



**MISSION POSSIBLE:
SUPPORTING THE
TRANSITION FROM MILITARY
MEMBER TO TEACHER**

OCTOBER 24, 2019

[https://www.gapsc.com/Commission/Commission/DocsPresentations.aspx](https://www.gapsc.com/Commission/Media/DocsPresentations.aspx)

TROOPS TO TEACHERS: THE PROGRAM

- **Troops to Teachers was established in 1993 to help transitioning military members and veterans in beginning new careers as K-12 school teachers in public, charter, and Bureau of Indian Affairs schools.**
- **The program provides counseling and referral services for participants to help them meet education and licensing requirements to teach and subsequently helps them secure a teaching position.**
- **Since 1993, more than 24,000 veterans have successfully transitioned to a career in education.**
- **The TTT program national office is located in Pensacola, Florida and is responsible for counseling participants located in the states not covered by the grant state offices, as well as, awarding bonuses to eligible participants.**

TROOPS TO TEACHERS: THE PROGRAM

Benefit

- No cost to participate in the program
- Current and honorably discharged members of the Armed Forces

Financial Assistance and Incentives (\$10K Maximum)

- Up to \$10K bonus to teach in an eligible or high need school

Counseling and Referral Services

- Individualized counseling and transition planning
- Teacher certification and licensing requirements
- Adjusted certification timeline
- Resume, Cover letter, and interview review
- Assistance finding and securing employment
- Ongoing support and mentorship from former and current educators

Who is Eligible?
Active Duty,
Reserve & Guard
Veterans

GEORGIA TROOPS TO TEACHERS: MEET OUR TEAM



Bradley Golub:
Recruiter



Windy Fortenberry:
Program Administrator

Jalen Havior:
Administrative Specialist



GaTTT: SUPPORTING GEORGIA TROOPS

The GaPSC TTT program provides continuous structures of support to transiting veterans interested in a second career in teaching by offering:

- **one-on-one certification counsel to service members interested in the TTT program**
- **assistance with TTT application process**
- **modified certification requirements**
- **employment assistance**
- **resume review/critique, mock interviews,**
- **expedited certification processing**
- **support throughout their teaching career**



Georgia Professional Standards Commission

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Professional Learning

Military Members & Spouses

News and Announcements

- **Dramatic Writing Micro-Endorsement** **New!**
- Annual "Drive-in" Conference - 10-24-18 **New!**
- Latest on GACE - 7-31-18
- GaPSC Certification Assessment Updates

more »



Certification Status

**** Application status checks no longer provided via phone or email ****

» We are currently processing complete application packages received on or before January 28, 2019.

» [Click here](#) to learn how to check the status of your application or certification request.

» [Click here](#) to look up or verify a Georgia educator certificate.

Transitioning from Military Service to Education

Military members and veterans can find fulfilling and productive second careers in education for a multitude of reasons. It allows you to continue to impact your community and carry on your tradition of service. Military members display aptitudes and qualities that translate immediately to the school building such as values of service to country, discipline, team building, collaboration, and leadership. Educators help mold the future of our communities and country by guiding the next generation's intellectual, emotional, and physical growth. Educators receive an abundance of joy from the feeling of building their community, interacting with students and colleagues, being part of a team, and shaping the future. Below please find tools which can help military members decide what the next steps are when considering a second career in the challenging and rewarding field of education.

To ease the transition from service member to teacher, the GaPSC offers a Military Support Induction Pathway 4 (MI4) certificate. This certificate will allow eligible individuals to teach for up to three years while completing requirements for professional Georgia certification. Issuance requirements for the MI4 certificate are as follows:

INITIAL ISSUANCE:

- Be a participant of the Troops to Teachers program by submitting an application at <https://proudtoserveagain.com>
- Meet minimum degree requirement for certification field sought
- Complete the [GACE Educator Ethics – Program Entry assessment](#)
- Become employed as a Georgia educator and have the MI4 certificate requested by a Georgia Local Unit of Administration (LUA)

YEAR 2 ISSUANCE:

- Enroll in a [state-approved educator preparation program](#).

