

## **Educator and Leader Development: Supporting Excellent Educators Working Committee**

**Monday, August 22, 2016**

### **Professional Qualifications**

#### ***Introduction in Full Group:***

- Where is Highly Qualified (HQ) now, before changes
- Not monitoring HQ – suggesting stay the course right now because unsure where we’re going from here
- See what it could be and what we might want it to be
- 98.2% current HQ in the state
  - Est. 2005-06
- Determine at state what Professional Qualifications will be to federal
  - Used to be federal determination
- Equity – what we define in our terms in GA
  - Review terms
    - Inexperienced
    - Out of field
    - Ineffective
  - Professional Qualifications
    - LEAs have waiver for certification
    - What if... an LEA waives certification and there’s no PQ what does that leave you with? What does that look like?
  - Think state-wide and global
  - Falls on districts to provide documentation as well
  - Some district issues this year:
    - Districts hiring large number of teachers with no certification
    - Some elementary teaching middle and middle teaching elementary
- Paraprofessionals have to have more qualifications than teachers
- What kinds of flexibilities can we put in place (are we okay with) to get teachers in hard to staff areas?
- “With great flexibility comes great accountability.”
- To be considered “highly qualified” to teach in the State of Georgia, traditionally prepared new teachers must:
  - Hold a bachelor’s degree or higher from a GaPSC accepted, accredited institution of higher ed
  - Hold a valid GA teaching certificate
  - Have evidence of subject matter competence in the subjects they teach by
    - An academic major OR the equivalent (minimum of 15 semester hours for middle grades; minimum of 21 semester hours for secondary

#### ***Small Group Discussion***

##### **Professional Qualifications**

- Goal is to be at 100%, if you aren’t you need to be getting there with that teacher

- Have a percentage that gives you flexibility – everyone has flexibility to do what they need to do with their district
  - Keep high expectations and allow districts to have flexibility
  - What does the % need to be?

<b>Topic</b>	<b>Question</b>	<b>Research or Resources Needed</b>
Professional Qualifications – propose to have a % that gives you flexibility – everyone has the flexibility to do what they need to do with their district	What does the % need to be?	
Waive certification – with HQ as is can't waive certification		
What if there was a % and that person didn't have to be Professionally Qualified? Essentially extend timeline for someone to become PQ?		State Advisory could propose a %.

***Conclusions/Proposed Qualifications:***

- Certification required
- Basics of HiQ should remain intact
- 90% of all teachers must meet definition of “professionally qualified”
  - Should a portion of the remaining 10% be in process of obtaining certification
  - What portion?