



GaPSC Quarterly Highlights

2nd 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 second quarter 2022.

A Message from Matt Arthur

We all share a commitment to supporting the educator pipeline and understand the need across the profession and across our nation to ensure effective school staffing without diminishing quality. This is highly collaborative work, and I appreciate the close partnerships with you, our school districts and schools, educator preparation providers (EPPs), RESAs, educational organizations, state agencies, and others.

As Governor Brian Kemp's proclamation for State Employees Recognition Week occurred during second quarter, it is important to me to specifically recognize our agency staff for the fine work they do to support you and education in Georgia. They are a knowledgeable, professional, and dedicated team, committed to quality service. In addition, I recognize our Commissioners—comprised of teachers, administrators, school board members, public and private EPPs, and private sector representatives—for their expertise, experience, and belief in the importance of what we do. It is my pleasure and privilege to work with our staff, Commissioners, and each of you as educational partners.

Most, if not all, of our initiatives are focused on supporting the educator pipeline and the people in it. The most substantive proposed policy amendments second quarter 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.

I hope you find these second quarter highlights informative. Please make special note of the following reminders:

- We do encourage educators searching for preparation programs, including certification upgrades, to attend a Georgia-approved program. Seventy-five percent of our state-approved program completers are retained through the first five years in teaching or administration, compared to 67% of all teachers retained through the first five years in teaching or administration.
- [HB385 FAQs](#) are now posted on our website to welcome retired teachers back to the classroom.
- If your district is facing a shortage of Elementary teachers, remember GaTAPP programs can provide an Elementary Certification-only option for teachers certified in other fields.
- Consider paraprofessionals in your districts as a source for addressing teacher shortages. Paraprofessionals can keep their jobs while they pursue teacher certification.
- All but two school districts in Georgia have the flexibility to waive state certification requirements for most educators, but if certification is waived, a Clearance certificate is required. This is in Georgia law.
- The instructional tool, [2022-23 Avoiding Missteps: The Code of Ethics for Educators](#) PowerPoint, is now available.
- Educators should carefully answer the Personal Affirmation Questions (PAQs) to ensure accuracy each fiscal year.
- Paraprofessional Ethics Modules for the Code of Ethics standards are now available through all Georgia's RESAs.
- Please help us in communicating to your educators the importance of using the [Certificate Upgrade Advisor](#) prior to enrolling in an advanced degree program for certificate upgrade purposes.
- We now have an "at home" testing option for paraprofessionals, in addition to the existing in-person test sites.
- [Suggested Guidelines for Ethical Use of Social Media and Ethical Remote Learning](#) are posted on our website.

Thank you, again, for contributing to effective education for Georgia's children. I can't think of a more important service.

Matt

Policy Changes

Substantive policy changes adopted by the Commission in March 2022 became effective April 15, 2022. These changes are highlighted in the GaPSC's Quarterly Highlights for 1st Quarter 2022 available [here](#).

At its May 2022 meeting, the Commission established the passing standard for the [GACE Literacy Specialist Assessment \(Test 560\)](#), effective July 1, 2022. This service field is aligned to [Literacy Specialist Program](#) standards to prepare individuals to serve as literacy specialists who will coach P-12 reading teachers.

Following are substantive Certification policy changes adopted in May 2022, and effective on July 1, 2022:

- 505-2-.03 PRE-SERVICE TEACHING CERTIFICATE, amended 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, amended to adjust the numbering of sections, update the title of the Application Procedures rule linked in this rule, remove the minimum GPA and GACE PAA requirements for issuance of the Provisional Certificate.
- 505-2-.26 CERTIFICATION AND LICENSURE ASSESSMENTS, amended to adjust the numbering of a section reference.
- 505-2-.27 CERTIFICATION APPLICATION, MYPSC AND TEST ELIGIBILITY PROCEDURES, amended to clarify the requirements for acceptable electronic transcripts.
- 505-2-.193 COMPUTER SCIENCE MICRO-ENDORSEMENT, adopted 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.

In addition, the following Certification rules were amended 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 also adopted in May 2022, and effective July 1, 2022:

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

All Commission meeting minutes are available at <https://www.gapsc.com/Commission/CommissionInfo/Minutes.aspx>.

Enhancements

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

- GaPSC published [HB385 Frequently Asked Questions](#), along with two Quick Reference Guides. The FAQ document is designed to assist eligible retired teachers to return to work full time while continuing to draw their retirement benefit. The Certification Division's [Contact Form](#) has been modified to include a subject line for House Bill 385, for those with questions.

