



GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

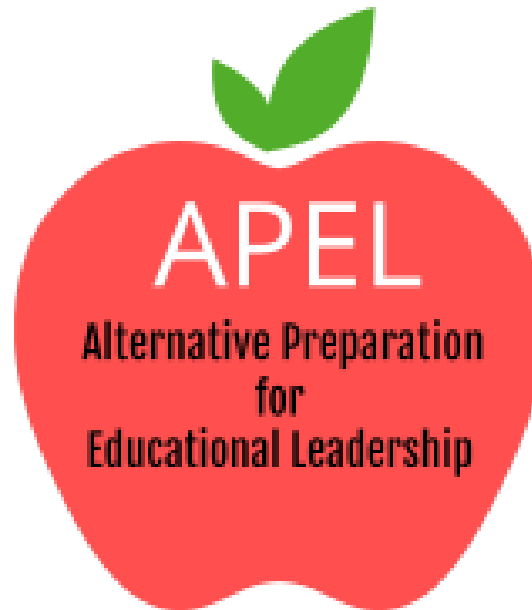
Griffin RESA Alternative Preparation for Educational Leadership (APEL) Information Session



Serving South Metro County School Systems since 1966
BUTTS – FAYETTE – HENRY – LAMAR – NEWTON – PIKE – SPALDING – UPSON
Dr. Stephanie L. Gordy, Executive Director



Welcome



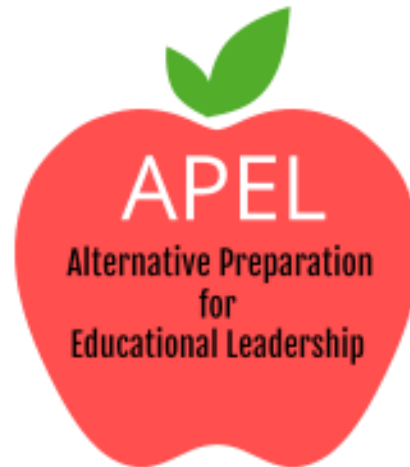
Dr. Stephanie Gordy
Griffin RESA Executive Director





GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

Alternative Preparation for Educational Leadership (APEL)



Mollie Hall

Griffin RESA Alternative Certification Director

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GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

Griffin RESA's Mission Statement

Guidance for Growth

using

Relevant Resources

to

Encourage Excellence

for

Sustainable Skills

in

Advancing Achievement

Serving South Metro County School Systems since 1966
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What is APEL?

- An alternative pathway (non-degree) for Tier I and Tier II P-12 Leadership Certificates
- Each Tier is a one-year job-embedded program
- Candidates will receive rigorous and relevant instruction, descriptive feedback, and personalized support from successful veteran leaders and administrators
 - Griffin RESA Leadership Coach
 - School Leadership Mentor
- GACE Educational Leadership Support





Griffin RESA APEL Leadership Coaches

Alternative Certification Director:

Mollie Hall

Alternative Certification Specialists:

Dr. Jolie Hardin

Dr. Renee Mallard

Dr. Ryan Meeks

Dr. Felecia Spicer





Griffin RESA APEL Seminar Providers

- Alternative Certification Director
- Alternative Certification Specialists
- GLRS Director
- Griffin RESA Ex. Director & HR Consultants
- PL & Wrap-Around Specialist
- School Climate Specialist
- School Improvement & PL Specialists
- TKES & LKES Evaluation Specialist





Our Goal is to develop Educational Leaders who...

