

505-2-.04 INDUCTION CERTIFICATE

Nature of Amendment(s):

☒ Substantive
☐ Clarification
☐ Further Definition

Discussion:

It is proposed that GaPSC Rule 505-2-.04 INDUCTION CERTIFICATE, dated July 1, 2020, be RESCINDED and that a new rule with the same number and title be INITIATED to include a change in testing providers resulting in new assessment titles, the addition of a new state-required literacy assessments in compliance with The Georgia Early Literacy Act (HB 538) of 2023 along with changes to both organize format and include information for clarity and consistency.

(1) Summary: The Induction certificate is part of Georgia's tiered teacher certification system that provides a statewide structure for the professional development of early career educators and educators new to the state of Georgia and assures the effectiveness of these educators by: (a) confirming an individual has met the minimum requirements for becoming an educator in Georgia; (b) providing a structure of support for early career educators (early career educator is defined as one who is new to the profession with fewer than three [3] years of experience); and (c) requiring individuals to meet certain requirements before attaining a professional certificate.

(2) Five (5)-Year Induction Requirements.

- (a) Individuals prepared by a Georgia Professional Standards Commission GaPSC-approved educator preparation program.
1. Complete a GaPSC-approved educator preparation program at the appropriate degree level unless Georgia does not require a bachelor's degree for the specific field as defined in GaPSC Rule [505-2-.02 CLASSIFICATION](#) and receive verification of program completion.
 2. Meet the following Special Georgia requirements as outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#):
 - (i) Attain a passing score on the following assessments:
 - (I) GACE content knowledge assessment in the field of preparation. If no GACE content knowledge assessment is available for the certification field requested, the applicant is exempt from this requirement.
 - (II) GACE Ethics for Teachers Assessment.
 - (III) GACE literacy assessment aligned with the field of preparation if enrolled on or after June 1, 2025.
 - (ii) Satisfy the Special Education requirement with a grade of B or better.
 - (iii) Meet Standards of Conduct.
 3. Apply for certification following procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION, MyPSC AND TEST ELIGIBILITY PROCEDURES](#).

- (b) Individuals prepared by a GaPSC-accepted out-of-state provider and fulfilling field and clinical experiences in Georgia.
 - 1. Complete an educator preparation program through an institution administratively based outside of Georgia at the bachelor's degree level, unless Georgia does not require a bachelor's degree for the specific field as defined in GaPSC Rule [505-2-.02 CLASSIFICATION](#) and receive verification of program completion.
 - 2. Meet the following Special Georgia requirements as outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#):
 - (i) Attain a passing score on the following assessments:
 - (I) GACE content knowledge assessment in the field of preparation. If no GACE content knowledge assessment is available for the certification field requested, the applicant is exempt from this requirement.
 - (II) GACE Ethics for Teachers Assessment.
 - (III) GACE literacy assessment aligned with the field of preparation if enrolled on or after June 1, 2025.
 - (ii) Satisfy the Special Education requirement with a grade of B or better.
 - (iii) Meet Standards of Conduct.
 - 3. Apply for certification following procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION, MyPSC AND TEST ELIGIBILITY PROCEDURES](#)
- (c) Individuals prepared by a GaPSC-accepted educator preparation program and fulfilled field and clinical experiences outside of Georgia, hold a Professional out-of-state certificate or have completed the equivalent of a state-approved educator preparation program outside the United States with less than three (3) years of successful experience.
 - 1. Meet one of the following:
 - (i) Hold a valid or expired professional out-of-state certificate based on completion of a state-approved educator preparation program at the bachelor's degree level, unless Georgia does not require a bachelor's degree for the specific field as defined in GaPSC Rule [505-2-.02 CLASSIFICATION](#).
 - (ii) Complete an educator preparation program through an institution administratively based outside of Georgia at the appropriate degree level unless Georgia does not require a bachelor's degree for the specific field as defined in GaPSC Rule [505-2-.02 CLASSIFICATION](#) and receive verification of program completion.
 - (iii) Have completed the equivalent of a United States educator preparation program in a U.S. territory or another country, as evidenced by a course-by-course credential evaluation prepared by a GaPSC-accepted foreign credential evaluation agency.
 - 2. Attain a passing score on the following assessments:

- (i) GACE content knowledge assessment in the field(s) of certification. If no GACE or other GaPSC-approved content knowledge assessment is available for the certification field requested, the applicant is exempt from this requirement.
 - (ii) GACE Ethics for Teachers Assessment.
 - (iii) GACE literacy assessment aligned with the field(s) of issuance for those applying for Georgia certification on or after July 1, 2026.
 - (iv) Assessment exemption criteria for those applying by reciprocity can be found under GaPSC Rule [505-2-.24 Special Georgia Requirements](#).
3. Satisfy the Special Education requirement with a grade of B or better.
- (i) Induction certificates may be issued without the Special Education requirement to individuals who completed a GaPSC-accepted program or hold a professional out-of-state certificate; however, the Special Education requirement must be completed with a grade of B or better to convert or extend the certificate.

(3) One (1)-Year Induction Requirements.

- (a) Issuance.
 - 1. Issued to individuals meeting all requirements for the Five (5)-Year Induction certificate with the exception of the GACE content knowledge assessment and/or the aligned GACE literacy assessment.
 - (i) Have passed the GACE Ethics for Teachers Assessment.
 - (ii) Must be requested by the employing Georgia local unit of administration following procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION, MyPSC AND TEST ELIGIBILITY PROCEDURES](#)

(4) Three (3)-Year Induction Requirements.

