

Educator Professional Learning Opportunities

A Sampling of Georgia Organizations

For immediate support and resources, visit Georgia Department of Education.

The Regional Education Service Agencies (RESAs) provide professional learning. Contact Juli Alligood, jalligood@mgresa.org.

The University System of Georgia provides professional learning at colleges and universities throughout Georgia.

Contact Cynthia Bolton Gary, cynthia.boltongary@usg.edu.

Teacher Induction

(for teachers with 0-3 years of experience)

	<i>Brief Program Description</i>	<i>Credential</i>	<i>Hyperlink</i>	<i>Cost</i>	<i>Duration</i>	<i>Virtual/ In Person/ Hybrid</i>	<i>Enrollment: Open/ Selective</i>	<i>Synchronous/ Asynchronous/ On Demand</i>	<i>Coaching/ Mentoring provided</i>
USG or Private Institution	University System of Georgia colleges and universities, as well as private colleges and universities provide degree and nondegree programs leading to educator certification, as well as advanced degree programs for educators.	Credentials include: Teaching (T), Leadership (L), Service (S), and endorsements.	To see a list of programs approved to lead to certification in Georgia, see https://www.gapsc.com/EducatorPreparation/ApprovedPrograms/Education/ApprovedPrograms.aspx	Costs vary	Program duration varies by degree options (e.g., baccalaureate, master's, specialist, etc.)	Programs are offered in a variety of format.	A passing score on the Georgia Educator Ethics Assessment is required for program admission. Additional program admission requirements vary by program and by institution.		
Governor's School Leadership Academy (Direct Teacher)	This program is designed to offer targeted and authentic learning experiences to induction-level teachers; provide support for specific skills to increase participants' knowledge and implementation of highly effective instructional practices to support their learners; and to strengthen the teacher workforce in an effort to address the Governor's priority of investing in educators to improve retention rates of highly effective teachers in Georgia.	n/a	https://gosa.georgia.gov/governors-school-leadership-academy/induction-teacher-support	None	1 year	Virtual	Open (capacity limited)	Blended	Yes
Governor's School Leadership Academy (District Support)	This program is designed as a model to provide targeted professional learning and coaching training to those who support induction-level teachers as an effort to address the Governor's priority of investing in educators to improve retention rates of highly effective teachers in Georgia.	n/a	https://gosa.georgia.gov/governors-school-leadership-academy/induction-teacher-support/induction-support-leader	None	1 year	Virtual	Open (capacity limited)	Blended	Yes
Department of Education	GaDOE has a teacher induction specialist who provides teacher induction guidance, support, and resources. Additionally, this person coordinates teacher induction support across the agency and with stakeholders. The GaDOE induction guidance provides a comprehensive, coherent, sustainable induction model for Georgia district that require an investment from all stakeholders to ensure leader effectiveness. The purpose of the GaDOE Induction Guidance is to provide Georgia districts and schools guidance in the creation, implementation, and sustainability of high-quality induction programs. Collectively, the domains of the GaDOE Teacher and Leader Induction	Technical and Professional Learning Assistance. GA Certified Induction Pilot Program Georgia's HLP Induction Support Modules	https://rise.articulate.com/share/X9489oirk/WAL89puzZHVFnqP48xyFD1v#/#/	No cost No cost					

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	Guidance provide multiple layers and types of supports.	Induction Program Simulation Resource P-20's Establishing and sustaining powerful partnerships that are focused on continuous school improvement, student growth, and learning through the preparation of candidates and professional development of P-20 educators. Future Plans – Teacher Mentor Modules of Georgia Learns	https://www.gapsc.com/EducatorPreparation/P20Collaborative.aspx						
Regional Education Service Agencies	RESAs provide several types of services for Induction Teachers to include district based/site-based induction programs, augmented induction courses, and professional learning courses for new teachers, such as classroom management and Tier 1 instruction.	n/a	Provided at district request. Professional Learning Courses on each RESAs' website. https://www.georgiastandards.org/learning/Pages/ETC-RESA/RESA.aspx	Courses vary by provider	Program and courses vary in length from one to three years	Program format varies	Employment in a partnership district is required for participation in Induction Programs. Courses are open to all certificated staff.	Varies by provider	
Georgia Teacher Academy for Preparation and Pedagogy	GaTAPP is Georgia's alternative route to certification for those who earned a bachelor's or higher degree in another field.	Successful completion of the program and a passing score on the applicable GACE content assessment result in Professional	A list of approved GaTAPP providers is available at https://www.gapsc.com/EducatorPreparation/GaTAPP/Providers.aspx	Costs vary by provider and the field of certification sought.	Program length varies from one to three years.	Program format varies.	Employment in regionally accredited school district, school, or GA-approved charter school, and a passing score on the Georgia Educator Ethics Assessment are required for program admission. Additional admission requirements are described at https://www.gapsc.com/EducatorPreparatio		A Candidate Support Team comprised of three to four trained coaches,

