

# ESSA PQ & IN-FIELD IMPLEMENTATION GUIDE

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



**March 2019**



*The contents of this handbook were developed under a grant from the U.S. Department of Education. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement.*

*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.*

Originally Developed 11.21.17	<b><u>IMPLEMENTATION GUIDE UPDATES LOG</u></b>
03.08.18	<ul style="list-style-type: none"> <li>• Section 3 Removal of paraprofessionals as subject to in-field; Addition of DIP</li> <li>• Section 6 Clarity of Title</li> <li>• Section 7.a Clarification of requirements – Federal, State and Local</li> <li>• Section 7.e.3 Removal of second paragraph in alignment of GaPSC Rules</li> <li>• Section 7.f clarification of collection cycles; reflection of time reported in of out-of-field; clarification of reporting requirement</li> <li>• Section 7.i clarification of collection cycles; reflection of time reported in of out-of-field</li> <li>• Section 8.a.2-4 further clarification between PQ and ESSA-In-Field</li> <li>• Section 8.f GNETS clarification</li> <li>• Sections 8.h-8.o Clarification of requirements</li> <li>• Section 9 added in-field clarification for paraprofessionals</li> <li>• Section 11 added in-field clarification</li> <li>• Section 12 clarified title</li> <li>• Section 13 added clarification and content to 13.b; updated GaTAPP funding information in 13.l; removed the original 13.w question</li> <li>• Section 13 added a new 13.w FAQ on reviewing credentials</li> <li>• Throughout – grammar and formatting</li> </ul>
03.26.18	<ul style="list-style-type: none"> <li>• Section 10 Clarification of PQ/ESSA In-Field Requirements for Substitute Teachers</li> </ul>
06.08.18	<ul style="list-style-type: none"> <li>• Section 3 Updated to include graphic and stakeholders</li> <li>• Section 7.b Updated Reporting Requirements; Eliminate original section 12</li> <li>• Section 7.e.2 Non-Renewable Certificates – Gifted and ESOL</li> <li>• Section 7.e.3 Induction and Supplemental Induction Certificates</li> <li>• Section 7.f Further clarification of Data Sources and Use</li> <li>• Section 7.g Charter Waiver Codes</li> <li>• Sections 8.a.4, 8.b.3 to reference new section 8.l Adapted versus Traditional PE</li> <li>• Section 8.j Pre-K Regular and Special Education Requirements</li> <li>• Section 8.h AP/IB</li> <li>• Sections 8.h and 8.i Coding Gifted and ESOL Service Delivery Models</li> <li>• Section 8.o 3 Party Employees through Contracts, Virtual Schools, MOUs</li> <li>• Section 8.q Work-Based Learning and Move on When Ready (MOWR)</li> <li>• Section 10 Substitutes</li> <li>• Section 12 Relocate reporting to section 7.b. Repurpose Section 12 to include Considerations for Developing LEA PQ Requirements – eliminate 13.b</li> <li>• Section 13.c Hearing Impaired Interpreter &amp; Residential Coordinator Requirements</li> <li>• Section 13.x Evaluating a transcript for In-Field Equivalent Credentials</li> <li>• Section 13.y How to update</li> </ul>
08.21.18	<ul style="list-style-type: none"> <li>• Section 7.f Reorganization of content and clarification of data availability</li> <li>• Section 8.h Further clarification around Gifted Services</li> <li>• Section 8.j Addition of Pre-K data reporting scenarios for the purposes of calculation in-field</li> <li>• Section 8.k Addition of Special Note addressing B-K certification requirements</li> <li>• Section 8.o Addition of Special Note addressing the use of '333-33-3333'</li> <li>• Section 8.r Addition of language clarifying coding and data validation for Special Education teachers teaching Adapted PE</li> <li>• Addition of 8.s LEA Staff Reported in Student Class (Counselors, Media Specialists, Administrators)</li> <li>• Section 12 2 Considerations regarding teacher finance combined; SB 330 mentioned in teacher finance; CPI charter waiver code 106 referenced in LEA Budget</li> <li>• Section 13.w and 13.x Transcript Review combined to remove duplicative guidance</li> <li>• Section 13.y Updating PQ changed to 13.x</li> </ul>

	<ul style="list-style-type: none"> <li>• Section 13.b replaced with an FAQ about CAPS alignment</li> <li>• Section 14 Contacts Changed to Section 15</li> <li>• Section 14 Inserted New CTAE Equivalents</li> <li>• Minor formatting throughout</li> </ul>
10.25.18	<ul style="list-style-type: none"> <li>• Section 7.g CPI Charter Waiver Code use relative to in-field reporting</li> <li>• Section 8.j Clarification on Pre-K Reporting – further updates may occur</li> <li>• Section 8.m Update to Hospital Homebound Less than 20 Days</li> <li>• Section 8.n Addition of Explanation for Credit in Lieu of Enrollment</li> <li>• Section 8.r Updates to Adaptive PE – FY18 and FY19 In-Field Guidance</li> <li>• Addition of Section 8.t Teachers Teaching Summer School and Extended Day</li> <li>• Addition of Section 8.u Transfers from In-State and Out-of-State</li> </ul>
01.25.19	<ul style="list-style-type: none"> <li>• Section 8.p Removed language omitting college/university professors teaching high school courses from PQ/In-Field requirements</li> <li>• Section 8.q Updated language to include Dual Enrollment in alignment with messaging from Governor’s Office</li> <li>• Section 8.r Updates to Adapted PE for FY19</li> <li>• Section 12 Updates to Considerations</li> </ul>
02.07.19	<ul style="list-style-type: none"> <li>• Addition of Section 16 Summary of Relevant PQ and In-Field Citations</li> </ul>
03.04.19	<ul style="list-style-type: none"> <li>• Update for GaDOE formatting</li> <li>• Restructure Sections 8.a – 8.c for clarity</li> <li>• Update 7.c Information on Clearance Certificates</li> <li>• Update for miscellaneous grammar edits</li> </ul>
05.13.19	<ul style="list-style-type: none"> <li>• Section 7.f Added special note to ESSA In-Field Out-of-field</li> <li>• Section 8.u added – EIP teachers</li> </ul>

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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, to assist with data needs and local planning, and to 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.

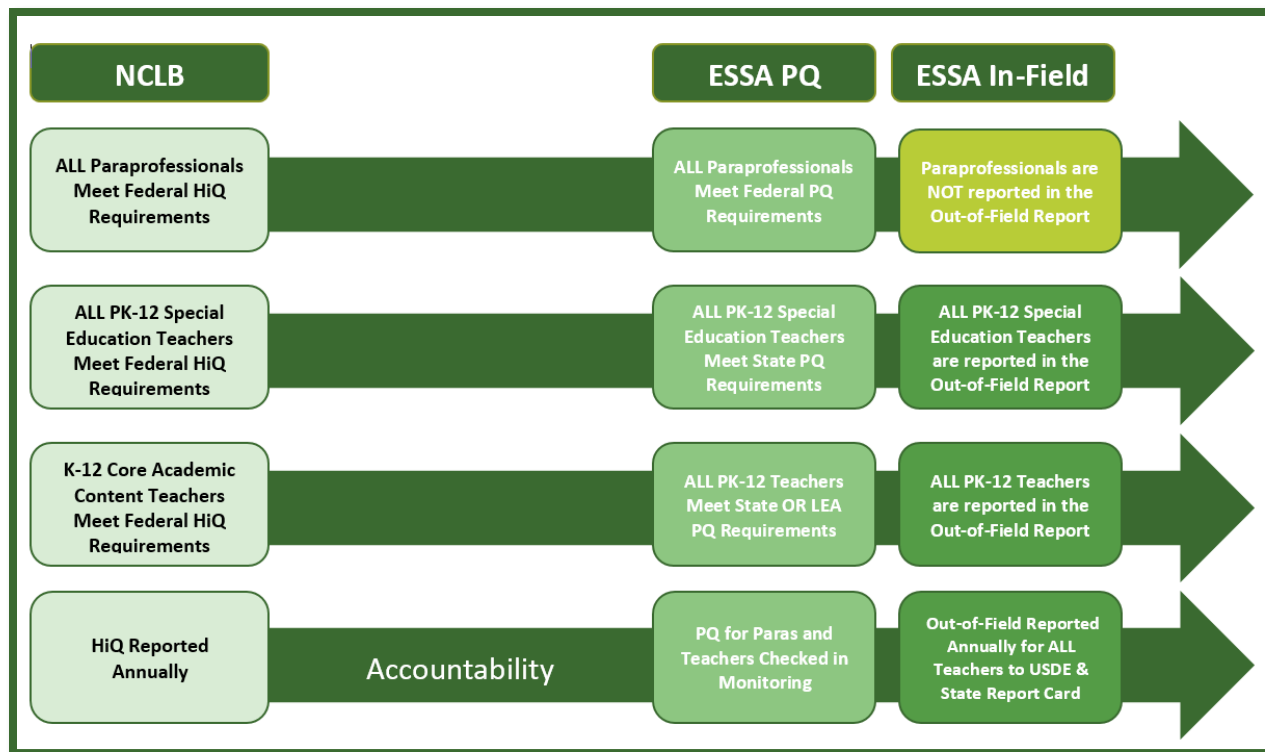
## **3. Georgia Professional Qualifications & In-Field Reporting under ESSA** (see citations below)

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 in grades PK-12

### Why change the name from HiQ to PQ?

First, highly qualified is gone. Teachers do not have to meet federal requirements. ESSA says SEAs and LEAs MUST ensure teachers meet state certification requirements. It also says that LEAs must notify parents when teachers do not meet professional qualification requirements. In Georgia we wanted to distinguish between NCLB and ESSA requirements. In addition, with increased flexibility in Georgia, not all teachers have to be certified. The term *professional qualifications* captures federal, state and local requirements.



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 O.C.G.A. §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 District Improvement Plan (DIP) section of the Consolidated LEA Improvement Plan (CLIP). LEAs may update professional qualification requirements at any time in accordance with charter and strategic waiver applications. (LEAs needing to update PQ requirements must contact Title II, Part A staff). LEAs may not waive federal professional qualification requirements for paraprofessionals or state professional qualification requirements.



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

Under July 2017 edits to SBOE Rules 160-4-9-.05, 160-4-9-.06, 160-4-9-.07 and 160-5-1-.33, LEAs may not waive certification requirements for Special Education Teachers. In accordance with guidance received from OSEP January 2018, state rules are as binding.

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.*

Stakeholders - Who supports PQ/ESSA In-Field implementation at the LEA Level?



Superintendent	<ul style="list-style-type: none"> <li>• Knows that PQ requirements impact many district and school positions and must be consistently implemented.</li> <li>• Recognizes that each LEA in Georgia has its own unique PQ requirements.</li> <li>• Understands that waiving certification may impact LEA funding, budgeting and public reporting.</li> </ul>
Finance Director	<ul style="list-style-type: none"> <li>• Ensures the LEA maximizes the use of Federal and State resources.</li> <li>• Knows how certification requirements impact budgeting. This includes funding related to Training and Experience and funding/ budgeting to support educator preparation and credentialing.</li> </ul>
HR Director	<ul style="list-style-type: none"> <li>• Ensures that IDEA/ESSA/ GaDOE/LEA requirements for paraprofessionals and teachers have been met.</li> <li>• Maintains equivalent qualification documentation to support CPI charter/ SWSS assertions.</li> <li>• Knows how PQ may impact teacher recruitment and training.</li> <li>• Works with Title I Director to ensure documentation of notifications.</li> </ul>
Data Collections Coordinator	<ul style="list-style-type: none"> <li>• Ensures that all CPI and Student Class data is entered accurately.</li> <li>• Uses CPI CHW codes only for teachers for whom certification is waived.</li> <li>• Coordinates with HR and Title I to verify that CPI entry aligns with approved CLIP: District Improvement Plan PQ requirements.</li> </ul>
Principals/ Assistant Principals	<ul style="list-style-type: none"> <li>• Recognizes that each LEA in Georgia has its own unique PQ requirements.</li> <li>• Supports paraprofessionals/ teachers in meeting Federal, State and Local requirements.</li> <li>• Ensures hiring and scheduling/ job assignments align with LEA PQ requirements.</li> <li>• Coordinates with HR and Title I the publication of Right to Know notifications</li> <li>• Disseminates required 20 Day notifications if a teacher does not meet State and/or LEA PQ</li> </ul>
Title I Director	<ul style="list-style-type: none"> <li>• Submits LEA PQ requirements in the CLIP: District Improvement Plan</li> <li>• Ensures that ESSA requirements have been met for monitoring purposes: qualifications and notifications.</li> <li>• Coordinates with HR and Title I the publication of Right to Know notifications</li> <li>• Coordinates with HR and Title I to verify that CPI entry aligns with approved CLIP: District Improvement Plan PQ requirements.</li> </ul>
Special Education Director	<ul style="list-style-type: none"> <li>• Verifies IDEA/ ESSA/ GaDOE requirements for special education paraprofessionals and teachers have been met for monitoring purposes: qualifications and notifications.</li> <li>• Recognizes that PQ requirements and in-field reporting may impact teacher assignments, recruitment and training.</li> </ul>
Paraprofessionals/ Teachers	<ul style="list-style-type: none"> <li>• Recognizes that each LEA in Georgia has its own unique PQ requirements.</li> <li>• Knows that additional qualifications may be required by the employing LEA.</li> <li>• Understands that PQ/ESSA In-Field is based on educator qualifications and job assignment (course/ grade level).</li> <li>• Realizes 20 Day Notifications are required if a teacher does not meet State and/ or LEA PQ requirements. 20 Day Notifications are not required for paraprofessionals.</li> </ul>

#### 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 Georgia, in accordance with ESSA, all LEA schools/programs 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 not dated, 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 all 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.

