

Georgia Teacher Academy for Preparation and Pedagogy (GaTAPP)

MAINTAINING QUALITY: GEORGIA'S ALTERNATIVE PATHWAY TO
TEACHER CERTIFICATION



A Nontraditional Pathway for Career Changers

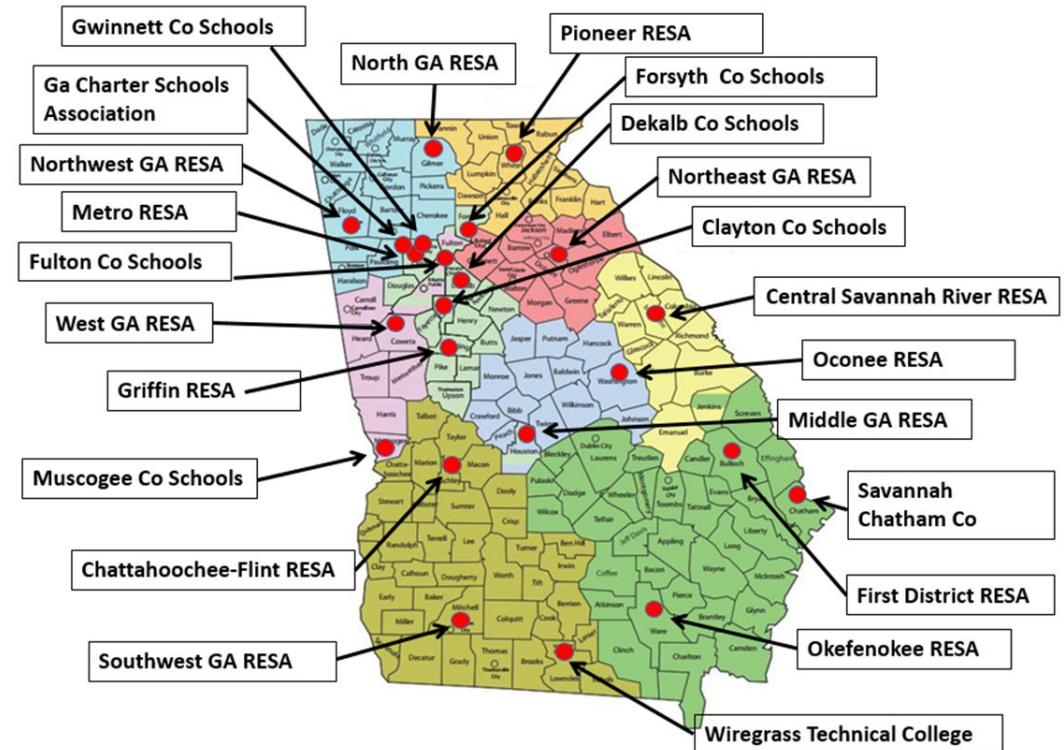


- Content pedagogy
- Research-based strategies and practices
- Coaching
- Candidate support

Nontraditional Program Characteristics

- Governed by our most prescriptive preparation rule
(*Supportive Regulation*)
- Reviewed by the same standards as traditional programs
- Focused on pedagogy
- Job embedded
- Focused on outputs

In Georgia, the only alternative pathway to teacher certification is the GaTAPP.





The screenshot shows the GaPSC website with a dark red header. The logo on the left reads "Georgia Professional Standards Commission" with the tagline "Protecting Georgia's Higher Standard of Learning". The navigation bar includes links for Home, Georgia Educators, Certification, Educator Assessment, **Educator Preparation** (highlighted with a yellow circle), Ethics, and Commission. A dropdown menu for Educator Preparation is open, showing the "EDUCATOR PREPARATION DIVISION" and a "Non-Traditional Educator Preparation" section. A yellow arrow points to the "GaTAPP" link within this section. Other links in the dropdown include Approved Providers, Candidate Admission Requirements, Candidate Action Steps, FAQs, Essentials of Effective Teaching Website, Field-Specific Requirements, Alternative Preparation for Educational Leadership, and Endorsements. The main content area lists various preparation programs and resources, including Traditional Educator Preparation, P-20 Regional Collaboratives, Program Approval, PPEM, Teacher Leadership Tool Kits, and Outreach and Technical Assistance.