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	Teaching (T) certification.					n/GaTAPP/GaTAPP Admission Requirements.aspx		provide individualized support throughout the program.
Professional Association of Georgia Educators	PAGE ENGAGE! Induction: Support for early career teachers to improve their ability to design interesting lessons. Focus areas include relationships & engagement; design and performance standards; and student work & tools for success.	n/a	https://files.constantcontact.com/9a72cb1c001/75424e7f-7dbb-4d2d-ba3e-1880c7f94a49.pdf PAGE ENGAGE!	Free for PAGE member; fee for non-members	Three one-day sessions; Spring 2023	In-Person	Open	

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Teacher Leader

	<i>Brief Program Description</i>	<i>Credential</i>	<i>Hyperlink</i>	<i>Cost</i>	<i>Duration</i>	<i>Virtual/ In Person/ Hybrid</i>	<i>Enrollment: Open/ Selective</i>	<i>Synchronous/ Asynchronous/ On Demand</i>	<i>Coaching/ Mentoring provided</i>
USG Or Private Institutions	University System of Georgia colleges and universities, as well as private colleges and universities provide degree and non-degree programs leading to Teacher Leadership certification and the Teacher Leader Endorsement.	Successful completion of a program and a passing score on the Teacher Leadership GACE results in a Service (S) certification Teacher Leadership. The GACE is not required for the endorsement.	A list of approved GaTAPP providers is available at https://www.gapsc.com/EducatorPreparation/GaTAPP/Providers.aspx	Costs vary by program provider.	Program duration varies by program type and program provider.	Program formats vary.	Professional Teaching certification and one year of experience are required for program admission. Program providers determine other admission requirements.		
Department Of Education	The GaDOE is dedicated to supporting and developing teacher leaders. Title II, Part A, State Activities, ensures the coordination of resources and supports specifically created for teacher leaders.	Teacher Leader Development for Teacher Courses – 3 available on Georgia Learns Future Plans – Teacher Leader Support Site that provides frameworks and resources. Teacher Leader PLC site on GaDOE Community.	https://www.gadoe.org/Tech-nology-Services/KRM/Pages/Georgia-Learns.aspx (GA Learns)						
Professional Association of Georgia Educators	PAGE ENGAGE!: Empowers educators to create safe & equitable learning environments through engaging teaching practices. Focus areas include: developing understanding of student needs; designing meaningful student work; building effective relationship	n/a	https://files.constantcontact.com/9a72cb1c00175424e7f-7ddb-4d2d-ba3e-1880c7f94a49.pdf PAGE ENGAGE! https://events.pageinc.org/Events/Register?id=6de6b0f9-276e-4b6b-a8e8-a326a96e7f83	Free for PAGE members Fee for non-members	Three one-day sessions; Spring & Fall 2023	In-person	Open		

