Georgia Department of Education

Richard Woods, Georgia's School Superintendent
"Educating Georgia's Future"

THE GEORGIA DEPARTMENT OF EDUCATION IMPLEMENTATION GUIDELINES FOR PROFESSIONAL QUALIFICATIONS AND RELATED REPORTING UNDER ESEA/ESSA

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Note: This document is a draft. It is considered a ***living document*** *that will be revised as needed. However, it is an authoritative document that can guide local education agencies (LEAs) in their efforts to implement Georgia requirements. This document reflects the most recent federal and state updates and changes available. The most current document will be posted to the Georgia Department of Education website on the Professional Qualifications and Related Reporting Requirements under the Every Student Succeeds Act (2015) webpage.*

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1. The Georgia Department of Education *(O.C.G.A. §20-2-240; SBOE Rule 160-5-1-.36)*

The Georgia Department of Education (GaDOE) is the designated state education agency (SEA) for receiving and administering grants. The GaDOE provides resources and support to local education agencies (LEAs) so that federal, state and local requirements may be met. A network of GaDOE specialists is available to provide information about Every Student Succeeds Act (ESSA) requirements, assist with data needs and local planning, and support teacher preparation and professional development initiatives. The *Professional Qualifications and Related Reporting Requirements under the Every Student Succeeds Act (2015)* webpage of the GaDOE website provides information, resources, and links for Georgia's district and school administrators, teachers, paraprofessionals, teacher educators, institutions of higher education, parents, and the community at large.

2. The Georgia Professional Standards Commission *(O.C.G.A. §20-2-984)*

Under state law, the Georgia Professional Standards Commission (GaPSC) is the state entity responsible for establishing teacher qualifications and, as such, is the agency in charge of establishing and enforcing professional teacher preparation standards and certifying and licensing teachers. The GaPSC provides resources to LEAs so that federal, state and local requirements may be met.

3. Georgia Professional Qualifications under ESSA *(see citations below)*

The NCLB "highly qualified" requirement has been replaced by two different, but comparable requirements under the Every Student Succeeds Act (ESSA):

- Professional Qualifications - applies to ALL teachers and paraprofessionals in grades PK-12
- ESSA In-Field Reporting - applies to ALL teachers and paraprofessionals in grades PK-12

Under Sec. 1111 of Title I of the Every Student Succeeds Act of 2015, SEAs and LEAs must ensure teachers meet state certification or licensure requirements or, if applicable, must meet the requirements set forth in a state's public charter school law.

The Georgia Professional Standards Commission determines state certification requirements in Georgia. However, under O.C.G.A. §20-2-80 / SBOE Rule 160-5-1-.33 (strategic waiver) and §20-2-2065/ SBOE Rule 160-4-9-.07 (charter), Georgia LEAs may submit applications to waive provisions of Title 20 Education Law including certification requirements as determined by the GaPSC. While certification waivers vary from LEA to LEA, a review of current applications on file reflects waivers of teacher certification (§20-2-200), Professional Learning (PL) for certification renewal (§20-2-201), paraprofessional certification (§200-2-204), alternative certification (§200-2-206) and substitute teacher certification (§200-2-216). In order for the GaDOE to ensure that LEA teachers meet state certification requirements, all LEAs must outline LEA professional qualification requirements that align either with GaPSC requirements, approved charter or strategic waiver applications or a combination of the two. This is submitted annually in the Consolidated LEA Improvement Plan (CLIP). LEAs may update professional qualification requirements at any time in accordance with charter and strategic waiver

applications. LEAs may not waive federal requirements and specified state requirements, such as special education certification.

Regardless of charter or strategic waiver status, ALL LEA teachers and paraprofessionals must hold a Clearance Certificate (O.C.G.A. §§ 20-2-211.1, 20-2-82, 20-2-2065, SBOE Rules 160-5-1-.33 and 160-4-9-.07, GaPSC Rule 505-2-.42).

Under July 2017 edits to SBOE Rules 160-5-1-.33 and 160-4-9-.07, LEAs may not waive certification requirements for Special Education Teachers.

All LEAs should be reminded that ability to waive certification under charter and strategic waiver does not remove LEA obligation to abide by federal, state and local rules, regulations, court orders and statutes relating to civil rights and labor laws. LEAs are encouraged to work with the LEA's human resources staff and legal counsel to ensure all obligations are met.

Each of these requirements is explained further in this implementation guide.

4. Code of Ethics for Educators in Georgia *(O.C.G.A. §20-2-984.1, GaPSC Rule 505-6-.01)*

The Ethics Division of the GaPSC is responsible for enforcing the Code of Ethics for Educators in Georgia. Standard 4 of the Code states **"**An educator shall exemplify honesty and integrity in the course of professional practice." Unethical conduct as it relates to ESSA includes but is not limited to, falsifying, misrepresenting or omitting:

- Professional qualifications of leaders, teachers, and paraprofessionals;
- Information notifying parents that they may request information regarding teachers' and paraprofessionals' professional qualifications;
- Information notifying parents if a teacher has not met state or local professional qualification requirements as determined by the LEA;
- Information submitted to federal and state governmental agencies; and,
- Information submitted in the course of professional practice.

5. Required Notification: Right to Know *(ESSA Sec. 1112(e)(1)(A))*

In accordance with ESSA, all LEAs are required to notify parents at the beginning of each school year of their 'Right to Know' the professional qualifications of their student's classroom teachers and paraprofessionals.

Requirements for Content of the Right to Know Notification

- LEA notifications MUST use the language of the law.

> In compliance with the requirements of the Every Students Succeeds Act, parents may request the following information:
>
> 1. Whether the student's teacher—
>   - has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;

- is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived; and,
- is teaching in the field of discipline of the certification of the teacher.

2. Whether the child is provided services by paraprofessionals and, if so, their qualifications.

- In Georgia, notifications must occur within 30 calendar days from the start of school or upon enrollment.
  - For verification purposes, notifications must contain the month/year of dissemination or, if included in another document, the primary document must contain a date. Or, if the primary document is undated, records may also include supplemental documentation that contains the month/year of notification dissemination.
  - For verification purposes, the name of the LEA and/ or school must be included.
- In Georgia, LEAs are required to notify parents in <u>all</u> LEA schools or programs.
- Responses to requests must be provided in a timely manner.
- Maintain records of annual notification(s) from all LEA schools or programs.

