	100.00%
52969	APOLONIA VALENTIN (FELICIA)	100.00%
52993	JOHN F. KENNEDY	100.00%
50526	SUSANA RIVERA	98.78%
58172	PEDRO COLON SANTIAGO	97.83%
53157	ELADIO ROSA ROMERO	97.50%
58180	LYSANDER BORRERO TERRY	96.55%
58248	SABINO RIVERA BERRIOS	96.43%
58255	FRANCISCO PRADO PICART	96.00%
51656	RUTHFORD B HAYES	95.83%
51698	LUIS LORENS TORRES	95.45%
50492	BENJAMIN FRANKLIN	95.10%
50658	HILDA RAQUEL MATEO (SANTA ANA)	94.74%
56077	NORMA I. TORRES COLON	94.55%
57828	HERMINIO W. SANTAELLA	94.55%
53256	FRANCISCO ZAYAS SANTANA	94.12%
56119	CARMEN BELEN VEIGA	94.07%
51631	FELIPE COLON DIAZ	93.94%
51763	LUIS MUNOZ MARIN	93.83%
57877	DR. MAXIMO DONOSO SANCHEZ	92.75%
50609	S. U. RIO JUEYES	92.13%
53280	WALTER MCJONES	91.18%
51540	SANTIAGO COLLAZO PEREZ	90.91%
53090	JOHNNY E. LABOY	90.00%
50500	JOSE RAMON RODRIGUEZ	89.86%
55731	JUAN SERAPIO MANGUAL	89.66%
57703	ELVIRA M. COLON NEGRON	89.54%
52985	ANA VALLDEJULY (JAUCA)	89.19%
50443	S. U. EUGENIO NAZARIO SOTO	88.89%
53132	S. U. ALFREDO BOCACHICA	88.43%
55350	FLORENCIO SANTIAGO	88.03%
58503	SUPERIOR NUEVA	87.65%
58131	JOSE M ESPADA	86.67%
53009	MANUEL MARTIN MONSERRATE	86.01%
54916	JOSE A. GONZALES	83.87%
51813	INTERMEDIA SALVADOR BUSQUETS	83.64%
51565	CARMEN FLORES	83.33%
51789	S. U. TOMAS CARRION MADURO	83.02%
50617	RUFINO HUERTAS	82.93%
50468	RAMON JOSE DAVILA	81.58%
53058	S. U. PLAYITA DE CORTADA	81.52%
53215	AUREA GINESTRE	80.77%
56226	JOSE FELIPE ZAYAS	80.72%
58263	DANIEL SERRANO RIVERA	80.46%
50542	PURIFICACION RODRIGUEZ	80.39%
53173	S. U. JOSE GONZALEZ GINORIO	80.00%
53116	ELADIA CORREA MORALES (CERRO GORDO)	78.57%
51706	MANUEL FERNANDEZ JUNCOS	78.43%
50633	S. U. ENRIQUE COLON	77.78%
50641	ANASTASIO SANTIAGO	77.78%
50591	AURELIA QUINTERO LABOY	77.27%
50559	BENIGNA INES CARATINI ESPARRA	75.51%
55889	PEDRO ALBIZU CAMPOS	75.00%
58495	RAMON LOPEZ BERRIOS (EMILIA BONILLA)	73.53%
50666	S. U. MANUEL CANDANEDO	70.00%
53199	LIMON	68.97%
53033	EMILIO CASAS (PEÑUELAS)	68.42%
53066	ANA L ROSA TRICOCHÉ (VELAZQUEZ)	66.67%
53140	S. U. HATILLO	65.59%
51680	JUANITA RIVERA	65.52%
54817	ROSA MARIA ZAMBRANA	60.00%
51797	S. U. ZOILO GRACIA	59.68%
52944	MARTIN G. BRUMBAUGH	56.10%
53025	ESTHER RIVERA(PASO SECO)	51.43%

