

Lunch Chat

ESSA Professional Qualifications/
In-Field and Equity
Federal Programs New Directors
June 2018

Carly Covic Ambler
Program Manager Title II, Part A



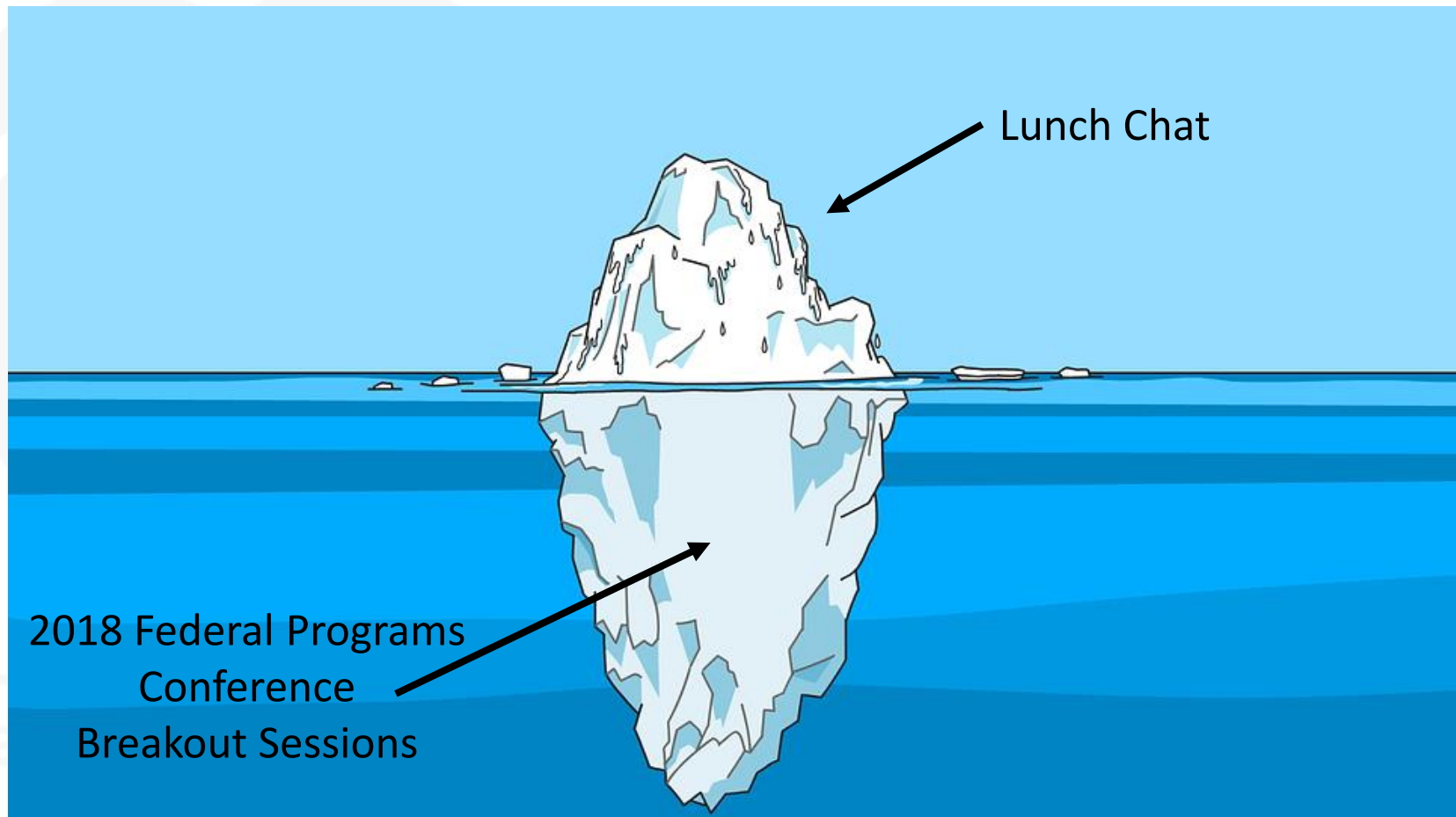
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For More Information

