



**DeKalb County**  
School District

# Disrupting

for Excellence

The Division of Human Resources  
“Stand Up! Rise Up! Answer the Call to Change!”

# Present State of Education

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- In 2022, over 2 million Bachelor's degrees were conferred in the U.S.
- A little over 85,000 of those degrees were in Education (~4.4%)
- The state of Georgia has over 122,000 public elementary and secondary teachers
- Approximately 31% of educators are unlikely or highly unlikely to remain in education for another five years.
- Teacher recruitment and retention poses a major challenge across the U.S.
- DeKalb County School District faces intense competition from other Atlanta metro districts
- Alternative certification pathways are essential for attracting talented professionals
- By modernizing recruitment, DeKalb can lead in addressing teacher shortages while maintaining quality

# Routes to Certification

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- **A Traditional Pathway** allows educators to complete the required coursework and pedagogy from a traditional college or university.
- **An Alternative Pathway** is a non-traditional certification program for educators who hold a non-educational degree. This allows the educator to complete the required coursework and pedagogy through TAPP, Distance Learning Programs, or Residency Programs.

# Certificate Types

- **A Provisional Teaching Certificate** indicates that a teacher has met the initial requirements to begin teaching but must complete:
  - an educator certification program;
  - student teaching to obtain a professional teaching certificate;
  - Valid for 3 school years.
- **A Professional Teaching Certificate** indicates that a teacher has completed all certification requirements:
  - an educator certification program;
  - student teaching;
  - testing requirements;
  - Valid for 5 years.
- **A Waiver is a Temporary Certificate** allows a teacher to continue teaching while they complete specific requirements:
  - Waivers are a one-time exemption;
  - cannot be renewed or extended;
  - Valid for 1-school year.

# Provisional Certificate Requirements

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- Bachelor's degree
- GACE Content Assessment in the teaching area of interest
- GACE Ethics Assessment
- Have an offer of employment

# Next Steps for Provisional Teachers

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- Enroll in a certification program within the first 90 days of employment.
- The teaching assignment and the certification program must be in the same subject area.
- All certification requirements must be completed within the first 3 school years of teaching.

# Certification Data Snapshot

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- Year 3 Provisional Teachers = **192**
- Year 2 Provisional Teachers = **83**
- Year 1 Provisional Teachers = **86**
- Waiver Teachers = **102**

**TOTAL = 463\***

*\*The numbers listed above are current totals as of January 29, 2025, they are approximate and are subject to change, as new certificates are issued.*

# HR Support: Provisional & Waiver Teachers

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- Talent Acquisition Managers provide weekly school visits.
- In collaboration with Professional Learning: Provide mentoring, resources, and GACE Test Prep Courses. JRO
- In collaboration with Title II: Provide GACE test reimbursement for hard-to-fill subject areas
- Host Program Provider Fairs and Certification Info Sessions.
- Establish college partnerships for certification programs, tuition discounts, and scholarship opportunities.

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**conduct?**

Jason Kennedy (Human Resources), 2025-01-30T13:03:42.741

# Substitute Teachers

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- **Teacher-Certified** must hold a valid GaPSC Teaching Certificate
- **Teacher-Retired** must hold a valid GaPSC Teaching Certificate and a Georgia Teacher Retirement System(TRS) Retiree
- **Teacher-Long-Term** must hold a valid GaPSC in-field Teaching Certificate
- **Teacher-Non-Certified** must hold a valid bachelor's degree

# Star Substitutes

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- Full-Time School-Based Position Schools are allotted 1 per location
- Duties: Provide day-to-day assistance to schools in various areas of instruction, supervision, operations, and other day-to-day services.
- Requirements: Bachelor's degree with a minimum 2.5 Grade Point Average (GPA) GACE Educators Ethics Assessment; must be eligible for a Georgia Professional Standards Commission Clearance Certificate.

Total for District: **74**

# Types of Substitute Services

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- Temporary positions work on an as-needed basis; must work at least 10 days per year to remain as an active substitute.
- Long-Term Teachers: Requested by the Principal due to a vacant position lasting 10 or more consecutive **JRO**ys; must hold an in-field valid GaPSC Teaching Certificate to accept an assignment.

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**Certified Substitute Teachers...**

Jason Kennedy (Human Resources), 2025-01-30T13:04:37.836

# Substitute Teacher Totals

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Total Number of Substitute Teachers: **1,200**

- Certified: **942**
- Retired: **138**
- Non-Certified: **120**

Substitute Teachers on an approved long-term assignment: **6**



# Certified/Classified Personnel Information (CPI) Reporting

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- Report of personnel based on their roles within the district
- Includes everyone\* employed by the school district
- Data is collected in October, March and July
- Certified employees are defined as having a Georgia Professional Standards Commission educator's certificate

\*exception: Board members and short-term substitutes

# Certified/Classified Personnel Information (CPI) Reporting

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- Funding comes from the State to support training and health insurance for the District
- More experience equates to more funding
- A higher-level certificate equates to more funding

# Sources

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- National Center for Education Statistics. (2022). *Digest of Education Statistics: Degrees conferred by postsecondary institutions, by level of degree and field of study*. U.S. Department of Education. Retrieved from <https://nces.ed.gov/programs/digest/>
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