



**Georgia Professional
Standards Commission**

Protecting Georgia's Higher Standard of Learning

Tiered Educational Leadership

Overview, Conversion, and Program Availability



Tiered Educational Leadership Overview

As of January 15, 2016, Georgia Educational Leadership certification now consists of a tiered structure:

- Standard Professional Educational Leadership - Tier I
- Standard Professional Educational Leadership - Tier II
- Performance-Based Professional Educational Leadership - Tier II



Tiered Educational Leadership Overview

Tier I

- Entry-level leadership
- Not performance-based
- Any leadership position that does not supervise other leaders
- Master's level or higher
- Becomes obsolete upon issuance of Tier II

Tier II

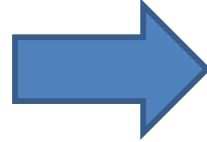
- Advanced-level leadership
- Performance-based or Standard Professional
- May hold any leadership position
- Specialist level or higher unless based on reciprocity with a master's and 3 years of experience



Educational Leadership Conversion

Educational Leadership - Field 704

- Issued as Standard Professional (SRL)
- Qualified an educator to hold any leadership position



Educational Leadership – Tier II

- Issued as Standard Professional
- Qualifies an educator to hold any leadership position

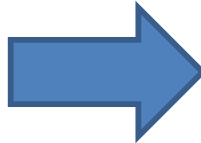
Effectively a change in terminology



Educational Leadership Conversion

Educational Leadership – Building/System Level

- Issued as Performance-Based (PRL)
- Qualified an educator to hold a leadership position at either the building or system level
- Both building and system required for superintendent positions



Educational Leadership – Tier II

- Issued as Performance-Based
- Qualifies an educator to hold any leadership position

Note that building-level or system-level certificate holders may now serve in any leadership position, and superintendents are only required to hold Tier II certification



Tiered Programs Availability

- **Tier I programs** became available Summer semester 2016
 - Offered at the master's degree level, or certification-only for those who hold a master's degree or above.
- **Tier II programs** become available Summer semester 2017
 - Specialist and doctoral degree level, or certification-only for those who hold a specialist degree.
 - **Tier I requirements must be completed to be certified in Tier II**, unlike the previously independent Building and System Level programs.
- **Alternative programs** available through approved RESAs



Alternative Programs

- **Tier I Alternative Programs**
 - Requires a leadership position unlike traditional programs
- **Tier II Alternative Programs**
 - Master's degree or higher and a Tier II Leadership position required
 - Tier I and Tier II requirements must be met
- **Approved Providers Include:**
 - Metro, Middle Georgia, and Southwest Georgia RESA



Building and System Level Programs

- **Building and System Level programs** will continue to admit applicants **through spring of 2017**.
 - Educators completing these programs will be issued Performance-Based Educational Leadership – Tier II upon completion.
- **Building and System Level** program completers **are subject** to:
 - Leadership Ethics Exit (if submitting a complete application on or after 7/1/16)



Tiered Program Availability

- **Georgia educators** must complete **GaPSC-approved Leadership programs**.
 - Unapproved out-of-state programs remain ineligible towards the addition of Leadership (Tier I or Tier II) to Georgia certification.



Georgia Professional
Standards Commission

Protecting Georgia's Higher Standard of Learning

Educational Leadership – Tier I

Initial Issuance, Reciprocity, and Non-renewable
Overview



Educational Leadership – Tier I Initial Issuance Requirements

- **Master's degree level or Alternative** approved program
 - Not performance-based, but self-selection for traditional programs
 - Certification-only available to those who hold a master's
 - Leader level rules apply
- Educational Leadership GACE
 - Not required to complete an additional performance-based assessment
- Exceptional child course
- Ethics for Educational Leadership –Program **Exit***

***Educational Leadership – Program Entry needed for admission into an approved program**



Question

May a Georgia educator who wishes to pursue Educational Leadership enroll into a Tier I program on their own without LUA involvement?



Answer

Yes: Traditional Tier I programs are entered through self-selection, and a qualifying educator may enroll and complete requirements not unlike the addition of many other non-performance-based certification fields.

