

Southwest Georgia STEM Charter School
Policy P13: Professional Qualifications Policy
Adopted: October 22, 2020

Pursuant to its flexibility as a state charter school, Southwest Georgia STEM Charter School seeks to broaden its ability to recruit and hire skilled, knowledgeable employees with traditional certification and credentialing as well as qualified individuals with non-traditional preparation and expertise to meet the hiring needs. This flexibility cannot be applied when hiring teachers for Special Education, Gifted & Talented, and English to Speakers of Other Languages. Teachers in these areas must be fully certified in alignment with standards set by the Georgia Professional Standards Commission.

Minimal Teacher Qualifications

- 1) Eligible for a GaPSC Clearance Certificate
- 2) Verification of Lawful Presence
- 3) Eligible for a Provisional Certificate, according to the latest GaPSC rule
- 4) Expected to enter a GaTAPP program, or other GaPSC approved educator preparation program, within the first eighteen months of employment

Paraprofessional Qualifications

- 1) Eligible for GaPSC paraprofessional certificate

20-Day Notification

As required by ESSA Sec. 1112(e)(1)(A), Southwest Georgia STEM Charter School will provide a timely notice to parents in the event students are taught for four (4) or more consecutive weeks by a teacher who does not meet the applicable state licensure requirements, or professional qualifications as per the charter school's broad flexibility waiver. Notification must be made within ten (10) business days following the four consecutive weeks.

Parents' Right to Know

In Georgia, LEA schools are required to notify parents at the beginning of the school year of their right-to-know the professional qualifications of the students' classroom teacher(s) and paraprofessional(s).