



GaPSC Quarterly Highlights

1st Quarter, 2022

The mission of the Georgia Professional Standards Commission (GaPSC) is to build the best prepared, most qualified, and most ethical education workforce in the nation. This document highlights progress and actions of this state agency during first quarter 2022.

A Message from Matt Arthur

The Georgia Professional Standards Commission (GaPSC) is committed to supporting the educator pipeline. We recognize and feel the struggles of effective school staffing, and we continue to examine how we, as an agency and within our purview, can do our part to reduce potential barriers to entering and staying in our profession.

During first quarter 2022, substantive policy amendments were initiated by the Commission aimed at assisting the educator workforce and removing potential barriers, while still ensuring educator effectiveness.

Perhaps the most substantive proposed policy amendments this year are the removal of the Program Admission Assessment (PAA) and the minimum Grade Point Average (GPA) as state-approved educator preparation program admission requirements and the removal of the PAA as a Provisional Certificate requirement. These policy changes will greatly enhance the ability of potential educators who show promise to enter our profession. It was important to us to propose removing these requirements not only for those entering programs after the effective date of July 1, 2022, but also for any individual who had not previously met the requirement. More information about these policy changes are available [here](#).

First quarter 2022 also saw continued progress on all educator pipeline initiatives, including but not limited to components of Governor Brian Kemp's Teacher Pipeline Legislation aimed at helping Georgia's school districts and schools with effective school staffing. In this issue, you can read those updates, as well as the following:

- Revisions of the [Ethics Complaint Forms](#) and GaPSC's Remand letter, along with the coming work of a statewide Ethics Task Force.
- The Fall 2022 launch of GaPSC Paraprofessional Ethics Modules created and administered by Georgia's RESAs.
- The transition of [Preparation Program Effectiveness Measures \(PPEMs\)](#) to a non-consequential report.
- The upcoming May 17, 2022, launch of the "at home" option for the Paraprofessional Assessment.
- Future implementation of the web-based Interpersonal Leadership Dispositions Assessment (ILDA), a formative tool to help Educational Leadership candidates develop the dispositional behaviors associated with effective school leaders.
- Updates to the [Certification Upgrade Advisor](#), including several reminders we ask you to share with educators and educator candidates.
- Information about upcoming standard setting for the new GACE Literacy Specialist Assessment.

Also included is a first quarter recap of all rules actions by the Commission and of GaPSC's professional learning events, including our RESA-hosted virtual *Day with GaPSC* sessions, along with a quarterly snapshot of support by the numbers.

We invite you to stay up to date on agency policies and initiatives by frequently visiting our website at www.gapsc.com. Our *GaPSC's Quarterly Highlights*, *GaPSC Connection* publication, Commission rules actions, special announcements, and more are available in the [News and Announcements](#) section on our home page. We also invite you to follow us on our social platforms on Facebook (<https://www.facebook.com/GeorgiaPSC>) and Twitter (https://twitter.com/Ga_PSC).

Thank you for the work you and your colleagues do each and every day. We are very appreciative of your ongoing collaboration and input. Let's keep working together, and, as always, we thank you for the trust you put in us.

Matt

COVID-19 Updates

Although there were no new COVID-19 policy or guidance changes during first quarter, ongoing support for previously implemented measures remained.

- At this time, GaPSC does not plan to implement additional COVID-19 flexibility measures.
- All GACE Prometric and non-Prometric test sites (i.e., colleges, universities, RESAs) remained open during first quarter. Current Prometric test site closure status is available [here](#), and test takers can access the status of non-Prometric test sites through their ETS accounts. COVID-19 safety protocols for GACE testing remain in place and are included [here](#). Test takers who encounter any difficulty in securing a testing slot or need any other assistance should contact ETS at gace_inquiries@ets.org.

Please continue to monitor the GaPSC website for any [COVID-19 updates](#).

