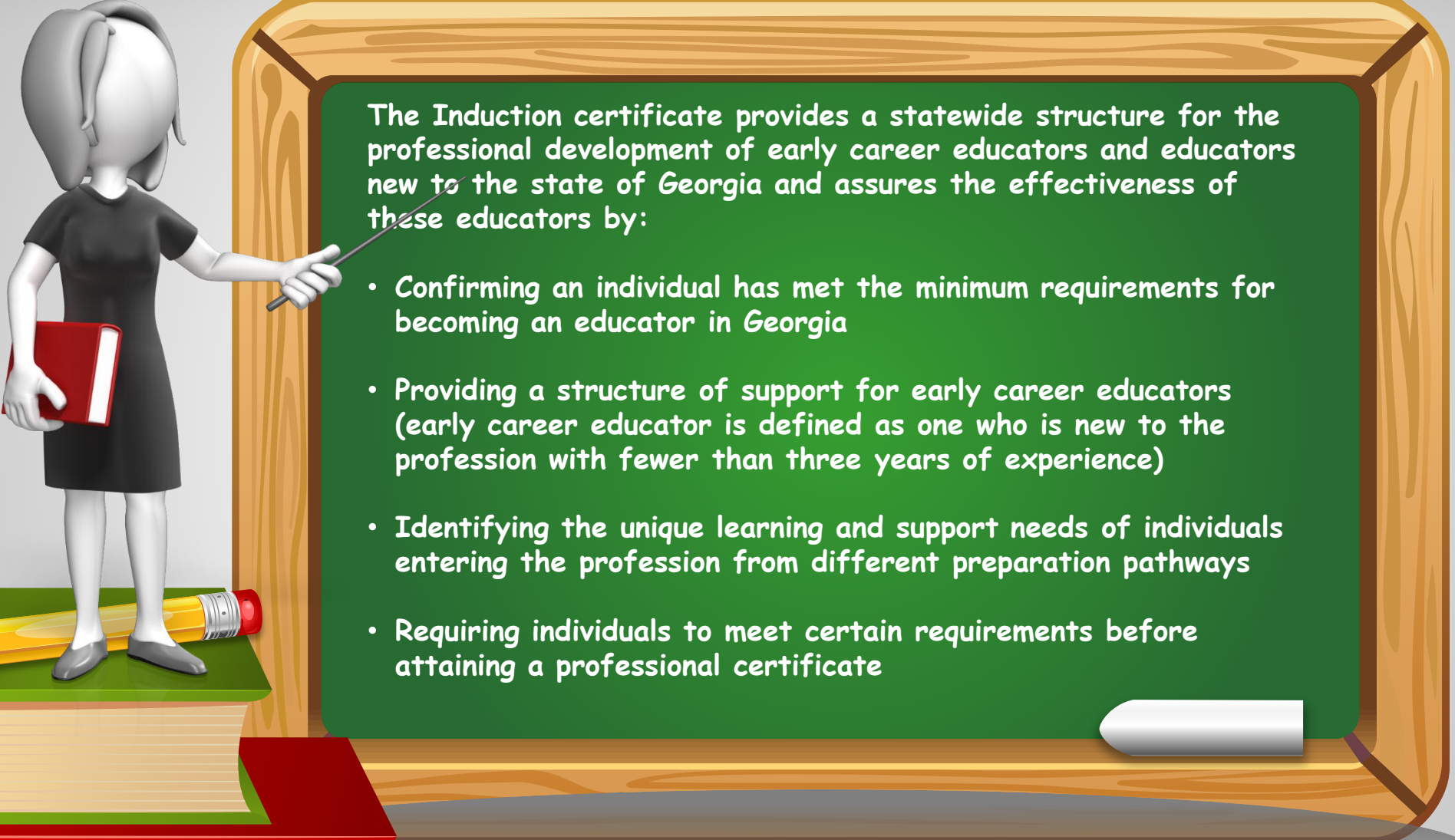




Introduction  
TO  
INDUCTION

# Induction



The Induction certificate 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:

- Confirming an individual has met the minimum requirements for becoming an educator in Georgia
- 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 years of experience)
- Identifying the unique learning and support needs of individuals entering the profession from different preparation pathways
- Requiring individuals to meet certain requirements before attaining a professional certificate

# Pathway 1

For individuals prepared by a GaPSC-approved traditional in-state educator preparation program.