<u>Best Practices for the Right to Know Notification</u>

ESSA does not prescribe the exact method of dissemination for notifications. In Georgia, the following are considered best practices when notifying parents:

- Develop written procedures for compliance, which include a timeline and person, by position, responsible for verifying notification content, verifying dissemination of notification, and maintaining notification documentation.
- Notify parents in multiple formats in order to ensure that all parents have the opportunity to receive the information. This may include, but is not limited to, a LEA or school handbook, a letter mailed home, inclusion in a newsletter or brochure, posting on a website, and/or a schoolwide email.
- Notify parents, to the extent practicable, in a language that they may understand.
- Ensure the notification includes school/program/LEA name and a point of contact by position.

6. Required Notification: 20 Day Notification *(ESSA Sec. 1112(e)(1)(B)(ii))*

In Georgia, in accordance with ESSA, all LEA schools/ programs are required to provide timely notice to parents when students have been assigned or taught for four or more consecutive weeks by a teacher who does not meet applicable state certification or licensure requirements (*including professional qualifications developed by the LEA in alignment with an approved charter or strategic waiver application*) at the grade level and subject area in which the teacher has been assigned. In Georgia, notification requirements apply to all teachers in all LEAs and schools/programs within each LEA. Notifications must be made <u>within ten business days</u> following the four consecutive weeks.

<u>Requirements for Content of the 20 Day Notification</u>

- In compliance with the requirements of the Every Students Succeeds Act, parents must be notified of a teacher's professional qualifications under the following circumstances:

- **Regular Education Teachers in Traditional LEAs-** When students have been assigned or taught for four or more consecutive weeks by a teacher who does not meet applicable GaPSC 'in-field' state certification requirements at the grade level and subject area in which the teacher has been assigned.
- **Regular Education Teachers in Charter/ Strategic Waiver LEAs-** When students have been assigned or taught for four or more consecutive weeks by a teacher who does not meet LEA professional qualification requirements (in alignment with approved Charter/SWSS application and CLIP) at the grade level and subject area in which the teacher has been assigned.
  Note: It is possible for a teacher to meet charter/ strategic waiver LEA professional qualification requirements and not meet GaPSC in-field requirements. In this circumstance, 20 Day Notification is not required.
- **Special Education Teachers in all 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 or Equivalent- the teacher does not hold certification or ESSA in-field equivalent (that aligns with approved CLIP PQ) for the subject area and grade level band in which the teacher issues grades.
- **Clearance Certificates-** Clearance certificate requirements are not subject to 20 Day Notifications.
- **Paraprofessionals and Substitute Teachers-** 20 Day Notifications are not required for paraprofessionals and substitute teachers.
  - Paraprofessionals- ESSA does not include paraprofessionals as educators for whom 20 Day Notifications must be sent.
  - Substitutes- O.C.G.A. § 20-2-216/ GaPSC Rule 505-20-.20 requires LEAs hiring and assigning substitutes to ensure substitutes meet state certification requirements or to hire substitutes who most closely meet the requirements for teacher certification and who are available to serve as substitute teachers.

- In Georgia, notifications must occur within ten business days following the four consecutive weeks.
  - For verification purposes, notifications must contain:
    - Day/Month/Year of notification;
    - Name of the teacher who has not met professional qualification requirements;
    - Name of the LEA and/ or school/program; and,
    - Statement that the teacher has not met state certification OR LEA charter/strategic waiver professional qualification requirements for the grade level(s) and/or subject area(s) in which the teacher is assigned. Grade level and/or subject area must be identified.
  - In Georgia, notification requirements apply to ALL teachers in LEA schools/programs.
  - Maintain records of all notifications.

Best Practices for the 20 Day Notification

ESSA does not prescribe the exact method of dissemination for notifications. In Georgia, the following are considered best practices when notifying parents:

- Develop written procedures for compliance, which include a timeline and person, by position, responsible for verifying notification content, verifying dissemination of notification, and maintaining notification documentation.
- Notify parents in a format that will ensure that all parents have the opportunity to receive the information.
- Notify parents, to the extent practicable, in a language that they may understand.
- Ensure the notification includes school/program/LEA name and a point of contact by position.

7. Definitions *(see citations below)*

7.a Professional Qualifications

(ESSA Sections 1111(g)(2)(J), 1112(c)(6); O.C.G.A. §§ 20-2-82, 20-2-2065)

This section outlines the requirements that teachers and paraprofessionals in traditional and charter/strategic waiver LEAs must meet:

- Traditional LEAs-
  - Teachers and Paraprofessionals: State certification requirements (including Clearance certificate) as established by the GaPSC.

- Charter/ Strategic Waiver LEAs-
  - Special Education Teachers- State certification requirements as established by the GaPSC.
  - Teachers (other than special education teachers)- The professional qualifications established by the LEA that align with approved charter/ strategic waiver application and CLIP.
  - Paraprofessionals- Georgia NCLB requirements.
  - All Staff-GaPSC issued Clearance certificate.

7.b Inexperienced Teachers and Leaders

(GaDOE FY18 CNA Data Guide)

- Inexperienced Teachers
  For ESSA reporting purposes, an inexperienced teacher is defined as a teacher with less than four years of experience in the Georgia public school system. It is established by using the GaDOE Certified/Classified Personnel Information (CPI) data collection to determine the duration between initial educator certification/employment and current reporting period. With tiered certification, an inexperienced teacher is an induction-level teacher. New teachers hold an Induction certificate for three years, and then move to the Professional certificate (provided they meet all requirements).

- Inexperienced Leaders
  Leaders with less than four years of experience in the Georgia public school system. This includes only those educators reported in CPI for at least one reporting period in either job code 610 or 615. It is established by looking at the duration between the present and initial certification/employment. The certifications considered in-field for these leadership positions may include:
  FLD704 EDUCATIONAL LEADERSHIP (P-12)
  FLD706 EDUCATIONAL LEADERSHIP BUILDING-LEVEL (P-12)
  FLD707 EDUCATIONAL LEADERSHIP SYSTEM-LEVEL (P-12)
  FLD710 EDUCATIONAL LEADERSHIP - TIER II
  FLD828 SUPERINTENDENT

7.c Clearance Certificate

(GaPSC Rule 505-2-.42, O.C.G.A. § 20-2-211.1 § 20-2-2065)

The Clearance certificate verifies that an educator employed in Georgia has successfully completed fingerprint and criminal background check requirements and has no convictions of any felony; any crime involving moral turpitude; any other criminal offense involving the manufacture, distribution, trafficking, sale or possession of a controlled substance or marijuana; or any sexual offense; and does not have a certificate or license that is currently revoked or suspended in Georgia or any other state. There are no academic requirements necessary to qualify for this certificate and it does not authorize the holder to be considered in-field for any position. All holders of this certificate are subject to the Georgia Code of Ethics for Educators (See GaPSC Rule 505-6-.01 THE CODE OF ETHICS FOR EDUCATORS). In Georgia, ALL teachers and paraprofessionals MUST have a Clearance certificate.

