

# Tiered Certification

Pre-service Purpose	Induction Purpose	Professional Purpose	Advanced Professional Purpose	Lead Professional Purpose
<p>The purpose of the Pre-Service Certificate is to provide a statewide structure to organize procedures related to pre-service teachers once admitted to preparation programs. Such procedures are designed to:</p> <ol style="list-style-type: none"> <li>1. Assure the safety of school children;</li> <li>2. Provide opportunities for pre-service teachers to practice/demonstrate knowledge and skills;</li> <li>3. Standardize the criminal background check process across the state for pre-service teachers eliminating those who are not eligible or suited to the profession;</li> <li>4. Assist pre-service educators in understanding the Georgia Code of Ethics for Educators and holding them accountable under the Code; and,</li> <li>5. Require attainment of the Pre-Service Certificate for anyone participating in field experiences and student teaching in Georgia schools (to include candidates in Georgia and from out-of-state programs).</li> </ol>	<p>The purpose of the Induction Certificate is to provide a structure for the professional development of early career teachers and to assure the effectiveness of these teachers by:</p> <ol style="list-style-type: none"> <li>1. Confirming an individual has met the minimum requirements for becoming a teacher in Georgia</li> <li>2. Providing a structure of support for early career teachers (early career teacher is defined as one who is new to the profession or a teacher with fewer than three years of experience)</li> <li>3. Identifying the unique needs of individuals entering the profession from different preparation pathways (i.e. the GaTAPP induction teacher will have different needs than those of a completer of a traditional program) or from other states (a professionally certified educator from another state may need simply to meet GA Specific Requirements)</li> <li>4. Requiring early career teachers to meet certain requirements before attaining the Professional Certificate.</li> </ol>	<p>The purpose of the Professional Certificate is to ensure that classroom teachers meet minimum requirements and satisfy state teacher effectiveness requirements as defined in the state teacher evaluation system.</p>	<p>The purpose of the Advanced Professional Certificate is to recognize expert classroom practice and professional growth resulting in higher levels of student learning.</p>	<p>The purpose of the Lead Professional Certificate is to promote, support, and expand opportunities for teacher leadership in grades P-12 to improve effective classroom practice resulting in higher levels of student learning and success.</p>
Requirements	Requirements	Requirements	Requirements	Requirements
<ol style="list-style-type: none"> <li>1. Requested by the program provider, the Pre-Service Certificate must be held by candidates enrolled in Georgia EPPs (Education Program Provider), or enrolled in out-of-state EPPs, if participating in field and clinical experiences in Georgia schools.</li> <li>2. Admission to an education program leading to initial certification</li> <li>3. <b>Successful federal background check/fingerprinting.</b></li> <li>4. Passing score on a GaPSC standards-based assessment of knowledge of the GA Code of Ethics for Educators.</li> <li>5. Non-transferable; it cannot be transferred from one provider to another.</li> <li>6. Expires upon program completion.</li> <li>7. Invalidated if a student drops out or is removed from a program.</li> <li>8. Previously-enrolled candidates who voluntarily leave the program, but were not dropped or removed due to poor performance, and are re-admitted are eligible for the Pre-Service Certificate. Under these circumstances the five-year validity period begins again upon re-admission. Requirements 1, 2, 3, and 4, listed above, must be met to reissue the Pre-Service Certificate.</li> </ol>	<p>Pathway 1: Candidates prepared by a GaPSC-approved traditional education program provider shall:</p> <ol style="list-style-type: none"> <li>1. Complete a GaPSC-approved traditional educator preparation program;</li> <li>2. Attain a passing score on the GACE content assessment;</li> <li>3. Meet or exceed a minimum acceptable score on the edTPA as determined by GaPSC; and,</li> <li>4. Secure employment which is validated by an employing school system.</li> </ol> <p>Pathway 2: Candidates prepared by a GaPSC-accepted out-of-state provider and fulfilling field and clinical experiences in Georgia shall:</p> <ol style="list-style-type: none"> <li>1. Complete a GaPSC-accepted educator preparation program;</li> <li>2. Attain a passing score on the GACE content assessment;</li> <li>3. Meet or exceed a minimum acceptable score on the edTPA as determined by GaPSC; and,</li> <li>4. Secure employment which is validated by an employing school system.</li> </ol> <p><b>Pathway 3: Candidates prepared by a GaPSC-accepted out-of-state provider and fulfilling field and clinical experiences out-of-state, or educators having less than three years of accepted full-time satisfactory experience shall:</b></p>	<ol style="list-style-type: none"> <li>1. A minimum of two of three years of Proficient or Exemplary performance on the state annual summative performance evaluation while holding an Induction Certificate;</li> <li>2. Professional learning requirements as outlined by the GaPSC Professional Learning Task Force;</li> <li>3. System recommendation assuring the educator has met all state and local induction requirements;</li> <li>4. Remediated any ethics violations as appropriate; and,</li> <li>5. For those holding an Induction Certificate attained through Induction Pathway 4, meet or exceed a minimum acceptable score on the edTPA as defined by GaPSC</li> </ol> <p>Out-of-State teachers shall have:</p> <ol style="list-style-type: none"> <li>1. Three or more years of out-of-state, accepted full-time satisfactory teaching experience as an educator (Educators having fewer than three years of accepted full-time satisfactory experience will be issued an Induction Certificate under Induction Pathway 3);</li> <li>2. A passing score on the</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Educators must hold the Georgia Professional Certificate for a minimum of five years;</b></li> <li>2. <b>A minimum of three of five years of "Exemplary" performance on the annual summative performance evaluation while holding a Georgia Professional Certificate. No ratings on the annual summative performance evaluation should be below the "Proficient" level;</b></li> <li>3. Remediated any ethics violations as appropriate; and,</li> <li>4. Completion of one of the following: <ol style="list-style-type: none"> <li>a. Advanced degree in any teaching field held by the educator on their Georgia educator certificate, or certification in Curriculum and Instruction or Instructional Technology; or,</li> <li>b. National Board Certification</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Educators must hold, at the minimum, a Georgia Professional Certificate for five or more years or holds a Georgia Advanced Professional Certificate;</b></li> <li>2. <b>A minimum of three of five years of "Exemplary" performance on the annual summative performance evaluation while holding a Professional Certificate or holds a current Advanced Professional Certificate. No ratings on the annual summative performance evaluation should be below the "Proficient" level;</b></li> <li>3. Remediated any ethics violations as appropriate; and,</li> <li>4. Complete any one of the following: <ol style="list-style-type: none"> <li>a. Teacher Leadership Certification; or,</li> <li>b. Advanced degree in any teaching field held by the educator on their Georgia educator certificate, or National Board Certification or certification in Curriculum and Instruction or Instructional Technology</li> </ol> </li> </ol>