HQT Classification	# Schools
75.01% - 100.00%	52
50.01% - 75.00%	12



2013-2014 PRDE School HQT COMPLIANCE RANKING

As of date: May 28, 2015

UTUADO

School Code	School Name	% of classes taught by HQT teachers
13144	FELIX SEIJO	100.00%
14373	MARIA LIBERTAD GOMEZ	100.00%
16220	JUDITH A. VIVAS	98.57%
54619	JOSEFINA LEON ZAYAS	96.20%
50260	ANGEL A. MALDONADO	96.00%
13151	FRANCISCO RAMOS	94.78%
13425	LUIS MUÑOZ RIVERA	94.33%
13359	INOCENCIO A. MONTERO	93.42%
51342	ELEMENTAL URBANA I(JAYUYA)	93.10%
51433	S. U. NEMESIO R. CANALES	92.98%
13094	CARMEN APONTE SANTIAGO (CAYUCO)	92.00%
50294	JOSE EMILIO LUGO	91.54%
51367	AGUSTIN ORTIZ RIVERA	90.91%
51441	S. U. ANTONIO ROMERO MUÑIZ	90.32%
58594	ADRIAN TORRES TORRES	90.00%
51508	ANGELA CALVANI	88.64%
50252	DOMINGO MASSOL	87.10%
58081	ELEMENTAL DOMINGO PIETRI RUIZ	86.36%
17863	NUEVA SUPERIOR VOCACIONAL	86.24%
50229	S. U. HECTOR I. RIVERA	85.19%
51425	RAFAEL MARTINEZ NADAL	85.00%
50104	FRANCISCO PIETRI MARIANI	84.62%
17707	DR.EFRAIN GONZALEZ TEJERA	83.33%
13326	S. U. FRANCISCO JORDAN	83.05%
13334	S. U. MARTA LAFONTAINE	82.69%
54551	RAFAEL APARICIO JIMENEZ	81.25%
12955	ANGELES EL CORCHO	78.57%
13318	JOSE VIZCARRONDO (SU ANGELES)	78.18%
13391	BERNARDO GONZALEZ COLON	76.74%
50286	TELESFORO VELEZ OLIVER	75.86%
13235	PASO PALMA I	75.00%
50187	JUAN GARRASTEGUI	71.43%
54882	WASHINGTON IRVING	70.59%
51458	S. U. ANTONIA SERRANO GONZALEZ	67.80%
13342	ANTONIO TULLA TORRES	65.45%
51482	SAN PATRICIO	62.96%
51375	MIGUEL SASTRE OLIVER	58.06%

