

## 505-2-.153 EDUCATIONAL LEADERSHIP CERTIFICATE

(1) **Purpose.** The GaPSC issues two (2) tiers of Educational Leadership certification. This rule outlines the requirements for certification in each of those tiers.

(2) **Tier I.**

(a) Educational Leadership – Tier I (Field 700) is the entry-level Educational Leadership certification. Educators certified in this field may work in school-level leadership positions below the principal and district-level leadership positions that do not supervise principals. Any certificate in this field becomes obsolete upon issuance of a renewable, professional certificate in Educational Leadership – Tier II (see Section (3) below).

(b) A Standard Professional certificate in Educational Leadership – Tier I may be issued to an out-of-state educator who meets reciprocity requirements outlined in Section (4) below or to an individual who meets all of the following requirements:

1. Completion of a GaPSC-approved Tier I Educational Leadership certification program;
2. Completion or exemption of all applicable Special Georgia Requirements (See GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#)). Applicable Special Georgia Requirements include:
  - (i) Passing score on the GACE Educational Leadership content assessment;
  - (ii) Passing score on the Ethics for Educational Leadership Assessment – Program Exit; and
  - (iii) Completion of the Special Education requirement.
3. Employment by a Georgia LUA, with the following exceptions:
  - (i) An educator who already holds valid Georgia certification in another field is not required to be employed to add the field to their certificate; and
  - (ii) An individual who has met all requirements for the Standard Professional certificate except for employment may receive a Certificate of Eligibility upon application (See Section (5) of GaPSC Rule [505-2-.05 PROFESSIONAL CERTIFICATE](#).)

(c) A Performance-Based Professional certificate is not issued in the field of Educational Leadership – Tier I.

(d) A three (3)-year Non-Renewable Professional certificate in Educational Leadership – Tier I may be issued at the request of an employing Georgia LUA to an educator who meets all of the following requirements:

1. Employment in a position requiring Tier I Educational Leadership certification;
2. Possession of a bachelor's degree or higher from a GaPSC-accepted accredited institution; and
3. Completion of the Ethics for Educational Leadership Assessment – Program Entry.

(e) A one (1)-year Non-Renewable Professional certificate in Educational Leadership – Tier I may be issued at the request of an employing Georgia LUA to an educator who holds an expired renewable, professional certificate in Educational Leadership – Tier I but has not completed renewal requirements.

**(3) Tier II.**

(a) Educational Leadership – Tier II (Field 710) is the advanced-level Educational Leadership certification. Educators certified in this field may work in any leadership position, including school-level principal, superintendent, or another type of position that supervises principals. Upon issuance of a renewable, professional certificate in this field, any previously issued certificate in Educational Leadership – Tier I becomes obsolete.

(b) A Standard Professional certificate in Educational Leadership – Tier II may be issued to an educator who meets reciprocity requirements outlined in Section (4) below or implementation requirements outlined in Section (5) below.

(c) A Performance-Based Professional certificate in Educational Leadership – Tier II may be issued to an educator who meets implementation requirements outlined in section (5) below or all of the following requirements:

1. Hold an Educational Leadership – Tier I certificate or Educational Leadership – Tier II Standard Professional certificate and complete a GaPSC-approved Educational Leadership – Tier II Performance-Based certification program;

2. Completion or exemption of all applicable Special Georgia Requirements (See GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#)). Applicable Special Georgia Requirements include:

(i) Passing score on the Ethics for Educational Leadership Assessment – Program Exit;

(ii) Completion of the Special Education requirement;

(iii) Passing score on the GACE Educational Leadership content assessment if not previously met to qualify for the Tier I certificate; and

(iv) Passing score on the Performance-Based Assessment for School Leaders for educators completing Tier II programs after 7/1/17. Until that time, Performance-Based Professional certificates in this field may be issued to educators who have not passed this assessment.

3. Employment by a Georgia LUA, with the following exceptions:

(i) An educator who already holds valid Georgia certification in another field is not required to be employed to add the field to their certificate; and

(ii) An individual who has met all requirements for the Performance-Based Professional certificate except for employment may receive a Certificate of Eligibility upon application (See Section [5] of GaPSC Rule [505-2-.05 PROFESSIONAL CERTIFICATE](#).)

