



Special Education Leadership Development Academy (SELDA)

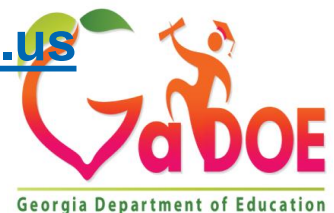
Professional Qualifications & In-Field under the Every Student Succeeds Act (ESSA)

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Agenda

1. ESSA and IDEA Requirements
2. In-Field and Professional Qualifications (PQ)
3. Required Notifications
4. PQ and ESSA In-Field Resources
5. Next Steps

ESSA and IDEA Requirements



Paraprofessionals-Federal Requirements

The State of Georgia ensures that it has professional standards for all paraprofessionals working in any school, including qualifications that were in place on the day before the date of enactment of the Every Student Succeeds Act.

In Georgia, a paraprofessional employed by a Georgia LUA, must meet one of the following requirements:

- **Degree:** *Hold an associate's degree or higher in any subject from a Georgia Professional Standards Commission (GaPSC)-accepted accredited institution; or*
- **Coursework:** *Have completed two (2) years of college coursework (sixty [60] semester hours) at a GaPSC-accepted accredited institution; or*
- **Content Area Test:** *Have passed the GACE Paraprofessional Assessment. If eligibility is established through the assessment, the applicant must also hold a minimum of a high school diploma or GED equivalent.*

Paraprofessionals in Georgia must have a certificate issued by the Georgia Professional Standards Commission

ESSA Sec.1111(g)(2)(M); GaPSC Certification Rule 505-2-.18

Clearance Certificates

ALL Georgia LEA teachers, school or school system administrators, and paraprofessionals **MUST hold a Clearance Certificate.**

A Clearance Certificate is a certificate issued by the Georgia Professional Standards Commission that verifies that an educator has completed fingerprint and criminal background check requirements.



G.A. §§ 20-2-80, 20-2-200, 20-2-211.1, 20-2-2065, GaPSC & SBOE Rules

ESSA and IDEA Requirements

The federal Every Student Succeeds Act (ESSA) and Individuals with Disabilities Education Act (IDEA) require Georgia to ensure that all **teachers** meet state certification requirements. Georgia law allows LEAs to waive certification requirements in Title 20 if the LEA has an approved Charter System or Strategic Waiver contract. LEAs that waive state certification must establish professional qualifications for their teachers and report the requirements in their annual ESSA application - the Consolidated LEA Improvement Plan (CLIP).

ESSA & IDEA



O.C.G.A. § 20-2-984

Georgia law authorizes GaPSC to establish certification requirements.

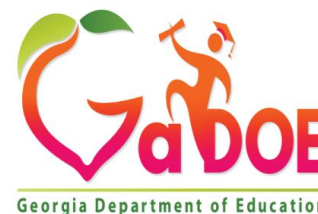


§ 20-2-2065

Georgia law allows charter and strategic waivers systems to waive state certification for most teachers.



ESSA In-Field Professional Qualifications

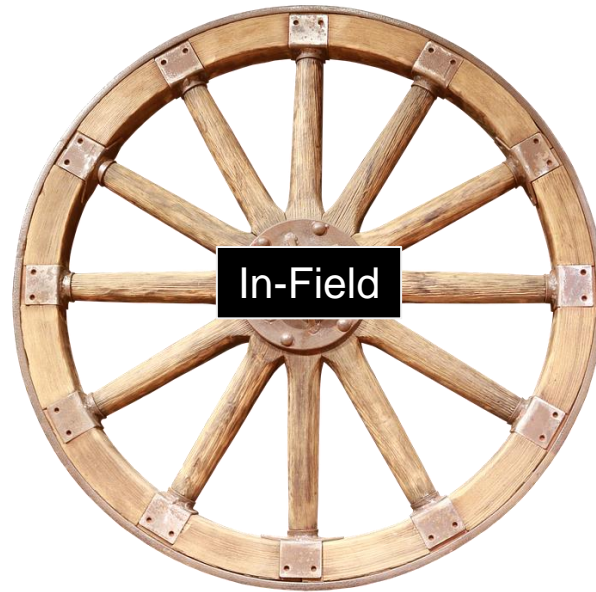


PQ & In-Field Stakeholders



Key Stakeholders Determine District PQ and Contribute to In-Field Reports

What is GaPSC In-Field?



