



# RADAR

## EDUCATOR WORKFORCE RESEARCH AND DEVELOPMENT ACTIVITY REPORT

### Georgia Troops to Teachers Recognized at Awards Ceremony

By Bill Kirkland, Program Manager, Georgia Troops to Teachers



Henrick Brown (left) accepts his recognition certificate from Dr. F.D. Toth.

Dr. F.D. Toth, Executive Secretary of the Georgia Professional Standards Commission recently recognized 75 Georgia Troops to Teachers for achieving five or more years of service to Georgia's public schools, and he presented certificates of appreciation and Troops to Teachers (TTT) five-year commemoration coins to 20 of the 75 at a special recognition dinner held at Unicoi State Park in Helen, Georgia.

"It is an honor to recognize these individuals for their ongoing commitment to quality education in Georgia's public schools. They certainly define what it means to be a 'veteran teacher.' Before becoming teachers, these men and women served their country as members of the United States armed forces. When they ended their military careers, they became teachers in Georgia's public schools and today they continue to give of themselves and their talents," said Dr. Toth.

**"Before becoming teachers, these men and women served their country as members of the United States armed forces."**

The Georgia Troops to Teachers five-year service award recipients, who attended the award ceremony represented numerous school systems across the state, including:

Larry Dale Autry, Clarke County • Michael Beshiri, Rockdale County • Robert Blevins, Valdosta City • Debra Bradley, Effingham County • Henrick Brown, Henry County • Eliza

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### Reach to Teach in Georgia: A US Department of Education, Transition to Teaching Program

By Thomas Algarin, Marketing Manager, Reach to Teach in Georgia

Reach to Teach in Georgia was funded in October of 2002 with the purpose to recruit and retain teachers for high-need schools and school systems. Teachers were recruited from among those who completed degree programs in fields other than education and who agreed to pursue full teacher certification through alternative pathways.

Georgia school systems eligible and participating include: Atlanta City, Bibb County, Calhoun City, Savannah-Chatham County, Clarke County, Clayton County, Crisp County, Dooly County, Dublin City, Greene County, Griffin-Spalding County, Hancock County, Jefferson City, Jefferson County, Lamar County, Long County, McIntosh County, Muscogee County, Peach County, Richmond County, Social Circle City, Taliaferro County, Twiggs County and Warren County.

At the end of the 2004-05 school year, the number of participants was 319 teachers with an additional 140 recruited for 2005-2006. The 459 participants are primarily divided among elementary, middle and high school certification

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### About Reach to Teach in Georgia

Reach to Teach in Georgia engages in assisting participating schools with marketing to four-year college graduates and qualified career professionals, who have never held a teaching certificate, and are seeking to transition into the teaching profession; facilitates teacher marketing and recruitment planning services and materials; provides qualified program participants with access to individualized mentoring, educational opportunities, training and support resources; and provides teacher incentives, namely, stipend awards to eligible participants. For more information visit [www.ReachToTeachInGeorgia.org](http://www.ReachToTeachInGeorgia.org).

Reach to Teach in Georgia, a project of the Georgia Professional Standards Commission, is supported with funds from the U.S. Department of Education, Transition to Teaching Program: Federal Grant Award S350B020016.

## From the Director's Desk



Welcome to our first quarterly edition! The EWRAD division's RADAR Newsletter is intended to make more educator workforce activities and initiatives information available to readers ranging from educators, to institutions of higher learning and policy makers, to educational associations, and others on a national, regional and local level – without sacrificing accuracy.