HQT Clasificación	# Schools
75.01% - 100.00%	30
50.01% - 75.00%	7



**2013-2014 PRDE School HQT COMPLIANCE RANKING**

As of date: May 28, 2015

**YAUCO**

School Code	School Name	% of classes taught by HQT teachers
50765	OLGA EVANGELINA COLON (LA LUNA)	100.00%
50815	CEFERINO COLON	100.00%
51110	FRANCISCO RODRIGUEZ LOPEZ	100.00%
51334	DALILA TORRES	100.00%
51961	TALLABOA ALTA I	100.00%
57919	JOSEFA VELEZ BAUZA	98.68%
53702	SANTIAGO NEGRONI	97.96%
55244	SUPERIOR OCUP. Y TECNICA DE YAUCO	97.49%
58115	INTERMEDIA RAMON PEREZ PURCEL	96.67%
57620	AUREA E. QUILES CLAUDIO	96.36%
50773	LUIS MUNOZ RIVERA	96.30%
50690	ELSA COUTO ANNONI	96.00%
57331	INES MARIA MENDOZA	96.00%
58107	ELEMENTAL TALLABOA ALTA	95.65%
51151	CONSEJO	95.24%
53603	ELVIRA VICENTE	95.10%
53678	INTERMEDIA ANA M. NEGRON	94.74%
58305	LOAIZA CORDERO DE ROSARIO	94.74%
51870	RAFAEL IRIZARRY	94.44%
51938	S. U. JORGE LUCAS	93.94%
51953	ADOLFO GRANA RIVERA	93.75%
50740	AGRIPINA SEDA	93.02%
54429	TALLABOA ALTA INTERMEDIA	92.98%
53686	S. U. JAIME CASTANER	91.53%
50781	MAGUEYES	91.18%
54494	SANTA CATALINA	91.18%
50823	TERESITA NAZARIO SIURANO	91.07%
51946	RAMON PEREZ PURCELL	90.91%
57000	JOSE O. TORRES FERMOSE	90.00%
51292	QUEBRADAS	89.74%
53579	LUIS A. FERRE AGUAYO (PALOMAS)	89.74%
50757	JOSE RODRIGUEZ DE SOTO	89.06%
57323	MIGUEL GONZALEZ BAUZA	86.96%
57125	ASUNCION RODRIGUEZ DE SALA	86.57%
58164	S. U. BO. MACANA	86.36%
53363	ARTURO LLUBERAS	85.71%
53355	ALMACIGO BAJO I Y II	84.62%
53660	LENA M. FRANCESCH (RUBIAS KM. 25)	83.33%
50799	MARIA L MCDUGALL	82.76%
51177	HIPOLITO GARCIA BORRERO	81.63%
53611	CARMEN ESPADA	81.48%
51185	ARISTIDES CALES QUIROS	79.27%
53744	BENECIA VELEZ	78.79%
51268	PADRE NAZARIO	76.19%
53512	LUIS MUNOZ RIVERA	75.51%
50724	FRATERNIDAD	73.08%
51979	TALLABOA PONIENTE	71.43%
53470	ERNESTO RAMOS ANTONINI (ESPECIALIZADA BELLAS ART)	70.83%
53447	PATRIA PEREZ	69.23%
53314	TERESA SEMIDEI RODRIGUEZ	68.18%
53330	DORIS MARTINEZ (ALMACIGO ALTO 2)	67.74%
53595	RAFAEL MARTINEZ NADAL	67.74%
58099	PROFESORA LUISA MONSEGUR VELEZ	65.22%
51862	ELEMENTAL WEBSTER	55.56%
51839	FELIPE QUINONES	54.55%

HQT Clasification	# Schools
75.01% - 100.00%	45
50.01% - 75.00%	10

**Region: SAN JUAN**

**CAROLINA**

School Code	School Name	% of classes taught by HQT teachers
66506	CARLOS F. DANIELS	100.00%
64956	MARIA TERESA SERRANO	98.31%
60368	LUIS MUNOZ RIVERA	97.37%
65425	LUIS MUNOZ MARIN	97.37%
61853	ANGEL P. MILLAN ROHENA SUPERIOR	96.45%
60459	PEDRO J. RODRIGUEZ OQUENDO	96.43%
60434	INES M. MENDOZA DE MUNOZ MARIN	96.00%
65276	MARIA LOPEZ PONCE	93.75%
65367	MARTIN GONZALEZ	93.75%
65003	DR. JOSE M. LAZARO	93.28%
66001	DR. MODESTO RIVERA RIVERA	92.31%
65987	FRANCISCO MATIAS LUGO	91.23%
60293	DR. CLEMENTE FERNANDEZ	90.48%
60905	LORENZO VIZCARRONDO	90.48%
60400	PASCASIO P. SANCERRIT	90.38%
65995	RENE MARQUES	89.91%
66498	MANUEL FEBRES GONZALEZ	89.41%
66019	AGUSTIN CABRERA	87.50%
65268	DR. RAMON MELLADO PARSONS	87.10%
60319	AMALIA EXPOSITO	87.04%
64949	ROBERTO CLEMENTE	86.67%
65078	JESUS MARIA SANROMA	86.57%
69930	GILBERTO CONCEPCION DE GRACIA	86.33%
60418	PEDRO MOCZO BANIET	86.21%
66209	LUZ AMERICA CALDERON	85.95%
60327	DR. FACUNDO BUESO	85.45%
60442	SALVADOR BRAU INTERMEDIA	85.45%
60301	INTERMEDIA EDUARDO J. SALDANA	85.19%
60350	JULIA DE BURGOS	83.64%
75986	INTERMEDIA NUEVO ENF ANGEL P. MILLAN	83.44%
62174	REV. FELIX CASTRO RODRIGUEZ	82.56%
65433	JESUS RIVERA BULTRON	82.22%
60285	AGUSTIN RODRIGUEZ HERNANDEZ	80.77%
60335	S. U. JESUS T. PINERO	80.43%
62182	FRANCISCO (PRISCO) FUENTES	79.71%
60392	CRUZ SALGUERO TORRES	70.83%
68510	JUANA A MENDEZ(METROPOLIS)	68.48%
60251	CACAO CENTRO	66.67%
60228	JESUS M. SUAREZ	62.50%
60343	JOSE SEVERO QUINONES	58.43%
66480	PETRA ROMAN VIGO	53.57%
60426	S. U. CARLOS CONDE MARIN	53.23%