(d) A three (3)-year Non-Renewable Performance-Based Professional certificate in Educational Leadership – Tier II may be issued at the request of an employing Georgia LUA to an educator who meets the following requirements:

1. Employment in a position requiring Tier II Educational Leadership certification;
2. Possession of one of the following:
  - (i) A valid Standard Professional certificate in Educational Leadership – Tier I (Field 700); or
  - (ii) A master’s degree or higher from a GaPSC-accepted accredited institution.
3. Completion of the Ethics for Educational Leadership Assessment – Program Entry, unless the Ethics for Educational Leadership Assessment – Program Exit was already completed as a requirement for Standard Professional Tier I certification;

(e) An educator working in a Tier II position who does not hold Tier I certification will be issued a Non-Renewable Professional certificate in each tier. If the Tier I certificate is converted to a Standard Professional certificate, the Non-Renewable Performance-Based Professional certificate in Educational Leadership – Tier II may be extended for an additional three (3) years.

(f) A one (1)-year Non-Renewable Professional certificate in Educational Leadership – Tier II may be issued at the request of an employing Georgia LUA to an educator who holds an expired renewable, professional certificate in any Educational Leadership field and lacks only renewal requirements to qualify for the renewable, professional certificate in Educational Leadership – Tier II.

(g) A **Superintendent** Permit may be issued to an individual who is selected to serve as a Superintendent and meets the requirements outlined in section (11) of GaPSC Rule [505-2-.10 PERMIT](#).

(h) A Superintendent certificate is required for an individual who is selected to serve as a Superintendent and meets the requirements outlined in GaPSC Rule 505-2-.154 SUPERINTENDENT,

**(4) Reciprocity.**

(a) A Standard Professional certificate in Educational Leadership – Tier I may be issued to an out-of-state educator applying for initial certification in Georgia who meets the following requirements:

1. Hold renewable, professional certification in another state or country in a field that is comparable to the GaPSC field of Educational Leadership – Tier I and have less than three (3) years of acceptable out-of-state experience in an educational leadership position;
2. Completion of an Educational Leadership certification program at the master’s degree level or higher;
3. Completion or exemption of all applicable Special Georgia Requirements (See GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#)). Applicable Special Georgia Requirements include:

(i) Passing score on the GACE Educational Leadership content assessment or meet exemption criteria outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#);

(ii) Passing score on the Ethics for Educational Leadership Assessment – Program Exit;

(iii) Completion of the Special Education requirement.

4. An educator earning certification by meeting the reciprocity requirements outlined in this section may be issued the initial certificate prior to completion of the above requirements, but they must be completed prior to renewal or conversion of the initial certificate to the professional certificate.

5. Employment by a Georgia LUA. An individual who has met all requirements for the Standard Professional certificate except for employment may receive a Certificate of Eligibility upon application (See Section [5] of GaPSC Rule [505-2-.05 PROFESSIONAL CERTIFICATE](#)).

(b) A Standard Professional certificate in Educational Leadership – Tier II may be issued to an out-of-state educator applying for initial certification in Georgia who meets the following requirements:

1. Renewable, professional certification in another state or country in a field that is comparable to the GaPSC field of Educational Leadership – Tier II;

2. Fulfillment of one of the following requirements:

(i) Completion of an Educational Leadership certification program at the education specialist degree level or higher; or

(ii) Completion of an Educational Leadership certification program at the master's degree level and three (3) or more years of acceptable out-of-state experience in an educational leadership position completed at any time in the educator's career (See GaPSC Rule [505-2-.25 EXPERIENCE REQUIREMENTS](#));

3. Completion or exemption of all applicable Special Georgia Requirements (See GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#)). Applicable Special Georgia Requirements include:

(i) Passing score on the GACE Educational Leadership content assessment;

(ii) Passing score on the Ethics for Educational Leadership Assessment – Program Exit;

(iii) Completion of the Special Education requirement.

4. An educator earning certification by meeting the reciprocity requirements outlined in this section may be issued the initial certificate prior to completion of the above requirements, but they must be completed prior to renewal or conversion of the initial certificate to the professional certificate.