- Demonstrate the ability to lead, facilitate, and make school/system leadership decisions
- Create a continuous improvement culture within their school and community built on a mutual commitment for student success, respect for diverse populations, and staff well-being
- Use school/system data from multiple sources to inform and develop decisions concerning instruction, staff, and resources
- Engage families and stakeholders in school and system communities
- Immerse technology into the planning, teaching, and assessment of the curriculum
- Build professional capacity through recruitment and retention of positive personnel
- Manage school operations efficiently and effectively
- Establish a safe learning environment





Tier I – Standard Professional Education Leadership

- Tier I certification is required for P-12 leadership positions below the principal and system level positions that do not supervise principals.
- Must hold a Master's degree or higher
- This leadership designation is assigned by the system:
e.g.: Assistant Principal, System Coordinators, Instructional Coaches, Department Heads, System Directors, School Content Directors, etc.
- Must have leadership employment verification and system assurance forms [APEL Application](#)





Tier II – Performance Based Professional Education Leadership

- Tier II certification is required for advanced leadership positions.
e.g.: Principal, Superintendent, Assistant Superintendent, Executive Directors, etc.
- **Must already have an Educational Leadership - Tier I Certificate**
- Tier II Candidates must have leadership employment verification and system assurance forms [APEL Application](#)





That all sounds great, but how do I apply?

- Master's degree or higher from an accredited college or university
 - Transcript send directly to mail@gapsc.com
- Minimum GPA of 3.0 or higher on your highest degree
- No ethics violations or reprimands
- Complete GACE Ethics Assessment for Educational Leadership (#380 until 6/15/25)
- Proficient Annual Evaluations
- Hold a **Leadership position** in your system





System Responsibilities

- For Tier I Enrollment, your system will have to apply for a Nonrenewable Leadership Tier I certificate (N3L).
- For Tier II Enrollment, your system will have to apply for a Nonrenewable Leadership Tier II certificate (N3L).

Without the N3L by 10/1/2025, you cannot continue in the program.





www.griffinresa.net

Griffin Regional Educational Service Agency
Executive Director, Dr. Stephanie L. Gordy

440 Tilney Avenue
Griffin, GA 30224
Ph 770-229-3247
Fx 770-228-7316



Serving:
Butts, Fayette,
Henry, Lamar,
Newton, Pike,
Spalding, Upson
School Systems



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GENERAL INFORMATION

1/25 [Job Announcement - PRINCIPAL JOB VACANCY \(Elementary School - Fayette County Schools\)](#)

PROFESSIONAL LEARNING

1/25 [2023 Teacher Job Fair: Meet 100+ Principals from 8 School Systems](#)

1/24 [Would you Like to Become a Principal or Assistant Principal? Ed Leadership Certification Info Session \(Virtual via Zoom from 6:00-7:00pm\)](#)

ENDORSEMENT

1/24 [Designing Rubrics \(HYBRID\)](#)

1/23 [Kindergarten GA Math Content Standards \(Hybrid\)](#)

1/23 [Success for All Students: The Role of the Paraprofessional \(Hybrid\)](#)

LEADERSHIP DEVELOPMENT APEL

Ed Leadership Cert Flyer

Ed Leadership Cert Brochure

Ed Leadership Cert Application

ONLINE PURCHASING SERVICES

Ed Leadership Cert Assurance Packet

Summer Leadership Conference Brochure

Call for Presentations for the SLC Announcement and Submission Form

ONLINE REPAIR SERVICES

APEL Information Night Presentation

1/25 [Ed Leadership Certification Info Session \(Virtual via Zoom from 6:00-7:00pm\)](#)

1/6 [Using Data Protocols to Make Statistically Significant Gains in the Classroom \(Hybrid: Choice of Virtual or In-Person\)](#)

TAPP TEACHER RECRUITMENT

1/5 [News for Jan/Feb 2023 - Hot Off the Press \(Check out new & exciting things\)](#)

1/5 [IKES Evaluation Instrument Training \(Choice of](#)



GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

SERVING SOUTH METRO COUNTY SCHOOL SYSTEMS
SINCE 1966



Payroll Authorization

- Our Regional Member School Systems allow for payroll deduction.
- If you are outside of our regional school systems, **you must request** the payroll deduction from your county. The County must also sign off on the Authorization page.
- Fees cannot be split.
- All fees are due by August 30, 2025, to stay in the program.





