# Impact the Future
# Become a Teacher

sites.muscogee.k12.ga.us/gatapp

**Please type your first and last name in chat**

**Informational Meetings**

January 26th @ 6 pm (Zoom)

February 13th @ 2 pm (Zoom)

March 5th @ 6 pm Columbus Library on Macon Road

March 11th @ 6 pm (Zoom)

Creating "WE"
MCSD GaTAPP and Human Resources
January – March 2026

# Welcome & Introductions:

**Teacher Academy for Preparation & Pedagogy**
**MCSD TAPP**

- Angie Jacobson, Administrator
- April Barrington, Administrative Assistant

## Human Resources (HR)

- Amy Grace, West HR Partner
- Brittani Dowdell, East HR Partner
- Corey Neal, Central HR Partner
- India Smith, Recruitment & Retention Manager
- Jennifer Maguire, Certification Specialist

# Purpose of Meeting

How do I become a teacher?

## Awareness of the following:

non-traditional pathways to teaching (did not earn a degree in education)

minimum requirements for each non-traditional pathway

resources for additional information on the pathway of interest

# Alphabet Soup

| Acronym | Meaning |
|---|---|
| **Chatt-Flint** | Chattahoochee-Flint RESA |
| **CTAE** | Career, Technical, and Agricultural Education |
| **CST** | Candidate Support Team |
| **GACE** | *Georgia Assessments for the Certification of Educators |
| **Ga PSC** | Georgia Professional Standards Commission |
| **GaTAPP or TAPP** | Georgia Teacher Academy for Preparation & Pedagogy |
| **GPA** | Grade Point Average |
| **HR** | Human Resources |
| **MAT** | Master of Arts in Teaching |
| **MCSD** | Muscogee County School District |
| **RESA** | Regional Educational Service Agency |

*__Content__ GACE – test for the subject area you wish to teach
Ex: English GACE to teach English grades 6-12 or Middle Language Arts GACE to teach ELA grades 4-8

# Pathways:

**Bachelor's degree required**

- Georgia TAPP
  - MCSD
  - Chattahoochee-Flint RESA
  - Must not have completed student teaching
- Master of Arts in Teaching (MAT)
- Military
- Strategic Waiver
- Career Tech

Exceptions may apply to some Career Tech fields

# Considerations

- Current degree & GPA
- *Subject & grade level interested in teaching
- Cost & location
- Support within pathway/program
- Application timelines
- Georgia TAPP **Requires a job offer by MCSD for admission

*Not all content areas or schools are supported by all options

**HR Partners assist with connecting approved applicants and principals

# What is GaTAPP?

- Non-traditional pathway approved by the GaPSC to earn GA teacher certification
- Candidate has the subject knowledge and the program trains them how to be a teacher
- Job embedded
  (teach full-time while in the program)
- Hybrid education model
  (combination of in-person and online)

Georgia TAPP

GET CERTIFIED!

| | MCSD GaTAPP | Chatt-Flint RESA GaTAPP |
|---|---|---|
| Bachelor's degree required | ✔ (excludes designated Career Tech fields) | ✔ (excludes designated Career Tech fields) |
| GACE Educator Ethics 351 required | ✔ | ✔ |
| Content GACE required | ✔ (except Special Education & designated Career Tech fields for admission) | ✔ *(except degrees in-field & designated Career Tech fields for admission) |
| Official transcripts required to be on file with the PSC | ✔ | ✔ |
| Program application required | ✔ | ✔ |
| Apply for MCSD Teacher Position of Interest | ✔ | ✔ |
| Leads to GA teacher certification | ✔ | ✔ |
| Leads to a degree | | |
| Serves all MCSD schools | serves designated schools | ✔ |
| Includes all subject areas | includes designated high-needs areas | ✔ |
| MCSD contract | ✔ | ✔ |
| 25-26 MCSD salary (190 days) | 45,835 bachelor's degree<br>48,304 master's degree | 45, 835 bachelor's degree<br>48,304 master's degree |
| Length of Program | 18-36 months | 18-36 months |
| Candidate Support Team provided | ✔ | ✔ |
| Foundational training *Essentials of Teaching* course required; estimated cost | ✔ ($275 non-refundable) | ✔ ($650 non-refundable) |
| Estimated Cost of Program<br>GACE are not included in program fees | $4,500 for 18 months after Essentials payroll deducted ($250/month)<br>$500 per semester beyond 18 months<br>General El Ed is $5k for 24 months | $4,950 for 18 months after Essentials ($275 per month-not payroll deducted)<br>Additional cost per semester beyond 18 months<br>Most certifications |
| Other | incorporates MCSD resources & personnel; in-person training in MCSD | in-person training in Ellaville, GA |
| Additional Information | MCSD GaTAPP | Chatt-Flint RESA GaTAPP |
| Contact | April Barrington | Angie Bell |
| Certification | Jennifer Maguire | |

