Coffee County
FY19 Professional Qualifications

Identify Needs
Select Interventions
Plan Implementation
Implement Plan
Examine Progress
Effective Leadership
Coherent Instructional System
Professional Capacity
Supportive Learning Environment
Family & Community Engagement

Whole Child
READY TO LEARN
READY TO LEAD
READY TO LIVE
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)]

The school district does waive certification for all teaching fields of elementary, middle school and high school temporarily, if a suitable, certified applicant is not available. The district does not waive certification in the area of special education.

- 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)]

The school district primarily hires educators using the Charter Waiver for certification at the secondary level - middle and high school. Since becoming a Charter District, adequate, certified applicants have been available to fill vacancies for the elementary level. Before consideration of employment will be given, the district feels strongly that educators working at the elementary level in Grades Pre-K - 5th Grade, must have completed an approved educator program and met all requirements to obtain a teaching certificate through the Professional Standards Commission.

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

The waiving of initial certification for educators is only used when a fully certified applicant is not available. A non-certified contract is issued to the non-traditional teacher that requires the individual to pass all required assessment tests by the spring of the second semester and create a Career Plan upon initial hire with the director of personnel. If the initial requirements are not met by May 15 of the second semester, the individual will not be offered a second contract. For the initial job offer, the individual must hold a Bachelor of Arts or Science degree with a 2.5 GPA and be eligible for a Clearance Certificate issued through the Georgia Professional Standards Commission. (*This requires completion of a full criminal background history through the GBI and FBI.)