



Non-Traditional Educator Preparation Programs: Mirrors and Windshields

Reflections on the Past, Views of the Journey Ahead

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Mirror: Highlights of GaTAPP History

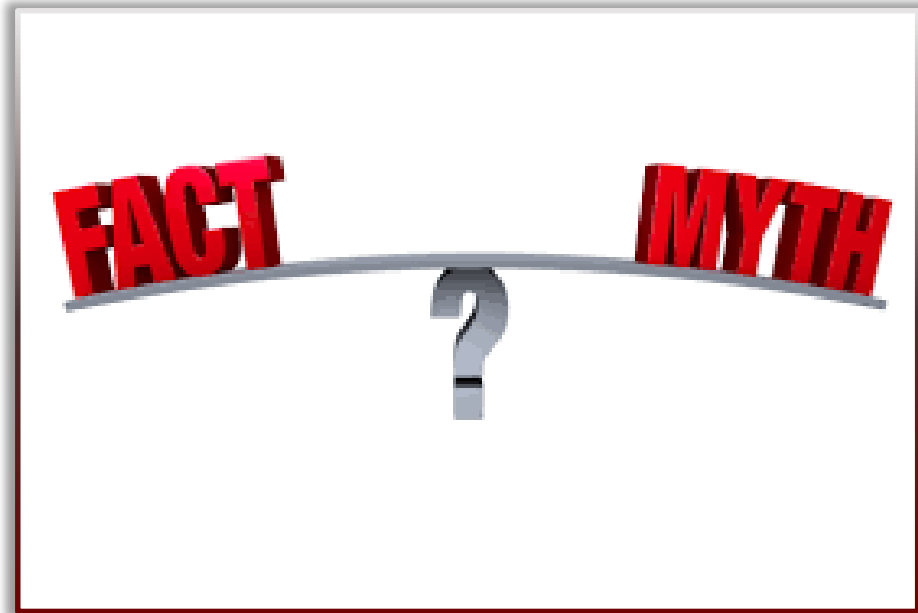
Background Information

- Ga Teacher Alternative Preparation Program began in 2001.
- In 2009, it became Ga Teacher Academy for Preparation and Pedagogy.
- GaTAPP Ambassadors was a program starting in 2008 where TAPP candidates from around the state were selected to meet during the summer, share their stories and best practices, and promote GaTAPP throughout the year. Many have been Teachers of the Year. This program lasted approximately 10 years.
- Traditionally, GaTAPP has appealed to career-changers and other non-traditional candidates.
- By law, all initial certification areas are listed as approved for GaTAPP programs.



Reflections

Mirror: Myths and Other Mindset Hurdles



- GaTAPP is a Check-off program.
- GaTAPP is competition for colleges and universities.
- GaTAPP is faster and easier to complete than an MAT.
- GaTAPP programs are less rigorous and academically sound than traditional educator preparation programs.

Myth Busters

- **NOT a check-off program** – GaTAPP programs need to use valid and reliable key assessments with progression levels that address the same Ed Prep Standards as Traditional EPPs.
- **NOT competition** – In fact, many TAPP candidates either have already completed advanced degrees or continue on to advanced degrees after becoming certified. Also, many colleges and universities now offer Pedagogy-Only programs which are similar to GaTAPP.
- **NOT faster and easier than an MAT** – given content-specific and literacy requirements, programs that used to be one-year are now designed to be a minimum of 18 months; several GaTAPP programs are designed to be 2-3 years minimum (which helps with teacher retention)
- **NOT less rigorous or academically sound** – see bullet one above; plus, since the programs are job-embedded, the trainings, field experiences, observations, and coursework requirements are quite time and energy-consuming. GaTAPP programs undergo the same program approval protocols as traditional EPPs.

INCORRECT



Mirror: So....Why GaTAPP?

Benefits of GaTAPP

- A job-embedded program helps address the *teacher shortage*.
- A team consisting of supervisor, mentor and administrator provides *ongoing support* throughout the program from beginning to end.
- If not shorter or easier than an MAT, it is often *more affordable*.
- Many candidates have *advanced degrees already*.
- It appeals to the needs of *non-traditional teacher candidates*, like career-changers.



Mirror: Where Are We Now?



- Twenty-eight (28) Non-Traditional EPPs;
- Twenty-two (22) GaTAPP Programs at RESAs or Schools/Agencies;
- Six (6) Endorsement-Only Providers at Schools or RESA;
- Seven (7) RESAs have Alt Leadership programs as well.
- Out-of-State EPPs are hoping to be approved and are going through the same approval process as all other Georgia EPPs.