*Subject to Change*

MUSCOGEE COUNTY SCHOOL DISTRICT
COLUMBUS, GA

# Admission Requirements

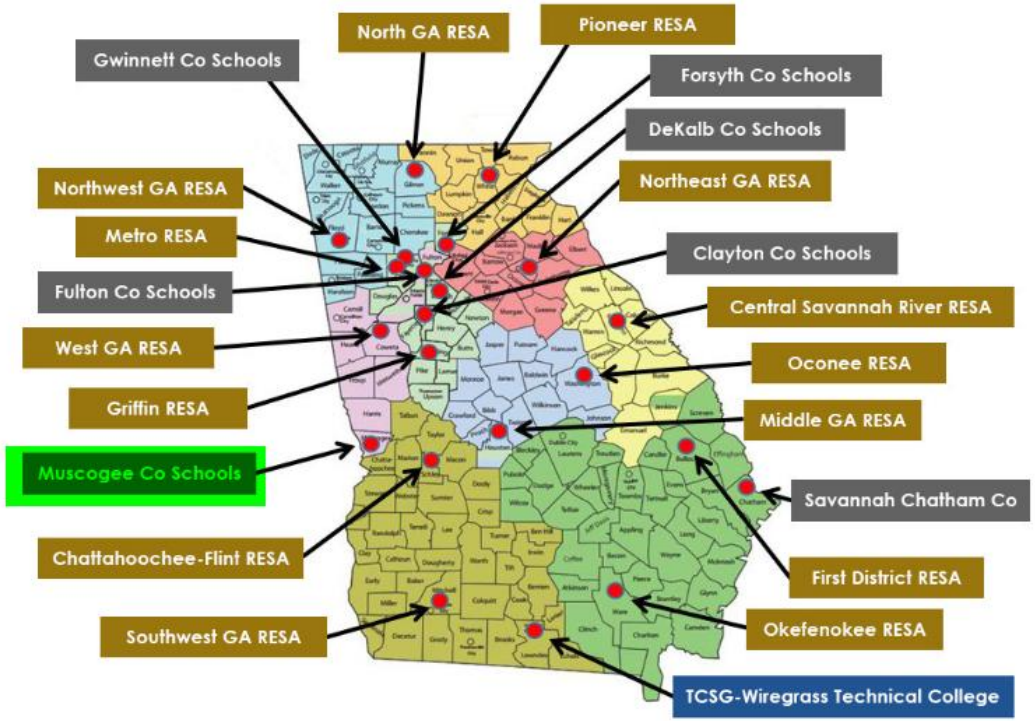
| | MCSD GaTAPP | Chatt-Flint RESA GaTAPP |
|---|---|---|
| **Bachelor's Degree** (excludes designated Trade & Industry fields) | Yes | Yes |
| **Official Transcripts and/or relevant industry certifications** on-file with the GaPSC | Yes | Yes |
| ***GPA** (if applicable) | 2.7+ Preferred | 2.5+ Preferred |
| GACE **Educator Ethics 351** | Yes | Yes |
| **Content GACE** | Yes (excludes Special Education & designated Career Tech fields) | Yes (excludes degrees in-field & designated Career Tech fields) |
| **TAPP Interview** | Yes | Maybe |
| **Principal's Recommendation for Hire/ Job Offer** | Yes | Yes |

*GPA less than minimum preferred can still be considered for the program

# 1 of 7 School System GaTAPP Programs

GEORGIA's 22 Approved GaTAPP Providers

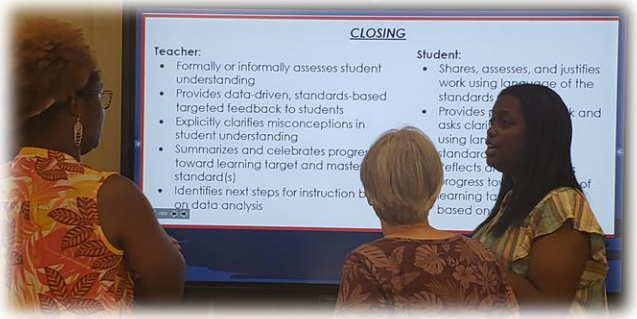
- **14** at RESAs
- **7** at local school systems
- **1** at TCSG - Wiregrass Technical College




Georgia TAPP

MUSCOGEE COUNTY SCHOOL DISTRICT
COLUMBUS, GA

# MCSD GaTAPP
# Professional Development




Introductory Training:

- 2 Weeks of Essentials of Teaching Training
- MCSD New Teacher Extravaganza
-

CANVAS

GROWING WITH CANVAS

empower

Georgia TAPP

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COLUMBUS, GA

# MCSD GaTAPP
# Professional Development (PD)

Training during Program:

- 10 monthly Saturday Seminars during the first year
- On-line coursework (varies per certification field)
- PD with district specialists (varies per certification field)
- 30 hours of field experience (observing veteran teachers)
- Coaching cycles with GaTAPP Supervisor

Georgia TAPP

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COLUMBUS, GA

# "WE" Support

## GaTAPP

Supervisor: retired MCSD educator (49%)

Administrator: Angie Jacobson

## Candidate Support Team (CST)

- GaTAPP Supervisor
- Teacher Support Coach (TSC)/Mentor
- School Administrator
- Content Mentor if needed