Georgia Professional Standards Commission
Protecting Georgia's Higher Standard of Learning

Home Georgia Educators Certification Educator Assessment **Educator Preparation** Ethics Commission

EDUCATOR PREPARATION DIVISION

Non-Traditional Educator Preparation

GaTAPP

- Approved Providers
- Candidate Admission Requirements
- Candidate Action Steps
- FAQs
- Essentials of Effective Teaching Website
- Field-Specific Requirements

Alternative Preparation for Educational Leadership

Endorsements

Traditional Educator Preparation

- Approved Programs
- P-20 Regional Collaboratives
- Program Approval
 - Program Approval Standards 2022-2023
 - Program Approval Standards 2016
- Educator Preparation Rules
- Policy Development
- Outreach and Technical Assistance
- Resources for Program Providers
 - Educator Preparation Program Providers
 - Program Providers Seeking GaPSC Approval

PPEM - Preparation Program Effectiveness Measures

Teacher Leadership Tool Kits

- Teacher Leadership for Teachers
- Teacher Leadership for Principals
- Central Office Leaders

Georgia TAPP by the Numbers

- Education levels
- Diversity
- Cost
- Program length
- Retention



Upon Entry**GaTAPP**

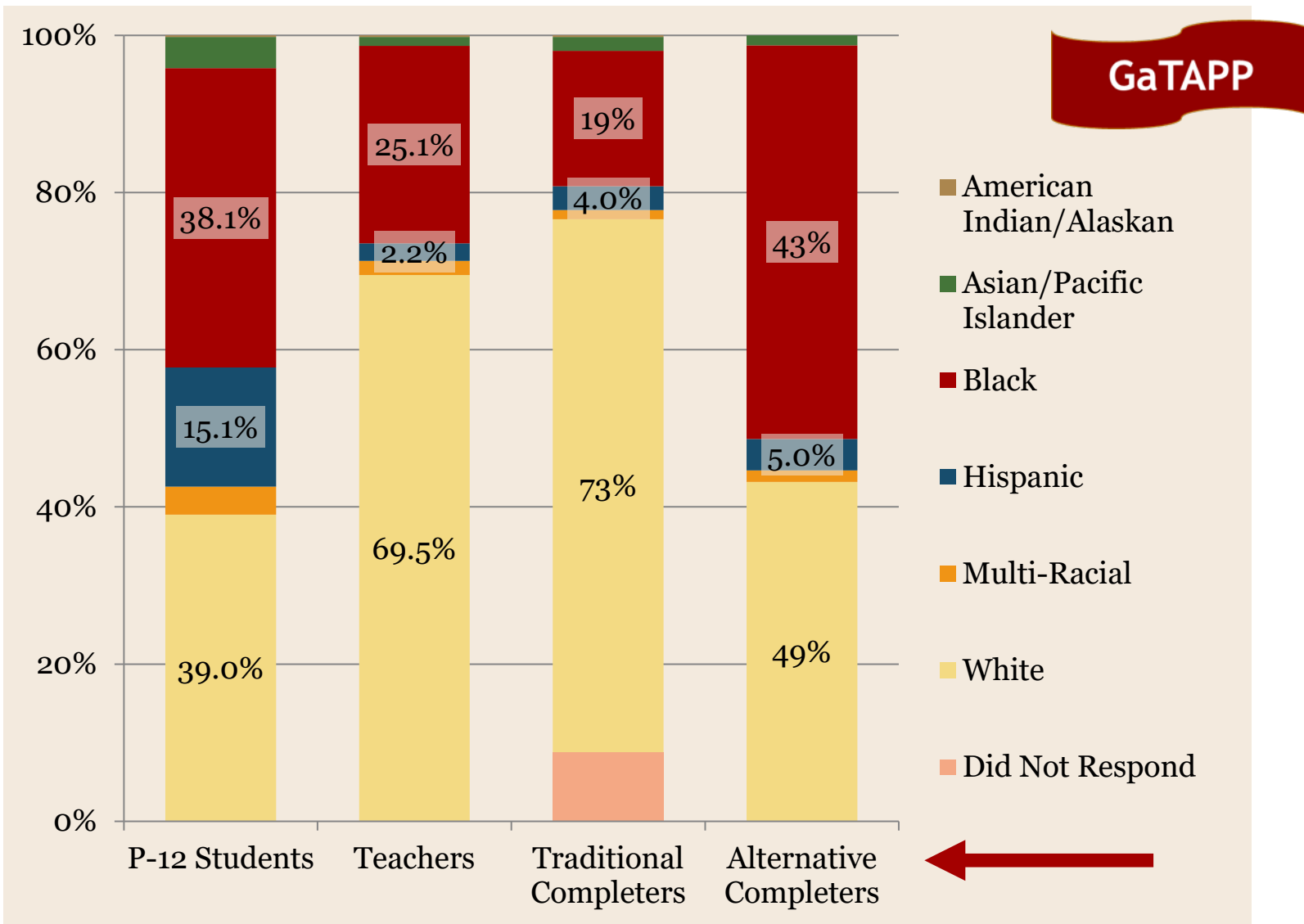
n/a	Cert Only
40%	Bachelors
39%	Masters
20%	Specialist
0.4%	Doctorate

