

505-2-.10 PERMIT

Nature of Amendment(s):

Substantive
 Clarification
 Further Definition

Discussion:

It is proposed that GaPSC Rule 505-2-.10 PERMIT, dated October 15, 2018, be AMENDED to update the requirements for converting a Permit to an Induction or Professional Certificate.

Current/Amended Sections(s):

(Additions are underlined in bold type; deletions are marked through.)

(1) Purpose. The permit is a type of renewable certificate designed for individuals who qualify to teach in specific fields based on a combination of work experience, specified educational requirements and assessment(s). Permitted personnel include: individuals with fluency in a language other than English; performing artists from the fields of art, dance, drama or music; Junior Reserve Officer's Training Corps (JROTC) personnel; and teachers and leaders from business, government, military or other professions.

(2) Fields of Issuance. Permits are issued in the following fields: career and technical specializations, engineering and technology, and healthcare science; foreign languages; art, dance, drama or music; JROTC and the Educational Leadership position of Superintendent.

(3) Restrictions.

(a) A permit cannot be issued to individuals in the following circumstances:

1. Those who have been previously certified in Georgia but have not passed the required content assessment(s) will not be eligible for a permit in the same field;

2. Those who have un-remediated "Unsatisfactory," "Needs Development" or "Ineffective" performance evaluations as defined in GaPSC Rule [505-2-.43 ANNUAL PERFORMANCE EVALUATION](#); or

3. Those who hold or have held an Induction certificate but have not successfully completed requirements to convert to a renewable professional certificate.

(b) Permits must be requested by an employing Georgia local unit of administration (LUA). As part of the application packet the unit must verify by completing the GaPSC Employer Assurance Form that the permit applicant is the best-qualified individual available for the position. Should a Permit holder change LUAs, it is not necessary to issue a new permit until the end of the validity period. However, the gaining LUA is responsible for developing a new Professional Learning Plan (PLP).

(4) Endorsements. Permit holders are not eligible to add endorsement fields, with the following exceptions: permit holders in foreign language fields may add the ESOL endorsement; permit holders in Drama and Audio/Video Technology & Film may add the Dramatic Writing micro-endorsement; and permit holders in teaching fields may add the Online Teaching endorsement. Information on the endorsement requirements may be found in the appropriate endorsement rules.

(5) Resource Support.

(a) The LUA shall establish a mentor system to provide permitted personnel with orientation to the school, guidance for basic principles of classroom management, and support as they adjust to the school work place.

(b) An Professional Learning Plan (PLP) shall be locally developed and implemented for the validity period of the permit. This plan must incorporate all Special Georgia Requirements to include course work in the identification and education of children with special education needs. The plan shall also address such areas as the development and assessment of teacher competence in the areas of learner characteristics and curriculum and methods specific to the age level and certificate field issued. It is appropriate for the plan to include prescribed course work. For example, a course in methods for teaching foreign languages in grades P-12 might be required for international speakers permitted to teach foreign languages. This plan must be developed at the beginning of the validity period and used to guide the permit holder's professional learning activities to support the school improvement plan and enhanced student achievement. The plan must be satisfied by the educator and maintained locally by the LUA.

(6) Validity. The initial permit is valid for three (3) years and may be extended for multiple three (3)-year cycles upon completion of specific requirements outlined in correspondence accompanying the Permit and "Satisfactory," "Proficient" or "Exemplary" performance evaluations on the statewide evaluation instrument.

(7) Foreign Language.

(a) An individual with fluency in a foreign language for which Georgia has a certificate field may receive an initial permit if all of the following conditions have been met:

1. The individual holds a bachelor's degree or higher from a GaPSC-accepted accredited institution, or the U.S. equivalent of a bachelor's degree or higher based on a GaPSC-accepted Foreign Credential Report (See GaPSC Rule [505-2-.29 EVALUATION OF CREDIT EARNED OUTSIDE OF THE U.S](#));

2. The individual is proficient in English, as determined by the LUA;

3. The employing Georgia LUA requests the permit following procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION PROCEDURES](#); and

4. The individual has passed the appropriate GACE Content Assessment at the Induction or Professional level, or has passed the American Council on the Teaching of Foreign Languages (ACTFL) Oral Proficiency Interview (OPI) and Writing Proficiency Test (WPT) at the levels indicated in GaPSC Rule [505-2-.26 CERTIFICATION AND LICENSURE ASSESSMENTS](#).

