

**Georgia's Tiered
Certification System**

Georgia Professional Standards Commission

**Commission Retreat
December 12-13, 2013**

Session Agenda

- Overview of Tiered Certification
- Does Tiered Certification Add Value?
- What Challenges Are Created by Tiered Certification?
- Q & A

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I. Overview of Tiered Certification

- Development process
- Task force composition
- Timeline for development work
- Overview of the system
- Implementation timeline

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Task Force Composition

- P-12 educators including teacher and school and district level administrators
- Educator Program Providers (EPPs) including traditional (public & private) & non-traditional (GaTAPP, TFA, TNTP)
- State agencies including GaPSC, USG, GaDOE, GOSA, & Governor's Office
- Teacher Professional Organizations
- Total of 40 task force members

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Development Timeline

- Informal discussions and presentations began in spring 2012
- Task force work began December 2012
- Six meeting held from December through September 2013
- Focus groups (13 different groups) gave feedback during June & July 2013
- Reviewed by Statewide HR Committee in November 2013

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Tiered Certification System

- Refer to Handouts
 - Tiered Cert Diagram
 - Quick Reference Guide
 - Draft Rules

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Implementation Timeline

- Rule Initiation Process Begins – February 13, 2014
- July 1, 2014 – all Clear Renewable certificates converted to Professional certificates
- July 1, 2014 – earliest date for issuing Induction & Lead Professional certificates
- July 1, 2015 – Pre-Service certificates issued
- Date TBD – Advanced Professional certificates issued

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II. Does Tiered Certification Add Value?

- What is the value-added for teachers and for the profession?
- What is the value-added for students, parents, taxpayers?
- What in this new system increases rigor?
 - During preparation & entry?
 - During service?
- Does the system simplify certification?
- How might tiered certification interact with the salary structure?

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III. Challenges Created by Tiered Cert?

- Which educators are impacted by the system?
- Which are not?
- Are there any unforeseen challenges related to tiered certification?

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Tiered Certification Impact on Educators

Educators Under State Evaluation System

- Classroom teachers in tested grades/subjects
- Classroom teachers assessed through SLOs
- School level administrators

Educators Not Under the State Evaluation System

- Counselors
- Media Specialists
- Social Workers
- School Psychologists
- Teachers in non-teaching positions
- Private school teachers
- RESA & university staff, & state agency staff
- Retired educators

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Addressing Impact on Educators

- Professional certificates will be designated as performance-based certificates or standard certificates
- Initially, all certificates will be standard

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Unforeseen Challenges for Tiered Cert?

- Steep learning curve
 - Staff
 - Georgia educators
 - Out-of-state educators
- What if performance data/data system doesn't perform as expected?
- What might be the impact on educator morale?
- What if resources aren't allocated to support induction? Or resources to support effective implementation of TKES?

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Questions?

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