HQT Clasification	# Schools
75.01% - 100.00%	35
50.01% - 75.00%	7



SAN JUAN I

School Code	School Name	% of classes taught by HQT teachers
61549	RAFAEL HERNANDEZ MARIN	100.00%
61689	LUIS MUNOZ RIVERA	100.00%
61390	JUAN JOSE OSUNA (ESPECIALIZADA RADIO Y TV)	97.73%
61671	JOSE JULIAN ACOSTA (ESPECIALIZADA TEATRO)	96.84%
61523	REPUBLICA DEL SALVADOR	95.45%
61432	LAS AMERICAS	94.55%
61515	REPUBLICA DE BRASIL	94.23%
61358	ELEONOR ROOSEVELT	93.75%
63073	DR. JULIO J. HENNA	93.75%
61705	RAFAEL MARIA DE LABRA	92.73%
61754	DR. PEDRO G. GOYCO	92.59%
61382	GABRIELA MISTRAL	92.00%
63016	MANUEL CUEVAS BACENER	92.00%
61580	ANTONIA B. CAIMARY	91.84%
61762	RAFAEL CORDERO (ESPECIALIZADA COMERCIO)	91.67%
61564	WILLIAM D. BOYCE	90.11%
61598	ABRAHAN LINCOLN	89.29%
61663	DR. JOSE CELSO BARBOSA	88.52%
61531	UNIVERSITY GARDENS (ESPECIALIZADA)	87.25%
61473	S. U. NEMESIO R. CANALES 2	86.15%
61440	TRINA PADILLA DE SANZ	85.71%
61648	MADAME LUCHETTI	85.45%
61655	DR. FACUNDO BUESO	84.62%
61572	CENTRAL ARTES VISUALES (ESPECIALIZADA)	84.15%
61333	DR. ANTONIO S. PEDREIRA (ESPECIALIZADA)	82.54%
61747	PADRE RUFO (ESPECIALIZADA BILINGUE)	82.30%
61457	LUIS MUNIZ SOUFFRONT	81.82%
61416	JULIO SELLES SOLA	81.58%
61721	MARTIN G. BRUMBAUGH	80.00%
63099	LUIS RODRIGUEZ CABRERO	78.72%
66357	PEDRO C. TIMOTHEE ANEXO	78.05%
61341	DR. ISAAC GONZALEZ MARTINEZ	77.78%
61374	EUGENIO MARIA DE HOSTOS	76.32%
61507	REPUBLICA DE MEJICO	74.00%
61770	SEGUNDO RUIZ BELVIS	73.91%
61622	DR. FRANCISCO HERNANDEZ Y GAETAN	73.12%
60038	JULIAN BLANCO (ESPECIALIZADA BALLET)	72.97%
61630	EMILIO CASTELAR	72.00%
64402	ERNESTO RAMOS ANTONINI (MUSICA) (ESPECIALIZADA)	69.51%
64915	CENTRO PEDIATRICO	66.67%
66316	SOTERO FIGUEROA	66.67%
63123	RAMON POWER Y GIRALT	66.04%
63149	REPUBLICA DEL PERU	62.50%
65946	NEMESIO R. CANALES I	58.82%
64279	INSTITUTO LOAIZA CORDERO	58.73%
63081	LUIS LLORENS TORRES (ESPECIALIZADA MONTESSORI)	57.81%
61481	PEDRO C. TIMOTHEE	57.14%