5. Employment by a Georgia LUA. An individual who has met all requirements for the Standard Professional certificate except for employment may receive a Certificate of Eligibility upon application (See Section [5] of GaPSC Rule [505-2-.05 PROFESSIONAL CERTIFICATE](#).)

(c) A Georgia educator who earned their initial Georgia certificate through interstate reciprocity prior to January 15, 2016, and was denied Georgia Educational Leadership certification at that time, may reapply under the reciprocity requirements outlined in this rule, subject to the following conditions:

1. Only the degrees, experience, out-of-state certifications, and out-of-state test scores held at the time the initial Georgia certificate was issued may be evaluated under reciprocity requirements; and

2. If a general certificate level was assigned based on a degree that was not accepted for Educational Leadership certification at the time of initial application, the general level will remain intact.

**(5) Implementation.**

(a) Standard Professional certificates in Educational Leadership (Field 704):

1. On January 15, 2016, all valid Standard Professional certificates in Educational Leadership will be converted to Standard Professional certificates in Educational Leadership – Tier II;

2. Any Standard Professional certificate in Educational Leadership that is expired on January 15, 2016, may be converted to a Standard Professional certificate in Educational Leadership – Tier II by completing the renewal requirements for the expired certificate; and

3. An educator professionally certified in Georgia prior to September 30, 2009 who completed a state-approved certification program in Educational Leadership at the master's degree level or higher prior to this date, but has never held renewable, professional GaPSC certification in any Educational Leadership field, may qualify for a Standard Professional certificate in Educational Leadership – Tier II by meeting the following additional requirements:

(i) Completion of the Special Education requirement;

(ii) Passing score on the GACE Educational Leadership content assessment;

(iii) Passing score on the Ethics for Educational Leadership Assessment – Program Exit, unless the complete application package for the Educational Leadership certificate is submitted prior to July 1, 2016; and

(iv) Employment by a Georgia LUA, with the following exceptions:

(I) An educator who already holds valid Georgia certification in another field is not required to be employed to add the field to their certificate; and

(II) An individual who has met all requirements for the Standard Professional certificate in Educational Leadership – Tier II except for employment may receive a Certificate of Eligibility upon application (See Section (5) of GaPSC Rule [505-2-.05 PROFESSIONAL CERTIFICATE.](#))

(b) Performance-Based certificates in Educational Leadership Building-Level (Field 706) and System-Level (Field 707):

1. On January 15, 2016, all valid Performance-Based Professional certificates in Educational Leadership Building-Level and System-Level will be converted to Performance-Based Professional certificates in Educational Leadership – Tier II;

2. Any Performance-Based Professional certificate in Educational Leadership Building-Level or System-Level that is expired on January 15, 2016, may be converted to a Performance-Based Professional certificate in Educational Leadership – Tier II by completing the renewal requirements for the expired certificate; and

3. Any individual who has completed a GaPSC-approved certification program in Educational Leadership Building-Level (Field 706) or Educational Leadership System-Level (Field 707) but has never held renewable, professional certification in either of those fields may qualify for a Performance-Based Professional certificate in Educational Leadership – Tier II by meeting the following additional requirements:

(i) Completion of the Special Education requirement;

(ii) Passing score on the GACE Educational Leadership content assessment;

(iii) Passing score on the Ethics for Educational Leadership Assessment – Program Exit, unless the complete application package for the Educational Leadership certificate is submitted prior to July 1, 2016; and

(iv) Employment by a Georgia LUA, with the following exceptions:

(I) An educator who already holds valid Georgia certification in another field is not required to be employed to add the field to their certificate; and

(II) An individual who has met all requirements for the Performance-Based Professional certificate in Educational Leadership – Tier II except for employment may receive a Certificate of Eligibility upon application (See Section (5) of GaPSC Rule [505-2-.05 PROFESSIONAL CERTIFICATE](#).)

