## Tiered Certification

<table>
<thead>
<tr>
<th>Pre-Service Purpose</th>
<th>Induction Purpose</th>
<th>Professional Purpose</th>
<th>Advanced Professional Purpose</th>
<th>Lead Professional Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>The purpose of the Pre-Service Certificate is to provide a statewide structure to organize procedures related to pre-service teachers once admitted to preparation programs. Such procedures are designed to:</td>
<td>The purpose of the Induction Certificate is to provide a structure for the professional development of early career teachers and to assure the effectiveness of these teachers by:</td>
<td>The purpose of the Professional Certificate is to ensure that classroom teachers meet minimum requirements and satisfy state teacher effectiveness requirements as defined in the state teacher evaluation system.</td>
<td>The purpose of the Advanced Professional Certificate is to recognize and promote leadership in grades P-12 to improve classroom practice and support student learning and professional growth, resulting in higher levels of student learning and success.</td>
<td>The purpose of the Lead Professional Certificate is to promote, support, and expand opportunities for teacher leadership in grades P-12 to improve classroom practice and support student learning and success.</td>
</tr>
<tr>
<td>1. Assure the safety of school children; 2. Provide opportunities for pre-service teachers to practice/demonstrate knowledge and skills; 3. STANDARDIZE the criminal background check process across the state for pre-service teachers, eliminating those who are not eligible or suited to the profession; 4. Assist pre-service educators in understanding the Georgia Code of Ethics for Educators and holding them accountable under the Code; and, 5. Require attainment of the Pre-Service Certificate for anyone participating in field experiences and student teaching in Georgia schools (to include candidates in Georgia and from out-of-state programs).</td>
<td>1. Confirm that an individual has met the minimum requirements for becoming a teacher in Georgia; 2. Providing a structure of support for early career teachers (early career teacher is defined as one who is new to the profession or a teacher with fewer than three years of experience); 3. Identifying the unique needs of individuals entering the profession from different preparation pathways (i.e. the GATAPP induction teacher will have different needs than those who complete a traditional program) or from other states (a professionally certified educator from another state may need similar to meet GA specific requirements); and, 4. Requiring early career teachers to meet certain requirements before attaining the Professional Certificate.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Requirements

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Requirements</th>
<th>Requirements</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Requested by the program provider, the Pre-Service Certificate must be held by candidates enrolled in Georgia EPs (Education Preparation Providers), or enrolled in out-of-state EPs, if participating in field and clinical experiences in Georgia schools.</td>
<td>1. A minimum of two of three years of Proficient or Exemplary performance on the state annual summative performance evaluation while holding an Induction Certificate.</td>
<td>1. Educators must hold the Georgia Professional Certificate for a minimum of five years.</td>
<td>1. Educators must hold at the minimum, a Georgia Professional Certificate for five or more years or hold a Georgia Advanced Professional Certificate;</td>
</tr>
<tr>
<td>2. Admission to an education program leading to initial certification.</td>
<td>2. Professional learning requirements as outlined by the GASP Professional Learning Task Force.</td>
<td>2. A minimum of three of five years of &quot;Exemplary&quot; performance on the annual summative performance evaluation while holding a Georgia Professional Certificate. No ratings on the annual summative performance evaluation should be below the &quot;Proficient&quot; level.</td>
<td>2. A minimum of three of five years of &quot;Exemplary&quot; performance on the annual summative performance evaluation while holding a Professional Certificate or holds a current Advanced Professional Certificate. No ratings on the annual summative performance should be below the &quot;Proficient&quot; level;</td>
</tr>
<tr>
<td>3. Successful federal background check/fingerprinting.</td>
<td>3. System recommendation assuring the educator has met all state and local induction requirements;</td>
<td>3. Remediated any ethics violations as appropriate; and,</td>
<td>3. Remediated any ethics violations as appropriate; and,</td>
</tr>
<tr>
<td></td>
<td>2. Attain a passing score on the GACE content assessment;</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. Meet or exceed a minimum acceptable score on the edTPA as determined by GaPSC; and,

4. Remediated any ethics violations as appropriate; and

4. Completion of one of the following:

5. Non-transferable; it cannot be transferred from one provider to another.

4. Secure employment which is validated by an employing school system.

5. For those holding an Induction Certificate or any teaching field held by the educator on their Georgia educator certificate, or certification in Curriculum and Instruction or Instructional Technology; or,

4. Complete any one of the following:

6. Expires upon program completion.

Pathway 2: Candidates prepared by a GaPSC-accepted out-of-state provider and fulfilling field and clinical experiences in Georgia shall:

Out-of-State teachers shall have:

b. National Board Certification.