LEAs must submit this documentation through ExpressLane. Any questions should be directed from the LEA HR Department to the GaPSC Certification Division.

7.d Certificate Types

(GaPSC Rule 505-2-.02)

Categories		Types	
Renewable	Non-Renewable		
Titles	**Titles**		
Standard Professional (SR) Performance-Based Professional (PR) Advanced Professional (AP) Lead Professional (LP) Life (D) Retired Educator (R)	Pre-Service (PS) Induction (IN) - (includes SI)* International Exchange (X) Non-Renewable Professional (N)* Waiver (W)*	Adjunct (J) Clearance (C) Educational Interpreter (EI) Leadership (L) Non-Instructional Aide (AIDE)	Paraprofessional (PARA) Permit (P) Service (S) Support Personnel (SP) Teaching (T)

* Special Education teachers who hold a SI, N, or W may not meet Georgia professional qualification requirements depending on content verification.

Note: A service certificate may not make a teacher 'in-field' for a course. LEAs should reference GaPSC certification rules and Certification/Curriculum Assignment Policies System (CAPS) system to determine GaPSC in-field requirements. GaPSC in-field requirements serve as the foundation for determining Georgia ESSA in-field requirements.

7.e Emergency & Provisional Certificates

(GaPSC Rules 505-2-.09 (N), 505-2-.13 (W), 505-2-.34 (SI), 505-2-.04 (IN); IDEA 602(10)(B); ESSA 1111(h)(1)(c)(ix), 1111(g)(2)(1))

- 7.e.1 Waiver Certificate (W)

  The Waiver certificate is issued at the request of an employing Georgia LEA and at the discretion of the GaPSC to educators who have not satisfied all certification requirements. Valid for a one (1)-year period, the Waiver certificate is non-renewable. Waiver certificates are identified by the code letter "W".

  In Georgia, a regular education teacher may hold a Waiver certificate if allowed under the Professional Qualifications of the LEA, but will be reported as out-of–field under ESSA in-field reporting. While the GaPSC is authorized to issue Waiver (W) certificates to special education teachers, special education teachers in Georgia who hold a GaPSC Waiver (W) certificate may not meet Georgia Professional Qualification requirements, may be reported as out-of-field, and will be reported as holding emergency or provisional certification under ESSA/IDEA reporting.

Waiver GaPSC Certificate	Waiver GaDOE Approved Charter/ Strategic Waiver
Issued by the GaPSC, a Waiver certificate (W) can be requested by a LEA for a teacher who does not meet certification requirements, but who is the most qualified candidate for employment.	Submitted by a LEA to the GaDOE, an approved charter waiver or strategic waiver application allows LEAs to waive the requirement for an education to hold a certificate issued by the GaPSC.

  Note: This is consistent with highly qualified requirements under NCLB.

- 7.e.2 Non-Renewable Certificate (N)

  A Non-Renewable Professional (N) certificate may be issued at the request of an employing LEA to individuals in the following circumstances: (a) Georgia educators who do not meet renewal requirements; (b) Georgia educators who hold a valid renewable professional certificate in any field, but are assigned to teach in a field in which they do not meet certificate requirements; (c) Individuals who have not met certain requirements for renewable professional certification in a service field, as outlined in the individual service field rules; and (d) Educators assigned to work in a leadership position while completing a GaPSC-approved Tier I or Tier II Educational Leadership program..

  In Georgia, a regular education teacher may hold a Non-Renewable Professional (N) certificate if allowed under the Professional Qualifications of the LEA, but will be reported as out-of-field under ESSA/IDEA. While the GaPSC is authorized to issue Non-Renewable Professional (N) certificates to special education teachers, special education teachers in Georgia who hold a GaPSC Non-Renewable Professional (N) certificate do not meet Georgia Professional Qualification requirements, will be reported as out-of-field under ESSA, and will be reported under ESSA/IDEA as holding emergency or provisional certification.

  Note: IN1, IN2, IN3, and IN4 certificates should not be confused with the 'N' certificate.

- 7.e.3 Supplemental Induction Certificates (SI)
  New teaching fields may be added to Induction certificates as Supplemental Induction fields (SI). To add any new Supplemental Induction teaching field to an existing level four (4) or higher Induction teaching certificate (IN), an applicant must pass the Georgia Assessments for the Certification of Educators (GACE) content assessment in the field at the Induction level or higher. Conversion of the supplemental teaching field to a professional certificate level will require passing the GACE content assessment for that teaching field at the Professional level. For the fields of Special Education General Curriculum/Early Childhood Education and Early Childhood Education, conversion to a professional certificate will also require completion of a state-approved educator preparation program in the field.

  In Georgia, a regular education teacher may hold a Supplemental Induction (SI) certificate if allowed under the Professional Qualifications of the LEA, but will be reported as out-of-field if subject area verification is not available.

  While the GaPSC is authorized to issue Supplemental Induction (SI) certificates to special education teachers (including special education teachers who have not passed the GACE in P-12 adapted or general curriculum), special education teachers in Georgia who hold a GaPSC Supplemental Induction (SI) certificate may not meet Georgia Professional Qualification requirements, may be reported as out-of-field under ESSA and may be reported as holding emergency or provisional certification under ESSA/IDEA reporting.

7.f In-Field and Out-of-Field

(ESSA Sections 1111(h)(1)(C)(ix), GaPSC Rule 505-2-.40)

In Georgia, 'in-field' is the assignment of educators to positions for which they have been prepared and certified (in-field). GaPSC in-field requirements serve as the foundation for determining Georgia ESSA in-field requirements. For example, in Georgia ESSA requirements for in-field are extended to qualifications that reflect equivalent content experience.