Military Base Visits Calendar

October 2019								
<	S	M	T	W	T	F	S	>
	29	30	1	2	3	4	5	
	6	7	8	9	10	11	12	
	13	14	15	16	17	18	19	
	20	21	22	23	24	25	26	
	27	28	29	30	31	1	2	
	3	4	5	6	7	8	9	

Event Details

- 10/24/2019 [Kings Bay-Troops to Teachers Briefing](#)
- 11/6/2019 [Ft. Benning-Troops to Teaching Base Briefing](#)
- 11/7/2019 [Ft. Gordon-Troops to Teachers Base Briefing](#)
- 11/21/2019 [Moody AFB-Troops to Teachers Base Briefing](#)
- 12/3/2019 [Ft. Gordon-Troops to Teachers Base Briefing](#)

CONVERSION OF THE MI4:

- Complete a state-approved educator preparation program to include special Georgia requirements
- Pass the [GACE Educator Ethics – Program Exit assessment](#)
- Earn a passing score on the GaPSC-approved content pedagogy assessment, [edTPA](#), if applicable.
- If applicable, complete any outstanding industry testing/licensure requirements for Career and Technical Specializations or the field of Healthcare Science

How to Apply

Once you meet the qualifications for the MI4 certificate, please submit the following documents:

- [Initial Certification Application \(.pdf\)](#) ([requires Adobe Reader](#)) - requires Adobe Reader) – may also be completed through your [MyPSC account](#);
- [Verification of Lawful Presence Documentation \(.pdf\)](#) ([requires Adobe Reader](#))
 - This affidavit must be completed and notarized. Please choose only one option on the affidavit;
 - You must attach a copy of an acceptable identification document to this form. Please see the instructions provided with the form for a list of acceptable documents;
 - If you are a U.S. citizen and you have previously submitted this documentation to the GaPSC, you do not need to submit it again. If you are not a U.S. citizen and you have submitted this documentation to the GaPSC within 180 days, you do not need to submit it again at this time.

Troops to Teachers Mentors

- **Dr. Charles W. Smith Jr.**
Air Force Veteran
912-876-5488
charleswatsonsmith@gmail.com
- **Dr. Mike Siekkinen**
Navy Veteran
912-674-1400
MSiekkinen@camden.k12.ga.us
- **David Green**
Navy Veteran
912-729-6070
mrgreencms@yahoo.com
- **Michael Canada**
Army Veteran
678-689-8851
canadamichael@bellsouth.net
- **Dr. Frank Jones**
Army Veteran
678-492-0438
Frank_Jones@Gwinnett.k12.ga.us

CERTIFICATION: MILITARY SUPPORT CERTIFICATE

Certificate specifically designed to identify and support military veterans and military spouses to help ease the complexity of the reciprocity process and modifies the certification requirements timeline for veterans transitioning into their second careers in education.

MSC: FOR TTT PARTICIPANTS AND MILITARY SPOUSES

Initial Issuance
Bachelor's Degree (if required)
GACE Ethics – Program Entry
Employment
Acceptance into Troops to Teachers Program
Year 2 Issuance
Enroll in an Educator Prep Program
Passing score on GACE content assessment
Employment
Year 3 Issuance
Passing score on GACE Program Admission Assessment
Employment
Conversion to IN1, IN2, or SRT
Complete Educator Preparation Program to include special GA requirements
Pass GACE Educator Ethics – Program Exit
Pass <u>edTPA</u>
Complete industry testing and licensure requirements (if applicable)