7. Invalidated if a student drops out or is removed from a program.

1. Complete a GaPSC-approved traditional educator preparation program;

1. Three or more years of out-of-state, accepted full-time satisfactory teaching experience as an educator (Educators having fewer than three years of accepted full-time satisfactory experience will be issued an Induction Certificate under Induction Pathway 3);

8. Previously-enrolled candidates who voluntarily leave the program, but were not dropped or removed due to poor performance, and are re-admitted are eligible for the Pre-Service Certificate. Under these circumstances the five-year validity period begins again upon re-admission. Requirements 1, 2, 3, and 4, listed above, must be met to reissue the Pre-Service Certificate.

1. Three or more years of out-of-state, accepted full-time satisfactory teaching experience as an educator (Educators having fewer than three years of accepted full-time satisfactory experience will be issued an Induction Certificate under Induction Pathway 3);

2. A passing score on the GACE content assessment;

3. Met special Georgia requirements (GaPSC Rule 300-2.20); and

4. Remediated any ethics violations as appropriate; and

Pathway 3: Candidates prepared by a GaPSC-accepted out-of-state provider and fulfilling field and clinical experiences out-of-state, or educators having less than three years of accepted full-time satisfactory experience shall:

1. Attain a passing score on the GACE content assessment;

2. Secure Employment which is validated by an employing school system.

Pathway 4: Candidates employed in a school system as a classroom teacher while enrolled in a GaPSC-approved program leading to initial certification shall:

1. Meet entry requirements of the GaPSC-approved education program;

2. Attain a passing score on the GACE content assessment; and,
3. Secure employment which is validated by an employing school system. 
Note: Candidates not meeting the employment requirement, but who meet all other requirements under Pathways 1, 2, or 3, qualify for a Georgia Letter of Certification Eligibility. Upon employment, the candidate will be issued an Induction Certificate.

<table>
<thead>
<tr>
<th>Renewal/Validity</th>
<th>Renewal/Validity</th>
<th>Renewal/Validity</th>
<th>Renewal/Validity</th>
<th>Renewal/Validity</th>
</tr>
</thead>
</table>
| The validity period for the Pre-Service Certificate is five years, but may be extended upon the request of the EPP.  
The Induction Certificate is nonrenewable, but a one-year waiver may be requested by the employing school system to extend the induction period. | 1. If an educator receives any combination of two “Ineffective” or “Needs Development” annual performance summative evaluations in the previous 5 year period, he/she shall not be entitled to a renewable certificate prior to demonstrating such performance deficiency has been satisfactorily addressed but may apply to the Commission for a nonrenewable certificate as defined by the Commission; | 3. The LEA provides a recommendation for renewal of the certificate; and, | 1. The educator satisfies professional learning requirements as outlined by the GaPSC Professional Learning Task Force; | 1. The educator satisfies professional learning requirements as outlined by the GaPSC Professional Learning Task Force; |
| 2. Satisfy Professional Learning requirements as outlined by the GaPSC Professional Learning Task Force; | 2. A minimum of three of five years of “Exemplary” performance on the annual summative performance evaluation while holding a Georgia Professional Certificate. No ratings on the annual summative performance evaluation should be below the “Proficient” level; | 4. Remediated any ethics violations as appropriate; and, | | |
| 3. The LEA provides a recommendation for renewal of the certificate; and, | 3. Remediated any ethics violations as appropriate; and, | 4. The LEA provides a recommendation for renewal of the certificate. | | |

**Timeline for Implementation:**

* Pre-Service Certificate—August 2014
* Induction Certificate—July 1, 2015
* Professional Certificate—July 1, 2014 (converting all clear renewable certificates)
* Advanced Professional Certificate—To be determined when sufficient data is available on distribution of TEL ratings
* Lead Professional Certificate—July 1, 2015