Exception:

An alternative program requires the recommendation of a Georgia LUA for participation in the program and assurance that the candidate is available one-half day or more each day to work in a leadership position.



Educational Leadership – Tier I Reciprocity

- Professional certification in a comparable field to Educational Leadership – Tier I
- **Less than 3 years** of leadership experience
- Educational leadership program completed at the **master's degree level**
- Educational leadership content assessment*
- Ethics for Educational Leadership –Program **Exit***
- Exceptional child course*

*May be completed prior to first renewal



Educational Leadership – Tier I Standard Professional Notes

- Educators who were initially certified based on reciprocity and now qualify for Tier I may reapply for evaluation.
 - Only application materials submitted at the **time of initial certification** will be considered.
 - This **does not apply** to Georgia educators who may have completed **unapproved out-of-state** leadership programs **after becoming certified** in Georgia.
 - Georgia educators who completed **unapproved master's degree** leadership programs **after 9/30/09** in Georgia do not qualify for Tier I now.



Question

An LUA wants to fill an **assistant principal position** with an out-of-state educator possessing the following:

- Master's degree that led to out-of-state Educational Leadership certification
- Professional out-of-state certification in Educational Leadership

The educator **did not** take a content assessment, and **has not** worked in the last 5 years.

May a certificate be requested in this case?



Answer

Yes: An out-of-state educator applying for Educational Leadership based on reciprocity may complete the Educational Leadership GACE prior to renewal.

Certificate Issued: Standard Professional Educational Leadership – Tier I, which is appropriate for the leadership position being filled.

Validity period: 5 years

Requirements needed to renew: Educational Leadership GACE, Ethics for Educational Leadership – Program Exit



Educational Leadership – Tier I Non-Renewable Requirements

- **Bachelor's** degree or higher
- Ethics for Educational Leadership – Program **Entry**
- Verification of the **exact leadership position** held
- Valid for **3 years**



Question

An LUA wants to fill an **assistant principal** position with an applicant possessing the following:

- Bachelor's degree
- Ethics for Educational Leadership – Program Entry

May a certificate be requested in this case?



Answer

Yes: The educator meets the requirements for Non-renewable Tier I certification which would allow them to hold an assistant principal position.

Certificate issued: Non-renewable Educational Leadership – Tier I

Validity period: 3 years

Requirements needed to convert: GaPSC-approved, Tier I program at the master's level, Educational Leadership GACE, Ethics for Educational Leadership – Program Exit



Georgia Professional
Standards Commission

Protecting Georgia's Higher Standard of Learning

Educational Leadership – Tier II

Initial Issuance, Reciprocity, and Non-renewable
Overview



Educational Leadership – Tier II Performance-Based Initial Issuance Requirements (Tier I and II)

- Hold a valid Educational Leadership – **Tier I certificate or Tier II SR**, through which the following Tier II requirements may be completed*:
 - Exceptional child course
 - Ethics for Educational Leadership – Program Entry/Exit
 - Educational Leadership GACE

* Outstanding requirements listed above will need to be met (i.e. a Tier I issued based on reciprocity which may need Ethics Exit prior to renewal)
- Complete a **specialist or doctoral degree level, or Alternative** approved program
 - Performance-based
 - Certification-only available to those who hold a specialist
- Performance-based Assessment for School Leaders
 - Required for educators completing Tier II programs on or after 7/1/17



Educational Leadership – Tier II Performance-Based Initial Issuance Requirements (Previous Programs)

- Completion of a GaPSC-approved Educational Leadership program at the building or system level (while available).
 - Specialist or doctoral level program
 - Educational Leadership GACE
 - Exceptional child course
 - Leadership Ethics Exit (if submitting a complete application on or after 7/1/16)

Note that completion of a Building or System Level program negates Tier I program requirements.