### **Best Practices for the Right to Know 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 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 of Professional Qualifications**

*(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 within ten business days following the four consecutive weeks.

### **Requirements for Content of the 20 Day Notification of Professional Qualifications**

- In compliance with the requirements of the Every Student 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 ESSA '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/DIP) 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 ESSA 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
    - Content Certification or Equivalent- the teacher does not hold certification 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 of Professional Qualifications**

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

*(citations included 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-**
  - All Educators-GaPSC issued Clearance certificate.
  - Paraprofessionals- Federal NCLB requirements (reflected in GA certification requirements).
  - Special Education Teachers- State certification requirements as established by the GaPSC.
  - Teachers (other than special education teachers)- State certification requirements as established by the GaPSC.
- **Charter/ Strategic Waiver LEAs-**
  - All Educators-GaPSC issued Clearance certificate.
  - Paraprofessionals- Federal NCLB requirements (reflected in GA certification requirements).
  - 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/DIP.

### **7.b Reporting Requirements**

*(GaDOE FY18 CNA Data Guide, GaDOE ESSA Plan)*

Under ESSA and IDEA, Georgia reports a number of different variables outlined in the laws. These reports are submitted to USDE, to GOSA, and included in Georgia equity data. Further, Georgia uses this information to inform training and the work that comes from collaborative partnerships with other state agencies and external organizations.

The LEA Report Card (Section 1111) 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.

The Annual State Report (Section 1111) to the Secretary of the United States Department of Education shall include information on the professional qualifications of teachers in the State, including information on the number and the percentage of the following teachers:

- Inexperienced teachers.
- Teachers teaching with emergency or provisional credentials.
- Teachers who are not teaching in the subject or field for which the teacher is certified or licensed.
- The annual retention rates of effective and ineffective teachers, principals, or other school leaders. (Section 2104)

*\*\*Special Note: Total teacher numbers may vary across reports. This is due differences in the timing of the contributing reports.\*\**

- Ineffective and Inexperienced is calculated using Fall CPI Reports.
- Retention is calculated using Spring of previous year and Fall of current year CPI Reports.
- In-Field is calculated using Spring CPI and Summer Student Class Reports.

### **7.c Clearance Certificate**

*(GaPSC Rule 505-2-.42, O.C.G.A. §§ 20-2-82, 20-2-211.1, 20-2-2065; GCIC Council Rules 140-2-04: Title 28, CFR, 50.12 (b))*

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 educators MUST have a Clearance certificate. This includes paraprofessionals, teachers, and substitutes. While monitoring professional qualifications, GaDOE will check for clearance certificates for teachers and paraprofessionals. LEAs should coordinate with third-party contractors to ensure educators serving in the capacity of paraprofessionals, teachers and substitutes hold clearance certificates. LEAs and third-party contractors should follow OCGA, GaPSC Rule and GCIC Council rules and protocols related to the request of Clearance Certificates. For an explanation of exceptions, such as the provision of religious instruction by a third party vendor off LEA property, please contact the GaPSC.

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	Adjunct (J) Clearance (C) Educational Interpreter (EI) Leadership (L) Non-Instructional Aide (AIDE)	Paraprofessional (PARA) Permit (P) Service (S) Support Personnel (SP) Teaching (T)
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)*		

\* 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 Rule 505-2-.04 (IN); IDEA §1412(14)(C); ESSA Sections 1111(g)(2)(J) and 1111(h)(1)(c)(ix))*

- **7.e.1 Waiver Certificate (W)**
- *(GaPSC Rule 505-2-.13 (W))*
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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	Submitted by a LEA to the GaDOE, an approved charter waiver or strategic waiver application allows LEAs to waive the



requirements, but who is the most qualified candidate for employment.	requirement for an educator to hold a certificate issued by the GaPSC.
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*Note: This is consistent with highly qualified requirements under NCLB.*

- 7.e.2 Non-Renewable Certificate (N)
- (GaPSC Rule 505-2-.09 (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 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, even if the teacher meets the LEA's PQ. This also applies to (N) certificates issued in ESOL and Gifted.

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

- 7.e.3 Induction and Supplemental Induction Certificates (SI)
- (GaPSC Rule 505-2-.34 (SI))

If a teacher holds an IN1, IN2, IN3, or IN4 certificate, the teacher is considered to have met PQ and in-field requirements, as long as

- the teacher is teaching in a course for which the teacher is certified according to CAPS AND
- the teacher is either actively enrolled in a GaPSC accepted Alternative Certification Program OR  
the teacher has passed the GACE test in the content area and grade level assigned.

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.

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 ESSA In-Field and Out-of-Field**

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

#### **Definition**

ESSA requires states to publicly report the number and percentage of teachers at the school level who are not teaching in the subject or field for which the teacher is certified.

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. Georgia recognizes that lack of certification does not mean an educator lacks demonstrated experience in the field in which the educator is teaching. In order to meet federal reporting requirements in a way that honors the intent of the federal law, the flexibility of state law and the credentials of Georgia's educators, LEAs that waive content area certification may assert in their CPI submission that an individual educator possesses GaDOE-determined equivalent ESSA in-field qualifications by degree, coursework, content area test or CTAE credentials.

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.

#### **When the Determination is Made and Reported**

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. The reporting determination is made at the close of the academic year and reported on the State Report Card and to USDE the following December. For the purposes of ESSA reporting, 'out-of-field' will reflect the entirety of the school year.

#### **Data Sources and Availability**

In-Field determinations are made using Certification Records, and CPI and Student Class data collections.

- **Certification Records:** Certification Records update every night. This includes renewal and expiration of certification, GACE test results when they become available and verification of program enrollment.

- CPI and Student Class: LEAs have the ability to ‘update’ CPI and Student Class information nightly; however, GaDOE has chosen to only utilize official data submissions in determining in-field. This means that LEAs may correct local reporting records, but not see an update in the in-field portal for several months.

It is critical that LEAs review data entry prior to submission. Data collection cycle information is available on the Data Collections webpage of the GaDOE website.

Special 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 be considered ‘out-of-field’ for ESSA reporting purposes in the field of special education.
- The primary teacher cannot serve in more than two capacities in one course in accordance with program-specific delivery model requirements.
  - Content + service (Gifted, SpEd, ESOL or EIP)
- The additional teacher in a course cannot provide more than one service (Gifted, SpEd, ESOL or EIP)

**7.g Subject Matter Equivalent for ESSA In-Field**

*(GaDOE Joint Guidance - Data Collections, Financial Review, Charter, GaPSC)*

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/>; OR
- CTAE Credentials-  
The teacher must hold CTAE equivalent credentials determined in consultation with Title I Committee of Practitioners, GaPSC, and GaDOE CTAE Staff.

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.

Certificate Field Code	Certificate Field	Comments
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101	Academic Major	LEA Uses GaDOE Charter/SWSS Waiver to Meet ESSA In-Field and LEA PQ Requirements
102	Course Work (Minimum 21 semester hrs/35 quarter hrs)	LEA Uses GaDOE Charter/SWSS Waiver to Meet ESSA In-Field and LEA PQ Requirements
103	GACE	LEA Uses GaDOE Charter/SWSS Waiver to Meet ESSA In-Field and LEA PQ Requirements
105	In-Field by CTAE Equivalent Requirements	LEA Uses GaDOE Charter/SWSS Waiver to Meet ESSA In-Field and LEA PQ Requirements
104	Meets LEA PQ Requirements Does Not Meet ESSA In-Field Requirements	LEA Uses GaDOE Charter/SWSS Waiver to Meet LEA PQ Requirements; However, the Teacher Does Not Hold GaDOE In-Field Equivalent Credentials
106	Does Not Meet LEA PQ Requirements Does Not Meet ESSA In-Field Requirements	LEA Hires/Assigns the Best Available Teacher Who Does Not Meet LEA PQ Requirements. The Teacher Does Not Hold GaDOE In-Field Equivalent Credentials. No T & E funding.

LEAs are responsible for:

- Verifying that any charter waiver codes entered in the LEAs SIS, carry over into the CPI report as intended.
- Asserting corresponding charter waiver codes to each subject reported in CPI as applicable.

### **7.h CAPS**

*(GaPSC Rule 505-2-.40)*

Certification/Curriculum Assignment Policies System (CAPS), created by the Georgia Professional Standards Commission rule 505-2-.40 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](http://www.gapsc.org). This application is usually available in January and uses October CPI and Student Class data collections and certification records. It will be updated in May following the March submission of CPI and Student Class data collections and updated in late summer following the final submission of CPI and Student Class. Final verification of ESSA in-field/ out-of-field status will occur at the close of the school year, will reflect the year in

its entirety, and will use certification records, CPI and Student Class data collections and LEA edited records.

## **8. Professional Qualification Requirements: Teachers**

*(ESSA Sections 1111(g)(2)(J), 1112(c)(6); O.C.G.A. §§ 20-2-152, 20-2-211.1, 20-2-984; 20-2-2065; SBOE Rules 160-4-7-.14; 160-5-1-.33; 160-4-9-.04; GaPSC Rules)*

### **8.a Regular Education Teachers**

*(O.C.G.A. §§ 20-2-200, 20-2-211.1, 20-2-2065; SBOE Rules 160-4-7-.14, 160-4-9-.04, 160-5-1-.33; GaPSC Rule 505-2-.42)*

ESSA requires SEAs and LEAs to ensure teachers meet state certification requirements. Georgia law authorizes GaPSC to establish certification requirements. Georgia law also 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. All Georgia educators must hold a Clearance certificate.

Georgia LEAs who waive GaPSC certification must establish LEA professional qualification requirements for teachers. Under ESSA this assists GaDOE and LEAs in ensuring teachers meet state certification requirements. It also assists LEAs in determining whether or not the LEA must notify parents if teachers do not meet professional qualifications established by the LEA (notifications for special education teachers are dependent on state professional qualification requirements). When establishing professional qualifications, LEAs must identify the subject areas, educational service areas and grade level bands for which certification requirements will be waived.

- **8.a.1 Regular Education Teachers – Traditional LEAs**
- Regular Education Teachers Regular education teachers in traditional LEAs must follow GaPSC certification requirements, State Board of Education rules and program-specific delivery model requirements.
  
- **8.a.2 Regular Education Teachers - Charter and Strategic Waiver LEAs**
- Regular education teachers in Georgia LEAs who waive GaPSC certification must follow LEA-established professional qualification requirements.

### **8.b Teachers Certified in Special Education**

*(O.C.G.A. §§ 20-2-200, 20-2-211.1, 20-2-2065; SBOE Rules 160-4-7-.14, 160-4-9-.04, 160-5-1-.33; GaPSC Rule 505-2-.42)*

ESSA and IDEA require SEAs and LEAs to ensure teachers meet state certification requirements. In Georgia, LEAs may not waive certification for Special Education teachers. All Georgia educators must hold a Clearance certificate.

- **8.b.1 Teachers Certified in Special Education General Curriculum**
  - PQ: Special Education teachers in all LEAs 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. Special Education teachers who

issue grades must also hold GaPSC content certification for the subject and grade level bands for which the teacher is assigned (K-5), (4-8), (6-12).

- ESSA In-Field: 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. Special Education teachers who issue grades must also hold GaPSC content certification for the subject and grade level bands for which the teacher is assigned (K-5), (4-8), (6-12).

- **8.b.2 Teachers Certified in Special Education Adapted Curriculum**

- PQ: Special Education teachers in all LEAs 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. Special Education teachers who issue grades must also hold GaPSC content certification for the subject and grade level bands for which the teacher is assigned (K-5), (4-8), (6-12).
- ESSA In-Field: 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). GAA is only a consideration in courses coded as '.8' and '.9'. Special Education teachers who issue grades must also hold GaPSC content certification for the subject and grade level bands for which the teacher is assigned (K-5), (4-8), (6-12).
- Special Notes
  - Using current GaDOE Special Education and Data Collections guidance, it is possible to annually report K-12 students who are eligible for alternative testing in accordance with the student's IEP.
  - For PQ and In-Field requirements for provision of Health/ PE to students eligible for special education services, please reference Section 8.r.

- **8.b.3 Teachers Certified in Specific Special Education Fields**

- PQ: Special Education teachers in all LEAs 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. Special Education teachers who issue grades must also hold GaPSC content certification for the subject and grade level bands for which the teacher is assigned (K-5), (4-8), (6-12).
- ESSA In-Field: In accordance with the GaPSC In-Field statement for 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. Special Education teachers who issue grades must also hold GaPSC content certification for the subject and grade level bands for which the teacher is assigned (K-5), (4-8), (6-12).

### **8.c Special LEAs: Department of Corrections**

*(O.C.G.A. § 42-2-5.1)*

- **8.c.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](http://www.gapsc.org) for in-field/ out-of-field purposes.
  
- **8.c.2 Special Education Teachers**
- In each fiscal year in which DOC accepts IDEA funds, DOC special education teachers must hold GaPSC certification in special education.
  