CERTIFICATION RULES VS. EDUCATOR PREPARATION RULES

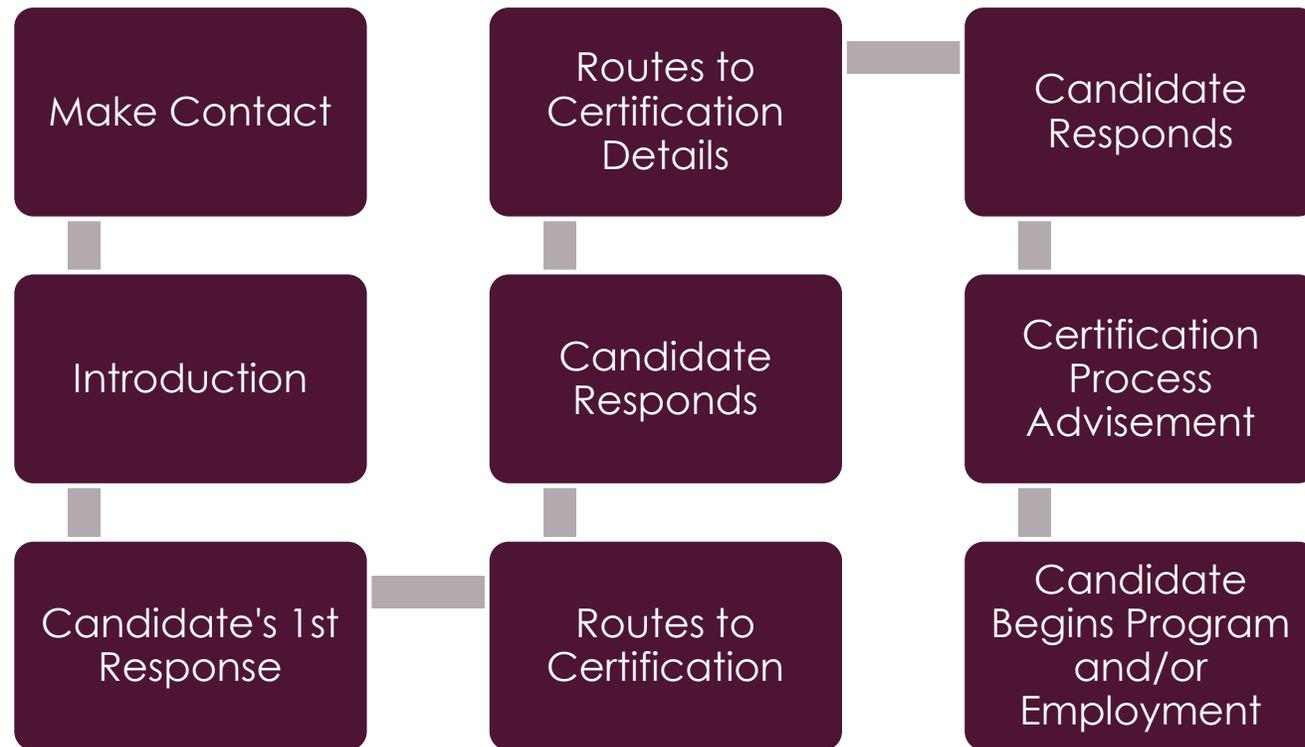
For Traditional Programs:

- Military retirees or spouses of active-duty military personnel who do not exempt the requirement must attempt the Program Admission Assessment within the first year of program enrollment and must pass the assessment within two (2) years of program admission or prior to program completion, whichever occurs first

For GaTAPP Programs:

- Military retirees or spouses of active-duty military personnel who do not exempt the Program Admissions requirement must attempt the Program Admission Assessment within the first year of program enrollment and must pass the assessment prior to program completion.
- Military retirees or spouses of active-duty military personnel who enter a GaTAPP program without a related degree in the field of certification sought must attempt the content assessment by the end of the first semester in the program and must pass the assessment by the end of the first year.

