



GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

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

**GRIFFIN  
RESA**

[www.griffinresa.net](http://www.griffinresa.net)

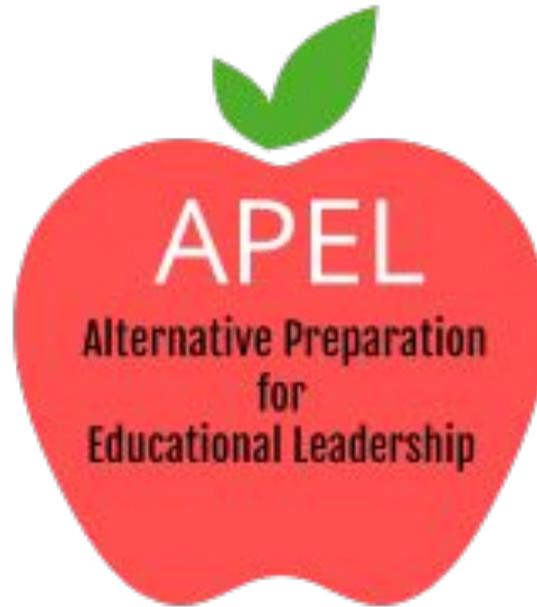
440 Tilney Avenue  
Griffin, GA 30224  
Phone: 770-229-3247  
Email: [APEL@griffinresa.net](mailto:APEL@griffinresa.net)

**APEL**  
Alternative Preparation  
for  
Educational Leadership

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



# Welcome

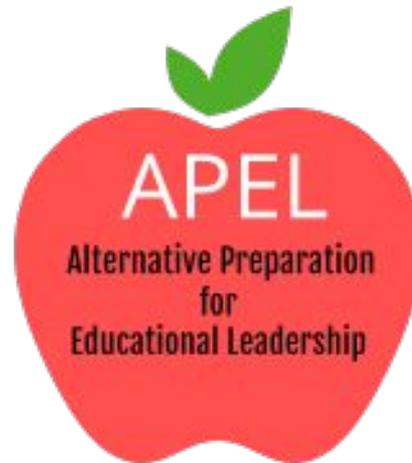


**Dr. Stephanie Gordy**  
**Griffin RESA Executive Director**



GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

# Alternative Preparation for Educational Leadership (APEL)



**Mollie Hall**

**Griffin RESA Alternative Certification Director**

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



GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

Griffin RESA's Mission Statement

**G**uidance for Growth  
**R**elavant Resources  
to **E**ncourage Excellence  
**S**ustainable Skills  
in **A**dvancing Achievement

Serving South Metro School Systems

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



# 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:

**Cindy Holland**

**Dr. Renee Mallard**

**Dr. Ryan Meeks**



# Griffin RESA APEL Seminar Providers

- Alternative Certification Director
- Alternative Certification Specialists
- GLRS Director
- Griffin RESA Executive Director
- PL 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](mailto: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 ETS or [#352 Pearson](#)
- 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 10/1/2026, you cannot continue in the program.



[www.griffinresa.net](http://www.griffinresa.net)



SERVING SOUTH METRO COUNTY SCHOOL SYSTEMS  
SINCE 1966

GRIFFIN  
RESA

Employee Login

GENERAL INFORMATION ▾

PROFESSIONAL LEARNING ▾

ENDORSEMENTS ▾

TAPP & TEACHERS ▾

LEADERSHIP & APEL ▾

PURCHASING ▾

REPAIR ▾

MAKE-IT TAKE-IT ▾



About  
Griffin RESA



Register for  
a Class



Endorsement  
Information



How to  
Become  
a Teacher



Leadership  
Certification

Ed Leadership Application Packet  
APEL Info Night Presentation  
Ed Leadership Cert Flyer  
Ed Leadership Cert Brochure