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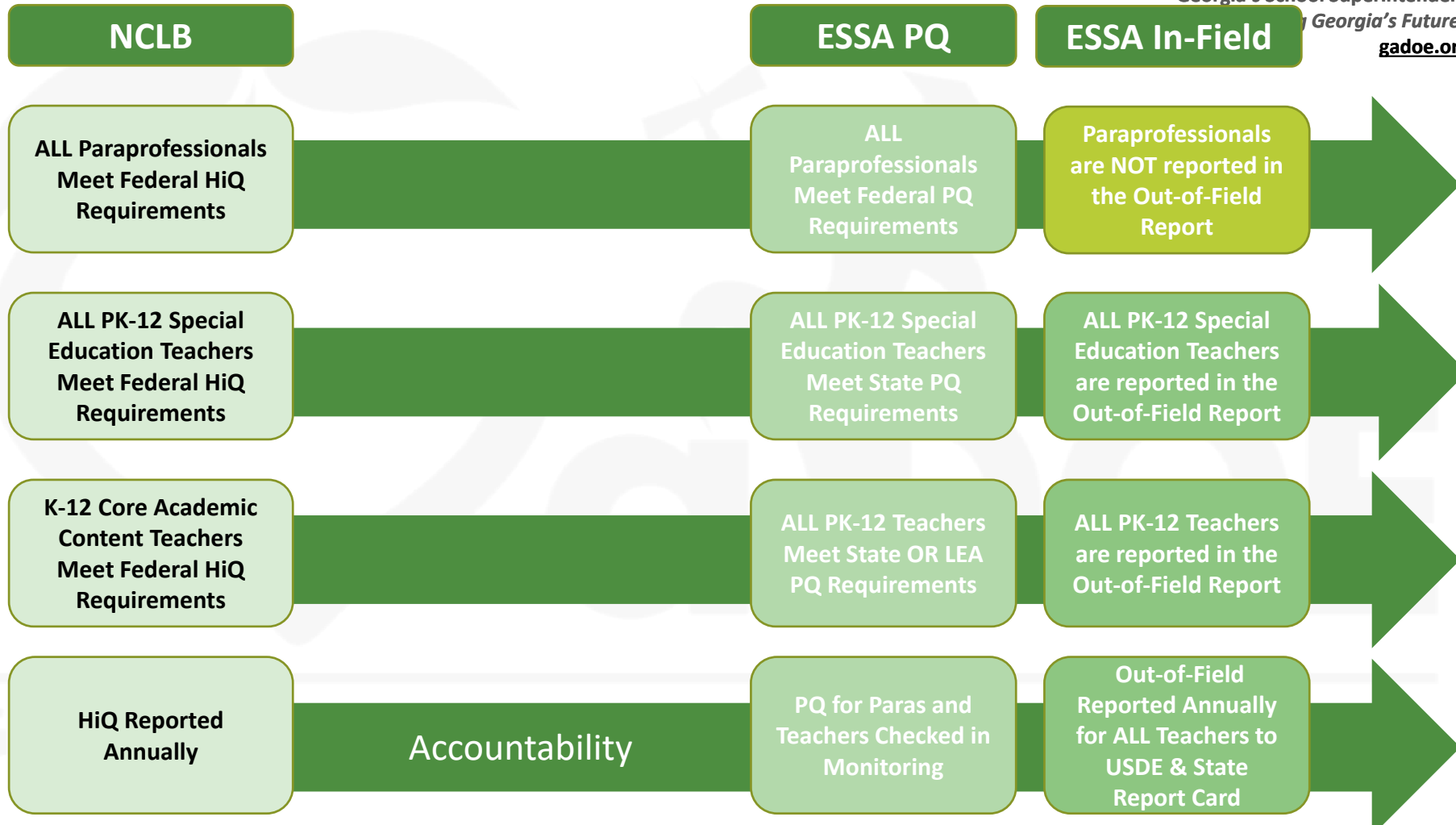
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Evolution of PQ/ESSA In-Field