Approximately **60%** of GaTAPP candidates already hold advanced degrees.

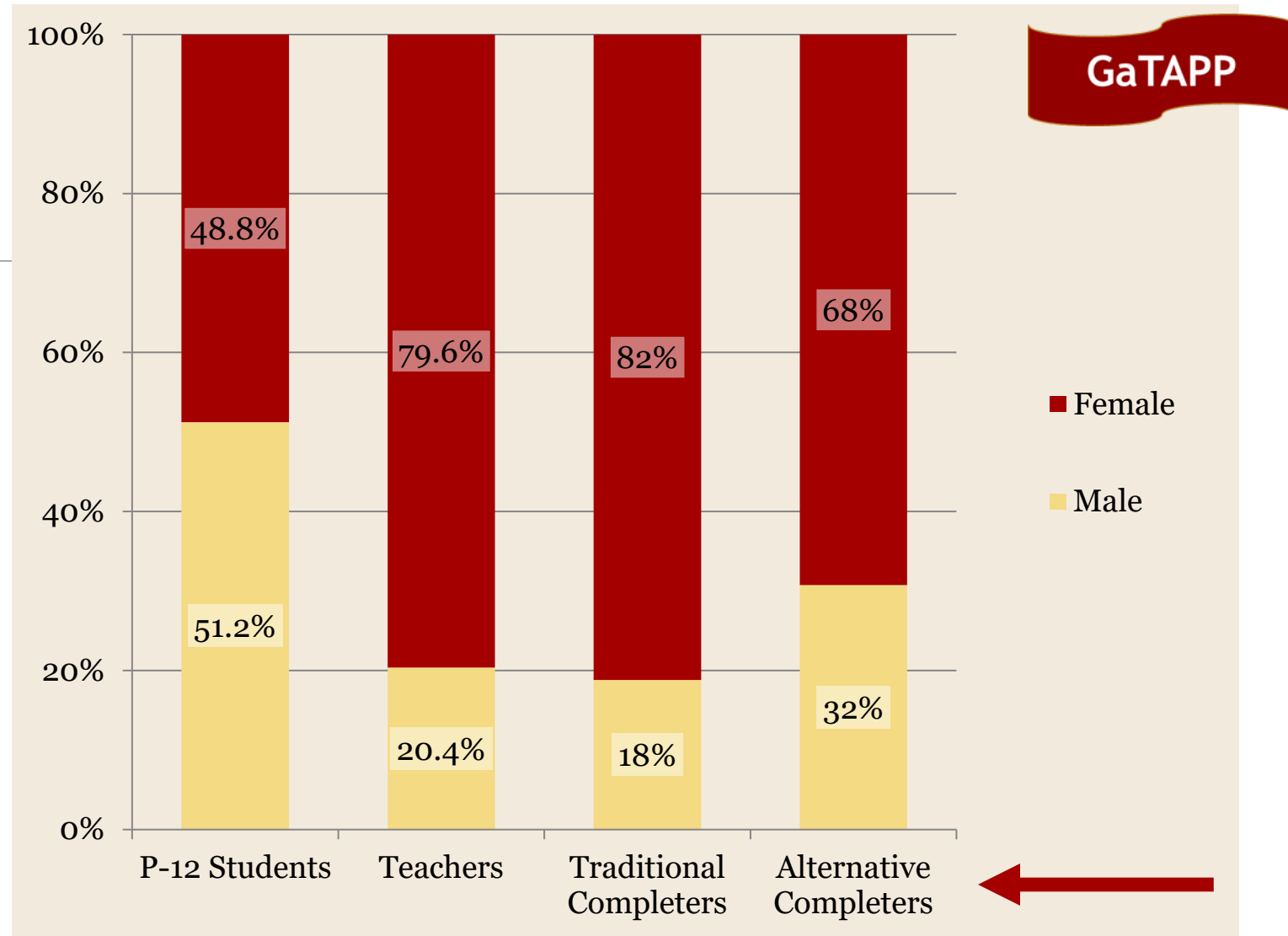
The average GaTAPP candidate is **34** years old.