Order  
Supplies



Make It  
Take It



GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY



# 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 September 30, 2026, to stay in the program.





# GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY



## GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

Serving South Metro County School Systems since 1960

BUTTS - FAYETTE - HENRY - LAMAR - NEWTON - PIKE - SPALDING - UPSON

Dr. Stephanie L. Gordy, Executive Director



440 Tilney Avenue  
Griffin, GA 30224  
Phone: 770-229-3247  
FAX: 770-228-7310  
www.griffinresa.net

### Alternative Preparation for Educational Leadership Program FY2026-2027 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 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 N3L 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 \_\_\_\_\_

# APEL System Assurance Form



# GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY



## GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

Serving South Metro County School Systems since 1969  
BUTTS - FAYETTE - HENRY - LAMAR - NEWTON - PIKE - SPALDING - UPSON  
Dr. Stephanie L. Gordy, Executive Director



440 Tilney Avenue  
Griffin, GA 30224  
Phone: 770-228-3247  
FAX: 770-228-7316  
www.griffinresa.net

### Authorization for Payment APEL Program

Candidate's Name: \_\_\_\_\_

#### Program Fees

- Tier I & II – Member Systems: \$5,700 (\$475 monthly for 12 months)
- Out-of-Area Systems: \$6,600
- Extension Fee: \$1,200 (for additional time beyond one year)

**Tier II Reduction:** Candidates who completed Tier I with Griffin RESA receive a \$1,000 tuition reduction if enrolled in Tier II within two calendar years of Tier I completion.

**Payroll Deduction Authorization** \_\_\_\_\_ (initials) I authorize the \_\_\_\_\_ County School District to deduct fees from my paycheck for participation in the Alternative Preparation for Educational Leadership (APEL) Program provided through Griffin RESA.

**Note:** If employed outside Griffin RESA Regional Member Systems, I understand it is my responsibility to request payroll deductions through my county. \_\_\_\_\_ (initials)

#### Fee Responsibility

\_\_\_\_\_ (initials) I understand that if I leave the school system or APEL before the end of the school year, remaining fees will be deducted from my final paycheck, and no refunds will be issued. If payroll deduction is selected, it must be approved by the school or system.

#### Self-Pay Option

\_\_\_\_\_ (initials) I DO NOT authorize the \_\_\_\_\_ County School District to deduct APEL fees. I will self-pay all tuition, receive an invoice from Griffin RESA, and pay in full by September 30, 2026. If not paid, I understand I will be withdrawn from the program.

- Tier I & II – Member Systems: \$5,700
- Out-of-Area Systems: \$6,000
- Extension Fee: \$1,200 (for additional time beyond one year)

\_\_\_\_\_ (initials) I acknowledge that if I leave the school system or APEL before the end of the school year, Griffin RESA will not refund any portion of tuition.

#### Authorization of Signatures

Candidate Signature: \_\_\_\_\_ Date: \_\_\_\_\_

School/System Representative: \_\_\_\_\_ Date: \_\_\_\_\_

*(Representative signature required for payroll deduction with member or out-of-area systems.)*

#### Notary Section

Sworn and subscribed before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Notary Public: \_\_\_\_\_

My Commission Expires: \_\_\_\_\_

(SEAL)

# APEL Authorization for Payment Form



# GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY



## GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

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



440 Tilney Avenue  
Griffin, GA 30224  
Phone: 770-229-3247  
FAX: 770-228-7316  
www.griffinresa.net

### 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 (organization, position, location, supervisor, dates)
  - Leadership experience or leadership training (organization/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, signed (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 (#380 ETS or #352 Pearson)
- Submitted Writing Sample

#### Directions for Writing Sample:

- Submit a one-page typed paper in Times New Roman, size 12, single-spaced.
  - Tier I: Describe your leadership style and provide examples.
  - Tier II: Explain a difficult leadership situation and how you handled it.

My signature below verifies that I have met all the above-listed requirements, and they are included in 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.

