



Educator Preparation Newsletter

Georgia Professional Standards Commission – October 2017

Starting a Movement: Georgia Begins Building Capacity for Teacher Leadership

Former Education Secretary Arne Duncan defined teacher leadership as a movement which places formidable authority in the hands of teachers as some of the foremost experts in practice, instruction, and school improvement. On September 28 and 29, GaPSC hosted over thirty teacher leaders and EPP representatives to begin building Georgia's capacity for leveraging teacher leadership to improve student growth and retain teachers. Co-founder of the Center for Teaching Quality and author of *Teacherpreneurs: Innovative Teachers Who Lead But Don't Leave* (2013) Dr. Ann Byrd provided the keynote and a workshop on the transformative power of teacher leadership, providing practical strategies and tools teacher leaders can use to improve teaching and learning in their schools. Cherokee County teacher leader and Teach To Lead Critical Friend Michele Dodge shared her insights on the real work of teacher leadership and its potential to improve instruction and, ultimately, student growth.

[\(read more\)](#)

Educational Leadership Program Rules and Standards Updated

Preparation program rules and standards for Educational Leadership are being updated to keep pace with current research and national standards. In a series of meetings over the summer, a GaPSC Task Force comprised of educational leadership faculty from Georgia public and private institutions, alternative program providers, and P-12 representatives recommended the adoption of the Professional Standards for Educational Leaders (PSEL), published by the University Council for Educational Administration (UCEA), with elements adapted to address Georgia-specific preferences. At their September 2017 meeting, Commissioners formally adopted the standards so that program providers may begin the program revision process. In January 2018, the Commission will initiate the rule amendment process for Preparation Rule 505-3-.76, *Alternative Preparation for Educational Leadership Program* and Rule 505-3-.77, *Educational Leadership Program*. If adopted, the amended rules will become effective in April 2018 and an implementation timeline allowing ample time for EPPs to update program curricula will be provided. It is anticipated that curricular changes may need to be made in only two areas: leader ethics and equity.



Calendar

November 10, 2017

GaPSC Closed for Veterans Day

November 23 – 24, 2017

GaPSC Closed for Thanksgiving

December 25 – 26, 2017

GaPSC closed for Christmas

January 28 – 30, 2018

Winter GAEL Conference

February 6 – 7, 2018

GaPSC Assessment Summit

February 21 – 23, 2018

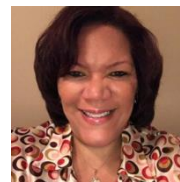
GaPSC Site Visitor Training

New GaPSC Staff



Charlene Culberson is GaPSC's new Business Support Analyst working in Program Approval. Charlene

came to us from Clayton County's Police Department. She also spent 14 years at Emory University as a Senior Administrative Assistant and 12 years with a local school system as a Technology Specialist.



Eden Mabry is GaPSC's new Business Support Analyst working in Educator

Preparation. She brings a wealth of experience from her previous roles. Eden has experience with government contracts, nonprofit management, and banking.

Educator Preparation Newsletter cont.

Wanted: New GaPSC Site Visitors

Site Visitors are individuals who examine evidence and apply the Georgia standards to educator preparation providers and programs, ensuring those programs are designed to prepare highly qualified educators for Georgia's schools. Serving on Site Visitor teams is an excellent way to "give back" to the profession while networking with other professional educators from across the state and often from across the nation.

Persons qualified to serve as Site Visitors must possess sound professional judgment and critical-thinking skills. Successful Site Visitors work well with others, are excellent communicators with a pleasant demeanor, demonstrate objectivity, and are able to maintain the confidentiality of the process. Site Visitors are expected to serve on a review team once a year.

Information regarding Site Visitor nominations was sent to providers on October 11, and the deadline for submission is October 27. Please e-mail eduprep@gapsc.com if you have questions about Site Visitor nominations.

Higher Education and P-12 Synergy

The Georgia P-20 Collaboratives present a unique opportunity to stir the solution pot of concerns shared between the worlds of higher education and P-12. With the Metro Atlanta Area P-20, a recurring theme and goal has been "strengthening the pool of quality teacher applicants for Georgia's students." By studying hindrances to this goal, the Metro Atlanta has addressed key causal factors. One example: Using research-based discussions in a "collision space" to promote innovation, the Metro Atlanta P-20 leaders have developed a model called "The Bridge." The Bridge starts with recruiting pre-service teachers into meaningful experiences, continues with providing a rich induction phase, and intentionally insulates the in-service teacher from things that lead to exiting the profession. The Metro Atlanta P-20's success is embedded in candid



discussions and data analysis (e.g., attrition statistics, exit surveys, anecdotal information from district Human Resources). Because school climate is an identified variable in teacher retention, the P-20 is currently addressing the role of leadership in teacher success. The Metro Atlanta P-20 is proud of its professional learning community outcomes, and boldly displays its logo as a representation of continued dialog backed with action.

E-mail your success stories to penney.mcroy@gapsc.com



Reminder

For admission to certificate upgrade programs, ask potential candidates to log into the [GaPSC Upgrade Advisor](#), confirm your program will result in an upgrade, and submit the printed report.



Resources

[The Iris Center](#) provides resources on evidence-based practices for educating students, especially those with disabilities

[Edutopia](#) has an excellent collection of resources on preparing teachers for cultural diversity in the classroom.



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Teacher Leadership ([continued from p.1](#))

Thomas University Teacher Leadership program faculty under the leadership of Dr. Susan Lynn and Dr. Gale Neal also co-presented with recent graduates, and P-12 partner principals, sharing the positive impact of their teacher leader program in partner schools. Finally, to inform the work of an upcoming Teacher Leadership Task Force, participants documented their ideas around supports, barriers, and the benefits of teacher leadership.

In a 2013 MetLife Survey, one in four teachers indicated they are extremely or very interested in serving in a hybrid role where they can both teach students and lead reforms. Georgia's Tiered Certification structure, which includes the Lead Professional option, recognizes the need to allow teachers to share their expertise beyond their own classrooms. With this foundation in place, the next step is to increase the capacity of school leaders to effectively utilize teacher leaders. The Teacher Leadership Task Force, a joint effort of GaPSC and the Georgia Department of Education, will be convened early in 2018 to do just that.

Georgia efforts dovetail with those at the national level as well. Teach to Lead is an initiative of the U.S. Department of Education aimed at advancing teacher leadership by providing resources for states undergoing teacher leadership initiatives by facilitating stakeholder consultation and promoting professional collaborations through regional summits, teacher leadership labs, social media, and summit projects with critical friends such as Michele Dodge.