HQT Clasification	# Schools
75.01% - 100.00%	33
50.01% - 75.00%	14

SAN JUAN II

School Code	School Name	% of classes taught by HQT teachers
61325	BELLA VISTA	100.00%
62448	MOISES MELENDEZ	100.00%
62612	RAFAEL HERNANDEZ	100.00%
62679	ELEMENTAL AMALIA MARIN	100.00%
62927	SAN AGUSTIN	100.00%
62935	CARMEN SANABRIA DE FIGUEROA	100.00%
65284	JOSE M. RIVERA SOLIS	100.00%
62521	FELIPE GUTIERREZ	98.39%
62539	JUANITA GARCIA PERAZA	97.92%
62570	LAS MERCEDES	97.92%
63107	MANUEL BOADA	97.78%
62786	GERARDO SELLES SOLA	97.67%
62646	SANTIAGO IGLESIAS PANTIN	97.56%
63156	SANTIAGO IGLESIAS PANTIN	97.44%
66233	LUZ ENEIDA COLON (LA CUMBRE)	96.67%
64410	ANGELES PATOR (SAN MARTIN)	95.83%
63172	ALEJANDRO TAPIA Y RIVERA	95.35%
67785	ELEMENTAL BERWIND	95.35%
62968	VILLA CAPRI	94.59%
61317	EMILIO B. HUYKE	94.55%
62802	DR. JOSE CELSO BARBOSA	94.55%
65557	INTERMEDIA VILLA GRANADA	94.55%
62489	DRA. ANTONIA SAEZ	92.16%
62844	ABELARDO DIAZ ALFARO	91.67%
62984	ALBERT EINSTEIN	91.67%
65797	JARDINES DEL PARAISO	91.67%
62398	MIGUEL SUCH	89.81%
61556	EVARISTO RIVERA CHEVREMONT	89.74%
62885	JOSE COLOMBAN ROSARIO	89.74%
67942	SUPERIOR BERWIND	89.16%
67934	INTERMEDIA BERWIND	88.75%
62588	LAS VIRTUDES	88.37%
62463	PACHIN MARIN	88.24%
63032	FEDERICO ASENJO (PRE-TECNICA) (ESPECIALIZADA)	88.24%
62836	ANA ROQUE DE DUPREY	87.50%
62919	SABANA LLANA	87.50%
63131	ERNESTO RAMON ANTONINI	87.50%
64691	DR. JOSE G. PADILLA	86.96%
62810	LUIS MUNOZ RIVERA	86.67%
62950	RAMON VILA MAYO	85.34%
62166	VENUS GARDENS INTERMEDIA	84.55%
66241	DR. CESAREO ROSA NIEVES	84.38%
63065	JESUS MARIA QUINONES	83.33%
62547	JUAN PONCE DE LEON	82.76%
62497	DR. JOSE N. GANDARA	82.35%
62992	JAIME ROSARIO (B VISTA ELEMENTAL)	82.35%
62554	JUAN RAMON JIMENEZ	81.82%
62745	FELISA RINCON DE GAUTIER	81.82%
63164	SOFIA REXACH (ESPECIALIZADA MONTESSORI)	81.82%
66076	EL SENORIAL	81.25%
66167	FRAY BARTOLOME DE LAS CASAS	77.94%
62877	REPUBLICA DE COLOMBIA	77.78%
64527	GUSTAVO A. BECQUER	77.78%
62653	ELEMENTAL VILLA GRANADA	77.27%
63057	HAYDEE REXACH	77.27%
62901	INES M MENDOZA VDA DE MUNOZ MARIN	77.17%
63024	MANUEL ELZABURU VIZCARRONDO	76.47%
61499	RAFAEL RIVERA OTERO	73.47%
62661	AMALIA MARIN	73.33%
62406	ANGEL RAMOS	72.97%
62943	S. U. DR. ARTURO MORALES CARRION	72.15%
64394	JARDINES DE MONTE HATILLO	70.83%
62422	ANTONIO SARRIERA EGOZCUE	70.00%
61408	JUAN B. HUYKE	69.44%
62703	RAFAEL QUINONES VIDAL	69.39%
62430	BOLIVAR PAGAN	68.57%
62893	JUAN ANTONIO CORRETJER	66.67%
62562	GASPAR VILA MAYANS	65.91%
62604	MANUELA. PEREZ	61.54%
64998	LCDO. GUILLERMO ATILES MOREAU	56.90%
77289	ELEMENTAL NUEVA DR. RAFAEL LÓPEZ SICARDO	52.78%
66225	CARMEN GOMEZ TEJERA	45.83%
62513	EMILIO DEL TORO CUEVAS	42.86%