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Pre-service	Induction	Professional	Advanced Professional	Lead Professional
	<p>1. Attain a passing score on the GACE content assessment</p> <p>2. Secure employment which is validated by an employing school system.</p> <p>Pathway 4: Candidates employed in a school system as a classroom teacher while enrolled in a GaPSC-approved program leading to initial certification shall:</p> <ol style="list-style-type: none"> <li>1. Meet entry requirements of the GaPSC-approved education program;</li> <li>2. Attain a passing score on the GACE content assessment; and,</li> <li>3. Secure employment which is validated by an employing school system.</li> </ol> <p>Note: Candidates not meeting the employment requirement, but who meet all other requirements under Pathways 1, 2, or 3, qualify for a Georgia Letter of Certification Eligibility. Upon employment, the candidate will be issued an Induction certificate.</p>	<p>GACE content assessment;</p> <p>3. Met special Georgia requirements (GaPSC Rule 505-2-.20); and,</p> <p>4. Remediated any ethics violations as appropriate.</p>		<p>accompanied with a Teacher Leader Endorsement.</p>
Renewal/Validity	Renewal/Validity	Renewal/Validity	Renewal/Validity	Renewal/Validity
<p>The validity period for the Pre-Service Certificate is five years, but may be extended upon the request of the EPP.</p>	<p>The Induction Certificate is nonrenewable, but a one-year waiver may be requested by the employing school system to extend the induction period.</p>	<ol style="list-style-type: none"> <li>1. If an educator receives any combination of two "Ineffective" or "Needs Development" annual performance summative evaluations in the previous 5 year period, he/she shall not be entitled to a renewable certificate prior to demonstrating such performance deficiency has been satisfactorily addressed but may apply to the Commission for a nonrenewable certificate as defined by the Commission;</li> <li>2. Satisfy Professional Learning requirements as outlined by the GaPSC Professional Learning Task Force;</li> <li>3. The LEA provides a recommendation for renewal of the certificate; and,</li> <li>4. Remediate any ethics violations as appropriate.</li> </ol> <p>Failure to meet certificate renewal requirements results in the loss of the Professional Certificate</p>	<ol style="list-style-type: none"> <li>1. The educator satisfies professional learning requirements as outlined by the GaPSC Professional Learning Task Force;</li> <li>2. A minimum of three of five years of "Exemplary," performance on the state annual summative performance evaluation while holding a Professional Certificate. No ratings on the annual summative performance evaluation should fall below the "Proficient" level;</li> <li>3. Remediated any ethics violations as appropriate; and,</li> <li>4. The LEA provides a recommendation for renewal of the certificate.</li> </ol>	<ol style="list-style-type: none"> <li>1. The educator satisfies professional learning requirements as outlined by Professional Learning Task Force;</li> <li>2. A minimum of three of five years of "Exemplary," or the equivalent, performance on the annual summative performance evaluation while holding a Professional Certificate. No ratings on the annual summative performance evaluation should be below the "Proficient" level;</li> <li>3. Remediated any ethics violations as appropriate; and,</li> <li>4. The LEA provides a recommendation for renewal of the certification.</li> </ol>

Timeline for implementation:

- Pre-Service Certificate – August, 2014
- Induction Certificate – July 1, 2015
- Professional Certificate – July 1, 2014 (converting all clear renewable certificates)
- Advanced Professional Certificate – To be determined when sufficient data is available on distribution of TEM ratings
- Lead Professional Certificate – July 1, 2015

Highlighted items indicate details to be confirmed at a later date

October 18, 2013 version