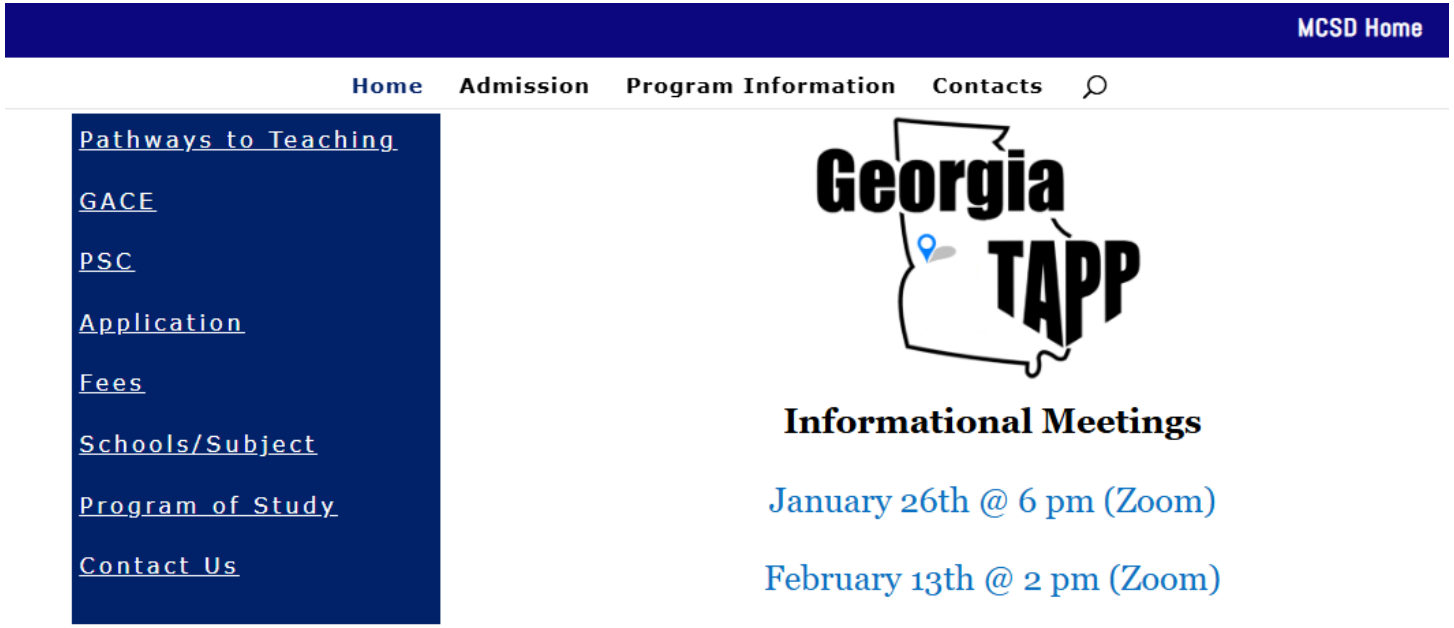
## District Specialists

- Teacher Quality
- Content
- Learning Innovation
- Programs for Exceptional Students
- Human Resources
- CTAE Supervisors

Georgia TAPP

Muscogee County School District
Columbus, GA

# MCSD GaTAPP FAQ



# MCSD GaTAPP FAQ

Table of Contents


**Getting Started:**

1. What do these *acronyms* mean?
2. *Should I apply* for MCSD GaTAPP?
3. What *certification fields* does MCSD GaTAPP currently include?
4. Which *schools* may currently accept MCSD GaTAPP candidates?

**Assessments:**

5. What *assessments* do I need to apply for MCSD GaTAPP? How do I *register* for the *assessments*?

**Program Cost:**

6. What is the *cost* of MCSD GaTAPP?

**Program of Study:**

7. What is MCSD GaTAPP's *program of study for English, Math, Science, and/or Social Studies*?
8. What is MCSD GaTAPP's program of study for CTAE, *Elementary General Education, ESOL, Music, Spanish, Special Education Inter-related, and/or Visual Arts*?

**Application:**

9. How do I *apply* for MCSD GaTAPP?
10. What is the cohort selection process?
11. Who do I contact with questions not answered in this packet?

# MCSD GaTAPP FAQ

#3: What certification areas does MCSD GaTAPP currently serve?

| | Do I want to teach one of the *"YES" items?<br>"No" items – refer to comment<br>"YES" items – continue to chart #4<br><br>MCSD GaTAPP currently serves candidates for… | | | |
|---|---|---|---|---|
| *Grade Level* ⟶<br>*Subject* ⬇ | P-5 Elementary | 6-8 Middle School | 9-12 High School | Comment |
| Pre-K | YES<br>Must have already met Pre-K requirements | No | No | Contact Kimberly Thomas for additional information |
| CTAE<br>(Auto mechanic, business, computer, medical, etc.) | No | YES | YES | Discuss pathway options with a Human Resources Partner, 706-748-2000 |
| English Speakers of Other Languages (ESOL) | YES | YES | YES | |
| General Education Core Content<br>(English, Math, Social Studies, and/or Science) | YES | YES | YES | |
| Music | YES | YES | YES | |
| Physical Education (PE)/ Health | No | No | No | Discuss pathway options with a Human Resources Partner, 706-748-2000 |
| Spanish | No<br>(unless there is a specific school need) | YES | YES | |
| Special Education<br>(Inter-related General Curriculum Consultative) | YES | YES | YES | |
| Visual Arts | YES | YES | YES | |
| Other not listed | No | No | No | Discuss pathway options with a Human Resources Partner, 706-748-2000 |

