



# Tiered Certification

## Quick Reference Guide

Engaged Collaboration: Summit for Partners in Education 2014

Tier

**1**

### Pre-Service *for educator candidates completing field experience/student teaching in Georgia*

**Qualifications:**

- Enrollment in an initial certification program
- Successful background check
- Completion of the Georgia Educator Ethics Exam

**Validity:**

Up to 5 years, renewable

**Notes:** A Pre-Service certificate is not a prerequisite for any other certificate. This certificate will not be issued until July 1, 2015.

Tier

**2**

### Induction *for teachers with fewer than 3 years of recent experience and some service personnel*

**Qualifications:** There are 4 pathways to Induction teaching certification, each with its own qualifications. All applicants must be employed to receive an Induction certificate; otherwise, they may receive a Certificate of Eligibility (except for Pathway 4).

**Pathway 1:** For GA program completers

- Approved Program Completion
- Passing score on GACE content exam
- Passing score on Ethics exam (as of 1/1/15)
- Passing score on edTPA (as of 9/1/15)
- Exceptional Child course

**Pathway 3:** For OOS educators with less than 3/5 years of experience

- Approved Program Completion or OOS certificate
- Passing score on GACE content exam, or acceptable OOS content exam
- Exceptional Child course, Ethics Assessment and Pedagogy exam\* **not** required for initial certificate but will be for conversion.

\* 1 year of OOS experience exempts Pedagogy assessment

**Pathway 2:** For OOS program completers who student taught in GA

*same requirements as Pathway 1*

**Pathway 4:** For those who have not completed a program (replaces NNT)

- Bachelor's degree or higher, with a GPA min. of 2.5 in most cases
- Passing score on GACE content exam, except for SpEd fields
- Passing score on Ethics exam (as of 1/1/15)
- Passing score on the Program Admission Assessment, or exemption

**Validity:**

3 years, non-renewable with some exceptions

**Notes:**

- Neither Leaders nor Service Personnel are required to hold an Induction certificate before moving to Professional. Induction Service certificates may be issued to applicants lacking requirements for Professional.
- Induction certificate holders may receive Supplemental Induction certificate fields or endorsements while teaching out-of-field.

Tier

**3**

## Professional

*for experienced teachers and fully certified leaders and service personnel*

### Qualifications for Teachers:

#### Standard Professional:

- At least 3 years of experience and no more than 1 unsat within 5 years
- Special GA Requirements, including content assessment
  - OOS educators can exempt GACE with 5/5 years of experience and can defer completion of Exceptional Child until renewal.
  - OOS educators who need to pass GACE are **not** eligible for a Non-Renewable.
- Employment by a Georgia LUA

#### Performance-Based Professional:

- At least 3 years of experience within 5 years
- At least 2 Proficient/Exemplary TKES evaluations within 5 years; no more than 1 Ineffective/Needs Improvement
- Special GA Requirements, including content assessment
- Employment by a Georgia LUA
- Renewal requires 2 Proficient/Exemplary TKES evals

### Qualifications for Leaders:

These qualifications have not changed. Field 704 will be issued to qualifying OOS educators as Standard Professional; fields 705 and 706 will be issued as Performance-Based Professional. NPL certificates will have the same requirements.

### Qualifications for Service Personnel:

These qualifications have not changed. All Professional Service certificates will be Standard.

#### Notes:

- After initial implementation, employment is required for an initial Professional certificate; otherwise, a Certificate of Eligibility will be issued.
- As of 7/1/15, employment is required for renewal, unless an educator has previously worked for at least 1 year on a GA professional certificate.

Tier

**4**

## Advanced & Lead Professional

*for expert teachers and teacher leaders*

**Qualifications:** Only teachers may qualify for this tier. Initial issuance of both certificates requires employment by a Georgia LUA, at least 5 total years of experience with at least 3 earned in Georgia within 5 years, a minimum number of Exemplary TKES ratings and no unsats within 5 years.

Additional requirements are as follows:

#### Advanced Professional:

- One of the following:
  - Advanced degree in a teaching field
  - Certificate in Curriculum & Instruction or Instructional Tech.
  - NBPTS certification

#### Lead Professional:

- Hold Teacher Leadership certification OR
- Meet requirements for Advanced Professional and the following additional requirements:
  - Hold a Teacher Leader, Coaching, or Teacher Support & Coaching endorsement
  - Pass the Teacher Leadership GACE

#### Notes:

- Renewal requires at least one year of successful teaching experience on TKES within 5 years, with a minimum number of Exemplary evaluations.
- An educator who receives 1 unsatisfactory evaluation while holding an Advanced/Lead Professional certificate may receive a Standard or Performance-Based certificate at renewal, but the Advanced/Lead title will be lost.
- The minimum number of Exemplary ratings will be determined after more data is available. Until then, Advanced Professional certificates **will not** be issued, but Lead Professional certificates **will** be issued beginning on 7/1/15 to those meeting all other requirements.