



Federal Requirements - ESSA

ESSA requires SEAs and LEAs to ensure that teachers meet state certification requirements

ESSA Sections 1111(g)(2)(J), 1112(c)(6)



Traditional LEAs

All LEAs

Charter & Strategic Waiver LEAs

Georgia law authorizes GaPSC to establish certification requirements.
O.C.G.A. § 20-2-984

SPECIAL EDUCATION TEACHERS
Special Education teachers must hold special education certification.

SPECIAL EDUCATION TEACHERS ISSUING GRADES IN CONTENT AREA COURSES
If the teacher issues grades, the teacher must hold certification or the equivalent in the corresponding content areas and grade level bands.
GaDOE Board Rule

Georgia law allows charter and strategic waiver systems to waive some provisions of Title 20, including certification; however, LEAs may not waive certification for Special Education teachers. ALL teachers MUST have a clearance certificate.
O.C.G.A. § 20-2-80, 20-2-211.1 § 20-2-2065



LEAs must follow GaPSC certification requirements, State Board of Education rules and program-specific delivery model requirements.
O.C.G.A. § 20-2-984

Georgia LEAs who waive certification must establish professional qualification requirements for teachers because they must notify parents if teachers do not meet professional qualifications.

When establishing professional qualifications, the LEA must determine for which teachers certification will be waived. The LEA must specify content / service areas and grade level bands.

Professional Qualification v. In-Field

Federal law requires states and LEAs to ensure ALL teachers meet state certification requirements. In Georgia, state law allows LEAs to waive certification. Accordingly, LEAs must establish the professional qualification requirements for ALL LEA teachers. This is monitored for compliance.

In addition, federal law requires states to publicly report the number of teachers who are not teaching in the subject or field for which the teacher is certified. GaDOE will use GaPSC in-field rules to determine in-field qualifications. For LEAs that waive content area certification, teachers may demonstrate equivalent in-field qualifications by degree, coursework or content area test as reported in Fall CPI Cycle 1.

Paraprofessionals must hold state certification or the equivalent.

Federal Requirement – 20 Day Notification

In Georgia, in accordance with the Every Student Succeeds Act of 2015, all LEA schools are required to provide timely notice to parents when students have been assigned or taught for 4 or more consecutive weeks by a teacher who does not meet applicable state certification or licensure requirements at the grade level and subject area in which the teacher has been assigned. *ESSA Sec. 1112(e)(1)(B)(ii)*



Traditional LEAs

Charter & Strategic Waiver Systems

LEAs must send notifications for teachers who do not meet the GaPSC certification 'in-field' requirements.

LEAs must use charter/strategic waiver plans to establish professional qualification requirements. Notifications must be sent for any teachers who do not meet the LEA's professional qualification requirements.

Teacher meets LEA Professional Qualification Requirements and is 'In-Field'
Notification is not required.

Teacher Does NOT Meet LEA Professional Qualification Requirements
Notification is required.

Teacher meets LEA Professional Qualification Requirements but is NOT 'In-Field'
Notification is not required.

Who do LEAs call with questions about educator qualifications?

- OUT-OF-FIELD & PQ*:** GaDOE Staff
- CERTIFICATION:** GaPSC Portal
- SPECIAL EDUCATION:** GaDOE Special Education Staff
- ESOL:** GaDOE Title III Staff
- GIFTED:** GaDOE Gifted Staff
- CHARTER:** GaDOE Charter Division Staff
- DUAL IMMERSION:** GaDOE Teaching & Learning Staff

- professionalqualifications@doe.k12.ga.us*
- mail@gapsc.com*
- Assigned District Liaisons*
- calston@doe.k12.ga.us*
- ghumble@doe.k12.ga.us*
- lerste@doe.k12.ga.us*
- pwallace@doe.k12.ga.us*

Federal Requirement - Parents' Right to Know

THE REQUIREMENT
ESSA Sec. 1112(e)(1)(A)
In Georgia, all LEA schools are required to notify parents at the beginning of the school year of their 'right to know' the professional qualifications of the student's classroom teacher(s) and paraprofessional(s).

THE NOTIFICATION
In compliance with the requirements of the Every Student Succeeds Act, parents may request the following information:

- 1. Whether the student's teacher—*
 - o has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;*
 - o is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived; and*
 - o is teaching in the field of discipline of the certification of the teacher.*
- 2. Whether the child is provided services by paraprofessionals and, if so, their qualifications.*

GUIDANCE AND SAMPLE
Parents' Right to Know guidance and sample letter are available on the Title II, Part A Resources page of the Georgia Department of Education website.