**MCSD GaTAPP currently only serves candidates for the "YES" items in designated schools.*

MUSCOGEE COUNTY SCHOOL DISTRICT
COLUMBUS, GA

# MCSD GaTAPP FAQ

**#4: Which **schools* may currently accept MCSD GaTAPP candidates?**

| Elementary (Grades P-5) | Middle School (Grades 6-8) | High School (Grades 9-12) |
|---|---|---|
| Allen | Arnold | Carver |
| Blanchard | Baker | Hardaway |
| Buckner | Blackmon Road | Jordan |
| Clubview | Double Churches | Kendrick |
| Davis | East Columbus | Rainey-McCullers |
| Dimon | Eddy | Shaw |
| Dorothy Height | Fort | Spencer |
| Double Churches | Midland | |
| Downtown | Rainey-McCullers | |
| Eagle Ridge | Richards | |
| Forrest Road | Rothschild | |
| Fox | Veterans | |
| Gentian | | |
| Georgetown | | |
| Hannan | | |
| Johnson | | |
| Key | | |
| Lonnie Jackson | | |
| MLK | | |
| Midland | | |
| North Columbus | | |
| Reese | | |
| Rigdon Road | | |
| River Road | | |
| South Columbus | | |
| Waddell | | |
| Wesley Heights | | |
| Wynnton Arts | | |

*Subject to change.

*MCSD TAPP candidates commit to 3 years at their assigned school. This includes time in the program.*

MCSD does not currently serve

- Britt David
- Mathews
- Aaron Cohn
- Columbus High
- Northside High

unless there are extenuating circumstances and the Chief Academic Officer approves.

MUSCOGEE COUNTY SCHOOL DISTRICT
COLUMBUS, GA

# MCSD GaTAPP FAQ

#5: What *GACE assessments do I need and how do I register?

| Subject/Certification Seeking | *Required GACE Ethics for Teachers 351 | *Required GACE Content<br>Content Assessments and corresponding Test Code<br>GACE Fee Schedule<br>Understanding Your GACE Score Reports | | |
|---|---|---|---|---|
| | | To Teach General Elementary Education (Grades PK-5) | To Teach Middle School (Grades 4-8) | To Teach Middle School and/or High School (Grades 6-12) |
| CTAE | Yes | n/a | Review the List of Content Assessments<br>Contact a HR Partner with any Questions | |
| Elementary General Education | Yes | Elementary Education | n/a | n/a |
| ESOL | Yes | P-12 ESOL | | |
| English | Yes | n/a | Middle Grades Language Arts | English |
| Math | Yes | n/a | Middle Grades Math | Math |
| Science | Yes | n/a | Middle Grades Science | Science<br><br>(other specific GACE may be applicable depending on the science discipline) |
| Music | Yes | P-12 Music | | |
| Social Studies | Yes | | Middle Grades Social Science | History<br><br>(other specific GACE may be applicable depending on the social studies discipline) |
| Spanish | Yes | P-12 Spanish | | |
| Special Education (Inter-related General Curriculum Consultative) | Yes | Special Education General Curriculum GACE is not required for application/admissions – must be passed prior to exiting MCSD GaTAPP | | |
| Visual Arts | Yes | P-12 Art | | |

*How do I register for a GACE? Note the GACE Ethics and GACE Content are two different assessments.
GACE Test Taker Support: https://www.gace.es.pearson.com/contactus or 833-998-9209, M-F 7am-8pm EST