Complete a GaPSC-approved traditional in-state educator preparation program at the appropriate degree level as defined in the applicable teaching rule and receive a recommendation for certification.

Attain a passing score on the GACE content assessment (if one is available in the field) at the Induction level or higher.

As of January 1, 2015, attain a passing score on the Georgia Educator Ethics Assessment.

As of September 1, 2015, attain a passing score on the GaPSC-approved content pedagogy assessment.

Meet Special Georgia requirements.

Have the employing Georgia LUA request the certificate.



## Pathway 2

For individuals prepared by a GaPSC-accepted out-of-state provider and fulfilling field and clinical experiences in Georgia.

Complete a GaPSC-accepted educator preparation program at the appropriate degree level.

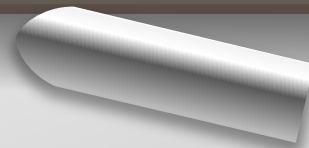
Attain a passing score on the GACE content assessment (if one is available in the field) at the Induction level or higher.

As of January 1, 2015, attain a passing score on the Georgia Educator Ethics Assessment.

As of September 1, 2015, attain a passing score on the GaPSC-approved content pedagogy assessment.

Meet Special Georgia requirements.

Have the employing Georgia LUA request the certificate.



# Pathway 3

For:  
Individuals prepared by a GaPSC-accepted out-of-state EPP and fulfilling field and clinical experiences out-of-state.

Professionally certified out-of-state educators applying for initial certification having less than 3 years of acceptable educator experience.

Professionally certified out-of-state educators having attained a passing score below the Professional level score on the GACE content assessment.

Complete a GaPSC-accepted educator preparation program at the appropriate degree level 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.

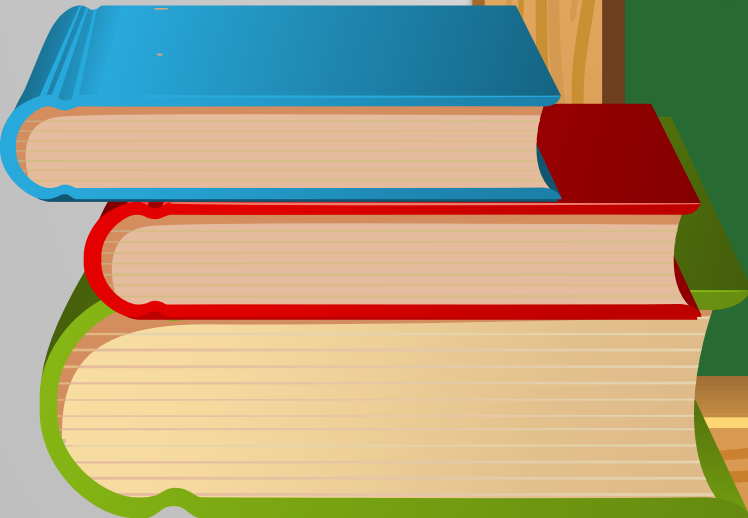
Attain a passing score on the GACE content assessment (if one is available in the field) at the Induction level or higher OR meet HB590 exemption requirements.

As of January 1, 2015, attain a passing score on the Georgia Educator Ethics Assessment.

Have the employing Georgia LUA request the certificate.