In Georgia, 'out-of-field' teachers are those who are not teaching in their field of certification or in the subject and/ or grade level(s) assigned; or, for charter/strategic waiver districts, teachers who are not teaching in a field in which they hold equivalent content qualifications. Because LEAs and schools may change teacher assignment(s) each year and during the school year, ESSA 'in-field' is verified at a point-in-time. For the purposes of ESSA reporting, 'out-of-field' will be verified on a day at the close of the school year using Certification Records, CPI Cycles 1, 2, and 3 and Student Class data collections.

ESSA requires states to publicly report the number and percentage of teachers at the school, LEA and state level who are not teaching in the subject or field for which the teacher is certified. For LEAs that waive content area certification, teachers may demonstrate equivalent ESSA in-field qualifications by degree, coursework or content area test as reported in CPI Cycles 1, 2 and 3.

Note: It is possible to be 'in-field' under GaPSC rules, but 'out-of-field' under Georgia ESSA reporting. For example, a teacher holding a 'N' certificate in special education may meet GaPSC in-field requirements, but is considered 'out-of-field' for ESSA reporting purposes in the field of special education.

7.g Subject Matter Equivalent for ESSA In-Field

(Data Collections)

In Georgia, ESSA in-field equivalents include:

- Degree-
  The teacher must hold a bachelor's degree or higher from a GaPSC accepted, accredited institution of higher education in the subject area assigned; **OR**
- Coursework-
  The teacher must have a minimum of 21 semester/35 quarter hours in the subject area assigned. GaDOE follows GaPSC requirements for acceptable course grades; **OR**
- State Approved Assessment-
  The teacher must have a passing score on a GaPSC accepted content area test in the grade level and subject area assigned. The state-approved content assessment for Georgia is the Georgia Assessments for the Certification of Educators (GACE). For GACE test administration, test preparation, and related GACE issues, visit the GACE website at http://gace.ets.org/.

Note: LEAs who waive certification for teachers and who report the teacher as "in-field" in CPI Charter Waiver fields 101 and 102 and who accept foreign credentials as equivalent documentation, must ensure that the documents have been reviewed by a GaPSC accepted agency. The current list of agencies can be found on the GaPSC website.

7.h CAPS

(GaPSC Rule 505-2-.26)

Certification/Curriculum Assignment Policies System (CAPS), created by the Georgia Professional Standards Commission rule 505-2-.26 titled "IN-FIELD ASSIGNMENTS," is a web-based resource that aligns courses in the State-approved curriculum with the Georgia certificate(s) that are in-field to teach that course. The system allows a user to find a course and its appropriate certificates using four different search criteria: by choosing a subject area, entering a course number, entering an exact title or partial title, and/or choosing a grade level. CAPS also allows a user to choose a certificate field and display the courses for which that specific certificate is in-field. For additional information, visit CAPS at https://www.gapsc.com/Certification/CAPS.asp.

7.i ESSA In-Field Application on www.gapsc.org

In an effort to support LEAs in determining whether or not all LEA teachers and paraprofessionals meet ESSA in-field/ out-of-field requirements, the GaDOE will partner with the GaPSC to operate and maintain an application on www.gapsc.org. This application is usually available in January and uses CPI Cycle 1 and certification records. It will be updated in May following the submission of CPI Cycle 2 and updated in late summer following the submission of CPI Cycle 3. Final verification of ESSA in-field/ out-of-field status will occur at the close of the school year and will use certification records, CPI Cycles 1, 2, and 3, Student Class data collections and LEA edited records. LEAs, particularly charter and strategic waiver LEAs, may need to edit select records to reflect equivalent qualifications in waiver areas (as

aligned with approved charter/ strategic waiver applications) and possibly special education records as it applies to content area cognitive levels.

8. Professional Qualification Requirements: Teachers
(ESSA Sections 1111(g)(2)(J), 1112(c)(6); O.C.G.A. § 20-2-984; O.C.G.A. § 20-2-211.1 § 20-2-2065; GaPSC Rules); O.C.G.A. § 20-2-211.1 § 20-2-2065, GaPSC Rules

8.a Traditional LEAs

ESSA requires SEAs and LEAs to ensure teachers meet state certification requirements. Georgia law authorizes GaPSC to establish certification requirements. Traditional LEAs must follow GaPSC certification requirements, State Board of Education rules and program-specific delivery model requirements. ALL regular education teachers MUST have a Clearance certificate.

Special Education teachers MUST follow all GaPSC certification requirements, and State Board of Education rules. Special education teachers who hold a GaPSC issued 'W', 'N', or 'SI' certificate in special education may not meet Georgia professional qualification requirements. ALL special education teachers MUST have a Clearance certificate.

- 8.a.1 Teachers Certified in Special Education General Curriculum
  Educators certified in Special Education General Curriculum are in-field to provide educational services for students 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.

- 8.a.2 Teachers Certified in Special Education Adapted Curriculum
  Educators certified in Special Education 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).

- 8.a.3 Teachers Certified in Specific Special Education Fields
  Educators certified in specific special education fields (such as deaf education, visual impairment and learning disorders, etc.) are issued certificates that are Consultative and may also be designated with one or more Special Education Academic content concentrations at a specified cognitive level. These educators are in-field to provide education services for students within the designated field, subject and cognitive level indicated on the educator's certificate and only in accordance and compliance with the associated GaPSC certification rule. Certification rules should be consulted in each circumstance.

8.b Charter and Strategic Waiver LEAs

ESSA requires SEAs and LEAs to ensure teachers meet state certification requirements. Georgia law allows charter and strategic waiver systems to waive some provisions of Title 20, including certification; however, LEAs may not waive certification for Special Education teachers. Special Education Teachers who hold a GaPSC issued 'W' or 'N' or 'SI' certificate in Special Education may not meet Georgia ESSA professional qualification requirements. ALL teachers MUST have a Clearance certificate.

Georgia LEAs who waive GaPSC certification must establish LEA professional qualification requirements for teachers because LEAs must notify parents if teachers do not meet professional qualifications established by the LEA. When establishing professional qualifications, LEAs must identify the content/service areas and grade level bands for which certification requirements will be waived.

- 8.b.1 Special Education Teachers Who Do Not Issue Grades
  In compliance with Georgia State Board Rule, special education teachers who do NOT issue grades MUST hold GaPSC special education certification aligned with the teacher's assignment (general, adapted, visual impairment, etc.) AND must have a Clearance certificate.