GaTAPP teachers are diverse and more closely reflect the student population they are teaching.



Goal: Attract Male Teachers to the Profession





Average cost:
\$6,000

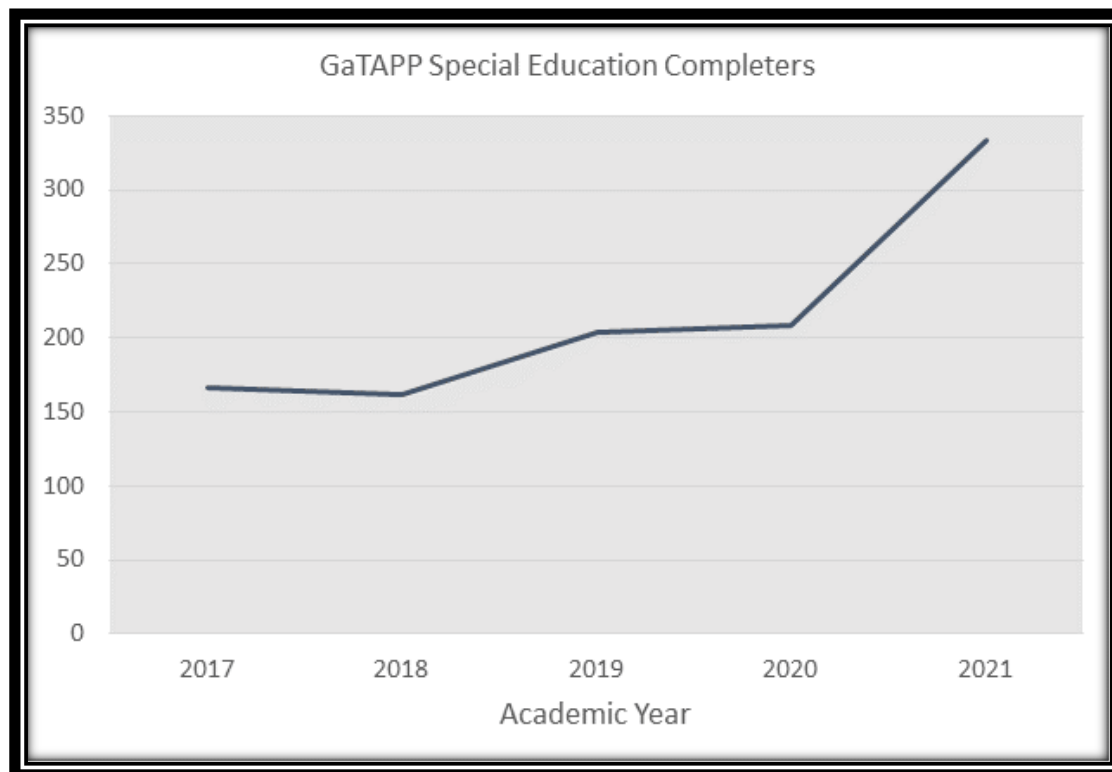
Average time
to completion:
18 months

GaTAPP supplies about 15% of Georgia's new teachers.



Since 2008, **7,579** candidates have completed GaTAPP.

Special Education



- **229** GaTAPP candidates are currently enrolled in special education fields.
- **1,053** special education candidates have completed GaTAPP in the last 5 years (academic years 2016–2021).

