

**STATE BOARD OF EDUCATION
ADMINISTRATIVE CODE
COMMENT/RESPONSE FORM**

This comment and response form contains comments since the March 4, 2015, State Board meeting when the proposed amendments to the regulations were considered at Second Discussion Level.

Topic: State Board of Examiners
and Certification

Meeting Date: June 3, 2015

Code Citation: N.J.A.C. 6A:9B

Level: Proposal

Division: Teacher and Leader Effectiveness

Completed by: Office of Educator Policy
and Outreach

Summary of Public Comments and Agency Responses:

The following is a summary of the comments received from State Board of Education members and members of the public and the Department's responses. Each commenter is identified at the end of the comment by a letter or number that corresponds to the following list:

- A. Joseph Fisicaro
Vice President, State Board of Education
- B. Edith Fulton
Member, State Board of Education
- C. Dr. Ronald Butcher
Member, State Board of Education
- D. Dr. Dorothy Strickland
Member, State Board of Education
- 1. Richard Fogano
Substitute candidate
- 2. Patricia Fowler
Human resource representative, Cherry Hill
- 3. Mark B. Miller
Superintendent, Dennis Township School District
- 4. Peter Chen
Skadden Fellow, Advocates for Children of New Jersey
- 5. Francine Pfeffer
Associate Director of Government Relations, N. J. Education Association
- 6. Troy Walton
Superintendent, Franklin Township Public Schools

7. Jennifer Keyes-Maloney
Assistant Direct of Government Relations, N. J. Principals and Supervisors Association
8. Paige MacGregor
Director of Personnel, Lenape Regional High School
9. Judy Savage
Executive Director, N. J. Council of County Vocational-Technical Schools
10. Dr. Sharon Sherman
Dean, Rider University
11. Dr. Lynn DeCapua
Dean, Georgian Court University
12. Howard Lerner
Chair, N. J. Joint Council of County Special Services School Districts, and
Superintendent, Bergen County Special Services School District
13. Arlen Kimmelman
President, N. J. Association of School Librarians
14. Eileen Spedding
Consultant, N.J. Association of Colleges for Teacher Education
15. Cynthia Rice
Senior Policy Analyst, Advocates for Children of N.J.
16. Paul Munz
Assistant Superintendent, Middlesex County Vocational-Technical School Districts
17. Barbara Makoski
Superintendent, Cape May County Special Services School District

1. **COMMENT:** The commenter asked if the National Association of State Directors of Teacher Education and Certification (NASDTEC) still exists and if it is functional. The commenter also asked how many states are still involved in NASDTEC. (C)

RESPONSE: Yes, NASDTEC still exists and is fully functional. All 50 states and most U.S. territories are members.

2. **COMMENT:** The commenter asked if there is a study about candidates entering the teaching profession after failing to find fulfillment in private sector jobs. The commenter stated alternate route¹ has been a wonderful way of attracting to teaching candidates with a wide variety of backgrounds into teaching who never previously considered being teachers. (B)

¹ Hereinafter, “alternate-route” will be “CE educator preparation program” according to Agency-initiated Change 2 in N.J.A.C. 6A:9 in a separate rulemaking.

RESPONSE: The Department is not aware of the study referenced. The Department agrees the alternate route (now referred to as CE (certificate of eligibility) educator preparation program as requested by program providers) historically has and will continue to offer a unique pathway into the profession for candidates who have not formally trained to be teachers.

3. **COMMENT:** The commenter asked about the difference between a CE and a certificate of eligibility with advanced standing (CEAS). (B)

RESPONSE: The CE and CEAS are two different credentials that teacher candidates can earn as the first step to full certification in New Jersey. CEAS holders are trained teacher candidates who have completed coursework on pedagogy and student learning and field experiences, including at least one semester of student teaching/clinical practice², and who have received a recommendation for certification by their college or university. CE holders must meet minimum qualifications, but typically have not completed coursework on pedagogy or clinical practice prior to working in the classroom.

4. **COMMENT:** The commenter asked if CE holders who are employed as teachers and being trained through a CE educator preparation program are considered “full-time” teachers. The commenter further asked whether CE holders who are employed as teachers are part of the pension system. (B)

RESPONSE: Yes, a CE holder, like a CEAS holder, may be employed by a school district. While employment terms are determined by the school district, full-time CE holders and CEAS holders typically are treated equally as non-tenured, novice teachers under local collective bargaining agreements and the pension system. Once hired, the CE holder working under a provisional certificate must meet additional requirements such as complete a training program prior to earning the standard certificate.

5. **COMMENT:** The commenter expressed concern that deleting N.J.A.C. 6A:9B-6.1(b)3i, which limits to six the number of credits in professional coursework a candidate can complete at a two-year college, could lead indirectly to candidates taking too many educator preparation courses and not enough general education courses at the two-year college level. In doing so, the commenter stated the candidate may not be able to complete the required general education courses at the four-year college level and, therefore, not be able to graduate in four years or required to retake educator preparation courses. (10)

RESPONSE: The Department proposes at N.J.A.C. 6A:9B-6.1(b)3i to not delete the six-credit limit on the professional coursework a candidate can complete at the two-year college level until the Department can determine lifting the six-credit limit will not have the stated adverse effects on New Jersey teacher candidates. The Department will continue to explore the impacts of this policy on the individual candidate by supporting pilots of innovative partnerships between two-year and four-year colleges.

(b) [Professional education] **To meet the CEAS requirements, candidates shall**

complete a traditional educator preparation program[s required for New Jersey

² Hereinafter, “student teaching” will be “clinical practice” according to Agency-initiated Change 22 in N.J.A.C. 6A:9 in a separate rulemaking.

certificates], pursuant to N.J.A.C. 6A:9B-8.2, and coursework from the following entities shall be accepted [from]:

1. A New Jersey college approved by the State Board for the preparation of teachers;
2. Out-of-State colleges approved by the state board, department of education, or department of higher education in the state in which the college is established and approved by the Department on the basis of reciprocal agreements; and
3. Regionally accredited two-year colleges provided [that] the courses are accepted toward meeting the requirements for certification by a college approved by the Department and such courses appear on the official transcript of a regionally accredited four-year college.

[i.] i. [No more than six semester-hour credits in professional education are completed on the two-year college level, except as provided for in N.J.A.C. 6A:9B-12.18.] **No more than six semester-hour credits in professional education are completed on the two-year college level, except as provided for in N.J.A.C. 6A:9B-14.18.**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

6. **COMMENT:** The commenter expressed concern that deleting N.J.A.C. 6A:9B-6.1(b)3i could lead to candidates taking all educator preparation coursework at a two-year college. The commenter asked the Department to consider requiring candidates to complete all clinical experiences at the advanced- or post-baccalaureate level, thus prohibiting clinical experiences from occurring at the two-year college level. **(11)**

RESPONSE: While the Department will not prohibit clinical experiences from occurring at the two-year college level, the Department proposes to not delete the six-credit limit on professional coursework completed at two-year colleges. See response to Comment 5 for more details.

7. **COMMENT:** The commenter thanked the Department for proposing to delete N.J.A.C. 6A:9B-6.1(b)3i, the six-credit limit on professional coursework a candidate can take at a two-year college. (5)

RESPONSE: The Department thanks the commenter for the support but has chosen, due to concerns from members of the higher education community, to reinstate the 6-credit limit at this time. See the response to Comment 5 for more details.

8. **COMMENT:** The commenter asked if the Department will advise chief school administrators or school districts to observe substitutes every so often as such a practice could lead to principals hiring qualified teacher candidates who have the appropriate credentials and who perform well as substitutes. (B)

RESPONSE: The Department is not proposing to require supervisors to observe substitute teachers. The Department will continue discussions about best practices with regard to recruiting, training, and retaining substitute teachers and thanks the commenter for the suggestion.

9. **COMMENT:** The commenter said it is becoming more difficult to find qualified teachers for students with disabilities. Due to this fact, the commenter stated the proposal at N.J.A.C. 6A:9B-7.1(d)3 to require a vacancy to be filled within 45 days (extendable to 60 for good cause) could prove impractical and potentially detrimental to students with disabilities who need consistency. (12)

RESPONSE: The Department maintains all students, particularly students with disabilities, benefit from consistency in the classroom and requiring school districts to fill vacancies in a timely manner will lead to greater consistency since school districts will be encouraged to prioritize the recruitment of fully certified staff to fill open positions. At the same time, the Department recognizes the challenging nature of recruiting for hard-to-fill positions, which is why N.J.A.C. 6A:9B-7.1(d)3 provides school districts 45 days (extendable to 60 for good cause) to fill a vacancy.

10. **COMMENT:** The commenter, noting the Department's goal in N.J.A.C. 6A:9B-7.1(f) to maintain a list of persons holding CEs, CEASes, standard certificates, and substitute credentials who desire to serve as substitute teachers, recommended using the database to monitor substitute teacher absentee rates. (13)

RESPONSE: The primary function of the database will be to serve as a recruiting resource for school districts to find the most qualified substitute for an absent teacher. The database will not track the attendance rates of substitute teachers.

11. **COMMENT:** The commenters expressed concern that requiring a bachelor's degree for a substitute credential, proposed at N.J.A.C. 6A:9B-7.3(a), could cause a shortage of available substitute teachers, prevent retirees and other experienced individuals from serving as substitutes, make the recruiting of coaches and other extracurricular personnel more challenging, increase the difficulty of recruiting and retaining responsible substitutes, and increase costs to school districts because more highly educated substitutes could require higher pay. The commenters asked the Department to amend the proposal to permit individuals with at least 60 semester-hour credits completed at a regionally accredited college or university to be eligible for a substitute credential. (1, 2, 3, 5, 6, 7, 8, 9)

RESPONSE: The Department is committed to raising the bar for all educators, including holders of the substitute credential, but remains sensitive to the needs of New Jersey school districts. Therefore, the Department proposes at N.J.A.C. 6A:9B-7.3(a) and 7.5(a) to rescind the bachelor's degree requirement for a substitute credential and to maintain the current 60 semester-hour credit requirement. Due to the proposed amendment, the exceptions at proposed N.J.A.C. 6A:9B-7.3(a)1 and 2 are unnecessary and are proposed for deletion. As it is the only exception, the Department proposes to combine N.J.A.C. 6A:9B-7.3(a)3 with N.J.A.C. 6A:9B-7.3(a). Also, the Department proposes at N.J.A.C. 6A:9B-7.5 to replace a citation to N.J.A.C. 6A:9B-7.4 with N.J.A.C. 6A:9B-7.3 and N.J.A.C. 6A:9B-7.4(a) through (c) with 7.4(b).

(a) A candidate for a substitute credential shall [[have at least a bachelor's degree]] **present a minimum of 60 semester-hour credits completed at a regionally accredited college or university** at the time of applying for the credential, unless he or she[[:]]

[[1. Is matriculated in a traditional educator preparation program approved pursuant to N.J.A.C. 6A:9A-3 and has completed the following at a regionally accredited college or university:

- i. At least 20 credits in the content area the candidate intends to obtain an endorsement; and
- ii. At least 60 general semester-hour credits toward a bachelor's degree;

2. Applied for the credential prior to January 1, 2016, and can present a minimum of 60 semester-hour credits completed at a regionally accredited college or university; or]]

[[3.]] [[Qualifies]] **qualifies** for the career and technical education substitute credential pursuant to N.J.A.C. 6A:9B-7.5.

6A:9B-7.5 Career and technical education substitute credential

(a) The career and technical education substitute credential shall be required for a holder to serve as a substitute teacher for specific career and technical education

skills. All requirements in N.J.A.C. 6A:9B-7.1 through [[7.4]] **7.3** shall apply to this credential except the [[bachelor's degree]] **60 general semester-hour credits** requirement in N.J.A.C. 6A:9B-7.3(a).

1. Instead, a career and technical education substitute credential shall be issued to a candidate who presents two years of full-time work experience within the past five years in the appropriate career cluster. The work experience shall be documented by an experience statement from an employer or presentation of a valid occupational license.

(b) The holder of a career and technical education substitute credential shall be subject to the time period limitations at N.J.A.C. 6A:9B-[[7.4(a) through (c)]]**7.4(b)**.

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rules as they are being put forth at Proposal Level.

12. **COMMENT:** The commenter asked whether there will be a GPA requirement for the substitute credential. (2)

RESPONSE: No, the Department is not proposing a GPA requirement for the substitute credential.

13. **COMMENT:** The commenter expressed support for the time-period limitations for substitute teachers proposed in N.J.A.C. 6A:9B-7.4, which would provide tiered time limits depending on whether the substitute teacher holds a substitute credential or a CE, CEAS, or standard certificate with an endorsement within or outside of the subject area or grade level taught. (13)

RESPONSE: The Department thanks the commenter for the support.

14. **COMMENT:** The commenter asked if the Department is proposing to differentiate between substitute teachers serving for only a few days and substitute teachers serving for longer periods of time, such as during a maternity leave. (A)

RESPONSE: The current and proposed requirements differentiate limitations on the number of days an individual can substitute teach depending on the individual's credentials and not based on the type of leave taken by the teacher being replaced temporarily. Additionally, the Department proposes at N.J.A.C. 6A:9B-7.1(e) to require a school district to make every reasonable effort to temporarily replace a teacher with the most qualified teacher possible, which would be a holder of an instructional certificate with an endorsement in a subject area and/or grade level appropriate to the subject to be taught.

15. **COMMENT:** The commenter expressed concern with proposed N.J.A.C. 6A:9B-7.4(a), which would reduce the currently allowed number of days a substitute credential holder may serve in the same classroom per year. The commenter said it is common for schools that serve many students with disabilities to use qualified teacher's aides, who have extensive experience with the students, to serve as substitute teachers. The commenter recommended a substitute teacher with 60-college credits who has at least one year of work experience in a special education setting be allowed to serve for up to 40 days in the same classroom per year. (12, 17)

RESPONSE: As stated in the response to Comment 11, the Department proposes to delete its proposal to require a bachelor's degree and instead to continue the current practice of requiring a candidate for the substitute credential to complete at least 60 semester-hour credits at a regionally accredited college or university. All substitute credential holders, including the substitute described by the commenter, will be allowed to serve for up to 20 days in the same classroom per year. Pursuant to N.J.S.A. 18A:16-1.1a, the school district can apply to the Commissioner for an extension of up to 20 days upon demonstrating its inability to hire an appropriately certified teacher for the vacant position.

16. **COMMENT:** The commenter expressed support for N.J.A.C. 6A:9B-7.4(c)1 through 3, which require a qualified long-term substitute to obtain a provisional certificate, be enrolled in a mentoring program, and, if a CE candidate, enroll in a CE educator preparation program. The commenter asked the Department to add language requiring a long-term substitute who meets the requirements to "be employed by the district." (5)

RESPONSE: The Department thanks the commenter for the support. However, it will not propose to add language requiring a long-term substitute to be "employed by the district" because school district employment already is required to obtain a provisional certificate. Also, all other hiring decisions are dictated by local contracts and hiring practices as well as N.J.S.A. 18A:16-1.1b, which requires employees who are filling a vacant teaching position to "be compensated by the school district on a pro-rata basis consistent with the salary provided to a teacher with similar credentials in the employing district."

17. **COMMENT:** The commenter expressed appreciation for the Department continuing at N.J.A.C. 6A:9B-7.5 to exempt certain career and technical education (CTE) substitute teachers from academic requirements if they meet alternate requirements. (9)

RESPONSE: The Department thanks the commenter for the support.

18. **COMMENT:** The commenter claimed N.J.A.C. 6A:9B-7.4(a), which limits to 20 the number of days a substitute credential holder may serve in the same classroom per year, could be problematic for CTE substitute teachers. The commenter stated schools often need to employ CTE substitute teachers for longer than 20 days while recruiting and certifying a CTE teacher because it is harder to recruit and certify a qualified CTE teacher. (9)

RESPONSE: The Department acknowledges the specialized nature of the CTE substitute credential necessitates a higher limit on the number of days a CTE substitute credential holder can serve in the same classroom per year than the limit on a general substitute credential. Therefore, the Department proposes at N.J.A.C. 6A:9B-7.4(b)2 to allow

holders of the CTE substitute credential to substitute for up to 40 instructional days in the same classroom per year.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 13.

19. **COMMENT:** The commenter, commenting on the tentative changes to the regulations released by the Department on May 6, 2015, expressed concern with the Department's tentative proposal at N.J.A.C. 6A:9B-7.4(a) to limit to 10 the number of days a substitute credential holder may serve in the same classroom per academic year. **(16)**

RESPONSE: As indicated in the response to Comment 15, the Department is not moving forward with the proposal to limit to 10 the number of days a substitute credential holder may serve in one classroom per academic year.

20. **COMMENT:** The commenter, commenting on tentative changes to the regulations released by the Department on May 6, 2015, recommended that if the Department at N.J.A.C. 6A:9B-7.4(a) were to limit to 10 the number days a substitute credential holder may serve in a classroom, it be a limit of 10 consecutive days, not 10 cumulative days per academic year. **(7)**

RESPONSE: As a result of stakeholder feedback, the Department is not proposing a 10 day limit on the number of days a candidate with a substitute credential may serve in one classroom per year (see Comment 15). Current practice, which complies with N.J.S.A. 18A:16-1.1a, is that the limit on the number of days a substitute credential holder may serve as a substitute in one classroom is for a cumulative number of days per academic year, not for a consecutive number of days.

21. **COMMENT:** The commenter asked what the current requirements are for acceptance into a CE educator preparation program. **(B)**

RESPONSE: Current N.J.A.C. 6A:9B-8.1(a) requires candidates to do the following to be eligible for a CE, which allows a candidate to be accepted into a CE educator preparation program: hold a bachelor's degree; pass an examination in physiology, hygiene, and substance abuse; hold a minimum grade point average (GPA) (2.75 until September 1, 2016, and 3.00 thereafter) or meet exception criteria; meet endorsement requirements by passing the Praxis II in the endorsement area and completing a minimum number of subject-appropriate credit-hours; pass a basic skills assessment (as of September 1, 2015); and complete at least 24 hours of study in the basics of pedagogy, classroom management, and lesson planning at a Department-authorized provider.

22. **COMMENT:** The commenter stated no performance assessment has been approved to date by the Department, but an approved performance assessment will be required to earn a CEAS pursuant to proposed N.J.A.C. 6A:9B-8.2(a)6. **(11)**

RESPONSE: The Department is in the latter stages of releasing a request for qualification (RFQ) for the performance assessment. Due to the timeline for approving vendors, the Department proposes to delay for one year the effective date for the performance assessment requirement for a CEAS at proposed N.J.A.C. 6A:9B-8.2(a)6. The delay will allow programs adequate time to select and pilot performance assessments prior to their being required for certification.

6. Pass a Commissioner-approved performance-based assessment of teaching if graduated on or after September 1, [[2016]] 2017.

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

- 23. COMMENT:** The commenter proposed delaying the effective date for the performance assessment as a CEAS requirement pursuant to N.J.A.C. 6A:9B-8.2(a)6 until the 2018-2019 school year. The commenter stated delaying the effective date to the 2018-2019 academic year will allow for two years of piloting before the assessment is required for certification. **(15)**

RESPONSE: As explained in the response to Comment 22, the Department proposes to delay the effective date for the performance assessment requirement at N.J.A.C. 6A:9B-8.2(a)6 by one year to provide adequate time for programs to select and pilot performance assessments. The Department declines at this time to further delay the effective date.