As of September 1, 2015, for individuals with no teaching experience but holding a valid or expired, professional certificate, fulfill one of the following requirements:

- Demonstrate a passing score on the GaPSC-approved content pedagogy assessment taken as part of an educator preparation program
- Demonstrate a passing score (determined by GaPSC) on another GaPSC-accepted portfolio-based pedagogy assessment taken as part of an educator preparation program
- If neither previous option is available with support from the recommending educator preparation provider (EPP), then meet or exceed a minimum passing score determined by GaPSC on the Praxis Pedagogy Assessment



# Pathway 4

For individuals employed in an LUA while enrolled in a GaPSC-approved non-traditional program leading to initial certification.

Hold a bachelor's degree or higher from a GaPSC-accepted institution with an overall GPA of 2.5 or higher on a 4.0 scale, 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 with a cumulative GPA less than 2.5 must document one of the following:

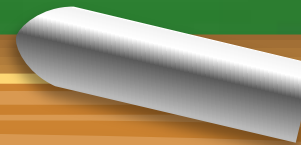
- Enrollment in a GaPSC-approved program
- A bachelor's degree awarded ten (10) years or more prior to the date of application for certification;
- A bachelor's degree awarded within ten (10) years of application and a master's degree.

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. For SP ED certificates, the pre-requisite requirement is the academic content concentration.

As of January 1, 2015, attain a passing score on the Georgia Educator Ethics Assessment.

Attain a passing score on the GaPSC Program Admission assessment or meet exemption criteria.

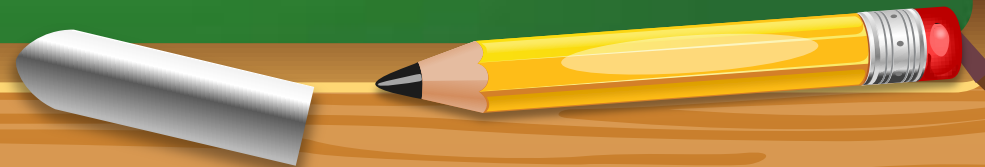
Have the employing Georgia LUA request the certificate.



## Pathway 4

Applicants seeking certification in Trade and Industrial Education, with the exception of JROTC, must meet eligibility criteria outlined in the GaPSC Trade and Industrial rule. Initial JROTC certificate holders complete eligibility requirements outlined in the GaPSC Permit Rule.

Applicants seeking certification in Healthcare Science Technology Education must meet eligibility criteria outlined in GaPSC Healthcare Science Technology Education rule.

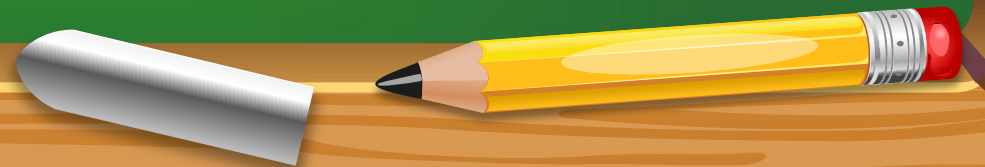


# Induction

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:

Media Specialist  
School Counseling  
School Nutrition Director  
School Psychology

The Induction certificate is not issued for leadership fields.





# Certificate of Eligibility

Effective 7/1/14, the GaPSC will no longer issue certificates to individuals not employed in a Georgia LUA.

Applicants eligible for certification by Pathways 1-3 will receive a Certificate of Eligibility. Upon employment, the LUA will request issuance of the Induction certificate.

Applicants not eligible for certification will receive a certification requirements letter.

Certificates of Eligibility will not be issued for Induction Pathway 4 applicants.





# GEORGIA CERTIFICATE OF ELIGIBILITY

## *for Educator Certification*

Georgia Professional Standards Commission  
200 Piedmont Avenue, Suite 1702  
Atlanta, Georgia 30334-9032  
(404) 232-2500

This Certificate of Eligibility serves as evidence that the following individual is eligible for the educator certificate described below. Upon employment in a Georgia local unit of administration (LUA), as defined in GaPSC Rule 505-2-.01 GEORGIA EDUCATOR CERTIFICATION, the employing LUA must request the issuance of the educator certificate.