(b) To extend the permit in foreign language for three (3)-year periods, the individual must:

1. Pass or meet exemption requirements for the Georgia Program Admission assessment (Information on the assessment is posted on the GaPSC website at www.gapsc.com);

2. Pass the Georgia Educator Ethics – Program Exit Assessment;

3. Satisfy the locally-developed PLP; and

4. Have the employing Georgia LUA request the extension following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(c) The foreign language permit is suggested as a means to utilize international speakers to teach the less-commonly taught languages which have been approved for the Georgia P-12 curriculum,

such as Arabic, Chinese (Mandarin), Hebrew, Italian, Japanese, Korean, Portuguese, Russian, Swahili, Hindi, Urdu and Turkish. NOTE: A Permit is not available in the language field of Greek (Classical).

(8) Performing Artists: Art, Dance, Drama and Music.

(a) Initial permits in the fields of Art, Dance, Drama and Music may be issued to performing artists who meet all of the following requirements:

1. Hold a minimum of a high school diploma or GED;
2. Have a minimum of three (3) years of occupational experience in the performing arts field in which the permit is requested; and
3. Have the employing Georgia LUA request the permit following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(b) To extend a performing arts permit for three (3) years, the individual must:

1. Pass or meet exemption requirements for the Georgia Program Admission assessment (Information on the assessment is posted on the GaPSC web site at www.gapsc.com);
2. Pass the Georgia Educator Ethics – Program Exit Assessment;
3. Satisfy the locally-developed PLP;
4. For the fields of art and music, pass the GACE content assessment at the Induction level or higher; and
5. Have the employing Georgia LUA request the extension following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(9) Junior Reserve Officer's Training Corps (JROTC)

(a) Initial permits in the field of JROTC may be issued to individuals meeting all of the following requirements:

1. Hold a minimum of a high school diploma or GED;
2. Hold official military retirement orders, or a DD Form 214 Member Copy #4, with Block #24 reflecting honorable retirement from a branch of military service (Army, Air Force, Coast Guard, Marine Corps, or Navy). National Guard personnel may, in lieu of the DD Form 214, use NGB Form 22, with Block #24 reflecting honorable retirement; and
3. Have the employing Georgia LUA request the permit following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(b) To extend the JROTC Permit for three (3)-year periods, the individual must:

1. Hold a letter or certificate from a branch of military service verifying successful completion of all required JROTC instructor training for full branch certification;
2. Pass the Georgia Educator Ethics – Program Exit Assessment;

3. Satisfy the locally-developed PLP which, in addition to the components outlined in paragraph (5)(b), may also include respective military service branch re-certification requirements; and

4. Have the employing Georgia LUA request the extension following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(c) No other permit fields or endorsements may be added to the JROTC Permit. No other certificate types (teaching, service, leadership, etc.) may be added to the JROTC Permit unless the individual completes appropriate educator preparation programs outlined in the appropriate rules and converts the permit to an Induction or renewable professional certificate at level four (4) or higher.

(d) Salaries for JROTC instructors are not calculated in the same way as other certified personnel. Determination of JROTC instructor salary is negotiated by the LUA in accordance with United States Code, Title 10 Armed Forces, Part III, Chapter 102 Junior Reserve Officer's Training Corps and appropriate Georgia Department of Education rules regarding state salaries and supplements and experience for salary purposes. When JROTC units are established, the respective military service branch will provide instructor pay information to LUAs.

(e) JROTC Permits will be issued designating a specific branch of service program (Army, Air Force, Coast Guard, Marine Corps or Navy). Each state-approved JROTC curriculum course, with the specified service branch that is designated as in-field, may be found under Certification/Curriculum Assignment Policies (CAPs) on the GaPSC web site at www.gapsc.com.

(f) Individuals who hold an associate's degree or higher and have completed the requirements outlined above to extend the initial three (3)-year permit may convert the JROTC Permit to the Induction certificate upon completion of the requirements outlined in section (12) below.

(10) Superintendent

(a) At the discretion of an employing Georgia LUA, an initial permit may be issued in the field of Superintendent to individuals from outside the traditional educational route who are selected to serve in the leadership role of Superintendent, if all of the following conditions are met:

1. Hold a master's degree or higher from a GaPSC-accepted accredited institution;
2. Have a minimum of three (3) years of business, management, leadership and/or instructional experiences acceptable to the employing LUA as meeting qualifications for employment; and
3. Have the employing Georgia LUA request the permit following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(b) To extend the permit in Superintendent for three (3) years, the individual must:

1. Pass or meet exemption requirements for the Georgia Program Admission assessment (Information on the assessment is posted on the GaPSC web site at www.gapsc.com);
2. Pass the appropriate GACE content assessment at the Professional level (Information on content assessments is posted on the GaPSC web site at www.gapsc.com);
3. Pass the Georgia Ethics for Educational Leadership – Program Exit Assessment;
4. Satisfy the locally-developed PLP; and

5. Have the employing Georgia LUA request the extension following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(i) If requirements in (10)(b) (1) or (2) have not been satisfied for the extension, the chair of the Board of Education must submit a letter supporting the extension.