A Time of Transition – A Change in Leadership

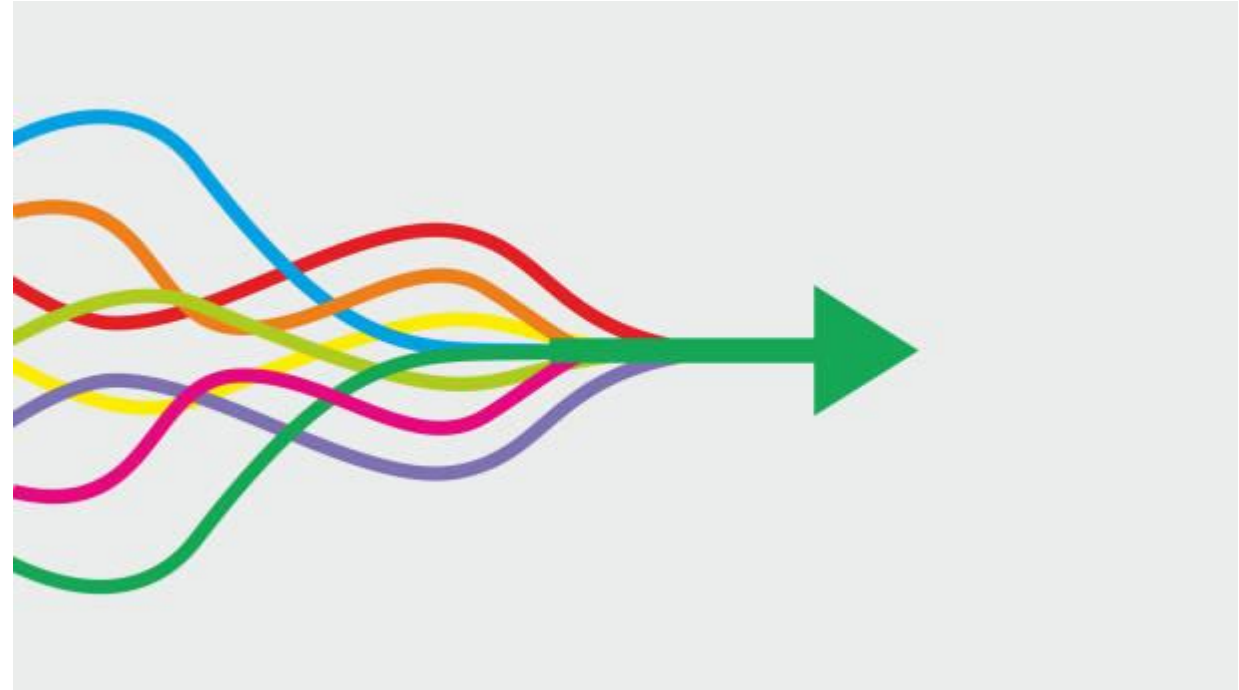
Julie Beck and Enjolia Farrington

- Years of Collaboration with Non-Traditional EPPs;
- Countless experiences of asserting Non-Traditional Educator Preparation's place among all the wonderful EPPs across the state;
- Ongoing development of Professional Learning Community mindset with Non-Traditional EPPs.

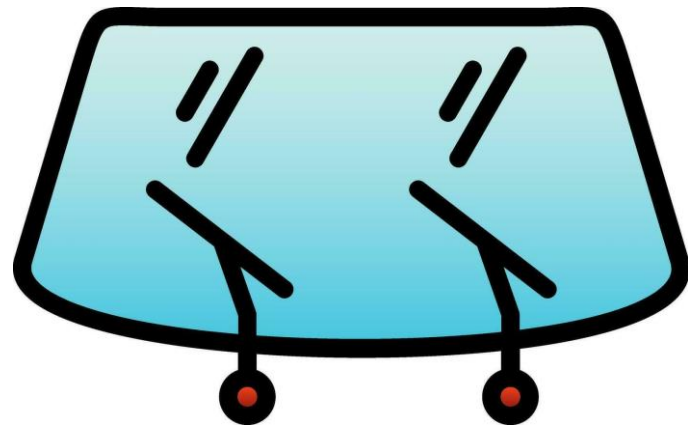


Enjolia Farrington and Rene' Mason

- Due to the success of those efforts, our Non-Traditional EPPs are ready to shine as leaders around the state!
- The vision has changed from one of *carving out* a place to grow and develop with all other EPPs to...*stepping forth* with fellow EPP leaders around Georgia.
- Non-Traditional EPPs are integral to the mission in Educator Preparation to view each EPP as unique and able to tell its own story.