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Teacher Leader

	<i>Brief Program Description</i>	<i>Credential</i>	<i>Hyperlink</i>	<i>Cost</i>	<i>Duration</i>	<i>Virtual/ In Person/ Hybrid</i>	<i>Enrollment: Open/ Selective</i>	<i>Synchronous/ Asynchronous/ On Demand</i>	<i>Coaching/ Mentoring provided</i>
Regional Education Service Agencies – Teacher Leader Endorsement Program	The Teacher Leader, Teacher Support and Coaching, Coaching, MTSS Coordinator Endorsements prepares teachers to design and implement professional learning, serve as a coach for other educators, conduct action research, and more.	Teacher Leader, Teacher Support and Coaching, Coaching, MTSS Coordinator Endorsements	See https://www.gapsc.com/EducatorPreparation/ApprovedPrograms/EducationApprovedPrograms.aspx for a list of approved program providers	Costs vary by program provider.	1 year	Program format varies by program provider.	Professional Teaching certification and one year of experience are required for program admission. Program providers determine other admission requirements.	Synchronous and Asynchronous programs are available; varies by provider	Yes
Governor's School Leadership Academy	The GSLA Teacher Leader Support Program provides participating teachers with the opportunity to explore their role as a leader from the classroom to develop specific teacher leader skills and competencies which support building capacity at their schools. Participants will engage with other teacher leaders to connect theory and research with their practice; to explore teacher leadership skills and dispositions; and to develop effective and efficient systems of support and implementation to increase their impact on their peers and ultimately, student outcomes. Coaching sessions will provide teachers with support and non-evaluative feedback aligned with the targeted competencies.	Partial credit and/or field experiences can be gained toward partnering agencies or universities	https://qosa.georgia.gov/governors-school-leadership-academy/teacher-leader-support-program	None	1 year	Virtual	Open (capacity limited)	Blended	Yes

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	<p>career goals while building trusting relationships and improving teamwork. This course will include interactive and engaging activities that will be implemented through practical application of the collaborative coaching cycle and may be used in the participant's daily work life.</p> <p>Literacy Leadership Institute I</p> <p>Literacy Leadership Institute II</p> <p>More to come...</p>			Non-Member - \$275 Member - \$125					
GLISI	<p>Base Camp and Leadership Summit is not designed expressly for teacher leaders, but it is a powerful experience that grows the leadership of teachers alongside their principals, Aps, and district office leaders.</p> <p>https://youtu.be/8Mc1phKg2WM Listen for 30 seconds starting at 2:07 to hear a teacher share how the experience impacted her.</p>	No	https://glisi.org/base-camp-and-leadership-summit-2/	\$2700-\$3000/pp	Five days	In-person	District team selects Open – Capacity limited to 100 Open – Capacity limited to 100	Synchronous and asynchronous	Yes

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Aspiring Principals

	<i>Brief Program Description</i>	<i>Credential</i>	<i>Hyperlink</i>	<i>Cost</i>	<i>Duration</i>	<i>Virtual/ In Person/ Hybrid</i>	<i>Enrollment: Open/ Selective</i>	<i>Synchronous/ Asynchronous/ On Demand</i>	<i>Coaching/ Mentoring provided</i>
USG Or Private Institutions	University System of Georgia colleges and universities, as well as private colleges and universities provide degree and non-degree programs leading to Tier Educational Leadership certification, which prepares individuals for non-supervisory roles (e.g., assistant principal)	Successful completion of a program and a passing score on the Leadership GACE results in a Leadership (L) certification in Tier 1 Educational Leadership.	See https://www.gapsc.com/EducatorPreparation/ApprovedPrograms/EducationApprovedPrograms.aspx for a list of approved program providers.	Costs vary by program provider.	Program duration varies by program provider.	Program format varies by program provider.	A passing score on the Georgia Ethics for Educational Leaders Assessment is required for program admission. Program providers determine other admission requirements.		
Georgia Association of Educational Leaders	Aspiring Principals Academy – Participants will engage in a variety of learning opportunities centered around the topics of Strengths-Based Leadership and foundational leadership skills of a school principal: Instructional Leadership, Human Resources Management, Finance, Budget, Ethics, IDEA/504 Compliance, Communications, Policy and Legislative Considerations, and more		Link to 2022-2023 Aspiring Principals Academy	\$825 for non-members; \$600 for members	Four full-day sessions: September, December, February, March Two half-day sessions: October and January	In-Person only	Open	Synchronous	Coaching/ Mentoring
Professional Association of Georgia Educators	The Exceptional Assistant Principal (EAP): Supports assistant principals to develop leadership skills through real-world application. Focus areas include defining & clarifying roles; leading for maximum results in today's schools; school culture & educational equity. Inspiring Leaders: Supports current & aspiring leaders explore core topics including exemplary leadership practices; systems thinking; directional systems that impact organizations; & developing an action plan.	n/a n/a	3d3dc5fa-7e9d-4f02-aace-b738786e7939.pdf (constantcontact.com) EAP https://events.pageinc.org/Events/Register?id=a76832c1-5211-4932-9e26-c598f68cb1f1	Free to PAGE members; fee for non-members Free to PAGE members; fee for non-members	Three one-day sessions; Spring & Fall 2023 One-day session; June, July & Fall 2023	In-person In-person	Open Open		

