

# Making ESSA PQ and In-Field Easy



**GCEL Conference**  
**March 9-11, 2020**

# Georgia's Continuous Improvement Process



# Your Presenters for Today

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# Making ESSA PQ and In-Field Easy

## Agenda

- Overview of ESSA PQ and In-Field
- Updates
- Reflecting on Your PQ
- Resources



# ESSA PQ and In-Field Overview

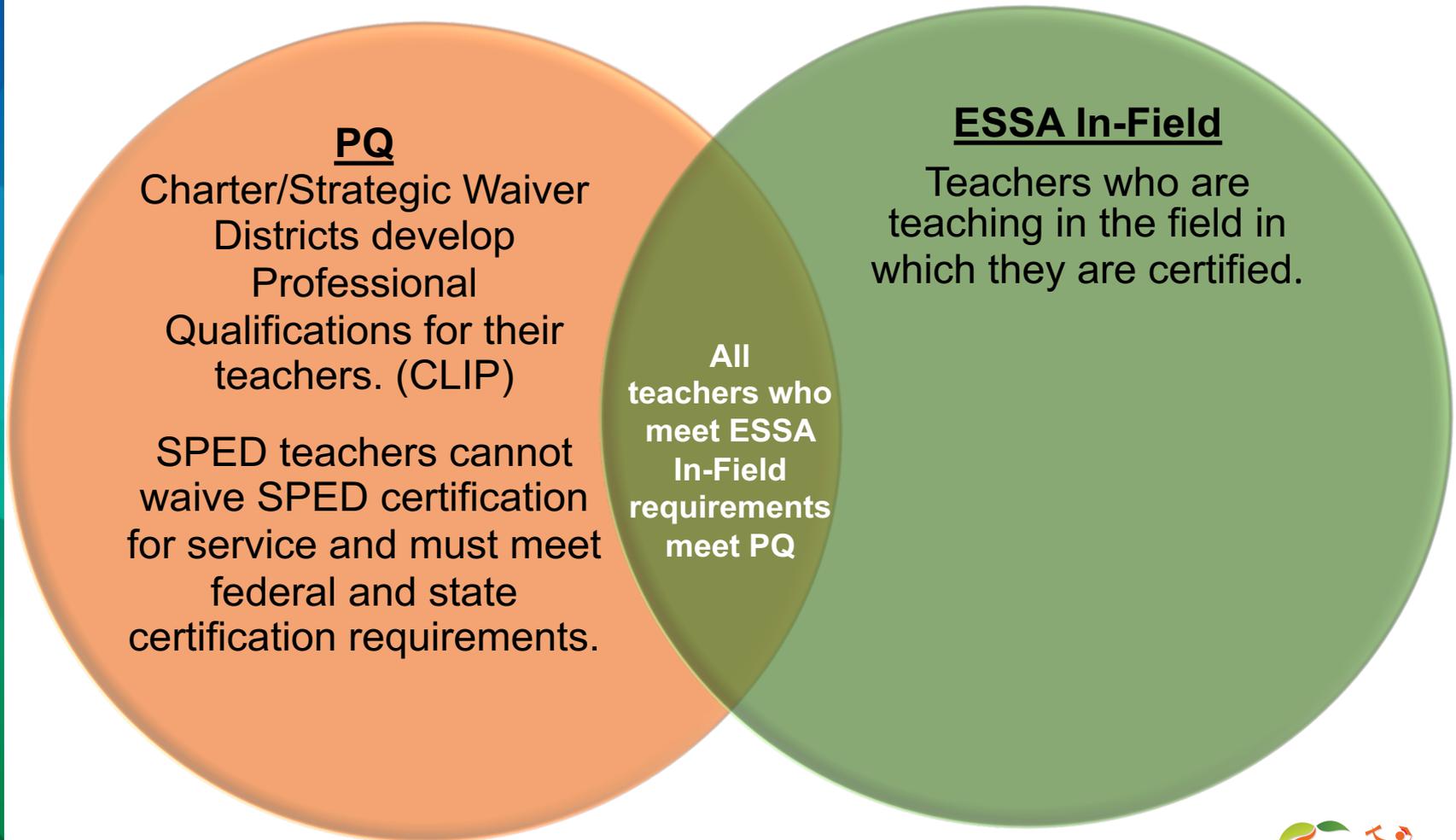
# ESSA PQ and In-Field Overview

## Key Points

- **Under ESSA, teachers must meet state certification requirements.**
  - Georgia's flexibility (*State Charter and Strategic Waiver*) allows LEAs to waive state certification requirements for most of their teachers and establish minimum professional qualifications (PQ).