- 8.b.2 Special Education Teachers Who Do Issue Grades
  In compliance with Georgia State Board Rule, special education teachers who issue grades MUST hold GaPSC special education certification aligned with the teacher's assignment (general, adapted, etc.) AND must hold content certification OR the equivalent for the subject and grade level bands for which the teacher is assigned (K-5), (4-8), (6-12) and in accordance with the cognitive level specified in the students' IEPs AND must have a Clearance certificate.

8.c Special LEAs: Department of Juvenile Justice

(O.C.G.A. 49-4A-12(c)(1))

Teachers teaching at the Department of Juvenile Justice must meet state certification requirements and must hold a Clearance certificate unless otherwise granted in writing by the State School Superintendent to the State Commissioner.

8.d Special LEAs: Department of Corrections

(O.C.G.A.42-2-5.1)

- Regular Education Teachers- Teachers teaching at the Department of Corrections (DOC) must meet professional qualification requirements as determined by the Department of Corrections. Teachers teaching Department of Corrections' courses that do not align with State-approved curriculum will not be reported in the ESSA In-Field application on www.gapsc.org for in-field/ out-of-field purposes.
- Special Education Teachers- In each fiscal year in which DOC accepts IDEA funds, DOC special education teachers must hold GaPSC certification in special education.
- Charter Schools Serving DOC Students- Teachers teaching at the Department of Corrections as a part of a charter school are not considered part of the 'Special School District' established in O.C.G.A. and must meet Georgia professional qualification requirements as established by the charter school.

8.e Special LEAs: Georgia DOE State Schools

Teachers who teach in the Georgia Department of Education State Schools (Atlanta Area School for the Deaf, Georgia Academy for the Blind, and Georgia School for the Deaf) must follow GaPSC certification requirements and State Board of Education rules. All teachers must hold a Clearance certificate.

8.f GA Network for Educational & Therapeutic Support (GNETS) Programs

- 8.f.1 GNETS Operated by LEAs
  Teachers teaching in GNETS programs operated by LEAs must meet the same requirements as all Special Education Teachers in that LEA and must hold a Clearance certificate. GNETS teachers who facilitate the use of technology-based programs are not required to meet professional qualifications if they are not issuing grades. Compliance will be monitored during GaDOE monitoring.

- 8.f.2 GNETS Operated by RESAs
  Teachers teaching in GNETS programs operated by RESAs must meet GaPSC certification requirements and must hold a Clearance certificate. GNETS teachers who facilitate the use of technology-based programs are not required to meet professional qualifications if they are not issuing grades. Compliance will be monitored no less than every four years.

8.g Alternative Schools

Teachers who teach in alternative schools and who issue grades must meet GaPSC certification requirements and/or the professional qualification requirements established by the LEA. All teachers in alternative schools must hold a Clearance certificate. Alternative schools in Georgia include Performance Learning Centers, Evening Schools, Crossroads Programs, and educational settings defined by SB 618, programs/schools for neglected, delinquent, or at-risk children.

8.h Gifted

Teachers who teach gifted classes must meet the professional qualifications established by the LEA. LEAs must continue to meet civil rights obligations. To be considered in-field for ESSA reporting purposes, teachers who teach gifted classes must hold Gifted Endorsement or a Gifted (P-12) certificate.

8.i English to Speakers of Other Languages (ESOL)

Teachers who teach ESOL classes must meet the professional qualifications established by the LEA. LEAs must continue to meet civil rights obligations. (Guidance and applicable investigation reports are available through the Office of Civil Rights.) To be considered in-field for ESSA reporting purposes, teachers who teach ESOL classes must hold ESOL Endorsement, an ESOL (P-12) certificate, hold a degree in ESOL or have completed 21 semester hours of ESOL coursework.

8.j Pre-Kindergarten Programs

Professional Qualification requirements apply to pre-kindergarten teachers and paraprofessionals to the extent that the pre-k program is part of the LEA. Teachers who teach pre-k must meet the professional qualifications established by the LEA and must hold a Clearance certificate.

8.k Elementary School Teachers

Teachers certified in Early Childhood Education may teach one segment per day of art and music and still meet professional qualification requirements.

8.l In-School Suspension Programs

Teachers who teach students in in-school suspension programs are not required to meet professional qualifications because in-school suspension is typically short-term; however, they must hold a Clearance certificate. These teachers are typically reported using CPI job code 122.

8.m Hospital Homebound

- Less than 20 Consecutive Days- Teachers who teach students in hospital/homebound programs are not required to meet professional qualifications because students in these programs are typically not absent from school for more than twenty consecutive days.
- More than 20 Consecutive Days- If a student is absent for twenty consecutive days or more, a teacher who meets the state/LEA's professional qualifications requirements must be assigned. All LEA teachers must hold a Clearance certificate.

8.n Teachers Who Facilitate the Use of Technology-Based Programs

Teachers who facilitate the use of technology-based programs, computer assisted programs that provide self-pacing, and pre/post-testing or courses delivered through distance learning technologies, are not required to meet professional qualifications if they are not issuing grades; however, they must hold a Clearance certificate. These teachers are typically reported using the relevant CPI job code and subject code 900 (computer assisted instruction, no content delivery).

8.o Teachers Employed by Third-Party Contract/ Staffing Agencies

Teachers teaching in LEAs under third-party contract/ staffing agencies must meet the same certification/ professional qualification requirements established by the State/ LEA for LEA employed teachers. For CPI purposes, data collections staff advise that LEAs should report only third-party contract employees that are providing direct instruction or special education services. All LEA teachers must hold a Clearance certificate.

8.p College or University Faculty Members

A faculty member must meet the professional qualifications of the LEA if the LEA directly employs him or her. If, however, a LEA (1) pays tuition to an institution of higher education to permit students to take academic courses at the college or university, or (2) acquires the teaching services of the college or university faculty member at the LEA's school through a contract or memorandum of understanding with that individual's institution of higher education, then the faculty member is not an employee of the LEA and is not subject to the professional qualification requirements of the LEA. All college or university faculty members who teach in a LEA must hold a Clearance certificate.

9. Professional Qualification Requirements: Paraprofessionals/Non-Instructional Aides

GaPSC Rule (505-2-.17); CPI Definitions

9.a Paraprofessionals employed by the LEA

A paraprofessional is an individual with instructional duties who provides instructional support.