- 24. COMMENT:** Regarding the requirement at N.J.A.C. 6A:9B-8.2(a)6 for candidates graduating after September 1, 2016, to pass a performance assessment to be eligible for a CEAS, the commenter requested a provision be added to allow colleges to select from a menu of approved performance assessments. **(5)**

RESPONSE: As stated in the response to Comment 22, the Department is in the latter stages of releasing an RFQ for the performance assessment. After the RFQ is released, the Department will approve performance assessments that meet the qualifications established. Higher education institutions then will be able to select from the Commissioner-approved performance assessments.

- 25. COMMENT:** The commenter asked if the performance assessment, required for a CEAS at N.J.A.C. 6A:9B-8.2(a)6, will involve some level of observation. **(D)**

RESPONSE: As stated in the response to Comment 22, the Department has not yet approved any performance assessment. Once released, the RFQ will state the specific requirements for an assessment to gain Commissioner approval.

- 26. COMMENT:** The commenter questioned the purpose of N.J.A.C. 6A:9B-8.7(a)3, which will require a provisional teacher to complete a survey before being issued a standard certificate. The commenter noted the validity of the survey could be questioned because respondents are being forced to complete it. **(5)**

RESPONSE: The Department maintains the teacher perspective needs to be an integral part of program review and inform the work of both the Department and educator preparation programs in the State. Requiring candidates to respond to the survey prior to being issued a standard certificate will increase validity by ensuring high response rates.

- 27. COMMENT:** The commenter expressed concern the survey proposed at N.J.A.C. 6A:9B-8.7(a)3 will not provide information that is timely enough to provide supports to the candidates completing the survey. **(13)**

RESPONSE: The Department plans on utilizing the survey results to study trends about educator preparation in the State and to provide useful information to both educator preparation programs and school districts about identified gaps in preparation and support. While the information may not immediately affect the candidates taking the survey, it has the potential to have a lasting impact on all aspects of educator preparation, induction, and professional development in the State.

28. **COMMENT:** The commenter asked when a teacher candidate will be required to fill out the survey the Department proposes to administer and who will review and analyze the survey results. **(B)**

RESPONSE: The Department proposes at N.J.A.C. 6A:9B-8.7(a)3 to require novice teachers to submit to the Department prior to being issued a standard certificate a completed survey about their preparation prior to and/or during teaching and their novice teaching experience. The Department will collect and review the survey results and determine how best to responsibly and lawfully use the data collected.

29. **COMMENT:** The commenter asked if a candidate holding an out-of-State equivalent of a CEAS can take a performance assessment, which is a CEAS requirement pursuant to N.J.A.C. 6A:9B-8.2(a)6, to become eligible for a CEAS through reciprocity. **(5)**

RESPONSE: Yes, pursuant to N.J.A.C. 6A:9B-8.8(a), the Office of Certification and Induction will issue a CEAS to a candidate who holds an out-of-State equivalent of a CEAS, has passed a subject-matter test for the endorsement sought, and has passed a performance assessment.

30. **COMMENT:** The commenter disagreed in part with the provision at N.J.A.C. 6A:9B-9.1(b) that would allow any holder of a CE, CEAS, or standard certificate, except for candidates certified in CTE fields or military science, to obtain the corresponding CE, CEAS, or standard certificate in a different endorsement area upon completing the endorsement's academic and test requirements. The commenter stated the rule should reflect current practice, which bars only teachers certified in an experience-based CTE endorsement from obtaining certification in another endorsement area. **(5)**

RESPONSE: The Department agrees with the commenter and proposes to amend the rule to more accurately reflect current practice. The Department proposes at N.J.A.C. 6A:9B-9.1(b) to add "an experience-based" before "career and technical education" and "endorsement" before "pursuant to N.J.A.C. 6A:9-11.3," respectively.

- (b) Except if certified in **an experience-based** career and technical education **endorsement** pursuant to N.J.A.C. 6A:9-11.3 or military science pursuant to N.J.A.C. 6A:9-11.8, holders of a CE, CEAS, or standard instructional certificate in one endorsement may obtain the corresponding CE, CEAS, or standard instructional certificate in a different endorsement upon completion of the academic and test requirements listed in (a) above and any additional requirement(s) or exception(s) in N.J.A.C. 6A:9B-10 or 11.

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

31. **COMMENT:** The commenter stated the number of teachers holding the former “Teacher of the Handicapped” endorsement (currently authorized to teach students with disabilities) is dwindling. Therefore, the commenter recommended requiring candidates working toward earning a teacher of students with disabilities (TOSD) endorsement to attain a K-12 subject-area endorsement as well as an elementary endorsement, and suggested the Department create an alternative mechanism to allow holders of the TOSD endorsement to demonstrate subject-area competency commensurate with the grade level to be taught. (12, 17)

RESPONSE: The Department thanks the commenter for the recommendation and intends to more thoroughly consider during the next year the impact of substantive changes to individual subject-matter endorsement requirements and authorizations.

32. **COMMENT:** The commenters asked the Department to reduce or eliminate the overlap of authorizations between the preschool through grade three and the elementary school (K-6) endorsements to ensure teachers of early grades are properly trained in child learning. (4, 15)

RESPONSE: The Department thanks the commenter for the recommendation and intends to more thoroughly consider during the next year the impact of substantive changes to individual subject-matter endorsement requirements and authorizations.

33. **COMMENT:** The commenter recommended the Department engage with stakeholders regarding the amendments proposed at N.J.A.C. 6A:9B-9.2(b)3ii to change from “elementary school with subject matter specialization” to “middle school” the name of the endorsement authorizing a candidate to teach grades five through eight in a specified subject and to remove authorizations allowing the endorsement holder to teach all K-6 subjects or basic mathematics, reading, and writing in a kindergarten-through-grade-12 setting. (7)

RESPONSE: The Department maintains the nature of the elementary school with subject matter specialization endorsement will not change. When the endorsement was conceived, a candidate was required to hold a K-6 endorsement to be eligible for the elementary school with subject matter specialization endorsement. In July 2013, adopted amendments (45 N.J.R. 1605(a)) allowed a candidate holding a preschool through grade 12 subject-matter endorsement to be eligible for the elementary school with subject matter specialization endorsement if he or she meets additional requirements. The amendments proposed in the current rulemaking are meant only to update the authorizations and name to reflect the endorsement’s intended use.

34. **COMMENT:** The commenters asked the Department to consider expanding the preschool through grade three endorsement, the authorizations for which appear at proposed N.J.A.C. 6A:9B-9.3(b)4, to authorize a holder to work with children from birth through grade three or to create a new “infant-toddler” endorsement to meet a growing need for expert infant and toddler care. (4, 15)

RESPONSE: The Department appreciates the recommendation and will consider it as the Department continues to assess New Jersey’s unique educational needs with regard to

early childhood education and toddler and infant care. The Department intends to more thoroughly consider during the next year the impact of any potential changes to individual subject-matter endorsement requirements and authorizations.

- 35. COMMENT:** The commenter expressed support for the amendments proposed at N.J.A.C. 6A:9B-11.2(a)2 to increase the number of required credits from 13 to 24 for the preschool through grade three endorsement. The commenter asked if the Department also proposed to raise the credit requirement for a CEAS with a preschool through grade three endorsement. **(5)**

RESPONSE: The Department thanks the commenter for the support. Pursuant to N.J.A.C. 6A:9B-11.2(a), a candidate will be required to complete 24 semester-hour credits in the specified coursework and to meet the requirements in N.J.A.C. 6A:9B-8.2 to be eligible for a CEAS with a preschool through grade three endorsement.

- 36. COMMENT:** The commenters stated the charter school certificate of eligibility (CSCE) at proposed N.J.A.C. 6A:9B-11.12 should be deleted because it does not require a candidate to meet the same certification requirements as a typical CE. **(5, 7)**

RESPONSE: The Department acknowledges the CSCE is not equivalent to a CE since the CSCE authorizes a holder to teach only in a charter school and not in a traditional public school. With this limitation in mind, the Department maintains the CSCE aligns with the spirit of charter schools, which are afforded greater flexibility for greater accountability.

- 37. COMMENT:** The commenter asked the Department to consider requiring elementary school leaders who will supervise K-6 teachers to have specialized training in child development. **(4, 15)**

RESPONSE: While this rulemaking focuses on teacher, and not leader preparation, the Department appreciates the comment and will consider the recommendation in the future as the Department continues to study best practices with regard to school leader preparation.

- 38. COMMENT:** The commenter thanked the Department for proposing N.J.A.C. 6A:9B-12.4(d) and 12.5(d), which stipulate the date upon which a school leader's provisional certificate becomes effective is the day a school leader starts employment in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a. **(7)**

RESPONSE: The Department thanks the commenter for the support.

- 39. COMMENT:** The commenter noted proposed N.J.A.C. 6A:9B-12.5(e)2ii, which stipulates the experiences and supports a provider must guarantee to all principals completing a residency, requires principals to receive specific training on school's or school district's teacher and principal evaluation systems but not on evaluation systems for educational service staff members. **(13)**

RESPONSE: The Department thanks the commenter for pointing out the absence of educational service staff member evaluation systems at proposed N.J.A.C. 6A:9B-12.5(e)2ii. The Department values the expertise and contributions of educational service staff members and proposes at N.J.A.C. 6A:9B-12.5(e)2ii to replace "teacher and

principal evaluation systems” with “educator evaluation systems” to ensure principals are educated on all evaluation systems used in the school or school district.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 36.

40. **COMMENT:** The commenter expressed concern with the proposal at recodified N.J.A.C. 6A:9B-12.5(e) through (i), to require the chief school administrator, and not the mentor, to recommend a principal for the standard certificate. The commenter recommended rescinding the proposal and continuing to allow the mentor to recommend the principal for the standard certificate. (7)

RESPONSE: The Department proposes at recodified N.J.A.C. 6A:9B-12.5(e) through (i) to require the Commissioner-approved residency program provider, and not the chief school administrator, to notify the Office of Certification and Induction that a principal is eligible for the standard administrative certificate. Accordingly, the Department proposes to replace “chief school administrator” with “Commissioner-approved program provider” throughout the section, unless otherwise indicated.

However, the Department maintains the mentor must confer with the direct supervisor when creating the mentor plan and the program provider must confer with the direct supervisor when recommending the principal for certification because the direct supervisor conducts formal observation for the purpose of evaluating job performance. Therefore, the Department proposes at N.J.A.C. 6A:9B-12.5(e)2iv(5) to read: “Consult with the principal candidate’s direct supervisor in development of the principal candidate’s individualized mentoring plan.” The Department proposes to recodify proposed N.J.A.C. 6A:9B-12.5(e)2iv(5) as N.J.A.C. 6A:9B-12.5(e)2iv(6). The Department proposes at recodified N.J.A.C. 6A:9B-12.5(g) to require the program provider to consult the principal candidate’s direct supervisor regarding the candidate’s performance prior to submitting the principal candidate’s final review.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 36.

41. **COMMENT:** The commenter thanked the Department for the focus on mentoring quality, specifically at proposed N.J.A.C. 6A:9B-12.5(f), which will require a principal mentor to have at least three years experience as an effective principal, to have been engaged in New Jersey public schools for at least three of the past five years, and to complete a mentor training program. The commenter recommended a technical amendment to N.J.A.C. 6A:9B-12.5(f)1, which will require the principal to have at least three years experience as an effective principal, to replace “teaching” with “practicing” as “teaching” mischaracterizes a principal’s function. (7)

RESPONSE: The Department thanks the commenter for the support and proposes the recommended amendment.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 36.

42. **COMMENT:** The commenter urged the Department to retain flexibility in N.J.A.C. 6A:9B-12 with regard to mentorship experiences for directors, who are commonly treated

by school districts as administrators and who have widely varying roles and responsibilities within a school district. (7)

RESPONSE: The Department has not proposed amendments related to the current flexibility regarding mentorship experiences for directors. The Department will consider the commenter's recommendation as the Department continues to analyze school administrator preparation in the State.

43. **COMMENT:** The commenter recommended the instructional and non-instructional school nurse certification requirements at N.J.A.C. 6A:9B-14.3 and 14.4, respectively, be amended to reflect the prior rules that required nurses to engage in more specific areas of study prior to working in a school. (5)

RESPONSE: The commenter is referring to amendments adopted in July 2013 (45 N.J.R. 1605(a)) that reduced the required areas of study for school nurses. As stated in the summary published when the amendments were proposed, "[t]he reduction in study requirements has been proposed to ease recruitment for school nurses while not posing a risk to student health. There is a shortage of school nurses as evidenced by the numbers of emergency certificates issued by the Department. However, the four deleted study requirements have been proposed as professional development requirements for the first three years of a novice school nurse's career" (45 N.J.R. 152(a)). As none of the referenced facts has changed since adoption of the amendments, the Department declines to reinstate the study requirements.

44. **COMMENT:** The commenter recommended at N.J.A.C. 6A:9B-14.14(a), which includes functions an individual with a school library media specialist (SLMS) endorsement is authorized to carry out, to add "including computers and other digital tools" after "school library media" to underscore the importance of the SLMS as a highly qualified expert with regard to educational uses of computers and other technology. (13)

RESPONSE: The Department declines at this time to propose amendments to the SLMS endorsement or its authorizations. The Department will consider the commenter's recommendation as it continues to analyze the appropriateness and function of endorsements in the State.

45. **COMMENT:** The commenter recommended at N.J.A.C. 6A:9B-14.14(b)2 and 3, which describe the course of study required for an SLMS endorsement, to add "school" before "library" throughout to emphasize graduate studies completed toward meeting the course requirements for the SLMS endorsement should focus on school libraries. (13)

RESPONSE: The Department refers the commenter to the response to Comment 44.

46. **COMMENT:** The commenter recommended at N.J.A.C. 6A:9B-14.14(b)3xi, which requires a candidate who has not completed a master's degree in library media studies to complete a clinical experience in a school library media center, to add a requirement for the candidate to be "mentored by a certified school library media specialist" during the clinical experience. (13)

RESPONSE: The Department refers the commenter to the response to Comment 44.

47. **COMMENT:** The commenter recommended at N.J.A.C. 6A:9B-14.14(e)4i, which requires the year-long, school-based residency for provisional SLMS to include

professional experiences in various areas and requires the provisional SLMS to be mentored, when possible, by an experienced SLMS, to add “certified” after “experienced” because an SLMS might be experienced but might not be certified. (13)

RESPONSE: The Department refers the commenter to the response to Comment 44.

48. **COMMENT:** The commenter recommended not readopting N.J.A.C. 6A:9B-14.15, which establishes the associate school library media specialist (ASLMS) endorsement and contains rules governing what an individual with a ASLMS endorsement is authorized to do as well as the endorsement requirements. The commenter explained the ASLMS endorsement was established because master’s level SLMS endorsement holders were in short supply. The commenter stated that because there is no longer a shortage of master’s level SLMS endorsement holders, the ASLMS endorsement is no longer necessary. (13)

RESPONSE: The Department declines to delete the ASLMS endorsement. The Department will consider the commenter’s recommendation as it continues to analyze the appropriateness and function of endorsements in the State.

Summary of Agency-initiated Changes

1. The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.6(b)5, which lists the fee for a duplicate copy of or name change on a certificate, to change the rule to: “For each name change in the certification system.” On May 15, 2015, the Department stopped mailing paper certificates. The Department now posts certificates on its certification website for certificate holders to confidentially view and print. Therefore, there no longer is a need to issue duplicate certificates. Due to the lower costs associated with changing a name in the system -- compared to costs associated with reprinting and mailing a certificate -- the Department also proposes to reduce the fee from \$60 to \$20.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 2.

2. The Department proposes at proposed N.J.A.C. 6A:9B-5.6(b)12, which requires a candidate to pay a one-time administrative fee of \$100 upon completion of a State-approved alternate-route formal instruction program, to replace “State-approved alternate-route formal instruction program” with “a Commissioner-approved CE educator preparation program” to align with shift in terminology proposed at N.J.A.C. 6A:9-2.1 in a separate rulemaking.

(b) The following nonrefundable fee schedule applies:

1. For each CE and CEAS, which includes the issuance of the provisional certificate and standard certificate – \$170.00;
2. For each emergency certificate – \$95.00;
3. For each substitute credential – \$125.00;
4. For each renewal of an emergency or provisional certificate – \$70.00;

5. For each [[duplicate copy of or]] name change [[on a certificate]] **in the certification system** – [[[\$60.00]] **\$20.00**;
6. For each evaluation of credentials to determine eligibility to take a particular State certification examination or to obtain information concerning qualifications for certification – \$70.00;
7. For each standard certificate **issued without a prior provisional certificate** – \$95.00;
8. For each certificate that requires a test, a one-time test score service fee – \$20.00;
9. For each letter the Office sends in response to a candidate’s written request [verifying] **to verify** test scores [that are] no longer available from the testing company – \$25.00;
10. An application fee for a qualifying academic certificate pursuant to N.J.S.A. 18A:6-41 [shall be] -- \$30.00. If the candidate is not eligible, \$20.00 will be refunded;
11. Upon completion of a State-approved administrator residency program, a one-time administrative fee – \$200.00; **and**
12. Upon completion of a [[State]] **Commissioner**-approved [[alternate-route formal instruction]] **CE educator preparation** program for holders of an instructional CE, a one-time administrative fee - \$100.00[; and].
- [13. For each provisional educational services certificate - \$75.00.]

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level

3. The Department proposes to delete recodified N.J.A.C. 6A:9B-5.12, which explains how a certificate holder replaces a lost certificate. As explained in Agency-initiated Change 1, on May 15, 2015, the Department stopped issuing paper certificates. The Department now posts certificates on its certification website for certificate holders to confidentially view and print. Therefore, the section is unnecessary as there no longer is a need to replace a lost certificate. Accordingly, proposed N.J.A.C. 6A:9B-5.13 through 5.18 will be recodified as N.J.A.C. 6A:9B-5.12 through 5.17.

[[6A:9B-[5.16] 5.12 Replacement of lost certificates

To replace a lost certificate, the holder shall [complete the] **submit to the Office a completed** appropriate application, [provide] a notarized statement of loss, and [submit] the required fee.]]

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level

4. The Department proposes throughout N.J.A.C. 6A:9B-5.15 which includes the rules for the limited certificate for foreign teachers, to add “foreign government” because a foreign consulate, in addition to an international agency, can act as an agent in placing a foreign teacher.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 12.

5. The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.15(c), which describes eligibility requirements for the limited certificate for foreign teachers, to require a school district to submit all documentation of eligibility on the candidate’s behalf instead of the candidate independently submitting the documentation. A school district chooses to hire a foreign teacher at its discretion and assumes responsibility for the teacher during his or her employment. Therefore, the school district will be held responsible for submitting the documentation for eligibility on the candidate’s behalf.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 12.

6. The Department proposes to delete N.J.A.C. 6A:9B-5.15(c)4, which requires a candidate to pass the Department-identified State test of subject matter knowledge in the subject taught within a specified time period, because it is an undue burden in practice. As candidates are prepared and tested prior to coming to the United States to teach, the Department will allow the international agency or government of the candidate’s country of origin to verify the candidate is qualified to teach a given subject if the candidate meets all other eligibility requirements. The Department proposes to recodify N.J.A.C. 6A:9B-5.15(c)5 through 8 as N.J.A.C. 6A:9B-5.15(c)4 through 7, respectively.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 12.

7. The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.15(c)4, which currently requires a foreign teacher candidate to complete a college teacher preparation program in the teacher’s home country as certified by a Department-approved foreign credentials evaluation service, to add the program also can be certified by the “government of the candidate’s country of origin.” Foreign consulates can act as an agent in placing a foreign teacher and the proposed amendment will allow foreign governments

to verify a teacher's credentials. The Department also maintains a previously proposed amendment to allow an international agency to provide the certification.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 12.