Policy Changes

Substantive policy changes adopted by the Commission in December 2021 became effective January 1, 2022. These changes are highlighted in the GaPSC's Quarterly Highlights for 4th Quarter 2021 available [here](#).

Following are substantive Educator Preparation policy changes initiated in January 2022, adopted in March 2022, and effective on April 15, 2022:

- The Educator Preparation rule [505-3-.29 SCIENCE EDUCATION PROGRAM](#) was adopted to reflect current standards published by National Science Teaching Association/Association for Science Teacher Education standards (2020) and A Framework for K-12 Science Education – Practices, Crosscutting Concepts, and Core Ideas (2012).

In March 2021, two sets of rules were initiated by the Commission.

Initiation Date: March 10, 2022

The following Certification rules were initiated by the Commission:

- 505-2-.03 PRE-SERVICE TEACHING CERTIFICATE, revised to update the application procedures for the Pre-Service certificate and update the name of the Application Procedures rule linked in this rule.
- 505-2-.08 PROVISIONAL CERTIFICATE, revised to adjust the numbering of sections and update the title of the Application Procedures rule linked in this rule.
- 505-2-.26 CERTIFICATION AND LICENSURE ASSESSMENTS, revised to adjust the numbering of a section reference.
- 505-2-.27 CERTIFICATION APPLICATION, MYPSC AND TEST ELIGIBILITY PROCEDURES, revised to clarify the requirements for acceptable electronic transcripts.
- 505-2-.193 COMPUTER SCIENCE MICRO-ENDORSEMENT, initiated to create a certificate that will allow qualified teachers to teach certain computer science courses while working to complete requirements to add the full certificate field or endorsement.

Initiation Date: March 30, 2022

The following Certification rules were initiated by the Commission to remove the minimum GPA and GACE Program Admission Assessment (PAA) requirements for issuance of the Provisional certificate:

- 505-20.08 PROVISIONAL CERTIFICATE

The following Certification rules were revised to remove the GACE PAA as a program admission requirement.

- 505-2-.10 PERMIT
- 505-2-.26 CERTIFICATION AND LICENSURE ASSESSMENTS
- 505-2-.45 MONTESSORI CERTIFICATE
- 505-2-.46 MILITARY SUPPORT CERTIFICATE
- 505-2-.87 HEALTHCARE SCIENCE
- 505-2-90 CAREER AND TECHNICAL SPECIALIZATIONS
- 505-2-.143 MEDIA SPECIALIST
- 505-2-.144 SCHOOL COUNSELING
- 505-2-.145 SCHOOL NUTRITION DIRECTOR
- 505-2-.147 SCHOOL SOCIAL WORK

The following Educator Preparation rules were initiated by the Commission:

- 505-3-.01 REQUIREMENTS AND STANDARDS FOR APPROVING EDUCATOR PREPARATION PROVIDERS AND EDUCATOR PREPARATION PROGRAMS, to remove the program admission requirements of a minimum GPA of 2.5 and a passing score on the Program Admission Assessment. Also included are educator preparation provider (EPP) reporting deadlines for entering newly enrolled candidates in GaPSC reporting systems.
- 505-3-.05 GEORGIA TEACHER ACADEMY FOR PREPARATION AND PEDAGOGY (GATAPP) to remove the program admission requirements of a minimum GPA of 2.5 and a passing score on the Program Admission Assessment.

If adopted by the Commission, these Certification and Educator Preparation rule amendments will become effective July 1, 2021.