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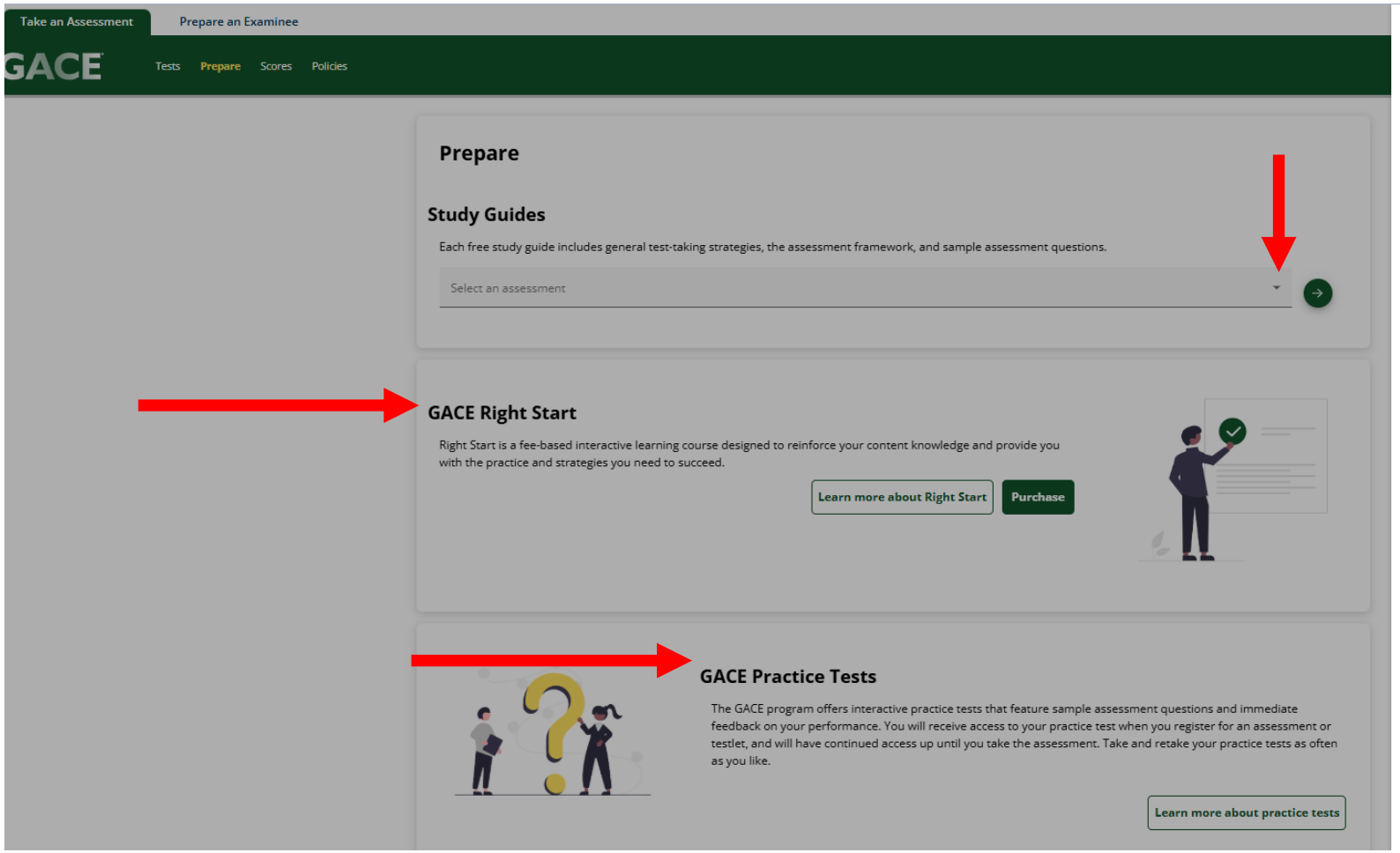
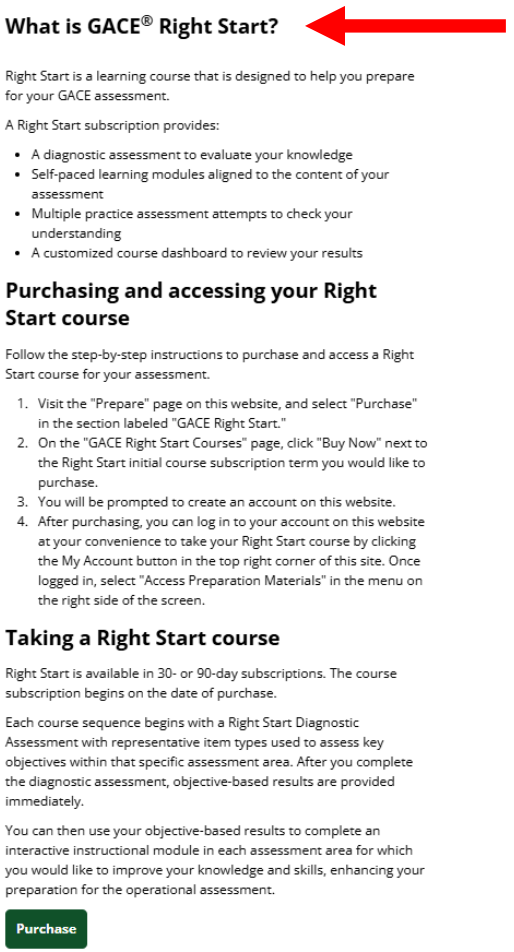
COLUMBUS, GA

# Content GACE Prep Resources

https://www.gace.es.pearson.com/prepare



### What is GACE® Right Start?

Right Start is a learning course that is designed to help you prepare for your GACE assessment.

A Right Start subscription provides:

- A diagnostic assessment to evaluate your knowledge
- Self-paced learning modules aligned to the content of your assessment
- Multiple practice assessment attempts to check your understanding
- A customized course dashboard to review your results

### Purchasing and accessing your Right Start course

Follow the step-by-step instructions to purchase and access a Right Start course for your assessment.

1. Visit the "Prepare" page on this website, and select "Purchase" in the section labeled "GACE Right Start."
2. On the "GACE Right Start Courses" page, click "Buy Now" next to the Right Start initial course subscription term you would like to purchase.
3. You will be prompted to create an account on this website.
4. After purchasing, you can log in to your account on this website at your convenience to take your Right Start course by clicking the My Account button in the top right corner of this site. Once logged in, select "Access Preparation Materials" in the menu on the right side of the screen.

### Taking a Right Start course

Right Start is available in 30- or 90-day subscriptions. The course subscription begins on the date of purchase.