8. The Department proposes to delete proposed N.J.A.C. 6A:9B-5.15(c)9, which would have required foreign teachers hired to teach in a bilingual setting to complete the requirements for a bilingual endorsement, because rules regarding bilingual educators now will appear at N.J.A.C. 6A:9B-5.15(d) as indicated in Agency-initiated Change 10.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 12.

9. The Department proposes to delete N.J.A.C. 6A:9B-5.15(d), which allows a foreign teacher hired prior to January 2003 and employed as of January 20, 2004, in a school district through an approved agency to be issued a limited certificate for foreign teachers without meeting the requirements of N.J.A.C. 6A:9B-5.15(c) and states the certificate will expire when the holder's visa expires, because there no longer are candidates teaching under a limited certificate for foreign teachers to whom this rule applies.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 12.

10. The Department proposes new N.J.A.C. 6A:9B-5.15(d) to permit a holder of a limited certificate for foreign teachers to teach in bilingual education programs in the language that was the medium of instruction in the holder's educator preparation program, and in the content area and/or grade level of the holder's preparation in his or her country of origin. The proposed rule also will require the candidate to meet the English language proficiency test requirements at N.J.A.C. 6A:9B-5.15(c)7 to teach in a bilingual setting. The proposed rule will ensure trained educators who are native speakers of the target language are authorized to teach in bilingual programs and will alleviate undue testing burdens for candidates.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 12.

11. The Department proposes an amendment at N.J.A.C. 6A:9B-5.15(f), which currently requires agencies seeking to operate foreign teacher placement programs in New Jersey to obtain Department approval and to provide a list of documentation, to add the agency or foreign government may enter into an agreement with the Department stipulating the agency's or foreign government's role in fulfilling the section's requirements because some foreign governments require the agreements for operational purposes. The Department also proposes to add "at least, but not limited to," before the list of documentation at N.J.A.C. 6A:9B-5.15(f)1 through 3 because the Department may require documentation not currently listed to ensure the operating agency's legitimacy and quality. The Department maintains a previously proposed amendment to delete the requirement of agencies to obtain Department approval.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 12.

12. The Department proposes an amendment at N.J.A.C. 6A:9B-5.15(h), which subjects agencies to review every three years for renewal of its Department approval and requires agencies to cease operations in the State if the Department determines the agency has failed to meet the outlined criteria, to delete the requirement that reviews occur every three years and instead to stipulate agencies will be subject to periodic review. The Department also proposes to delete the stipulation that the review is for renewal of the agency's Departmental approval.

(c) To be eligible for the limited certificate for foreign teachers, **the school district shall submit on** a candidate's [[shall submit]] **behalf** evidence of the following:

1. Completion of a degree that is equivalent to a United States bachelor's degree as determined by a Department-approved foreign credentials evaluation service;
2. Completion of an academic major in the subject to be taught. Candidates hired to teach world languages [are] **shall be** exempt from this requirement. The teacher may teach his or her native language upon demonstration of oral language proficiency as certified by the agency;
3. Achievement of the GPA [pursuant to] **as set forth in** N.J.A.C. 6A:9B-[[8.1(a)2]8.2(a)3];
- [[4. Completion **within the first year of employment** of the Department-identified State test requirement appropriate to the subject to be taught [within the first six months of employment]. Except for [those] teachers [who teach] **of** advanced-level world language courses, world language teachers [are] **shall be** exempt from this requirement;]]
- [[5.]] **4.** Completion of a college [teacher] **educator** preparation program in the teacher's home country as certified by a Department-approved foreign credentials evaluation service **or the international agency or government of the candidate's country of origin** pursuant to (a) **above;**

[[6.]] **5.** Certification by the agency verifying the foreign teacher's valid authorization to teach in his or her home country;

[[7.]] **6.** Certification by the agency verifying [that] the teacher has completed a minimum of three years of successful full-time teaching experience in the subject area to be taught. World language teachers [must] **shall** present evidence of three years of successful full-time teaching experience in any subject; [and] **and**

[[8.]] **7.** Completion of a Department-approved nationally recognized test assessing the ability to speak, read, and write the English language fluently[.][[; **and**]].

[[9. **For teachers hired to teach in a bilingual setting, completion of the requirements for certification pursuant to N.J.A.C. 6A:9B-11.5.]]**

(d) [[A foreign teacher hired prior to January 2003 and employed as of January 20, 2004, in a school district through an approved agency may be issued a limited certificate for foreign teachers without meeting the requirements in (c) above. The certificate shall expire when the certificate holder's visa expires.]] **The holder of a limited certificate for foreign teachers shall be permitted to teach in bilingual education programs in the language that was the medium of instruction in his or her educator preparation program, and in the content area and/or grade level of his or her preparation in his or her country of origin, provided he or she meets the English language proficiency test requirement in (c)7 above.**

(e) The candidate shall sign a notarized non-citizen oath to support the Constitution of the United States.

(f) [[Agencies]] **An agency or foreign government** seeking to operate **a** foreign teacher placement program[[s]] in New Jersey [shall obtain Department

approval.] **may enter into an agreement with the Department stipulating the agency's or foreign government's role in fulfilling the section's requirements.**

The agency **or foreign government placing foreign teachers under this section** shall provide **to the Office, upon request, at least, but not limited to,** the following:

1. Evidence of U.S. State Department authorization to sponsor J-1 visas;
2. A description of the program, including orientation materials and procedures, references from other [State] **states'** agencies, and demonstration of prior experience in foreign teacher recruitment and placement; and
3. A description of the process by which the agency **or foreign government** determines the foreign teacher's U.S. [bachelor] **bachelor's** degree equivalency, college teacher preparation equivalency, authorization to teach, oral language proficiency, and successful teaching experience.

(g) [[Agencies]] **An agency or foreign government** shall provide [assistance] to school districts and foreign teachers **assistance** with all aspects of the teacher placement process, including, but not limited to:

1. Recruitment and screening of qualified foreign teachers;
2. Orientation to prepare foreign teachers for their teaching assignments and daily life in the school community;
3. Orientation for school districts to prepare them to host foreign teachers;
4. Enrollment of foreign teachers in a health and accident insurance coverage plan that meets the requirements of the U.S. State Department for obtaining the J-1 visa;
5. Assignment of foreign teachers to instruct within their respective disciplines and provision of an ongoing monitoring and support system;

6. Replacement of any teacher whose performance is not satisfactory as determined by the employing school district pursuant to the terms of the contract **between the agency or foreign government and employing school district**; and
 7. Determination of responsibility for payment of the program costs. The school district, the foreign teacher, and the agency shall determine who [shall] **will** incur the costs of sponsoring the foreign teacher pursuant to a contract signed by all parties. To maintain Department approval, the agency shall provide the Department with a current fee schedule outlining anticipated costs for participation in the program.
- (h) An agency shall be subject **[[every three years]]** to **[[a]] periodic** review **[[for renewal of its Department approval [every three years]]]**. If[, at any time during the agency’s operation in New Jersey,] the Department determines **at any time during the agency’s or foreign government’s operation in New Jersey** that it has failed to meet the outlined criteria, the agency shall cease operations in the State upon Department notification.

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rules as they are being put forth at Proposal Level. Due to the recodification explained in Agency-initiated Change 3, the section will be recodified as N.J.A.C. 6A:9B-5.14 and all citations adjusted accordingly.

13. The Department proposes to reorganize and to amend N.J.A.C. 6A:9B-7.4(b), which allows holders of an instructional CE, CEAS, or a standard certificate with an endorsement not within the scope of the subject being taught to substitute for no more than 40 instructional days in the same classroom per year. The Department proposes to move “an instructional CE, CEAS, or a standard certificate with an endorsement not within the scope of the subject being taught” to N.J.A.C. 6A:9B-7.4(b)1 and to replace it in N.J.A.C. 6A:9B-7.4(b) with “the following qualifications” to create a list of credentials and experience that enable an individual to substitute for up to 40 days. The Department also proposes N.J.A.C. 6A:9B-7.4(b)1i to state: “The school district shall notify the executive county superintendent if a holder of an instructional CE or CEAS substitutes for more than 20 instructional days in the same classroom,” which aligns to the current practice. It also is codified in N.J.S.A. 18A:16-1.1a, which allows the length of time a substitute can

serve in the same classroom to be extended if the substitute is a certified teacher with an endorsement outside of the subject matter being taught in the classroom.

See the response to Comment 18 for a summary of proposed N.J.A.C. 6A:9B-7.4(b)2.

The Department proposes at N.J.A.C. 6A:9B-7.4(c), which allows teachers certified within the subject being taught to teach for an unlimited time period in the same classroom per year, to replace “an unlimited time period” with “60 instructional days” and to add “unless the executive county superintendent grants an extension upon written application from the school district demonstrating the:” to better align to the current practice codified in N.J.S.A. 18A:16-1.1b. Also, the Department proposes to add N.J.A.C. 6A:9B-7.4(c)1 through 3 to list the conditions under which a school district can apply for an extension to keep a qualified substitute in the classroom beyond the 60-day limit. As the Department’s goal is to reduce absenteeism and to encourage school districts to replace teachers as quickly as possible with a teacher who is certified within the subject being taught, the school district must show it was unable to hire an appropriately certified teacher for the vacant position, is filling the position in accordance with local contract rules and N.J.A.C. 6A:9B-7.1, and the substitute teacher is a holder of an instructional CE or CEAS with an endorsement within the scope of the subject being taught.

The Department proposes to recodify proposed N.J.A.C. 6A:9B-7.4(c)1 through 3, which describe the requirements substitutes who are holders of a CE and CEAS within the subject being taught must meet to stay in the classroom beyond the 60-day limit, as N.J.A.C. 6A:9B-7.4(c)3i through (c)3iii, respectively. The Department also proposes at proposed N.J.A.C. 6A:9B-7.4(c)3ii to replace “within 20 days of starting” with “upon obtaining a provisional certificate.” The Department proposes at proposed N.J.A.C. 6A:9B-7.4(c)3iii to replace “as soon as possible” with “in the program’s next available cohort.” The proposed amendments will clarify the required timeline for school districts and substitutes to meet employment requirements for provisionally certified teachers.

(b) Holders of [[an instructional CE, CEAS, or a standard certificate with an endorsement not within the scope of the subject being taught]] the following qualifications shall be permitted to substitute for no more than 40 instructional days in the same classroom per year[[.]]:

- 1. Instructional CE, CEAS, or a standard certificate with an endorsement not within the scope of the subject being taught;**
 - i. The school district shall notify the executive county superintendent if a holder of an instructional CE or CEAS substitutes for more than 20 instructional days in the same classroom; or**

2. Career and technical education substitute credential pursuant to

N.J.A.C. 6A:9B-7.4.

(c) Holders of an instructional CE, CEAS, or standard certificate with an endorsement within the scope of the subject being taught shall be permitted to substitute for [[an unlimited time period]] **60 instructional days** in the same classroom per year [[provided]] **unless the executive county superintendent grants an extension upon written application from the school district demonstrating the:**

1. School district was unable to hire an appropriately certified teacher for the vacant position;

2. School district is filling the position subject to the limitations in a local contract or N.J.A.C. 6A:9B-7.1; and

3. Holders of an instructional CE or CEAS with an endorsement within the scope of the subject being taught meet the following provisions:

[[1.]] **i. CE or CEAS holders obtain a provisional certificate;**

[[2.]] **ii. CE or CEAS holders are enrolled in a district mentoring program [[within 20 days of starting]] upon obtaining a provisional certificate; and**

[[3.]] **iii. CE holders are accepted into [[an alternate-route]] a CE educator preparation program and will begin coursework [[as soon as possible]] in the program's next available cohort.**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rules as they are being put forth at Proposal Level.

14. The Department proposes at proposed N.J.A.C. 6A:9B-8.1(a), which requires a candidate for a standard instructional certificate to obtain first a CEAS or CE and then a provisional certificate, to add at the beginning “[e]xcept as indicated in N.J.A.C. 6A:9B-8.8” to

clarify current practice: a candidate may be issued a standard certificate through reciprocity without having first obtained a CEAS or CE and provisional certificate.

- (a) **[[Candidates]] Except as indicated in N.J.A.C. 6A:9B-8.8, candidates for a standard instructional certificate first shall obtain a CEAS or a CE, and then shall obtain a provisional certificate.**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

15. The Department proposes an amendment at N.J.A.C. 6A:9B-8.2(c)2i and 8.3(b)2i, which allow a candidate who graduates before September 1, 2016, to meet the GPA requirement for certification with a GPA that is below 2.75 but at least 2.50 if he or she exceeds the passing score on the appropriate subject-matter test by at least 10 percent, to make the rule effective until September 1, 2016, and not in perpetuity for candidates graduating before September 1, 2016. The Department provides flexibility for candidates who are up to .25 below the GPA requirement and who score well on the subject-matter test. The proposed rule was intended to ensure this flexibility until the GPA requirement rises to 3.00 on September 1, 2016.
- i. **[[A]] Effective until September 1, 2016, a candidate [[who graduates before September 1, 2016,]] with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 and 4 above.**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

16. The Department proposes N.J.A.C. 6A:9B-8.3(f) to stipulate the CEAS candidate coming from an out-of-State educator program who, who meets all other requirements for a CEAS but did not take a state-approved performance assessment because it was not required for educator preparation program completion and/or for certification in the out-of-State program attended will be issued a CE and will be exempt from the CE educator preparation program requirement. While the candidate must meet all other requirements for provisional and standard certification, he or she will be exempt from the requirements listed at N.J.A.C. 6A:9B-8.3(f)1 through 4, including the CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a), and the provisional, renewal, and standard certification requirements to enroll in and complete a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.4(1)4, 8.5(b)4, and 8.7(a)4ii. While the Department intends

to hold the high bar of passing the performance assessment for all teacher candidates coming from both New Jersey and out-of-State educator programs, it does not intend to unnecessarily burden out-of-State candidates by requiring them to go through an additional CE educator preparation program when the candidates successfully completed their educator preparation program in a different state.

- (f) A candidate who meets all requirements in N.J.A.C. 6A:9B-8.2(a)1 through 5 but did not take a state-approved performance assessment because it was not required for educator preparation program completion and/or for certification in an out-of-State program attended pursuant to N.J.A.C. 6A:9B-8.2(b) shall be issued a CE. The candidate shall meet all requirements for provisional and standard certification pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:**
- 1. CE certification requirements pursuant to (a) above;**
 - 2. The provisional certification requirement to be enrolled in a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.4(a)4;**
 - 3. The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.5(b)4; and**
 - 4. The standard certification requirement to complete a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

17. The Department proposes at recodified N.J.A.C. 6A:9B-8.8(b), which describes the reciprocity rules for candidates who have a CEAS from another state but did not take the performance assessment, to add “because it was not required for educator preparation program completion and/or for certification in that state” to clarify an out-of-State candidate who did not have an opportunity to take a performance assessment prior to earning the equivalent of a CEAS in his or her state will be exempt from certain requirements for provisional and standard certification as indicated in this subsection. The exemptions indicated are available only to candidates who were not required to take

an approved performance assessment when attending their educator preparation program in another state.

- (b) A candidate who meets all requirements in (a)1 and 2 above but did not take a state-approved performance assessment because it was not required for educator preparation program completion and/or for certification in that state shall be issued a CE. The candidate shall meet all requirements for provisional and standard certification pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:
1. CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a);
 2. The provisional certification requirement to be enrolled in a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.4(a)4;
 3. The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.5(b)4; and
 4. The standard certification requirement to complete a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

18. The Department proposes at N.J.A.C. 6A:9B-9.1(a)2, which requires a candidate to pass the appropriate State test of subject matter knowledge to qualify for the endorsement sought, to amend “State test” to “State test(s)” because some endorsements require the passage of more than one test. The Department proposes to apply this amendment throughout N.J.A.C. 6A:9B whenever endorsement-specific State test(s) of subject matter knowledge are referenced.
2. Pass the appropriate State test(s) of subject matter knowledge.
However, if a candidate’s score on the appropriate State test(s) of subject matter knowledge falls below the passing score by five percent or less, but the candidate has a GPA of 3.50 or higher when a GPA of 4.00 equals an A grade, he or she shall meet this rule’s requirements.

**This alternative requirement shall not be construed as a waiver under
N.J.A.C. 6A:9B-4.12(c).**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

19. The Department proposes at N.J.A.C. 6A:9B-9.2(a)1ii, which stipulates the elementary school with subject matter specialization endorsement is valid in grades five through eight, to replace “elementary school teacher with subject matter specialization endorsement” with “middle school with subject matter specialization endorsement” to align with a change to the endorsement name.
- ii. The [[elementary]] **middle** school [[teacher]] with subject matter specialization endorsement [is] **shall be** valid in grades five through eight;

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

20. The Department proposes at recodified N.J.A.C. 6A:9B-9.3(b)6, which lists the authorizations for students with disabilities endorsements, to replace “teach special education to one of the designated populations” with “teach students from one of the designated populations” to clarify the endorsements do not authorize the holder to teach “special education” but rather to teach a specific population of students with disabilities.
6. [Special education] **Students with disabilities:** [These] **The** endorsements authorize the holder to teach [[special education to]] **students from** one of the designated populations listed in (b)6i through iv below. In addition to the content area(s) or grade level(s) [that] **authorized by** the [teachers’ content and/or grade-level] **teacher’s** endorsement(s) [authorize], the holder of a special education endorsement also may provide consultative services and supportive resource programs, including modification and adaptation of curriculum and instruction to students with disabilities in general education programs in [grades] preschool through **grade 12.**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

21. The Department proposes at proposed N.J.A.C. 6A:9B-9.4(a), which lists authorizations for specific CTE endorsements, to replace “teach career and technical education in a grade 9 through 12 setting” with “teach kindergarten through grade 12, including approved career and technical education programs in grades 9 through 12 in all public schools.” The proposed amendments will clarify the authorizations for this group of certificates, which currently are confusing to members of the career and technical education community.

(a) The teaching endorsements below authorize the holder to teach kindergarten through grade 12, including approved career and technical education programs in [a] grades 9 through 12 [[setting]] in all public schools:

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

22. The Department proposes to recodify proposed N.J.A.C. 6A:9B-9.4(a)4, which allows holders of career cluster endorsements to teach approved CTE programs in all public schools and allows standard certificate holders with CTE endorsements who also have completed course requirements for a cooperative education coordinator endorsement to place and supervise CTE students in the school-sponsored cooperative education courses, as N.J.A.C. 6A:9B-9.4(b). As the rule is unrelated to N.J.A.C. 6A:9B-9.4(a), as proposed, it should not be listed under that rule, but rather, must appear as an independent rule in the section. The Department also proposes to replace “[c]areer cluster endorsements” with “[c]areer and technical education endorsements” because the Department does not issue career cluster endorsements but only uses career clusters operationally to organize endorsements into categories. The Department also proposes to add “grades 9 through 12 in” before “all public schools” to clarify CTE endorsements authorize an individual to teach approved CTE programs in the stated grades. The Department proposes to recodify proposed N.J.A.C. 6A:9B-9.4(b) and (c) as N.J.A.C. 6A:9B-9.4(c) and (d), respectively.

[[4.]] (b) Career [[cluster]] and technical education endorsements: The endorsements authorize the holder to teach approved career and technical education programs in grades 9 through 12 in all public schools in accordance with N.J.A.C. 6A:9B-11.3. The holder of a standard career and technical education endorsement who has completed the study requirements in N.J.A.C. 6A:9B-14.19(b)2i and ii, or 14.20(b)2i or ii is also authorized to place and supervise career and technical education students in school-

sponsored cooperative education experiences in the occupation in which the holder is certified as part of a career and technical education program.