*Windshield: Where is Non-Traditional
Educator Preparation headed?*

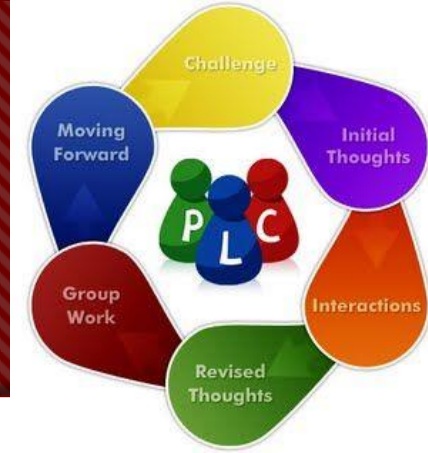




Partnering with Traditional EPPs

- Approval Reviewers – For the first time, every Non-Traditional EPP has or will have an approved reviewer in the pool of those trained from EPPs all over Georgia to be part of the peer-review process.
- Literacy-Focused Reviewers – Outstanding literacy experts and leaders from state agencies, Traditional EPPs and Non-Traditional EPPs are crucial to the Phase II Implementation process this fall.
- Peer Strategies Webinars – whether speaking to an entire audience or leading smaller break-out rooms, our Non-Traditional EPPs have shared best practices and strategies along with GaPSC Certification and Educator Preparation Divisions and Traditional EPPs.

Establishing a Strong PLC



- Monthly meetings – GaTAPP;
- Semi-annual meetings – Endorsement-Only Providers and Alt Leadership Providers;
- Annual Data Conversations;
- Shared Resources – from Quality Assurance Plans, Administrator Assurances, Field Experience templates, Key Assessment information, Data templates, training plans, literacy...with no end in sight!!

Contributing to the Collective Work of EPPs



Did you know...

- The Standards Guidance Documents came from Non-Traditional Education Preparation.
- The Curriculum Maps for Phase II Literacy Implementation came from Non-Traditional Education Preparation.
- Metro RESA, NW Georgia RESA, and Okefenokee RESA collaborated with LoTi to create the EPiC Assessment as a key assessment to replace the edTPA.

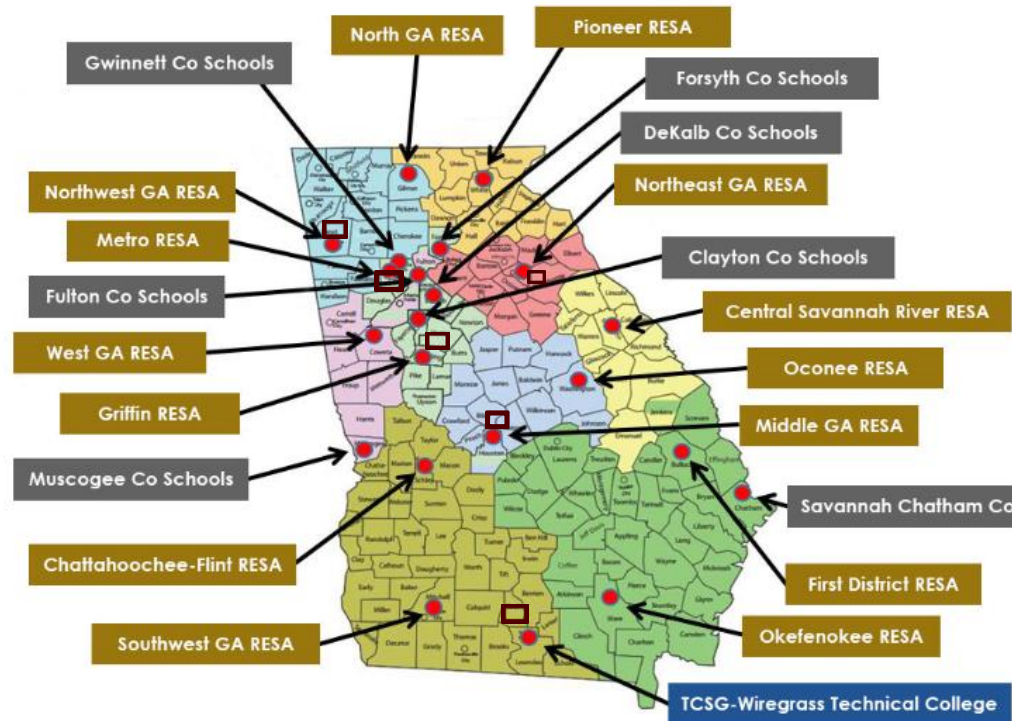
Who Are We?

GEORGIA'S 22 Approved GaTAPP Providers

- **14** at RESAs
- **7** at local school systems
- **1** at TCSG - Wiregrass Technical College

Along with Endorsement-Only Providers:

- Bibb County Schools
- Clarke County Schools
- Coastal Plains RESA
- Cobb County Schools
- Floyd County Schools
- Henry County Schools



Questions?



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