# ESSA PQ and In-Field Overview

## Understanding PQ & ESSA In-Field



# ESSA PQ and In-Field Overview

## Understanding PQ & ESSA In-Field

### Professional Qualifications

- Monitored on a 4-Year Cycle
- Reviewed annually through the CLIP
- Requirement for the acceptance of ESSA Funds
- Requirements
  - Federal –Paraprofessionals
  - State – Special Education (Service)
  - LEA – All Other Teachers

### ESSA In-Field

- Reported Annually
- Requirement for the acceptance of ESSA Funds
- Requirements
  - Certification OR
  - Demonstrated Equivalent (*Degree, Coursework, GACE, Industry Credentials*)

# ESSA PQ and In-Field Overview

## Establishing PQ in Georgia

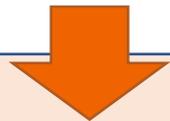
ESSA Requires ALL SEAs & LEAs Ensure Teachers Meet State Certification Requirements

Under ESSA, Paraprofessionals must meet requirements which are the same as those under NCLB (ESSA Sec.1111(g)(2)(M); GaPSC Certification Rule 505-2.18)

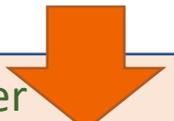


In Georgia, all Special Education Teachers must be certified in Special Education Service (ESSA Sec.1112, IDEA Sec. 612(q)(14)(c) ; SBOE 160-4-9-.04, 160-4-9.06, 160-5-1-.33)

In Georgia, LEAs Have 2 Choices for Meeting Requirements for Teachers  
Traditional or Charter/ Strategic Waiver. §20-2-80.



Traditional  
Follow GaPSC Certification Rules



Charter/ Strategic Waiver  
Establish Professional Qualifications

Requirements Placed in CLIP

# ESSA PQ and In-Field Overview

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





# Updates to ESSA PQ and In-Field

# Updates to ESSA PQ and In-Field

## Summary of Changes

LEA Type And Special Education Teacher	Prior PQ Requirement (effective 07-01 -17)	New PQ Requirement (effective 2-11-20)
Traditional Georgia LEA any Special Education Teacher	<b>MUST</b> follow all GaPSC certification requirements in alignment with the students' IEP and State Board of Education rules.	No Change in Prior Requirement
Charter & Strategic Waiver LEAs Special Education Teacher Does NOT Issue Grades	<b>MUST</b> hold GaPSC special education certification aligned with teaching assignment (general, adapted, visual impairment, etc.) AND <b>MUST</b> have a clearance certificate.	No Change in Prior Requirement
Charter & Strategic Waiver LEAs Special Education Teacher Issues Grades	<b>MUST</b> hold GaPSC special education certification aligned with teaching assignment (general, adapted, visual impairment, etc.) AND <b>MUST</b> hold content certification for the subject and grade level bands for which the teacher is assigned (K-5), (4-8), (6-12) and in accordance with the students' IEPs AND <b>MUST</b> have a clearance certificate.	<b>MUST</b> hold GaPSC special education certification aligned with teaching assignment (general, adapted, visual impairment, etc.) AND <b>MUST</b> hold content certification in alignment with the LEA's PQ Requirements. AND <b>MUST</b> have a clearance certificate.  <b>CONTENT NOW REFLECTS LEA'S REQUIREMENTS</b>