- Requirement of ESSA
- Annually Reported on the State Report Card and to USED
- Teachers who are teaching in the field in which they are certified (Special Education teachers for service)
- Certification OR Demonstrated Equivalent
- All teachers who meet ESSA In-Field requirements also meet PQ requirements

ESSA In-Field Required State Reporting

State Report Card

A State that receives assistance under ESSA shall prepare and disseminate widely to the public an annual State report card...

The professional qualifications of teachers in the State, including information (that shall be presented in the aggregate and disaggregated by high-poverty compared to low-poverty schools) on the number and percentage of—
(III) teachers who are not teaching in the subject or field for which the teacher is certified or licensed.

ESSA Section 1111(h)(1)(C)(ix)

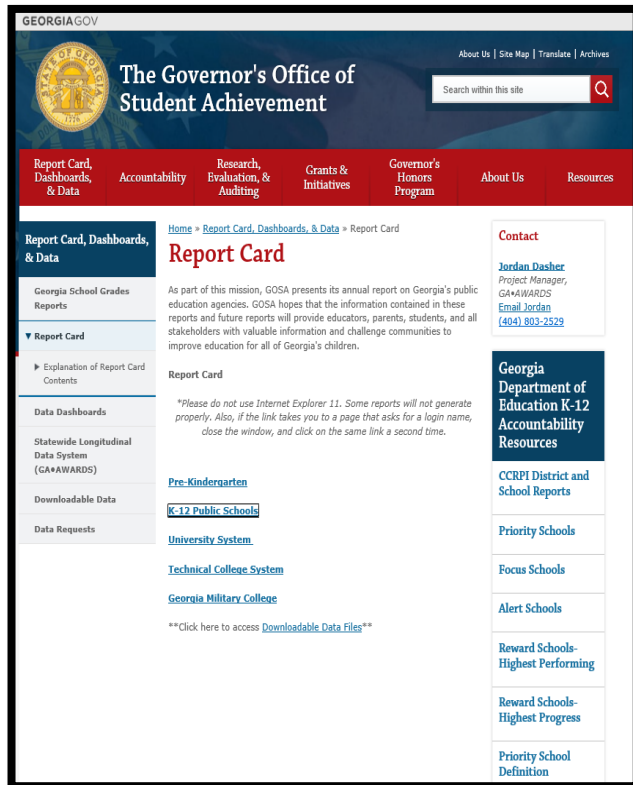
Annual State Report to USDE

Each State educational agency receiving assistance under this part shall report annually to the Secretary, and make widely available within the State...

information on the professional qualifications of teachers in the State, including information on the number and the percentage of the following teachers:

(iii) Teachers who are not teaching in the subject or field for which the teacher is certified or licensed.

ESSA Section 1111(h)(1)(C)(ix)



Special Education Certification for Service

505-2-.110 SPECIAL EDUCATION GENERAL CURRICULUM

Educators certified in Special Education General Curriculum are in-field to provide educational services for students in grades P-12 with disabilities whose Individualized Education Program (IEP) indicates instruction using the general education curriculum and participation in the general statewide assessment in grades P-12.

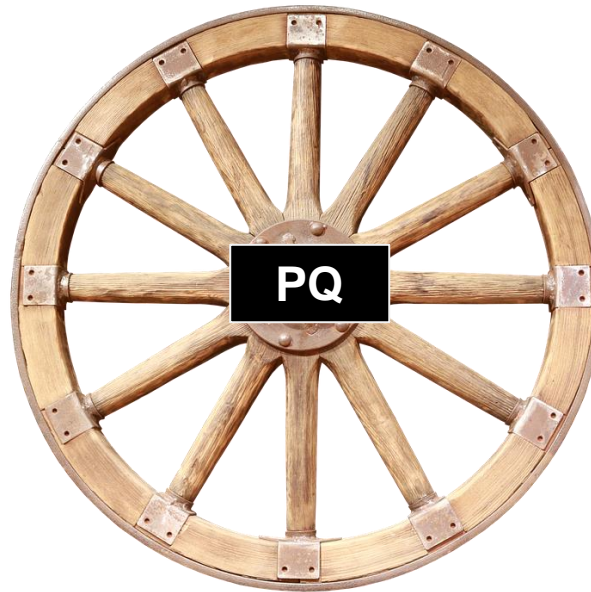
505-2-.107 SPECIAL EDUCATION ADAPTED CURRICULUM

Educators certified in Adapted Curriculum are in-field to provide educational services for all students in grades P-12 with disabilities whose Individualized Education Program (IEP) indicates instruction in an adapted curriculum leading to participation in the Georgia Alternate Assessment (GAA).