Panel Discussion

- **Moderator:** Ms. Enjolia Farrington, education specialist with the GaPSC
- **Recruitment, Partnerships, and Support:** Dr. David Thacker, director of professional learning at the North Georgia Regional Education Service Agency
- **Preparation:** Dr. Michelle Thompson, GaTAPP coordinator with DeKalb County Public Schools
- **Retention:**
 - Ms. Melissa Roth, GaTAPP completer, special education
 - Mr. Jeremy Fuller, GaTAPP completer, special education

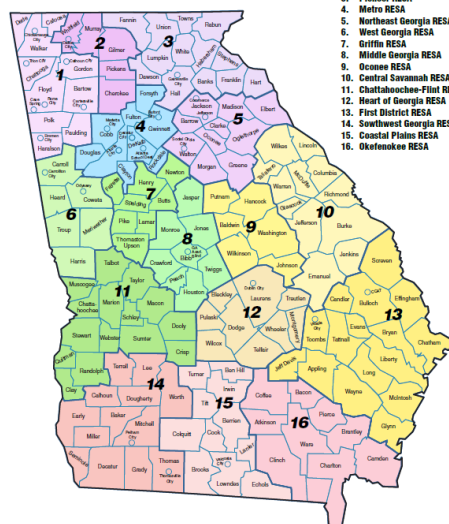
GaTAPP: Recruitment and Support

Component 2.1: Partnerships for Clinical Preparation

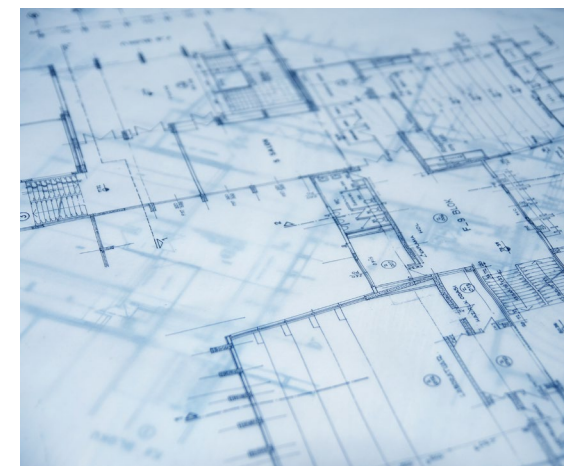
Partners co-construct mutually beneficial P-12 school and community arrangements for clinical preparation and share responsibility for continuous improvement of candidate preparation.