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 LEA, 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 grade of 'C,' or higher at a GaPSC- accepted accredited institution; **OR**
- State Approved Assessment-
  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.

All LEA paraprofessionals must hold a Clearance certificate.

9.b Paraprofessionals Employed by Third-Party Contract/ Staffing Agencies

Paraprofessionals teaching in LEAs under third-party contract/ staffing agencies must meet the same certification/ professional qualification requirements established by the NCLB/Georgia for LEA employed paraprofessionals. For CPI purposes, data collections staff advise that LEAs should report only third-party contract employees that are providing direct instruction or special education services.

All LEA paraprofessionals must hold a Clearance certificate.

9.c Non-Instructional Aide

Individuals who work solely in non-instructional roles, such as aides, food service, cafeteria or playground supervision, personal care services, and non-instructional computer assistance.

Non-Instructional Aides are not required to meet professional qualification requirements under ESSA. However, all educators employed a LEA must hold a Clearance certificate.

10. Professional Qualification Requirements: Substitutes

O.C.G.A. § 20-2-216/ GaPSC Rule 505-20-.20

Georgia Law and GaPSC Rule require LEAs hiring and assigning substitute teachers and substitute paraprofessionals:

- Ensure substitutes meet state certification requirements, **OR**
- Hire substitutes who most closely meet the requirements for certification and who are available to serve as substitute teachers and paraprofessionals.

It is possible for LEAs to comply with O.C.G.A. certification requirements for substitutes without employing a substitute who is certified. In addition, because the law does not outline minimum qualifications for "substitutes who most closely meet the requirements for certification", substitutes will not be monitored by GaDOE for compliance with professional qualifications and ESSA in-field reporting.

11. Professional Qualification Requirements: Private Schools

(2 CFR Part 200.403(c), Title I Equitable Services 2003 B-52, B-54)

11.a Private School Teachers Employed by a Private School

Private school teachers employed by a private school do not need to meet professional qualification requirements under ESSA.

11.b Title I Funded LEA Employees Providing Equitable Services in Private Schools

Teachers and paraprofessionals employed by LEAs using Title I funds in order to provide equitable services to private school students, must meet the same professional qualifications requirements as teachers and paraprofessionals employed by the LEA to serve public school students. Private school teachers who are employed by the LEA to provide equitable services outside of contract hours must meet the same professional qualifications requirements as teachers and paraprofessionals employed by the LEA to serve public school students. All staff employed by LEAs MUST have a Clearance certificate.

11.c Title I Tutors in Private Schools

Title I tutors are not required to meet professional qualification requirements under ESSA; however, LEAs using federal funds to support tutors are reminded that 2 CFR Part 200 states costs must be consistent with policies and procedures that apply uniformly to both federally-financed and other activities of the non-federal entity. It is recommended that LEAs ensure tutors employed by the LEA for equitable services in private schools meet the same requirements as tutors employed by the LEA for services in public schools. All staff employed by LEAs, including tutors, MUST have a Clearance certificate.

11.d Third-Party Contractors Employed by the LEA to Provide Equitable Services

Third-Party contractors employed by the LEA to provide equitable services are not required to meet professional qualification requirements. Only teachers and paraprofessionals who are directly employed by the LEA must meet professional qualification requirements.

12. Monitoring and Reporting ESSA Requirements in Georgia

(ESSA Sec.1111(h)(1)(c)(ix), FY18 CNA Data Guide, CPI Guidance)

The LEA Report Card shall include the professional qualifications of all Georgia educators at the SEA, LEA and School level, 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:

- Inexperienced teachers, principals, and other school leaders;
- Teachers teaching with emergency or provisional credentials (In Georgia, this may apply to teachers who hold a GaPSC-issued 'W', 'N', or 'SI'.); and,
- Teachers who are not teaching in the subject or field for which the teacher is certified or licensed.

13. Professional Qualification/ ESSA In-Field Requirement FAQs

13.a What is the timeline for teachers to meet the professional qualifications and in-field/ out-of-field requirements?

ESSA professional qualification requirements are effective July 1, 2017. Georgia professional qualification requirements follow 'effective dates' as specified in law or rule. Beginning in FY18, LEAs are required to include the professional qualifications of the LEA in the District Improvement Plan.

13.b What should a LEA consider when developing LEA professional qualifications?

- LEA-developed PQ requirements can be reviewed and updated as needed.
  Example: LEAs may find they need to establish qualifications that take into account teacher shortage areas and subject areas targeted for innovation. LEAs may update and revise professional qualifications during the year. LEAs should contact their assigned Title II, Part A Specialist of their intention to do so and upload a revised copy to the attachments tab in the GaDOE portal.
- PQ requirements may impact a LEA's budget.
  Example: Teachers not eligible for CPI Charter Waiver (CHW) Codes 101-104 under ESSA in-field or PQ, will not receive Training and Experience funding.
- PQ requirements may impact a candidate's personal finance.
  Example: LEAs may require candidates to enroll and personally finance GaTAPP participation/ GACE fees.
- PQ requirements may impact a LEA's candidate pool.
  Example: Setting certain requirements may broaden or narrow a LEA's candidate pool.
- PQ requirements may impact a LEA's federal program monitoring results.
  Example: LEAs who set stringent requirements, may hire a candidate who does not meet standard LEA requirements. If monitored, LEA's who employee individuals that do not meet State/ LEA professional qualification requirements will be issued findings.
- PQ requirements may impact whether or not a LEA is required to disseminate 20 Day Notifications.

Example: LEAs who set stringent requirements, may hire a candidate who does not meet standard LEA requirements. This warrants the dissemination of a 20 Day Notification to parents.

- PQ requirements may impact the length of time it takes for a teacher to become fully certified and may impact a teacher's future opportunities.
  Example: LEAs that waive certification may prolong the time prior to requesting an induction certificate, thus prolonging the length of time it takes to get a teacher fully certified. In turn, this may impact a teacher's mobility within Georgia and across state lines, placement on a salary schedule, and future retirement.
- PQ requirements may impact the civil rights of the students being served.
  Example: There are several documented Office of Civil Rights' investigations and reports where lack of certification requirements or insufficient certification requirements were determined not to provide education opportunities in accordance with students' civil rights needs.
- PQ requirements may impact student achievement.
  Example: LEAs who waive certification and do not require experience in the subject in which a teacher is assigned may face circumstances where students do not have access to pertinent information. Conversely, flexible professional qualifications may allow LEAs to employ innovative practices and attract candidates, particularly in STEM/STEAM/CTAE, whom LEAs may not have otherwise been able to employ.
- PQ requirements may impact climate.
  Example: LEAs who establish less or more stringent requirements for existing employees and/or new employees may encounter fewer challenges or more challenges related to climate.
- PQ requirements may impact scheduling.
  Example: While LEAs must make staffing decisions based on fiscal and human capital. However, knowing state monitoring and reporting requirements may guide LEAs in determining how to assign teachers.
- PQ requirements may impact supervising student teaching.
  Example: In accordance with GaPSC Educator Preparation Program Requirements, a student teacher must be under the direct supervision of a certified teacher.