# Updates to ESSA PQ and In-Field

## Summary of Changes for Charter and Strategic Waiver LEAs

Educator	Requirements
Paraprofessional	<b>Federal</b> (NCLB) Requirements Aligns with GaPSC Certification
Special Education Teacher Does Not Issue Grades	Service: <b>State</b> Requirements GaPSC Certification
Special Education Teacher Issues Grades	Service: <b>State</b> Requirements GaPSC Certification Content: <b>LEA</b> Requirements
Regular Education Teacher (including Gifted, ESOL, and EIP)	Content: <b>LEA</b> Requirements

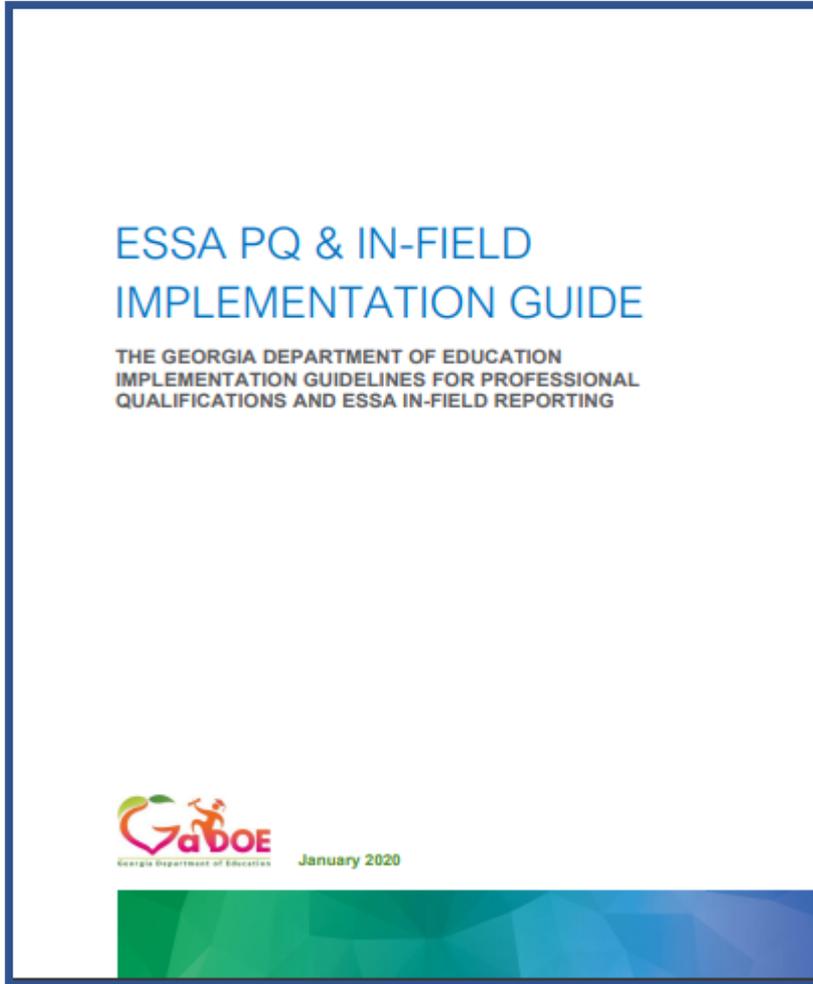
# Updates to ESSA PQ and In-Field

## 20 Day Parent Notification Changes for Charter and Strategic Waiver LEAs

<p>Prior 20 Day Parent Notification (effective 07-01-17)</p>	<p>New 20 Day Parent Notification (effective 2-11-20)</p>
<p><u>Educator does not issue grades</u> Notifications must be disseminated if the teacher does not hold special education certification</p> <p><u>Educator issues grades</u> Notifications must be disseminated if the teacher does not hold</p> <ul style="list-style-type: none"> <li>• special education certification, and/or</li> <li>• content certification</li> </ul> <p>for the subject area(s) and grade level band(s) in which the teacher issues grades. (Aligned with GaPSC In-Field)</p>	<p><u>Educator does not issue grades</u> Notifications must be disseminated if the teacher does not hold special education certification</p> <p><u>Educator issues grades</u> Notifications must be disseminated if the teacher does not hold</p> <ul style="list-style-type: none"> <li>• special education certification, and/or</li> <li>• content certification in accordance with the LEA's Professional Qualification requirements</li> </ul> <p><b>CONTENT NOW REFLECTS LEA'S REQUIREMENTS</b></p>