The Division for Educator Workforce Research and Development (EWRAD) is a division of the Georgia Professional Standards Commission (PSC). EWRAD was established to research and address educator workforce issues for Georgia. EWRAD collects and reports annual and interim supply and demand data on Georgia's educator workforce. EWRAD is also responsible for marketing Georgia's educator profession and opportunities, and for assisting school districts to recruit teachers, services and leadership personnel. To learn more about the work of the Georgia Professional Standards Commission visit our web site at [www.GAPSC.com](http://www.GAPSC.com)

2005 was a challenging and rewarding year for the EWRAD division. Highlights of EWRAD's accomplishments include:

- Completed and published the 2005 EWRAD Status Report. Both the full report and the executive summary are available online at [www.gapsc.com/Workforce/Data\\_research.asp](http://www.gapsc.com/Workforce/Data_research.asp).
- Conducted our first ever Georgia Effective Schools Staffing Conference, Effective School Staffing in an Era of Change, October 26-28, 2005. This was the first in a series of activities for human resource personnel and school system administrators to identify needs and plan long-term strategies for quality and sustainable staffing in hard-to-staff schools statewide.
- Provided ongoing activities for 480 new teachers recruited from mid-career professionals seeking to transition into teaching via the Reach To Teach In Georgia (RTT) program. To learn more about RTT visit our web site [www.ReachToTeachInGeorgia.org](http://www.ReachToTeachInGeorgia.org).

We welcome your comments, suggestions and questions, which can be mailed to Division for Educator Workforce Research and Development (EWRAD), Georgia Professional Standards Commission, Two Peachtree Street, Suite 6000, Atlanta, GA 30303.

**Cynthia Stephens, Ed. D., Director**

Division for Educator Workforce Research and Development (EWRAD)  
Transition to Teaching Project Director  
Georgia Professional Standards Commission

## Annual Personnel Status Report Now Available

By Winifred Nweke, Ph.D. • Gerald Eads, Ph.D. • Comfort Afolabi, M.P.A.  
Educator Workforce Research Team

The Georgia Professional Standards Commission (PSC) *Status Report 2005* is now available. This annual publication of the Educator Workforce Research and Development (EWRAD) division of the PSC presents a summary of the supply, demand and utilization of teachers, administrative and student services personnel in Georgia public schools and projects future needs.

Highlights from Status Report 2005:

- Georgia's P-12 student enrollment is the 12th fastest growing in the U.S. at 1,553.5 million in FY05. In Georgia, the Hispanic student group is growing the fastest while whites are declining
- The educator workforce grew by 2.1% to 124,979; 85.9% of these (106,934) were teachers, 10,066 were student services personnel and 7,979 were administrative personnel
- 11,697 of the teachers were newly hired in FY05 to meet need engendered by teacher attrition (9,608) and student growth (2,089)
- Georgia cut its dependence on out-of-state supply of newly hired teachers to 27.1% in FY05, as Georgia colleges and universities increased production

The *Status Report 2005* and the executive summary are available online at [www.gapsc.com/Workforce/Data\\_research.asp](http://www.gapsc.com/Workforce/Data_research.asp). Also available on the Georgia (PSC) web site ([www.GAPSC.com](http://www.GAPSC.com)) are white papers on various educational issues, including research about teacher recruitment, Georgia's Troops to Teachers program, Georgia's National Board Certified Teachers' program, and more at [www.gapsc.com/Workforce/Whitepapers.asp](http://www.gapsc.com/Workforce/Whitepapers.asp).

### Data Research Requests

Are you involved in a research project that requires state-level data on educators but you do not know how to go about collecting your data? Visit [www.gapsc.com/workforce/specialanalysis.asp](http://www.gapsc.com/workforce/specialanalysis.asp) and complete an online Special Analysis or Tabulation request form. We may be able to help!

## Georgia Spouses to Teachers Program

By Anita Bryant, Program Specialist  
Georgia Troops to Teachers & Georgia Spouses to Teachers

The Georgia Spouses to Teachers (STT) program is a joint effort between the U.S. Department of Defense and the U.S. Department of Education that is designed to assist spouses of active duty and reserve military members to become public school teachers. The STT Program provides military spouses with

**"The STT program provides funds of up to a \$600 stipend to reimburse eligible spouses for costs related to certification testing."**

information about teacher credentialing requirements and alternative pathways to the teaching profession.