**Dolores Andrues**  
**123 Winding Way**  
**Atlanta, GA 30334**

Certification ID: **123456**  
Effective Date: **07/01/14**  
Expiration Date: **06/30/19**

Category	Field	Title/Type	Level
Induction	Early Childhood Education	T	5

*This Certificate of Eligibility is NOT an educator certificate and DOES NOT CERTIFY the holder for any teaching position in Georgia.*

In order to receive the educator certificate described above, the individual must be employed in the designated certificate field by a Georgia LUA, and the employing LUA must request the issuance of the educator certificate from the Georgia Professional Standards Commission (GaPSC).

This Certificate of Eligibility may be used to demonstrate to potential employers that the holder is eligible, upon employment in a Georgia LUA, for the educator certificate described above.

Although this Certificate of Eligibility does not certify the holder for any teaching position in Georgia, it DOES represent FULL completion of a state-approved educator preparation program, including student teaching and applicable Georgia educator assessment requirements.

Should this Certificate of Eligibility expire before the holder has been issued the educator certificate described above, the individual may receive a new Certificate of Eligibility upon reapplication to the GaPSC. If an individual applies under Induction Pathway One (1), an updated recommendation for certification is required as outlined in GaPSC Rule 505-3-.01 REQUIREMENTS AND STANDARDS FOR APPROVING PROFESSIONAL EDUCATION UNITS AND EDUCATOR PREPARATION PROGRAMS.

# Certificate of Eligibility

GaPSC Certification Manual  
Vol. 26, Chapter 9, Pg. 30,949

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 recommendation for certification is required.

**Remember:**  
Certificates of Eligibility are valid for 5 years and are invalidated upon issuance of the Induction certificate.



# Supplemental Induction Certificate

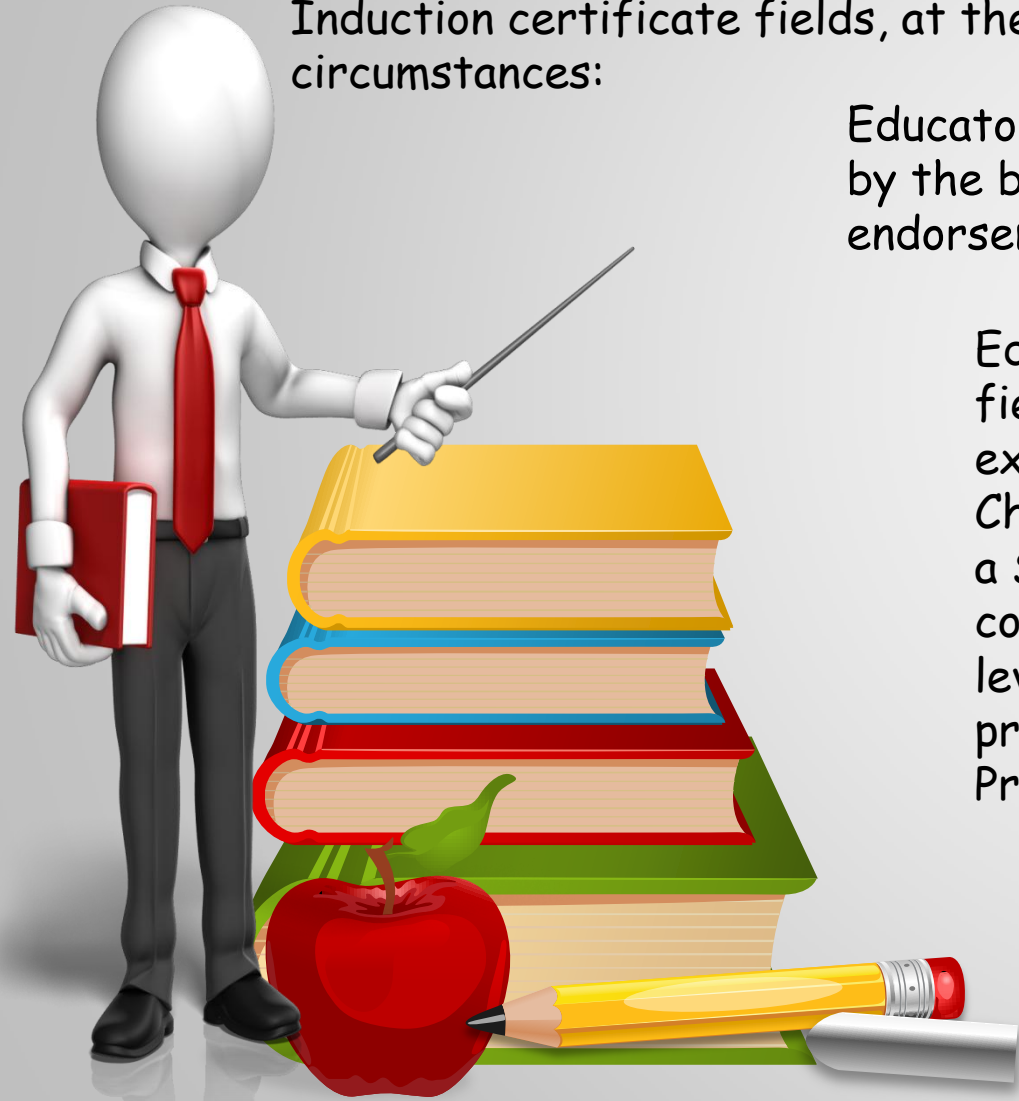
The field in which an Induction certificate is initially issued is considered the base certificate field.