HQT Classification	# Schools
75.01% - 100.00%	57
50.01% - 75.00%	14
25.01% - 50.00%	2



GUAYNABO

School Code	School Name	% of classes taught by HQT teachers
60913	PETRA ZENON DE FABERY (SUP. VOC.)	100.00%
69138	HERMINA DIAZ APONTE (LAGO ALTO)	100.00%
75648	JUANILLO FUENTES	100.00%
75655	HATO NUEVO	100.00%
75747	MARIANO ABRIL ELEM.	100.00%
69013	TULIO LARRINAGA	97.83%
75812	JOSEFINA BARCELO	97.75%
69021	FAIR VIEW	96.00%
78253	NUEVA ELEMENTAL URBANA GUAYNABO	95.96%
75788	SANTIAGO IGLESIAS PANTIN	95.71%
75705	RAFAEL MARTINEZ NADAL	95.24%
75887	MARIANO ABRIL INTERMEDIA	94.44%
75713	RAMON MARIN SOLA	92.86%
75671	ALEJANDRO CRUZ JR.	92.31%
69112	JESUS SILVA	90.00%
75820	LUIS MUÑOZ RIVERA 2	90.00%
79087	ELEMENTAL BO QUEBRADA NEGRITO	89.29%
69039	ANDRES VALCARCEL	88.89%
75630	BETTY ROSADO DE VEGA	87.80%
75697	JUAN ROMAN OCASIO	85.71%
75804	JUAN A. MIRANDA	85.45%
69146	JESUS T. PINERO	85.29%
75846	LUIS MUÑOZ RIVERA 1	85.00%
60095	EL CONQUISTADOR	83.72%
69153	NTRA. SRA. DE COVADONGA	83.33%
75838	MARGARITA JANER PALACIOS	83.23%
69096	ANTONIO S. PEDREIRA	81.48%
69179	INTERMEDIA ALEJANDRO TAPIA Y RIVERA	81.43%
69047	MEDARDO CARAZO	80.00%
61804	INTERMEDIA RAFAEL CORDERO	76.67%
75739	ROSALINA C. MARTINEZ	74.03%
69088	PAUL G. MILLER	73.81%
69054	JOSE F. DIAZ	72.50%
69161	ELEMENTAL RAFAEL CORDERO	65.12%
69187	EUGENIO MARIA DE HOSTOS	63.83%
75770	SANTA ROSA III (ESPECIALIZADA MONTESSORI)	54.29%
75689	S.U. RAFAEL HERNANDEZ	53.13%
75879	JUAN PONCE DE LEON (ESPECIALIZADA MONTESSORI)	51.67%

HQT Clasificación	# Schools
75.01% - 100.00%	30
50.01% - 75.00%	8