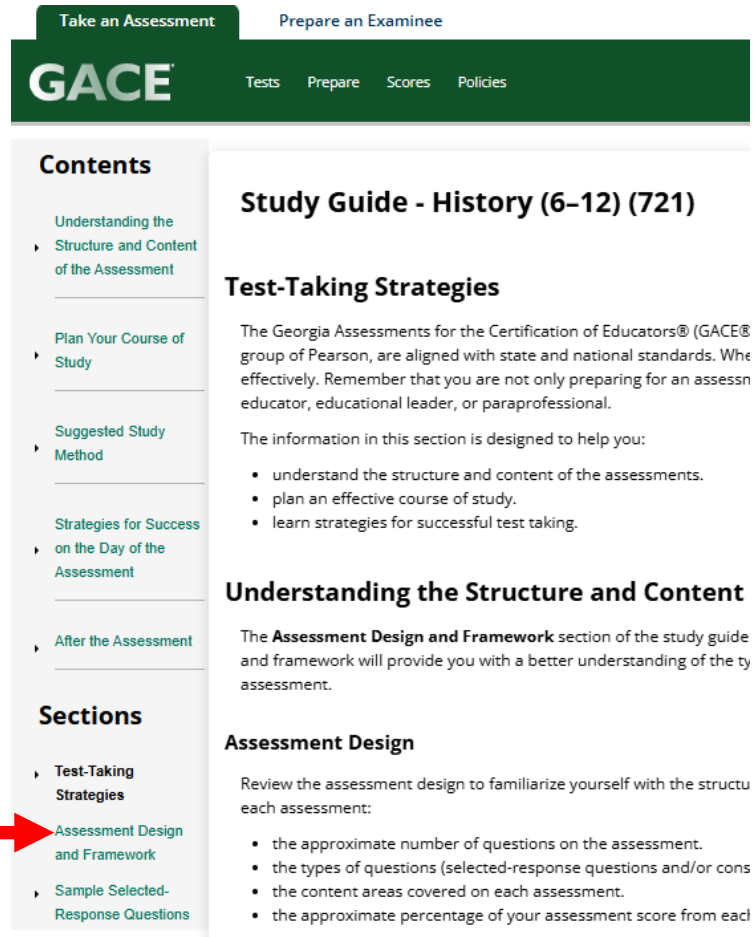
Each course sequence begins with a Right Start Diagnostic Assessment with representative item types used to assess key objectives within that specific assessment area. After you complete the diagnostic assessment, objective-based results are provided immediately.

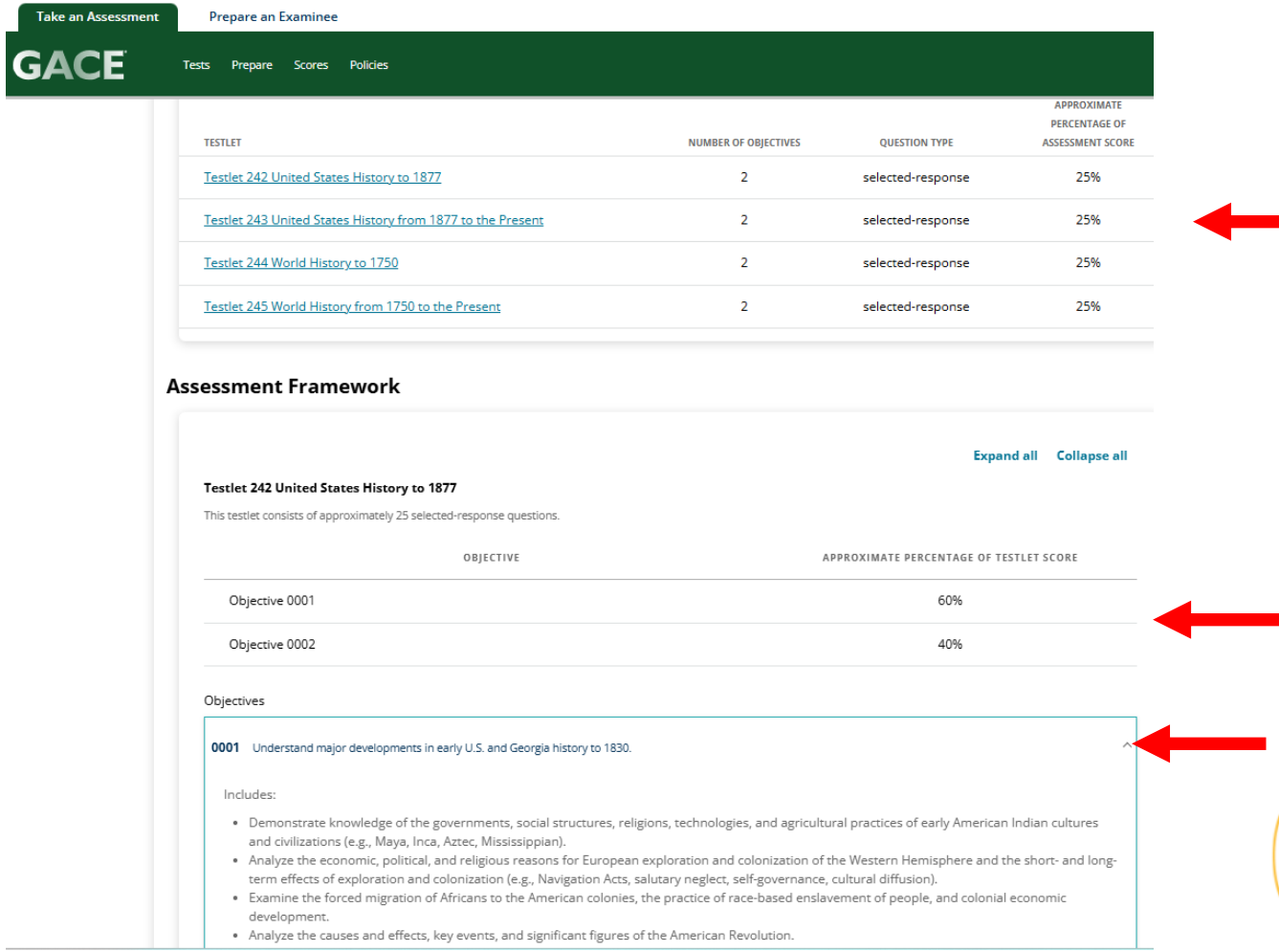
You can then use your objective-based results to complete an interactive instructional module in each assessment area for which you would like to improve your knowledge and skills, enhancing your preparation for the operational assessment.

