

# GEORGIA PROFESSIONAL STANDARDS COMMISSION (GAPSC)

## PROFESSIONAL LEARNING FOR CERTIFICATE RENEWAL

### HOW WILL THE NEW GAPSC CERTIFICATE RENEWAL RULE CHANGE HOW EDUCATORS RENEW CERTIFICATES?

Beginning July 1, 2017, certificate renewal will no longer rely on 10 PLUs as the basic renewal requirement. Instead, educators will engage in continuous professional learning that is job-embedded and linked to their performance. Regardless of whether educators work in a school, district office, RESA, or education agency, renewal will be based on whether or not the educator continuously learns with other educators as they address the problems and challenges impacting teaching and learning. The new rule offers pathways to renewal for educators employed in private schools as well as those who are not currently employed.

For the two years prior to rule implementation, the legislature has suspended the PLU requirement. During this transition period, school districts are urged to develop processes that allow professional learning communities (PLC) to flourish in schools and districts. The PLC should be designed to empower teachers to work with colleagues on problems of practice by using carefully designed protocols for discussion, decision-making, and examination of student work.

Based on evaluation results, educators will develop either Professional Learning Goals (PLGs) or Professional Learning Plans (PLPs) (see right column insert). While not required, educators are encouraged to engage their colleagues in refining their plans before submitting to their supervisors for approval. Educators evaluated by TKES and LKES will house their PLGs or PLPs in the TKES/LKES electronic platform. During the transition period, school districts should encourage use of the platform to help GaPSC identify any needed changes prior to the 2017-2018 school year.

*Researchers, including Karen Seashore Louis and Mark Smylie, note that there is a growing body of research suggesting that schools organized as learning communities produce stronger student performance than schools that don't value collaborative work.*

### PROFESSIONAL LEARNING GOAL (PLGs) OR PROFESSIONAL LEARNING PLAN (PLP)?

EDUCATORS WITH LEVEL 3 OR 4 SUMMATIVE RATINGS OR SATISFACTORY SUMMATIVE RATINGS WILL DEVELOP **PROFESSIONAL LEARNING GOALS** (1-3 GOALS SUGGESTED) BASED ON THE IDENTIFIED LEARNING NEEDS OF THE EDUCATOR.

THE FOLLOWING GROUPS OF EDUCATORS WILL DEVELOP **PROFESSIONAL LEARNING PLANS**. UNLESS NOTED BELOW, PLPS ARE REQUIRED FOR 1-3 YEARS BASED ON THE JUDGMENT OF THE SUPERVISOR.

- Induction level educators (PLP required as long as the educator holds the Induction certificate)
- Educators working on non-renewable certificates (PLP required as long as the educator works on the non-renewable certificate)
- Educators in new positions such as a teacher moving to a counselor position
- Educators new to Georgia regardless of years experience
- Educators returning to the profession after an absence of one or more years
- Educators with annual summative ratings of Level 1 or 2 or unsatisfactory (PLP required until summative rating returns to Level 3 or higher or satisfactory).