505-2-.56 SPECIAL EDUCATION GENERAL CURRICULUM/EARLY CHILDHOOD EDUCATION

Educators certified in Special Education General Curriculum/Early Childhood Education are in-field to provide educational services for all students in grades P-5, special education preschool (ages 3-5) and cognitive level P-5, including those with disabilities whose Individualized Education Program (IEP) indicates instruction using the general education curriculum and participation in the general statewide assessment (grades 3 – 5).

What are Professional Qualifications?



Paraprofessionals and Special Education teachers for service cannot waive certification.

ESSA/NCLB – Paras
GaDOE Rule – SpEd
LEA CLIP - Teachers

- Requirement of ESSA
- Minimum qualifications developed by LEAs for teachers who have waived certification
- Located and reviewed annually in the CLIP
- Determines when 20 Day Notifications are sent
- Can be revised at anytime by the LEA
- Monitored every four years in CFM

Establishing Professional Qualifications

DISTRICT IMPROVEMENT PLAN
<p>4.d.1 - State whether or not the district waives certification under Georgia charter law (OCGA 20-2-2065) or State Board Rule - Strategic Waivers (160-5-1-.33). [Sec 1112(e)(1)(B)(ii)]</p>
<p>4.d.2 - If the district waives certification, specify whether or not, in the current fiscal year, certification is waived for all teachers (except Special Education, ESOL, Gifted). If certification is waived for a select group of teachers, please specify for which teachers the district waives certification. The description must address content fields and grade level bands (P-5, 4-8, 6-12, P-12). Please note that in Georgia certification requirements for Special Education, ESOL and Gifted teachers CANNOT be waived. All Special Education teachers are required to hold GaPSC special education certification that is in-field for the course to which the teacher is assigned. In addition, ESOL and Gifted Teachers must hold the corresponding GaPSC endorsement. [Sec 1112(e)(1)(B)(ii)]</p>
<p>4.d.3 - If the district waives certification, state the minimum professional qualifications required for employment of teachers for whom certification is waived (example: bachelor's degree, content assessment, coursework, field experience, etc.). [Sec 1112(e)(1)(B)(ii)]</p>

40 4. Required Questions

- Waive Certification – Yes or No?
- If Yes, For Which Teachers?
 - All teachers except Special Education service areas? OR
 - Hard to staff areas?
 - CTAE or Foreign Language?
- What are Minimum Qualifications?
 - Degree
 - Content Assessment
 - Related Course/Field Work
 - Everyone must have a clearance certificate

Special Education Certification Content Change

- **Effective February 10, 2020, Georgia's PQ requirements for Special Education will be as outlined below:**
- **Content (if applicable)**
 - Charter System/SWSS LEAs – content certification only as outlined in the LEA's PQ requirements
 - No Waiver Systems - GaPSC Academic Content Concentrations in alignment with the students' Individualized Education Programs (IEPs)

On February 10, 2020, the Georgia Department of Education communicated with superintendents about revised requirements for professional qualifications for special education teachers. Details are available [here](#). Use this document to amend the LEA's FY20 Professional Qualifications from the approved CLIP.

2019-2020 Local Educational Agency (LEA) Professional Qualifications Amendment

Professional Qualifications

- Part 1 - For the current fiscal year, using the flexibility granted under Georgia charter law (OCGA 20-2-2065) or State Board Rule - Strategic Waivers (160-5-1-.33), does the district intend to waive teacher certification?

☒ Yes ☐ No

[ESSA Sec. 1112(e)(1)(B)(ii)]

- Part 2 - If the LEA waives certification, specify whether or not, in the current fiscal year, certification is waived:
 - i. for all teachers (except Special Education service areas in alignment with the student's IEP), or
 - ii. for a select group of teachers. If waived for a select group of teachers, the response must address content fields and grade level bands (P-5, 4-8, 6-12, P-12).