The STT program provides funds of up to a \$600 stipend to reimburse eligible spouses for costs related to certification testing. The goals of STT are to bring together the various elements that are critical to entry into the teaching profession and to provide a reliable source of information and guidance to military spouses to become highly qualified teachers.

### Available STT Options

#### 1. Spouses holding a baccalaureate degree or higher

- Counseled on their options for achieving teacher certification
- Receive a stipend and guidance concerning marketability of teaching positions in their particular state

#### 2. Spouses that are certified to teach in another state

- Counseled on their options for achieving teacher certification (state reciprocity)
- Receive a stipend and guidance concerning marketability of teaching positions in their particular state

#### 3. Spouses without a baccalaureate degree

- Counseled on degree completion programs
- Advice regarding college/university transcript review
- Information about local, state, and federal financial assistance for tuition
- Advice regarding teacher certification requirements
- Receive a stipend with attainment of their bachelor degree and guidance concerning marketability of teaching positions in their particular state

For more information on the Georgia Spouses to Teachers Program please contact: Anita Bryant at (800) 745-0709 or e-mail [anita.bryant@gapsc.com](mailto:anita.bryant@gapsc.com) or visit [www.TTTGA.net](http://www.TTTGA.net).

## Teachers Learn about Certification During Conference

By Gail Sherer, Ed.D., NBCT

The Georgia Professional Standards Commission (PSC), in conjunction with the Georgia Association of Educators (GAE), the Professional Association of Georgia Educators (PAGE), Georgia Association of Curriculum and Supervision (GACIS) and Georgia Association of Educational Leaders (GAEL), sponsored the **Focus on Student Achievement: The Knowledgeable Teacher** conference at Unicoi State Park, Helen, Ga., Nov. 1-3, 2005.

Approximately 150 administrators and teachers attended the conference from schools statewide. The National Board for Professional Teaching Standards (NBPTS) certification process, which requires teachers to show evidence that they enhance student learning, was explained. Those interested in applying for National Board Certification began *The Knowledgeable Teacher* course at the conference and will complete the course online. The course is a prerequisite for receiving a \$2,000 prepayment of fees to NBPTS from state-managed funds administered by the Georgia PSC.

Teachers and administrators who achieve National Board Certification (NBCT) AND who work in eligible schools qualify to receive a 10% salary supplement, based on their state-based salary.

## Web Site Connects Educators with Jobs

Since 1997, TeachGeorgia has dedicated its services to assisting school systems recruit educator, services and leadership personnel. The TeachGeorgia web site ([www.TeachGeorgia.org](http://www.TeachGeorgia.org)) is a free, 24-hour Internet resource that allows qualified educators, services and leadership personnel to submit online resumes, perform job searches and access online job applications.

*TeachGeorgia.org* users can set up search agents to automatically identify job vacancies that match their skills. The Resume Bank feature provides more than 180 Georgia school systems with access to a registered user's credentials year round. And, *TeachGeorgia.org* users can track their online applications.

*TeachGeorgia.org* provides users with unlimited access to information about educator job fairs, information sessions for qualified persons seeking to transition into teaching (e.g., mid-career professionals) and other special events. And, the Resources page provides links to alternative pathways to educator preparation, testing and certification requirements, financial aid, salary, retirement and housing information.

In 2005, *TeachGeorgia.org* registered over 33,000 new users; posted more than 5,700 new jobs to the web site; and processed over 108, 200 online applications! If you are interested in a teaching career, are a qualified educator, or are seeking to transition into teaching, visit [www.TeachGeorgia.org](http://www.TeachGeorgia.org) today.



## TeachGeorgia Reaches Out to Aspiring Educators

By Robert Maxson, TeachGeorgia Program Manager  
and Sherry Smith, TeachGeorgia.org Specialist

More than 1,200 individuals attended the 52 TeachGeorgia Information Outreach Sessions conducted across Georgia during 2005, seeking career advice, job search strategies and employment resources, and some even wondered, "Why should I consider teaching in a Georgia public school?"

