

Middle Georgia RESA / Bootstrap Presentations

On Thursday, April 10th the Professional Standards Commission adopted rules to establish a system of tiered certification and to create an accountability system for teacher and leader educator preparation programs.

What do we intend to accomplish with these rules:

- A. To improve teacher and leader preparation programs through a comprehensive and rigorous set of accountability measures.
- B. Require student teachers to demonstrate proficiency before they are allowed to obtain a certificate that will authorize them to be a teacher.
- C. Strengthen induction support for new teachers. Go hand-in-hand with work at DOE on induction.
- D. Recognize the accomplishments of excellent teachers.
- E. Create a pathway for teachers to advance in the profession while remaining in the classroom.
- F. Improve student learning by recognizing the unique developmental needs of teachers at every career stage and to facilitate and support continuous teacher growth.

Next, I want to give you an overview of these rules:

I. Tiered Certification

- A. Pre Service Certificate – Issued for those who will do student teaching and field experience in schools

1. In order to successfully complete Pre Service Certificate requirements:

- Successfully complete an assessment on the Georgia Code of Ethics
- Make a passing score on GACE test

— New test

— More rigorous test

— Dual cut scores – passing induction and passing professional

- Either passing score works now – in future if candidate scores at induction he/she will either be required to pass at professional during induction or meet a performance option.
 - School districts will know if a candidate passes at induction or professional.
 - Make a passing score on the EdTPA – a content pedagogy assessment.
 - The EdTPA has been piloted in 22 states, in 8 colleges in Georgia – with excellent results. In essence, GACE measures content knowledge, EdTPA measures whether or not you can teach. Extensive use of portfolios and unedited videotaping – scored by a highly trained external evaluator
 - EdTPA is a subject specific assessment which includes versions for 27 different teaching fields
 - EdTPA is aligned to the new InTASC standards as well as the Common Core State Standards.
 - EdTPA was developed by Stanford University with significant input from teachers and teacher educators. More than 1,000 educators from 29 states and 43 colleges and universities participated in its design.
 - Secure employment with a Georgia school system. Those not securing employment will get a certificate of eligibility.
2. The first issue of Pre Service Certificates will be after July 1, 2015.
- B. Induction Certificate – 3 year non-renewable certificate – will not be issued until the educator secures employment
1. This is where GaTAPP, TFA, TNTP teachers must pass the EdTPA.
 2. In order to successfully complete the Induction Certificate:
 - Must meet a designated professional learning requirement driven by the EdTPA and TKES results.
 - Must have no more than one summative evaluation rating below proficient
 3. The first issue of Induction Certificates will be after July 1, 2104.
- C. Professional Certificate – Formerly called a Clear Renewable Certificate. This will be issued as either a performance based certificate or a standard certificate – depending on the role and placement of the teacher. Teachers whose performance can be

measured under the statewide teacher evaluation system are eligible for a Performance Certificate. Other teachers (DOE, private schools, RESAs, higher ed) are eligible for a Standard Certificate. This is a five year renewable certificate. In order to renew the Professional Certificate:

1. No more than one rating below proficient in the 5 year certification renewal period.

2. Professional learning must be linked to performance.

- Renewals in 2014 and 2015 – no professional learning requirement as per legislation
- Renewals in 2016 and 2017 – “old” rules” – 10 PLUs
- Renewals in 2018 and after - “new rules” – will likely not include a set number of PLUs
- From the Professional Learning Task Force

— Consensus reached by Task Force

- a) PLUs will no longer be used to track professional learning
- b) Professional learning will be tied directly to educator performance
 - Focus on application of professional practices and evidence of impact on student learning
- c) Every educator will have a Professional Learning Plan (PLP)
 - Educator and supervisor collaboratively develop
- d) Determination of what professional learning is appropriate for certificate renewal will be jointly determined by the educator and supervisor; school districts may establish guidelines to regulate this process

3. Task force will complete their work in July.

4. All Clear Renewable Teacher Certificates will be converted to Standard Professional Certificates on July 1, 2014. Service Certificates will be converted to Standard. Ed Leadership Certificates will be converted to Standard except for performance based certificates.