- **8.c.3 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.d Special LEAs: Georgia DOE State Schools**

*(SBOE Rule 160-4-7-.14; O.C.G.A § 20-2-211; GaPSC Rule 505-2-.42)*

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.e GA Network for Educational & Therapeutic Support (GNETS) Programs**

*(SBOE Rule 160-4-7-.15)*

- **8.e.1 PQ and In-Field for GNETS Operated by LEAs**  
Teachers teaching in GNETS programs operated by LEAs must meet the same requirements as Special Education Teachers in the LEA that hired the teacher and reports the teacher in CPI. GNETS teachers 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 of LEAs.
  
- **8.e.2 PQ and In-Field for GNETS Operated by RESAs**

Teachers teaching in GNETS programs operated by RESAs, must meet the same requirements as Special Education Teachers in the RESA or LEA that hired the teacher and reports the teacher in CPI. GNETS teachers 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.f Alternative Schools**

*(O.C.G.A. § 20-2-211.1; SBOE Rule 160-4-8-.12; GaPSC Rule 505-2-.42)*

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, and programs/schools for neglected, delinquent, or at-risk children. Alternative school teachers who facilitate the use of technology-based programs are not required to meet professional qualifications if they are not issuing grades.

### **8.g Gifted**

*(O.C.G.A § 20-2-152; SBOE Rule 160-4-2-.38; Ga PSC Rules 505-2-.98, 505-2-.167; GaDOE Charter School Requirements for Serving Gifted Students; GaDOE Gifted Resource Manual)*

#### **8.g.1 General Provision of Gifted Services**

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

#### **8.g.2 ESSA In-Field Reporting and Indirect Services**

- Teachers providing gifted services through the 'Indirect Collaborative Teaching (K-12)' must report the teacher with gifted credentials as the additional teacher in Student Class in order for the primary teacher to be considered 'In-Field'

#### **8.g.3 AP and IB Teachers**

- PQ: Teachers teaching AP and IB courses must meet LEA professional qualification requirements.
- ESSA In-Field: Teachers reported as teaching AP and IB are subject to ESSA In-Field Reporting. Through coding or through data validation in the course of monitoring, AP and IB entries will be screened for:
  - Content (through certification or the use of charter waiver codes 101, 102, 103, or 105)
  - AP or IB Training
  - Gifted
    - Certification (If students are reported as receiving advanced content services)  
OR
    - 10 Hour Training (if students are reported as receiving AP or IB)



## **8.h English to Speakers of Other Languages (ESOL)**

*(O.C.G.A. § 20-2-156; GaPSC Rules 505-2-.97, 505-2-.166, 505-2-.184; SBOE Rule 160-4-5-.02; GaDOE ESOL Program Guidance)*

- PQ: 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.)
- ESSA In-Field: 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.i Pre-Kindergarten Programs**

*(Non-Regulatory Guidance: Early Learning in the Every Student Succeeds Act; O.C.G.A. 20-2-211.1; GaPSC Rules 505-2-.54, 505-2-.159, 505-2-.42)*

- PQ: 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 Bright from the Start requirements, the professional qualifications established by the LEA and must hold a Clearance certificate. According to the GaPSC 'In-Field' Rule, pre-kindergarten teachers are not required to hold certification.
- ESSA In-Field: In-Field requirements apply to pre-kindergarten teachers and paraprofessionals to the extent that the pre-k program is part of the LEA. To be considered In-Field under ESSA, pre-kindergarten teachers must have demonstrated content area expertise.
  - Beginning in FY19 a minimum of two Pre-K Courses should be reported for all Pre-K Students and must include one literacy and one numeracy. More than two Pre-K courses can be reported
  - Pre-K Students receiving speech only should not be reported.
  - Pre-K Students receiving regular education instruction should be reported for Literacy (PK.00100xx) and Numeracy (PK.00200xx) and will be in-field 'tested' for content.
  - Pre-K Students receiving regular education instruction and special education related services (not special education instruction) should be reported using regular education codes (PK.00100xx and PK.00200xx).
  - Pre-K Students receiving regular education instruction and special education instruction should be reported using a combination of regular education codes (PK.00100xx OR PK.00200xx) and special education codes (PK.00300xx OR PK.00400xx).
  - Pre-K Students receiving special education instruction (which may or may not include special education related services), should report using special education course codes for Literacy (PK.00300xx) and Numeracy (PK.00400xx)

## **8.j Elementary School Teachers**

*(O.C.G.A. § 20-2-984; O.C.G.A. 20-2-2065; GaPSC Rule 505-2-.55)*

- PQ: Regular education teachers teaching Early Childhood Education must meet LEA professional qualification requirements.
- ESSA In-Field: Teachers teaching Early Childhood Education may teach one segment per day of art and music and still be considered In-Field for ESSA Reporting Purposes.
- **Special Note:** Educators holding a B-K certificate with only the B-5 GACE, who do not also hold certification in ECE or the dual field of ECE/SP ED General Curriculum, have not met GaPSC certification requirements to teach Kindergarten. As such, they would not be PQ or In-Field

### **8.k In-School Suspension Programs**

*(GaPSC Rules 505-2-.40, 505-2-.42; SBOE Rule 160 -4-8-.12; O.C.G.A. §20-2-211.1)*

- PQ: 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.
- ESSA In-Field: Because in-school suspension is typically short-term, the student's primary teacher(s) reported in Student Class is subject to in-field reporting requirements, not the teacher who is assigned to in-school suspension.

### **8.l Hospital Homebound**

*(GaPSC Rule 505-2-.40 505-2-.42; SBOE Rule 160-4-2-.31; O.C.G.A. §20-2-211.1)*

#### **8.l.1 Less than 20 Consecutive Days**

- PQ: 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.
- ESSA In-Field: Teachers who teach students in hospital/homebound programs are not typically 'tested' for ESSA In-Field requirements because students in these programs are generally not absent from school for more than twenty consecutive days and are usually reported on regular rosters; however, if a hospital homebound teacher is reported in Student Class, that teacher is subject to ESSA In-Field requirements.

#### **8.l.2 More than 20 Consecutive Days**

- PQ: 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.
- ESSA In-Field: If a student is absent for twenty consecutive days or more, a teacher must be assigned. This teacher is subject to ESSA In-Field reporting requirements.

### **8.m Teachers Who Facilitate the Use of Technology-Based Programs**

*(CPI Guidance; O.C.G.A. § 20-2-211.1; GaPSC Rule 505-2-.42, SBOE Rule 160-4-2-.20)*

Please see GaDOE Data Collections Data Element Detail Publications for the most current data reporting protocols.

- **8.m.1 Technology Based Instruction where Courseware/Software is Issuing Grades**
  - PQ: 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.
  - ESSA In-Field: 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 subject to in-field requirements if they are not issuing grades; however, they must hold a Clearance certificate.
  
- **8.m.2 Blended Learning where Teacher is Issuing Grades**
  - PQ: Teachers who facilitate blended learning which leverages both technology-based and face-to-face instructional approaches and who issue grades are subject to state professional qualifications for special education teachers and LEA professional qualifications for regular education teachers; all educators must hold a Clearance certificate.
  - ESSA In-Field: Teachers who facilitate blended learning which leverages both technology- based and face-to-face instructional approaches and who issue grades are subject ESSA In-Field reporting; all educators must hold a Clearance certificate.
  
- **8.m.3 Technology-Based Instruction where Teacher is Issuing Grades**
  - PQ: Teachers who provide instruction that is technology- based and who issue grades are subject to state professional qualifications for special education teachers and LEA professional qualifications for regular education teachers; all educators must hold a Clearance certificate.
  - ESSA In-Field: Teachers who provide instruction that is technology- based and who issue grades are subject ESSA In-Field reporting; all educators must hold a Clearance certificate.
    - New in FY19 - GAVS teachers should be coded in Student Class using 222-22-2222. GaDOE will work with GAVS staff to 'replace' this coding using Course ID and Student GTID.
    - GaDOE and GaPSC are unable to ascertain the qualifications of teachers reported using the generic student class code 333-33-3333. Any teacher coded in Student Class using 333-33-3333 will automatically be coded 'out-of-field' in the 'In-Field' application report.
  
- **8.m.4 Teachers Associated with Credit in Lieu of Enrollment**
  - PQ: Teachers who administer a test for course credit in lieu of enrollment are not subject to PQ for any course reported in Student Class using xx.xxxx3xx.
  - In-Field: Teachers who administer a test for course credit in lieu of enrollment are not subject to In-Field for any course reported in Student Class using xx.xxxx3xx. This coding convention indicates the scenario and is 'In-Field Not Applicable'

## **8.n Teachers Employed by Third-Party Contract, MOU, Staffing Agencies**

*(CPI Guidance; O.C.G.A. § 20-2-211.1.; GaPSC Rule 505-2-.42)*

- PQ: 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.
- ESSA In-Field: Teachers teaching in LEAs under third-party contract/ staffing agencies are subject to ESSA In-Field reporting requirements.
  - Special Note: Teachers reported using 333-33-3333 will be automatically coded 'out-of-field'. It is recommended that LEAs include the exchange of teacher credentials in contracts and memorandums of understanding.

## **8.o College or University Faculty Members**

(O.C.G.A. §20-2-211.1)

- **8.o.1 College or University Faculty Members Employed by the LEA**
  - PQ: A faculty member must meet the professional qualifications of the LEA if the LEA directly employs him or her.
  - ESSA In-Field: A faculty member is subject to ESSA In-Field reporting requirements if the LEA directly employs him or her.
- **8.o.2 College or University Faculty Members Not Employed by the LEA**
  - PQ: If a LEA pays tuition to an institution of higher education to permit students to take academic courses at the college or university, then the faculty member is not an employee of the LEA and is not subject to the professional qualification requirements of the LEA.
  - ESSA In-Field: If a LEA pays tuition to an institution of higher education to permit students to take academic courses at the college or university, then the faculty member is not an employee of the LEA and is not subject to ESSA In-Field reporting requirements.

## **8.p Work-Based Learning (WBL) and Dual Enrollment/ Move on When Ready**

### **Teachers**

*In a letter dated August 3, 2017, Georgia Governor Nathan Deal officially renamed 'Move On When Ready' as 'Dual Enrollment'.*

- PQ: Students enrolled in Work-Based Learning and Dual Enrollment/Move on When Ready courses typically engage in extended learning educational activities/coursework with non-LEA staff. WBL/Dual Enrollment/MOWR educators are not subject to PQ.
- ESSA In-Field: Students enrolled in Work-Based Learning and Dual Enrollment/Move on When Ready courses typically engage in extended learning educational activities/coursework with non-LEA staff. WBL/Dual Enrollment/MOWR educators are not subject to In-Field. These courses are omitted through coding denoted in the GaDOE Data Collections Student Class File Layout.

## **8.q Teachers Teaching Adaptive PE (Courses 36.07100-36.07400)**

Course descriptions provided by GaDOE for Adaptive PE state that these courses are provided 9-12 for students with IEPs and in lieu of general physical education courses. While GaDOE Data Collections FTE reporting guidance uses the term 'Adapted' instead of 'Adaptive' the Adapted PE definition in FTE Data Element Detail, describes the same

scenario: a specially designed physical education program that is developed for a student with a disability and documented on the IEP. This is a direct service.

In accordance with GaPSC CAPS In-Field alignment, teachers holding Health and PE Certification (P-12) are in-field to teach Adaptive PE and, in accordance with GaPSC Early Childhood Education Certification Rule 505-2-.55, in P-5 classes that are self-contained the educator certified in Early Childhood Certification are in-field to teach specialized areas such as health and physical education.

### FY18 In-Field

For the purposes of establishing in-field reporting for Adaptive PE in FY18, GaDOE has determined the following scenarios as in-field:

- 9-12 Adaptive PE Courses
  - Teachers holding Health and PE (P-12)
  - Teachers holding Special Education Adapted or General Curriculum and Early Childhood Education (must be teaching self-contained courses where all students are eligible for special education services and Adapted PE is specified in all student IEPs)

### FY19 In-Field

In Fall 2018 GaDOE (Special Education, Data Collections, Curriculum and Instruction, In-Field) and GaPSC worked collaboratively to make determinations in the following areas:

- Grade level applicability of Adaptive PE  
While currently limited in the course description to 9-12, GaDOE recognizes that this direct service is applicable to other grade levels. Given that students may also be served through traditional PE course numbers (.0,.8,.9), Curriculum and Instruction is reviewing the current relevance of the use of 'Adaptive' PE course numbers. If removed, this will not take effect until FY20.
- Consistency in naming conventions across guidance documents  
State agencies reviewed the use of 'Adaptive' vs 'Adapted' in courses descriptions, special education guidance, in-field guidance, GaPSC CAPS, data collections guidance. At a minimum, updates will occur in Curriculum and Instruction Course Descriptions. If altered, this would not take effect until FY20.
- In-field credentials
  - GaDOE recognizes that students can be appropriately served through existing reporting mechanisms – for example, .0 PE with paraprofessional, .8 PE with Special Education Teacher Holding Special Education Certification and PE Content, or .9 PE with PE Teacher and Special Education Teacher. At this time, the only teachers in-field to serve students in Adapted PE settings are teachers with demonstrated content area expertise in Health/PE. This may include Health/PE teachers and teachers holding Special Education Adapted/General Curriculum and Early Childhood Education.
  - GaPSC is convening a taskforce to discuss Health and PE in general and will include a review of Adapted PE at that time.

