

#### 505-2-.04 INDUCTION CERTIFICATE

**(1) Purpose.** 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);
- (c) Identifying the unique learning and support needs of individuals entering the profession from different preparation pathways; and
- (d) Requiring individuals to meet certain requirements before attaining a professional certificate.

#### **(2) Requirements.**

(a) The Induction certificate is issued to individuals employed as teachers or in selected service fields by a Georgia local unit of administration (LUA) and meeting one of the following pathways:

1. **Pathway One (1):** Individuals prepared by a Georgia Professional Standards Commission (GaPSC)-approved in-state educator preparation program shall:

- (i) Complete a GaPSC-approved in-state educator preparation program at the appropriate degree level as defined in the applicable teaching or service rule and receive verification of program completion;
- (ii) Attain a passing score on the GACE content assessment at the Induction level or higher. If no GACE content assessment is available for the certification field requested, the applicant is exempt from this requirement;
- (iii) As of January 1, 2015, attain a passing score on the Georgia Educator Ethics – Program Exit Assessment;
- (iv) For any applicant who completed the clinical practice or student teaching requirements of his/her state-approved initial certification program on or after September 1, 2015, attain a passing score on the GaPSC-approved content pedagogy assessment as determined by GaPSC;
- (v) Meet any additional Special Georgia requirements as outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#); and

(vi) Have the employing Georgia LUA request the certificate according to procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION PROCEDURES](#).

2. **Pathway Two (2):** Individuals prepared by a state-approved out-of-state provider and fulfilling field and clinical experiences in Georgia shall:

- (i) Complete a state-approved educator preparation program at the appropriate degree level as defined in the applicable teaching or service rule;
- (ii) Attain a passing score on the GACE content assessment at the Induction level or higher. If no GACE or other GaPSC-approved content assessment is available for the certification field requested, the applicant is exempt from this requirement;

(iii) As of January 1, 2015, attain a passing score on the Georgia Educator Ethics – Program Exit Assessment;

(iv) For any applicant who completed the clinical practice or student teaching requirements of his/her state-approved initial certification program on or after September 1, 2015, attain a passing score on the GaPSC-approved content pedagogy assessment as determined by GaPSC;

(v) Meet any additional Special Georgia requirements as outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#); and

(vi) Have the employing Georgia LUA request the certificate according to procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION PROCEDURES](#).

3. **Pathway Three (3):** Individuals prepared by a state-approved out-of-state educator preparation program and fulfilling field and clinical experiences out-of-state; professionally certified out-of-state educators prepared out-of-state and applying for initial Georgia certification having earned less than three (3) years of acceptable educator experience within five (5) years preceding the date of application; and professionally certified out-of-state educators prepared out-of-state and having attained a passing score below the Professional level score on the GACE content assessment shall:

(i) Complete a state-approved educator preparation program at the appropriate degree level as defined in the applicable teaching or service rule or hold a valid or expired professional out-of-state certificate based on completion of a state-approved educator preparation program at the appropriate degree level as defined in the applicable teaching or service rule;

(ii) Attain a passing score on the GACE content assessment at the Induction level or higher or meet exemption requirements outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#). If no GACE or other GaPSC-approved content assessment is available for the certification field requested, the applicant is exempt from this requirement; and

(iii) Have the employing Georgia LUA request the certificate according to procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION PROCEDURES](#);

(iv) The Induction Pathway Three (3) certificate is not issued to candidates who have completed field and clinical experiences in Georgia as part of a state-approved educator preparation program and subsequently obtain professional certification in another state.

4. **Pathway Four (4):** Individuals employed in a Georgia LUA while enrolled in a GaPSC-approved non-traditional program leading to initial certification shall:

(i) Hold a bachelor's degree or higher from a GaPSC-accepted accredited institution, unless Georgia does not require a bachelor's degree for the specific field. Minimum degree requirements are defined in the applicable teaching or service rule. Applicants requesting a field requiring a bachelor's degree must document one of the following:

(I) A bachelor's degree from a GaPSC-accepted accredited institution and enrollment in a GaPSC-approved program;

(II) A bachelor's degree from a GaPSC-accepted accredited institution awarded ten (10) years or more prior to the date of application for certification;

(III) A bachelor's degree from a GaPSC-accepted accredited institution awarded within ten (10) years of application with an overall GPA of 2.5 or higher on a 4.0 scale; or

(IV) A bachelor's degree from a GaPSC-accepted accredited institution awarded within ten (10) years of application with an overall GPA of less than 2.5 on a 4.0 scale and a master's degree from a GaPSC-accepted accredited institution.

(ii) Attain a passing score on the GACE content assessment at the Induction level or higher. If no GACE or other GaPSC-approved content assessment is available for the certification field requested, the applicant is exempt from this requirement;

(l) For Special Education certificates, the pre-requisite requirement is the special education academic content concentration(s), which must be verified through an academic degree major or the appropriate GACE content assessment(s). The appropriate Special Education certificate GACE content assessment must then be completed before conversion to a Professional certificate.