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Professional Qualifications (PQ) vs ESSA In-Field



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Professional Qualifications

ESSA – Assurances

Sec. 1111(g)(2)(J), 1112(c)(6)

The state educational agency/ local education agency will ensure that all teachers and paraprofessionals working in a program supported with funds under this part meet applicable State certification and licensure requirements, including any requirements for certification obtained through alternative routes to certification.

Checked during Monitoring

ESSA In-Field

ESSA – Reporting

Sec. 1111(h)(1)(c)(ix)

Teachers who are not teaching in the subject or field for which the teacher is certified or licensed

In Georgia, "out-of-field" teachers are those who are not teaching in their field of certification. It **may** also apply to teachers who hold a GaPSC issued certificate "W", "N", or "SI".

Reported Annually

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Professional Qualifications (PQ) vs ESSA In-Field



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PQ

Paraprofessionals and teachers must meet federal and state certification requirements.

ESSA/NCLB – Paras
GaDOE Rule – SpEd
LEA DIP - Teachers

All teachers who meet ESSA In-Field requirements are PQ

ESSA In-Field

Teachers who are teaching in the field in which they are certified. GA allows LEAs who waive certification to establish ESSA in-field by asserting GaDOE defined equivalent credentials in CPI through Charter Waiver Codes.

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Where do I Find My LEAs PQ?



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LEAs may revise PQ in the CLIP-DIP as needed.

DISTRICT IMPROVEMENT PLAN

PQ - Intent to Waive Certification

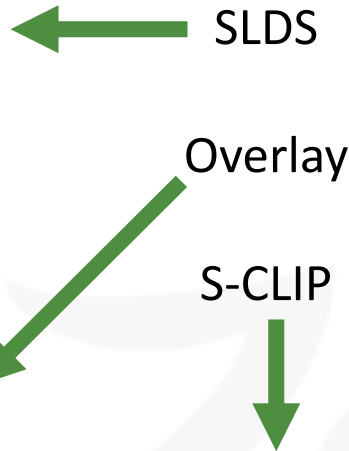
Does whether or not the district waives certification under Georgia law (see O.C.G.A. 20-2-265) or State Board Rule - Waiver (160-3-1-20).

PQ - Waiver Recipients

In the current fiscal year, certification is waived for all teachers except Special Education. If certification is waived for a select group of teachers, please specify which teachers the district waives certification. The description must address content fields and grade level bands (P-5, 4-8, 6-12, P-12). Please note that in Georgia certification requirements for Special Education teachers CANNOT be waived. All Special Education teachers are required to hold GoSPC special education certification that is in-field for the course in which the teacher is assigned. In addition, teachers must hold the corresponding GoSPC certification.

PQ - Minimum Qualifications

In the event you have a need that requires the district to waive certification, the minimum requirements would include one of the two options below:
A. Teacher's degree or higher and/or experience in the subject field.
B. Holding an out-of-field certificate for providing a field through O.A.C.E. coursework or other requirements such as alternate certification programs like OATAPP.



DISTRICT IMPROVEMENT PLAN

4.1 Does whether or not the district waives certification under Georgia law (see O.C.G.A. 20-2-265) or State Board Rule - Waiver (160-3-1-20). (11/20/15)(V)(9)(ii)

4.2 If the district waives certification, specify whether or not, in the current fiscal year, certification is waived for all teachers (except Special Education, ESOL, Gifted). If certification is waived for a select group of teachers, please specify which teachers from the district waives certification. The description must address content fields and grade level bands (P-5, 4-8, 6-12, P-12). Please note that in Georgia certification requirements for Special Education, ESOL and Gifted teachers CANNOT be waived. All Special Education teachers are required to hold GoSPC special education certification that is in-field for the course in which the teacher is assigned. In addition, ESOL and Gifted teachers must hold the corresponding GoSPC certification. (11/20/15)(V)(9)(ii)

