

Senate Bill 88

By: Senators Goodman of the 8th, Jackson of the 2nd, Tippins of the 37th, Sims of the 12th, Burns of the 23rd and others

AS PASSED

A BILL TO BE ENTITLED

AN ACT

1 To amend Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to
2 elementary and secondary education, so as to provide that the Georgia Teacher of the Year
3 shall be invited to serve as an advisor ex officio to the State Board of Education and to
4 provide for reimbursement of actual cost for attending such meeting or hearing; to provide
5 for a nontraditional teacher certification program for members and veterans of the United
6 States armed forces; to provide for up to three years of creditable service for previous
7 military service for certain teachers; to require local school systems participating in a tiered
8 evaluation system to use the time saved due to reduced evaluations for evaluators to coach
9 and mentor certain teachers; to provide for the Professional Standards Commission to require
10 that teacher education programs include mandatory coursework in differentiated instruction
11 and reading fundamentals; to provide for the Professional Standards Commission to promote
12 increased student enrollment in and completion of teacher education programs offered at
13 historically black colleges and universities in this state; to provide for related matters; to
14 repeal conflicting laws; and for other purposes.

15 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

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SECTION 1.

17 Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to elementary and
 18 secondary education, is amended by revising Code Section 20-2-212.1, relating to increase
 19 in state salary of person selected as Georgia Teacher of the Year, as follows:

20 "20-2-212.1.

21 Any person who has been selected as Georgia Teacher of the Year, as determined by the
 22 State Board of Education, shall:

23 (1) Be be moved up one salary step on the state salary schedule or receive an equivalent
 24 percentage rate increase in state salary to become effective on and after the beginning of
 25 the next school year in which the person is employed in the public schools of this state.

26 The increase in state salary provided by this Code section shall be in addition to any other
 27 increase for which the person is otherwise eligible. This Code section shall not be
 28 construed to require or prohibit any increase in the local supplement payable to such
 29 teacher; and

30 (2) Be invited by the State Board of Education to serve as an advisor ex officio at a
 31 meeting held pursuant to Code Section 20-2-5 or a public hearing held pursuant to Code
 32 Section 20-2-5.1, for which he or she shall be entitled to receive the sum provided for by
 33 Code Section 45-7-21 for actual expenses incurred in connection with attendance at such
 34 meeting or hearing of the State Board of Education and actual costs of transportation to
 35 and from the place of such meeting or hearing."

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SECTION 2.

37 Said chapter is further amended by revising subsections (d) and (e) of and adding a new
 38 subsection to Code Section 20-2-206, relating to alternative teacher certification program,
 39 to read as follows:

40 “(d)(1) Pursuant to this subsection, each local school system shall support nontraditional
41 teacher certification programs approved by the Professional Standards Commission for
42 a teacher candidate who:

43 (A) Is a veteran of the United States armed forces who was honorably discharged as
44 evidenced by United States Department of Defense Form 214 or National Guard
45 Bureau Form 22 or who is currently serving as a member of the United States armed
46 forces in an active duty or reserve component;

47 (B) Holds a bachelor's degree or higher, with a grade point average equal to or above
48 a minimum established by the Professional Standards Commission, from a
49 postsecondary educational institution approved by the Professional Standards
50 Commission and accredited by a regional accrediting agency recognized by the United
51 States Department of Education; provided, however, that the degree requirement shall
52 not apply if the candidate seeks to teach in a specific career, technical, and agricultural
53 education field for which the Professional Standards Commission does not require a
54 degree; and

55 (C) Attains a passing score on the Georgia educator ethics assessment portion of the
56 Georgia Assessments for Certification of Educators (GACE).

57 (2) Upon an offer of employment by a local school system, the individual who meets the
58 requirements provided for in paragraph (1) of this subsection shall be eligible for a
59 three-year military support provisional certificate to be issued in one-year increments by
60 the Professional Standards Commission following a joint application by the employing
61 school system and the individual. During this three-year period, the individual shall:

62 (A) Receive high-quality professional development that is sustained, intensive, and
63 classroom focused in order to have a positive and lasting impact on classroom
64 instruction, before and while teaching;

65 (B) During the first year, enroll in a nontraditional educator preparation program
66 approved by the Professional Standards Commission that includes intensive supervision

67 with structured guidance and regular ongoing support. Individuals enrolling in such
 68 nontraditional educator preparation program approved by the Professional Standards
 69 Commission shall receive priority enrollment;

70 (C) During the first year, attain a passing score on the content assessment portion of
 71 the Georgia Assessments for Certification of Educators or other assessment approved
 72 by the Professional Standards Commission;

73 (D) During the second year, attain a passing score on the program admission
 74 assessment portion of the Georgia Assessments for Certification of Educators or meets
 75 the exemption criteria for such assessment established by the Professional Standards
 76 Commission;

77 (E) Assume functions as a teacher while completing a nontraditional educator
 78 preparation program for a period of time not to exceed three years;

79 (F) Demonstrate satisfactory progress toward full certification as prescribed by the
 80 Professional Standards Commission; and

81 (G) Successfully complete a nontraditional educator preparation program, after which
 82 the individual shall be eligible for an induction or professional certificate to be issued
 83 by the Professional Standards Commission.

84 ~~A teacher receiving initial certification pursuant to this Code section shall be treated in the~~
 85 ~~same manner as certificated professional personnel for purposes of this chapter or any local~~
 86 ~~board of education policy, including receiving salaries pursuant to the minimum salary~~
 87 ~~schedule provided for in Code Section 20-2-212.~~

88 (e) A local school system shall not discriminate or treat differently in any manner a teacher
 89 possessing initial certification pursuant to this Code section, an applicant seeking initial
 90 certification pursuant to this Code section, or an individual meeting the requirement
 91 contained in subparagraph (b)(1)(A) or, paragraph (1) of subsection (c), or paragraph (1)
 92 of subsection (d) of this Code section and eligible for initial certification pursuant to this

93 Code section, including, but not limited to, refusal to admit such teacher to a job fair or
94 other teacher recruitment activity.