THE PROCESS



GATT: THE STATS

First Year in GA PSC Overview:

- **228 Recruitment Contacts made (on base)**
- **243 Participants Recruited in Georgia**
- **400 started Counseling Process**
- **36 Participants Hired**
- **2 Certification Program Completers**
- **62 On Base Career Seminars**
- **261 Phone Calls to Service Members**
- **1890 Email Consultations for Service Members**

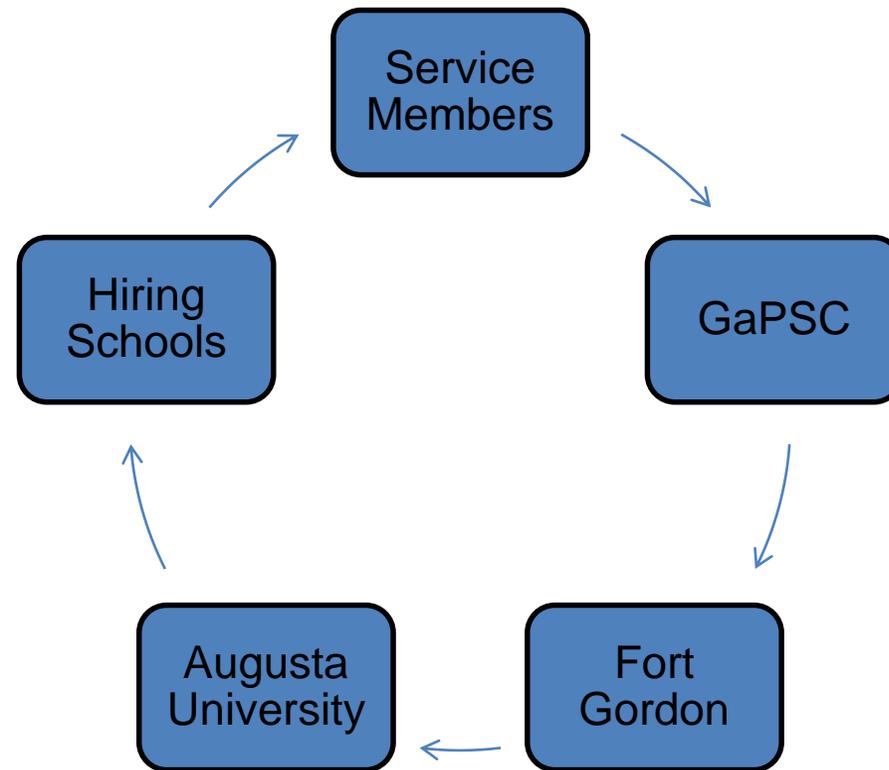
PREPARING OUR TROOPS: TIME FOR CREATIVE IDEAS



Troops to Teachers



Key Stakeholders



Troops to Teachers

- Collaboration with GaPSC
- Flexible Field Experiences
- Job Shadowing
- Transition Assistance Program
- Marketing
- Recruiting



Recruiting Troops

For Amanda Woods teaching after serving in the Navy is important because it gives her the opportunity to continue to mentor and lead others. Teaching gives her another form of service to her town, her state, and to her country. Amanda believes to stand before students and positively impact their lives with her example is truly a vocation of a lifetime.



GaTTT: FEEDBACK RECEIVED

“I appreciate your itemized responses for clarification. I’m quite big on clarity and efficiency, and your email was great!”

“I am so grateful for all of this information - you went above and beyond to answer my question!”

“You did a great job addressing my questions... Thank you for being so accommodating to all of my questions! I know I have a lot of them, and I appreciate your patience!”

“I really value your deep understanding of the field, of the TTT and your honesty on how the program works.”

“It is very helpful to me to have your support, guidance, mentoring and encouragement during this process. It is also helpful to have you as an accountability partner to help me stay on track toward my goal. Please know that I greatly appreciate your help, input and feedback! The last time I worked with a Troops to Teachers representative, this was not my experience at all; I am so encouraged to see this positive change.”

CONTACT:

GaPSC TTT Support

troopstoteachers@gapsc.com

Military Spouse Support

militarysupport@gapsc.com

<https://www.facebook.com/TTT.Georgia/>

#GAPSCDRIVE-IN19