4.3 If the district waives certification, state the minimum professional qualifications required for employment of teachers for whom certification is waived (example: bachelor's degree, content assessment, coursework, field experience, etc.). (11/20/15)(V)(9)(ii)

40 **4. Required Questions**

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, 20-2-265, ESSA Sec. 1112(e)(1)(B)(ii)]
The Barrow County School System uses Charter Waiver flexibility to waive certification for all teachers with the exception of Special Education teachers. All teachers are required to hold a Clearance Certificate.
- Part 2 - If the LEA waives certification, specify whether or not, in the current fiscal year, certification is waived:
 - for all teachers (except Special Education), or
 - for a select group of teachers (please specify content fields and grade level bands, P-5, 4-8, 6-12, P-12). [Note that in Georgia certification requirements for Special Education CANNOT be waived. All Special Education teachers are required to hold GoSPC special education certification that is in-field for the course to which the teacher is assigned. All educators must hold a GoSPC issued Clearance Certificate.] [O.C.G.A. 20-2-211.1, SBOE 160-4-9-05, ESSA Sec. 1112(e)(1)(B)(ii)]
For all teachers (except Special Education)
- 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)]
No requirements exist beyond a Clearance Certificate.

- In the CLIP (SLDS, Overlay, S-CLIP) - *New* Posted Online
- LEAs must answer three questions:
 - Does the LEA Waive Certification?
 - If Yes, For Which Teachers?
 - If Yes, What are the MINIMUM Qualifications?
- During monitoring GaDOE staff check to ensure that what was asserted in the DIP is consistent and accurate in practice.
- LEAs will assert PQ requirements annually. When responding, LEAs should review current practices & requirements to determine if revisions are needed.

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Where do I find In-Field?



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

Home Change Password Update Profile Logout

Quick Lookup SSN [] Certification ID [] Go

ExpressLane CAPSLOOKUP **In-field**

Message Center Resources Downloads Links

Message Center: If you need assistance...

Resources: Certification Resources, Certification Training I, PRS-II Screen Shots, Site Visitor 2017 Train

Downloads: Certification Applications and Forms

Links: PSC Home Page

Legend:
 ✓ In-field by certification
 ✓ In-field by waiver
 ✗ Not In-field, no credential/waiver
 CC Not In-field, no Clearance Certificate
 ✗ Content OK, needs SpEd
 ✗ Content OK, needs Gifted
 ✗ Content OK, needs ESOL
 ? Course not in CAPS
 n/a In-field not applicable

| SSN | Cert ID | Name | School | Course | Grade(s) | Students | SpEd | ESOL | Gifted | Status |
|------------|------------|------------|---------------|------------------------------|----------|----------|------|------|--------|--------|
| [REDACTED] | [REDACTED] | [REDACTED] | Middle School | 27.02100 Mathematics/Grade 6 | 06 | 5 | 5 | 0 | 0 | ✗ |
| [REDACTED] | [REDACTED] | [REDACTED] | Middle School | 27.02300 Mathematics/Grade 8 | 08 | 3 | 3 | 0 | 0 | ✗ |

<https://www.gapsc.org/home.asp>

- LEAs have an Account Manager who coordinates access
- LEA Superintendent or HR should notify infield@gapsc.com if your LEA doesn't have a www.gapsc.org Account Manager.
- Levels and roles include Building-level, System-level, and Edit or View Capability

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Website and Resources



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The screenshot shows the GaDOE website navigation menu. The 'Programs & Initiatives' tab is selected. Under the 'School Improvement' section, 'Federal Programs' is highlighted with a red arrow. Below the menu, the 'Resources' section is visible, with a red arrow pointing to 'Professional Qualifications and Related Reporting Requirements'.