### **8.r LEA Staff Reported in Student Class (Counselors, Media Specialists, Administrators)**

- PQ: Non-traditional LEA staff, such as counselors, media specialists and administrators, teaching in LEAs must meet the same certification/ professional qualification requirements established by the State/ LEA for LEA employed teachers.
- ESSA In-Field: Non-traditional LEA staff, such as counselors, media specialists and administrators, teaching in LEAs are subject to ESSA In-Field reporting requirements.

### **8.s Teachers Teaching Summer School and Extended Day**

- PQ: Summer School and/or Extended Day Courses are not generally reported in Student Class and are not 'tested' in monitoring for PQ. However, LEAs are responsible for ensuring teachers teaching in summer school and/or extended day scenarios meet State or LEA PQ requirements as applicable.
- ESSA In-Field: Summer School and/or Extended Day Courses are not generally reported in Student Class and, if not reported in Student Class, are not currently included in annual In-Field reports.

### **8.t Transfers from In-State and Out-of-State (Student Class Use of 888-88-8888/999-99-9999)**

- PQ: Courses reported in Student Class as transfers from In-State and Out-of-State are not subject to PQ.
- ESSA In-Field: Courses reported in Student Class as transfers from In-State and Out-of-State using 888-88-8888/999-99-9999 as the teacher identifier are not subject to In-Field. In-Field will be reported in associated with the originating district or state.

### **8.u Early Intervention Program (EIP)**

- PQ: Teachers who teach EIP classes must meet the professional qualifications established by the LEA.
- ESSA In-Field: To be considered in-field for ESSA reporting purposes, teachers who teach EIP classes must hold content appropriate certification.

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

*(citations included below)*

### **9.a Paraprofessionals Employed by the LEA**

*(O.C.G.A. §§ 20-2-204, 20-2-211.1, GaPSC Rule 505-2-.18, CPI Definitions)*

A paraprofessional is an individual with instructional duties who provides instructional support. All LEA paraprofessionals must hold a Clearance certificate.

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.

### **9.b Paraprofessionals Employed by Third-Party Contract or Staffing Agencies**

*(CPI Guidance; O.C.G.A. §20-2-211.1)*

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**

*(O.C.G.A. §20-2-211.1, GaPSC Rule 505-2-.17, CPI Definitions)*

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. Non-Instructional aides However, all educators employed a LEA must hold a Clearance certificate.

### **9.d ESSA In-Field Reporting**

Paraprofessionals are not subject to ESSA In-Field Reporting.

## **10. Professional Qualification Requirements: Substitutes**

*(O.C.G.A. § 20-2-216/GaPSC Rule 505-20-.20/GaDOE Rule 160-5-1-.05)*

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.

- **Short Term Substitute Teachers**
  - Student Class Data Element Definition: A substitute teacher is an employee hired when there is a vacant position of less than 20 days.
  - Professional Qualifications – Not Applicable
  - ESSA In-Field Reporting – Not Applicable
- **Long Term Substitute Teachers**
  - CPI 2018 Data Element Definition: A long-term substitute is an employee hired directly by the district. This person typically has an hourly service agreement to “fill in” for a vacant permanent position for a period of four (4) consecutive weeks (20 consecutive school days) or more. Long-term substitute teachers are the sole “teachers of record” and there are no teachers under contract for the classes. Reports on long-term substitutes should not include persons substituting for teachers under contract who are away temporarily and expected to return, such as teachers on medical or maternity leave.
  - Professional Qualifications – Not Applicable
  - ESSA In-Field Reporting – Applicable (including clearance certificates)

## **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 are subject to professional qualification or ESSA In-Field reporting requirements.

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

- PQ: 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.



- ESSA In-Field: Teachers and paraprofessionals employed by LEAs using Title I funds in order to provide equitable services to private school students are not subject to ESSA In-Field Reporting requirements.

### **11.c Title I Tutors in Private Schools**

Title I tutors are not required to meet professional qualification or in-field reporting 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 subject to professional qualification or ESSA In-Field reporting requirements. Only teachers and paraprofessionals who are directly employed by the LEA must meet professional qualification and ESSA In-Field reporting requirements.

## **12. Considerations for LEAs Developing Professional Qualifications (PQ)**

### **LEA-developed PQ requirements can be reviewed and updated as needed.**

*Explanation: 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 student achievement.**

*Explanation: 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.**

*Explanation: 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.**

*Explanation: While LEAs must make staffing decisions based on fiscal and human capital, knowing state monitoring and reporting requirements may guide LEAs in determining how to assign teachers.*

**PQ requirements may impact supervising student teaching.**

*Explanation: In LEAs where certification is not waived, in accordance with [GaPSC Educator Preparation Program Requirements](#), a student teacher must be under the direct supervision of a certified teacher. If certification is waived, the student teacher must be supervised by a teacher who meets the LEAs PQ.*

**PQ requirements may impact a LEA's federal program monitoring results.**

*Explanation: LEAs who set stringent requirements, may hire a candidate who does not meet standard LEA requirements. If monitored, LEA's who employ individuals that do not meet State/ LEA professional qualification requirements will be issued findings.*

**PQ requirements may impact staffing decisions at the LEA's charter schools.**

*Explanation: LEA authorized charter schools must follow the LEAs PQ. LEAs may wish to establish PQ that honors the flexibility granted in the charter school's approved charter.*

**PQ requirements may impact a LEA's candidate pool.**

*Explanation: Setting certain requirements may broaden or narrow a LEA's candidate pool.*

**PQ requirements may impact a LEA's budget.**

*Explanation: Teachers coded using CPI Charter Waiver (CHW) Codes 106 are not In-Field and do not meet the LEA's PQ requirements and will not receive Training and Experience funding. In addition, many LEAs who waive certification also waive the salary schedule. Financial implications for both the LEA and individuals should be made taking both sets of requirements into consideration.*

**PQ requirements may impact a candidate's personal finance, including impact the length of time it takes for a teacher to become fully certified and may impact a teacher's future opportunities.**

*Explanation: 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 relative to ability to contribute and highest salary earned over time. LEAs may require candidates to enroll and personally finance GaTAPP participation/ GACE fees. Agriculture teachers for whom certification is waived are not eligible for additional funding authorized through SB 330.*

**PQ requirements may impact the civil rights of the students being served.**

*Explanation: 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 whether or not a LEA is required to disseminate 20 Day Notifications of Professional Qualifications.**

*Explanation: 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 of Professional Qualifications to parents.*

## **PQ requirements may impact TKES process for educators.**

*Explanation: The Full Formative Assessment Process (six classroom observations) is required for Out-of-Field teachers. Refer to the [Teachers Keys Effectiveness Handbook](#) for most recent guidance.*

## **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 does my LEA do if we believe CAPS alignment should to be reviewed?**

LEAs should contact GaPSC with questions of this nature. This can be done through the certification division [mail@gapsc.com](mailto:mail@gapsc.com) or through emailing [infield@gapsc.com](mailto:infield@gapsc.com). GaPSC, often in collaboration with GaDOE Teaching and Learning Staff, will review program preparation standards, GACE Testing criteria, certification rules and course descriptions in order to make a determination about alignment.

### **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
- Do Hearing Impaired Interpreters and State Schools Residential 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 HiQ consultative model for serving students in alternative schools/ programs and GNETS?**

No. LEA teachers must meet State and/or 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 desire to ensure 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 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 may 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/ESSA In-Field 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/ESSA In-Field 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/ESSA In-Field**  
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 when 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](http://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?**

\*\*\*NEW\*\*\* In accordance with written guidance received from USDE in early 2018, there are circumstances in which LEAs could use Title II, Part A funds to support job-embedded PD through Alternative Certification Programs. Complete guidance is available on the GaDOE website.

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 change to state requirements under ESSA has brought up questions of supplanting. USDE has been contacted to provide 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 and 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 of professional qualification required when a teacher is out for an extended time on sick leave/FMLA?**

No, 20 day notifications of professional qualifications 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 of Professional Qualifications when the contents of one student's IEP warrants teaching credentials that vary from the remaining students? Am I required to send the 20 Day Notification of Professional Qualifications 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 a teacher teaching a course to students who require varying credentials of the teacher, the LEA needs to send a notification only to students whose IEP warrants teaching credentials 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, the state requirements and an explanation of which certification the teacher does not hold. The letter might also include a statement that if a parent has a question about whether or not this impacts his/ her individual student, the parent should contact the LEA/school staff for a response.

**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?**

Educators not enrolled in an educator preparation program may request eligibility to take the ECE GACE through their MyGAPSC account.

Educators actively enrolled in an educator preparation program 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 How should an LEA Evaluate a transcript for In-Field Equivalent Credentials?**

GaDOE staff working with In-Field do not have formal guidance for evaluating a transcript for In-Field Equivalent Credentials. As we audit records, we ask LEAs to use their best judgment and ensure the answer to the following questions is 'yes':

- Is the college/ university accredited according to GaPSC recognized agencies? (links to GaPSC recognized accrediting agencies can be found on the GaPSC website)
- If a transcript is translated/evaluated – was it translated by a GaPSC accepted agency? (Acceptable translation agencies are listed on the GaPSC website)
- Are all courses identified by the LEA as supporting documentation completed at a 'C' grade or higher?
- Are all courses identified by the LEA in alignment with the topic/ Ed Prep/ certification descriptions?

### **13.x How should LEAs update their Professional Qualifications?**

LEAs submit their Professional Qualifications annually with their official application for federal funds, the CLIP (Consolidated LEA Improvement Plan). If an LEA needs to update during the year, the PQ Coordinator should email the Federal Programs Director, copying the LEA Superintendent and assigned GaDOE PQ/ In-Field Staff asking for the CLIP to be reopened for the purpose of revising PQ. The LEA may then edit the requirements and resubmit the CLIP. This can be done at any time for any reason. To minimize updates it is strongly encouraged that LEAs involve all relevant stakeholders in the development of the LEA's professional qualifications. In addition, following edits, LEAs should make all relevant stakeholders aware of updates.



## 14. CTAE ESSA In-Field Equivalents for Career, Technical, and Agricultural Education

### **ESSA Reporting Requirements and GaDOE Development of Equivalent Credentials**

ESSA Sec. Sec. 1111(h)(1)(c)(ix) requires State Education Agencies (SEAs) to report by number and percentage teachers who are not teaching in the subject or field for which the teacher is certified or licensed. In Georgia, local education agencies (LEAs) have the ability to waive certification; however, many teachers have equivalent credentials that the GaDOE would accept as verification that a teacher is teaching in the field in which the teacher has demonstrated, relevant content area expertise. Prior to the 2018-2019 school year, equivalent credentials were limited to 1) a Bachelor's Degree or higher, 2) Coursework – 21 semester hours or 35 quarter hours completed at a 'C' level or higher, or 3) a passing score on a Georgia Professional Standards Commission (GaPSC) accepted content area test – currently the GACE. In 2017-2018, Georgia's obligation to report teacher credentials expanded to all PK-12 teachers in all subject and service areas. While most teachers can demonstrate content area expertise through the existing equivalent credentials, this may not be applicable for several CTAE certificate fields. The GaDOE used GaPSC certification rules as the foundation for proposing equivalent credentials and worked collaboratively with GaDOE CTAE and LEA content experts to establish equivalent credentials. All questions related to CTAE In-field equivalent credentials can be directed to [professionalqualifications@doe.k12.ga.us](mailto:professionalqualifications@doe.k12.ga.us). In-field staff will consult with stakeholders as questions arise.

The chart below aligns CTAE Certificate Fields, CTAE Specializations and CTAE Endorsements to CTAE In-Field Equivalent Credentials. A LEA may only assert in-field equivalent credentials if the LEA waives certification in the field as outlined in the Professional Qualifications section of the LEA's annual CLIP submission. In-Field Equivalent credentials are asserted in the 'Certification Waiver' field of the LEA's submission of the Certified/Classified Personnel Information (CPI) report collected by GaDOE Data Collections. While LEAs who have an approved Charter or Strategic Waiver may establish 'professional qualifications', they may not establish 'in-field' equivalents used for reporting. All in-field equivalent credentials are established by the GaDOE in aligned with Federal reporting expectations.

### **CTAE Pathways, Clusters and Courses and Certificate Alignments**

Established and supported by several state agencies, information about CTAE Pathways, Clusters and Courses can be found on the GaDOE website. Questions about pathways, clusters and courses should be addressed to GaDOE CTAE Staff. CTAE Alignments are developed by the GaPSC taking into consideration Educator Preparation Program (EPP) Requirements, Academic Test Content, and Course Standards. Questions about certification/course alignment should be addressed to the GaPSC.

### **Hiring the Best Candidate**

While GaPSC rule allows issuance of an Induction Certificate in specific Career and Technical Specialization Fields to individuals who do not yet meet industry testing or licensure requirements if the individual is the best candidate and has an Individual Development Plan (IDP), an in-field equivalent of this exception will not be developed for in-field charter waiver reporting purposes. LEAs are always encouraged to hire and assign the most qualified and effective teachers available.