(iii) As of January 1, 2015, attain a passing score on the Georgia Educator Ethics – Program Entry Assessment;

(iv) Attain a passing score on the GaPSC Program Admission assessment or meet exemption criteria outlined in GaPSC Rule [505-2-.26 CERTIFICATION & LICENSURE ASSESSMENTS](#);

(v) Have the employing Georgia LUA request the certificate according to procedures outlined in GaPSC Rule [505-2-.27 CERTIFICATION APPLICATION PROCEDURES](#);

(vi) Applicants seeking certification in Career and Technical Specializations, with the exception of the Junior Reserve Officer's Training Corps (JROTC), must meet eligibility criteria outlined in GaPSC Rule [505-2-.90 CAREER AND TECHNICAL SPECIALIZATIONS](#). Initial JROTC certificate holders complete eligibility requirements outlined in GaPSC Rule [505-2-.10 PERMIT](#) to receive a permit; and

(vii) Applicants seeking certification in Healthcare Science must meet eligibility criteria outlined in GaPSC Rule [505-2-.87 HEALTHCARE SCIENCE](#);

(viii) The Induction Pathway Four (4) certificate is not issued to candidates completing or have completed state-approved educator preparation programs leading to Pathway One (1) or Pathway (2) certification and have not satisfied Special Georgia Requirements.

(b) The Induction certificate is issued in the following service fields to individuals employed by a Georgia LUA who meet the Induction service certificate requirements outlined in the rule specific to that field:

1. Media Specialist (See GaPSC Rule [505-2-.143 MEDIA SPECIALIST](#));
2. School Counseling (See GaPSC Rule [505-2-.144 SCHOOL COUNSELING](#));
3. School Nutrition Director (See GaPSC Rule [505-2-.145 SCHOOL NUTRITION DIRECTOR](#)); and
4. School Psychology (See GaPSC Rule [505-2-.146 SCHOOL PSYCHOLOGY](#)).

(c) The Induction certificate is not issued for leadership fields (See GaPSC Rule [505-2-.153 EDUCATIONAL LEADERSHIP](#)).

### **(3) Certification Eligibility.**

(a) Individuals not meeting the employment requirement, but who meet all other requirements under Pathways One (1), Two (2) or Three (3), qualify for a Georgia Certificate of Eligibility. The Georgia Certificate of Eligibility is valid for five (5) years and is intended to assist individuals seeking employment.

Upon employment and request from the Georgia LUA, the individual will be issued an Induction certificate.

(b) If an individual's Certificate of Eligibility expires without being replaced with an Induction or professional certificate, the individual may receive a new Certificate of Eligibility upon reapplication to the GaPSC. If an individual applies based on completion of a state-approved educator preparation program, an updated verification of program completion is required as outlined in GaPSC Rule [505-3-.01 REQUIREMENTS AND STANDARDS FOR APPROVING EDUCATOR PREPARATION PROVIDERS AND EDUCATOR PREPARATION PROGRAMS](#).

(c) The Certificate of Eligibility is invalidated upon issuance of an Induction certificate.

#### **(4) Implementation.**

(a) All Non-Renewable Non-Professional and Georgia Teacher Academy for Preparation and Pedagogy (GaTAPP) certificates (Clinical Practice, Core Academic, Intern and One-Year Supervised Practicum) issued before July 1, 2014, will remain valid until the expiration date and must be converted to professional certification based on the requirements outlined at the time of issuance.

(b) The Induction certificate will replace these certificate titles for all teaching and service certificates issued on or after the effective date of this rule: Non-Renewable Non-Professional and all GaTAPP certificates (Clinical Practice, Core Academic, Intern, and One-Year Supervised Practicum).

(c) Effective September 1, 2015, to qualify for an Induction certificate through Pathways One (1) or Two (2), individuals must attain a passing score on the GaPSC-approved content pedagogy assessment as determined by GaPSC.

(d) Effective January 1, 2015, to qualify for an Induction certificate through Pathway One (1) or Two (2), individuals must pass the Georgia Educator Ethics – Program Exit Assessment.

(e) Effective January 1, 2015, to qualify for an Induction certificate through Pathway Four (4), individuals must pass the Georgia Educator Ethics – Program Entry Assessment.

#### **(5) Certificate Upgrade.**

(a) Educators holding an Induction certificate attained through Pathway One (1), Two (2), or Three (3) are eligible to upgrade their certificate by meeting the requirements outlined in GaPSC Rule [505-2-.33 CERTIFICATE UPGRADE](#). Educators holding an Induction certificate attained through Pathway Four (4) are not eligible to upgrade to a higher certificate level until conversion to a different Induction Pathway or the professional certificate and meeting requirements outlined in GaPSC Rule [505-2-.33 CERTIFICATE UPGRADE](#). Initial issuance of the Induction certificate level will be as specified in GaPSC [Rule 505-2-.02 CLASSIFICATION](#).