Enhancements

The following are examples of first quarter GaPSC actions aimed at enhancing the quality of our services:

- GaPSC's Ethics Division began a review of the ethics process and began making revisions where needed, including revision of the ethics complaint forms and development of a separate complaint form for Local Units of Administration (LUAs); removal of the Standards Violation section; and the addition of the employer's disciplinary action(s) or corrective measure(s). In addition, the remand letter, which is used to refer complaints not supported by facts indicating a [Georgia Code of Ethics for Educators \(COE\)](#) violation back to the LUA, was revised to not require additional GaPSC monitoring unless, after the LUA investigation, additional facts come to light that support a COE violation or if a future violation occurs. Plans began for a GaPSC Ethics Task Force to convene in Summer 2022 to examine specific areas of the COE, processes, and other related items to further efficiency.
- All sixteen Georgia RESAS collaborated with GaPSC to schedule and begin co-hosting a five-part regional Day with GaPSC series. Four of the five sessions were held in first quarter for school district and school personnel, as well as EPPs. Over 370 registered for the first quarter's virtual sessions that provided updates on certification, ethics, educator preparation, and assessment.
- The Preparation Program Effectiveness Measures (PPEM) Advisory Council convened in March to discuss potential alternative measures to replace the edTPA and summative teacher evaluations, two measures that are no longer available. This year, PPEMs will transition to a non-consequential report. The [PPEM Dashboard](#) was designed to first give program providers and their faculty access to data to inform improvement; second, hold them accountable for the quality of teachers they produce; and third, provide transparency to the public, including the K-12 education community, about the quality of teachers produced by each provider. Although program providers will no longer receive numeric ratings, the new, non-consequential format will continue to meet these objectives. The ultimate goal of PPEMs is to improve student learning in Georgia through raising the quality of the teachers responsible for their education. Additional PPEM information, along with the dashboard, is accessible on our website [here](#).

- The Paraprofessional Assessment “at home” testing option remained on schedule to launch May 17, 2022. The paraprofessional assessment will still be offered at on-site locations, in addition to the virtual option. Information about the Paraprofessional Assessment will be posted on the GACE website at www.gace.ets.org.
- Progress continued on the implementation of the web-based Interpersonal Leadership Dispositions Assessment (ILDA), which will be available to all GaPSC-approved providers of Tier I and Tier II Educational Leadership programs beginning June 2022. The purpose of this formative tool is to help Educational Leadership candidates develop the dispositional behaviors associated with effective school leaders and it provides detailed reports that help them identify specific areas for growth.
- GaPSC began emailing LUAs with the list of educators appearing in CPI and student class as teaching, but who hold no GaPSC-issued certificate. Included is a reminder Georgia law requires a Clearance certificate, even if certification is waived.
- Georgia RESAs made substantive progress in preparing for the Fall 2022 launch of the Paraprofessional Ethics Modules. The purpose of these engaging modules developed by RESAs in collaboration with the GaPSC is to ensure paraprofessionals know, understand, and apply each of the ten standards within Georgia’s COE. Included are best practices, examples of violations, discussion questions, and scenarios, many of which are based on Georgia ethics cases. These informative modules are designed to reduce missteps, helping protect paraprofessionals, their schools, districts, and community, and, most importantly, their students. Each RESA will work with its individual school districts regarding availability and implementation of the paraprofessional ethics modules. While completing these modules is not required by the GaPSC, they are strongly encouraged.
- To promote Georgia providers and programs for certificate-level upgrades, the Certificate Upgrade Advisor was updated to include the method of delivery of advanced degree in-field programs. Each acceptable in-field upgrade option offered by a Georgia EPP will be identified in the advisor as completely online, in-person, or a hybrid of the two.
- GaPSC continued to stress the following:
 - Remind educators of the importance of using the Certificate Upgrade Advisor prior to enrolling in an advanced degree program.
 - Remind educators seeking a certificate-level upgrade with a Master’s degree program in the field of Curriculum and Instruction, Instructional Technology, or Teacher Leadership to attend a Georgia college or university as those who choose out-of-state universities may not qualify for an upgrade.
 - With the suspension of TKES summative evaluations for the 21-22 school year, UNSATs may not be reported to the GaPSC. Educators with a prior low performance rating must remediate the deficiencies through completion of a remediation plan, as the suspended summative evaluation cannot be used to remediate.
- GaPSC continued its focus on components of the Governor Kemp’s Teacher Pipeline Legislation aimed at helping Georgia’s school districts and schools with effective school staffing.
 - The HBCU Collaborative designed to further assist with not only recruitment, but also support of educators from under-represented groups, continued its work. This initiative is focused on preparation program effectiveness outcomes, and exploring new strategies and practices to promote increased program enrollment and completion. The Collaborative has grown in attendance and P-12 partners, as well as candidates are now engaging in the convenings.
 - GaPSC's support of transitioning military veterans and their spouses continued with staff specifically devoted to recruiting these individuals, working with four of the seven military bases across the state. Openings at bases for in-person recruitment briefings are expected to increase this year.