D. Advanced Professional Certificate – A certificate designed to recognize professional level teachers who have demonstrated exemplary performance. It is a 5 year, renewable certificate.

1. In order to be eligible for the Advanced Professional Certificate:

- Demonstrate performance on the state evaluation
- Advanced degree or National Board Certification
- Professional learning requirements must be met

2. Advanced Professional Certificate will not be issued until sufficient data is available through the new consistent state evaluation system.
- E. Lead Professional Certificate – A certificate designed to identify teacher leaders skilled in helping other teachers improve and working with school and system leaders on matters of curriculum and instruction. It is a 5 year renewable certificate.
1. In order to be eligible for a lead professional certificate:
 - Demonstrated performance on the consistent state teacher evaluation
 - Must hold an advanced degree in teacher leadership and pass the Teacher Leader GACE or hold an advanced degree in certain other fields and an endorsement in teacher leadership, coaching or teacher support specialist and pass the Teacher Leader GACE
 - Meet professional learning requirements
 2. The first issue of Lead Professional Certificates will be after July 1, 2015.

II. Preparation Program Effectiveness Measures (PPEM)

- A. The PSC will use preparation program effectiveness measures to:
1. Hold program providers accountable to high standards and high results
 2. Improve the effectiveness of preparation programs
 3. Inform citizens of Georgia, prospective students, and LEAs about preparation program quality
 4. Revoke program approval for any low performing program that will not/cannot improve.
- B. What are the Effectiveness Measures?
1. 50% student achievement of students taught by teachers that were prepared by a program
 2. 30% Content Knowledge – GACE and Ed TPA scores
 3. 10% Induction Success Rate
 4. 10% PSC Performance Data
 - Student Surveys

- Employer Surveys
- Yield
- Completion Rates

C. What are the measures that we want you to deliver when you return to your school district, college, university or RESA:

1. There is concern among educators that our rules will require using TKES/LKES data prematurely for high stakes decisions. In short, this will not happen. We are very aware that much work remains to be done in the statewide rollout of the evaluation system. We will be monitoring the results of this rollout and the ratings that teachers and leaders receive. We will carefully review available data on an annual basis to determine how, and just as importantly, when these ratings should be applied within the tiered system. We will not use data that are not valid, reliable, and accurate to make decisions within the tiered certification rule.
2. Georgia Law requires all districts, beginning school year 2014-2015, to use a performance evaluation for teachers of record, principals, and assistant principals, and to report ratings of “needs development” and “ineffective” to the Georgia Professional Standards Commission (GaPSC). All school districts will also continue to report “unsatisfactory” ratings for certificated personnel other than teachers of record, principals, and assistant principals to the GaPSC. The consequences of “needs development”, “ineffective”, and “unsatisfactory” for renewal of credentials issued by the GaPSC are spelled out in Georgia Law. Tiered certification does not impose these consequences. They are imposed by Georgia Code.
3. Nothing in the tiered certification rules impacts educator compensation. Tiered certification was not developed with the intent of impacting educator compensation. And, I have been involved with officials in the Governor’s office and the General Assembly relative to discussion of reforming the educator compensation formula. At no time has linking compensation to tiered certification ever been even mentioned, with the exception of the Lead Professional Tier, and almost everyone would agree this would be a good thing.
4. The development of this rule was a very inclusive process.
 - An inclusive task force of over 40 educators and policy makers
 - Over 60 face-to-face meetings across Georgia to discuss tiered certification
 - 13 focus groups held across Georgia
 - Numerous emails and electronic communications
 - Discussion with Superintendents through the Bootstrap Conference
5. There was a concern about the requirement that out-of-state educators with less than 5 years experience be required to pass the GACE even if they had passed a content test in their state. This requirement has been removed from the rule.