

Georgia Cyber Academy Governing Board

Professional Qualifications Policy

Adopted On: 8/29/2019

Last Updated and Approved On: 03/22/2022

The Board of Georgia Cyber Academy (GCA) adopts the following policy, effective on the Last Updated and Approved date listed above.

1. With minimal exceptions, all teachers at GCA shall follow the professional qualification requirements mandated by the state as provided for in Georgia Professional Standards Commission (GaPSC) Rule 505-2.01 pursuant to O.C.G.A. Section 20-2-200.
2. Any exception to GaPSC certification requirements under this waiver must be reviewed and approved by human resources and by the Head of School, or HOS designee.. GCA may waive all allowable certified positions with a minimum of a bachelor's degree and a minimum of two years field experience or an aligned GACE Assessment. Exceptions will be considered as directed by district need and in the following situations:
 - GaPSC teaching certification requirements may be waived for educators with out-of-state teaching certificates who meet an equivalent Georgia qualification as defined by the GaPSC. Teachers will have one calendar year to obtain a Georgia Certification.
 - GaPSC teaching certification requirements may be waived in K-12 for core content with the combination of two or more years of field experience in the subject area assigned, a bachelor's degree, and either a GACE Content Assessment or 21 hours of related course work. Educators will be required to obtain a GaPSC issued certificate within one calendar year of waiver. If enrolled in a qualifying GATAPP program, educators will be given three years to obtain a clear renewable certificate.
 - GAPSC counseling and social work certification requirements may be waived in K-12 grades for counseling and social work job assignments with two or more years of field experience in the area assigned, and a related bachelor's degree in the area assigned. Educators will be required to obtain a GaPSC issued certificate within one calendar year of waiver.
 - GAPSC Work Based Learning endorsement and certification requirements may be waived in 6-12 Work Based Learning supervision and coordination with two or more years of field experience in Work Based Learning supervision/coordination, and a bachelor's degree. Educators will be required to obtain a GaPSC issued certificate within one calendar year of waiver.
 - GaPSC teaching certification requirements may be waived in kindergarten through 12th grade elective courses with the combination of two or more years of field experience in the subject area assigned, a bachelor's degree, and either a GACE Content Assessment or 21 hours of related course work. There is no requirement to obtain subject certification.
 - GaPSC teaching certification requirements may be waived for high school AP courses where the teacher of record has completed the appropriate APSI training by the College Board for that specific AP course. Teachers will be required to obtain a GaPSC issued gifted endorsement/certification within one calendar year of waiver.
 - GaPSC teaching certification may be waived for teachers educating students one grade below current certification. There is no requirement to obtain subject certification.
3. Pursuant to GaPSC Rule 505-2.01, no exceptions will be made for the Clearance Certification requirement.
4. Pursuant to O.C.G.A. 20-2-82(e), no exceptions will be made for EIP program educators.
5. Pursuant to guidance from the Georgia Department of Education, no exceptions will be made for Special Education certification service requirements in alignment with students' Individualized Education Plans.
 - GaPSC Special Education academic content requirements may be waived for all content with two or more years of field experience in the subject area assigned, a bachelor's degree, and either a GACE Content Assessment or 21 hours of related course work. Teachers will have one calendar year to update to Georgia subject specific Certification.
 - GaPSC teaching certification requirements may be waived in kindergarten through 12th grade elective courses within adaptive service areas with a Adapted Service Certification. There is no requirement to obtain subject certification.
6. It is the responsibility of all teachers to understand their professional qualification requirements and assigned areas of instruction. If a teacher is assigned out of field, they should notify their lead or HR immediately.