

Making ESSA PQ and In-Field Easy



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Georgia's Continuous Improvement Process



Your Presenters for Today

Ken Banter

Senior Program Manager, Title I, Part A
Georgia Department of Education

kbanter@doe.k12.ga.us

404-463-3467 (Office)

404-673-2372 (cell)

Terri Still

Title II, Part A Program Manager
Georgia Department of Education

tstill@doe.k12.ga.us

404-561-3876

Karen Cliett

Title I, Part A Program Specialist-Metro 3
Georgia Department of Education

kcliett@doe.k12.ga.us

678-217-1751

Kelly Herman-Roberts

Title I, Part A Program Specialist-SW1
Georgia Department of Education

Kelly.herman-Roberts@doe.k12.ga.us

404-991-4167

Anne Marie Wiseman

Title I, Part A Program Specialist-NW1
Georgia Department of Education

amwiseman@doe.k12.ga.us

678-217-2021

Making ESSA PQ and In-Field Easy

Agenda

- Overview of ESSA PQ and In-Field
- Updates
- Reflecting on Your PQ
- Resources



ESSA PQ and In-Field Overview

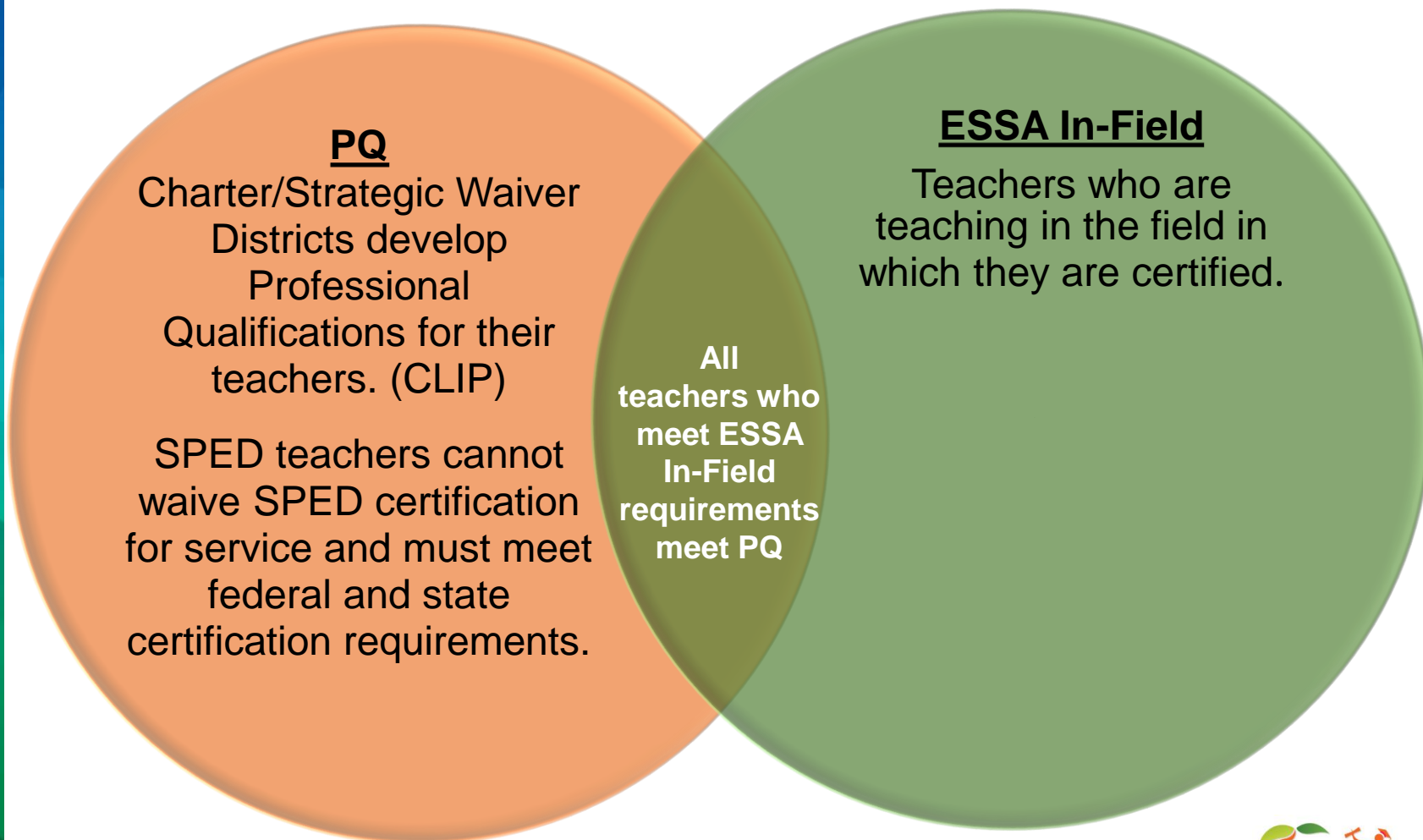
ESSA PQ and In-Field Overview

Key Points

- **Under ESSA, teachers must meet state certification requirements.**
 - Georgia's flexibility (*State Charter and Strategic Waiver*) allows LEAs to waive state certification requirements for most of their teachers and establish minimum professional qualifications (PQ).

ESSA PQ and In-Field Overview

Understanding PQ & ESSA In-Field



ESSA PQ and In-Field Overview

Understanding PQ & ESSA In-Field

Professional Qualifications

- Monitored on a 4-Year Cycle
- Reviewed annually through the CLIP
- Requirement for the acceptance of ESSA Funds
- Requirements
 - Federal –Paraprofessionals
 - State – Special Education (Service)
 - LEA – All Other Teachers

ESSA In-Field

- Reported Annually
- Requirement for the acceptance of ESSA Funds
- Requirements
 - Certification OR
 - Demonstrated Equivalent (*Degree, Coursework, GACE, Industry Credentials*)

ESSA PQ and In-Field Overview

Establishing PQ in Georgia

ESSA Requires ALL SEAs & LEAs Ensure Teachers Meet State Certification Requirements