RESOURCES

Overview Documents

- FY18 PQ Decision Guide (01.24.18)
- FY18 PQ Quick Guide (01.25.18)
- FY18 PQ Special Education Guide (01.24.18)

Guidance Documents

- GaDOE PQ and ESSA In-Field Implementation Guide (12.20.17)
- FY18 PQ Considerations (12.20.17)
- FY18 Guidance for Using CHW Codes in CPI (11.17.17)

For Charter LEAs Waiving FY18 CLIP

- FY18 Required CLIP Attachment - PQ (07.2017)

Sample Notification Documents

- FY18 Sample: Parents Right to Know Notification - English and Spanish (11.21.17)
- FY18 Sample: 20 Day Notification - English and Spanish translation (11.21.17)

In-Field Portal

- GaPSC Portal Login Page (Login/ Password Required)

Training

- July 17, 2017 - PQ/ In-Field Overview Webinar PPT (PDF)
- July 17, 2017 - PQ/ In-Field Overview Webinar Recording (hyperlink)

Overview Documents

Guidance Documents

SAMPLE Notifications

Training PPTs and Webinars

GaDOE > Offices & Divisions > School Improvement/ Federal Programs > Resources
"Professional Qualifications and Related Reporting Requirements"

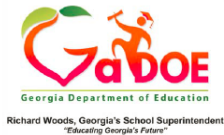
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Implementation Guide



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ESSA PQ & IN-FIELD IMPLEMENTATION GUIDE

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

Created 11.21.2017, Current Version Updated 12.20.17

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

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Georgia Department of Education
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The PQ/ESSA In-Field Implementation Guide

An authoritative document that guides local education agencies (LEAs) in their efforts to implement federal, state and local requirements related to professional qualifications and in-field reporting in Georgia.

This document is a living document that is updated as guidance becomes available.

The most current version is always available on the GaDOE website.

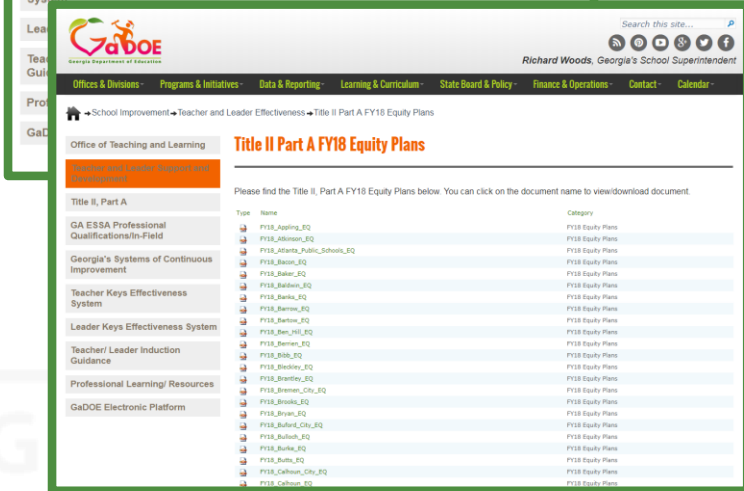
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LEA Equity Action Plan Access & Progress



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Under Georgia's Implementation of ESSA, one major way Equity is addressed is through the LEA Equity Action Plan submitted annually in the District Improvement Plan.

Ensuring Access

- Georgia's FY17 & FY18 LEA Equity Action Plans are posted online on the GaDOE webpage.

Ensuring Progress

- GaDOE Staff monitor LEA Equity Action Plan implementation during cross-functional monitoring visits.
- State and LEA level data are being gathered and distributed.