Purchase

# Content GACE Prep Resources

Example: https://www.gace.es.pearson.com/studyguide/framework/721



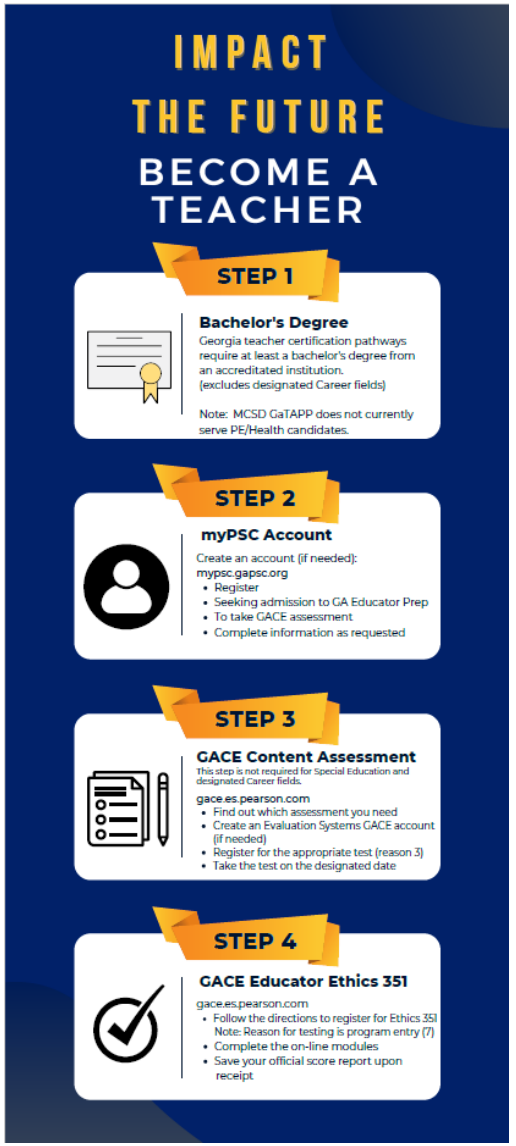



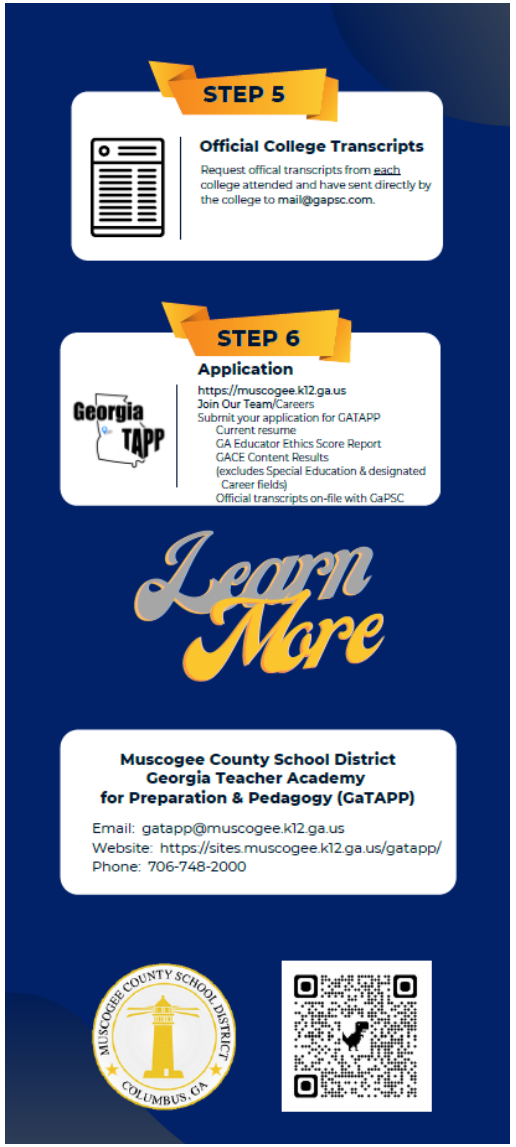
# *6 Steps to MCSD TAPP

**Key Information**

Getting Started: 6 Steps for MCSD GaTAPP

MCSD GaTAPP Frequently Asked Questions




***Career Tech candidates should consult with a HR Partner regarding steps/requirements.**

MUSCOGEE COUNTY SCHOOL DISTRICT
COLUMBUS, GA

# MCSD 26-27 Cohort

Refer to sites.muscogee.k12.ga.us/gatapp for additional information

| Event | Date | Location | Comment |
|---|---|---|---|
| Interest Meeting | January 26th @ 6 pm | Zoom | Register for the meeting to receive the link |
| Application Posted | January 30th by 6 pm | MCSD Join Our Team/Careers | Bachelor's degree required (excludes eligible Career Tech candidates) |
| Interest Meeting | February 13th @ 2 pm | Zoom (will be recorded) | Register for the meeting to receive the link |
| Interest Meeting | March 5th @ 6 pm | Columbus Public Library Auditorium on Macon Rd. | No prior-registration required |
| Interest Meeting | March 11th @ 6 pm | Zoom | Register for the meeting to receive the link |
| MCSD Educator Fair | March 14th 9 am-12 pm | Carver High School | |
| Content GACE and Ethics 351 GACE | Need to be **taken** no later than April 19, 2026 | Registration https://www.gace.es.pearson.com/ | Content GACE excludes Special Education applicants and designated Career Tech fields<br>April test administration results received around 5/4/26 |
| Application Deadline | May 10, 2026 11:59 pm | MCSD Join Our Team/Careers | • GACE content test results (if applicable)<br>• Ethics 351 results<br>• All official college transcripts on file with the GaPSC |
| Unpaid Essentials of Teaching (Required by GaPSC) | July 6th-17th M-F | TBA | Selected candidates need to be in the active directory & have a MCSD computer by July 1st |
| New Teacher Extravaganza | July 20th-July 21st M-T | TBA | Required for 26-27 MCSD TAPP Cohort |

# MCSD Career Educator Fair Registration

- Scan the QR code on the flyer

OR

- Utilize the hyperlink

MCSD TAPP Application for 26-27
https://mcs.schoolspring.com/?jobid=5517194

https://docs.google.com/forms/d/e/1FAIpQLSekRwaUiR7ThnBAxFjCq8ueItunlGk0uLiBiGfWGBnXg58PXQ/viewform

# Question Time

Georgia TAPP

Info forthcoming about other pathways

MUSCOGEE COUNTY SCHOOL DISTRICT
COLUMBUS, GA

| | MAT | Military | Strategic Waiver | Bright from the Start (PK) | Career Tech |
|---|---|---|---|---|---|
| Bachelor's degree required | ✔ | ✔ | ✔ | ✔ | |
| GACE Educator Ethics 351 required | ✔ | ✔ | ✔ | ✔ | ✔ |
| Content GACE required | ✔ | must follow PSC guidelines | | | |
| Official transcripts required to be on file with the PSC | ✔ (college may require them as well) | ✔ | ✔ | ✔ | ✔ (if applicable) |
| Program application required | ✔ | | | | |