Georgia Map

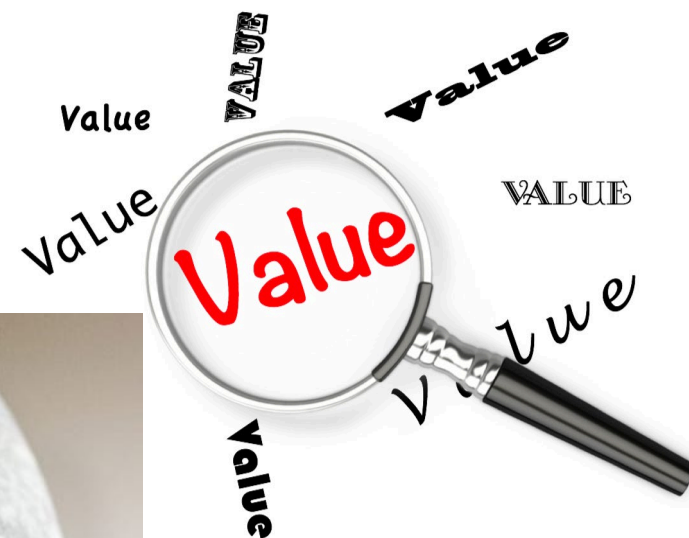


GaTAPP: Recruitment and Support



Candidate Support Team

GaTAPP: Recruitment and Support



GaTAPP: Recruitment and Support



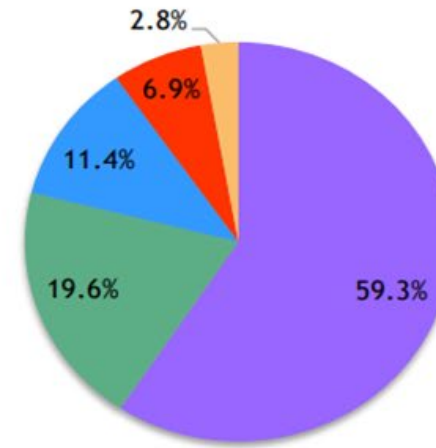
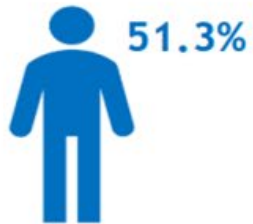
GaPSC Exemplary Provider

DeKalb County School District Demographics (2020-21 School Year)



Total DCSD Student Population

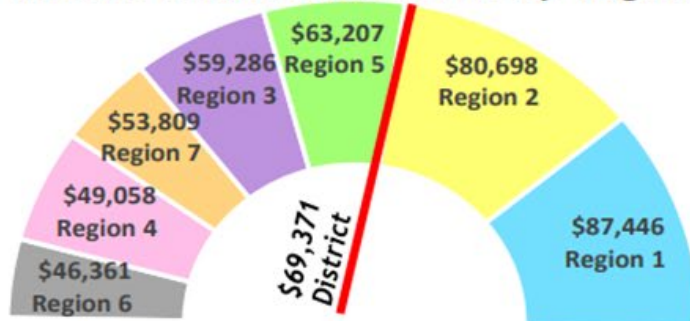
93,674



Racial Breakdown

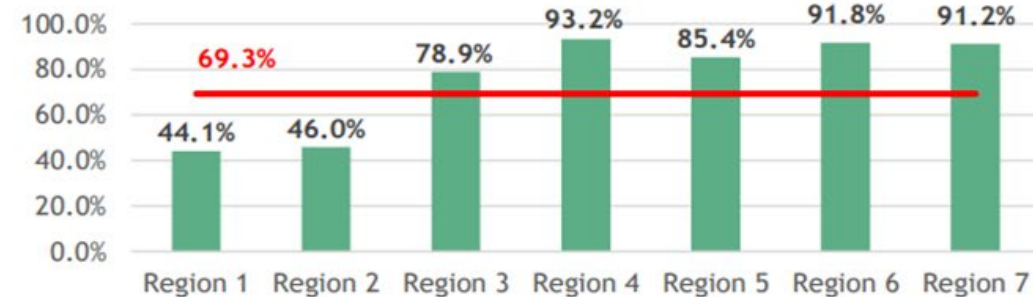
- Black: 55,568 (59%)
- Hispanic: 18,404 (20%)
- White: 10,635 (11%)
- Asian: 6,421 (7%)
- Other: 2,646 (3%)

Median Household Income by Region

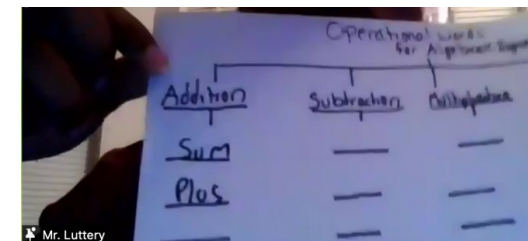
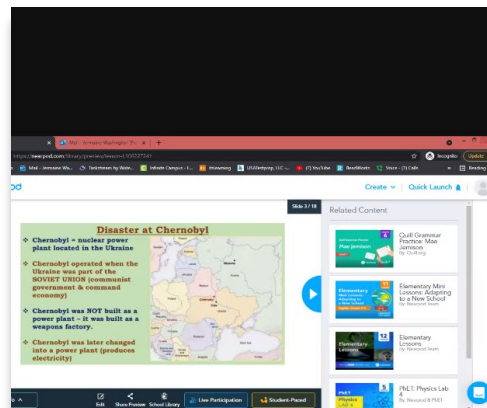


*Size of slice is proportional to household population of the Region

Free & Reduced Lunch (FRL)