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Griffin RESA Alternative Preparation for Educational Leadership Program FY2025-2026 System Assurance Form

APEL System Assurance Form

Candidate (print): _____ System: _____

Please check the reason for enrollment:

Tier I Certification: _____ Tier II Certification: _____

Please verify that APEL Applicants have met the following requirements:

The candidate has received an offer of employment from _____ (system) and is being recommended for admission into the Griffin RESA Alternative Preparation for Educational Leadership Program. If selected for the program, this candidate will be available to work in a leadership position within our school and/or district for one-half day or more each day.

- ☐ The System agrees to apply for an NL certificate for this candidate.
- ☐ The System verifies that the Candidate has completed a criminal background check while employed.
- ☐ The System agrees to provide a Leadership Mentor with Tier I or Tier II Georgia Leadership Certification to work on an ongoing basis with the Candidate. They also agree to release the Leadership Mentor for one training day at Griffin RESA per year if necessary. The System agrees to record this day as Professional Development/Professional Leave and not as the Leadership Mentor's personal time.
- ☐ The System agrees to release the Candidate for any required Leadership Development Seminars and Clinical Experience. The system agrees to record these days as Professional Development or Professional Leave and not as the Candidate's personal time. (Note: Leadership Development classes are typically one evening a month and one week during the summer.)
- ☐ The Leadership Mentor will participate in any required Candidate Support Team Meetings.
- ☐ Time and activity log sheets will be maintained by the Leadership Mentor and APEL Candidate to verify the amount of time and the type of engagement. (Please be advised that Griffin RESA will not provide a Leadership Mentor stipend.)
- ☐ The System and its personnel are committed to making this APEL candidate a successful Tier I or Tier II leader and a member of the professional community.

Superintendent's Signature _____

Personnel Director's Signature _____

Principal's Signature _____

Date _____

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AUTHORIZATION FOR PAYMENT

APEL Candidate: _____

I **authorize** the _____ County School District to deduct fees from my paycheck for the Alternative Preparation for Educational Leadership Program provided through Griffin RESA. _____ (initials)

NOTE: If you are in a school system out of the Griffin RESA Regional Member School Systems, it is your responsibility to ask for payroll deductions from your county. _____ (initials)

I understand these fees total:

Tier I and Tier II (member systems) = \$5,700

(\$475 deducted by the system a month for 12 months)

Tier I and II (out of area) = \$6,600

- All Tier II candidates who completed Tier I with Griffin RESA will receive a \$1000 reduction on their Tier II tuition. This only applies if the Tier I candidate enrolls in Tier II within two calendar years of completing Tier I.

School or System Representative must also sign below for payroll deduction with member systems and out of area systems.

I **acknowledge** that if I leave the school system or APEL before the end of the school year, any remaining fees owed will be deducted from my final paycheck and that the school system will not provide any refunds. If candidate is choosing payroll deduction, this must be approved by the school or system. _____ (initials)

I **DO NOT authorize** the _____ County School District to deduct fees for the APEL Program provided through Griffin RESA. I will self-pay for all costs. I will receive an invoice from Griffin RESA and pay tuition in full by the date below. If not paid, I understand that I will be withdrawn on August 29, 2025.

Tier I and Tier II (member systems) = \$5,700

Tier I and II (out of area) = \$6,600

I acknowledge that if I leave the school system or APEL before the end of the school year, Griffin RESA will not provide a refund for the remainder of the year.

Candidate Signature

Date

School or System Representative

Date

Sworn to and subscribed this _____

Day of _____, 20____.