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Aspiring Principals

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<p>Governor's School Leadership Academy</p>	<p>The Governor's School Leadership Academy (GSLA) Aspiring Principal Program is designed to identify, prepare, and support school leaders as they move toward becoming transformational principals.</p> <p>Aspiring principals from across Georgia join in a rich cohort-based experience that supports their development during the 2022-2023 academic year and beyond. Designed for educators who are ready to take on new leadership challenges, the GSLA Aspiring Principal Program provides context and skill development for the challenges that a principal would face in the first year of practice. As a member of a cohort with other leaders who are also working to transform their schools in their current roles while aspiring to new roles, participants will further develop their leadership strengths while expanding their network of support. Ultimately, the goal of the GSLA Aspiring Principal Program is to increase the success of first-year principals in Georgia and by doing so, impact the students and communities they serve.</p>	<p>Partial credit and/or field experiences can be gained toward partnering agencies or universities</p>	<p>Inspiring Leaders: https://files.constantcontact.com/9a72cb1c001/44980108-bba5-4d79-b9ea-7debecd9f73f.pdf</p> <p>https://gosa.georgia.gov/governors-school-leadership-academy/aspiring-principal-program</p>	<p>None</p>	<p>1 year</p>	<p>Hybrid – 2-day in-person kick off (July) and 4 in-person ½ day meetings per year; in non face-to-face months, virtual content and choice sessions are offered to participants</p>	<p>Selective</p>	<p>Synchronous</p>	<p>Yes</p>
<p>Regional Education Service Agencies</p>	<p>Alternative Preparation for Tier 1 Educational Leadership programs are non-degree, certification-only programs for those who are employed in leadership positions.</p>	<p>Successful completion of a program and a passing score on the Leadership GACE results in a Leadership (L) certification in</p>	<p>See https://www.gapsc.com/EducatorPreparation/ApprovedPrograms/EducationApprovedPrograms.aspx for a list of approved program providers.</p>	<p>Costs vary by program provider.</p>	<p>Program duration varies by program provider.</p>	<p>Program format varies by program provider.</p>	<p>Employment in a leadership position and a passing score on the Georgia Ethics for Educational Leaders Assessment are required for program admission. Program providers determine other admission requirements.</p>		

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Aspiring Principals

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GLISI	Aspiring Leaders Program – a three-part experience that starts with the district. Part I: We facilitate a system-wide dialog to define a <i>Profile of a Leader</i> . Besides becoming the touchpoint for all leadership practice – starting with district leaders – the process itself ensures that potential leaders anywhere in the district have a common language and expectations for thinking about leadership. Part II: Using the Profile of a Leader, individual participants are selected and experience a 10–12 month-long journey of guided practice, reflection and learning focused on a problem of practice. A key design feature of the experience is a scaffolded set of conversation with their administrators between sessions to ensure tight alignment of their leader growth with needs and current leaders in their school. Part III: Participants present their capstones which illuminate their journeys as leaders in navigating their problem of practice. Participants can be teachers of Aps.	Tier 1 Educational Leadership	https://glisi.org/services/indistrict-leadership/#aspiringleaders	\$1500-\$2700/pp	10-12 months	In-person	District leaders use selection process we co-design with them aligned to district's <i>Profile of a Leader</i>	Synchronous and Asynchronous	Scaffolded mentoring with their principal or administrator