| Apply for MCSD Teacher Position of Interest | ✔ | ✔ | ✔ | ✔ | ✔ |
| Leads to GA teacher certification | varies by program | must follow PSC guidelines | | | |
| Leads to a degree | ✔ | | | | |
| Serves all MCSD schools | ✔ | ✔ | ✔ | | |
| Includes all subject areas | ✔ | ✔ | excludes special education & P-5 elementary | Pre-K Only | Predominantly Career Tech fields |
| MCSD contract | ✔ | ✔ | eligible for benefits (no contract) | ✔ | ✔ |
| 24-25 MCSD salary (190 days) | 44,500 bachelor's degree 46,897 master's degree | 44,500 bachelor's degree 46,897 master's degree | 41,717 | Contact Compensation@muscogee.k12.ga.us | Contact Compensation@muscogee.k12.ga.us |
| Length of Program | varies | must follow PSC guidelines | | | |
| Candidate Support Team provided | | | | | |
| Foundational training *Essentials of Teaching* course required | | | | | |
| Estimated Cost of Program | varies | | | | |
| Other | GaPSC Approved Certification Programs | DD214 with honorable discharge required | In-field degree required | GaPDS Early Childhood Requirements | HS Diploma or GED, 2 years of experience, industry certificaiton |
| Additional Information | CSU | 706-748-2000 (ask for HR) | | | |
| Contact | Roger Hatcher | Brittani Dowdell<br>Amy Grace<br>Corey Neal | | | |
| Certification | Jennifer Maguire | | | | |

Question Time

# Next Steps

- *Decide best pathway for you
- **Register for GACE content assessment (if required)
- Complete GACE Educator Ethics 351
- Request official transcripts be sent directly by each college to mail@gapsc.com (if applicable)
- Submit required applications

*Not all content areas or schools are supported by all options

**Take the assessment by April 19, 2026, for MCSD TAPP admission consideration

# Contacts to Assist You

| Pathway to Teaching | Contact | Position | Email |
|---|---|---|---|
| *MCSD GaTAPP | April Barrington<br>Angie Jacobson | Administrative Assistant<br>GaTAPP Administrator | gatapp@muscogee.k12.ga.us |
| Chatt-Flint RESA GaTAPP | Meagan Speegle<br>Angie Bell | Administrative Assistant<br>GaTAPP Coordinator | mspeegle@chattflint.org<br>abell@chattflint.org |
| MAT @ Columbus State University (CSU) | Roger Hatcher | CSU Director, Center for Quality Teaching & Learning | hatcher_roger@columbusstate.edu |
| Strategic Waiver, Military, MAT besides via CSU, Career Tech, general questions | Amy Grace<br>Corey Neal<br>Brittani Dowdell | MCSD HR Partners | grace.amy.e@muscogee.k12.ga.us<br>neal.corey.j@muscogee.k12.ga.us<br>dowdell.brittani.L@muscogee.k12.ga.us |
| Certification Questions | Jennifer Maguire | MCSD Certification Specialist | maguire.jennifer.m@muscogee.k12.ga.us |

*Career Tech applicants should be approved for hire by a HR Partner prior to contacting MCSD GaTAPP

MCSD Phone: 706-748-2000

sites.muscogee.k12.ga.us/gatapp

# QUESTIONS?

# Thank You

Georgia TAPP

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COLUMBUS, GA