Under ESSA, Paraprofessionals must meet requirements which are the same as those under NCLB (ESSA Sec.1111(g)(2)(M); GaPSC Certification Rule 505-2.18)



In Georgia, all Special Education Teachers must be certified in Special Education Service (ESSA Sec.1112, IDEA Sec. 612(q)(14)(c) ; SBOE 160-4-9-.04, 160-4-9.06, 160-5-1-.33)

In Georgia, LEAs Have 2 Choices for Meeting Requirements for Teachers
Traditional or Charter/ Strategic Waiver. §20-2-80.



Traditional
Follow GaPSC Certification Rules



Charter/ Strategic Waiver
Establish Professional Qualifications

Requirements Placed in CLIP

ESSA PQ and In-Field Overview

Key Stakeholders Determine District PQ and Contribute to In-Field Reports





Updates to ESSA PQ and In-Field

Updates to ESSA PQ and In-Field

Summary of Changes

LEA Type And Special Education Teacher	Prior PQ Requirement (effective 07-01 -17)	New PQ Requirement (effective 2-11-20)
Traditional Georgia LEA any Special Education Teacher	MUST follow all GaPSC certification requirements in alignment with the students' IEP and State Board of Education rules.	No Change in Prior Requirement
Charter & Strategic Waiver LEAs Special Education Teacher Does NOT Issue Grades	MUST hold GaPSC special education certification aligned with teaching assignment (general, adapted, visual impairment, etc.) AND MUST have a clearance certificate.	No Change in Prior Requirement
Charter & Strategic Waiver LEAs Special Education Teacher Issues Grades	MUST hold GaPSC special education certification aligned with teaching assignment (general, adapted, visual impairment, etc.) AND MUST hold content certification for the subject and grade level bands for which the teacher is assigned (K-5), (4-8), (6-12) and in accordance with the students' IEPs AND MUST have a clearance certificate.	MUST hold GaPSC special education certification aligned with teaching assignment (general, adapted, visual impairment, etc.) AND MUST hold content certification in alignment with the LEA's PQ Requirements. AND MUST have a clearance certificate. CONTENT NOW REFLECTS LEA'S REQUIREMENTS