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

23. The Department proposes at recodified N.J.A.C. 6A:9B-9.4(c), which lists authorizations for CTE endorsements, to delete the first sentence, which explains the career and technical education endorsements below authorize the holder to teach career and technical education in all public schools, because it is misleading. The sentence suggests the career clusters listed under the rule are endorsements when, in fact, they are not.

[[**(b)**]] **(c)** **[[The career and technical education endorsements below authorize the holder to teach career and technical education programs in all grades nine through twelve public schools.]] Specific career and technical education endorsements are based on the candidate’s Department-approved employment or self-employment experience, bachelor’s degree, and/or associate degree. Endorsements are organized under the following career clusters and are listed on the Department’s website:**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

24. The Department proposes at recodified N.J.A.C. 6A:9B-10.10(a), which lists the specific course requirements for a family and consumer science endorsement, to add “as part of the minimum 30 credits in the content area,” before “a candidate” to clarify the specific courses listed are part of the 30 credits required for an endorsement pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.

(a) [In addition to] **To meet the endorsement** requirements in N.J.A.C. 6A:9B-
[8.1]9.1(a)1iii, [to be eligible] **as part of the minimum 30 credits in the content area,** a candidate for the [CE, CEAS or standard certificate with a comprehensive] family and consumer sciences endorsement[, the candidate] shall complete study in the following required areas:

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

25. The Department proposes at proposed N.J.A.C. 6A:9B-10.11(a), which lists the specific course requirements for a comprehensive business endorsement, to add “as part of the minimum 30 credits in the content area,” before “a candidate” to clarify the specific courses listed are part of the 30 credits required for an endorsement pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.

- (a) **To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, as part of the minimum 30 credits in the content area, a candidate for the comprehensive business endorsement shall complete at a two- or four-year regionally accredited college or university:**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

26. The Department proposes at proposed N.J.A.C. 6A:9B-10.12(a), which lists the specific course requirements for a computer applications and business-related information technology endorsement, to add “as part of the minimum 30 credits in the content area,” before “a candidate” to clarify the specific courses listed are part of the 30 credits required for an endorsement pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.

- (a) **To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, as part of the minimum 30 credits in the content area, a candidate for the computer applications and business-related information technology endorsement shall complete at a two- or four-year regionally accredited college or university at least 12 semester-hour credits in any of the following areas:**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

27. The Department proposes at proposed N.J.A.C. 6A:9B-10.13(a), which lists the specific course requirements for a finance, economics and law endorsement, to add “as part of the minimum 30 credits in the content area,” before “a candidate” to clarify the specific courses listed are part of the 30 credits required for an endorsement pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.

- (a) **To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, as part of the minimum 30 credits in the content area,** a candidate for the finance, economics, and law endorsement shall complete at a two- or four-year regionally accredited college or university:

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

28. The Department proposes at proposed N.J.A.C. 6A:9B-10.15(a), which lists the specific course requirements for a office administration and office systems technology endorsement, to add “as part of the minimum 30 credits in the content area,” before “a candidate” to clarify the specific courses listed are part of the 30 credits required for an endorsement pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.

- (a) **To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, as part of the minimum 30 credits in the content area,** a candidate for the office administration and office systems technology endorsement shall complete at a two- or four-year regionally accredited college or university at least 12 semester-hour credits in any of the following areas:

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

29. The Department proposes at recodified N.J.A.C. 6A:9B-11.5(a)2ii(2), which allows a candidate for the bilingual/bicultural education endorsement to demonstrate oral and written proficiency in the target language by establishing him or herself as a native speaker of the target language who was primarily educated in that language, to replace “native speaker of the target language who was primarily educated in that language” with “speaker of the target language who was primarily educated at the undergraduate or graduate level in that language.” The Department heard from members of the higher education community that the rule was vague because “native speaker” and “primarily educated” were not clearly defined. The proposed amendment clarifies how a candidate can establish him or herself as a speaker of the target language.

ii. **Oral and writing competence in the target language by:**

- (1) **Passing a Department-approved, nationally recognized test of oral and written proficiency in the target language; or**

- (2) **Establishing him or herself as a [[native]] speaker of the target language who was primarily educated at the undergraduate or graduate level in that language.**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

30. The Department proposes to not delete recodified N.J.A.C. 6A:9B-11.11(e), (f), and (i), which originally were proposed for deletion because they appeared to repeat general certification requirements. Upon closer inspection, it was determined the rules are unique to the Teacher of Supplemental Instruction in Reading and Mathematics, K-8 endorsement and will not be deleted.

The Department proposes to recodify N.J.A.C. 6A:9B-11.11(e), which specifies where an individual with a Teacher of Supplemental Instruction in Reading and Mathematics, K-8 may teach, as N.J.A.C. 6A:9B-11.11(c). The Department proposes to recodify N.J.A.C. 6A:9B-11.11(c)2 to change “[m]ust” to “[s]hall” and to break the rule into two sentences for consistency and grammatical improvement.

The Department proposes to recodify N.J.A.C. 6A:9B-11.11(f), which requires an individual teaching on a provisional certificate with a Teacher of Supplemental Instruction in Reading and Mathematics, K-8 endorsement to attend an approved district training program appropriate to K-6 endorsement holders, as N.J.A.C. 6A:9B-11.11(d). The Department also proposes to delete the second sentence, which requires the approved training program attended by the candidate to comply with rules in this chapter, because it is redundant; any approved program is required to comply with N.J.A.C. 6A:9, 9A, 9B, and 9C.

The Department proposes to recodify N.J.A.C. 6A:9B-11.11(i), which requires a holder of a standard certificate with a Teacher of Supplemental Instruction in Reading and Mathematics, K-8 to attain a second standard instructional certificate before qualifying under N.J.A.C. 6A:9B-9.1(b), as N.J.A.C. 6A:9B-11.11(e). The Department also proposes to delete “, including provisional teacher program, and, if necessary, any regional training center requirements” at the end of the first sentence because it is redundant; it only repeats standard certification requirements.

[[e)] **(c)** While being mentored under the provisional certificate, a teacher holding this endorsement:

1. May not be assigned to more than two schools; and
2. [Must] **Shall** conduct all teaching in a formal classroom environment with a minimum of eight students. [that approximates] **The classroom environment shall approximate** the experiences that novice teachers are

expected to have, including, but not limited to, lesson planning, effective classroom management, instructional strategies, and incorporation of the CCCS and the content-based professional standards for K-6 instruction.

[[f]] (d) While teaching under a provisional endorsement, the teacher shall participate in a State-approved school district training program appropriate to holders of the K-6 endorsement. [[The State-approved district training program shall comply with the requirements in either N.J.A.C. 6A:9B-8.3 or 8.5, as appropriate.]]

[[i]] (e) Holders of the standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 shall not be eligible for other standard instructional certificate endorsements under N.J.A.C. 6A:9B-[[8.8(b)]]9.1(b) until they first complete all requirements for one other standard instructional certificate endorsement[[, including provisional teacher program, and, if necessary, any regional training center requirements.]] Upon receipt of [this] the second standard instructional endorsement, holders of the standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 then shall [then] be eligible for additional standard instructional endorsements under N.J.A.C. 6A:9B-[[8.8(b)]]9.1(b).

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

31. The Department proposes at recodified N.J.A.C. 6A:9B-11.12(d)2, which requires a standard charter school certificate candidate to successfully complete at least one school year while provisionally employed in a position requiring instructional certification, to replace “at least one school year” with “at least two school years.” The proposed amendment aligns with lengthening the provisional period from one to two years for provisional teachers in traditional public schools.

(d) Except as indicated in N.J.A.C. 6A:9B-[10.1]11.2 through [10.5] 11.6, [10.12] 11.10, and [10.18] 11.11, the candidate shall do the following to be eligible for the charter school standard certificate in any instructional area:

1. Possess a provisional charter school certificate pursuant to N.J.A.C. 6A:9-2; and
2. Successfully complete at least [[one]] two school years at the charter school while employed provisionally in a position requiring the appropriate instructional certificate. The charter school shall provide written recommendation for the issuance of a standard charter school certificate.

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

32. The Department proposes throughout recodified N.J.A.C. 6A:9B-12, which lists endorsement authorizations and requirements for administrative certificates, to replace “Department-approved program” or “State-approved program” with “Commissioner-approved program” when referring to a program designed to lead to administrative certification. The proposed amendment aligns with the same amendment with regard to programs leading to an instructional certification proposed in N.J.A.C. 6A:9A in a separate rulemaking. For consistency, the Department will refer to any New Jersey educator preparation program leading to an instructional or administrative certification that requires Department approval as “Commissioner-approved.” The proposed amendment is not intended to alter operationally how the Department approves programs.
33. The Department proposes at proposed N.J.A.C. 6A:12-12.3(c)1i, which mandates that as of January 1, 2022, the holder of a supervisor endorsement is no longer authorized to be appointed as an assistant superintendent in charge of curriculum and/or instruction, to eliminate the end date for such authorization. The Department has heard from stakeholders that they prefer a provision that grandfathers supervisor endorsement holders who are currently in the position, rather than forcing them to seek a new position by January 1, 2022. Accordingly, at N.J.A.C. 6A:12-12.3(c)1i, the Department proposes to delete “until January 1, 2020” and to add “continue to.”
 1. **Effective January 1, 2018, this endorsement no longer shall authorize appointment as an assistant superintendent in charge of curriculum and/or instruction.**

- i. **Holders of this endorsement issued prior to January 1, 2018, shall **continue to** be authorized to hold a position as an assistant superintendent in charge of curriculum and/or instruction[[until January 1, 2020]].**

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

34. The Department proposes at recodified N.J.A.C. 6A:9B-12.4(a)1v, which allows a candidate to meet the study requirements for the school administrator endorsement by completing a master's degree in educational leadership from an NCATE- or TEAC-approved program at an out-of-State college or university, to replace "NCATE- or TEAC-approved program" with "nationally accredited program" to account for the changing nature of accreditation (NCATE and TEAC have recently combined to form CAEP). The Department proposes at recodified N.J.A.C. 6A:9B-12.5(a)1iv, 14.1(a)2, and 14.10(c)2 to replace references to specific accrediting bodies with "nationally accredited."

 - v. Hold a master's degree in educational leadership from [[an NCATE- or TEAC-approved]] **a nationally accredited** program at an out-of-State college or university;

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.

34. The Department proposes at proposed N.J.A.C. 6A:9B-12.5(e)3, which would require the chief school administrator to evaluate the principal candidate pursuant to N.J.A.C. 6A:9B-12.5(g) and to indicate whether the principal candidate is approved for the standard certificate pursuant to N.J.A.C. 6A:9B-12.5(i), to replace "evaluated by his or her chief school administrator" with "reviewed by his or her mentor" and "approved for the standard certificate" with "recommended for the standard certificate." The proposed amendments align with the Department's proposal to require the Commissioner-approved principal residency program provider, and not the chief school administrator, to recommend a principal candidate for standard certification (see response to Comment 40).

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 36.

35. The Department proposes at recodified N.J.A.C. 6A:9B-12.5(g), which describes the procedures for reviewing and submitting a certification recommendation for provisionally certified principal candidates, to replace in the first sentence "evaluation" with "recommendation" and "observations" with "reviews." The Department proposes to not

delete the second sentence, which requires the first five evaluations to be conducted mainly for diagnostic purposes, and to replace “evaluations” with “reviews” for consistency. The Department also proposes the third sentence to read: “The final review shall be the basis for issuance of the candidate’s standard certificate, aligned with the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4, and informed by the candidate’s performance on all prior reviews” for stylistic improvement. The Department proposes the fourth sentence to require a Commissioner-approved program provider to ensure the principal candidate’s direct supervisor is consulted regarding the principal candidate’s performance prior to submitting the principal candidate’s final review. Finally, the Department proposes in the last sentence to replace “evaluation” with “review” and “report” with “form” The proposed amendments account for the amendment proposed in the response to Comment 40 to require the Commissioner-approved program provider, and not the chief school administrator, to review and recommend a principal candidate for standard certification. The proposed amendment to replace “report” with “form” is for accuracy, as the Department develops the form that must be completed by the program provider and not the report.

Administrative Code text, with the above-proposed amendments, is included in Agency-initiated Change 36.

36. The Department proposes at recodified N.J.A.C. 6A:9B-12.5(i), which requires the chief school administrator to approve or disapprove principal candidates for certification pursuant to N.J.A.C. 6A:9B-12.5(i)1 through 5, to replace “shall approve or disapprove” with “shall recommend for approval or disapproval” because “recommend for approval or disapproval” is more accurate, as it is ultimately the Department that approves or disapproves a principal candidate. The proposed amendment also aligns with the Department’s proposal to require the Commissioner-approved principal residency program provider, not the chief school administrator, to recommend a principal candidate for standard certification (see response to Comment 40).

[(d)] (e) [To be] **The [[chief school administrator]] Commissioner-approved principal residency program provider shall notify the Office that a principal is eligible for the standard administrative certificate with a principal endorsement[,]** **when** the candidate [shall]:

1. Possesses a provisional certificate pursuant to (a) and (b) above; [and]
2. Completes a two-year [[State]] **Commissioner**-approved residency program while employed under provisional principal certification in a school or school district. **The residency may be extended for medical or family leave and upon agreement by the Department and the employing school or school district.**

However, the Commissioner is authorized to reduce or remove the residency **requirement** based on the **candidate’s** prior experience [of the candidate]. The

[[State]] **Commissioner**-approved program provider selected by the employing school or school district shall implement the residency program, which shall:

- i. **Take place in a school or school district;**
- [i.] ii. [Require the candidate to] **Provide professional experiences, training, mentoring, instruction, opportunities to network with other candidates and experienced principals, and specific training on the school's or school district's [[teacher and principal]] educator evaluation systems and** develop [a] **the candidate's** thorough understanding of the CCCS; the Professional Standards for Teachers as defined in N.J.A.C. 6A:9-3.3; and the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4[. Candidates shall demonstrate that understanding through activities illustrating the promotion of excellence in teaching and learning and providing educational leadership to the school community];
- [ii.] iii. [Be conducted in accordance with a] **Ensure the employing school or school district, the candidate, the residency mentor and the provider enter a standard Department-issued** agreement [issued by the Department and entered into by the Department, the employing school district, the candidate and the residency mentor. No] **prior to the candidate starting the** residency program [may be undertaken without a valid agreement];
- [iii.] iv. [Be administered by] **Provide** a State-approved mentor[, an experienced principal who has completed a State-approved training program implemented by a State-approved provider, and who shall supervise and verify completion of all required experiences and training

by the candidate. The mentor and the school district superintendent shall, at the start of the residency, submit to the Department a written recommendation on State-developed forms concerning any areas of professional experience that should be waived and any additional teaching or other special experiences, if any, that the individual candidate should complete before achieving standard certification. Department review and subsequent approval shall consider the candidate's past work experience and recommended standards-based performance goals during residency, and shall be specified in the standard written agreement; and] **who meets the requirements in (f) below and who shall:**

- (1) Supervise and verify the candidate's completion of all required experiences and training;**
- (2) Meet with the principal candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request;**
- (3) Provide confidential guidance and support;**
- (4) Guide the candidate through a self-assessment based on the employing school district's [[State]] Commissioner-approved principal evaluation practice instrument; and**
- (5) Consult with the principal candidate's direct supervisor in development of the principal candidate's individualized mentoring plan;**
- [[5]] (6) Not serve as the candidate's direct supervisor or conduct the candidate's evaluation;**

[iv.] **v.** Provide [professional experiences, training, and instruction as defined in the Professional Standards for School Leaders and in the areas of] **support**

based on an individualized mentoring plan developed collaboratively by the mentor, the candidate, and the candidate's supervisor. The mentoring plan shall take the place of the individualized professional development plan, as set forth in N.J.A.C. 6A:9C-3, during the residency period and shall be individualized based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. Support for the candidate in the following areas shall be considered in developing the individualized plan: curriculum leadership; supervision of instruction; pupil personnel services; personnel management; community relations; student relations; facilities management; school finance; school law; [and] technical administrative skills[.]; and professional development; and

3. Is [[evaluated]] reviewed by his or her [[chief school administrator]] mentor pursuant to (g) below and is [[approved]] recommended for the standard certificate pursuant to (i) below.

(f) The mentor from the program provider shall:

1. Have a minimum of three years' experience as an effective principal. For principals [[teaching]] practicing in New Jersey starting in academic year 2013-2014 and each year thereafter, "effective" means the principal receives a summative rating of effective or highly effective pursuant to N.J.A.C. 6A:10-5;
2. Have been engaged in New Jersey public schools for at least three of the last five years; and
3. Complete a State-approved mentor training program prior to mentoring a candidate.

[(e)] (g) [Each] **The** [[chief school administrator or his or her designee]]

Commissioner-approved program provider shall base the candidate's [[evaluation]] **recommendation** for the standard administrative certificate with a principal endorsement [shall be evaluated formally by the mentor on at least six occasions for purposes of certification. The first five evaluations shall be conducted mainly for diagnostic purposes] **on at least three** [[observations]] **reviews conducted by the mentor throughout each year during the two-year residency. The first five reviews shall be conducted mainly for diagnostic purposes.** The final [[evaluation]] **review** [shall be the basis] **shall be the basis** for issuance of the candidate's standard certificate[.], [All performance evaluations] [[shall be]] aligned with the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4, and [reported on] **informed by the candidate's performance on all** [[observations]] **prior reviews.** **The** [[chief school administrator]] **Commissioner-approved program provider shall ensure the principal candidate's direct supervisor is consulted regarding the candidate's performance prior to submitting the principal candidate's final review. The Commissioner-approved program provider shall submit the final** [[evaluation]] **review to the Department through a State-developed** [forms. The mentor shall discuss each evaluation with the candidate, and the mentor and candidate shall sign each report as evidence of such discussion. Upon completion of each evaluation, the] [[report]] **form** [shall be sent to the Department; the final evaluation shall be accompanied by the recommendation for certification pursuant to (h) below].

[(f)] Each mentor shall form an advisory panel of practicing educators and shall convene this panel on at least three occasions for purposes of reviewing the resident's progress and soliciting advice concerning the certification of the candidate.]

[(g)] (h) [The mentor shall meet with the principal candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or

advice upon request of the candidate.] The Department may require a candidate[s] to pay fees to cover the cost of the training and mentoring services that will qualify [them] **him or her** for certification and employment.

[(h)] (i) [Standard] **The [[chief school administrator]] Commissioner-approved program provider shall recommend for [[approve]] approval or [[disapprove]] disapproval principal candidates for certification** [of principal candidates shall be approved or disapproved] pursuant to the following procedures:

1. [Before the end of the residency period, the mentor] **The [[chief school administrator]] Commissioner-approved program provider** shall submit to the [Department] **Office** a comprehensive **final** [[evaluation]] report on the candidate's performance pursuant to [(e)] (g) above.
2. This final report shall include one of the following certification recommendations:
 - i. Approved: Recommends issuance of a standard certificate;
 - ii. Insufficient: Recommends [that] a standard certificate not be issued, but [that] the candidate be allowed to continue the residency or seek admission to [an additional] **another** residency for [one] **two** additional years; or
 - iii. Disapproved: Recommends [that] a standard certificate not be issued and [that] the candidate **who is disapproved shall** be prevented from continuing or re-entering a residency.
- [3. Mentors act as agents of the Board of Examiners in formulating their certification recommendations. Those recommendations shall not be subject to review or approval by local boards of education.]
- [4.] **3.** Candidates who receive a recommendation of "approved" shall be issued a standard certificate.