- A diverse and representative standard setting committee for the GACE Literacy Specialist assessment (Test 560) convened March 22, 2022, to recommend a passing standard for this new assessment, which will be considered by the Commission at its June 9, 2022, meeting. The assessment will become the state-approved assessment for the field of Literacy Specialist beginning July 1, 2022.
- Seven of the nine P-20 Regional Collaboratives convened during first quarter. Designed to strengthen partnerships, P-20 Regional Collaboratives serve as a valuable tool for recruiting educators and developing strategies for retaining them. These meetings bring together colleges of education, P-12 educators and leaders, and RESAs to improve education in each region. Schedules, agendas, and presentation materials, as well as virtual meeting information, are available [here](#).
- The Georgia Educational Leadership Faculty Association (GELFA)/GaPSC Virtual Professional Learning Community (VPLC), and the Georgia Teacher Leadership VPLC each convened twice during first quarter.
- In addition to the four Day with GaPSC sessions co-hosted by Georgia's RESAs and national and statewide conference presentations, GaPSC staff provided multiple professional learning and technical assistance events to assist school districts and schools as they work with their in-service educators, and EPP faculty as they work with their pre-service educator candidates. Over 2,613 representatives took advantage of these learning and support opportunities during first quarter. Below are examples of these initiatives:

Examples of GaPSC Support and Professional Learning Events 1st Quarter, 2022

Ethics

Paraprofessional Ethics Training for School District Employees
Paraprofessional Ethics Modules Session at a Statewide Convening

Certification

Two Certification Overview Presentations to two EPPs
Induction Conversion Webinar
Eighteen segments across four Certification Outreach events

Educator Preparation

Three Program Review Site Visitor Training Events
Four Webinars:
Interns and Teachers/Paraprofessionals to Teachers
Standard 1, Part 1
Standard 1, Part 2
Orientation to GaPSC
Three GaTAPP Coordinators' Meetings
Seven P-20 Regional Collaborative Convenings

Assessment

Three Paraprofessional Ethics Module Development Meetings
Five RESA Presentations
Four Virtual Professional Learning Community (VPLC) Convenings
Assessment Advisory Panel Meeting

All GaPSC's Quarterly Highlights are available at [News and Announcements](#) accessible from [GaPSC's website](#).

Support by the Numbers

During first quarter of calendar year 2022, GaPSC:

- Answered 11,829 certification calls.
- Responded to 14,817 certification emails.
- Opened 31,924 certification cases.
- Completed 31,960 certification cases.
- Completed 479 ethics cases.

Between January 1 and March 31, 2022, GaPSC continued approval for 52 existing programs and approved 2 new initial preparation programs and 6 new endorsement programs. During this quarter, work was conducted on new or continuing approval reviews for a total of 10 program providers.

Need Assistance?

The [GaPSC website](#) provides helpful, detailed information. If you don't find the answers you need on the website, the following contact information may be helpful:

- [Certification](#): Please use the online contact form [here](#).
- [Educator Preparation](#): EPPs are asked to contact their education specialist.
- [Ethics](#): Contact information is provided [here](#).
- [Assessment](#): Contact information is provided [here](#).

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