(11) Career and Technical Specializations

(a) At the discretion of an employing Georgia LUA, an initial permit may be issued in one of the Career and Technical Specializations (See GaPSC Rule [505-2-.90 CAREER AND TECHNICAL SPECIALIZATIONS](#)) to individuals who meet the entry requirements outlined in the rule including at least two (2) years of occupational work experience in the field.

(b) To extend the permit in Career and Technical Specializations for (3)-year periods, the individual must:

1. Pass or meet exemption requirements for the Georgia Program Admission assessment (Information on the assessment is posted on the GaPSC website at www.gapsc.com);

2. Complete industry testing or licensure standards if the field did not require it for initial issuance;

3. Pass the Georgia Educator Ethics – Program Exit Assessment;

4. Satisfy the locally-developed PLP; and

5. Have the employing Georgia LUA request the extension following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(12) Engineering and Technology

(a) At the discretion of an employing Georgia LUA, an initial permit may be issued in Engineering and Technology (See GaPSC Rule [505-2-.89 ENGINEERING AND TECHNOLOGY](#)) if all of the following conditions have been met:

1. The individual holds a bachelor's degree or higher from a GaPSC-accepted accredited institution, or the U.S. equivalent of a bachelor's degree or higher based on a GaPSC-accepted Foreign Credential Report (See GaPSC Rule [505-2-.29 EVALUATION OF CREDIT EARNED OUTSIDE OF THE U.S.](#)); and

2. The employing Georgia LUA requests the permit following procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION PROCEDURES](#).

(b) To extend the permit in Engineering and Technology for three (3)-year periods, the individual must:

1. Pass or meet exemption requirements for the Georgia Program Admission assessment (Information on the assessment is posted on the GaPSC website at www.gapsc.com);

2. Pass the GACE content assessment at the Induction level or higher as indicated in GaPSC Rule [505-2-.26 CERTIFICATION AND LICENSURE ASSESSMENTS](#);

3. Pass the Georgia Educator Ethics – Program Exit Assessment;

4. Satisfy the locally-developed PLP; and
5. Have the employing Georgia LUA request the extension following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(13) Healthcare Science

(a) At the discretion of an employing Georgia LUA, an initial permit may be issued in Healthcare Science (See GaPSC [505-2-.87 HEALTHCARE SCIENCE](#)) to individuals who meet the following requirements:

1. Hold an associate's degree or higher in a healthcare-related field;
2. Hold a current healthcare professional license, registration, or certification that relates to the healthcare field and has been issued by an appropriate governing or regulatory body; and
3. Have a minimum of two (2) years of occupational work experience in the healthcare field.

(b) To extend the permit in Healthcare Science for three (3)-year periods, the individual must:

1. Pass or meet exemption requirements for the Georgia Program Admission assessment (Information on the assessment is posted on the GaPSC website at www.gapsc.com);
2. Pass the Georgia Educator Ethics – Program Exit Assessment;
3. Satisfy the locally-developed PLP; and
4. Have the employing Georgia LUA request the extension following procedures outlined in GaPSC Rule [505-2-27 CERTIFICATION APPLICATION PROCEDURES](#).

(14) Conversion. An individual holding a Permit **in a teaching field** and seeking renewable professional certification must meet **all** requirements for issuance of the Induction **Pathway 1, Pathway 2, or Standard Professional** certificate as outlined in GaPSC Rule [505-2-.04 INDUCTION CERTIFICATE](#) and ~~successfully apply for the Induction certificate. Prior to the expiration of the Induction certificate, the educator must satisfy all requirements for renewable professional certification outlined in section (2) of GaPSC Rule [505-2-.05 PROFESSIONAL CERTIFICATE](#).~~

(a) Conversion of a Permit in a foreign language field to ~~an Induction or a~~ Professional certificate requires a passing score on the GACE content assessment at the Induction level or higher. If no GACE content assessment is available in the foreign language field, the American Council on the Teaching of Foreign Languages (ACTFL) Oral Proficiency Interview (OPI) and Writing Proficiency Test (WPT) must be passed at the levels indicated in GaPSC Rule [505-2-.26 CERTIFICATION AND LICENSURE ASSESSMENTS](#).

(15) Grandfathering. All valid permits issued prior to the effective date of this rule shall continue in effect and be extended, as long as there is no break in the validity period, based on completion of the requirements in existence at the time the permit was issued. If the permit is allowed to expire, all requirements in effect for the new permit must be satisfied at the time of application.