- [5.] **4.** The [mentor] [[**chief school administrator**]] **Commissioner-approved program provider** shall provide the candidate with a copy of the candidate's written evaluation report and recommendation before submitting it to the Department.
- [6.] **5.** If the candidate disagrees with the [mentor's] [[**chief school administrator's**]] **Commissioner-approved program provider's** recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-[4.18]**4.13**.

Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the Administrative Code portion of this document reflects the rule as it is being put forth at Proposal Level.



State of New Jersey
DEPARTMENT OF EDUCATION
PO Box 500
TRENTON, NJ 08625-0500

Proposal
June 3, 2015

CHRIS CHRISTIE
Governor

KIM GUADAGNO
Lt. Governor

DAVID C. HESPE
Commissioner

TO: Members, State Board of Education

FROM: David C. Hespe, Commissioner

SUBJECT: N.J.A.C. 6A:9B, State Board of Examiners and Certification

REASON FOR ACTION: Readoption

AUTHORITY: N.J.S.A. 18A:1-1, 18A:4-15, 18A:6-34 and 38, and 18A:26-2.7 and 10; and P.L. 2012, c. 11.

SUNSET DATE: December 10, 2015

Summary

In schools, teachers have the greatest influence on student learning. The Department of Education (Department) is committed to a holistic approach to attract, develop, and retain exceptional teachers. The lifecycle of an educator includes preparation and recruitment, certification, evaluation, professional development, and retention. There is not one panacea within this lifecycle that will ensure all New Jersey students have access to a great teacher, but fostering high-quality preparation and maintaining a meaningful bar for entry into the profession are two of the Department's key mechanisms for enhancing the effectiveness of novice teachers. The Department can leverage preparation and certification requirements to ensure strong candidates enter educator preparation programs, receive quality instruction, and demonstrate performance throughout the programs and initial years of teaching. The Department can also use candidate and programmatic data to provide more insight into New Jersey educator preparation programs and, ultimately, implement a better accountability system to ensure program quality across the State.

New Jersey is not alone in its goal to enhance the effectiveness of novice teachers. In late 2012, the Council of Chief State School Officers published *Our Responsibility, Our Promise: Transforming Educator Preparation and Entry into the Profession*, calling on states to increase licensure requirements and utilize stronger program approval and accountability measures for educator preparation providers (Washington, D.C.: The Council of Chief State School Officers, 2012, 13-22, <http://www.ccsso.org/Documents/2012/OurResponsibilityOurPromise.pdf>).

N.J.A.C. 6A:9 previously set forth the rules governing the preparation, licensure, and professional development of educators required by their positions to be certified. It also contained rules governing the approval of educator preparation programs and their content. Finally, it contained the rules delineating the organization of, powers of, duties of and proceedings before the State Board of Examiners. On July 14, 2014, the chapter was recodified

into four chapters – N.J.A.C. 6A:9, 9A, 9B, and 9C – via a notice of administrative action. Current N.J.A.C. 6A:9 pertains to professional standards for teachers and school leaders, while N.J.A.C. 6A:9A pertains to the rules governing educator preparation programs in New Jersey. N.J.A.C. 6A:9B focuses on the State Board of Examiners, its proceedings, and the various types of certification. Lastly, N.J.A.C. 6A:9C contains the rules governing professional development for educators.

The Department proposes to readopt N.J.A.C. 6A:9B, State Board of Examiners and Certification, with amendments, repeals, and new rules to do the following: better align certificate of eligibility (CE), certificate of eligibility with advanced standing (CEAS), and reciprocity requirements to the increased certification standards adopted by the State Board of Education on June 4, 2014; enhance substitute credential requirements; and align standard instructional certificate requirements to the new evaluation system rules in N.J.A.C. 6A:10.

Coupled with the recent recodification, the proposed reorganization of N.J.A.C. 6A:9B and the proposed amendments are meant to clarify certification requirements as compared to educator preparation program requirements in proposed N.J.A.C. 6A:9A and/or the teacher mentoring requirements in proposed N.J.A.C. 6A:9C. Additionally, the Department proposes within N.J.A.C. 6A:9B to list individually the components of a provisional teacher program; clarify the responsibilities of candidates, school districts, and educator preparation programs throughout the provisional teacher program; and more clearly organize the types of instructional endorsements required for teachers with instructional certification to teach specific subjects and grade levels. The organizational changes are a response to stakeholder concerns the structure of the current rules is confusing.

To best focus on the preparation and certification requirements of teachers with an instructional certification, no substantive changes are being proposed for the requirements for educational services certification in recodified N.J.A.C. 6A:9B-13, and only organizational changes and minor amendments are proposed for the administrative certification in recodified N.J.A.C. 6A:9B-12 and for the Board of Examiners rules in recodified N.J.A.C. 6A:9B-4.

The Department also proposes amendments throughout N.J.A.C. 6A:9B to align certification requirements and processes with industry practices.

The Department proposes throughout the chapter to differentiate between programs leading to a certificate of eligibility with advanced standing (CEAS), commonly called “traditional-route” programs, and programs candidates attend while employed under a certificate of eligibility (CE), commonly called “alternate-route” programs, as “CEAS educator preparation programs” and “CE educator preparation programs,” respectively. The proposed terminology changes align with amendments proposed at N.J.A.C. 6A:9-2.1 in a separate rulemaking.

The Department proposes throughout the chapter to replace “college and academic program” with “educator preparation program” for consistency and to add “written” when dealing with submissions or requests to the Board of Examiners to reflect current practice. The Department also proposes throughout the chapter to replace “student teaching” with “clinical practice” to reflect the term preferred by educator preparation programs. The Department also proposes throughout N.J.A.C. 6A:9B-9 through 11 to replace “nursery school” with “preschool” to reflect the current term for education for 3- and 4-year-old students.

Unless specified in this Summary, all other amendments are proposed for clarity, and stylistic or grammatical improvement, or to update Administrative Code citations affected by proposed recodifications.

Subchapter 1. Scope and Purpose

Proposed N.J.A.C. 6A:9B-1.1 Scope

The Department proposes this section to provide this chapter's scope, which is the rules governing the licensure of educators or candidates required to be certified. The chapter also applies to the organization, powers, and duties of the State Board of Examiners and its proceedings.

Proposed N.J.A.C. 6A:9B-1.2 Purpose

The Department proposes this section to provide this chapter's purpose, which is to establish a licensure system based on professional standards for pre-service preparation and certification that continuously serves to improve the quality of instruction for New Jersey's children to prepare them for college and careers. The licensure system functions along a continuum of rigorous pre-professional preparation, certification, and professional development to better prepare educators to support improved student achievement of the Core Curriculum Content Standards (CCCS).

Subchapter 2. Definitions

N.J.A.C. 6A:9B-2.1 Definitions

This section provides that the definitions at N.J.A.C. 6A:9-2.1 also apply to this chapter.

Subchapter 3. State Board of Examiners

This subchapter describes who comprises the Board of Examiners, provides details about its general organization, and outlines its duties and powers.

N.J.A.C. 6A:9B-3.1 General

This section describes the composition, duration of appointment, authority, and required meetings of the Board of Examiners.

N.J.A.C. 6A:9B-3.2 Powers and duties

This section describes the powers and duties of the Board of Examiners.

Subchapter 4. State Board of Examiners' Proceedings

This subchapter outlines the procedures that the Board of Examiners and a candidate for certification or a certificate holder must follow regarding the suspension or revocation of a certificate and the barring of a candidate from receiving a certificate.

The Department proposes throughout the subchapter to change to 18 (or "an original and 18 copies") from 21 the number of copies of a document a certificate holder must submit to the Board of Examiners during any proceeding involving the suspension or revocation of a certificate. In practice, 21 copies exceeded the Board of Examiners' needs.

N.J.A.C. 6A:9B-4.1 Certificate holder

This section defines the terms “certificate” and “certificate holder” and outlines the process through which a certificate holder must report an arrest or indictment for any crime or offense.

The Department proposes to delete N.J.A.C. 6A:9B-4.1 as its provisions are being included in N.J.A.C. 6A:9 or elsewhere in this subchapter.

The Department proposes to delete N.J.A.C. 6A:9B-4.1(a) and (b), which define “certificate holder” and “certificate,” respectively, because definitions for the terms are proposed at N.J.A.C. 6A:9-2.1 in another rulemaking as they apply to N.J.A.C. 6A:9, 9A, 9B, and 9C and not just N.J.A.C. 6A:9B-4.

The Department proposes to recodify N.J.A.C. 6A:9B-4.1(c), which describes the procedure a certificate holder must follow when reporting an arrest or indictment, as N.J.A.C. 6A:9B-4.3(c) with amendments as described further in this Summary.

Proposed N.J.A.C. 6A:9B-4.1 Conduct barring candidate from certification (Current N.J.A.C. 6A:9B-4.2)

This section describes when the Board of Examiners may refuse to issue a certificate to a candidate who meets all certification requirements.

The Department proposes to recodify N.J.A.C. 6A:9B-4.2 as new N.J.A.C. 6A:9B-4.1.

Proposed N.J.A.C. 6A:9B-4.2 Candidates to provide information regarding criminal history (Current N.J.A.C. 6A:9B-4.3)

This section describes the rules a candidate for certification must follow regarding the disclosure of a criminal conviction.

The Department proposes to recodify N.J.A.C. 6A:9B-4.3 as new N.J.A.C. 6A:9B-4.2.

Proposed N.J.A.C. 6A:9B-4.3 School district and candidate reporting responsibility (Current N.J.A.C. 6A:9B-4.4)

This section describes when a chief school administrator must disclose to the Board of Examiners information about a certificate holder regarding a criminal indictment or conviction. This section also describes a school district’s responsibility to cooperate with the Board of Examiners in proceedings that arise from the information the school district provided.

The Department proposes to recodify N.J.A.C. 6A:9B-4.4 as new N.J.A.C. 6A:9B-4.3. The Department also proposes to change the section heading from “District reporting responsibility” to “School district and candidate reporting responsibility” to accurately reflect its content as proposed.

The Department proposes at N.J.A.C. 6A:9B-4.3(a)3, which requires a chief school administrator to notify the Board of Examiners when a certificate holder fails to maintain any license, certificate, or authorization pursuant to N.J.A.C. 6A:9B-3.1(b) that is mandated for the holder to serve in a position, to replace “pursuant to N.J.A.C. 6A:9B-3.1(b)” with “pursuant to this chapter.” The proposed amendment does not expand the rule’s scope. The rules governing which license(s), certificate(s), and authorization(s) are mandated for an individual to serve in a

particular position are located throughout the chapter and not solely in N.J.A.C. 6A:9B-3.1(b). When the rule was last amended, the current citation was inserted in error. The Department proposes the same amendment at recodified N.J.A.C. 6A:9B-4.5(a)7.

The Department proposes at N.J.A.C. 6A:9B-4.3(a)5, which requires the chief school administrator to report to the Board of Examiners when he or she has received a report from the Division of Youth and Family Services substantiating allegations of abuse or neglect or establishing “concerns” regarding a certificated teaching staff member, to replace “Division of Youth and Family Services (DYFS)” with “Division of Child Protection and Permanency in the Department of Children and Families” because DYFS no longer exists and its responsibilities now fall under the Division of Child Protection and Permanency. The Department proposes the same amendment at recodified N.J.A.C. 6A:9B-4.5(a)5.

The Department proposes to recodify the last sentence of current N.J.A.C. 6A:9B-4.1(c), which requires school districts to inform all new employees and annually inform all employees of the reporting requirements for an arrest or indictment for any crime or offense, as N.J.A.C. 6A:9B-4.3(c). The Department proposes to recodify the first four sentences of current N.J.A.C. 6A:9B-4.1(c) as N.J.A.C. 6A:9B-4.3(c)1 through 4. The Department also proposes to add “of the day of the arrest or indictment” to the end of recodified N.J.A.C. 6A:9B-4.3(c)1, which requires a certificate holder to report his or her arrest or indictment to his or her superintendent within 14 calendar days, to clarify the timeframe in which a certificate holder must report the arrest or indictment.

**Proposed N.J.A.C. 6A:9B-4.4 Grounds for revocation and suspension of certification
(Current N.J.A.C. 6A:9B-4.5)**

This section describes when a certificate may be revoked or suspended.

The Department proposes to recodify N.J.A.C. 6A:9B-4.5 as new N.J.A.C. 6A:9B-4.4.

Proposed N.J.A.C. 6A:9B-4.5 Revocation or suspension of certificates (Current N.J.A.C. 6A:9B-4.6)

This section describes the responsibilities of both the Board of Examiners and the certificate holder when charges to suspend or revoke a certificate are brought against a certificate holder.

The Department proposes to recodify N.J.A.C. 6A:9B-4.6 as new N.J.A.C. 6A:9B-4.5.

The Department proposes to delete N.J.A.C. 6A:9B-4.5(b)8, which stipulates that an order to show cause can be issued to a certificate holder when the Board of Examiners determines the certificate holder’s conduct could warrant the revocation or suspension of a certificate(s) as the result of an individual filing a petition seeking the revocation or suspension of the certificate holder’s certificate. The provision is not practical because it results in an accuser’s claims against the word of the accused certificate holder, with no real basis for the Board of Examiners to issue an order to show cause. Additionally, any truly serious allegation can be investigated by the Office of Fiscal Accountability and Compliance without a petition. The Department also proposes to recodify N.J.A.C. 6A:9B-4.5(a)9 through 11 as N.J.A.C. 6A:9B-4.5(a)8 through 10, respectively.

The Department proposes to delete N.J.A.C. 6A-9B-4.5(b), which outlines the procedures an individual must follow to file a petition with the Board of Examiners seeking the revocation

or suspension of a certificate holder's certificate. Since an individual petition to the Board of Examiners has been determined to be an unworkable practice, the rules dictating its procedure no longer are necessary.

The Department also proposes to recodify N.J.A.C. 6A:9B-4.5(c) as N.J.A.C. 6A:9B-4.5(b). The Department proposes an amendment at recodified N.J.A.C. 6A:9B-4.5(b) to replace "the forgoing" with "this section" to clarify the section's rules do not preclude the Board of Examiners from issuing an order to show cause on its own initiative when grounds for revocation or suspension of a certificate exist. The Department also proposes to replace "has reason to believe" with "determines" for stylistic improvement; the proposed amendment is not intended to raise the threshold for when the Board of Examiners can issue an order to show cause on its own initiative.

The Department proposes to delete N.J.A.C. 6A:9B-4.5(d), which explains that a school district employing the certificate holder at the time of the conduct at issue must cooperate with the Board of Examiners in any proceeding arising from the order to show cause. The proposed amendments at N.J.A.C. 6A:9B-4.3(b) sufficiently dictate school district responsibility in this area and, thereby, will make N.J.A.C. 6A:9B-4.5(d) unnecessary.

Proposed N.J.A.C. 6A:9B-4.6 Procedures for revoking or suspending a certificate (Current N.J.A.C. 6A:9B-4.7)

This section describes the procedure after a charge has been brought to suspend or revoke a certificate holder's certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-4.7 as new N.J.A.C. 6A:9B-4.6.

The Department proposes at recodified N.J.A.C. 6A:9B-4.6(j), which allows a certificate holder to apply for an extension of time in which to file an answer to the order to show cause, to replace "the extension is requested" with "the extension is submitted in writing" to stipulate that only a written submission will be considered.

Proposed N.J.A.C. 6A:9B-4.7 Revoked and suspended certificates (Current N.J.A.C. 6A:9B-4.8)

This section describes the procedures following a revocation or suspension of a certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-4.8 as new N.J.A.C. 6A:9B-4.7.

The Department proposes an amendment at N.J.A.C. 6A:9B-4.7(b)1, which requires notification of the 50 states and territories and other agencies in the Interstate Certification Project after the Board of Examiners has revoked or suspended a certificate. The Department proposes to delete "50" before "states" and to replace "Interstate Certification Project" with "the National Association of State Directors of Teacher Education and Certification" because the Department cannot guarantee that all 50 states are continuous members of the association and to update the organization's name.

Proposed N.J.A.C. 6A:9B-4.8 Suspension of certificates for failure to give notice of intention to resign (Current N.J.A.C. 6A:9B-4.9)

This section describes the rules allowing the Commissioner to suspend the certificate of an employee who ceases to perform his or her duties prior to the expiration of employment.

The Department proposes to recodify N.J.A.C. 6A:9B-4.9 as new N.J.A.C. 6A:9B-4.8.

The Department proposes at recodified N.J.A.C. 6A:9B-4.8(b), which allows the Commissioner to suspend a certificate for up to one year, to add a citation for the statute upon which the regulation is based – N.J.S.A. 18A:28-8.

The Department proposes an amendment at N.J.A.C. 6A:9B-4.8(c) to delete “to the State Board” because State law no longer provides for appeals of Commissioner decisions to the State Board of Education.

Proposed N.J.A.C. 6A:9B-4.9 Application for certification after revocation (Current N.J.A.C. 6A:9B-4.10)

This section contains the rules that govern when an individual who has had a certificate revoked can and cannot apply for and be issued a new certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-4.10 as new N.J.A.C. 6A:9B-4.9.

The Department proposes at recodified N.J.A.C. 6A:9B-4.9(b)2, which requires at least four years to elapse since the revocation of a candidate’s certificate before a new certificate can be issued to the candidate, to replace “certificate” with “certificate(s)” as a candidate may have had more than one certificate revoked.

Proposed N.J.A.C. 6A:9B-4.10 Relinquishment of certificate without order to show cause (Current N.J.A.C. 6A:9B-4.11)

This section describes the procedure that must be followed to relinquish a certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-4.11 as new N.J.A.C. 6A:9B-4.10.

The Department proposes to delete N.J.A.C. 6A:9B-4.10(f), which prohibits an individual who relinquishes a certificate pursuant to the section from applying for a new certificate in the future. The rule is overly prohibitive because an individual who relinquishes a certificate may do so for a variety of reasons and the rule could be unnecessarily punitive depending on the circumstances of the relinquishment.

Proposed N.J.A.C. 6A:9B-4.11 Voluntary surrender of certificates and endorsements (Current N.J.A.C. 6A:9B-4.12)

This section describes the procedure for when an individual who has not worked under the certificate for the preceding 10 years surrenders his or her certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-4.12 as new N.J.A.C. 6A:9B-4.11.

The Department proposes to amend N.J.A.C. 6A:9B-4.11(a), which allows an individual to voluntarily surrender a certificate or endorsement if he or she has not been employed under the certificate or endorsement in the 10 years preceding the proposed surrender, to replace “satisfies the following conditions” with “submits to the Board of Examiner an affidavit stating the following” so similar language can be removed at N.J.A.C. 6A:9B-4.11(a)1 through 3.

The Department proposes to recodify N.J.A.C. 6A:9B-4.11(b), which requires the certificate holder to return to the Board of Examiners the original certificate or endorsement at issue, as N.J.A.C. 6A:9B-4.11(c). The Department also proposes to recodify current N.J.A.C. 6A:9B-4.11(c), which requires the Board of Examiners to review and vote on an application to voluntarily surrender a certificate or endorsement, as N.J.A.C. 6A:9B-4.11(b). Switching the rule order will reflect the proper procedural steps.

Proposed N.J.A.C. 6A:9B-4.12 Appeals of Office certification decisions (Current N.J.A.C. 6A:9B-4.13)

This section describes the process a candidate must follow when requesting to substitute alternate education and/or experience when he or she does not meet all of the requirements for certification.

The Department proposes to recodify N.J.A.C. 6A:9B-4.13 as new N.J.A.C. 6A:9B-4.12.

The Department also proposes to replace the heading “Substitution of alternate education and/or experience” with “Appeals of Office certification decisions” to clarify the section applies to all appeals of certification decisions made by the Office.