- Development began on guidance for EPPs related to HB1084, Governor Brian Kemp’s *Protect Students First Act*. The guidance document is intended to explain important implications for educator preparation programs. It is now available on the GaPSC website at [GaPSC - Educator Preparation Program Providers](#), under the *Guidance Documents* heading.
- A GaPSC Ethics Task Force held its first meeting in June 2022. Its initial goals are to review and revise the standard related to abandonment of contract, examine the use of pre-investigative consent orders, determine sanction ranges for specific Code of Ethics violations, and consider other related improvements. The task force will meet third quarter to further examine specific areas of the Georgia Code of Ethics for Educators (COE), processes, and other related items to further efficiency.
- State-approved EPPs completed and certified their annual Title II/Higher Education Opportunity Act (HEOA) reports well ahead of the June 30, 2022, federal deadline. The Title II reports, required by the U.S. Department of Education, are available at <https://title2.ed.gov/Public/Home.aspx>, for 2019-20 data. These reports are designed to provide public access to data about teacher preparation and certification.
- The regional Day with GaPSC events, co-hosted by RESAs, concluded. Over 300 RESA, school district, and EPP personnel attended these virtual sessions that provided GaPSC updates focused on certification, ethics, educator preparation, and assessment.
- In addition to the five Day with GaPSC sessions 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 1,770 representatives took advantage of these learning and support opportunities during second quarter. Below are examples of these initiatives:

**Examples of GaPSC Support and Professional Learning Events
2nd Quarter, 2022**

Ethics
Paraprofessional Ethics Modules Development Meeting

Certification
Four New HR/Certification Training
Certification Professional Learning Day
Educational Leadership Certification Training

Educator Preparation
Three GaTAPP Meetings
One P-20 Regional Collaborative Convening
One Regional P-20 Statewide Leadership Team Meeting
Six Webinars:
Standards 2-5; Standard 6
PRS – III Demonstration
Admission GPA Changes Q&A
Service/Leader Standards
Innovative Strategies for Addressing Teacher Shortages

Assessment
Three Title II Webinars
Two RESA Presentations
One Virtual Professional Learning Community (VPLC) Convening

- Work began on updating [GaPSC's Program Approval Standards](#) to reflect the program admission requirement changes the Commission adopted in May 2022.
- The Paraprofessional Assessment “at home” testing option launched in May 2022. The paraprofessional assessment is currently offered at on-site locations and virtually. Registration information for all paraprofessional testing options is available at <https://www.prometric.com/gaceparaprofessional>.
- Links to state-approved preparation programs were added to the GaPSC website to enable users to easily determine if a program is offered online or in-person. The list of approved programs is under the *Educator Preparation* tab.
- Development began of the 2022-23 Georgia Code of Ethics for Educators (COE) PowerPoint, now published under *Presentations* at https://www.gapsc.com/Ethics/Ethics_Resources.aspx. Included are common violations, scenarios, and takeaways for each of the ten COE standards. It is designed so that school districts, EPPs, and others can customize the presentation to meet their needs.
- The web-based Interpersonal Leadership Dispositions Assessment (ILDA) was made available to all GaPSC-approved providers of Tier I and Tier II Educational Leadership programs. 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 completed 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.
- Work was completed by all sixteen Georgia RESAs, in collaboration with GaPSC, on the Paraprofessional Ethics Modules. These interactive modules help ensure paraprofessionals know, understand, and apply each of the ten standards within Georgia’s COE. Each RESA is working 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.
- 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 as P-12 partners, as well as candidates, are now engaging in the meetings.
 - 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. Opportunities for in-person recruitment briefings at bases are expected to increase this year.
- The Southwest P-20 Regional Collaborative convened second quarter in May 2022. 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 at https://www.gapsc.com/EducatorPreparation/P20_Collaborative.aspx.
- The Georgia Educational Leadership Faculty Association (GELFA)/GaPSC Virtual Professional Learning Community (VPLC), held its final meeting for the 2021-22 academic year in April. GaPSC staff delivered updates on certification, educator preparation, ethics, and assessment.

- Please watch for our communications under [News and Announcements](#) (including our Quarterly Highlights), frequently visit our website as we continue to add new resources for you and your educators, and follow us on Facebook (<https://www.facebook.com/GeorgiaPSC>) and Twitter (https://twitter.com/Ga_PSC).

Support by the Numbers

During second quarter of calendar year 2022, GaPSC:

- Answered 12,657 certification calls, totaling 24,486 year to date (YTD).
- Responded to 15,023, certification emails, totaling 29,840 YTD.
- Opened 29,599, certification cases, totaling 61,523 certification cases YTD.
- Completed 28,123 certification cases, totaling 60,083 certification cases YTD.
- Completed 647, ethics cases, totaling 1,126 ethics cases YTD.

Between April 1 and June 30, 2022, GaPSC approved two new initial preparation programs and six new endorsement programs. During this quarter, work was conducted on new or continuing approval reviews for a total of five 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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