The sessions support the educator recruitment efforts of the Georgia Professional Standards Commission (PSC) and serve to attract qualified individuals to the teaching profession by promoting traditional and alternative certification routes.

Attendees learn about employment opportunities in Georgia's schools, teacher supply and demand, critical shortage fields, HOPE teacher loans, and job search strategies and resources. Sessions are held at Georgia Department of Labor (DOL) Career Centers.

The Georgia DOL's paradigm shift from "unemployment office" to "career center" has been further strengthened by its collaboration with TeachGeorgia. "Working with the TeachGeorgia program has enabled our office to provide a great service," stated Brinkley Ruffin, employment services supervisor for the Clayton Career Center. "The sessions have provided thorough and accurate information about the teaching industry."

At the TeachGeorgia sessions, many aspiring educators decide to become part of Georgia's educational system. For many talented professionals, the answer to "Why should I consider teaching in a Georgia public school?" is why NOT teach in a Georgia school!



Georgia Professional Standards Commission

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**Bryant, Clayton County**

● **Jerome Garcia,**  
**Richmond County** ●

**Sol Greear, Muscogee**  
**County** ● **Stanmore**

**Hinds, DeKalb County**

● **Alvin Jackson, Liberty**  
**County** ● **Willie Jones,**

**Cobb County** ● **Joseph**  
**Parson, Clayton County**

● **Ruben Porch,**  
**Coweta County** ●

**Glenda Rainney, Richmond County** ● **Charles Smith,**  
**Chatham County** ● **James Streeter, Richmond County** ●  
**Tommy Thompson, Atlanta City** ● **Roy Walsh, Richmond**  
**County** ● **Karl Weber, Valdosta City** ● **George Woodson,**  
**Houston County**



*Bill Kirkland is Georgia's Troops to Teachers  
Program Manager.*

**“...the Troops to Teachers program  
is a vital component of our ongoing teacher  
recruitment, retention and career  
transition initiatives.”**

“To date, Georgia has hired over 475 Troops to Teachers who teach in schools across the state, and bring invaluable leadership and life experiences to the classroom. For us, the Troops to Teachers program is a vital component of our ongoing teacher recruitment, retention and career transition initiatives,” said Dr. Cyndy Stephens, Director, Educator Workforce Research and Development Division, Georgia Professional Standards Commission.

*Reach to Teach continued from page 1*

grades. African-American females (35%), white females (30%), white males (17%) and African-American males (9%) comprise the primary ethnic and gender distribution of the participants. Approximately 75% of the participants have Bachelors degrees, and 26% of the participants have Masters degrees. And, over 33% of the participants are seeking certification in critical subject areas, including math, science and special education.

During Year 1, RTT enrolled eight science teachers, 13 math and 20 special education teachers; Year 2, RTT enrolled eight science teachers, 13 math and 20 special education teachers; Year 3 enrollees include 16 science, 28 math and 26 special education teachers. The totals for Years 1-3 are 32 science, 52 math, and 81 special education teachers enrolled in RTT.

Enrollees in RTT were eligible for the provisional, or induction certificate, and signed a promissory note agreeing to complete clear-renewable Georgia certification requirements within three years. The Georgia Professional Standards Commission (PSC) rule governing alternative certification paths was changed in 2003 to allow five years in which to complete the requirements for permanent certification. Of the Year 1 enrollees who have received clear-renewable Georgia certificates to date, 66/91, or nearly 73%, have attained that goal.

In conclusion, RTT has been a successful project during its first three years, with 319 teachers placed in high-need schools and a total of 459 anticipated by the end of Year 4. Progress towards clear renewable certification in math, science, special education and other areas deemed “critical” by participating school systems is according to expectation for the time frame. The addition of four new school systems brings the total participating school systems to 24. Reach to Teach in Georgia has proved to be successful in retaining highly qualified teachers in high-need schools.

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