[All educators must hold a GaPSC issued Clearance Certificate.] [O.C.G.A. 20-2-211.1, SBOE 160-4-9-.05, ESSA Sec. 1112(e)(1)(B)(ii)]

ii. For K-12 Electives Teachers; K-12 SPED Content Areas

- Part 3 - If the LEA waives certification, state the minimum qualifications required for employment of teachers for whom certification is waived (example: bachelor's degree, content assessment, coursework, field experience, etc.). If no requirements exist beyond a Clearance Certificate, please explicitly state so. [Sec. 1112(e)(1)(B)(ii)]

- i. Teachers with out-of-state teaching certificates may be hired with non-Georgia teaching certificates but the out of state license must meet an equivalent Georgia qualification as defined by the GaPSC.
- ii. a) GaPSC teaching certification requirements might be waived in kindergarten through 12th grade elective courses with the combination of two or more years of field experience, Bachelor's Degree, Content Assessment, or course work.
- b) GaPSC Special Education academic content requirements may be waived for all content with two or more years of field experience in the subject area assigned, a bachelor's degree, and either 21 hours of related course work or a GACE Content Assessment.

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Richard Woods, Georgia's School Superintendent

An Equal Opportunity Employer



2019-2020 Local Educational Agency (LEA) Professional Qualifications Amendment

Special Education P-12 Teachers

Including Teachers at GNETS, residential facilities and third-party contractors.

Professional Qualifications (Monitoring)

ESSA In-Field (Reporting)

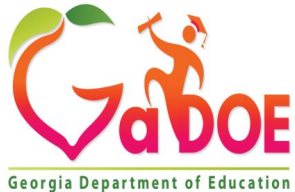
- PK-12 Special Education Teachers must have certification related to the service area aligned to the students' IEP.
- PK-12 Special Education Teachers issuing content grades must have content certification unless waived by the LEA. If waived, the special education teachers must meet Professional Qualifications for content determined by the LEA.

Summary

ESSA Sec.1111(g)(2)(M), IDEA 612(a)(14)(C), SBOE Rules 160-4-9-.07, 1

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Required Notifications PQ and ESSA In-Field Resources Next Steps



Required Notifications

Right to Know Notification

- Purpose: To allow parents to have enough information to make informed decisions when determining how to support their student's academic success.
- Timing: First 30 Days of School
- Required by Law
- Disseminate by District or by School (District Decides)
- Format is flexible (Email, Website, Handbook, Letter); Multiple methods encouraged
- Content is mandated (found on GaDOE website in English and Spanish)
- Be sure to fully respond to requests

20 Day Notification

- Purpose: To notify parents when teachers don't have required credentials so that they have enough information to make informed decisions when determining how to support their student's academic success.
- Timing: Ten days following the 20 Days (4 weeks) of being taught by a teacher without required credentials.
- Required by Law
- Disseminate by District or by School (District Decides); Only goes to students in the class where teacher does not have required credentials
- Format is flexible (Email, Letter)
- Content is mandated (found on GaDOE website in English and Spanish)

PQ & ESSA In-Field Website

The screenshot shows the GaDOE website with the 'Offices & Divisions' menu highlighted. The 'Title Programs' link under 'Federal Programs' is also highlighted. The 'Professional Qualifications & ESSA In-Field Reporting' page is visible, featuring a microphone icon and the text 'FEDTalks A podcast for the discussion of Georgia's Federal Programs'.

The screenshot shows the 'Professional Qualifications & ESSA In-Field Reporting' page. It includes sections for 'Office of Teaching and Learning', 'Teacher and Leader Support and Development', 'Title II, Part A', 'Georgia's Systems of Continuous Improvement', 'Teacher Keys Effectiveness System', 'Leader Keys Effectiveness System', 'Teacher/Leader Induction Guidance', 'Professional Learning/ Resources', and 'GaDOE Electronic Platform'. The page also features a 'Related Pages' section with links to 'Federal Programs', 'Title II, Part A', 'Data Collections', 'Charter Division', 'Strategic Waiver Support', 'Georgia Professional Standards Commission', and 'T&L Course Numbers and Descriptions'. The 'Contacts' section lists 'PGIn-Field Guidance Questions' and 'In-Field Portal Questions'. The 'Resources' section includes 'Official Code of Georgia (OCGA)', 'State Board of Education (SBOE)', and 'GaDOE Charter Division'. The 'Overview Documents' section lists 'GaDOE PQ ESSA In-Field Decision Guide (03.20.19)', 'GaDOE PQ ESSA In-Field Quick Guide (03.20.19)', and 'GaDOE PQ ESSA In-Field Special Education Guide (03.20.19)'. The 'Guidance Documents' section lists 'GaDOE PQ ESSA In-Field Implementation Guide Updated 06.14.19.pdf (06.14.19)' and 'In-Field FAQs (02.10.19)'. The 'Sample Notification Documents' section lists 'Sample: Parents Right to Know Notification - English & Spanish translation (06.12.18)' and 'Sample: 20 Day Notification - English and Spanish translation (06.14.19)'.