CTAE Charter Waiver Equivalents					
Certificate Field	GaPSC Rule for Certification	Bachelor's Degree (CPI Code 101)	Coursework (CPI Code 102)	Content Test (CPI Code 103)	CTAE Equivalent (CPI Code 105)
		<ul style="list-style-type: none"> <li>Bachelor's Degree or Higher in Field or in a Related Field with Comparable Course Requirements from a GaPSC Accepted Accredited Institution</li> <li>Documentation on file at LEA</li> </ul>	<ul style="list-style-type: none"> <li>21 Semester Hours or 35 Quarter Hours</li> <li>Must be Passed at 'C' or Higher from a GaPSC Accepted Accredited Institution</li> <li>Documentation on file at LEA</li> </ul>	GaPSC Accepted Content Area Test in Field. <ul style="list-style-type: none"> <li>Passing Score in Accordance with GaPSC Current Guidance</li> <li>Documentation on file at GaPSC</li> </ul>	<ul style="list-style-type: none"> <li>Documentation requirements vary</li> <li>Some documentation requires prior approval from GaDOE</li> <li>Verified Work Experience may include:               <ul style="list-style-type: none"> <li>Resume with letter from previous employer</li> <li>Internal LEA memo documenting verification from previous employer</li> <li>Corporation papers, tax forms</li> </ul> </li> <li>Documentation on file at LEA</li> </ul>
Agriculture	505-2-.84, 505-2-.08  Other Considerations: SB 330*	Degree fields might include Agriculture, Plant Sciences, Animal Sciences, Soil Sciences  (To use 101 the educator's degree MUST include an Agricultural Science course)	Coursework in Agriculture  (To use 102 the educator's transcript MUST include Agricultural Science)	Agricultural Education	LEAs waiving certification for teachers teaching agriculture courses who wish to assert CTAE Equivalent credentials through the use of 105 must contact the GaDOE In-Field Program Office <a href="mailto:professionalqualifications@doe.k12.ga.us">professionalqualifications@doe.k12.ga.us</a>
Business	505-2-.85, 505-2-.08	Degree fields might include Business Administration, Business Operations, Business Economics, Financial Management, International Business	Coursework in Business	Business Education	No 105 CTAE Equivalent Code available at this time.
Computer Science	505-2-.91, 505-2-.08	Degree fields might include Computer Information Systems, Computer Science, Computer Software Engineer, Information Technology, Software Systems	Coursework should include computer programming (may be by language), networking, information systems, maintenance and repair, cyber security (At least 4 courses must be programming for computer science)	Computer Science	No 105 CTAE Equivalent Code available at this time. See Specializations section for other 105 CTAE Equivalent Code options.

CTAE Charter Waiver Equivalents					
Certificate Field	GaPSC Rule for Certification	Bachelor's Degree (CPI Code 101)	Coursework (CPI Code 102)	Content Test (CPI Code 103)	CTAE Equivalent (CPI Code 105)
Engineering and Technology	505-2-.89, 505-2-.08	Degree Fields might include Engineering, Technology Education, Engineering Technologies, Industrial Technologies or a related engineering Field (i.e. Mechanical, Civil, Architectural, Industrial, Electrical, etc.)	Coursework in Engineering, Technology Education, Engineering Technologies, Industrial Technologies or a related engineering Field (i.e. Mechanical, Civil, Architectural, Industrial, Electrical, etc.)	Engineering and Technology Education	No 105 CTAE Equivalent Code available at this time. See Specializations section for other 105 CTAE Equivalent Code options.
<ul style="list-style-type: none"> <li>Energy Pathway</li> </ul>		Degree Fields might include electrical engineering	Coursework in electrical engineering		<ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field including "lineman apprenticeship"</li> </ul>
Family and Consumer Sciences	505-2-.86, 505-2-.08	Degree Fields might include Family and Consumer Sciences	Coursework in Family and Consumer Sciences	Family and Consumer Sciences Education	See Pathways below and Specializations section for other 105 CTAE Equivalent Code options.
<ul style="list-style-type: none"> <li>Nutrition and Food Science</li> </ul>		Degree Fields might include Food Science related degrees (Note a degree in Nutrition or Food Science would not allow a teacher to be in field in other FCS specializations)	Coursework in Food Science	Family and Consumer Sciences Education	<ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher in any field from a GaPSC accepted accredited institution <b>AND</b></li> <li>At least five (5) years of verified occupational work experience in Nutrition and Food Science <b>AND</b></li> <li>Approval from GaDOE In-Field Program Staff</li> </ul>
<ul style="list-style-type: none"> <li>Interiors, Fashion and Textiles</li> </ul>		Degree Fields might include Interiors, Fashion and Textile related degrees (Note a degree in Interiors, Fashion and Textile would not allow a teacher to be in field in other FCS specializations)	Coursework in Interiors, Fashion and Textile	Family and Consumer Sciences Education	<ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher in any field from a GaPSC accepted accredited institution <b>AND</b></li> <li>At least five (5) years of verified occupational work experience in Interiors, Fashion and Textiles <b>AND</b></li> <li>Approval from GaDOE In-Field Program Staff</li> </ul>

CTAE Charter Waiver Equivalents					
Certificate Field	GaPSC Rule for Certification	Bachelor's Degree (CPI Code 101)	Coursework (CPI Code 102)	Content Test (CPI Code 103)	CTAE Equivalent (CPI Code 105)
<ul style="list-style-type: none"> <li>Housing and Community Management</li> </ul>		Degree Fields might include Family Consumer Science or Housing and Community Management related degrees (Note a degree in Housing and Community Management would not allow a teacher to be in field in other FCS specializations)	Coursework in Housing and Community Management	Family and Consumer Sciences Education	<ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher in any field from a GaPSC accepted accredited institution <b>AND</b></li> <li>At least five (5) years of verified occupational work experience in Housing and Community Management <b>AND</b></li> <li>Approval from GaDOE In-Field Program Staff</li> </ul>
<ul style="list-style-type: none"> <li>Middle School FCS</li> </ul>		Degree Fields might include Family and Consumer Science	Coursework in Family and Consumer Science	Family and Consumer Sciences Education	No 105 CTAE Equivalent Code available at this time.
<ul style="list-style-type: none"> <li>Culinary Arts</li> </ul>		Degree Fields might include Culinary Arts	Coursework in Culinary Arts	N/A	OPTION 1 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in culinary arts <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul> OPTION 2 <ul style="list-style-type: none"> <li>Degree in Family and Consumer Science <b>AND</b></li> <li>Successful completion of a secondary culinary education program from Culinary Institute of America or from the National Restaurant Association</li> </ul>
<ul style="list-style-type: none"> <li>Early Childhood</li> </ul>		Degree Fields might include Early Childhood Education or Family Consumer Science	Coursework in Early Childhood Education or Family Consumer Science	Early Childhood Education <b>OR</b> Family and Consumer Sciences Education	No 105 CTAE Equivalent Code available at this time.
<ul style="list-style-type: none"> <li>Teaching as a Profession</li> </ul>		Degree in any field	Coursework in any field	Any GACE required for a teaching certificate field	No 105 CTAE Equivalent Code available at this time.
Law, Public Safety, Corrections and Security	505-2-.90 (3)(j)	Degree Fields might include Law, Criminal Justice, Homeland Security, Corrections	Coursework in Law, Criminal Justice, Homeland Security, Corrections	N/A	<ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher in any field from a GaPSC accepted accredited institution <b>AND</b></li> <li>At least five (5) years of verified occupational work experience in Law, Public Safety, Corrections and Security</li> </ul>

CTAE Charter Waiver Equivalents					
Certificate Field	GaPSC Rule for Certification	Bachelor's Degree (CPI Code 101)	Coursework (CPI Code 102)	Content Test (CPI Code 103)	CTAE Equivalent (CPI Code 105)
Healthcare Science	505-2-.87, 505-2-.08, 505-2-.10	Degree Fields might include Pre-Med, Nursing, Public Health, Pharmacy, Physical Therapy	Coursework might include Pre-Med, Nursing, Public Health, Pharmacy, Physical Therapy	N/A	<ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in a healthcare related field <b>AND</b></li> <li>Hold a current healthcare professional license, registration, or certification that relates to the healthcare field and has been issued by an appropriate governing or regulatory body</li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>
Marketing	505-2-.88, 505-2-.08	Degree Fields might include Marketing, Business Administration and Management, Entrepreneurship, Small Business, Advertising	Coursework should address logistics, production, business, social media	Marketing Education	<ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher in any field from a GaPSC accepted accredited institution <b>AND</b></li> <li>At least three (3) years verified work experience above entry level</li> </ul>
Foreign Language*	505-2-.10	Degree in Foreign Language being Taught	Coursework in Foreign Language being Taught, may include related history	<ul style="list-style-type: none"> <li>Has Passed the corresponding GACE in the Foreign Language being taught <b>OR</b></li> <li>Has passed the American Council on the Teaching of Foreign Languages (ACTFL) Oral Proficiency Interview (OPI) and Writing Proficiency Test (WPT) at the levels indicated in GaPSC Rule 505-2-.26</li> </ul>	<p>*While not CTAE, in alignment with the GaPSC permit issued for Teachers of Foreign Language, LEAs may assert the 105 Equivalent Code in the following scenario:</p> <ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher in any field from a GaPSC accepted accredited institution <b>AND</b></li> <li>Is fluent in the foreign language for which the individual is hired to teach <b>AND</b></li> <li>Is fluent in English as determined by the LEA</li> </ul>

CTAE Charter Waiver Equivalents					
Certificate Field	GaPSC Rule for Certification	Bachelor's Degree (CPI Code 101)	Coursework (CPI Code 102)	Content Test (CPI Code 103)	CTAE Equivalent (CPI Code 105)
Performing Artists: Art, Dance, Drama and Music*	505-2-.10	Degree in Field being Taught	Coursework in Field being Taught	GACE in Field being Taught	<p>*While not CTAE, in alignment with the GaPSC permit issued for Teachers of Performing Arts, LEAs may assert the 105 Equivalent Code in the following scenario:</p> <ul style="list-style-type: none"> <li>• Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>• At least three (3) years of verified occupational work experience in the field</li> </ul>

CTAE Charter Waiver Equivalents			
Specializations	GaPSC Rule for Certification	CTAE Equivalent Options (CPI Code 105)	CTAE Equivalent Options (CPI Code 105)
Architectural Drawing and Design	505-2-.90 (3)(a)	OPTION 1 <ul style="list-style-type: none"> <li>• Technical College diploma or higher from a GaPSC accepted accredited institution in drafting, drafting technology, architecture, industrial design, civil engineering <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>• Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>• Pass one of the following NOCTI Teacher Assessments, Architectural Drafting, Mechanical Drafting and Design or Technical Drafting <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul>
Audio/Video Technology & Film	505-2-.90 (3)(b)	OPTION 1 <ul style="list-style-type: none"> <li>• Hold an associate's degree or higher from a GaPSC accepted accredited institution in broadcast and video production, communication, mass communication <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul>	
Automotive Service Technology	505-2-.90 (3)(c)	OPTION 1 <ul style="list-style-type: none"> <li>• Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>• Hold valid certification from the National Institute for Automotive Service Excellence in one of the following: Automobile and Light Truck Certification (Series A) or Auto Maintenance and Light Repair Certification (Test G1) <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul>	
Aviation – Aviation Maintenance	505-2-.90 (3)(d)	OPTION 1 <ul style="list-style-type: none"> <li>• Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>• Hold valid airframe and power plant mechanic certificates from the FAA <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul>	
Aviation – Flight Operations	505-2-.90 (3)(d)	OPTION 1 <ul style="list-style-type: none"> <li>• Hold a bachelor's degree or higher from a GaPSC accepted accredited institution <b>AND</b></li> <li>• Hold a valid pilot certificate (private, commercial, or airline transport) <b>AND</b></li> <li>• Have a minimum of three hundred (300) hours logged flight time as a Pilot in Command (PIC)</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>• Hold a bachelor's degree or higher from a GaPSC accepted accredited institution <b>AND</b></li> <li>• Hold a valid FAA ground instructor certificate <b>AND</b></li> <li>• Have a minimum of three hundred (300) hours logged flight time as a Pilot in Command (PIC)</li> </ul>

CTAE Charter Waiver Equivalents			
Specializations	GaPSC Rule for Certification	CTAE Equivalent Options (CPI Code 105)	CTAE Equivalent Options (CPI Code 105)
		<p>OPTION 3</p> <ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher from a GaPSC accepted accredited institution <b>AND</b></li> <li>Hold a valid FAA flight instructor certificate <b>AND</b></li> <li>Have a minimum of three hundred (200) hours of flight training as a FAA certified flight instructor</li> </ul>	<p>OPTION 4</p> <ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher from a GaPSC accepted accredited institution <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in a field related to flight operations or aviation instruction <b>AND</b></li> <li>Have verified military experience equivalent to Option 1, 2, or 3</li> </ul>
Barbering	505-2-.90 (3)(e)	<p>OPTION 1</p> <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold a valid barber license issued by the Georgia Board of Barbers <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Collision Repair	505-2-.90 (3)(f)	<p>OPTION 1</p> <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold valid certification from the National Institute for Automotive Service Excellence in: Collision Repair and Refinish Certification Series in the areas of Paining and Refinishing (Test B2) and Non-Structural Analysis and Damage Repair (Test B3) <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Construction (carpentry, electrical, masonry, plumbing and heating, ventilation, air conditioning & refrigeration (HVACR), and Industrial Maintenance)	505-2-.90 (3)(g)	<p>OPTION 1</p> <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold one of the following: a valid Level IV certificate in Carpentry, Electrical, HVAC or Plumbing issued by the National Center for Construction Education and Research (NCCER); a valid Level III certificate in Masonry issued by NCCER; a valid Contractor license issued by the Georgia Board of Construction Industry; or a valid Contractor license from the Georgia State Licensing Board for Residential and General Contractors <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	<p>OPTION 2</p> <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution construction, construction management, industrial maintenance <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>
		<p>OPTION 3</p> <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Completion of a Registered Apprenticeship at the Journeyman level in the field in which assigned</li> </ul>	<p>OPTION 4</p> <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Pass one of the following NOCTI Teacher Assessments: Building Construction Occupations; Cabinetmaking; Carpentry; Electrical Construction Technology; or Plumbing <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>



