

Guidance Document for Monitoring of Professional Learning Renewal

505-2-.36 Purpose: Certificate renewal is an outcome of applying Georgia Professional Standards Commission (GaPSC)-accepted continuing professional learning toward the continued validity of a state certificate or license. While it is essential for individual educators to maintain valid certificates and licenses, professional learning should be focused toward school improvement leading to improved teaching and increased student learning. The goal of certificate renewal and professional learning is for educators within a Georgia public local unit of administration (LUA) to work together to enhance established educational goals for the individual educator, the school, and the LUA to assist students in meeting state standards for student achievement.

Written Professional Learning Plans (PLPs) or Professional Learning Goals (PLGs) are required for all certificate holders employed by a Georgia LUA. PLPs outline requirements for the professional growth of educators, as well as clearly delineate support the school or school system will provide for the educator's professional growth. PLGs outline identified areas for educator growth for those educators not required to have PLPs. All professional learning approved for certificate renewal shall be designed in accordance with national professional learning standards as outlined by Learning Forward (formerly the National Staff Development Council.) This requirement applies to the design of school and LUA professional learning communities, the selection of workshops that support learning communities and any other professional learning designed for certified educators. More information concerning Learning Forward standards may be found at <https://learningforward.org/standards-for-professional-learning>. Information about professional learning communities may be found at that site as well as at the Georgia Professional Standards Commission website for Professional Learning: <https://www.gapsc.com/ProfessionalLearning/professionalLearning.aspx>

Guidance for Monitoring:

All educators employed in a public LUA who hold certificates must be involved in job-embedded professional learning based on educational goals for the individual educator, the school, and the local unit of administration (LUA) aimed at assisting students in meeting state standards for student achievement.

Written Professional Learning Goals (PLGs) are required for all certificate holders. Professional Learning Plans (PLPs) are required for all certificate holders meeting the following criteria:

- Induction level educators (three years of experience or less);
- Educators in positions requiring them to hold non-renewable certificates;
- Educators who are working in a service or leadership field with fewer than three (3) years of satisfactory experience in that field;
- Educators who were not employed by a Georgia public LUA in a position requiring certification at the time of their most recent certificate renewal who then reentered the profession;
- Educators who have less than one (1) year of educator experience in Georgia;
- Educators who have received any unremediated annual summative evaluation rating of Needs Development, Ineffective, or Unsatisfactory during the previous five (5)-year validity cycle of

their certificate. The PLP for these educators shall be included in the remediation plan developed according to procedures outlined in GaPSC Rule 505-2-.43 ANNUAL PERFORMANCE EVALUATION. (<https://www.gapsc.com/Rules/Current/Certification/505-2-.43.pdf?dt=636699994094753370>)

PLPs and PLGs must be written and documented in the Teacher and Leader Support Development (TLSD) platform within three months of the beginning of the school year or three months of the date of hire whichever is later.

Monitoring will include the following:

1. Verification that PLPs/PLGs have been created and documented within the Teacher and Leader Support Development (TLSD) platform;
2. Verification that PLPs/PLGs were created within the established parameters; and
3. Assurance that principals signed off on documented PLPs/PLGs for educators applying for renewal of certificates.

The GaPSC and/or GaDOE may periodically conduct an on-site monitoring visit to review and verify professional learning and renewal documentation maintained by the LUA. Currently monitoring is being conducted in association with Title II, Part A.