Updates to ESSA PQ and In-Field

Summary of Changes for Charter and Strategic Waiver LEAs

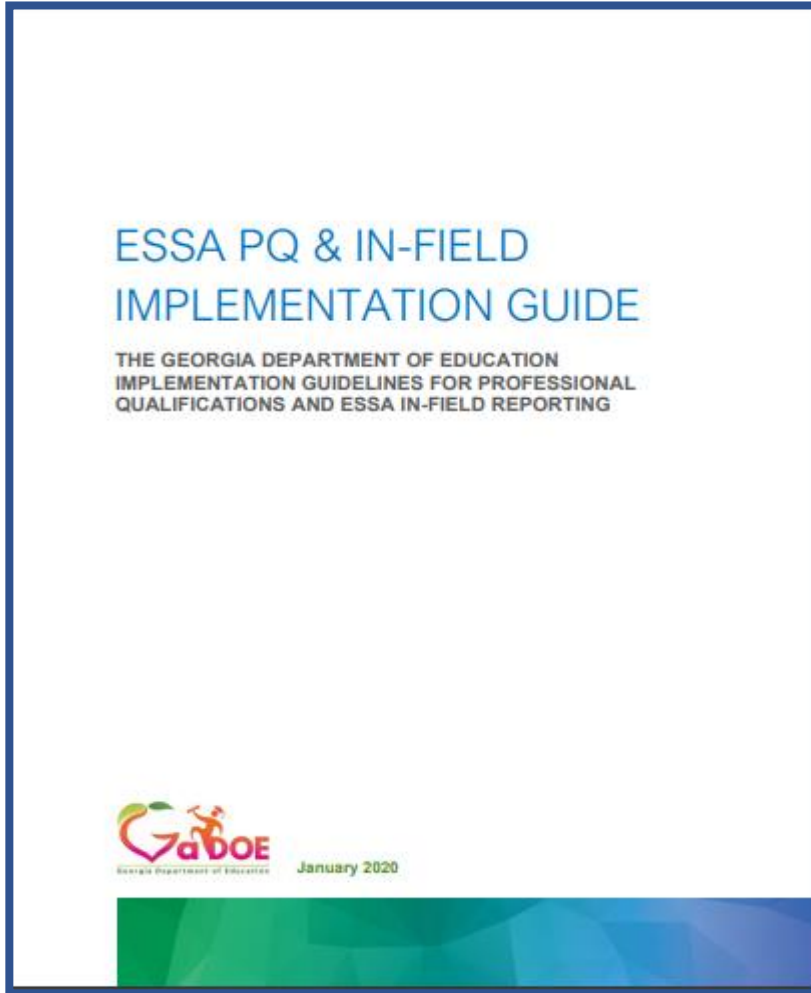
Educator	Requirements
Paraprofessional	Federal (NCLB) Requirements Aligns with GaPSC Certification
Special Education Teacher Does Not Issue Grades	Service: State Requirements GaPSC Certification
Special Education Teacher Issues Grades	Service: State Requirements GaPSC Certification Content: LEA Requirements
Regular Education Teacher (including Gifted, ESOL, and EIP)	Content: LEA Requirements

Updates to ESSA PQ and In-Field

20 Day Parent Notification Changes for Charter and Strategic Waiver LEAs

<p>Prior 20 Day Parent Notification (effective 07-01-17)</p>	<p>New 20 Day Parent Notification (effective 2-11-20)</p>
<p><u>Educator does not issue grades</u> Notifications must be disseminated if the teacher does not hold special education certification</p> <p><u>Educator issues grades</u> Notifications must be disseminated if the teacher does not hold</p> <ul style="list-style-type: none"> • special education certification, and/or • content certification <p>for the subject area(s) and grade level band(s) in which the teacher issues grades. (Aligned with GaPSC In-Field)</p>	<p><u>Educator does not issue grades</u> Notifications must be disseminated if the teacher does not hold special education certification</p> <p><u>Educator issues grades</u> Notifications must be disseminated if the teacher does not hold</p> <ul style="list-style-type: none"> • special education certification, and/or • content certification in accordance with the LEA's Professional Qualification requirements <p>CONTENT NOW REFLECTS LEA'S REQUIREMENTS</p>