Educational Leadership – Tier II Standard Professional Reciprocity Requirements

- Professional certification in a comparable field to Educational Leadership – Tier II
- Educational Leadership program completed at the **specialist level** or **master's with 3 years of leadership experience**
- Educational leadership content assessment*
- Ethics for Educational Leadership –Program Exit*
- Exceptional child course*

***May be completed prior to first renewal**



Educational Leadership – Tier II Standard Professional Reciprocity Notes

- Educational leadership experience may be accepted from any year previous to application towards the issuance of Tier II.
 - For exemption of Special Georgia Requirements, experience used must be within the 5 years prior to application.
- Tier I and Tier II are determined based on degree level and experience.
 - There is not a grandfathering period for Tier II based on reciprocity.



Educational Leadership – Tier II Non-Renewable Requirements

- Master's degree or higher
- Ethics for Educational Leadership –Program Entry
- Verification of the exact leadership position held
- Valid for 3 years*



Educational Leadership – Tier II Non-Renewable Requirements

- **Both a Tier I and Tier II** non-renewable is issued if the educator does not hold Tier I, and is placed in a position requiring Tier II.
 - When the requirements of a Tier I program are met, the Tier II non-renewable may be extended **3 additional years**.

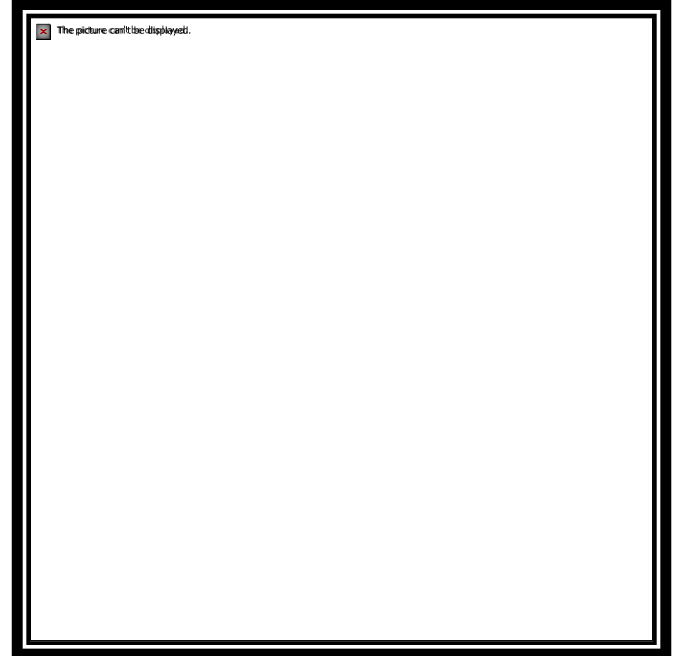


**Georgia Professional
Standards Commission**

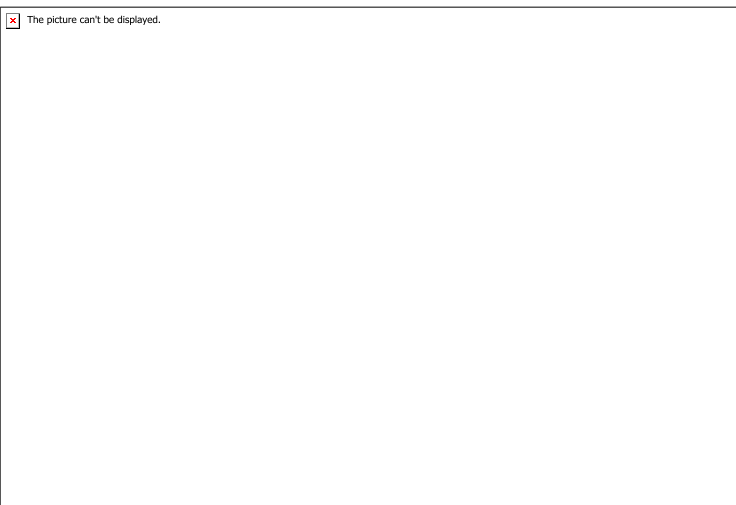
Protecting Georgia's Higher Standard of Learning

Audience Q&A

Collaborate with us



Start the conversation



**Post your questions on our
conference Padlet!
There will be a Q & A session
at the end of the day.**

<http://bit.ly/certconf>