Notary Public

My Commission expires: _____

(SEAL)

Email APEL Department at APEL@griffinresa.net

Mail: ATTN: Alternative Certification Director, Griffin RESA, 440 Tilney Ave, Griffin, GA 30224

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APEL Authorization for Payment Form



GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY



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Alternative Preparation for Educational Leadership Application

Name: _____ Cert ID#: _____

Address: _____ City: _____

State: _____ Zip Code: _____ Email Address: _____

Home Phone: _____ Cell Phone: _____

School System _____ School _____

Current Position: _____

For Tier II Applicants - GACE II Educational Leadership SCORE: _____

Leadership Tier Program applying for (circle): Tier I

Tier II

Requirements for Enrollment:

- Copy of College Transcripts showing a Master's Degree or higher with a minimum cumulative GPA of 3.0
- Professional Resume including:
 - Universities/colleges attended, degrees earned, GPA
 - Educator work experience including organization, position, location, supervisor, dates
 - Leadership experience or leadership training including organization or program, position, location, supervisor, dates
 - Names, addresses, phone, and email of three professional references
 - One must be from a direct supervisor.
- Three professional reference letters from resume references. They must be signed by the reference (one must be from a direct supervisor)
- Nomination form completed by direct supervisor with an overall rating of 3.0 or higher
- Proficient Annual Evaluations (submit a copy of last Annual Evaluation)
- No ethics violations or reprimands (submit a copy of GAPSC Certificate)
- Completed Georgia Ethics for Educational Leadership Assessment – GACE 380 until 6/30/2025: New Ethics starting 7/1/2025
- Submitted Writing Sample
 - Directions: Submit a one-page typed paper in Times New Roman font, size 12, and single-spaced.
 - Topic: Tell us about someone who influenced you to go into education.

My signature below verifies that I have met all the above-listed requirements, and they are included with this application. I understand that a false statement, omission, or misrepresentation on any part of my application materials submitted during the application process is grounds for being denied eligibility to or dismissal from Griffin RESA's Alternative Preparation for Educational Leadership Program.

Applicant's Signature _____

Date _____

APEL Application

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Alternative Preparation for Educational Leadership Nomination Form

Applicant's Name _____ Current Position _____

School District _____ School _____

Please rate the candidate named above on a scale of 1 to 5 with 5 being the highest in terms of each disposition or capacity for developing the disposition.

Disposition	1 Not Evident	2 Fair	3 Good	4 Excellent	5 Exemplary
Strong Work Ethic (<i>high expectations of self, is dependable, is timely in completing responsibilities, takes initiative, and demonstrates leadership abilities.</i>)					
Caring (<i>positive attitude, cooperative, respectful of others, establishes rapport and is respectful of diverse populations and cultures</i>)					
Critical and Creative Thinking (<i>flexible, supports all learners and staff, clearly expresses ideas and plans, is a problem solver</i>)					
Excellence/Professional Integrity (<i>professional appearance, maintains high ethical standards, keeps confidential information</i>)					
Communication Skills (<i>effective use of technology, demonstrates effective writing, grammatical, and verbal skills</i>)					

Any additional comments:

Nominated by (Please Print): _____

Signature: _____

Position (Please Print): _____

Date: _____

APEL Nomination Form

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Checklist of Required Items to Include:

- _____ Copy of College Transcripts showing a Master's Degree or higher with a minimum GPA of 3.0
- _____ Professional Resume
- _____ Three Professional References with signatures
- _____ Completed Nomination Form (Must be from Principal or Immediate Supervisor)
- _____ Copy of last Annual Evaluation
- _____ Copy of Georgia Professional Standards Commission Certificate
- _____ Copy of GACE Ethics Completion Certificate
- _____ System Assurance Form
- _____ Authorization for Payment
- _____ Alternative Preparation for Education Leadership Application
- _____ Writing Sample

**Mail hard copies of all required documents together to the contact and address below.
Electronic documents will not be accepted.**

**Once the completed candidate application and system assurance packet are submitted,
Griffin RESA will evaluate your packet for enrollment.**

Acceptance Timeline

- January 1, 2025- June 3, 2025: Applications will be accepted
- June 3, 2025 - June 21, 2025: Applications will be evaluated for enrollment requirements
- June 17, 2025 - June 21, 2025: Interview of potential candidates by Griffin RESA APEL Team
- June 21, 2025 - Candidates accepted for enrollment will be notified
- Cohort for accepted candidates will begin with Pre-Residency Virtual Classes in July 2025

Mail Complete Packet to:

Griffin RESA
Attn: APEL
440 Tilney Avenue
Griffin, GA 30224

APEL Checklist and Deadlines

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What can I expect during the One-Year Program?

