

## 505-2-.04 INDUCTION CERTIFICATE

**(1) Summary:** The Induction certificate is part of Georgia's tiered teacher certification system that 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: (a) confirming an individual has met the minimum requirements for becoming an educator in Georgia; (b) 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 [3] years of experience); and (c) requiring individuals to meet certain requirements before attaining a professional certificate.

### **(2) Five (5)-Year Induction Requirements.**

- (a) Individuals prepared by a Georgia Professional Standards Commission (GaPSC)-accepted educator preparation program.
1. Complete a GaPSC-approved educator preparation program at the appropriate degree level as defined in the applicable teaching or service rule and receive verification of program completion.
  2. Meet the following Special Georgia requirements as outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#):
    - (i) Attain a passing score on the following assessments:
      - (I) GACE content assessment in the field of preparation. If no GACE content assessment is available for the certification field requested, the applicant is exempt from this requirement.
      - (II) GACE Educator Ethics Assessment.
    - (ii) Satisfy the Special Education requirement with a grade of B or better.
    - (iii) Meet Standards of Conduct.
  3. Apply for certification following procedures outlined in Rule [505-2-.27 CERTIFICATION APPLICATION PROCEDURES](#).
- (b) Individuals prepared by a state-approved out-of-state provider and fulfilling field and clinical experiences in Georgia.
1. Complete an educator preparation program through an institution administratively based outside of Georgia at the appropriate degree level as defined in the applicable teaching rule and receive verification of program completion.
  2. Meet the following Special Georgia requirements as outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#):
    - (i) Attain a passing score on the following assessments:
      - (I) GACE content assessment in the field of preparation. If no GACE content assessment is available for the certification field requested, the applicant is exempt from this requirement.
      - (II) GACE Educator Ethics Assessment.

- (ii) Satisfy the Special Education requirement with a grade of B or better.
  - (iii) Meet Standards of Conduct.
3. Apply for certification following procedures outlined in Rule [505-2-.27 CERTIFICATION AND APPLICATION PROCEDURES](#).
- (c) Individuals prepared by a state-approved out-of-state educator preparation program and fulfilled field and clinical experiences out-of-state or by holding a Professional out-of-state certificate with less than three (3) years of successful experience while holding a professional certificate.
- 1. Meet one of the following:
    - (i) 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 as defined in the applicable teaching field rule.
    - (ii) Complete an educator preparation program through an institution administratively based outside of Georgia at the appropriate degree level as defined in the applicable teaching rule and receive verification of program completion.
    - (iii) Have completed the equivalent of a United States educator preparation program in a U.S. territory or another country, as evidenced by a course-by-course credential evaluation prepared by a GaPSC-accepted foreign credential evaluation agency.
  - 2. Attain a passing score on the following assessments:
    - (i) GACE content assessment in the field(s) of certification. The content assessment may be exempted based on requirements outlined in GaPSC Rule [505-2-.24 SPECIAL GEORGIA REQUIREMENTS](#). If no GACE or other GaPSC-approved content assessment is available for the certification field requested, the applicant is exempt from this requirement.
    - (ii) GACE Educator Ethics Assessment.
  - 3. Induction certificates may be issued without the Special Education requirement to individuals who completed a state-approved out-of-state program or hold a professional out-of-state certificate; however, the Special Education requirement must be completed with with a grade of B or better to convert or extend the certificate.

**(3) One (1)-Year Induction Requirements.**

- (a) Issuance.
  - 1. Issued to individuals meeting all requirements for the Five (5)-Year Induction certificate with the exception of the GACE content assessment.
    - (i) Have passed the GACE Educator Ethics Assessment.
    - (ii) Must be requested by the employing Georgia local unit of administration following procedures outlined in Rule [505-2-.27 CERTIFICATION AND APPLICATION PROCEDURES](#).

**(4) Three (3)-Year Induction Requirements.****(a) Issuance.**

1. Issued to individuals holding a Five (5)-Year Induction or a One (1)-Year Induction certificate and assigned out-of-field.
  - (i) Must be requested by the employing Georgia local unit of administration following procedures outlined in Rule [505-2-.27 CERTIFICATION AND APPLICATION PROCEDURES](#).
  - (ii) For Service fields, an individual must satisfy the requirements outlined in the Provisional Certificate section in the individual Service field rule excluding outlined assessments.

**(5) Adding a new field.**

- (a) Please see the requirements to add a field in GaPSC Rule [505-2-.34 ADD A FIELD](#).

**(6) Conversion.****(a) Five (5)-Year Induction to Professional.**

1. Three (3) years of successful educator experience as outlined in GaPSC Rule [505-2-.05 PROFESSIONAL CERTIFICATE](#).
  - (i) An individual may convert prior to the end validity date of the Five (5)-Year Induction certificate upon meeting the experience requirement.

**(b) Three (3)-Year Induction to Five (5)-Year Induction.**

1. Specific requirements, including required assessments that must be completed to convert the Three (3)-Year Induction certificate will be printed on the certificate and outlined in correspondence accompanying the certificate. Additional information may be found on the GaPSC web site at [www.gapsc.com](http://www.gapsc.com).

**(c) One (1)-Year Induction to Five (5)-Year Induction.**

1. Pass the required assessment(s) for certification in the field of program completion.

**(7) Exceptions.****(a) The Induction certificate cannot be extended with the following exceptions:**

1. Individuals who have received more than one (1) unsatisfactory annual evaluation while holding the Induction certificate may be eligible for a second Five (5)-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. Earning a second Induction certificate in these circumstances would be a one-time opportunity that could not be repeated.
2. Individuals holding a One (1)-Year Induction certificate with a Three (3)-Year Induction certificate to teach out-of-field may convert and extend the certificates to full validity once

assessment requirements are met to convert the One (1)-Year Induction certificate.

- (b) An individual who has previously held an Induction Pathway 1, 2 or 3 certificate may apply for a Five (5)-Year Induction certificate by meeting the following requirements:
  - 1. Has earned less than three (3) years of successful educator experience within five (5) years of the date of application.
  - 2. Has passed the GACE Educator Ethics Assessment.

**(8) Restrictions.**

- (a) The One (1)-Year Induction certificate is not available to candidates who have completed field and clinical experiences in Georgia as part of a state-approved educator preparation program and obtained professional certification in another state by submitting Georgia experience earned while holding a Non-Professional certificate.
- (b) The One (1)-Year Induction certificate is not available to individuals who held/hold a Provisional certificate or equivalent and have completed all program requirements except passing the GACE content assessment.

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