95 (f) A teacher receiving initial certification pursuant to this Code section shall be treated
96 in the same manner as certificated professional personnel for purposes of this chapter or
97 any local board of education policy, including receiving salaries pursuant to the minimum
98 salary schedule provided for in Code Section 20-2-212. A maximum of three years of
99 creditable service shall be allowed for the previous military service of individuals who
100 obtain a three-year military support provisional certificate pursuant to subsection (d) of this
101 Code section."

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SECTION 3.

103 Said chapter is further amended by revising paragraph (5) of subsection (b) of Code Section
104 20-2-210, relating to annual performance evaluation, as follows:

105 "(5) All teachers of record, assistant principals, and principals shall have a pre-evaluation
106 conference, midyear evaluation conference, and a summative evaluation conference, in
107 accordance with state board rules. All teachers of record, assistant principals, and
108 principals shall be notified of and have access to the results of the annual summative
109 performance evaluation and any formative observations conducted throughout the school
110 year pursuant to this subsection within ten working days of such evaluation or
111 observations. A teacher of record, assistant principal, or principal, or an evaluator of any
112 such individuals, may request a conference within ten working days of notice of results
113 of a formative observation and such conference shall be provided within ten working
114 days of the request. Conferences shall include the individual being evaluated, his or her
115 supervisor, and the evaluator, unless otherwise agreed upon. For teachers of record, the
116 annual evaluation shall include multiple classroom observations conducted each year by
117 appropriately trained and credentialed evaluators, using clear, consistent observation
118 rubrics, and supplemented by other measures aligned with student achievement and

119 professional growth. A local school system or charter school may include in its
120 flexibility contract, or other agreement with the State Board of Education for local school
121 systems that are not under a flexibility contract, a provision for a tiered evaluation
122 system, in which reduced observations of certain teachers of record may be conducted to
123 ~~provide additional time for evaluators to coach and mentor new teachers and teachers~~
124 ~~with a performance rating of 'Needs Development' or 'Ineffective' pursuant to paragraph~~
125 ~~(4) of this subsection on a pathway of continuous improvement.~~ For the evaluation of
126 teachers of record with a minimum of three years' teaching experience and a performance
127 rating of 'Proficient' or 'Exemplary' pursuant to paragraph (4) of this subsection in the
128 previous school year, the local school system or charter school, in its discretion, shall
129 require no less than two classroom observations and one summative evaluation for the
130 school year. Each local school system participating in a tiered evaluation system shall
131 apply the resources saved due to the reduced number of evaluations for evaluators to
132 coach and mentor teachers with three years or less of experience and teachers with a
133 performance rating of 'Needs Development' or 'Ineffective' pursuant to paragraph (4) of
134 this subsection on a pathway of continuous improvement. Coaching and mentoring
135 support for such teachers may include professional growth plans and remediation plans
136 in evaluation systems if such elements are already required in the evaluation system used
137 to rate the teacher's performance."

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SECTION 4.

139 Said chapter is further amended by revising subsections (a) and (b) of Code Section
140 20-2-984, relating to the Professional Standards Commission's authority to create and
141 implement standards and procedures for certifying educational personnel, recommending
142 standards and procedures for certification, continuation of teaching certificates, and
143 restrictions, as follows:

144 "(a) The commission shall create and implement standards and procedures for certifying
145 educational personnel as qualified for a certificate to practice in the public schools of
146 Georgia, including the following:

147 (1) Procedures for limiting the number and types of certificates to the fewest possible
148 consistent with providing qualified teachers for Georgia's schools;

149 (2) In-service training and related requirements needed to renew or maintain
150 certification;

151 (3) Multiple or alternative routes to professional teacher certification, including, but not
152 limited to, the alternative and nontraditional teacher certification programs provided for
153 in Code Section 20-2-206; and

154 (4) Requirements, including appropriate examinations and assessments, for acquiring and
155 maintaining certification pursuant to Code Section 20-2-200.

156 (b) The commission shall recommend to the board of regents and private colleges and
157 universities standards and procedures for preparing educational personnel to qualify for
158 initial and renewable certification to practice in the public schools of Georgia, including
159 the following:

160 (1) Pre-service preparation;

161 (2) Approval of teacher education programs, both graduate and undergraduate, which
162 shall include, at a minimum, mandatory coursework in:

163 (A) Differentiated instruction, including the development and implementation of
164 explicit curricula to effectively support and deliver differentiated instruction to students.

165 As used in this subparagraph, the term 'differentiated instruction' means instruction that
166 demonstrates a teacher's recognition of students as individuals in terms of their abilities,

167 achievement, learning styles, and needs, including but not limited to at-risk students,

168 English language learners, students with special needs, and gifted students, and that

169 gives greater emphasis to individualization in teaching by making adjustments to

170 curricula, materials, learning activities, and assessment techniques to ensure that all

171 students in a mixed-ability classroom can have equal access to appropriate avenues for
172 processing new information and developing skills; and
173 (B) Instruction related to the development of fundamental reading skills, including
174 phonemic awareness, phonics, fluency, vocabulary, and reading comprehension;
175 (3) Approval of programs of alternative certification; and
176 (4) The creation of innovative programs designed to increase the number of minority
177 teachers entering the profession, including, but not limited to, programs designed to
178 promote increased student enrollment in and completion of teacher education programs
179 offered at historically black colleges and universities in this state."

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SECTION 5.

181 All laws and parts of laws in conflict with this Act are repealed.