**(6) Certificates Not Issued.** The following certificates are not issued in any Educational Leadership field:

(a) Induction Certificate (See GaPSC Rule [505-2-.04 INDUCTION CERTIFICATE](#));

(b) International Exchange Certificate (See GaPSC Rule [505-2-.11 INTERNATIONAL EXCHANGE CERTIFICATE](#));

(c) Adjunct License (See GaPSC Rule [505-2-.15 ADJUNCT LICENSE](#));

(d) Pre-service certificate (See GaPSC Rule [505-2-.03 PRE-SERVICE CERTIFICATE](#));

(e) Advanced Professional certificate (See GaPSC Rule [505-2-.06 ADVANCED PROFESSIONAL CERTIFICATE](#)); and

(f) Lead Professional certificate (See GaPSC Rule [505-2-.07 LEAD PROFESSIONAL CERTIFICATE](#)).

**(7) To Add the Field (See GaPSC Rule [505-2-.34 ADD A FIELD](#)).**

(a) To add a renewable, professional certificate in Educational Leadership (Tier I or Tier II) to a valid or expired Georgia certificate in any field (excluding the Pre-Service certificate), an educator must complete a GaPSC-approved certification program in Educational Leadership to include all applicable Special Georgia Requirements (See GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#)). Georgia educators who complete out-of-state programs not approved by the GaPSC will not be eligible for Georgia certification in Educational Leadership.

**(8) To Upgrade the Level (See GaPSC Rule [505-2-.33 CERTIFICATE UPGRADE](#)):**

(a) In accordance with O.C.G.A. 20-2-212, an educator may be assigned a leader level at the time of initial certification in an Educational Leadership field. This leader level applies only to any Educational Leadership fields held, and is used for placement on the State Salary Schedule only when the educator is employed in a position requiring Educational Leadership certification (See Section (6) of GaPSC Rule [505-2-.02 CLASSIFICATION](#)).

(b) An upgrade that is earned by completion of an advanced degree that is in-field with an Educational Leadership certificate field will be applied to the leader level of the educator's certificate unless the certificate has not previously been assigned a leader level. If there is no previously assigned leader level, the upgrade will be applied to the general level (See GaPSC Rule [505-2-.33 CERTIFICATE UPGRADE](#)).

(c) Educators completing a GaPSC-approved Educational Leadership program at the doctoral level who are not currently certified in Educational Leadership will not qualify for an upgrade to Level Six (6) based on achieving All But Dissertation (ABD) status during the doctoral program. A New-Field Upgrade requires completion of the GaPSC-approved program in Educational Leadership. An educator enrolled in a doctoral program will not qualify for a New-Field upgrade until completion of the doctoral program and meeting all requirements to add the field.

**(9) Renewal Requirements (See GaPSC Rule [505-2-.36 RENEWAL REQUIREMENTS](#)).**

**(10) Obsolete Fields.**

(a) Educational Leadership (Field 704): Prior to January 15, 2016, this field was issued to some out-of-state educators earning initial Georgia certification through interstate reciprocity, and to Georgia educators who completed a state-approved certification program in Educational Leadership at the master's degree level or higher prior to September 30, 2009. Educators holding this field were able to serve in any Educational Leadership position. Certificates in this field may be converted to Educational Leadership – Tier II according to the implementation procedures outlined in Section (5)(a) above.

(b) Educational Leadership Building-Level (Field 706): Prior to January 15, 2016, this field was issued to individuals who completed a GaPSC-approved performance-based certification program in the field. Educators holding this field were able to serve in Educational Leadership positions at the school building level, such as Principal. Certificates in this field may be converted to Educational Leadership – Tier II according to the implementation procedures outlined in Section (5)(b) above.

(c) Educational Leadership System-Level (Field 707): Prior to January 15, 2016, this field was issued to individuals who completed a GaPSC-approved performance-based certification

program in the field. Educators holding this field were able to serve in Educational Leadership positions at the school system level. Superintendents were required to hold Educational Leadership certification in both System-Level and Building-Level. Certificates in this field may be converted to Educational Leadership – Tier II according to the implementation procedures outlined in Section (5)(b) above.

(d) Pre-Service Leadership (Field 705): Prior to December 15, 2010, this non-renewable field was issued to individuals who held a master's degree or higher and passed the GACE Educational Leadership assessment. Holding this field indicated an educator's eligibility for a Non-Renewable Educational Leadership certificate upon employment in an Educational Leadership position, but did not allow the holder to serve in any type of Educational Leadership position. Certificates in this field were not eligible for conversion to any other type of Educational Leadership certificate.

Authority O.C.G.A. 20-2-200