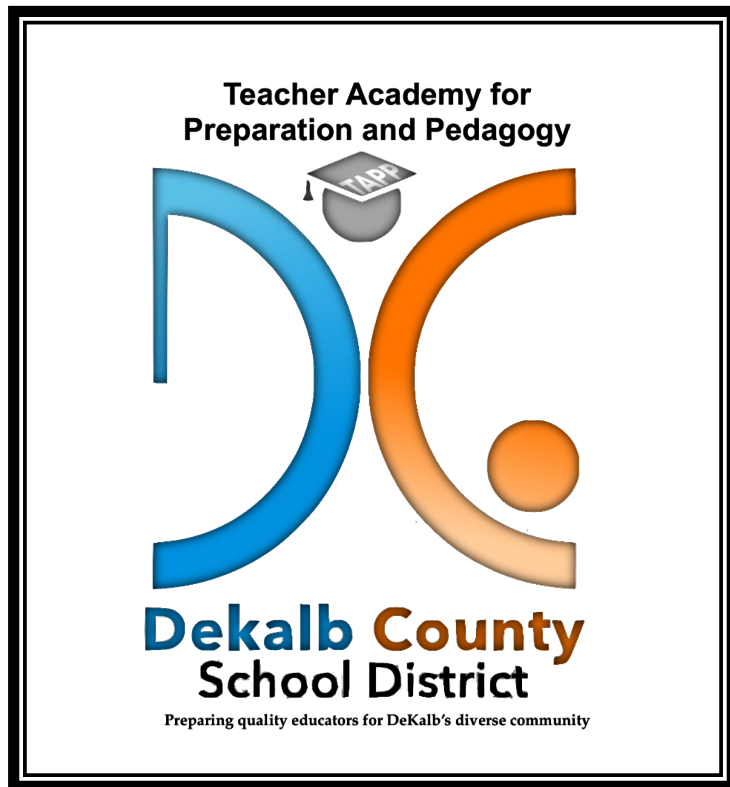


DeKalb County TAPP: Preparing Effective Educators



FROM INFORMATION TO IMPLEMENTATION

DeKalb County TAPP: Preparing Effective Educators



AVATAR LAB

Harvard
IAT Test

Field Trips
Human and Civil
Rights Museum

Clinical and Field
Experience
Classroom Layout
Analysis

GaTAPP Outstanding New Teacher of the Year

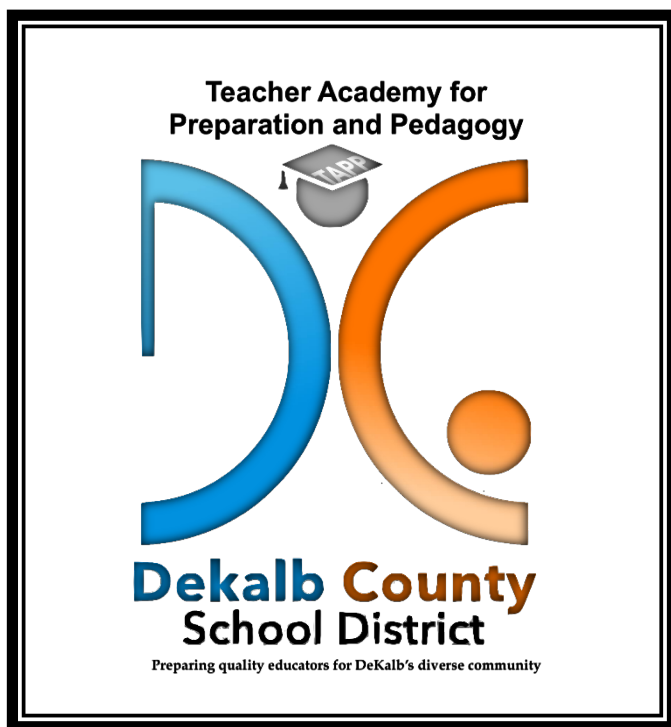


Nadirah Kelker

“Every student deserves a great teacher, not by chance, but by design.”

~John Hattie

GaTAPP: Preparing Effective Educators



Melissa Roth



Jeremy Fuller

Retention



After their fifth year, **78%** of GaTAPP completers are still employed as teachers or administrators.

Prepare, Support, and Retain

GaTOTY 2012

GaTAPP

GaTOTY 2018

GaTOTY 2016

GaTOTY 2017