CTAE Charter Waiver Equivalents			
Specializations	GaPSC Rule for Certification	CTAE Equivalent Options (CPI Code 105)	CTAE Equivalent Options (CPI Code 105)
		OPTION 5 <ul style="list-style-type: none"> <li>• Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>• Pass the NOCTI Teacher Assessments in Industrial Maintenance Mechanics or hold one of the following: a valid Level III or IV certificate in Industrial Maintenance Mechanic issued by the National Center for Construction Education and Research (NCCER) <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul>	
Computer Animation	505-2-.90 (3)(h)	OPTION 1 <ul style="list-style-type: none"> <li>• Hold an associate's degree or higher from a GaPSC accepted accredited institution in computer animation</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>• Hold an associate's degree or higher from a GaPSC accepted accredited institution in a field equivalent to computer animation <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul>
		OPTION 3 <ul style="list-style-type: none"> <li>• Hold an associate's degree or higher from a GaPSC accepted accredited institution in the field <b>AND</b></li> <li>• Have expertise and two (2) yeas of experience with the software used in the industry such as Alias PowerAnimator/Maya, Kinetix 3D Studio Max, SoftImage, Lightwave, Adobe Animate CC (Expertise may be verified by software certification, verified occupational work experience. Experience in internships will not be accepted)</li> </ul>	
Cosmetology	505-2-.90 (3)(i)	OPTION 1 <ul style="list-style-type: none"> <li>• Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>• Hold a valid Master Cosmetologist or Cosmetology Instructor license issued by the Georgia State Board of Cosmetology <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul>	
Culinary Arts	505-2-.90 (3)(j)	OPTION 1 <ul style="list-style-type: none"> <li>• Hold an associate's degree or higher from a GaPSC accepted accredited institution in culinary arts <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>• Degree in Family and Consumer Science <b>AND</b></li> <li>• Successful completion of a secondary culinary education program from Culinary Institute of America or from the National Restaurant Association</li> </ul>

CTAE Charter Waiver Equivalents			
Specializations	GaPSC Rule for Certification	CTAE Equivalent Options (CPI Code 105)	CTAE Equivalent Options (CPI Code 105)
Distribution and Logistics	505-2-.90 (3)(k)	OPTION 1 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Pass one of the following Manufacturing Skills Standards Council (MSSC) Certified Logistics Technician program assessments: Certified Logistics Associate (CLA) or Certified Logistics Technician (CLT) <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in distribution and logistics <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>
Electronics Technology	505-2-.90 (3)(l)	OPTION 1 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in electronics technology, electrical engineering technology, electrical systems technology, electronics technician, electrical engineering <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>a valid Associate Electronics Technician (CETa) certificate issued by the Electronics Technicians Association, International; or a valid Level IV certificate in Electronic Systems Technician from the National Center for Construction Education and Research (NCCER) <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>
Esthetics	505-2-.90 (3)(m)	OPTION 1 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold a valid Esthetician or Esthetician Instructor license issued by the Georgia State Board of Cosmetology <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Government and Public Administration	505-2-.90 (3)(n)	OPTION 1 <ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher from a GaPSC accepted accredited institution public administration, government, political science, public policy <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Granite Technology	505-2-.90 (3)(o)	OPTION 1 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Graphic Communications and Design	505-2-.90 (3)(p)	OPTION 1 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution graphic design; advertising design; communication design; commercial art; graphic arts; visual communication; computer animation; print management <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	

CTAE Charter Waiver Equivalents			
Specializations	GaPSC Rule for Certification	CTAE Equivalent Options (CPI Code 105)	CTAE Equivalent Options (CPI Code 105)
Information Technology - IT/Information Services and Support	505-2-.90 (3)(q)	OPTION 1 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in any field <b>AND</b></li> <li>Hold A+ certification from CompTIA <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Information Technology – IT/Network Systems	505-2-.90 (3)(q)	OPTION 1 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in any field <b>AND</b></li> <li>Hold any one of the following: Network + certification from CompTIA; Cisco Certified Design Associate (CCDA) certification from Cisco; or any of the Cisco Certified Network Administrator (CCNA) certifications from Cisco <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Information Technology – IT/Programming and Software Development	505-2-.90 (3)(q)	OPTION 1 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in any field <b>AND</b></li> <li>Hold a Microsoft Certified Solutions Developer (MCSD) certificate from Microsoft <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>Hold a bachelor's degree or higher from a GaPSC accepted accredited institution in computer science <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>
		OPTION 3 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in any field <b>AND</b></li> <li>Hold a programming language certification <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Information Technology – IT/Cybersecurity	505-2-.90 (3)(q)	OPTION 1 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in an information technology related field <b>AND</b></li> <li>Hold a CompTIA Security + certificate <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	

CTAE Charter Waiver Equivalents			
Specializations	GaPSC Rule for Certification	CTAE Equivalent Options (CPI Code 105)	CTAE Equivalent Options (CPI Code 105)
Junior Reserve Officer's Training Corps (JROTC)	505-2-.90 (3)(r), 505-2-.10	<p>OPTION 1</p> <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold official military retirement orders, or a DD Form 214 Member Copy #4, with Block #24 reflecting honorable retirement from a branch of military service (Army, Air Force, Coast Guard, Marine Corps, or Navy). National Guard personnel may, in lieu of the DD Form 214, use NGB Form 22, with Block #24 reflecting honorable retirement</li> <li>Hold a letter or certificate from a branch of military service verifying successful completion of all required JROTC instructor training for full branch certification</li> </ul>	
Manufacturing and Technology Sciences	505-2-.90 (3)(s)	<p>OPTION 1</p> <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold a valid Level IV certificate in Industrial Maintenance Electrical &amp; Instrumentation Technician issued by the National Center for Construction Education and Research (NCCER) or hold a valid Certified Manufacturing Technologist or Certified Manufacturing Engineer certificate issued by the Society of Manufacturing Engineers (SME) <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	<p>OPTION 2</p> <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in industrial maintenance, industrial systems, industrial engineering <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>
		<p>OPTION 2 (Preferred)</p> <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in manufacturing <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Marine Service Technology	505-2-.90 (3)(t)	<p>OPTION 1</p> <ul style="list-style-type: none"> <li>Hold a renewable professional Automotive Service Technology Certificate <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	<p>OPTION 2</p> <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in any field <b>AND</b></li> <li>Hold one of the following valid certifications from the American Boat and Yacht Council (ABYC): Diesel Engine &amp; Support System Certification, Gasoline Engine and Support System Certification or Electrical Certification <b>AND</b></li> </ul> <p>At least two (2) years of verified occupational work experience in the field</p>

CTAE Charter Waiver Equivalents			
Specializations	GaPSC Rule for Certification	CTAE Equivalent Options (CPI Code 105)	CTAE Equivalent Options (CPI Code 105)
Nails	505-2-.90 (3)(u)	OPTION 1 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold a valid Nail Technician or Nail Technician Instructor license issued by the Georgia State Board of Cosmetology <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	
Precision Machine Technology	505-2-.90 (3)(v)	OPTION 1 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold valid credentials in Machining Level 1 and either Metalforming Level 1 or Metal Stamping Level 2 issued by the National Institute for Metalworking Skills, Inc. (NIMS) <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Pass the NOCTI Teacher Assessment in Precision Machining <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>
		OPTION 3 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in related field <b>AND</b></li> <li>Hold valid credentials in Machining Level 1 and either Metalforming Level 1 or Metal Stamping Level 2 issued by the National Institute for Metalworking Skills, Inc. (NIMS)</li> </ul>	OPTION 4 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in related field <b>AND</b></li> <li>Pass the NOCTI Teacher Assessment in Precision Machining</li> </ul>
Law, Public Safety, Corrections and Security	505-2-.90 (3)(w)	OPTION 1 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in criminal justice, emergency management, fire science, paralegal studies, political science <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field <b>AND</b></li> <li>Closely related background</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
Sheet Metal	505-2-.90 (3)(x)	OPTION 1 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold valid Level IV certification in Sheet Metal issued by the National Center for Construction Education and Research (NCCER) or Precision Sheet Metal Operator Certification issued by the Fabricators &amp; Manufacturers Association, International (FMA) <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in related field <b>AND</b></li> <li>Hold valid Level IV certification in Sheet Metal issued by the National Center for Construction Education and Research (NCCER) or Precision Sheet Metal Operator Certification issued by the Fabricators &amp; Manufacturers Association, International (FMA)</li> </ul>

CTAE Charter Waiver Equivalents			
Specializations	GaPSC Rule for Certification	CTAE Equivalent Options (CPI Code 105)	CTAE Equivalent Options (CPI Code 105)
		OPTION 3 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Completion of a Registered Apprenticeship at the Journeyman level in the field in which assigned</li> </ul>	
Welding Technology	505-2-.90 (3)(y)	OPTION 1 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Hold a valid Certified Welding Educator certificate issued by the American Welding Society (AWS); or hold a valid Level III certificate in Welding issued by the National Center for Construction Education and Research (NCCER) <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>	OPTION 2 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Pass the NOCTI Teacher Assessment in Welding <b>AND</b></li> <li>At least two (2) years of verified occupational work experience in the field</li> </ul>
		OPTION 3 <ul style="list-style-type: none"> <li>Hold a high school diploma or GED equivalent or higher <b>AND</b></li> <li>Completion of a Registered Apprenticeship at the Journeyman level in the field in which assigned</li> </ul>	OPTION 4 <ul style="list-style-type: none"> <li>Hold an associate's degree or higher from a GaPSC accepted accredited institution in related field <b>AND</b></li> <li>Hold a valid Certified Welding Educator certificate issued by the American Welding Society (AWS); or hold a valid Level III certificate in Welding issued by the National Center for Construction Education and Research (NCCER)</li> </ul>

**\*\*CTAE Specialization In-Field Equivalents for Individual's with Less Than an Associate Degree or Equivalent\*\***

Individuals employed as a teacher in Georgia and assigned to teach a CTAE specialization for 6 or more consecutive years, must obtain:

- Associate degree or
- Level 2 equivalent as defined by 505-2-.02
  - Sixty (60) semester hours of acceptable college credit. Note: For equivalent purposes, the phrase "acceptable college credit" is defined as credits earned at an institution of higher education that holds GaPSC-accepted accreditation with a grade of "C" or higher for each course. Remedial courses, course work taken below the freshman level, and audited courses are not acceptable
  - A two (2)-year program consisting of a minimum of two thousand (2,000) clock hours earned through a GaPSC-accepted accredited post-secondary vocational/technical school in the field in which certification is requested
  - A minimum of twenty-seven (27) semester hours of acceptable college or university credit and a minimum of one thousand (1,000) clock hours earned through a GaPSC-accepted accredited vocational/technical school in the field in which certification is requested.
  -

CTAE Charter Waiver Equivalents		
Endorsements	GaPSC Rule for Certification	CTAE Equivalent Option (CPI Code 105)

Culinary Arts	505-2-.165	<p>OPTION 1</p> <ul style="list-style-type: none"> <li>• Hold an associate's degree or higher from a GaPSC accepted accredited institution in culinary arts <b>AND</b></li> <li>• At least two (2) years of verified occupational work experience in the field</li> </ul> <p>OPTION 2</p> <ul style="list-style-type: none"> <li>• Degree in Family and Consumer Science <b>AND</b></li> <li>• Successful completion of a secondary culinary education program from Culinary Institute of America or from the National Restaurant Association</li> </ul>
Career Technical Instruction (CTI)	505-2-.161	<ul style="list-style-type: none"> <li>• Certification in Special Education General or Adapted AND</li> <li>• Documentation of completion of CTAE Resource Network Training</li> </ul>
Computer Science	505-2-.91	See <i>Computer Science</i> options above
Career Exploration	505-2-.160	No 105 CTAE Equivalent Code available at this time.
Coordinated Career Academic Education (CCAЕ)	505-2-.164	No 105 CTAE Equivalent Code available at this time.
STEM Education	505-2-.186	No 105 CTAE Equivalent Code available at this time.
Work Based Learning	505-2-.183	No 105 CTAE Equivalent Code available at this time.

