

Becoming a Paraprofessional

Qualifications:

- Minimum of High School Diploma or GED required. (**See note below**)
- Hold or be eligible for a valid Georgia Paraprofessional Certificate issued by the Professional Standards Commission.

Note: Applicants with a high school diploma, GED, or who have earned less than 60 semester or 90 quarter hours (with a C or better) of college credits are required to pass the GACE Paraprofessional Assessment to be qualified for consideration as a Paraprofessional. Please access the following website to register for this assessment: <http://gace.ets.org>

Applicants who have earned 60 semester hours or 90 quarter hours of college or have earned an Associate's Degree or higher are **not** required to take the GACE Paraprofessional Assessment.



Becoming a Substitute Teacher

Henry County Schools hires substitute teachers on a continuous basis throughout the school year. Substitute teachers are critical to our mission of *Ensuring Success for Each Student*.

Qualifications:

- Substitute teachers must be 21 years of age or 18 years of age and have completed fifteen quarter hours or nine semester hours of college credit.
- Substitute Teachers must have a minimum of either a high school diploma or Graduate Equivalency Diploma (GED). A Bachelor's Degree or higher is preferred.
- The GACE Paraprofessional Assessment is required for any substitute teacher with less than an Associate's Degree or 60 semester hours or 90 quarter hours of acceptable college credit.
- The Substitute Teacher must be a person of high integrity, excellent character, and good reputation.
- Selected candidates will be contact for an interview.
- All substitute teachers are required to attend the Henry County Substitute Teacher Workshop prior to being approved as a substitute teacher.



Henry County

Ensuring Success for Each Student



Teacher Certification Pathways



Non-Renewable Certification

The following is required for issuance of a non-renewable certificate issued by Georgia Professional Standards Commission (GaPSC):

- Hold a Bachelor's Degree (2.5 GPA or higher)
- Pass the GACE Program Admissions or meet exemption through SAT, ACT, or GRE scores
- Have passing scores on the GACE content assessment for area/subject(s) taught
- Complete the Georgia Educator Ethics Assessment—Program Entry (350)

After meeting the above qualifications, the candidate is eligible for an IN4 certificate issued by GaPSC. An approved program must be completed within a three-year time period.

Most candidates choose to complete GaTAPP or an approved educator preparation program leading to initial teacher certification.

For more information regarding GaTAPP, please contact Griffin RESA at www.griffinresa.net or 770-229-3247.



Traditional Certification

Tiered Certification—issued by GaPSC

Induction Pathway 1 (IN1): Issued to individuals who completed a traditional educator preparation program in Georgia.

Induction Pathway 2 (IN2): Issued to individuals who completed a traditional program out-of-state, but completed student teaching in Georgia.

Induction Pathway 3 (IN3): Issued to individuals who completed all parts of an out-of-state educator preparation program, but who do not qualify for a professional certificate.

Induction Pathway 4 (IN4): Issued to individuals who have not completed an educator preparation program. This certificate is issued to those who have met the minimum qualifications for a non-renewable certificate.

For more information regarding GACE testing visit www.gace.ets.org.

For more information regarding teacher certification visit www.gapsc.com.

Professional Qualifications

The following is required for individuals who are seeking employment, but who have not met the qualifications of a non-renewable certificate issued by GaPSC:

- Hold a Bachelor's degree in the field or a related field (2.5 GPA or higher)
- Have relevant coursework or experience in the field and/or related field
- Pass the appropriate GACE II assessment

Upon recommendation from a Henry County Schools administrator, Human Resource Services will create an Individual Certification Plan (ICP) outlining which qualifications must be met within the academic year to fulfill the eligibility requirements for a non-renewable certificate issued by GaPSC.

It is the expectation of Henry County Schools that all educators will hold provisional certification, at a minimum.