# Updates to ESSA PQ and In-Field

## ESSA PQ & In-Field Implementation Guide



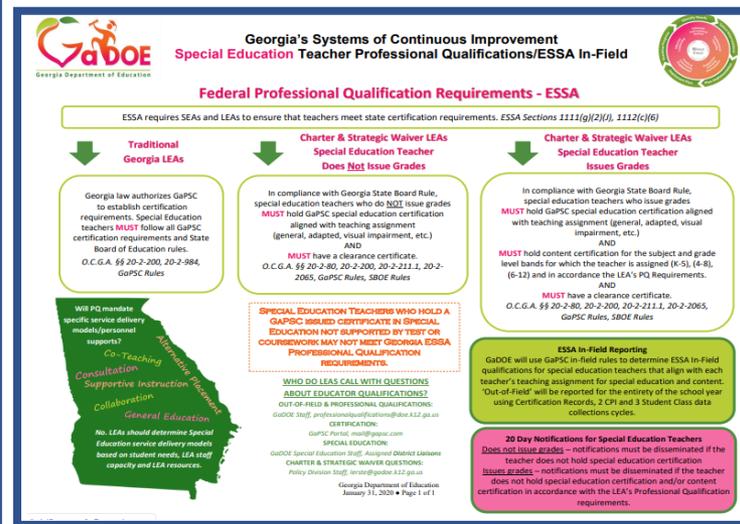
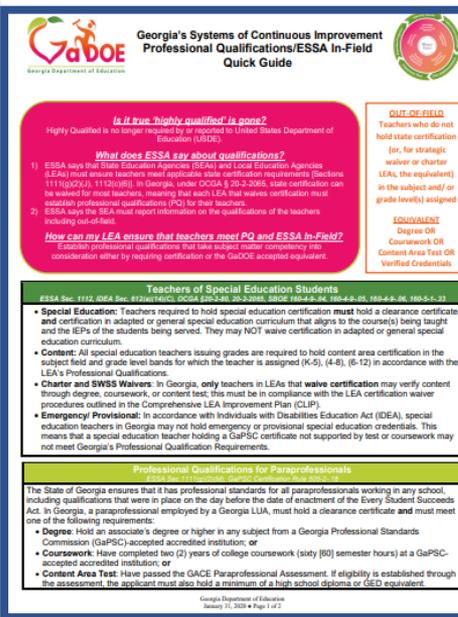
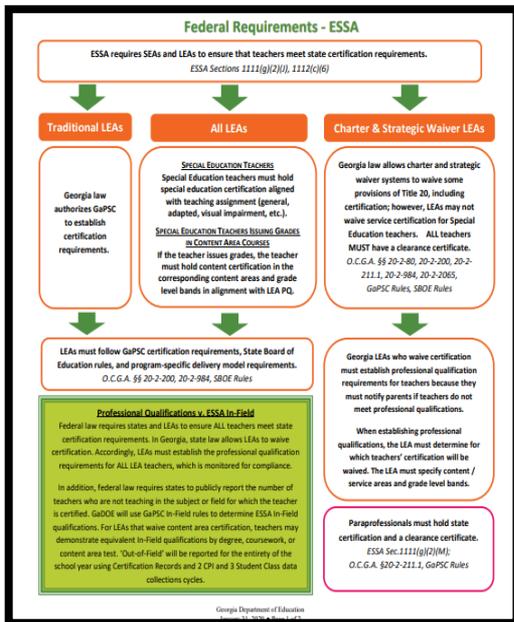
The ESSA PQ and In-Field Implementation Guide is an authoritative document that guides local education agencies (LEAs) in their efforts to implement federal, state and local requirements related to professional qualifications and in-field reporting in Georgia.