## 15. 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](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>
- Financial Implications: GaDOE Financial Review Staff  
<http://www.gadoe.org/Finance-and-Business-Operations/Financial-Review/Pages/default.aspx>
- CPI, Student Class, Student Record: GaDOE Data Collections Staff  
<http://www.gadoe.org/Technology-Services/Data-Collections/Pages/Data-Collections-and-Reporting.aspx>

## 16. Summary of Relevant PQ and In-Field Citations



Official Code of Georgia (OCGA)	<a href="http://www.lexisnexis.com/hottopics/gacode/default.asp">http://www.lexisnexis.com/hottopics/gacode/default.asp</a>
State Board of Education (SBOE) Rules	<a href="http://www.gadoe.org/External-Affairs-and-Policy/State-Board-of-Education/Pages/PEABoardRules.aspx">http://www.gadoe.org/External-Affairs-and-Policy/State-Board-of-Education/Pages/PEABoardRules.aspx</a>
GaDOE Charter Division	<a href="http://www.gadoe.org/External-Affairs-and-Policy/Charter-Schools/Pages/default.aspx">http://www.gadoe.org/External-Affairs-and-Policy/Charter-Schools/Pages/default.aspx</a>
GaDOE Policy and SWSS	<a href="http://www.gadoe.org/External-Affairs-and-Policy/Policy/Pages/IE2.aspx">http://www.gadoe.org/External-Affairs-and-Policy/Policy/Pages/IE2.aspx</a>
GAPSC Certification Rules	<a href="https://www.gapsc.com/Commission/Rules/Current/Certification/CertRules.aspx">https://www.gapsc.com/Commission/Rules/Current/Certification/CertRules.aspx</a>
Certification/Curriculum Alignment Policies System (CAPS)	<a href="https://www.gapsc.com/Certification/CAPS.aspx">https://www.gapsc.com/Certification/CAPS.aspx</a>
ESOL Guidance	<a href="http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/English-to-Speakers-of-Other-Languages-(ESOL)-and-Title-III.aspx">http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/English-to-Speakers-of-Other-Languages-(ESOL)-and-Title-III.aspx</a>
Gifted Guidance	<a href="http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/Gifted-Education.aspx">http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/Gifted-Education.aspx</a>
Special Education Guidance	<a href="http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/default.aspx">http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/default.aspx</a>
Data Collections Guidance	<a href="http://www.gadoe.org/Technology-Services/Data-Collections/Pages/Data-Collections-and-Reporting.aspx">http://www.gadoe.org/Technology-Services/Data-Collections/Pages/Data-Collections-and-Reporting.aspx</a>
<b>Federal Guidance</b>	
Every Student Succeeds Act	<a href="https://www.ed.gov/essa">https://www.ed.gov/essa</a>
Individuals With Disabilities Act	<a href="https://sites.ed.gov/idea/">https://sites.ed.gov/idea/</a>
USDOJ OCR EL Policy Letter 2015	<a href="https://www2.ed.gov/about/offices/list/ocr/letters/colleague-el-201501.pdf">https://www2.ed.gov/about/offices/list/ocr/letters/colleague-el-201501.pdf</a>
USDOJ OCR Charter Policy Letter 2014	<a href="https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201405-charter.pdf">https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201405-charter.pdf</a>

Citation	Summary
ESSA Section 1111(g)(2)(J)	State Plan – Assurances – The SEA will ensure teachers and paraprofessionals meet applicable state certification and licensure requirements, including certification by alternative certification
ESSA Section 1111(g)(2)(M)	State Plan – Assurances – The SEA has standards in place for paraprofessionals that were in place on the day before the date of enactment of ESSA. Paraprofessionals must meet Federal NCLB requirements
ESSA Section 1111(h)(1)(c)(ix)	Reports – State Report Card – Report by number and percent 1) inexperienced teachers, principals, other school leaders, 2) teachers with emergency or provisional credentials, 3) out-of-field teachers
ESSA Section 1112(c)(6)	LEA Plan – Assurances –The LEA will ensure all teachers and paraprofessionals meet applicable state certification and licensure requirements, including certification by alternative certification
ESSA Section 1112(e)(1)(A)	Parents’ Right to Know Notification – Specifies timeframe and content
ESSA Section 1112(e)(1)(B)(ii)	20 Day Notification for students taught by 4 or more consecutive weeks by a teacher who does not meet applicable state certification and licensure requirements. Specifies timeframe and content.

Citation	Summary
IDEA §1412(14)(B)	State Eligibility – State qualifications for service personnel and paraprofessionals are consistent w state certification, cannot have certification waived on an emergency, temporary or provisional basis
IDEA §1412(14)(C)	State Eligibility – State qualifications for special education teachers meets state certification requirements including requirements set forth the in the state’s public charter school law, cannot have certification waived on an emergency, temporary or provisional basis, and hold’s at least a bachelor’s degree
O.C.G.A. §20-2-80	Title 20, Chapter 2, Article 4 – Flexibility - A local school system may request increased flexibility from certain state laws, rules, and regulations in exchange for increased accountability and defined consequences through a contract with the State Board of Education - SWSS
O.C.G.A. §20-2-82	Title 20, Chapter 2, Article 4 - Contract Terms for LEAs requesting flexibility - The state board shall not be authorized to waive or approve variances on any federal, state, and local rules, regulations, court orders, and statutes relating to civil rights or the requirements of Code Section 20-2-211.1 (clearance certificates) - SWSS
O.C.G.A. §20-2-84	Title 20, Chapter 2, Article 4 - Accountability, Flexibility, & Consequence Components of Contract – LEAs may waive Certification requirements in Code Section 20-2-200 (may include other requirements in chapter 20 of OCGA) - SWSS
O.C.G.A. §20-2-152	Title 20, Chapter 2, Article 6, Part 3 - Special Education Services - educational and related services of the child must be provided by professionals who meet certification or licensing standards
O.C.G.A. §20-2-154.2	Agricultural education program - The Department of Education, through its agricultural education program employees, shall develop the curriculum and standards for the agricultural education program, with input from agricultural education teachers, so as to include all three components of such model and local school systems shall include all three components of such model whenever offering any agricultural education course approved by the State Board of Education.
O.C.G.A. §20-2-156	Title 20, Chapter 2, Article 6, Part 3 - Program for limited-English-proficient students - The state board shall prescribe such rules and regulations regarding eligibility criteria and standards as may be needed to carry out the provisions of this Code section.
O.C.G.A. §20-2-200	Title 20, Chapter 2, Article 6, Part 6, Subpart 1 - Regulation of certificated professional personnel by Professional Standards Commission.
O.C.G.A. §20-2-204	Title 20, Chapter 2, Article 6, Part 6, Subpart 1 – Paraprofessional definition
O.C.G.A. §20-2-206	Title 20, Chapter 2, Article 6, Part 6, Subpart 1 – Alternative Teacher Certification Program A teacher receiving initial certification pursuant to this Code section shall be treated in the same manner as certificated professional personnel for purposes of this chapter or any local board of education policy
O.C.G.A. §20-2-211.1	Title 20, Chapter 2, Article 6, Part 6, Subpart 2 - Clearance certificates issued by the Professional Standards Commission relating to fingerprint and criminal background checks
O.C.G.A. §20-2-216	Title 20, Chapter 2, Article 6, Part 6, Subpart 2 – LEAs select substitute teachers who possess a valid teaching certificate or who most closely meet the requirements for certification as a teacher and who are available to serve as a substitute
O.C.G.A. §20-2-240	Title 20, Chapter 2, Article 6, Part 8 – Powers and Duties of the State Board of Education

Citation	Summary
O.C.G.A. §20-2-984	Title 20, Chapter 2, Article 17, Part 10 - Authority of GaPSC to create and implement standards and procedures for certifying educational personnel; recommending standards and procedures for certification; continuation of teaching certificates; restrictions
O.C.G.A. §20-2-2065	Title 20, Chapter 2, Article 31 – Waiver of Title 20 Under Charter Schools Act of 1998 – Except as provided in this article or in a charter, a charter school, or for charter systems, each school within the system, shall not be subject to the provisions of this title or any state or local rule, regulation, policy, or procedure relating to schools within an applicable school system regardless of whether such rule, regulation, policy, or procedure is established by the local board, the state board, or the Department of Education; provided, however, that the state board may establish rules, regulations, policies, or procedures consistent with this article relating to charter schools. Charter Schools and systems are subject to all federal, state, and local rules, regulations, court orders, and statutes relating to civil rights and subject to the requirements of Code Section 20-2-211.1 (clearance certificates)
O.C.G.A. §42-2-5.1	Title 42, Chapter 2 – Department of Corrections - Special school district for school age youth - The board, acting alone or in cooperation with the State Board of Education, shall establish education standards for the district. As far as is practicable, such standards shall adhere to the standards adopted by the State Board of Education for the education of school age youth, while taking into account security needs and limitations, limited funding, and existing educational standards
O.C.G.A. §49-4A-12(c)(1)	Title 49, Chapter 4A – Department of Juvenile Justice - Special school district for school age youth - The schools shall meet the requirements of the law for public schools and rules and regulations of the State Board of Education. The State School Superintendent may grant waivers for such provisions of the laws and regulations with which the schools cannot comply because of their functioning on an annual basis and in response to the commissioner or the commissioner's designee's written request and justification.
SBOE Rule 160-4-2-.31	Hospital Homebound - HHB instruction shall be provided by a certified teacher, who is selected by the LEA in which the student is enrolled. Students eligible for services under the Individuals with Disabilities Education Act (IDEA) shall be served by appropriately certified personnel.
SBOE Rule 160-4-2-.38	Programs for Gifted Students - Students identified as gifted and whose participation has received parental consent shall receive at least five segments per week (or the yearly equivalent) of gifted education services, using one of the approved models described in the GaDOE Resource Manual for Gifted Education Services.
SBOE Rule 160-4-3-.11	Extended Day Grant Program - Agricultural Education Extended Day Grants. 1. Supervised Agricultural Experience. Extended day pay shall be provided to any certified agricultural education teacher who works beyond the regular work day to provide instructional services and supervise entrepreneurial projects, placement, agriscience, and research projects related to the student's classroom instruction. 2. Leadership Development. Extended day pay shall be provided for any certified agricultural education teacher who works beyond the regular work day to provide leadership and career development opportunities through the Future Farmers of America (FFA) Organization.

Citation	Summary
SBOE Rule 160-4-5-.02	Language Assistance: Program for English Learners (ELs) The state-funded ESOL program teacher shall hold necessary and appropriate ESOL endorsement or ESOL certification issued by the Georgia Professional Standards Commission.
SBOE Rule 160-4-7-.07	Least Restrictive Environment – Additional Supportive Services in general education classrooms (inclusion codes 4-8 in .0courses). Direct Services Consultative (inclusion code of 9 in .0 or .9 courses), collaborative (.9) or co-teaching (.9). Instruction outside classroom for individuals or small groups (.8). Addresses unique scenarios such as home-based, residential, hospital, etc
SBOE Rule 160-4-7-.14	Personnel, Facilities and Caseloads - The LEA shall recruit, hire, train and retain an adequate supply of highly qualified, (certified or licensed) personnel, including special education, related services and leadership personnel, to meet the needs of children with disabilities.
SBOE Rule 160-4-7-.15	Georgia Network for Educational and Therapeutic Support (GNETS) - The SEA shall Monitor GNETS to ensure compliance with Federal and state policies, procedures, rules, and the delivery of appropriate instructional and therapeutic services.
SBOE Rule 160-4-8-.12	Alternative Education Programs - Each LEA shall ensure that all Alternative/Non-traditional Education Programs/Schools operate in full compliance with federal and state laws and State Board Rules governing special education students and students with special needs. Each LEA shall ensure that all Alternative/Non-traditional Education Programs/Schools provide teachers that meet the requirements of the Georgia Professional Standards Commission in all classes. Paraprofessionals may be used to staff In-school Suspension programs as provided by law or regulation.
SBOE Rule 160-4-9-.05	Charter Schools Petition Process - ensure individuals employed as special education teachers have a bachelor's degree and are either certified in special education or hold a special education license
SBOE Rule 160-4-9-.06	Charter Authorizers, Financing, Management, and Governance Training - Ensure that individuals employed as special education teachers in local charter schools have a bachelor's degree and are either certified in special education or hold a special education license.
SBOE Rule 160-4-9-.07	Charter Systems - Systems cannot waive any federal, state, and local rules, regulations, court orders, and statutes relating to civil rights, any reporting requirements of O.C.G.A. §20-2-211.1
SBOE Rule 160-5-1-.05	Substitute Teachers- Priority shall be given to persons with the highest qualifications as determined by the GaPSC. Any classroom teacher absence or vacancy that lasts 46 or more consecutive days in a school year shall be filled with a certified in-field teacher. Substitute teachers who hold only a high school diploma or GED certificate shall not work in any one classroom more than 10 consecutive school days .
SBOE Rule 160-5-1-.07	Local school systems shall report all student and staff information in accordance with the guidelines and timelines as published by the Georgia Department of Education (GaDOE) and posted on the department's website.
SBOE Rule 160-5-1-.33	Strategic Waivers and Title 20/No Waivers School Systems - The flexibility component of the contract shall include the waiver or variance of at least one of the following areas...Certification requirements as provided in O.C.G.A. § 20-2-200 and State Board of Education Rule 160-5-2-.50, with the exception of special education teacher certification requirements. the contract shall not be construed to waive or approve variances of any federal, state and local rules, regulations, court orders, and statutes related to civil rights; or any reporting requirements pursuant to O.C.G.A. § 20-2-211.1

Citation	Summary
SBOE Rule 160-5-1-.36	Local School Board Governance – Code of Ethics
SBOE Rule 160-5-2-.50	Student and Staff Data Collections - Certified/Classified Personnel Information - Local units of administration shall comply with the department's Certified/Classified Personnel Information (CPI) Guidelines and Documentation as posted on the department's website
GaPSC Certification Rule 505-2-.01	Effective April 15, 2016 505-2-.01 GEORGIA EDUCATOR CERTIFICATION - Definitions
GaPSC Certification Rule 505-2-02	Certificate Types
GaPSC Certification Rule 505-2-.04	Induction Certificate
GaPSC Certification Rule 505-2-.09	Non-Renewable Professional Certificate - 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
GaPSC Certification Rule 505-2-.13	Waiver Certificate - A Waiver certificate may be issued at the request of a Georgia local unit of administration (LUA), and at the discretion of the Georgia Professional Standards Commission (GaPSC), to individuals who have not satisfied all certification requirements.
GaPSC Certification Rule 505-2-.17	Non-Instructional Aide –takes no independent actions, has no decision-making authority regarding instructional matters, and performs only routine tasks assigned by personnel with higher certification.
GaPSC Certification Rule 505-2-.18	Paraprofessional License - Hold an associate's degree or higher in any subject from a GaPSC-accepted accredited institution; or Have completed two (2) years of college coursework (sixty [60] semester hours) at a GaPSC-accepted accredited institution; or 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.
GaPSC Certification Rule 505-2-.20	Substitute teacher - Priority shall be given to persons with the highest qualifications. As a minimum, each substitute teacher shall hold a high school diploma or GED equivalent and have participated in at least four (4) hours of initial substitute teacher training provided by the employing Georgia LUA. Any classroom teacher absence or vacancy that lasts forty-six (46) or more consecutive days in a school year shall be filled with a certified in-field teacher. Substitute teachers who hold only a high school diploma or GED certificate shall not work in any one classroom more than ten (10) consecutive days.