13.c Do Professional Qualifications apply to all teachers and paraprofessionals?

Federal law requires SEAs and LEAs to ensure all teachers and paraprofessionals in Title programs meet state certification requirements. In Georgia, this requirement extends to all teachers and paraprofessionals in all public schools/ programs.

- Do EIP teachers need to meet PQ requirements? Yes
- Do RTI teachers need to meet PQ requirements? Yes
- Do CTAE teachers need to meet PQ requirements? Yes
- Do health/ PE teachers need to meet PQ requirements? Yes
- Do dual immersion teachers need to meet PQ requirements? Yes
- Do special education teachers serving in a co-teaching classroom and not issuing grades need to meet PQ requirements? Yes
- Do ESOL teachers need to meet PQ requirements? Yes
- Do Gifted teachers need to meet PQ requirements/ Yes
- Do teachers working in Extended Learning Time (ELT) programs need to meet PQ requirements? Yes

- Do assistant principals/ principals need to meet PQ requirements? No
- Do translators need to meet PQ requirements? No
- Do non-instructional aides need to meet PQ requirements? No
- Do parent involvement coordinators need to meet PQ requirements? No

13.d Do teachers with Life Certificates (D) meet Professional Qualification and ESSA In-Field requirements? ***(GaPSC Rule 505-2-.12)***

Teachers who hold Life certificates (D) are fully certified and are considered in-field under ESSA if they are assigned to teach in a content area and grade level band that corresponds with the certificate.

13.e May a LEA continue to use the HOUSSE rubric for Special Education, Life, and Dual Immersion teachers?

No. The HOUSSE rubric was used if a veteran met all the requirements to be fully certified in Georgia, but did not meet either the content or testing requirement to be considered "highly qualified" under ESEA/NCLB. 'Highly qualified' is no longer required under ESSA- the HOUSSE rubric has been eliminated. Teachers must meet state certification requirements or state/LEA professional qualification requirements.

13.f May a LEA continue to use the consultative model for serving students in alternative schools/ programs and GNETS?

No. LEA teachers must meet State and LEA professional qualification requirements.

13.g How can a LEA ensure that teachers meet both professional qualifications and ESSA in-field/ out-of-field requirements?

In Georgia, LEAs are encouraged to make hiring, assignment, and retention decisions based on local needs in alignment with Georgia law and SBOE rules. However, LEAs that are interested in ensuring teachers meet both professional qualification requirements and ESSA in-field/ out-of-field requirements should consider establishing professional qualifications that take subject matter competency into consideration either by requiring certification or the GaDOE accepted equivalent.

13.h If a current/prospective teacher or paraprofessional does not meet State or LEA professional qualification requirements should the LEA terminate employment or avoid hiring? Could employing an individual that does not meet PQ impact federal funds?

LEAs are solely responsible for all hiring and retention decisions in the LEA and for taking into account all possible repercussions. While ESSA tasks SEAs and LEAs with ensuring teachers and paraprofessionals meet state certification requirements, it does not remove or inhibit a LEA's ability to independently make the best possible staffing decisions.

ESSA Section 8530 prohibits the USDE Secretary from withholding funds related to teacher certification. Similarly, the GaDOE will not withhold funds for failure to meet state certification law; however, LEAs may face monitoring findings for a lack of compliance. Corrective action will include the review, analysis/revision and submission of hiring and assignment procedures to ensure future compliance with state certification as required under ESSA.

13.i Are LEAs required to train stakeholders (ex: Local BOE/Governance Teams, Superintendent, HR, Program Directors, Principal Supervisors, Principals/Assistant Principals, and Teachers) annually on ESSA PQ and ESSA In-field Reporting?

No, but best practice would suggest that LEAs provide stakeholder groups with relevant training. New employees may benefit from in-depth training. Employees who have already been trained may benefit from a general review and updated information. It is the belief of GaDOE that all affected employees should have access to relevant information.

Several resources are available to LEAs for training including, but not limited to:

- LEA Professional Qualifications Decision Guide
  A resource recommended for any person who needs a high-level view of PQ (i.e. Local BOE/Governance Teams, Superintendent, teachers, including first year teachers and staff new to the LEA or a change in job roles, paraprofessionals)
- Professional Qualifications Quick Guide
  A resource recommended for LEA staff who have worked or will work with PQ (i.e. HR, Program Directors, Principals/Assistant Principals)
- Special Education Teacher Professional Qualifications
  A resource recommended for LEA staff who have worked or will work with PQ and special education staffing (i.e. LEA Program Directors or school program contacts, and school administrators in charge of scheduling)

13.j Are remediation plans required and monitored for LEA teachers and paraprofessionals who do not meet PQ?

No, but LEAs are encouraged to support teachers and paraprofessionals who do not meet the professional qualifications required by the State or LEA.

13.k How does a Charter/Strategic Waiver LEA determine if a teacher meets professional qualifications if the teacher has earned a degree or completed coursework outside the country?

There is no single regulatory agency that approves U.S. foreign credential review agencies. For PQ purposes, LEAs must have on file foreign credential reports from a GaPSC-accepted agency identified on the GaPSC web site at www.gapsc.com. These "foreign credential reports" are independent reviews prepared by GaPSC-recognized agencies, and include English translation of such information as course titles, grade, semester hours earned, U.S. equivalency of degree earned, course-by-course evaluations, etc. As fees and procedures vary from agency to agency, it is suggested that LEAs contact the organizations of their choice for additional information on the specific services and charges (See GaPSC Rule 505-2-.29 for additional information).

13.l Can Title I and Title II federal funds be used to meet PQ requirements?