Overview Documents

SAMPLE Notifications

GaDOE > Offices & Divisions > Federal Programs > Title Programs

“Professional Qualifications and ESSA In-Field Reporting”

GaDOE PQ ESSA In-Field Special Education Quick Guide

Purpose:

- To provide LEAs with guidelines as it relates to special education
- To gather existing guidance into one quick reference tool

Audience:

- LEA program directors or school program contacts, and school level administrators in charge of scheduling



PQ & ESSA In-Field Implementation Guide

ESSA PQ & IN-FIELD IMPLEMENTATION GUIDE

THE GEORGIA DEPARTMENT OF EDUCATION
IMPLEMENTATION GUIDELINES FOR PROFESSIONAL
QUALIFICATIONS AND ESSA IN-FIELD REPORTING



January 2020

- **Special Education Teachers in Traditional LEAs-** LEAs should use the following criteria to determine when to send 20 Day Notifications for special education teachers:
 - Special education teachers who do not issue grades- 20 Day Notifications must be disseminated if the teacher does not hold special education certification.
 - Special education teachers who issue grades-
 - Special Education Certification- 20 Day Notifications must be disseminated if the teacher does not hold special education certification, and/or
 - Content Certification - the teacher does not hold certification for the subject area and grade level band in which the teacher issues grades in accordance with the student's IEP.
(Teachers who pass the ECE GACE will be considered in-field in ECE content through equivalent credentials. No additional coding in CPI or Student Class is required.)
- **Special Education Teachers in Charter/ Strategic Waiver LEAs-** LEAs should use the following criteria to determine when to send 20 Day Notifications for special education teachers:
 - Special education teachers who do not issue grades- 20 Day Notifications must be disseminated if the teacher does not hold special education certification.
 - Special education teachers who issue grades-
 - Special Education Certification- 20 Day Notifications must be disseminated if the teacher does not hold special education certification, and/or
 - Content Certification - the teacher does not hold certification for the subject area and grade level band in which the teacher issues grades in accordance with the LEA's PQ.
(Teachers who pass the ECE GACE will be considered in-field in ECE content through equivalent credentials. No additional coding in CPI or Student Class is required.)
- **Clearance Certificates-** Clearance certificate requirements are not subject to 20 Day Notifications.

Pages 13 & 14

GaDOE PQ & In-Field Resource Links

Professional Qualifications (PQ) & ESSA In-Field Reporting

[https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Professional-Qualifications-\(PQ\).aspx](https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Professional-Qualifications-(PQ).aspx)

PQ & ESSA In-Field Special Education Guide

[https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Professional-Qualifications-\(PQ\).aspx](https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Professional-Qualifications-(PQ).aspx)

PQ ESSA In-Field Implementation Guide

[https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Professional-Qualifications-\(PQ\).aspx](https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Professional-Qualifications-(PQ).aspx)

TECHNOLOGY



Possible Next Steps

1. Review the FY20 or FY21 CLIP (if approved) and become familiar with the PQ information for your LEA
2. Talk with the stakeholders in your LEA who make decisions about PQ & In-Field and see if content certification was waived for Special Education teachers in FY20
3. Visit the PQ & ESSA In-Field Reporting website and review the resources
4. Read the sections of the PQ & ESSA In-Field Implementation Guide that relate to Special Education
5. Read the PQ & ESSA In-Field Special Education Guide
6. Contact the person in your LEA that manages the In-Field portal
7. Begin to work with stakeholders to determine if Special Education teachers in your LEA meet state certification requirements for service
8. Begin to work with stakeholders to determine if Special Education teachers in your LEA meet state certification for content or PQ for content as determined by the LEA

What Questions Do You Have?



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