

## 505-3-.104 TEACHER LEADER ENDORSEMENT

### Nature of Amendment(s):

☒ Substantive  
☐ Clarification  
☐ Further Definition

### Discussion:

It is proposed that GaPSC Rule 505-3-.104 TEACHER LEADER ENDORSEMENT, dated August 15, 2023, be REPEALED and a new rule with the same number and title be INITIATED. The new rule includes updated program content standards.

**(1) Purpose.** This rule states field-specific content standards for approving endorsement programs that prepare individuals to serve in teacher leader roles in grades P-12 and supplements requirements in GaPSC Rule [505-3-.01 REQUIREMENTS AND STANDARDS FOR APPROVING EDUCATOR PREPARATION PROVIDERS AND EDUCATOR PREPARATION PROGRAMS](#).

**(2) In-Field Statement.** Completers of the Teacher Leader Endorsement have strengthened and enhanced competencies to:

- (a) Facilitate the design and implementation of sustained, intensive, and job-embedded professional learning based on identified student and teacher needs;
- (b) Work with others to promote the development of a school culture that fosters excellence in teaching and learning and focuses on continuous improvement creating a sense of belonging and building a collaborative work environment;
- (c) Demonstrate a comprehensive understanding of curriculum and apply this knowledge to the alignment of curriculum, instruction, and assessment to standards;
- (d) Model best practices in pedagogy and serve as a mentor and coach for other educators;
- (e) Work with others to design and implement assessment practices and analyze data for monitoring and improving teaching and learning;
- (f) Both explore existing research and also engage in the research process for the purpose of improving teaching and learning via the application of the collective findings; and
- (g) Demonstrate the ability to collaborate with all stakeholders to improve student learning and foster/influence change.

**(3) Requirements.**

- (a) A valid, level 4 or higher Induction, Professional, Advanced Professional, or Lead Professional teaching certificate, service certificate, leadership certificate, or Life certificate is required for program admission. While at least one year of successful classroom teaching experience is required for program admission, this program is better suited for teachers who have completed the induction phase of their careers, or have at least three years of teaching experience.
- (b) To receive approval, a GaPSC-approved educator preparation provider shall offer a preparation program described in program planning forms, catalogs, and syllabi addressing the following standards:
  - 1. Candidates who complete the program are teacher leaders who will facilitate the design and implementation of sustained, intensive, and job-embedded professional learning based on identified student and teacher needs. The teacher leader:

- (i) Applies appropriate knowledge and strategies of adult learning theories across teacher leadership and professional learning practices;
  - (ii) Models lifelong learning for students, colleagues, and community stakeholders by being reflective, by engaging in professional development, advocating for the profession, and staying current and knowledgeable of policy, trends, and practices in education;
  - (iii) Works with others to build, lead, and assist with creating and sustaining viable professional learning communities designed to support the collaborative work of schools;
  - (iv) Collects data in order to diagnose staff needs, works with administrators to implement strategies to address needs, and provides ongoing support;
  - (v) Mentors colleagues and participates in professional learning via supportive observation and feedback that models reflective practice;
  - (vi) Stays current with research on the organizational conditions and features of effective professional learning, which are necessary for designing and implementing ongoing professional learning experiences that are based on best practices and identified teacher and student needs;
  - (vii) Involves colleagues in development, implementation, and evaluation of a coherent professional learning plan based on school goals;
  - (viii) Teaches and models changes in teacher practices that are necessary for improvement in student learning;
  - (ix) Applies the knowledge and skills of effective mentoring, coaching, and instructional leadership to provide support for teachers' professional learning and practice;
  - (x) Utilizes multiple measures to continually assess the effectiveness of professional learning activities and makes adjustments as needed; and
  - (xi) Designs, facilitates, and implements professional development aligned to state and national professional learning standards.
2. Candidates who complete the program are teacher leaders who work with others to promote the development of a school culture that fosters excellence in teaching and learning and focuses on continuous improvement, creating a sense of belonging, and building a collaborative work environment. The teacher leader:
- (i) Works with others to create an environment where colleagues and students take learning risks, where fear of initial failure is minimized and mistakes are openly discussed;
  - (ii) Uses effective conflict management, team building, and consensus-building skills in a variety of contexts to build a culture of collaboration, respect, trust and high expectations;
  - (iii) Works with others to create an environment that encourages needed change using a research-based change model;
  - (iv) Supports analysis of the school's culture and builds understanding of the impact of organizational culture on teaching and learning;