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Principal Induction

	<i>Brief Program Description</i>	<i>Credential</i>	<i>Hyperlink</i>	<i>Cost</i>	<i>Duration</i>	<i>Virtual/ In Person/ Hybrid</i>	<i>Enrollment: Open/ Selective</i>	<i>Synchronous/ Asynchronous/ On Demand</i>	<i>Coaching/ Mentoring provided</i>
Georgia Department of Education	GaDOE has a leader induction guidance, support, and resources. Additionally, a staff member coordinates leader induction supports across the agency and with stakeholders. The GaDOE Induction Guidance provides a comprehensive, coherent, sustainable induction model for Georgia school districts that requires an investment from all stakeholders to ensure leader effectiveness. The purpose of the GaDOE Induction Guidance is to provide Georgia school districts and schools guidance in the creation, implementation, and sustainability of high-quality induction programs. Collectively, the domains of the GaDOE Teacher and Leader Induction Guidance provide multiple layers and types of support.	Technical and Professional Learning Assistance Leader mentoring training – Five courses available on Georgia Learns Leader Assessment on Performance Standards Course – Georgia Learns Leader Induction Retention Support							
Governor's School Leadership Academy	The Governor's School Leadership Academy (GSLA) Principal Support Program is designed to support sitting principals in managing the change process to achieve transformational school-level improvement. Principal participants join in a rich cohort-based experience that supports their development during the 2022-2023 academic year and beyond. The GSLA Principal Support Program provides job-embedded opportunities for participants to apply lessons learned	N/A	https://gosa.georgia.gov/governor-s-school-leadership-academy/principal-support-program	None	1 year	Hybrid – 2-day in-person kick off (July) and 4 in-person ½ day meetings per year; in months with virtual instruction, content and choice sessions are	Selective	Synchronous	Yes

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Principal Induction

	<i>Brief Program Description</i>	<i>Credential</i>	<i>Hyperlink</i>	<i>Cost</i>	<i>Duration</i>	<i>Virtual/ In Person/ Hybrid</i>	<i>Enrollment: Open/ Selective</i>	<i>Synchronous/ Asynchronous/ On Demand</i>	<i>Coaching/ Mentoring provided</i>
	to their unique school contexts. During the year, participating principals will engage in assignments to practice the school improvement process through job-embedded activities aligned to the expectations of GaDOE's School Improvement Division. These activities allow participants to practice data-driven decision making, develop cultural competence as leaders, and sharpen instructional leadership skills. As a member of a cohort with other sitting principals who are also working to transform their schools, participants will further develop their leadership strengths while expanding their network of support. Ultimately, the goal of the GSLA Principal Support Program is to increase the impact of school leaders on behalf of the students and communities they serve.					offered to participants			
Regional Education Service Agencies	RESAs provide several types of services for Leader Induction to include district based/site-based induction programs as requested by district. RESAs provided aspiring leader programs by region for future leaders to explore the nuances of leadership and discover the steps necessary to prepare for future opportunities. RESAs also offer job-like opportunities for leaders with meeting dates throughout the year for just in time support.	n/a	See https://www.gapsc.com/EducatorPreparation/ApprovedPrograms/EducationApprovedPrograms.aspx for a list of approved program providers.	Cost varies by provider; most providers do not charge for this service.	1 year	Program format varies by program provider.	Open/district selected	Hybrid/online (varies by provider)	yes
Professional Association of Georgia Educators	Transformational Principal Institute: Provides principals with conceptual framework, tools, & strategies to lead learning organizations. Focus areas include leadership & the PLC; leading vs. managing; and designing a school learning experience.	n/a	3b577a78-3953-4bad-a220-79932c00863a.pdf (constantcontact.com) TPI REGISTRATION FULL/CLOSED Spring 2023	Free to PAGE members; fee for non-members	Three one-day sessions; Spring & Fall 2023	In-person	Open		