Updates to ESSA PQ and In-Field ESSA PQ & In-Field Implementation Guide



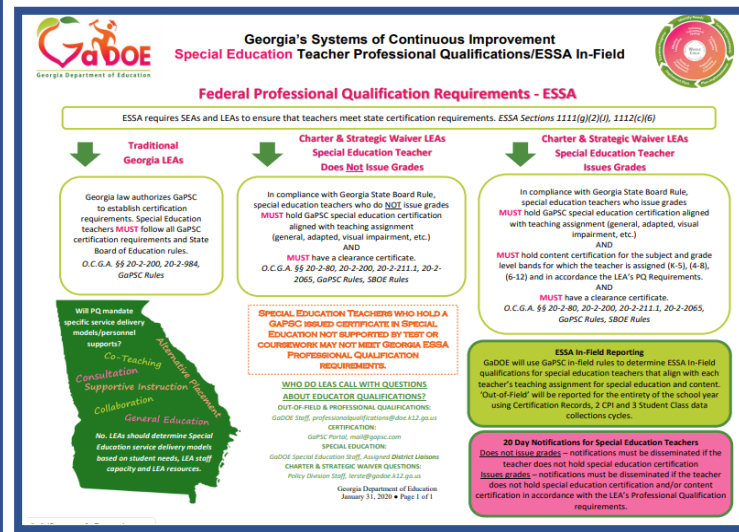
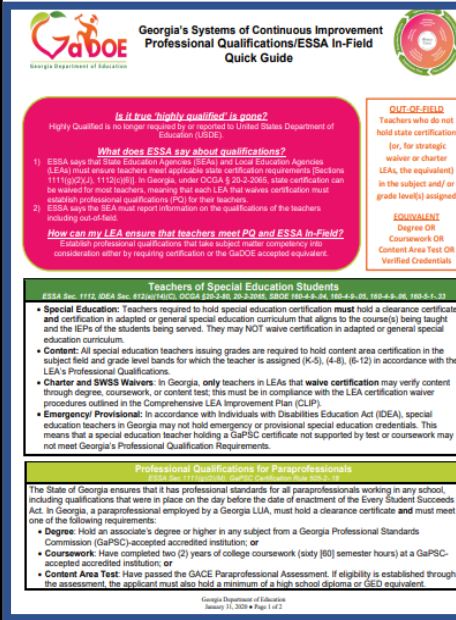
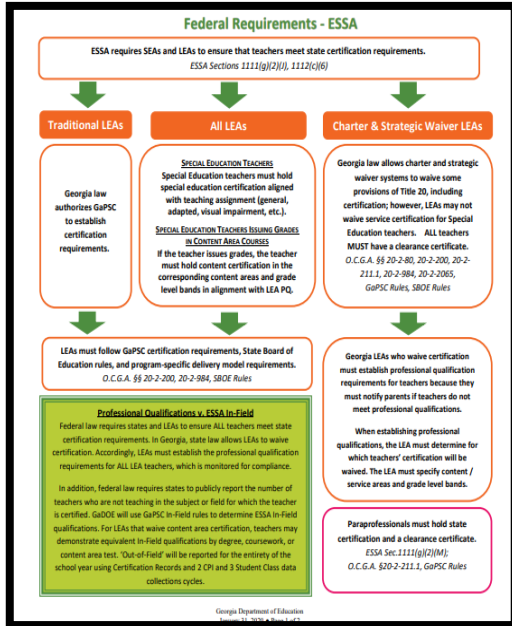
The ESSA PQ and In-Field Implementation Guide is an authoritative document that guides local education agencies (LEAs) in their efforts to implement federal, state and local requirements related to professional qualifications and in-field reporting in Georgia.