PQ – pages 23 - 37

Q & A – pages 39 – 45

Citations – pages 62 - 71

# Updates to ESSA PQ and In-Field PQ/ESSA In-Field Quick Guides



## Decision Guide

### Purpose:

- Broad Overview

### Audience:

- General Public

## Quick Guide

### Purpose:

- Updates

### Audience:

- LEA staff working with PQ and In-Field

## Special Education Guide

### Purpose:

- Special Education Focus

### Audience:

- Special Education Staff

# Updates to ESSA PQ and In-Field In-Field Portal



**Georgia Professional Standards Commission**  
*Protecting Georgia's Higher Standard of Learning*

Please Sign In



Due to budget and staff reductions...

- We no longer accept "walk-in" visitors.
- Our Call Center is closed on Tuesdays and Thursdays.

We can still help you!

- Use your [MyPSC](#) account to track the progress of your application and print your certificate.
- Our Call Center (800) 869-7775 is open from 8:00 am to 4:30 pm, Monday, Wednesday, and Friday except for state holidays.
- Email us at [mail@gapsc.com](mailto:mail@gapsc.com)

Username:  [Forgot username?](#)

Password:  [Forgot password?](#)

[www.gapsc.org](http://www.gapsc.org)

# Updates to ESSA PQ and In-Field

## What do I do if I have questions about In-Field?

### In-field System

#### Documentation

[ESSA In-Field Updates for FY19](#)

For further assistance email: [infield@gapsc.com](mailto:infield@gapsc.com)

#### Find an educator

SSN <input type="text"/>	OR Certificate Number <input type="text"/>	<input type="button" value="Search Educator"/>
<hr/>		
First name <input type="text"/>	Last name <input type="text"/>	<input type="button" value="Search By Names"/>

#### Select Records

<b>Academic Year &amp; Data Cycle</b> <input type="text" value="2020-1"/>	<b>System</b> <input type="text" value="-- Select one system --"/>
<b>School Buildings</b> <input type="text" value="All Schools"/>	<b>Type</b> <input type="text" value="Teachers"/>
<b>Content Status</b> <input type="text" value="Out-of-field"/>	<b>Services Status</b> <input type="text" value="Out-of-field"/>
<input type="button" value="Search"/> <input type="button" value="System Report"/>	<input type="button" value="Building Report"/>

**professionalqualifications@doe.k12.ga.us**

# Reflecting on Your PQ



# Reflecting on Your PQ

## LEAs might look at how an LEA-established PQ requirements could impact...

- student **achievement**
- school or district **climate**
- the **scheduling** of LEA teachers
- the **supervising** of student teachers
- a LEA's federal program **monitoring** results
- **staffing** decisions at the LEA's charter schools
- a LEA's internal and external **recruitment** pool
- a LEA's **budget** and/or an educator's personal finance
- the **civil rights** of the students being served & related service models
- whether or not a LEA is required to disseminate ESSA 20 Day **notifications**
- **TKES process** for educators

From the *ESSA PQ and Implementation Guide* pp. 35-36

# Reflecting on Your PQ

LEA-developed PQ requirements can be reviewed and updated as needed!



# Reflecting on Your PQ

## CLIP – Required Questions – Professional Qualification (PQ)

### Online CLIP (DIP 3.1, 3.2 & 3.3) and S-CLIP #5

#### Professional Qualifications (Part 1) – Intent to Waive Certification

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 or No?** [ESSA Sec. 1112(e)(1)(B)(ii)]

#### Professional Qualifications (Part 2) – Waiver Recipients

If the LEA waives certification, specify whether or not, in the current fiscal year, certification is waived:

- i. for all teachers (except Special Education services 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)]*

Responses Should Not Contradict

#### Professional Qualifications (Part 3) – Minimum Qualifications

If the district 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)]

# Reflecting on Your PQ

## Professional Qualifications Part 1

### 5. Professional Qualifications

- Part 1 – State “explicitly” whether or not in the current fiscal year the LEA uses its Charter or Strategic Waiver flexibility to waive certification. [O.C.G.A. 20-2-80, 20-2-2065, ESSA Sec. 1112(e)(1)(B)(ii)]

Yes or No

### PQ – Intent to Waive Certification

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).