- **Residency** (late August)
 - 4:00PM – 7:00PM
 - Virtual via ZOOM
- **Once a Month Seminar Courses** (September–June)
 - 5:00 PM – 8:00PM
 - Virtual via ZOOM
- **Leadership Mentor** (School or System)
- **Leadership Coach** (Griffin RESA)
- **Clinical Experiences**
- **Required Course Completion**





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Tier I Sample Courses

APEL Tier I Orientation

Exceptional Students: Compliance and Consideration

School Improvement: Analyzing and Utilizing School Data

Administrative Leadership Styles and Organization

Positive School Climate: Social & Emotional Learning for Adults

Culture and Diversity in Schools: Developing

Coaching: Critical Thinking & Questioning for Instructional Practices

GA Code Title 20 and Title I Schools

Stakeholder Involvement and Engagement

Ethics: Educational Ethics & Professionalism

Communication: Professionalism in Practice for Tier I Leaders

GA P-12 Testing: Rules, Protocols, and Assessments

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Tier II Sample Courses

APEL Tier II Orientation

Exceptional Students: Compliance, Evaluation, and Manifestation

Budget and Finance

PLC Development and the Leadership Team

School Improvement: Planning and Implementation

Positive School Climate: Stakeholders and Teacher
Recruitment/Retention

Culture and Diversity in Schools: Leading

Coaching: Improving Work Performance for Instructional Practices

Building Management and Safety

Ethics: School Law and Ethics (Human Resources)

Communication: Professionalism in Practice for Tier II Leaders

GA P-12 Testing: Rules, Protocols, Assessments, and CCRPI

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But I took A, B, or C class already...

The only classes that can be exempt during the program are:

- Exceptional Child
- Understanding & Supporting the Dyslexia Learner
- TKES and LKES (if completed after July 1, 2024)





Tuition Costs

- **Tier I**

- Member Systems- \$5,700 (*Payroll deduction available at \$475 a month for 12 months*)
- Out of Area Systems- \$6,600

- **Tier II**

- Member Systems- \$5,700 (*Payroll deduction available at \$475 a month for 12 months*)
- Out of Area Systems- \$6,600

Griffin RESA Member Systems are Butts, Fayette, Griffin-Spalding, Henry, Lamar, Newton, Pike, and Thomaston-Upson.





Remember

- Your **completed** application packet with system assurance packet and signatures must be mailed to Mollie Hall, Alternative Certification Director by June 3, 2025.
- The APEL Application can be found at www.griffinresa.net.





Checklist of Required Items to Include in the Application Packet

- Copy of College Transcripts showing a Master's Degree or higher with a minimum GPA of 3.0
Must show on GaPSC profile: mail@gapsc.com
- Professional Resume
- Three Professional References with signatures
- Completed Nomination Form
Must be from Principal or Immediate Supervisor
- Copy of last Annual Evaluation
- Copy of Georgia Professional Standards Commission Certificate
- Copy of GACE Ethics Completion Certificate
- System Assurance Form Authorization for Payment
- Alternative Preparation for Education Leadership Application
- Writing Sample





Questions/Information

- Please complete the [Follow-Up Form](#) for Participant Attendance and Questions,
- Questions can be emailed APEL@griffinresa.net or mhall@griffinresa.net
- Calls **770-229-3247, ext. 209**





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APEL

Alternative Preparation
for
Educational Leadership



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