In general, no. ESSA tasks SEAs and LEAs with ensuring teachers meet STATE qualification requirements. To use federal dollars to meet SEA or LEA requirements would be supplanting. The LEA would have to ensure that teachers met state requirements in the absence of federal funds.

Alternative Certification (GaTAPP, MAT, etc) – If certification is not required, a LEA may pay for alternative certification for the purposes of professional learning or professional growth in alignment with student needs and allowability under the individual law.

GACE – If aligned with prioritized needs and NOT required by SEA or LEA for current assignment, Title II, Part A funds may be used to provide teacher, paraprofessional, principal, or other school leader advancement and professional growth opportunities with an emphasis on leadership opportunities and multiple career paths. For example, Title II, Part A could be used to pay for the requisite credentials (including the GACE) to assist paraprofessionals and teachers in career growth opportunities beyond base certification such as:

- Paraprofessionals to become teachers
- Teacher to teach in additional subject areas, including special education teachers adding content area
- Teacher to add endorsements for lateral movement such as: Gifted, ESOL, Online Teaching, Reading, Intervention Specialist, Work-Based Learning, STEM
- Teacher to add endorsements to support other educators such as: Teacher Leader, Coaching, Teacher Support and Coaching
- Teacher to become administrator

A reminder that the acquisition of the credentials should be completed prior to assignment.

Note: While Title II, Part A historically funded alternative certification under NCLB in order to meet federal requirements, a switch to state requirements under ESSA has brought up questions of supplanting. USDE has been contacted to provided further guidance as to the allowability of paying for alternative certification (and related expenses – staff, materials, registration) in scenarios in which certification is required by the state or LEA.

13.m Can Title I schoolwide schools that consolidate federal and local funds use consolidated funds to pay for the GACE and Alternative Certification for base certification?

Yes, to the extent that the expenditure meets the needs of the school and the school ensures it is able to meet the federal purposes and intents of contributing programs.

13.n Will the GaDOE or the GaPSC verify HiQ status?

No. Highly Qualified is no longer required by/ reported to the United States Department of Education.

13.o Can LEAs keep HiQ in current job postings?

LEAs are always encouraged to hire the most qualified and effective teachers and leaders; however, 'highly qualified' as a designation is no longer required under ESSA.

13.p What if staff other than a teacher (i.e. media specialist teaching library science) is assigned to teach a class?

Staff assigned to teach courses to students must meet state and/or LEA professional qualification requirements. Staff must hold appropriate certificate or equivalent to be considered in-field under ESSA reporting.

13.q Can Title II, Part A be used to pay for required notifications (Right to Know/ 20 Day)?

No. Title I can be used to pay for required notifications for Title I schools. IDEA may be used to pay for required 20 Day notifications for special education teachers in non-Title I schools. Other non-federal funds should be used to pay for required notifications in non-Title I schools.

13.r Are 20 day notifications required when a teacher is out for an extended time on sick leave/FMLA?

No, 20 day notifications are only required when a teacher does not meet the minimum professional qualifications established by a LEA. However, LEAs may want to consider notifying parents when a teacher is out for an extended period of time as a professional courtesy and best practice.

13.s. How should LEAs handle 20 Day Notifications when student cognitive levels vary within one classroom? Am I required to send the 20 Day Notification to the parent of that one student or am I required to send the letter to the parents of all of my students in that class?

If a LEA has teacher teaching a course to students on varying cognitive levels, the LEA needs to send a notification only to students with the cognitive level for which the teacher is not certified.

In terms of best practices, LEAs might consider sending a notification to all students stating what the course is, what the teacher is certified in and the state requirements and an explanation that the teacher does not hold certification at a specific cognitive level for the subject area as required. The letter might also include a statement that if a parent has a question about whether or not this impacts his/ her individual student, then contact LEA/school staff for that answer.

13.t Would a teacher employed by a LEA that waives certification for ECE P-5 be considered in-field under ESSA if the educator has taken and passed the ECE GACE assessment?

Yes, the teacher will be "in-field" under ESSA if the teacher is reported under the CHW code 103 on CPI. However, taking and passing the ECE GACE will not add the ECE field to existing certificates. Please consult GaPSC Educator Preparation Rules for details.

13.u. How can a teacher take the ECE GACE without completing a program?

GACE assessments can be taken by any educator who requests eligibility to test through their MyPSC account. The only restriction on testing eligibility is one placed on candidates in initial certification programs leading to a Bachelor's degree. These individuals must have their eligibility to test in their field(s) of preparation granted by their program provider.

13.v Is a special education teacher who holds the IN4T certificate professionally qualified if they have passed the GACE assessments?

Special education teachers who hold an IN4T meet GaDOE professional qualification requirements whether or not they have passed the GACE assessment. However, special education teachers holding a SI in special education must have taken and passed the test to meet professional qualifications.

13.w What are the areas of disputation when reviewing and correcting ESSA in-field application data on www.gapsc.org?

- CAPS - possible course/certificate alignment error
- Charter/SWSS waiver applies, but was not in CPI
- SpEd - student cognitive level lower than grade level
- No content delivery by this educator
- Principal used as placeholder

Note: Coding a vacancy may impact funding, CPI/Student Record, Georgia School Staffing Survey and State Report Card.

14. Contact Information

Who do LEAs contact with questions about educator qualifications?

- Certification- GaPSC Portal (mail@gapsc.com)
  https://www.gapsc.com/Certification/Home.aspx

- Out- of -Field and PQ- GaDOE Title II, Part A Staff (TitleIIA@doe.k12.ga.us)
  http://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Professional-Qualifications-(PQ).aspx

- Charter Flexibility: GaDOE Charter Division Staff
  http://www.gadoe.org/External-Affairs-and-Policy/Charter-Schools/Pages/default.aspx

- Strategic Waiver Flexibility: GaDOE Policy Division Staff
  http://www.gadoe.org/External-Affairs-and-Policy/Policy/Pages/IE2.aspx

- Special Education Services: GaDOE Special Staff -Assigned District Liaison
  http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/default.aspx

- ESOL Services: GaDOE Title III Staff – Assigned Program Specialist
  http://www.gadoe.org/School-Improvement/Federal-Programs/Pages/Title-III.aspx

- Gifted Services: GaDOE Gifted Staff – Program Manager
  http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/Gifted-Education.aspx

- Dual Immersion: GaDOE World Lang./ Global Workforce Initiatives – Program Specialist
  http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/World-Languages-and-International-Education.aspx