Educators holding a valid Induction 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:

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.

Educators holding an Induction certificate in a teaching field (base field) who are assigned to work in a different teaching field, except the fields of Special Education General Curriculum/Early Childhood Education and Early Childhood Education, may be issued a Supplemental Induction certificate field upon passing the GACE content assessment in the new teaching field at the Induction level or higher. Conversion of the Supplemental field to professional will require passing the GACE for that field at the Professional level.

Educators will not be eligible for a professional certificate in Supplemental Induction certificate fields until the base field is converted to professional certificate.



# Can an Induction Certificate be Upgraded?

Educators holding an Induction certificate are not eligible to upgrade to a higher certificate level until conversion to the professional certificate and meeting upgrade requirements.

Issuance of the Induction certificate level will be based on the highest degree earned at the time of application.



# Validity Periods

Induction certificates are valid for three (3) years with the following exceptions:

Valid from 1-3 years if the educator qualifying through Pathway 4 has previously held a n NNT or one of the GaTAPP certificates in the same 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.

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.

**\*\*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.\*\***

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

- Educators who have received more than one unsatisfactory annual evaluation while holding the Induction certificate may be eligible for a second 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 Recommendation 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.
- Educators issued an Induction certificate in a Trade and Industrial area of specialization who must earn an associate's degree or equivalent and any outstanding industry testing or licensure requirements, may be eligible for a second 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 and the Program Admissions assessment.
- An educator who has previously held an Induction certificate may be eligible for another, at the request of an employing LUA and subject to current requirements, if he/she meets both of the following requirements:
  - ❖ Has never held a Georgia renewable professional educator certificate; and
  - ❖ Has earned less than three (3) years of acceptable educator experience within five (5) years of the date of application.

# Induction Implementation

All NNT and 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.

The Induction certificate will replace the NNT and all GaTAPP certificates all teaching and service certificates issued on or after the effective date of the Induction rule.

Effective January 1, 2015, to qualify for an Induction certificate through any pathway, individuals must pass the Georgia Educator Ethics Assessment.

Effective September 1, 2015, to qualify for an Induction certificate through Pathways 1, 2 and 3, teachers must attain a passing score on the GaPSC-approved content pedagogy assessment as determined by GaPSC.