The Department proposes throughout the section to replace “applicant” with “candidate” for consistency.

The Department proposes to recodify N.J.A.C. 6A:9B-4.17(a), which allows an applicant for certification to appeal to the Board of Examiners an adverse decision of the Office regarding certification eligibility, as new N.J.A.C. 6A:9B-4.12(a). The Department also proposes to recodify N.J.A.C. 6A:9B-4.17(a)1, which requires an appeal of an Office decision to be filed within 60 days of the date of the decision at issue and allows the Board of Examiners to relax the 60-day requirement for good cause shown, as N.J.A.C. 6A:9B-4.12(a)1.

The Department also proposes to recodify current N.J.A.C. 6A:9B-4.12(a) as new N.J.A.C. 6A:9B-4.12(b).

The Department proposes to recodify current N.J.A.C. 6A:9B-4.16(a) and (b), which state the Board of Examiners cannot waive or permit an applicant to substitute education and/or experience for any test, GPA, degree requirement, or a passing score on a State-required test, as new N.J.A.C. 6A:9B-4.12(c) and (c)1 and 2. The recodification will keep in one section all rules regarding substitution of alternative education and/or experience and appeals of adverse Office decisions. To reflect current practice, the Department proposes at N.J.A.C. 6A:9B-4.12(c)2 to include “approved educator preparation program completion” as a requirement the Board of Examiners cannot waive and which cannot be met through substitution of alternative education or experience. The Department also proposes N.J.A.C. 6A:9B-4.12(c)3 to state the Board of Examiners cannot issue a certificate that is expired and/or not a type of certificate endorsement pursuant to N.J.A.C. 6A:9B-9 through 11. Proposed N.J.A.C. 6A:9B-4.12(c)3 will prevent applicants’ ability to apply for and qualify for endorsements that have been discontinued or exist in another state but not in New Jersey.

The Department also proposes to recodify current N.J.A.C. 6A:9B-4.12(b), which requires the Secretary to provide an applicant with the credentials review procedures when a substitution of alternate education or experience is requested, as N.J.A.C. 6A:9B-4.12(d). The Department proposes an amendment at recodified N.J.A.C. 6A:9B-4.12(d) to require the Board

of Examiners to provide an applicant with a copy of the “appeals procedures” and not the “credentials review procedures” when a request to file an appeal is filed. The proposed amendment reflects only a language shift; all credential reviews will be submitted in the form of an appeal to the Board of Examiners.

The Department proposes to recodify N.J.A.C. 6A:9B-4.12(c), which allows an applicant to submit to the Secretary of the Board of Examiners evidence that proves he or she is qualified for the certificate sought, as N.J.A.C. 6A:9B-4.12(d)1. The Department also proposes to recodify current N.J.A.C. 6A:9B-4.12(d), which requires the Secretary to examine for sufficiency the information submitted by the applicant and transmit it to the Board of Examiners for review, as N.J.A.C. 6A:9B-4.12(d)2. The proposed recodifications reflect an organizational shift to place all appeal procedures in one section.

The Department also proposes to recodify N.J.A.C. 6A:9B-4.14(a), which requires the Secretary to notify an applicant 10 days before the Board of Examiner’s meeting at which his or her application will be considered, as N.J.A.C. 6A:9B-4.12(d)3. The Department also proposes at N.J.A.C. 6A:9B-4.12(d)3 to delete “for certification based on alternative education and/or experience” because it is implicit that the application being considered is for certification based on alternative education and/or experience.

The Department also proposes to combine N.J.A.C. 6A:9B-4.14(b) and (c), which allow the applicant to attend and be questioned at the Board of Examiner’s meeting at which his or her application is being considered, at N.J.A.C. 6A:9B-4.12(d)4.

The Department proposes to recodify N.J.A.C. 6A:9B-4.15(b), which requires the Board of Examiners to render a written decision outlining the reasons for the decision, as N.J.A.C. 6A:9B-4.12(d)5. The Department also proposes to require the Board of Examiners to review the information provided by the applicant and for the Secretary to forward a copy of the Board of Examiners’ decision to ensure the applicant is made aware of it.

The Department also proposes to combine N.J.A.C. 6A:9B-4.15(c) and (c)1 and 2, which prohibit an applicant from applying for an additional review by the Board of Examiners until at least one year has elapsed and the applicant has obtained alternative education and/or experience if the Board of Examiners determines a candidate is ineligible for a certificate based on substitution of educational background and/or experience, at N.J.A.C. 6A:9B-4.12(d)6. The rule as proposed also will allow the Board of Examiners to relax the time period an applicant must wait before reapplying.

The Department proposes to delete N.J.A.C. 6A:9B-4.12(c), which outlines the credentials review procedures when a substitution of alternate education or experience is requested, because a request for substitution of alternate education or experience will now be made as an appeal. The proposed recodifications and new rules will allow the complete appeals process to appear in one place -- N.J.A.C. 6A:9B-4.12(d)1 through 6. The complete proposed appeals process is as follows: (1) An appeal is presented in the form approved by the Board of Examiners Secretary along with a sworn statement attesting to the facts in the appeal; (2) the Secretary examines the appeal for sufficiency of information and transmits it to the Board of Examiners for review; (3) the Secretary notifies the applicant at least 10 days prior to the meeting at which the appeal will be considered; (4) the appellant may be attend the meeting, at which he or she may be questioned by the Board of Examiners; (5) the Board then renders a decision; and (6) if the Board of Examiners determines the applicant is not eligible for the certificate, the applicant may not request an additional review until one year has elapsed.

The Department also proposes to delete N.J.A.C. 6A:9B-4.12(e), which states applicants cannot seek relief simultaneously under recodified N.J.A.C. 6A:9B-4.12 and current N.J.A.C. 6A:9B-4.17, because the Department proposes to delete the provisions of N.J.A.C. 6A:9B-4.17 or include them in recodified N.J.A.C. 6A:9B-4.12.

N.J.A.C. 6A:9B-4.14 Public discussion of alternative education and/or experience

This section outlines part of the Board of Examiners' process for considering appeals applications for certification based on alternative experience.

The Department proposes to repeal the section and to recodify N.J.A.C. 6A:9B-4.14(a) as N.J.A.C. 6A:9B-4.12(d)3, and to combine N.J.A.C. 6A:9B-4.14(b) and (c) at N.J.A.C. 6A:9B-4.12(d)4 as previously explained.

N.J.A.C. 6A:9B-4.15 Rendering of decisions on applications for substitution

This section describes the process the Board of Examiners follows to render a decision regarding the substitution of alternative education and/or experience when a candidate does not meet all of the certification requirements.

The Department proposes to repeal the section as the rules will be deleted or moved to another section.

The Department proposes to delete N.J.A.C. 6A:9B-4.15(a), which requires the Board of Examiners to render its decision on each application for substitution of educational background and/or experience no later than the first regular meeting after the Board reviews the applicant's information, because the requirement can be too restrictive. The Board of Examiners may need to clarify the applicant's submissions or conduct further inquiry with an interested party and it may not have adequate time to do so before the first regular meeting after the Board has reviewed the applicant's information.

The Department proposes to recodify N.J.A.C. 6A:9B-4.15(b) as N.J.A.C. 6A:9B-4.12(d)5 and to combine N.J.A.C. 6A:9B-4.15(c) and (c)1 and 2 at N.J.A.C. 6A:9B-4.12(d)6 as previously explained.

N.J.A.C. 6A:9B-4.16 Substitution of alternative education and/or experience prohibited

This section indicates the Board of Examiners cannot permit an applicant to substitute or education and/or experience for a passing score on a State-required test, required GPA, or a required academic degree or to waive test, GPA, or degree requirements for certification.

The Department proposes to repeal the section and to recodify N.J.A.C. 6A:9B-4.16(a) and (b) as N.J.A.C. 6A:9B-4.12(c) and (c)1 and 2 as previously explained.

N.J.A.C. 6A:9B-4.17 Appeal of certification decision of the Office

This section outlines the procedure for a candidate to appeal an adverse Office decision regarding certification eligibility.

The Department proposes to repeal the section as the rules will be deleted or relocated to another section.

The Department proposes to recodify N.J.A.C. 6A:9B-4.17(a) as N.J.A.C. 6A:9B-4.12(a) as previously explained.

The Department proposes to recodify N.J.A.C. 6A:9B-4.17(a)1 as N.J.A.C. 6A:9A-4.12(a)1, as previously explained. The Department proposes to delete N.J.A.C. 6A:9B-4.12(a)2 and 3, which outline procedures for appealing an adverse decision from the Office regarding certification eligibility, because they are redundant; N.J.A.C. 6A:9B-4.12(d) and (d)1 through 6, as proposed, will contain all procedural rules for such appeals. The Department also proposes to delete N.J.A.C. 6A:9B-4.17(b), which states a candidate cannot apply simultaneously for a credentials review and relief under the section, pursuant to N.J.A.C. 6A:9B-4.13(e), because it will no longer be necessary as all rules regarding appeals of Office decisions will appear in proposed N.J.A.C. 6A:9B-4.12.

Proposed N.J.A.C. 6A:9B-4.13 Appeal of a “disapproved,” two “insufficient” recommendations, or ineligibility for standard certification (Current N.J.A.C. 6A:9B-4.18)

This section outlines the procedures a candidate must follow to appeal to the Board of Examiners a certification recommendation of “disapproved” or two recommendations of “insufficient” at the conclusion of a provisional program.

The Department proposes to recodify N.J.A.C. 6A:9B-4.18 as new N.J.A.C. 6A:9B-4.13.

The Department proposes to replace the heading “Appeal of ‘disapproved’ or ‘insufficient’ recommendations for standard certification” with “Appeal of a ‘disapproved,’ two ‘insufficient’ recommendations, or ineligibility for standard certification” to more accurately capture the content of the section as proposed.

The Department proposes at recodified N.J.A.C. 6A:9B-4.13(a), which allows a candidate who receives a “disapproved” or two “insufficient” certification recommendation(s) to appeal the recommendation(s), to amend the first sentence to read: “If a school district notifies the Office that a candidate is permanently ineligible for a renewal of the provisional certificate pursuant to the standard certification evaluation requirements for the candidate’s position, the candidate may initiate an appeal to the Board of Examiners” to simplify and clarify the rule.

The Department proposes at recodified N.J.A.C. 6A:9B-4.13(a)1, which requires a candidate appealing a disapproved or insufficient rating to file 21 copies of the appeal with the Secretary within 60 days of the receipt of the final evaluation and certification recommendation, to replace “final evaluation and certification recommendation” with “the certification determination” to simplify and clarify the rule. “Certification determination” better captures the effect of the final evaluation and certification recommendation on a candidate’s eligibility for certification.

The Department proposes at recodified N.J.A.C. 6A:9B-4.13(a)2, which requires the Secretary to forward a copy of the candidate’s submission in support of the appeal to the school district that issued the disputed rating and requires the school district to forward copies of the evaluation and the certification recommendation to the Secretary along with a response to the appeal, to replace “disputed rating” with “standard certification determination.” The Department proposes at recodified N.J.A.C. 6A:9B-4.13(a)4 to replace “an adverse recommendation” with “a standard certification determination.” The proposed amendments will align the rules with the proposed amendments to certification procedures at N.J.A.C. 6A:9B-4.13(a).

The Department proposes at recodified N.J.A.C. 6A:9B-4.13(c), which allows the Board of Examiners to relax, for good cause shown, the 60-day deadline for a teacher candidate prohibited from earning a standard certificate to petition the Board of Examiners for additional opportunity to seek provisional employment, to add a reference to N.J.A.C. 6A:9B-4.13(d)1 as the latter rule contains the same deadline.

The Department proposes at recodified N.J.A.C. 6A:9B-4.13(d), which allows a candidate who receives a recommendation of “disapproved” or two recommendations of “insufficient,” and who does not contest the certification recommendation may petition the Board of Examiners for approval of an additional opportunity to seek provisional employment and makes the candidate responsible for demonstrating to the Board of Examiners by clear and convincing evidence why he or she would likely succeed if granted the requested opportunity, to replace “receive a recommendation of ‘disapproved’ or two recommendations of ‘insufficient’” with “is ineligible for a certificate.” The rules, as proposed, will provide that a candidate qualifies for a standard certificate based on evaluations and other requirements rather than being recommended. The Department also proposes at N.J.A.C. 6A:9B-4.13(d)1 to replace “final evaluation” with “standard certification determination” to align with a proposed amendment at N.J.A.C. 6A:9B-4.13(a)1. The Department also proposes to delete recodified N.J.A.C. 6A:9B-4.13(d)1i, which allows the Board of Examiners to relax the 60-day timeframe for a candidate to file an appeal, because the rule is included in recodified N.J.A.C. 6A:9B-4.13(c) as proposed. The Department also proposes at recodified N.J.A.C. 6A:9B-4.13(d)2, which requires the Secretary of the Board of Examiners to forward a copy of the candidate’s appeal of a disputed rating to the school district that issued the rating and requires the school district to send a response within 30 days, to add “that are forwarded to the Secretary pursuant to this section” after “papers” to clarify which papers are being referenced.

Proposed N.J.A.C. 6A:9B-4.14 Motions (Current N.J.A.C. 6A:9B-4.19)

This section outlines the rules governing the submission of motions to the Board of Examiners and to the Office of Administrative Law.

The Department proposes to recodify N.J.A.C. 6A:9B-4.19 as new N.J.A.C. 6A:9B-4.14.

Proposed N.J.A.C. 6A:9B-4.15 Motions for reconsideration (Current N.J.A.C. 6A:9B-4.20)

This section states a candidate’s right to file a motion for reconsideration with the Board of Examiners and describes on what terms the Board of Examiners can reconsider decisions.

The Department proposes to recodify N.J.A.C. 6A:9B-4.20 as new N.J.A.C. 6A:9B-4.15.

Proposed N.J.A.C. 6A:9B-4.16 Motions for stay (Current N.J.A.C. 6A:9B-4.21)

This section describes the procedures for filing motions for a stay and the standards that must be met and addressed in the brief in support of the motion if such a motion is to be granted.

The Department proposes to recodify N.J.A.C. 6A:9B-4.21 as new N.J.A.C. 6A:9B-4.16.

Proposed N.J.A.C. 6A:9B-4.17 Briefs and exceptions (Current N.J.A.C. 6A:9B-4.22)

This section describes the format for briefs and exceptions to be filed with the Board of Examiners and/or the Office of Administrative Law.

The Department proposes to recodify N.J.A.C. 6A:9B-4.22 as new N.J.A.C. 6A:9B-4.17.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-4.17(a)1 to replace “25 pages” with “15 pages” to limit the length of briefs filed in response to a notice of hearing. The Department also proposes to add “or in support of a motion” after “pursuant to N.J.A.C. 6A:9B-4.6” and to delete recodified N.J.A.C. 6A:9B-4.17(a)2, which indicates briefs in support of a motion cannot exceed 15 pages. As all briefs filed will be limited to the same number of pages, N.J.A.C. 6A:9B-4.17(a) and (a)1 will be amended into one rule.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-4.17(b) to replace “25 pages” with “15 pages” to limit the length of exceptions and reply exceptions filed in response to an initial decision issued by OAL. In practice, allowing 25 pages of exceptions and replies to exceptions proved to slow down the process. Before a decision is issued, the process allows a significant number of opportunities for the certificate holder to produce evidence in support of his or her case. Therefore, reducing the number of pages for exceptions and replies to exceptions does not infringe on a certificate holder’s due process rights.

Proposed N.J.A.C. 6A:9B-4.18 Appeal of Board of Examiners decisions (Current N.J.A.C. 6A:9B-4.23)

This section states that appeals of adverse revocation and suspension decisions are made to the State Board of Education pursuant to N.J.A.C. 6A:4, Appeals. Appeals of all other Board of Examiners’ decisions are made to the Commissioner pursuant to N.J.A.C. 6A:3, Controversies and Disputes.

The Department proposes to recodify N.J.A.C. 6A:9B-4.23 as new N.J.A.C. 6A:9B-4.18.

The Department proposes to delete “to the State Board” because State law no longer allows appeals to the State Board of Education. The Department also proposes to replace “shall appeal” with “may appeal” because a candidate can choose not to appeal.

Subchapter 5. General Certification Policies

This subchapter outlines the policies governing certification in the State. The Department proposes to reorganize the subchapter to clarify the rules for issuance of each type of certificate and to provide clearer guidance to both issuing authorities and applicants. In addition, the Department proposes significant amendments to reflect the new evaluation systems’ role in the issuance of a standard certificate.

N.J.A.C. 6A:9B-5.1 Certificate required

This section requires any person employed as a teaching staff member to hold a valid and appropriate certificate during the entirety of his or her employment.

The Department proposes an amendment at N.J.A.C. 6A:9B-5.1(b), which requires a certificate holder to adhere to the subchapter’s requirements and to obtain any license, certificate, or authorization mandated by State or Federal law or by a licensing board for the respective position, to add a reference to criminal background authorizations at N.J.A.C. 6A:9B-4.1 and 4.2.

N.J.A.C. 6A:9B-5.2 Certificates – general

This section outlines how a certificate is issued and when the Board of Examiners may refuse a certificate even if all certification requirements have been met.

The Department proposes to recodify N.J.A.C. 6A:9B-5.2(a), which requires the Board of Examiners to issue three categories of educational certificates: instructional, administrative, and educational services, as new N.J.A.C. 6A:9B-5.3(a).

The Department also proposes to recodify N.J.A.C. 6A:9B-5.2(b) through (e) as N.J.A.C. 6A:9B-5.4(a) through (d). The purpose of the recodification and proposed amendments are discussed in the Summary discussion of proposed N.J.A.C. 6A:9B-5.4.

Proposed N.J.A.C. 6A:9B-5.2 Types of certificates or credentials

This proposed section lists the specific certificates or credentials an individual may hold, which currently are found in N.J.A.C. 6A:9B-6.

The Department proposes at new N.J.A.C. 6A:9B-5.2(a) and (a)1 through 7 to list the following types of certificates or credentials: CE, CEAS, provisional, standard, emergency, limited certificate for foreign teachers, and substitute.

Proposed N.J.A.C. 6A:9B-5.3 Issuance of a certificate

This section outlines the types of certificates that can be issued, when a certificate will be issued, and the Board of Examiners' responsibility to issue a written evaluation to candidates who apply for a certificate but are found ineligible.

The Department proposes to recodify current N.J.A.C. 6A:9B-5.2(a) as new N.J.A.C. 6A:9B-5.3(a), as previously discussed.

The Department also proposes to recodify N.J.A.C. 6A:9B-5.15(a) and (b) as new N.J.A.C. 6A:9B-5.3(b), (b)1 and (c), respectively. The rules require: the Board of Examiners to issue the appropriate certificate upon a candidate's completion of all certificate requirements in effect at the time the Office receives the application; the certificate holder to maintain possession of the original certificate; and the Office to issue a written evaluation identifying the deficiencies for certification if a candidate is ineligible for a certificate sought.

Proposed N.J.A.C. 6A:9B-5.4 Certification responsibilities of the district board of education

This section outlines school district responsibilities regarding the verification of appropriate certification of teaching staff members prior to and throughout employment.

The Department proposes to recodify N.J.A.C. 6A:9B-5.2(b), which requires each chief school administrator to require each new or reassigned teaching staff member to produce a valid certificate that authorizes the holder to carry out his or her assigned duties, as N.J.A.C. 6A:9B-5.4(a). The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.4(a) to replace "each newly employed or reassigned teaching staff member" with "each newly employed teaching staff member, or each teaching staff member reassigned to a new grade level, subject area, or administrative position," to clarify the meaning of a "reassigned teaching staff member."