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School Districts

	<i>Brief Program Description</i>	<i>Credential</i>	<i>Hyperlink</i>	<i>Cost</i>	<i>Duration</i>	<i>Virtual/ In Person/ Hybrid</i>	<i>Enrollment: Open/ Selective</i>	<i>Synchronous/ Asynchronous/ On Demand</i>	<i>Coaching/ Mentoring provided</i>
Georgia Association of Educational Leaders	Crucial Conversations Training – A crucial conversation is a discussion between two or more people where the stakes are high, opinions vary, and emotions run strong. Sound familiar? In this course, learn the skills to step into disagreement, rather than over or around it, and turn disagreement into dialogue for improved relationships and results.	Micro-Credentialing Badge	Link to Crucial Conversations	\$250 members; \$400 non-members	Two full days of training	In-person	Open	Synchronous	Coaching
	Building Leadership Capacity Through Coaching – This course will include interactive and engaging activities that will be implemented through practical application of the collaborative coaching cycle and may be used in the participant’s daily work life. Upon completion of the course, participants will have a clear understanding of what coaching is and is not. Participants will also understand the research behind coaching’s impact on employee engagement and retention. Various coaching models will be explored by participants, selected, and utilized in an active coaching cycle.	Micro-Credentialing Badge	Link to Leadership Capacity Through Coaching	\$125 members; \$275 non-members	One full day of training followed by three touch points	In-person and virtual	Open	Synchronous	Coaching
Regional Education Service Agencies	RESAs offer needs based/on demand professional learning opportunities for all facets of school and district effectiveness including board training, data teams, superintendents’ searches, vertical team, and any other professional learning by request of member systems. RESAs also offer job-like opportunities for leaders and specialty areas such as instructional coaches, principals, human resources, media specialists, counselors, transition specialists, etc.	n/a	Provided at district request. Professional Learning Courses on each RESAs’ website. https://www.georgiastandards.org/learning/Pages/ETC-RESA/RESA.aspx	No Cost to Member Systems/ Daily rate for out of network	Determined by the partnership agreement	Determined by the partnership agreement	Determined by the partnership agreement	Determined by the partnership agreement	Determined by the partnership agreement

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School Districts

	<i>Brief Program Description</i>	<i>Credential</i>	<i>Hyperlink</i>	<i>Cost</i>	<i>Duration</i>	<i>Virtual/ In Person/ Hybrid</i>	<i>Enrollment: Open/ Selective</i>	<i>Synchronous/ Asynchronous/ On Demand</i>	<i>Coaching/ Mentoring provided</i>
GLISI	<p>Base Camp and Leadership Summit is not designed expressly to develop district leaders, but it is a powerful experience that grows the leadership of district leaders alongside their principals, APs, district office colleagues and teachers. BCLS is expressly designed to build the capacity of teams to work together. It defies the conventional paradigm of leadership as residing in a single individual and instead cultivates leadership as a practice and way of doing things for all school staff from teachers to principals to district office.</p> <p>ACTIONS – Acting Continuously to Inspire Our Next Steps is a technical assistance service to help district leaders create the systems and conditions for schools and school leaders to meaningfully bring to life their school improvement plans, centering teacher voice and student learning. This experience is a combination of group professional learning with job-like coaching and implementation practice for both district leaders as well as principals and their leadership teams. Groups design their school improvement plan monitoring process and then begin practicing new processes utilizing an improvement science framework with coaching and support. The change is often unfamiliar and counter to the previously prevailing culture, so the coaching phase lasts for up to two years to assist in revising the process and navigating the anxieties, fears, and newly developed skills of leaders at both central office and the school.</p>	No	https://glisi.org/base-camp-and-leadership-summit-2/	\$2700-\$3000/pp	Five days	In-person	District team selects	Synchronous and asynchronous	Yes
		No	https://glisi.org/services/centraloffice#actions	\$35,000-\$50,000	12-15 months	Hybrid	District leaders choose to participate	Synchronous and asynchronous	Yes

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Classified Staff

	<i>Brief Program Description</i>	<i>Credential</i>	<i>Hyperlink</i>	<i>Cost</i>	<i>Duration</i>	<i>Virtual/In Person/Hybrid</i>	<i>Enrollment: Open/Selective</i>	<i>Synchronous/Asynchronous/On Demand</i>	<i>Coaching/Mentoring Provided</i>
GLISI	Class A – Classified staff and day makers for students. They are present when students are in their most human moments – as they are transitioning from home to the bus, as they are walking the halls, when they eat lunch. Yet, we too often devalue them in thinking about leading culture. Class A is a learning experience to cultivate leadership in staff who lead nutrition, transportation, facilities, technology.	Micro credentials available for competencies identified through Profile of a Leader process	https://glisi.org/services/indistrict-leadership/#classa	\$2500-\$2900/pp	10-12 months	In-person	District selects	Synchronous and asynchronous	We work with supervisors to support their coaching and mentoring of Class A participants
RESA	RESAs offer classified staff professional learning by request	Credits for renewal							