- (a) Issuance.
 - 1. Issued to individuals holding a Five (5)-Year Induction or a One (1)-Year Induction certificate and assigned out-of-field.
 - (i) Must be requested by the employing Georgia local unit of administration following procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION, MyPSC AND TEST ELIGIBILITY PROCEDURES](#)
 - (ii) A Three-Year Induction certificate cannot be issued for Leadership fields. A Three-Year Induction certificate is only issued for the Service fields of School Counseling, School Librarian, School Nutrition Director and Speech-Language Associate. If an individual holds an Induction certificate and is placed in one of these Service fields except the Speech-Language Associate field, requirements outlined in the specific Service Rule to qualify for a Non-Renewable certificate must be met for issuance of the certificate. The field of Speech-Language Associate requires a bachelor's degree in Speech and Language Pathology or Communication Disorders for issuance of the Three-Year Induction certificate. Specific requirements for each of these Service fields can be found in corresponding GaPSC Rules [505-2-.143](#)

SCHOOL LIBRARIAN, 505-2-.144 SCHOOL COUNSELING, 505-2-.145 SCHOOL NUTRITION DIRECTOR, and 505-2-.151 SPEECH-LANGUAGE ASSOCIATE.

(5) Adding a new field.

- (a) Please see the requirements to add a field in GaPSC Rule [505-2-.34 ADD A FIELD](#).

(6) Conversion: Specific requirements that must be completed to convert the Induction certificate will be printed on the certificate and outlined in correspondence accompanying the certificate.

- (a) Five (5)-Year Induction to Professional.

1. Three (3) years of successful educator experience as outlined in GaPSC Rule [505-2-.05 PROFESSIONAL CERTIFICATE](#).

- (i) An individual may convert prior to the end validity date of the Five (5)-Year Induction certificate upon meeting the experience requirement.

2. Satisfy the Special Education requirement with a grade of B or better.

- (b) Three (3)-Year Induction to Five (5)-Year Induction.

1. Pass the required GACE content knowledge assessment in the aligned teaching field(s). If no GACE content knowledge assessment is available for the certification field(s) requested, the applicant is exempt from this requirement.

- (i) Effective July 1, 2025, if an individual is adding a new teaching field through the GACE content knowledge assessment, a passing score on the aligned GACE literacy assessment is also required.

2. Complete a GaPSC-approved or GaPSC-accepted program in the field of issuance as outlined in GaPSC Rule [505-2-.34 ADD A FIELD](#) or GaPSC Rule [505-2-.22 CERTIFICATION BY STATE-APPROVED PROGRAM](#).

- (i) If enrolled in a GaPSC-approved or GaPSC-accepted program in a new teaching field, excluding endorsements, on or after June 1, 2025, an individual must pass the required GACE literacy assessment aligned with the teaching field.

3. Meet occupational work experience requirements, state-issued licensure, and degree requirements for the Career and Technical Specializations or Healthcare Science as outlined in GaPSC Rule [505-2-.90 CAREER AND TECHNICAL SPECIALIZATIONS](#) and GaPSC Rule [505-2-.87 HEALTHCARE SCIENCE](#).

- (i) Effective July 1, 2025, in order to add a Career and Technical Specialization or Healthcare Science field, a passing score on the Fundamentals of the Science of Reading literacy assessment is also required.

- (c) One (1)-Year Induction to Five (5)-Year Induction.

1. Pass the required GACE content knowledge assessment(s) for certification in the field of program completion.

2. Pass the required GACE literacy assessment aligned with the teaching field.
 - (i) If enrolled in a GaPSC-approved or GaPSC-accepted program in a teaching field on or after June 1, 2025, an individual must pass the required GACE literacy assessment aligned with the field of preparation.
 - (ii) If applying by reciprocity on or after July 1, 2026, an individual must pass the required GACE literacy assessment aligned with the teaching field.

(7) Exceptions.

- (a) The Induction certificate cannot be extended with the following exceptions:
 1. Individuals who have received more than one (1) unsatisfactory annual evaluation while holding the Induction certificate may be eligible for a second Five (5)-Year Induction certificate, at the request of the employing LUA, if it can be demonstrated that the deficiencies evident in the first Induction period have been remediated. Earning a second Induction certificate in these circumstances would be a one-time opportunity that could not be repeated.
 2. Individuals holding a One (1)-Year Induction certificate with a Three (3)-Year Induction certificate to teach out-of-field may convert and extend the certificates to full validity once assessment requirements are met to convert the One (1)-Year Induction certificate.
- (b) An individual who has previously held an Induction Pathway 1, 2 or 3 certificate may apply for a Five (5)-Year Induction certificate by meeting the following requirements:
 1. Has earned less than three (3) years of successful educator experience.
 2. Has passed the GACE Ethics for Teachers Assessment.

(8) Restrictions.

- (a) The One (1)-Year Induction certificate is not available to candidates who have completed field and clinical experiences in Georgia as part of a state-approved educator preparation program and obtained professional certification in another state by submitting Georgia experience earned while holding a Non-Professional certificate.
- (b) The One (1)-Year Induction certificate is not available to individuals who held/hold a Provisional certificate or equivalent and have completed all program requirements except passing the GACE content knowledge assessment.