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Inexperienced Teachers



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| | |
|-----------------------------------|--|
| | |
| Inexperienced Teachers (<4 years) | Teachers with less than four consecutive years being reported as a teacher as captured through Fall and Spring CPI. Teacher is defined by CPI job code 080-199 excluding 145, 155, 156 and 157. New LEAs that are charter schools will show as having 100% inexperienced personnel for three years. This data variable is reported using both Count and FTE. |

| | Inexperienced Teachers | Inexperienced Teachers FTE | Inexperienced Teachers % | Inexperienced Teachers FTE % |
|------------------|------------------------|----------------------------|--------------------------|------------------------------|
| <i>2014-2015</i> | 35772 | 33435.13 | 31% | 30% |
| <i>2015-2016</i> | 40464 | 38017.61 | 35% | 34% |
| <i>2016-2017</i> | 44069 | 41564.07 | 37% | 36% |
| <i>2017-2018</i> | 44196 | 41394 | 37% | 36% |

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Inexperienced Leaders



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Inexperienced Leaders (<4 years)

Leaders with less than four consecutive years being reported as a teacher as captured through Fall and Spring CPI. Leaders is defined by CPI job codes 610 and 615. There may be multiple leaders in a building. New schools and schools without Spring CPI Data will be reported as having 100% inexperienced personnel for three years. This data variable is reported using both Count and FTE.

| | Inexperienced Leaders | Inexperienced Leaders FTE | Inexperienced Leaders % | Inexperienced Leaders FTE % |
|-----------|-----------------------|---------------------------|-------------------------|-----------------------------|
| 2014-2015 | 2186 | 2053.34 | 36% | 35% |
| 2015-2016 | 2307 | 2155.07 | 37% | 36% |
| 2016-2017 | 2400 | 2285.45 | 38% | 37% |
| 2017-2018 | 2429 | 2285.21 | 38% | 37% |

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Emergency or Provisional Certificates



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Teachers w Emergency or Provisional Credentials

Teachers who hold a N and/ or W GaPSC issued certificate and special education teachers who hold a SI certification in a special education field without a passing score on the GaPSC accepted test (GACE). Data comes from GaPSC certification records and CPI, which verifies location of employment. Based on teacher identifier (SSN). Teacher is defined by CPI job code 080-199 excluding 145, 155, 156 and 157.

| | Teachers with Emergency or Provisional | Teachers with Emergency or Provisional FTE | Teachers with Emergency or Provisional % | Teachers with Emergency or Provisional FTE % |
|------------------|--|---|---|---|
| <i>2014-2015</i> | 10053 | 9713.89 | 9% | 9% |
| <i>2015-2016</i> | 9675 | 9310.07 | 8% | 8% |
| <i>2016-2017</i> | 9616 | 9269.42 | 8% | 8% |
| <i>2017-2018</i> | 9395 | 9088.82 | 8% | 8% |

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Teachers Out-of-Field



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Teachers Out-of-Field

Teachers who are not certified or licensed and who do not hold GaDOE accepted equivalent credentials (Bachelor's Degree, Relevant Coursework passed at 'C' or higher, Passing Score on Content Area Test) as reported in CPI through charter waiver codes 101, 102, 103. Determined using Data Collections Cycle 1, 2, and 3 Student Class and CPI reports, cross referenced with GaPSC certification records. Data Records referenced include: Student Class course numbers, Student Class modality, CPI subject code, certification records. Based on teacher identifier (SSN). Teacher is defined by CPI job code 080-199 excluding 145, 155, 156 and 157.

| | 2014-2015 (Hi-Q) | 2015-2016 (Hi-Q) | 2016-2017 | 2017-2018 |
|--|---------------------|---------------------|-------------|-----------|
| Teachers Out-of-Field (Not Highly Qualified) <i>(Program calculation methods updated in 2018)</i> | 7.3% | 1.4% | N/A in FY17 | 16.0% |

Note: The 2017-2018 data will not be complete until the third CPI is collected.