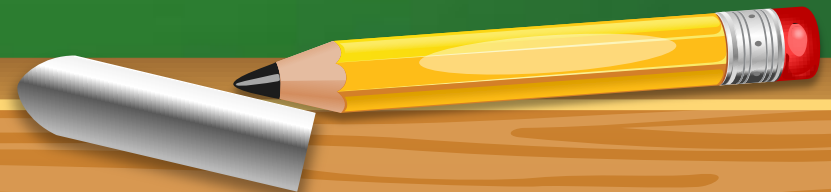


# Let's practice!!

I am professionally certified in Math (6-12) in North Carolina. I have four years of experience teaching 9<sup>th</sup> grade math, but only one of those years was in the last five years. I passed the Praxis II to receive my NC certificate. I will be relocating to Georgia in the fall of 2014. What pathway would I qualify for? Would I need to meet any additional requirements for eligibility?

## Pathway 3

Applicant must complete two additional years of successful experience.



# Let's practice!!

I am a student at Georgia State University in the ECE program and will graduate either 12/15/14 or 5/15/15. I have passed the GACE in ECE at the induction level and will completed Exceptional Child course as part of the approved program. What Induction pathway would I qualify for? Will the requirements change if I graduate on the latter date?

Pathway 1

Yes, after 1/1/15, student must pass the Ethics assessment



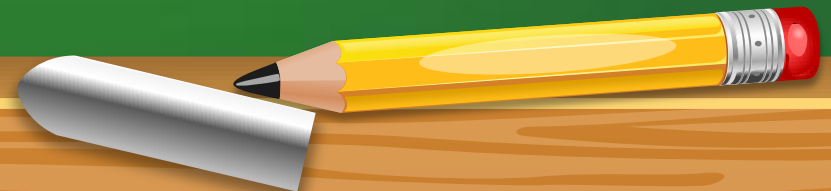


# Let's practice!!

I earned my bachelor's degree in Chemistry in 2002. I passed the GACE assessment in Chemistry at the induction level and I hope to start the GaTAPP program in January 2015, once I secure employment. What Induction pathway do I qualify for? Are there any additional requirements before becoming eligible for certification?

## Pathway 4

Must pass GACE Program Admission Assessment and, if employed on or after 1/1/15, must also pass Ethics assessment



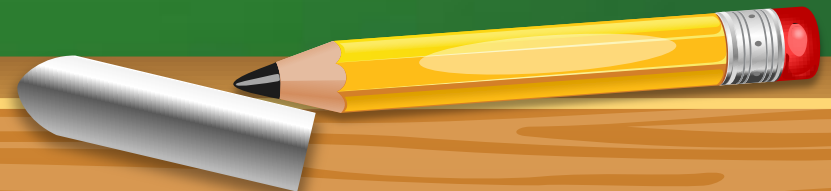


# Let's practice!!

I am interested in switching careers to become a Special Education teacher. I am currently enrolled in an approved program through an OOS online institution and plan to complete student teaching in GA and graduate in December 2015. I passed the SP ED General Curriculum GACE assessment at the professional level on my first try. What type of certificate will I qualify for and what are the additional requirements, if any?

## Induction Pathway 2

Must obtain a passing score on GaPSC approved pedagogy assessment and Ethics assessment





# Let's practice!!

I am a retired police officer interested in teaching Public Safety in a GA school. I have well over the 2 years of occupational experience required and have a bachelor's and master's degree in Criminal Justice. I would like to begin teaching in August 2014. What certificate do I qualify for?

Induction Pathway 4, upon employment





## Let's practice!!

I am hoping to graduate from The University of Alabama in May; I am planning on taking the Praxis required for my Alabama certificate in July. If all goes well, I will receive my Alabama certificate in August in Science Education. I hope to start teaching in Georgia in the fall of 2014. Will I receive a professional certificate? Will there be additional requirements for me to complete when I get to Georgia?

No, applicant must pass the *GACE* at the induction level or higher to qualify for the Induction certificate.