\_\_\_\_\_

## APEL Application



# GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY



## 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<br>Not Evident | 2<br>Fair | 3<br>Good | 4<br>Excellent | 5<br>Exemplary |
|---|------------------|-----------|-----------|----------------|----------------|
| <b>Strong Work Ethic</b><br><i>High expectations of self, is dependable, is timely in completing responsibilities, takes initiative, and demonstrates leadership abilities.</i> |                  |           |           |                |                |
| <b>Caring</b><br><i>Positive attitude, cooperative, respectful of others, establishes rapport and is respectful of diverse populations and cultures.</i>                        |                  |           |           |                |                |
| <b>Critical and Creative Thinking</b><br><i>Flexible, supports all learners and staff, clearly expresses ideas and plans, is a problem solver.</i>                              |                  |           |           |                |                |
| <b>Excellence/Professional Integrity</b><br><i>Professional appearance, maintains high ethical standards, keeps confidential information.</i>                                   |                  |           |           |                |                |
| <b>Communication Skills</b><br><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



# GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

## 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 Educational Leadership Application
- Writing Sample

## Submission Instructions

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

Once your completed candidate application and system assurance packet are received, Griffin RESA will review your materials to determine eligibility for enrollment.

## Acceptance Timeline

- **January 1, 2026 – June 26, 2026:** Applications accepted
- **June 26, 2026 – July 30, 2026:** Applications evaluated for enrollment requirements, and interviews conducted by the Griffin RESA APEL Team for potential candidates. **Candidates accepted for enrollment will be notified by July 31, 2026.**
- **August 2026:** Cohort for accepted candidates begins with Pre-Residency Virtual Classes

---

## Mail Complete Packet To:

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

# APEL Checklist and Deadlines



# What can I expect during the One-Year Program?

- **Residency** (August - 2 nights)
  - 5:00 PM – 8:00 PM
  - Virtual via ZOOM
- **Once a Month Seminar Courses** (September–June)
  - 5:00 PM – 8:00 PM
  - Virtual via ZOOM
- **Leadership Mentor** (School or System)
- **Leadership Coach** (Griffin RESA)
- **Clinical Experiences**
- **Required Course Completion**



## GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

### **Tier I Sample Courses**

APEL Tier I Orientation

Exceptional Students: Compliance and Consideration

Utilizing and Understanding Data and Assessment

Administrative Leadership Styles

Leadership Essentials: Cultivating a Positive School Climate

Cultural Responsiveness in Schools: Developing

Coaching: Critical Thinking & Questioning

Stakeholder Involvement and Engagement

Ethics: Educational Ethics & Professionalism

GA Code Title 20 and Title I Schools

Communication: Professionalism/HR Pitfalls for Tier I Leaders

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

Building Management and Safety for Tier I Leaders

**Serving South Metro County School Systems since 1966**

**BUTTS – FAYETTE – HENRY – LAMAR – NEWTON – PIKE – SPALDING – UPSON**

**Dr. Stephanie L. Gordy, Executive Director**



## GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY

### **Tier II Sample Courses**

APEL Tier II Orientation

Exceptional Students: Manifestation and Considerations

Budget and Finance

PLC Development and the Leadership Team

School Improvement: Planning and Implementation

Positive School Climate: Stakeholders and Teacher  
Recruitment/Retention

Leading Cultural Responsiveness in Schools:

Coaching: Improving Work Performance for Instructional Practices

Building Management and Safety for Tier II

Ethics: School Law and Ethics with Staff

Communication: Professionalism & Continuous Improvement for Tier  
II Leaders

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

**Dr. Stephanie L. Gordy, Executive Director**



## 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 or GaLeads (if completed after July 1, 2025)



# 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 26, 2026.
- The **APEL Application** can be found at [www.griffinresa.net](http://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](mailto: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



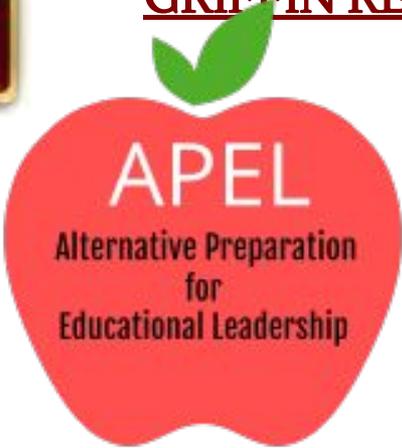


# Questions/Information

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



GRIFFIN REGIONAL EDUCATIONAL SERVICE AGENCY



Good night



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