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Teachers Out-of-Field by Content



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| | |
|-----------------------|---|
| Teachers Out-of-Field | Teachers who are not certified or licensed and who do not hold GaDOE accepted equivalent credentials (Bachelor's Degree, Relevant Coursework passed at 'C' or higher, Passing Score on Content Area Test) as reported in CPI through charter waiver codes 101, 102, 103. Determined using Data Collections Cycle 1, 2, and 3 Student Class and CPI reports, cross referenced with GaPSC certification records. Data Records referenced include: Student Class course numbers, Student Class modality, CPI subject code, certification records. Based on teacher identifier (SSN). Teacher is defined by CPI job code 080-199 excluding 145, 155, 156 and 157. |
|-----------------------|---|

| | Special Education | ESOL | Gifted | ELA | World Languages | Fine Arts | Math | Science | Social Studies | PE/Health | Pre-K | CTAE/JROTC |
|--|-------------------|--------|--------|--------|-----------------|-----------|--------|---------|----------------|-----------|--------|------------|
| 2017-2018 Teachers Out-of-Field (Not Highly Qualified) by Content Area | 36.5 % | 17.9 % | 20.1 % | 15.8 % | 20.8 % | 10.7 % | 18.1 % | 18.5 % | 17.4 % | 14.9 % | 21.9 % | 19.9 % |

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Teacher Retention



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| | |
|-------------------|--|
| | |
| Teacher Retention | Teachers (whether full-time or part-time) who appear in Spring CPI Data Collection of one year and also appear in the following Fall CPI Data Collection. Teacher is defined by CPI job code 080-199 excluding 145, 155, 156 and 157. New schools and schools without Spring CPI Data will be reported as 0% retention. This data variable is reported using both Count and FTE. |

| | Teacher Retention | Teacher Retention FTE | Teacher Retention % | Teacher Retention % |
|------------------|-------------------|-----------------------|---------------------|---------------------|
| <i>2014-2015</i> | 96797 | 95970.70 | 86% | 86% |
| <i>2015-2016</i> | 97979 | 97177.34 | 86% | 86% |
| <i>2016-2017</i> | 98816 | 97996.57 | 85% | 86% |
| <i>2017-2018</i> | 100975 | 100130.43 | 86% | 87% |

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Leader Retention



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| | |
|------------------|---|
| | |
| Leader Retention | Leaders (whether full-time or part-time) who appear in Spring CPI Data Collection of one year and also appear in the following Fall CPI Data Collection. Leader is defined by CPI job codes 610, 615. There may be multiple leaders in a building. New schools and schools without Spring CPI Data will be reported as 0% retention. This data variable is reported using both Count and FTE. |

| | Teacher Retention | Teacher Retention FTE | Teacher Retention % | Teacher Retention % |
|------------------|-------------------|-----------------------|---------------------|---------------------|
| <i>2014-2015</i> | 5134 | 5072.99 | 86% | 86% |
| <i>2015-2016</i> | 5255 | 5199.68 | 87% | 87% |
| <i>2016-2017</i> | 5360 | 5318.23 | 87% | 88% |
| <i>2017-2018</i> | 5497 | 5481.05 | 87% | 88% |

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Ineffective Teachers



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| | |
|----------------------|---|
| Ineffective Teachers | An ineffective teacher is one that is rated ineffective (Level 1) or needs development (Level 2) (to align with the Georgia Professional Standards Commission definition of unsatisfactory) on the Teacher Assessment on Performance Standards. Student Class is merged with the TAPS file to match each teacher with a valid TAPS rating with the courses they taught and number of students served. |
|----------------------|---|

| | 2014-2015 | 2015-2016 | 2016-2017 |
|---|--|--|--|
| Percentage of Students Served by Ineffective Teachers <i>(Program calculation methods updated in 2018)</i> | Percentage of Students(individual) Level 1 or 2 Teachers | Percentage of Students(individual) Level 1 or 2 Teachers | Percentage of Students(individual) Level 1 or 2 Teachers |
| | 9.54% | 9.72% | 8.69% |
| | Number of Students (individual) Level 1 or 2 Teachers | Number of Students (individual) Level 1 or 2 Teachers | Number of Students (individual) Level 1 or 2 Teachers |
| | 170599 | 177446 | 154365 |

Lunch Chat

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In-Field and Equity
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June 2018

Carly Covic Ambler
Program Manager Title II, Part A



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