#### **(6) Supplemental Induction Certificate Fields.**

(a) The field in which an Induction certificate is initially issued is considered the base certificate field.

(b) Educators holding a valid Induction Pathway 1, 2 or 3 certificate are eligible for issuance of one or more Supplemental Induction certificate fields, at the request of the employing Georgia LUA, under the following circumstances:

1. Educators assigned to work in one or more endorsement fields not covered by the base certificate field may be issued Supplemental Induction endorsements in those fields as outlined in GaPSC Rule [505-2-.14 ENDORSEMENTS](#).

2. Educators holding a base certificate in a teaching field who are assigned to work in a different teaching field may be issued a Supplemental Induction certificate field upon passing the GACE content assessment in the teaching field at the Induction level or higher, as outlined in GaPSC Rule [505-2-.34 ADD A FIELD](#). Conversion of the Supplemental Induction teaching field to the professional certificate level will require passing the GACE content assessment for that teaching field at the Professional level. For the fields of Special Education General Curriculum/Elementary Education and Elementary Education, conversion to professional will also require completion of a state-approved educator preparation program in the field.

(i) Supplemental Induction certificates may be issued in Special Education P-12 Consultative fields to educators who have not passed the appropriate GACE content assessment. The appropriate GACE content assessment for the Special Education P-12 Consultative field must then be passed at the professional level before conversion to a Professional certificate. Issuance of special education academic content concentration(s) requires the appropriate GACE content assessment(s) for the concentration area(s).

(c) Educators will not be eligible for a professional certificate in Supplemental Induction certificate fields until conversion of the base certificate to a professional certificate.

#### **(7) Conversion to a Different Induction Pathway.**

(a) Educators holding an Induction certificate attained through Pathway Four (4) may apply to convert their certificate to one of the other Induction Pathways upon meeting all requirements for that Pathway.

1. Educators holding an Induction certificate attained through Pathway Four (4) in Career and Technical Specializations must have met all applicable industry testing or licensure requirements before converting to a different Induction Pathway.

(b) An Induction certificate that is converted to a different Induction Pathway will maintain the original expiration date.

#### **(8) Validity.**

(a) Valid for three (3) years with the following exceptions:

1. Induction Pathway Four (4) certificates will be issued for one (1) year pending verification of enrollment in a GaPSC-approved or GaPSC-accepted educator preparation program leading to certification in the Induction field held by the educator. Once enrolled in a GaPSC-approved or GaPSC-accepted program, the certificate may be extended for two additional years if requested by the employing LUA.

(i) Educators who are not enrolled in a GaPSC-approved or GaPSC-accepted program after the initial one-year validity period may be issued a certificate for an additional year upon the request of the employing LUA. Once enrolled in a GaPSC-approved or GaPSC-accepted program, the certificate may be extended for a third year if requested by the employing LUA.

2. Valid from one (1) to three (3) years if an educator qualifying through Pathway Four (4) has previously held a Non-Renewable Non-Professional or GaTAPP (Clinical Practice, Core Academic, Intern and One-Year Supervised Practicum) certificate in any field. In these circumstances, the Induction certificate will be issued for the number of full years for which the educator can document that the certificate was unused;

3. The standard validity period may be decreased by the number of years for which the educator has held a Non-Renewable certificate, including a Waiver certificate, in the same field; and

4. If an educator is converting from an Induction certificate attained through Pathway Four to an Induction Pathway One (1), Two (2) or Three (3), the new Induction certificate will be issued with the same end validity date as the original.

(b) If an educator qualifying through reciprocity meets the requirements for a professional certificate before the end validity of the Induction certificate, he or she may choose to apply to convert the Induction certificate to a professional certificate.

(c) The Induction certificate is non-renewable with the following exceptions:

1. Educators who have received more than one (1) unsatisfactory annual evaluation while holding the Induction certificate may be eligible for a second three (3)-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. Any such steps must be evidenced on an updated Approved Program Completion Form. Earning an advanced degree will not be considered a step to address deficiencies. Earning a second Induction certificate in these circumstances would be a one-time opportunity that could not be repeated.

2. Educators issued an Induction certificate in Career and Technical Specializations who must earn an associate's degree or equivalent and any outstanding industry testing or licensure requirements, as outlined in GaPSC Rule [505-2-.08 CAREER, TECHNICAL AND AGRICULTURAL EDUCATION](#), may be eligible for a second three (3)-year Induction certificate at the request of the employing Georgia LUA. In order to be eligible, educators must have fulfilled all requirements of a GaPSC-approved educator preparation program, to include Special Georgia Requirements as outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#) and the Program Admission assessment.

3. An educator who has previously held an Induction Pathway 1, 2 or 3 certificate may apply for another, subject to current requirements, if he/she meets both of the following requirements:

(i) Has never held a Georgia renewable professional educator certificate; and

(ii) Has earned less than three (3) years of acceptable educator experience within five (5) years of the date of application.

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