Citation	Summary
GaPSC Certification Rule 505-2-.34	Add-a-Field - For all fields except Special Education General Curriculum/Early Childhood Education and Early Childhood Education, pass the appropriate GACE content assessment(s) in the new field at the induction level or higher and complete all applicable Special Georgia Requirements. To add any Career and Technical Specializations or Healthcare Science field to a professional certificate, an applicant must complete the occupational experience and minimum degree requirements in the area of specialization. For certain fields, an applicant must hold and maintain a valid industry license and satisfy assessments. To add any new supplemental Induction teaching field to an existing level four (4) or higher Induction teaching certificate, an applicant must pass the GACE content assessment in the field at the Induction level or higher. For the fields of Special Education General Curriculum/Early Childhood Education and Early Childhood Education, conversion to professional will also require completion of a state-approved educator preparation program in the field
GaPSC Certification Rule 505-2-.40	In-Field Assignment - The assignment of educators to positions for which they have been prepared and certified. Educators are assigned only within the field (subject area) and grade level associated with the certificate held for each assignment during the school day. Alignments are listed in CAPS. At the discretion of the employing LUA, an individual with a professional, valid teaching certificate in any field is in-field to teach hospital/homebound students in grades P-12. However, if a student is absent from school for twenty (20) consecutive days or more, a “highly qualified” teacher must be identified for the core academic subject(s) and must be available as the student’s “teacher of record” for content instruction. Because in-school suspension is typically short term, the student’s regularly assigned content teacher is considered the “teacher of record” and would be expected to supervise instruction through the use of a collaborative model.
GaPSC Certification Rule 505-2-.42	Clearance Certificate - Georgia statute requires all educators employed by a local unit of administration (LUA) on and after January 1, 2011 to hold a valid Clearance certificate. The definition of ‘Educator’ for this rule is: teachers, school or LUA administrators and other education personnel of this state who hold certificates, permits or other certification documents
GaPSC Certification Rule 505-2-.54	Birth through Kindergarten - Educators certified in Birth through Kindergarten have strengthened and enhanced competency levels for working with children from Birth through Kindergarten. (Does not make the individual in-field for kindergarten)
GaPSC Certification Rule 505-2-.159	Birth through 5 Endorsement - An individual with the Birth through Five Endorsement has strengthened and enhanced competency levels for teaching children from birth through five (5) years of age. (Does not make the individual in-field for kindergarten)
GaPSC Certification Rule 505-2-.55	Early Childhood Education - Educators certified in Early Childhood Education are in-field to teach any specified Georgia curriculum course in a self-contained classroom in grades P-5. In P-5 classes that are not self-contained, the educator certified in Early Childhood Education is not in-field to teach such specialized areas as art, foreign language, health and physical education, music, etc.
GaPSC Certification Rule 505-2-.97	English to Speakers of Other Languages - Educators certified in English to Speakers of Other Languages are in-field to teach specified Georgia curriculum courses in grades P-12.

Citation	Summary
GaPSC Certification Rule 505-2-.166	English to Speakers of Other Languages Endorsement - An individual with the ESOL Endorsement is in-field to teach English/ESOL courses when combined with the English 6-12 certificate, or ESOL courses when combined with any teaching certificate appropriate to the grade level. Each state-approved curriculum course, with specified certificate fields that are designated as in-field, may be found under Certification/Curriculum Assignment Policies (CAPS) on the GaPSC web site at <a href="http://www.gapsc.com">www.gapsc.com</a> .
GaPSC Certification Rule 505-2-.98	Gifted P-12 - An individual holding the Gifted P-12 Certificate is in-field to provide educational services for gifted students in grades P-12, under the following conditions: The educator may, within the Collaborative Teaching Model, work collaboratively with a content area teacher of record in all content subjects. However, to serve as a teacher of record in the academic areas of mathematics, science, language arts, social science or reading when the course is not offered for Carnegie unit credit, the appropriate area of concentration must be designated on the Gifted Certificate. To serve as a teacher of record when the course is offered for Carnegie unit credit, the educator must also hold a secondary (6-12) certificate in the appropriate academic area. The Gifted P-12 Certificate holder may also facilitate mentor-provided instruction within the Mentorship/Internship Model, and provide enrichment activities (non-core content instruction), as part of the Resource Class Model.
GaPSC Certification Rule 505-2-.167	Gifted Endorsement - An individual with the Gifted Endorsement is in-field to provide direct instruction to gifted students only in the grade levels and field(s) of the base certificate(s). Direct instruction may be provided in resource classes, advanced content classes and/or cluster group classes. Individuals with the Gifted Endorsement are also in-field to serve as a resource teacher for indirect gifted education services in any content area for grades P-12.
GaPSC Certification Rule 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. Educators are also in-field to provide educational services for special education preschool (ages 3-5). The previous statement is subject to the following conditions: With the Consultative descriptor, the educator may work collaboratively with a content area teacher of record in all content subjects. To serve as a teacher of record in any of the five (5) content concentrations, regular or remedial, that content concentration with the appropriate cognitive level must be designated on the Special Education Adapted Curriculum certificate. The cognitive level appropriate for the educator's certificate is based on information contained in the student's Individualized Education Program (IEP).
GaPSC Certification Rule 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. Educators are also in-field to provide educational services for special education preschool (ages 3-5). The previous statement is subject to the following conditions: With the Consultative descriptor, the educator may work collaboratively with a content area teacher of record in all content subjects. To serve as a teacher of record in any of the five (5) content concentrations, regular or remedial, that content concentration with the appropriate cognitive level must be designated on the Special Education General Curriculum certificate.

Citation	Summary
GaDOE ESOL Program Guidance	<p>Service Delivery Models: Pull-out model, push-in model, cluster center, resource center/laboratory, scheduled class period, dual language immersion model, innovative delivery model</p> <p><a href="http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/English-to-Speakers-of-Other-Languages-(ESOL)-and-Title-III.aspx">http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/English-to-Speakers-of-Other-Languages-(ESOL)-and-Title-III.aspx</a></p>
GaDOE Gifted Resource Manual	<p>Direct Service Models: Resource Class, Advanced Content, Advanced Content Classes (AP, IB, College and Diploma Courses), Cluster Grouping</p> <p>Indirect Service Models: Collaborative Teaching, Internship/ Mentorship, Approved Innovative Models</p> <p><a href="http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/Gifted-Education.aspx">http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/Gifted-Education.aspx</a></p>
GaDOE Implementation Manual	<p>Personnel Supports: Regular Education, Additional Support Services, Direct Service: Consultative, Direct Service: Collaboration, Direct Service: Co-Teaching, Small Group.</p> <p>Co-Teaching Models: One Teach/One Observe, One Teach/One Assist, Team Teaching, Station Teaching, Parallel Teaching, Alternative Teaching</p> <p><a href="http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/default.aspx">http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/default.aspx</a></p>
GaDOE Data Collections Guidance	<p>CPI, Student Class, Including Online Delivery Models (Self-Directed -444-44-4444, Facilitated- 444-44-4444, Blended -Teacher SSN, GAVS -222-22-2222, Direct – Teacher SSN/333-33-3333, Classroom – SSN)</p> <p><a href="http://www.gadoe.org/Technology-Services/Data-Collections/Pages/Data-Collections-and-Reporting.aspx">http://www.gadoe.org/Technology-Services/Data-Collections/Pages/Data-Collections-and-Reporting.aspx</a></p>
GaDOE EIP Program Guidance	<p>Service Delivery Models: Augmented, Self-Contained, Pull-Out, Reduced Class Model, Reading Recovery Program, Other School Designs.</p> <p><a href="https://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/Early-Intervention-Program.aspx">https://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/Early-Intervention-Program.aspx</a></p>
USDE Title I Equitable Services 2003 B-52, B-54	<p>B-52. Must teachers and paraprofessionals hired by an LEA to provide Title I services to private school participants meet the teacher and paraprofessional qualification requirements in §1119?</p> <p>Yes. Such teachers and paraprofessionals who provide Title I services to private school participants and are employees of an LEA must meet the qualification requirements within the timeframes specified in §1119 of the statute.</p> <p>B-54. If an LEA contracts with a third-party provider, must the third-party provider employ Title I teachers and paraprofessionals that meet the qualification requirements in §1119 of Title I?</p> <p>No. The highly qualified personnel requirements only apply to those teachers and paraprofessionals who are directly employed by the LEA.</p> <p><a href="https://www2.ed.gov/programs/titleiparta/psguidance.doc">https://www2.ed.gov/programs/titleiparta/psguidance.doc</a></p>
USDE Title IX, Part E 2009 Equitable Services	<p>I-2. Are private schools whose students or teachers receive equitable services subject to the ESEA “highly qualified teacher” requirements?</p> <p>No. The “highly qualified teacher” requirements do not apply to private schools whose students or teachers receive equitable services because the highly qualified teacher requirements under Title I of ESEA do not apply to teachers hired by private elementary and secondary schools. (See 34 C.F.R. §200.55(d).)</p> <p><a href="https://www2.ed.gov/policy/elsec/guid/equitableservicesguidance.doc">https://www2.ed.gov/policy/elsec/guid/equitableservicesguidance.doc</a></p>



Citation	Summary
<p>USDE Transition to ESSA FAQs January 2017</p>	<p>D-1b. If the definition of “highly qualified” is no longer applicable to special education teachers, what are the federal requirements related to the professional qualifications of those teachers?  Section 9214(d)(2) of the ESSA amended section 612(a)(14)(C) of the IDEA by incorporating the requirement previously in section 602(10)(B) that a person employed as a special education teacher in elementary school, middle school, or secondary school must: 1) have obtained full certification as a special education teacher (including certification obtained through alternative routes to certification), or passed the State special education teacher licensing examination and hold a license to teach in the State as a special education teacher, except that a special education teacher teaching in a public charter school must meet the requirements set forth in the State’s public charter school law; 2) not have had special education certification or licensure requirements waived on an emergency, temporary, or provisional basis; and 3) hold at least a bachelor’s degree. Each State must continue to comply with these certification requirements during the 2016-2017 school year. (Updated May 4, 2016)</p>
<p>USDOJ OCR Ensuring English Learner Students Can Participate Meaningfully and Equally in Educational Programs 2015</p>	<p>School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen EL programs. This obligation includes having highly qualified teachers to provide language assistance services, trained administrators who can evaluate these teachers, and adequate and appropriate materials for the EL programs. At a minimum, every school district is responsible for ensuring that there is an adequate number of teachers to instruct EL students and that these teachers have mastered the skills necessary to effectively teach in the district’s program for EL students. Where formal qualifications have been established, e.g., the SEA requires authorization or certification to teach in particular EL programs, or a school district generally requires its teachers in other subjects to meet formal requirements, a school district must either hire teachers who already have the necessary formal qualifications to teach EL students or require that teachers already on staff be trained or work towards attaining the necessary formal qualifications and obtain the formal qualifications within a reasonable period of time. In some instances, however, SEA endorsements or other requirements may not be rigorous enough to ensure that teachers of EL students have the skills necessary to carry out the school district’s chosen EL program. SEAs and school districts that provide EL teacher training are also responsible for evaluating whether their training adequately prepares teachers to implement the EL program effectively. To meet this obligation, school districts need to ensure that administrators who evaluate the EL program staff are adequately trained to meaningfully evaluate whether EL teachers are appropriately employing the training in the classroom and are adequately prepared to provide the instruction that will ensure that the EL program model successfully achieves its educational objectives.  <a href="https://www2.ed.gov/about/offices/list/ocr/letters/colleague-el-201501.pdf">https://www2.ed.gov/about/offices/list/ocr/letters/colleague-el-201501.pdf</a></p>