The Department proposes to recodify N.J.A.C. 6A:9B-5.2(c), which requires the chief school administrator to annually report to the Department in a Commissioner-prescribed format the names and teaching assignments of all teaching staff members, as N.J.A.C. 6A:9B-5.4(b).

The Department proposes to recodify N.J.A.C. 6A:9B-5.2(d), which states a teaching staff member's employment terminates if the teaching staff member fails to hold the appropriate certificate for his or her position, as N.J.A.C. 6A:9B-5.4(c).

The Department also proposes to recodify N.J.A.C. 6A:9B-5.2(e), which allows the Commissioner to issue an order to show cause why an amount equaling the teaching staff member's per diem salary should not be withheld from the State financial aid of a properly notified district board of education that fails to terminate the employment of an uncertified or improperly certified teaching staff member and which gives the Commissioner authority to reduce the school district's State financial aid by the determined amount of the uncertified or improperly certified teaching staff member's per diem salary should the district fail to respond or show adequate cause, as N.J.A.C. 6A:9B-5.4(d).

The proposed reorganization will highlight district board of education responsibilities regarding the verification of appropriate certificates for teaching staff members prior to and throughout employment and, thereby, facilitate the enforcement of N.J.S.A. 18A:26-2, which prohibits any teaching staff member from performing duties that he or she is not properly certified to perform.

N.J.A.C. 6A:9B-5.5 Assignment of titles

This section contains the rules regarding the position titles that can be assigned to teaching staff members.

The Department proposes an amendment at N.J.A.C. 6A:9B-5.5(a), which requires each district board of education to assign to teaching staff members position titles that are recognized in these rules and requires the Department to maintain and make available a list of approved job titles, to replace "in these rules" with "by the Department." The list of titles is not included in the rules but is maintained by the Department and made available to school districts.

Proposed N.J.A.C. 6A:9B-5.6 Fees (Current N.J.A.C. 6A:9B-5.4)

This section establishes a schedule of nonrefundable fees for the issuance of certificates, evaluation of credentials, and other routine Office services.

The Department proposes to recodify current N.J.A.C. 6A:9B-5.4 as new N.J.A.C. 6A:9B-5.6.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.6(b)5, which sets the fee for a duplicate copy of or name change on a certificate, to replace "[f]or each duplicate copy of or name change on a certificate" with "[f]or each name change in the certification system." On May 15, 2015, the Department stopped mailing paper certificates and now posts certificates on its certification website for certificate holders to confidentially view and print rather than issue duplicate certificates. Due to the lower costs associated with the process, the Department also proposes to reduce the fee from \$60 to \$20.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.6(b)7 to add "issued without a prior provisional certificate" after "standard certificate." The fee covers the

issuance of stand-alone standard certificates to educational services candidates, candidates who are granted reciprocity based on their out-of-State standard certificates, and any candidate who already holds a New Jersey standard instructional certificate and is eligible for another standard certificate.

The Department proposes at recodified N.J.A.C. 6A:9B-5.6(b)12, which requires a candidate to pay a one-time administrative fee of \$100 upon completion of a State-approved alternate-route formal instruction program, to replace “State-approved alternate-route formal instruction program” with “Commissioner-approved CE educator preparation program” to align with shift in terminology proposed at N.J.A.C. 6A:9-2.1 in a separate rulemaking.

The Department also proposes to delete N.J.A.C. 6A:9B-5.6(b)13, which establishes a cost for each provisional educational services certificate, because the few educational services certificates that require a provisional certificate are covered by N.J.A.C. 6A:9B-5.6(b)1.

The Department proposes to recodify the second sentence of N.J.A.C. 6A:9B-5.6(c), which establishes the fee schedule is in addition to all tuition and fees charged by higher education institutions for courses and credits offered in connection with State-approved training programs, as N.J.A.C. 6A:9B-5.6(d). The Department also proposes amendments at N.J.A.C. 6A:9B-5.6(d) to add “in (b) and (c) above” after “fee schedule”; to delete “charged by institutions of higher education”; and to replace “State-approved training programs” with “State-approved educator preparation programs and assessments required for certification.” The rule as amended will apply to all educator preparation programs and not just those at higher education institutions. The Department also proposes to shift terminology from “State-approved training programs” to “State approved educator preparation programs,” and acknowledges candidates must incur assessment fees in addition to fees associated with educator preparation programs.

Proposed N.J.A.C. 6A:9B-5.7 Citizenship requirement (Current N.J.A.C. 6A:9B-5.6)

This section specifies under what circumstances an individual can receive a certificate if he or she is not a United States citizen.

The Department proposes to recodify N.J.A.C. 6A:9B-5.6 as new N.J.A.C. 6A:9B-5.7.

Proposed N.J.A.C. 6A:9B-5.8 Minimum degree and age requirement (Current N.J.A.C. 6A:9B-5.7)

This section states the minimum degree and age requirements for certification.

The Department proposes to recodify N.J.A.C. 6A:9B-5.7 as new N.J.A.C. 6A:9B-5.8.

Proposed N.J.A.C. 6A:9B-5.9 Examination in physiology, hygiene, and substance abuse issues requirement (Current N.J.A.C. 6A:9B-5.8)

This section requires all candidates for instructional certificates to pass an examination in physiology, hygiene, and substance abuse issues.

The Department proposes to recodify N.J.A.C. 6A:9B-5.8 as new N.J.A.C. 6A:9B-5.9.

The Department proposes to delete the second sentence, which requires each New Jersey college offering an approved teacher preparation program to design, administer, and evaluate the exam for students in its approved programs prior to submitting its applicants for certification.

The Department also proposes to amend the fourth sentence, which requires the Department to administer and evaluate the exam for CE educator preparation program and out-of-State applicants and allows the Department to arrange for New Jersey colleges to test such candidates, to read: “The Department, or each educator preparation program approved pursuant to N.J.A.C. 6A:9A, shall design, administer, and evaluate the examination for applicants for certification.” The proposed amendments will allow all educator preparation programs, not just those in New Jersey colleges, to design, administer, and evaluate the examination. In addition, the proposed amendments will simplify the rule, while still allowing the Department to design, administer, and evaluate the examination for candidates who do not take it through an educator preparation program.

Proposed N.J.A.C. 6A:9B-5.10 Certification of veterans (Current N.J.A.C. 6A:9B-5.9)

This section describes the certification process for veterans.

The Department proposes to recodify N.J.A.C. 6A:9B-5.9 as new N.J.A.C. 6A:9B-5.10.

N.J.A.C. 6A:9B-5.10 Validation of college degrees and college professional preparation

This section describes how candidates prove to the Department they have earned the proper college degree(s) and completed the appropriate college professional preparation required for the certificate they seek.

The Department proposes to recodify current N.J.A.C. 6A:9B-5.10 as new N.J.A.C. 6A:9B-6.1 as part of a reorganization to separate college coursework and college professional experience rules from general policies. Proposed amendments are described in the Summary discussion of N.J.A.C. 6A:9B-6.1.

N.J.A.C. 6A:9B-5.11 Recognition of advanced standing in college

This section describes when advanced work completed in secondary school may count toward college course requirements for a certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-5.11 as new N.J.A.C. 6A:9B-6.2 as part of a reorganization to separate college coursework and college professional experience rules from general policies.

N.J.A.C. 6A:9B-5.12 Course information

This section governs when courses taught or completed through distance learning may count toward college course requirements for a specific certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-5.12 as new N.J.A.C. 6A:9B-6.3 as part of a reorganization to separate college coursework and college professional experience rules from general policies. Proposed amendments are described in the Summary discussion of N.J.A.C. 6A:9B-6.3.

N.J.A.C. 6A:9B-5.13 Equivalency of work taken in other countries

This section governs when coursework completed in another country may count toward college course requirements for a certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-5.13 as new N.J.A.C. 6A:9B-6.4 as part of a reorganization to separate college coursework and college professional experience rules from general policies. Proposed amendments are described in the Summary discussion of N.J.A.C. 6A:9B-6.4.

Proposed N.J.A.C. 6A:9B-5.11 Exchange teachers (Current N.J.A.C. 6A:9B-5.14)

This section outlines the rules governing the exchange of teachers from another state or country for up to one school year.

The Department proposes to recodify N.J.A.C. 6A:9B-5.14 as new N.J.A.C. 6A:9B-5.11.

The Department proposes at recodified N.J.A.C. 6A:9B-5.11(c) to add “pursuant to N.J.A.C. 6A:9B-7.7” at the end of the first sentence, which allows a district board of education to ask the executive county superintendent to issue a substitute credential to an exchange teacher, because the rules governing exchange teacher substitution will be contained at N.J.A.C. 6A:9B-7.7. The Department also proposes to delete the second sentence of recodified N.J.A.C. 6A:9B-5.11(c), which specifies the amount of a time an exchange teacher may serve with a substitute credential, because the same provision is included at proposed N.J.A.C. 6A:9B-7.7.

Proposed N.J.A.C. 6A:9B-5.12 Emergency certificate for candidates for educational services certificates (Current N.J.A.C. 6A:9B-6.3)

This section describes when and how an emergency certificate for educational services can be granted.

The Department proposes to recodify N.J.A.C. 6A:9B-6.3 as new N.J.A.C. 6A:9B-5.12. The Department proposes to replace the heading of “Emergency certificate” with “Emergency certificate for candidates for educational services certificates” to more accurately reflect the section’s content.

The Department proposes to delete the first sentence of recodified N.J.A.C. 6A:9B-5.12(a), which defines an emergency certificate, because a definition for “emergency certificate” is proposed at N.J.A.C. 6A:9-2.1, Definitions, in a separate rulemaking. The Department also proposes in the second sentence to replace “shall” with “may” as the emergency certificate can be issued at any time during the year. The Department also proposes to recodify the third sentence of N.J.A.C. 6A:9B-5.12(a), which establishes that all emergency certificates expire on July 31 of each year regardless of issuance date, as new N.J.A.C. 6A:9B-5.12(b).

The Department proposes to recodify N.J.A.C. 6A:9B-5.12(b) through (d) as N.J.A.C. 6A:9B-5.12(c) through (e), respectively.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.12(c), which explains when a district board of education can apply for an emergency certificate, to replace “district board of education” and other similar references with “chief school administrator or his or her designee.” The Department also proposes an amendment at recodified N.J.A.C. 6A:9B-5.12(d), which allows an emergency certificate to be renewed annually up to two times if progress is being made toward issuance of a certificate, to replace “school district” with “chief school administrator.” The proposed amendments will allow for speedier granting of emergency certificates, since district boards of education, which currently must vote on emergency certificates, typically meet just once a month.

Proposed N.J.A.C. 6A:9B-5.13 Interstate contracts (Current N.J.A.C. 6A:9B-5.3)

This section describes that in accordance with NASDTEC Interstate Contract, the Commissioner and the Secretary may enter contracts with other states to allow reciprocity of teachers' credentials.

The Department proposes to recodify current N.J.A.C. 6A:9B-5.3 as N.J.A.C. 6A:9B-5.13.

Proposed N.J.A.C. 6A:9B-5.14 Limited certificate for foreign teachers (Current N.J.A.C. 6A:9B-6.6)

This section contains the rules governing the limited certification of foreign teachers.

The Department proposes to recodify N.J.A.C. 6A:9B-6.6 as new N.J.A.C. 6A:9B-5.14.

The Department proposes throughout recodified N.J.A.C. 6A:9B-5.14, which includes the rules for the limited certificate for foreign teachers, to include a foreign government as an entity authorized to place foreign teachers to meet a need expressed by school districts that have been in discussions with foreign consulates that have expressed interest in acting as international agencies that place foreign teachers in New Jersey school districts. Accordingly, the Department proposes to add "or foreign government" after "agency" as appropriate throughout the section to clarify the rules also apply to foreign governments placing foreign teachers.

The Department proposes to reorganize N.J.A.C. 6A:9B-5.14(a), which states that a limited certificate for foreign teachers is non-renewable, is valid for three years, and is contingent upon a candidate's enrollment in a Department-approved international agency and completion of the certification requirements at N.J.A.C. 6A:9B-5.14(d), as N.J.A.C. 6A:9B-5.14(a) and (a)1 and 2. The Department proposes an amendment at N.J.A.C. 6A:9B-5.14(a)1, which requires a candidate to enroll in a Department-approved international agency, to delete "Department-approved" and add "or program approved by the foreign teacher's country of origin." In practice, international agencies that place foreign teachers are not approved by the Department. In addition, allowing only "international agencies" to perform this function excluded consulates and other qualified programs.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.14(c), which describes eligibility requirements for the limited certificate for foreign teachers, to require the school district to submit all documentation of eligibility on the candidate's behalf instead of the candidate independently submitting the documentation. A school district chooses to hire a foreign teacher at its discretion and assumes responsibility for the teacher during his or her employment. Therefore, the school district will be responsible for submitting the documentation for eligibility on the candidate's behalf.

The Department proposes to delete recodified N.J.A.C. 6A:9B-5.14(c)4, which requires holders of a limited certificate for foreign teachers to complete the Department-identified State test requirement appropriate to the subject to be taught, because it is an undue burden in practice. As candidates are prepared and tested prior to coming to the United States to teach, the Department will allow the international agency or government of the candidate's country of origin to verify the candidate is qualified to teach a given subject and/or grade level if the candidate meets all other eligibility requirements. The Department proposes to recodify N.J.A.C. 6A:9B-5.14(c)5 through 8 as N.J.A.C. 6A:9B-5.14(c)4 through 7, respectively.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.14(c)4, which currently requires a foreign teacher candidate to complete a college teacher preparation program in the teacher's home country as certified by a Department-approved foreign credentials evaluation service, to also allow the program to be certified by "the international agency or government of the candidate's country of origin pursuant to (a) above" to simplify a burdensome process for foreign teacher candidates. The international agency sponsoring the candidate may certify the candidate's credentials; or the proposed amendment will allow foreign governments to certify a teacher's credentials since foreign consulates can act as agents in placing foreign teachers.

The Department proposes to delete recodified N.J.A.C. 6A:9B-5.14(d), which allows a foreign teacher hired prior to January 2003 and employed as of January 20, 2004, in a school district through an approved agency to be issued a limited certificate for foreign teachers without meeting the requirements of N.J.A.C. 6A:9B-5.14(c) and states the certificate will expire when the holder's visa expires, because there no longer are candidates teaching under a limited certificate for foreign teachers to whom this rule applies.

The Department proposes new N.J.A.C. 6A:9B-5.14(d) to permit a holder of a limited certificate for foreign teachers to teach in bilingual education programs in the language that was the medium of instruction in the certificate holder's educator preparation program, and in the content area and/or grade level of the holder's preparation in his or her country of origin. The proposed rule also will require the candidate to meet the English language proficiency test requirement at N.J.A.C. 6A:9B-5.14(c)7. The proposed rule will ensure trained educators who are native speakers of a target language are authorized to teach in bilingual programs and will alleviate undue testing burdens for candidates.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-5.14(f), which outlines the approval process for agencies seeking to operate foreign teacher placement programs in New Jersey, to delete "shall obtain Department approval" as the Department does not have the authority to approve international agencies or foreign governments placing foreign teachers. The Department also proposes to allow the agency or foreign government to enter into an agreement with the Department stipulating the agency's or foreign government's role in fulfilling the section's requirements because some foreign governments require agreements for operational purposes. The Department also proposes to require the documentation listed in N.J.A.C. 6A:9B-5.14(f)1 through 3 to be provided "to the Office, upon request" and to state the list is not exhaustive of documentation the Department can request from an agency. The Department also proposes an amendment at N.J.A.C. 6A:9B-5.14(f)2, which requires agencies operating foreign teacher placement programs in New Jersey to obtain Department approval and provide references from other State agencies, to replace "State" with "states'." The current language could cause confusion because "State" in Administrative Code refers exclusively to New Jersey, and the Office requires references from Departments of Education and other appropriate agencies in other states.

The Department proposes an amendment at N.J.A.C. 6A:9B-5.14(g)6, which makes agencies that operate foreign teacher placement programs responsible for replacement of any teacher whose performance is not satisfactory as determined by the employing school district pursuant to the terms of the contract, to add "between the agency or foreign government and employing school district" after "contract." The proposed amendment will clarify it is the contract between the employing school district and agency or foreign government that will determine when and how a school district can request a replacement based on inadequate teacher performance.

The Department proposes an amendment at N.J.A.C. 6A:9B-5.14(h), which subjects agencies to review every three years for renewal of Department approval and requires agencies to cease operations in the State if the Department determines the agency has failed to meet the outlined criteria, to delete the requirement that reviews occur every three years and instead to stipulate agencies will be subject to periodic review. The Department also proposes to delete the stipulation that the review is for renewal of the agency's Departmental approval since the Department does not have the authority to approve agencies placing foreign teachers.

N.J.A.C. 6A:9B-5.15 Issuance of a certificate

This section outlines how a certificate is issued and when the Board of Examiners may refuse a certificate even if a candidate meets all certification requirements.

The Department proposes to recodify N.J.A.C. 6A:9B-5.15(a) and (b) as new N.J.A.C. 6A:9B-5.3(b) and (c), respectively, as previously described.

The Department proposes to delete N.J.A.C. 6A:9B-5.15(c), which allows the Board of Examiners to refuse to issue a certificate to a candidate enrolled in an in-State or out-of-State approved program when the candidate fails to secure the preparing institution's recommendation. Recodified N.J.A.C. 6A:9B-5.3(b) states the Board of Examiners will issue the appropriate certificate only after the Office receives all required supporting documents demonstrating all certification requirements are completed, and proposed N.J.A.C. 6A:9B-8.2(a)5 requires the preparing institution to send a recommendation. Therefore, an application for a CEAS is not complete without the recommendation, which renders current N.J.A.C. 6A:9B-5.15(c) unnecessary.

Proposed N.J.A.C. 6A:9B-5.15 Persons employed to coach or serving as coach for interscholastic swimming and/or diving programs (Current N.J.A.C. 6A:9B-5.17)

This section outlines the requirements for a candidate to qualify as a coach for interscholastic swimming or diving programs and specifies how school districts report the qualifying coaches in their school districts each year.

The Department proposes to recodify N.J.A.C. 6A:9B-5.17 as N.J.A.C. 6A:9B-5.15.

N.J.A.C. 6A:9B-5.16 Replacement of lost certificates

This section explains how a certificate holder can replace a lost certificate.

The Department proposes to repeal N.J.A.C. 6A:9B-5.16. As explained in the Summary of recodified N.J.A.C. 6A:9B-5.6, as of May 15, 2015, the Department no longer issues paper certificates and instead posts certificates on its certification website for certificate holders to confidentially view and print. Therefore, the section is unnecessary as there no longer is a need to request from the Department a replacement for a lost certificate.

Proposed N.J.A.C. 6A:9B-5.16 Athletics personnel (Current N.J.A.C. 6A:9B-5.18)

This section describes who may be hired as a coach or organizer of games, events, or contests in physical education or athletics.

The Department proposes to recodify N.J.A.C. 6A:9B-5.18 as N.J.A.C. 6A:9B-5.16.

Proposed N.J.A.C. 6A:9B-5.17 Instruction in educational technology, computers, and other digital tools (Current N.J.A.C. 6A:9B-5.19)

This section requires all educators to integrate into their classrooms appropriate technology resources. It also outlines who may be assigned to instruct students in the use of technologies, computers, and other digital tools.

The Department proposes to recodify N.J.A.C. 6A:9B-5.19 as N.J.A.C. 6A:9B-5.17.