PQ – pages 23 - 37

Q & A – pages 39 – 45

Citations – pages 62 - 71

Updates to ESSA PQ and In-Field PQ/ESSA In-Field Quick Guides



Decision Guide

Purpose:

- Broad Overview

Audience:

- General Public

Quick Guide

Purpose:

- Updates

Audience:

- LEA staff working with PQ and In-Field

Special Education Guide

Purpose:

- Special Education Focus

Audience:

- Special Education Staff

Updates to ESSA PQ and In-Field In-Field Portal



Georgia Professional Standards Commission
Protecting Georgia's Higher Standard of Learning

Please Sign In



Due to budget and staff reductions...

- We no longer accept "walk-in" visitors.
- Our Call Center is closed on Tuesdays and Thursdays.

We can still help you!

- Use your [MyPSC](#) account to track the progress of your application and print your certificate.
- Our Call Center (800) 869-7775 is open from 8:00 am to 4:30 pm, Monday, Wednesday, and Friday except for state holidays.
- Email us at mail@gapsc.com

Username: [Forgot username?](#)

Password: [Forgot password?](#)

www.gapsc.org

Updates to ESSA PQ and In-Field

What do I do if I have questions about In-Field?

In-field System

Documentation

[ESSA In-Field Updates for FY19](#)

For further assistance email: infield@gapsc.com

Find an educator

SSN <input type="text"/>	OR Certificate Number <input type="text"/>	<input type="button" value="Search Educator"/>
<hr/>		
First name <input type="text"/>	Last name <input type="text"/>	<input type="button" value="Search By Names"/>

Select Records

Academic Year & Data Cycle <input type="text" value="2020-1"/>	System <input type="text" value="-- Select one system --"/>
School Buildings <input type="text" value="All Schools"/>	Type <input type="text" value="Teachers"/>
Content Status <input type="text" value="Out-of-field"/>	Services Status <input type="text" value="Out-of-field"/>
<input type="button" value="Search"/> <input type="button" value="System Report"/>	<input type="button" value="Building Report"/>

professionalqualifications@doe.k12.ga.us

Reflecting on Your PQ



Reflecting on Your PQ

LEAs might look at how an LEA-established PQ requirements could impact...

- student **achievement**
- school or district **climate**
- the **scheduling** of LEA teachers
- the **supervising** of student teachers
- a LEA's federal program **monitoring** results
- **staffing** decisions at the LEA's charter schools
- a LEA's internal and external **recruitment** pool
- a LEA's **budget** and/or an educator's personal finance
- the **civil rights** of the students being served & related service models
- whether or not a LEA is required to disseminate ESSA 20 Day **notifications**
- **TKES process** for educators

From the *ESSA PQ and Implementation Guide* pp. 35-36

Reflecting on Your PQ

LEA-developed PQ requirements can be reviewed and updated as needed!



Reflecting on Your PQ

CLIP – Required Questions – Professional Qualification (PQ)

Online CLIP (DIP 3.1, 3.2 & 3.3) and S-CLIP #5

Professional Qualifications (Part 1) – Intent to Waive Certification

For the current fiscal year, using the flexibility granted under Georgia charter law [OCGA 20-2-2065] or State Board Rule - Strategic Waivers [160-5-1-.33], does the district intend to waive teacher certification - **Yes or No?** [ESSA Sec. 1112(e)(1)(B)(ii)]

Professional Qualifications (Part 2) – Waiver Recipients

If the LEA waives certification, specify whether or not, in the current fiscal year, certification is waived:

- i. for all teachers (except Special Education services areas in alignment with the student's IEP), or
- ii. for a select group of teachers. If waived for a select group of teachers, the response must address content fields and grade level bands (P-5, 4-8, 6-12, P-12).

