Baldwin County
FY19 Professional Qualifications
5. Professional Qualifications

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

  Baldwin County waives certification under Georgia charter law.

- Part 2 - If the LEA waives certification, specify whether or not, in the current fiscal year, certification is waived:
  i. for all teachers (except Special Education), or
  ii. for a select group of teachers (please specify content fields and grade level bands, P-5, 4-8, 6-12, P-12).
  [Note that in Georgia certification requirements for Special Education CANNOT be waived. All Special Education teachers are required to hold GaPSC special education certification that is in-field for the course to which the teacher is assigned. All educators must hold a GaPSC issued Clearance Certificate.] [O.C.G.A. 20-2-211.1, SBOE 160-4-9-.05, ESSA Sec. 1112(e)(1)(B)(ii)]

  BCSD requires that all teachers have the appropriate certification and strives to reach this goal. Certification is waived only in the event of an extreme circumstance that is documented by a lack of qualified applicants and/or a specific circumstance in which the lessened certification requirements are specified in the job announcement criteria based upon an anticipated lack of qualified applicants. The specific content fields and grade level bands that the BCSD waives certification are Middle Grades (4-8) Math, Science, Social Studies, Language Arts and Secondary Grades (9-12) Science.

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

  In the extreme situation where certification is waived and documented by lack of qualified applicants, minimum professional qualification requirements for employment include a bachelor’s degree in a related content field and related work experience.