- (v) Engages colleagues in creating a culture supportive of a collaborative learning community that embraces a shared vision of mission and desired results;
  - (vi) Considers the ethical and legal implications of decisions made individually and collectively;
  - (vii) Is informed on emerging trends and initiatives, and as a result helps the school or school district refine, redefine, or sharpen its vision;
  - (viii) Facilitates the development of an interdependent culture of improvement and accountability grounded in the belief that collective responsibility and commitment to the team are fundamental to the school's success;
  - (ix) Clarifies issues to sharpen the focus on the elements of student, adult, and organizational culture that are most important to the school's success; and
  - (x) Works with others to build a culture that personalizes the work and learning of colleagues and students.
3. Candidates who complete the program are teacher leaders who demonstrate a comprehensive understanding of curriculum and apply this knowledge to lead colleagues to align curriculum, instruction, and assessment to standards. The teacher leader:
- (i) Possesses an in-depth knowledge of his/her discipline, and is knowledgeable about the structure of the curriculum;
  - (ii) Understands how the programs of study from various disciplines and grade levels are related and sequenced in order to design and deliver meaningful and relevant professional learning and instructional strategies;
  - (iii) Uses a variety of processes to engage and focus teachers in cooperative planning to improve teaching and learning;
  - (iv) Uses appropriate research-informed protocols to audit curriculum and analyze student work to assure high expectations for all students;
  - (v) Demonstrates deep understanding of the curriculum and is able to use a variety of protocols and organizing frameworks to engage in discussions about what students should know, understand, and do in each instructional unit based on those standards;
  - (vi) Identifies content specific resources that are important in the curriculum implementation process; and
  - (vii) Leads others in prioritizing, mapping, and monitoring the implementation of the curriculum.
4. Candidates who complete the program are teacher leaders who model best practices in pedagogy and serve as a mentor and coach for other educators. The teacher leader:
- (i) Models and articulates exemplary instructional practices and strategies based on evidence-based research;
  - (ii) Models the effective application of curriculum standards, instructional choices, and a variety of student assessment practices;

- (iii) Guides and assists teachers in designing and planning quality and meaningful student work and learning experiences;
  - (iv) Assists teachers in developing higher order questions that promote thoughtful discourse and critical thinking in the classroom;
  - (v) Guides teachers in the in-depth understanding of lesson planning and delivery of content in clear and meaningful ways;
  - (vi) Models the integration of technology to support classroom instruction and student learning; and
  - (vii) Coaches teachers through the reflective process so that they examine their existing practices for the purpose of improving their future planning.
5. Candidates who complete the program are teacher leaders who work with others to design and implement assessment practices and analyze data for monitoring and improving teaching and learning through data-informed decision making. The teacher leader:
- (i) Guides teachers in the selection of appropriate assessment instruments and practical assessment strategies to improve instruction and monitor student learning;
  - (ii) Assists teachers in identifying resources and providing appropriate support services for specific student needs;
  - (iii) Assists teachers in using formative and summative data to assess student progress toward and attainment of expected outcomes;
  - (iv) Facilitates teachers in the collection, analysis, use, and interpretation of varied assessment data for instructional decisions and changes;
  - (v) Facilitates the use of multiple sources of evidence to monitor and evaluate teaching and learning; and
  - (vi) Is knowledgeable of research on the appropriate use of assessment instruments and data analysis techniques, and can coach colleagues on their implementation.
6. Candidates who complete the program are teacher leaders who collaborate to explore existing research, engage in new research, and apply those collective findings to the improvement of teaching and learning. The teacher leader:
- (i) Guides colleagues to relevant research to find the appropriate method and solutions for instructional problems and challenges;
  - (ii) Conducts and facilitates action research to improve educational outcomes and to help address critical educational issues;
  - (iii) Follows legal and ethical procedures when conducting research;
  - (iv) Reads and stays informed of current educational research, trends, and innovations; and shares current research with the school community;
  - (v) Analyzes a variety of valid, reliable, and evidence based research before making decisions; and
  - (vi) Initiates new or different approaches based on informed decision-making.

7. Candidates who complete the program are teacher leaders who demonstrate the ability to collaborate with all stakeholders to improve student learning and foster, as well as influence change. The teacher leader:
  - (i) Facilitates group processes and builds alliances between and among stakeholders necessary for school improvement;
  - (ii) Exhibits strong interpersonal skills that establish and maintain effective working relationships;
  - (iii) Develops and sustains trusting, productive, and supportive relationships with all stakeholders;
  - (iv) Promotes an atmosphere of collaboration through the effective use of problem solving processes and protocols;
  - (v) Supports colleagues in the development and improvement of interpersonal skills;
  - (vi) Promotes effective communication and collaboration with the school community's broad range of backgrounds and populations to enrich the educational experience of all students;
  - (vii) Articulates and advocates to various audiences the rationale and processes of school improvement;
  - (viii) Facilitates open dialogue of ideas and information that support student achievement goals and the change of teaching and learning practices; and
  - (ix) Identifies and effectively utilizes resources to promote school, family, and community relations.