[All educators must hold a GaPSC issued Clearance Certificate.] [O.C.G.A. 20-2-211.1, SBOE 160-4-9-.05, ESSA Sec. 1112(e)(1)(B)(ii)]

Responses Should Not Contradict

Professional Qualifications (Part 3) – Minimum Qualifications

If the district waives certification, state the minimum qualifications required for employment of teachers for whom certification is waived (example: Bachelor's Degree, Content Assessment, Coursework, Field Experience etc.). If no requirements exist beyond a Clearance Certificate, please explicitly state so. [Sec. 1112(e)(1)(B)(ii)]

Reflecting on Your PQ

Professional Qualifications Part 1

5. Professional Qualifications

- Part 1 – State “explicitly” whether or not in the current fiscal year the LEA uses its Charter or Strategic Waiver flexibility to waive certification. [O.C.G.A. 20-2-80, 20-2-2065, ESSA Sec. 1112(e)(1)(B)(ii)]

Yes or No

PQ – Intent to Waive Certification

State whether or not the district waives certification under Georgia charter law (OCGA 20-2-2065) or State Board Rule – Strategic Waivers (160-5-1-33).

Part 1: For the current fiscal year, using the flexibility granted under Georgia charter law or State Board Rule – Strategic Waivers, does the district intend to waive teacher certification – Yes or No

Look For:

- Description explicitly states whether or not the district waives certification for teachers
- Yes or No

Reflecting on Your PQ

Professional Qualifications Part 2

- Part 2 - If the LEA waives certification, specify whether or not, in the current fiscal year, certification is waived:
 - for all teachers (except Special Education), or
 - for a select group of teachers (please specify content fields and grade level bands, P-5, 4-8, 6-12, P-12).

[Note that in Georgia certification requirements for Special Education CANNOT be waived. All Special Education teachers are required to hold GaPSC special education certification that is in-field for the course to which the teacher is assigned. All educators must hold a GaPSC issued Clearance Certificate.] [O.C.G.A. 20-2-211.1, SBOE 160-4-9-.05, ESSA Sec. 1112(e)(1)(B)(ii)]

Do Not Contradict

PQ- Waiver Recipients

If the district waives certification, specify whether or not, in the current fiscal year, certification is waived for all teachers (except Special Education). If certification is waived for a select group of teachers, please specify for which teachers the district waives certification.

The description must address content fields and grade level bands (P-5, 4-8, 6-12, P-12). Please note that in Georgia certification requirements for Special Education teachers CANNOT be waived. All Special Education teachers are required to hold GaPSC special education certification that is in-field for the course to which the teacher is assigned. In addition, Teachers must hold the corresponding GaPSC endorsement.

Part 2: If LEA waives certification specify whether or not, in the current fiscal year, certification is waived:

- For all teachers (except Special Education teachers)
- For a select group of teachers. If waived for a select group of teachers, the response must address content fields and grade level bands (P-5, 4-8, 6-12, 9-12)

Look For:

- If the district waives certification, the description states whether or not certification is waived for all teachers. If only waived for some teachers, the description listed the content and grade level bands for which the district waives the certification of those teachers (PQ is not waived for Special Education.)
- If yes, list teacher content and grade level bands for whom certification is waived.
- (Example: 9-12 CTAE, 6-12 Math, 9-12 Foreign Language)

Reflecting on Your PQ

Professional Qualifications Part 3

- Part 3 - If the LEA waives certification, state the minimum qualifications required for employment of teachers for whom certification is waived (example: bachelor's degree, content assessment, coursework, field experience, etc.). If no requirements exist beyond a Clearance Certificate, please explicitly state so. [Sec. 1112(e)(1)(B)(ii)]

Answer question distinctly

PQ- Qualifications

- The LEA describes the minimum qualifications required of its teachers for employment
- Request Revision** if incomplete, violated the law, contradicts itself, is unclear, is non-committal
- Recommendations/Comments** if it looks like current format might require revisions
 - Field Experience -What does this mean?
 - Setting a higher degree than what might be Needed if waiving CTAE
 - Forgetting to consider charter schools if the LEA has LEA-approved charter schools

Sample Language:
For teachers employed in _____ County (except Special Education) the minimum qualifications include:
1. Clearance Certificate **AND**
2. Bachelor's Degree

For teachers employed in _____ County (except Special Education) the minimum qualifications include:
1. Clearance Certificate **AND**
2. Bachelor's Degree in assigned field **OR**
3. Five years Successful Field Experience in CTAE field

For teachers employed in _____ County (except Special Education) the minimum qualifications include:
1. Clearance Certificate **AND**
2. Degree in subject area assigned **OR**
3. Coursework in subject area assigned **OR**
4. Passing Score on content area test in subject area assigned **OR**
5. Five or more satisfactory work experience in a field directly related to the subject area taught (example: Emergency Technician courses may be taught by and EMT with at least 5 years of satisfactory work experience).