Part 1: For the current fiscal year, using the flexibility granted under Georgia charter law or State Board Rule – Strategic Waivers, does the district intend to waive teacher certification – Yes or No

#### Look For:

- Description explicitly states whether or not the district waives certification for teachers
- Yes or No

# Reflecting on Your PQ

## Professional Qualifications Part 2

- Part 2 - If the LEA waives certification, specify whether or not, in the current fiscal year, certification is waived:
  - for all teachers (except Special Education), or
  - for a select group of teachers (please specify content fields and grade level bands, P-5, 4-8, 6-12, P-12).

*[Note that in Georgia certification requirements for Special Education 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. 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)]*

Do Not Contradict

### PQ- Waiver Recipients

If the district waives certification, specify whether or not, in the current fiscal year, certification is waived for all teachers (except Special Education). 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 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, Teachers must hold the corresponding GaPSC endorsement.

Part 2: If LEA waives certification specify whether or not, in the current fiscal year, certification is waived:

- For all teachers (except Special Education teachers)
- 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, 9-12)

Look For:

- If the district waives certification, the description states whether or not certification is waived for all teachers. If only waived for some teachers, the description listed the content and grade level bands for which the district waives the certification of those teachers (PQ is not waived for Special Education.)
- If yes, list teacher content and grade level bands for whom certification is waived.
- (Example: 9-12 CTAE, 6-12 Math, 9-12 Foreign Language)

# Reflecting on Your PQ

## Professional Qualifications Part 3

- 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)]

Answer question distinctly

### PQ- Qualifications

- The LEA describes the minimum qualifications required of its teachers for employment
- Request Revision** if incomplete, violated the law, contradicts itself, is unclear, is non-committal
- Recommendations/Comments** if it looks like current format might require revisions
  - Field Experience -What does this mean?
  - Setting a higher degree than what might be Needed if waiving CTAE
  - Forgetting to consider charter schools if the LEA has LEA-approved charter schools

#### Sample Language:

For teachers employed in \_\_\_\_\_ County (except Special Education) the minimum qualifications include:

- Clearance Certificate **AND**
- Bachelor's Degree

For teachers employed in \_\_\_\_\_ County (except Special Education) the minimum qualifications include:

- Clearance Certificate **AND**
- Bachelor's Degree in assigned field **OR**
- Five years Successful Field Experience in CTAE field

For teachers employed in \_\_\_\_\_ County (except Special Education) the minimum qualifications include:

- Clearance Certificate **AND**
- Degree in subject area assigned **OR**
- Coursework in subject area assigned **OR**
- Passing Score on content area test in subject area assigned **OR**
- Five or more satisfactory work experience in a field directly related to the subject area taught (example: Emergency Technician courses may be taught by and EMIT with at least 5 years of satisfactory work experience).

## Professional Qualifications "Look Fors"

### PQ – Intent to Waive Certification

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# Reflecting on Your PQ

## Developing LEA Professional Qualifications

1. Does your District find it difficult to hire teachers who are fully certified?
2. If so, what grade levels and areas are difficult?
3. Using the answers to the two questions above, do you think your District should waive certification?
4. If so, what grade levels and content areas should be waived?
5. If your District waives certification, what are the minimal qualifications you want candidates to have to teach in your District?

# Reflecting on Your PQ

## Task

In a small group of four,

1. Share your district's current PQ with the other members.
2. Reflect on challenges your district had with your PQ this school year.
3. What is your district considering for PQ next school year?

Be prepared to report out to the whole group on what you discussed!

# Report Out AND Questions?



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# Making ESSA PQ and In-Field Easy

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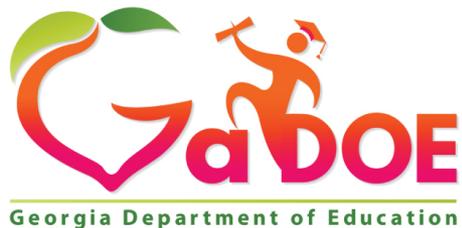
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**EDUCATING  
GEORGIA'S FUTURE**