Professional Qualifications “Look Fors”

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Part 1: For the current fiscal year, using the flexibility granted under Georgia charter law or State Board Rule – Strategic Waivers, does the district intend to waive teacher certification – Yes or No

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Reflecting on Your PQ

Developing LEA Professional Qualifications

1. Does your District find it difficult to hire teachers who are fully certified?
2. If so, what grade levels and areas are difficult?
3. Using the answers to the two questions above, do you think your District should waive certification?
4. If so, what grade levels and content areas should be waived?
5. If your District waives certification, what are the minimal qualifications you want candidates to have to teach in your District?

Reflecting on Your PQ

Task

In a small group of four,

1. Share your district's current PQ with the other members.
2. Reflect on challenges your district had with your PQ this school year.
3. What is your district considering for PQ next school year?

Be prepared to report out to the whole group on what you discussed!

Report Out AND Questions?



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Making ESSA PQ and In-Field Easy

Title I, Part A Program Manager

Ken Banter

(404) 673-2372

kbanter@doe.k12.ga.us

Program Specialists

Area	Name	Office Number	Email
Metro 1	Robyn Planchard	(678) 378-1532	rplanchard@doe.k12.ga.us
Metro 2	Olufunke Osunkoya	(678) 378-1325	oosunkoya@doe.k12.ga.us
Metro 3	Karen Cliett	(678) 217-1751	kcliett@doe.k12.ga.us
NW1	Anne Marie Wiseman	(678) 217-2021	amwiseman@doe.k12.ga.us
NW2	Sherri Minshew	(678) 340-8388	sminshew@doe.k12.ga.us
NW3	Clarice Howard	(678) 340-0370	choward@doe.k12.ga.us

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Program Specialists

Area	Name	Office Number	Email
NE1	Tammy Wilkes	(678) 217-1677	twilkes@doe.k12.ga.us
NE2	Grace McElveen	(678) 340-5055	gmcelveen@doe.k12.ga.us
NE3	Kathy Pruett	(678) 340-9388	kpruett@doe.k12.ga.us
SE1	JaBra Harden Fuller	(678) 340-9493	jharden@doe.k12.ga.us
SE2	Marijo Pitts-Sheffield	(678) 340-5369	mpitts@doe.k12.ga.us
SE3	Elaine Dawsey	(678) 217-6981	edawsey@doe.k12.ga.us
SW1	Kim Ezekiel	(678) 340-8443	kezekiel@doe.k12.ga.us
SW2	Kelly Roberts	404-991-4167	Kelly.herman-Roberts@doe.k12.ga.us

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Title II, Part A Program Manager

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tstill@doe.k12.ga.us

404-561-3876

NAREN CLIEU

Title I, Part A Program Specialist-Metro 3

Georgia Department of Education

kclielt@doe.k12.ga.us

678-217-1751

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Title I, Part A Program Specialist-SW1

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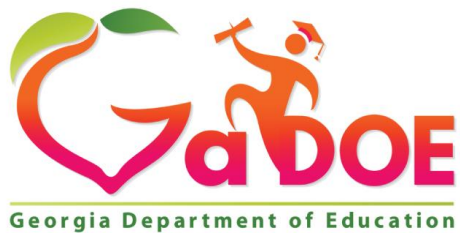
amwiseman@doe.k12.ga.us

678-217-2021

www.gadoe.org

   @georgiadeptofed

 youtube.com/georgiadeptofed



**EDUCATING
GEORGIA'S FUTURE**