The Department proposes new N.J.A.C. 6A:9B-5.17(b) and N.J.A.C. 9B-5.17(b)1 to state an endorsement is not required to deliver instruction in educational technology, computers, and other digital tools except where career and technical endorsements are required for the related career clusters, career education, and consumer, family, and life skills pursuant to N.J.A.C. 6A:9B-9.4. The proposed rules will clarify when an endorsement is required to provide instruction in educational technology, computers and other digital tools.

The Department proposes to recodify current N.J.A.C. 6A:9B-5.17(b) and (c) as N.J.A.C. 6A:9B-5.17 (c) and (d), respectively.

Subchapter 6. Types of Certificates

The subchapter describes the types of certificates that can be issued (standard, provisional, emergency, CE, substitute, and limited certificate for foreign teachers) and procedures governing the issuance of each certificate.

The Department proposes to repeal N.J.A.C. 6A:9B-6 because definitions for the types of certificates, which currently are located at N.J.A.C. 6A:9B-6.1, 6.2, and 6.4 are proposed for inclusion at N.J.A.C. 6A:9-2.1 in a separate rulemaking.

The Department proposes to recodify N.J.A.C. 6A:9B-6.5, which contains rules governing who can be issued a substitute credential, how long a substitute teacher can serve in a single classroom per year, and how long a substitute credential is valid, as N.J.A.C. 6A:9B-7, "Substitute credential." Proposed amendments are discussed in the Summary for proposed N.J.A.C. 6A:9B-7.

The Department proposes to delete N.J.A.C. 6A:9B-6.5(1), which allows a holder of a substitute credential to serve as an athletic coach for up to one academic year. N.J.A.C. 6A:9B-5.18(b) already allows school districts to hire substitute credentials holders as coaches and any time limitation on the duration of a coach's employment should be at the discretion of the employing school district.

All other rules in this subchapter with regard to certification requirements, authorizations, and procedures for certificate issuance have been recodified in Subchapter 5 as previously explained.

Proposed Subchapter 6. College Courses and Certification

This proposed subchapter contains the rules that will govern when college coursework may be accepted toward the course requirements for a candidate to attain a CEAS. The subchapter also contains the rules that will govern when coursework taken outside of the United States may be accepted.

The Department proposes the subchapter to separate the rules describing non-traditional college coursework that may count toward course requirements for a CEAS from general certification policies since the course rules and designation of advanced standing apply only to the CEAS. The Department also proposes the subchapter to include equivalency of course work completed in other countries for CE and CEAS candidates as it is an exception to the general certification policies at N.J.A.C. 6A:9B-8.

Proposed N.J.A.C. 6A:9B-6.1 Validation of college degrees and college professional preparation (Current N.J.A.C. 6A:9B-5.10)

The Department proposes to recodify N.J.A.C. 6A:9B-5.10 as new N.J.A.C. 6A:9B-6.1.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-6.1(a), which requires any candidate for a certificate to possess a bachelor's degree, to add "or higher" after "bachelor's degree" to clarify a bachelor's degree is a minimum requirement.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-6.1(b), which establishes the types of professional education preparation programs required for New Jersey certificates that are accepted, to replace "[p]rofessional education preparation programs required for New Jersey certificates" with "[t]o meet the CEAS requirements, candidates shall complete a CEAS educator preparation program, pursuant to N.J.A.C. 6A:9B-8.2, and coursework from the following entities." The proposed amendment will clarify the entities from which required coursework will be accepted when a candidate is applying for a CEAS.

The Department proposes to combine the first two sentences of recodified N.J.A.C. 6A:9B-6.1(c), which require academic preparation for instructional endorsements to appear on the transcript of a regionally accredited college or university and at least 12 credits at the junior, senior, or graduate level to appear on the transcript of a regionally accredited four-year college or university, as "Required coursework for all instructional endorsements shall appear on the transcript of a regionally accredited college or university or a regionally accredited four-year college or university pursuant to N.J.A.C. 6A:9B-9.1(a)1iii." Proposed N.J.A.C. 6A:9B-9.1(a)1iii stipulates the number of advanced-level credits and their documentation by an official transcript of a regionally accredited four-year college or university; therefore, the requirements do not need to be included at recodified N.J.A.C. 6A:9B-6.1(c).

Proposed N.J.A.C. 6A:9B-6.2 Recognition of advanced standing in college (Current N.J.A.C. 6A:9B-5.11)

The Department proposes to recodify current N.J.A.C. 6A:9B-5.11 as new N.J.A.C. 6A:9B-6.2.

Proposed N.J.A.C. 6A:9B-6.3 Course information (Current N.J.A.C. 6A:9B-5.12)

The Department proposes to recodify current N.J.A.C. 6A:9B-5.12 as new N.J.A.C. 6A:9B-6.3.

Proposed N.J.A.C. 6A:9B-6.4 Equivalency of coursework completed in other countries (Current N.J.A.C. 6A:9B-5.13)

The Department proposes to recodify current N.J.A.C. 6A:9B-5.13 as new N.J.A.C. 6A:9B-6.4.

The Department proposes at recodified N.J.A.C. 6A:9B-6.4 to replace the heading “Equivalency of work taken in other countries” with “Equivalency of coursework completed in other countries.” There is a misconception that this section covers teaching experience in other countries, which is a reciprocity matter.

The Department proposes at recodified N.J.A.C. 6A:9B-6.4(a), which requires an applicant for certification who has completed college-level study in a country other than the United States to present an equivalency report of that study from a Department-approved credentials evaluation agency, to replace “[a]n applicant for certification” with “[a]n applicant for a CE or CEAS” to clarify the rules apply only to eligibility for the CE or CEAS and not the standard certificate. The Department also proposes to add “to the Office” before “an equivalency report” to clarify to what entity the equivalency report must be presented.

The Department also proposes to recodify the second sentence of N.J.A.C. 6A:9B-6.4(a) and (a)1 through 3, which indicate the required equivalency report contents, as N.J.A.C. 6A:9B-6.4(b) and (b)1 through 3, respectively. The Department further proposes at N.J.A.C. 6A:9B-6.4(b) to add “Office shall accept only” before “equivalency reports.” The reorganization and amendments will clarify the components an equivalency report must contain to be considered by the Office.

The Department proposes amendments to N.J.A.C. 6A:9B-6.4(b)1, which requires the equivalency report to include studies equivalent to a bachelor’s degree from a regionally accredited four year-college or university in the United States, to replace the rule with “[c]ourses that are equivalent to courses from a United States accredited four-year college or university” to clarify the type of coursework that will accepted.

Subchapter 7. Qualifying Academic Credentials

This subchapter defines a Qualifying Academic Credential (QAC), which is a certificate issued by the Commissioner to applicants for mortuary science and chiropractic licenses. The subchapter also contains the eligibility requirements and outlines the procedure for QAC issuance.

The Department proposes to recodify N.J.A.C. 6A:9B-7 as N.J.A.C. 6A:9B-15. Proposed amendments are described in the Summary discussion of proposed N.J.A.C. 6A:9B-15.

Proposed Subchapter 7. Substitute Credential

This subchapter includes the requirements and procedures for attaining a substitute credential and the rules governing when and for what duration a substitute teacher can work in place of a full-time teacher.

The Department proposes to recodify and reorganize current N.J.A.C. 6A:9B-6.5 as Subchapter 7. The substitute credential requirements are different from all other licensing rules. Therefore, the reorganization will clarify the differences surrounding the substitute credential issuance process and what a substitute credential authorizes an individual to do.

Proposed N.J.A.C. 6A:9B-7.1 Issuance of substitute credential for positions requiring instructional certificates

This section describes the rules governing the issuance of a substitute credential and the assignment of substitute teachers to fill full-time teacher vacancies. The Department proposes

new rules in this section to better direct schools regarding the use of substitute teachers to fill full-time teacher vacancies.

The Department proposes to recodify N.J.A.C. 6A:9B-6.5(a), which explains the substitute credential is intended only for persons acting temporarily in replacement of fully certified and regularly employed classroom teachers when the supply of properly certified teachers is inadequate to staff the school, as N.J.A.C. 6A:9B-7.1(a). The Department proposes to amend the rule to read: “Pursuant to the limitations in N.J.A.C. 6A:9B-7.4(a), the substitute credential shall apply to a person who temporarily replaces a certificated and regularly employed classroom teacher who is absent, or to a person who temporarily fills a vacancy. The assignment of a person with a substitute credential shall be made pursuant to (d) and (e) below.” The rule as proposed will clarify to whom a substitute credential applies and how a substitute teacher can be assigned.

The Department proposes to recodify the first sentence of N.J.A.C. 6A:9B-6.5(b), which allows the Board of Examiners to issue and revoke substitute credentials, as N.J.A.C. 6A:9B-7.1(b). The Department has chosen not to recodify the remainder of N.J.A.C. 6A:9B-6.5(b), which allows the executive county superintendent, under the Board of Examiners’ authority, to review a candidate’s application and issue a substitute credential to qualifying candidates, because the rule’s provisions have been proposed in N.J.A.C. 6A:9B-7.2, Substitute credential application and approval process.

The Department proposes to recodify the second sentence of N.J.A.C. 6A:9B-6.5(f) and the second sentence of N.J.A.C. 6A:9B-6.5(h) as N.J.A.C. 6A:9B-7.1(c) to allow holders of an instructional CE, CEAS, standard instructional certificate, or administrative or educational services certificate to serve as a substitute teacher without first obtaining a substitute credential.

The Department proposes N.J.A.C. 6A:9B-7.1(d) to require a teaching position that becomes vacant through retirement, resignation, or other cause for permanent departure to be (1) temporarily covered by a substitute teacher, (2) advertised within 10 days of the school district learning of the vacancy, and (3) permanently filled by with the holder of a CE, CEAS, or standard certificate as quickly as possible but no later than 45 days after the vacancy’s posting. The Department also proposes N.J.A.C. 6A:9B-7.1(d)3i to allow the executive county superintendent to extend to 60 calendar days the requirement to permanently fill the vacancy.

The Department proposes N.J.A.C. 6A:9B-7.1(e) to require a school district to make every reasonable effort to temporarily replace a teacher with an instructional certificate who is expected to be absent for five or more consecutive instructional days according to the following order: first, with a holder of a CE, CEAS, or standard certificate with an endorsement in the subject area or grade level appropriate to the classroom; second, with a holder of a CE, CEAS, or standard certificate with an endorsement outside the subject area or grade level appropriate to the classroom; third, a holder of a substitute credential or an administrative or educational services certificate. Both proposed N.J.A.C. 6A:9B-7.1(d) and (e) reflect the Department’s policy that the most qualified teachers available should be instructing students whenever possible while acknowledging placing substitute credential holders in the classroom is necessary at times.

The Department proposes N.J.A.C. 6A:9B-7.1(f) to require the Department to maintain, starting January 1, 2016, or when available, whichever is later, a list of persons who hold CEs, CEASs, standard certificates, and substitute credentials who desire to serve as substitutes. The Department further proposes N.J.A.C. 6A:9B-7.1(f)1 to require school districts to continue to maintain their own lists of available substitutes until January 1, 2016.

The Department proposes to recodify N.J.A.C. 6A:9B-6.5(a)1, which states “[n]othing in this section shall preclude the use of a private contractor by a school district to secure a substitute teacher appropriate under this subchapter,” as N.J.A.C. 6A:9B-7.1(g).

Proposed N.J.A.C. 6A:9B-7.2 Substitute credential application and approval process

This section outlines the application and approval process for the substitute credential.

Currently, a substitute applicant must submit his or her application and paperwork to a school district, which provides the application materials to the executive county superintendent. The Department proposes to remove the school district from the substitute credential application process by requiring the candidate or his or her designee to apply directly to the executive county superintendent. In practice, having candidates apply and submit paperwork through the school district proved impractical and only served to slow down the process.

Therefore, the Department proposes to recodify and amend the first sentence of N.J.A.C. 6A:9B-6.5(c), which requires a candidate or his or her designee to apply for a substitute credential to the executive county superintendent through the school district or its designee, as N.J.A.C. 6A:9B-7.2(a). The Department also proposes to delete the reference to “through the school district or its designee” to allow a candidate or designee to apply directly to the executive county superintendent for a substitute credential.

The Department also proposes to recodify and amend the second and third sentences of N.J.A.C. 6A:9B-6.5(c), which require the school district or its designee to submit the candidate's signed application, official transcripts, signed and notarized oath of allegiance, academic credentials, and appropriate fee to the executive county superintendent and for an authorized school district representative to endorse the application, as N.J.A.C. 6A:9B-7.2(b). The Department proposes to replace “notarized” before “oath of allegiance” with “endorsed.” School district representatives, substitute credential holders, and other stakeholders informed the Department that asking candidates to get a notarized oath of allegiance was an unnecessarily burdensome interpretation of N.J.S.A. 18A:26-9, which does not require a notarized oath of allegiance but an oath witnessed by an officer authorized by law to administer oaths, an executive county superintendent, or the president or secretary of a district board of education.

The Department proposes to recodify N.J.A.C. 6A:9B-6.5(d), which prohibits the executive county superintendent from issuing a substitute credential until the candidate submits a criminal history qualification letter from the Department, as N.J.A.C. 6A:9B-7.2(c). The Department proposes to amend the process to require a credential candidate to pass a criminal background check prior to employment rather than requiring the candidate and school district to wait for a criminal history qualification letter from the Department. The Department has heard from the school district officials that requiring the background check at the school level will better streamline the process. The Department proposes to maintain the exception at N.J.A.C. 6A:9B-6.5(d) that allows an emergent hiring if the school district's chief school administrator can demonstrate to the Commissioner that special circumstances justify the emergent hiring of a substitute.

Proposed N.J.A.C. 6A:9B-7.3 Requirements for substitute credential

This section describes the requirements for issuance of a substitute credential. The rules as proposed will create a stronger cadre of qualifying substitutes and increase operational efficiency for the Office of Licensure and Credentials as well as school districts.

The Department proposes N.J.A.C. 6A:9B-7.3(a) to require a candidate for a substitute credential to present at least 60 semester-hour credits complete at a regionally accredited college or university at the time of applying for the credential unless he or she qualifies for the career and technical education substitute credential described in N.J.A.C. 6A:9B-7.5.

The Department proposes to recodify N.J.A.C. 6A:9B-6.5(e), which states a substitute credential is valid for five years from the date of issuance and can be renewed six months prior to its expiration, as N.J.A.C. 6A:9B-7.3(b). The Department also proposes an amendment to allow a candidate to renew his or her substitute credential only if he or she meets the criteria in N.J.A.C. 6A:9B-7.3(a). The proposed amendment will clarify that possessing a substitute credential does not automatically qualify a candidate for a renewal.

Proposed N.J.A.C. 6A:9B-7.4 Time-period limitations for serving as a substitute teacher

This section explains the time-period limitations for a substitute teacher filling a full-time teacher vacancy.

The Department proposes this section to clarify the rules governing the use of substitute teachers to fill full-time teacher vacancies and to extend the amount of instruction time allowed for a teacher who holds a certification in the endorsement subject or grade level being taught.

The Department proposes to recodify and amend the fifth and sixth sentences of N.J.A.C. 6A:9B-6.5(c), which explain the amount of a time a holder of a substitute credential can serve in a single position, as N.J.A.C. 6A:9B-7.4(a). Currently, holders of substitute credentials may serve for 20 instructional days in single position and 40 instructional days if granted a renewal. The proposed amendments will allow substitute credential holders to serve for 20 instructional days in the same classroom per year. As substitute teachers have not been trained, they are not well-qualified to teach the same students for an extended period of time.

The current rules maintain different time limitations for substitutes who hold a CE or CEAS and for those who hold a standard certificate, and between substitutes who hold a CE or CEAS and teach within the scope of their credentials versus CE or CEAS holders who serve outside of their credential scope. Current N.J.A.C. 6A:9B-6.5(g) provides a 20-day limit on a holder of a CE or CEAS for service as a substitute in a single position in an area(s) outside the scope of his or her credentials. Current N.J.A.C. 6A:9B-6.5(f) authorizes a CE or CEAS holder to substitute in an area within the scope of his or her credentials for up to 60 instructional days in a single position. Current N.J.A.C. 6A:9B-6.5(h) allows holders of a standard instructional certificate to substitute up to 40 instructional days in a position outside their credential.

The Department proposes to delete N.J.A.C. 6A:9B-6.5(f), (g), and (h) and instead to distinguish substituting time limitations between holders of a CE, CEAS, or standard certificate with an endorsement in the subject being taught versus holders with an endorsement outside of the subject. The proposal will ensure teachers who are most trained in the relevant subject area will be in front of students for the longest period of time. Therefore, the new categories of substitutes and their corresponding time limits are proposed as follows:

- The Department proposes at N.J.A.C. 6A:9B-7.5(b)1 and 2 to allow holders of an instructional CE, CEAS, or standard certificate with an endorsement outside of the subject being taught and holders of a career and technical education substitute credential to substitute for no more than 40 instructional days in the same classroom per year. The Department proposes at N.J.A.C. 6A:9B-7.5(b)1i to require the school district to notify the executive county superintendent if a holder

of an instructional CE or CEAS substitutes for more than 20 instructional days in the same classroom to minimize the reporting burden on school districts, while also allowing the Department to monitor the school district's use of substitute teachers.

- The Department proposes at N.J.A.C. 6A:9B-7.5(c) to allow a holder of an instructional CE, CEAS, or standard certificate with an endorsement within the scope of the subject being taught to substitute for 60 instructional days in the same classroom per year. For the executive county superintendent to grant an extension, the school district must submit a written application demonstrating the school district was unable to hire an appropriately certified teacher for the vacant position; the school district is filling the position subject to the limitations in a local contract or N.J.A.C. 6A:9B-7.1; and the CE and CEAS holders have obtained a provisional certificate, enrolled in a district mentoring program upon obtaining a provisional certificate, and, if holding a CE, are accepted into a CE educator preparation program and will begin coursework in the program's next available cohort.

Proposed N.J.A.C. 6A:9B-7.5 Career and technical education substitute credential

This section outlines the specific guidelines governing the issuance of a substitute credential for career and technical education.

The Department proposes to recodify the third sentence of N.J.A.C. 6A:9B-6.5(i), which requires a career and technical education substitute credential to serve as a substitute teacher for specific career and technical education skills, as N.J.A.C. 6A:9B-7.5(a). The Department also proposes at N.J.A.C. 6A:9B-7.5(a) to require a candidate for the career and technical education substitute credential to meet all substitute credential requirements in N.J.A.C. 6A:9B-7.1 through 7.3 except the 60 general semester-hour credit requirement. The Department also proposes to recodify with amendments the first two sentences of N.J.A.C. 6A:9B-6.5(i), which allow the executive county superintendent to issue the career and technical education substitute credential to a candidate who presents two years of full-time work experience within the past five years in the appropriate career cluster in lieu of 60 semester-hour credits and the experience be documented by a statement from an employer or presentation of a valid occupational license, as N.J.A.C. 6A:9B-7.5(a)1. The Department also proposes to delete "[t]he executive county superintendent may issue a career and technical education substitute credential" because it is implicit the executive county superintendent can issue the credential if a candidate qualifies under the section's rules. The Department also proposes to delete "in lieu of 60 semester-hour college credits" because the exception to the 60 semester-hour credit requirement is already stated at proposed N.J.A.C. 6A:9B-7.5(a).

The Department proposes to delete and not recodify the remainder of N.J.A.C. 6A:9B-6.5(i), which describes the length of time a holder of a career and technical education substitute credential can substitute in a single position, because the rules governing the length of time a substitute can serve in a single position are outlined in proposed N.J.A.C. 6A:7.4(b).

The Department proposes N.J.A.C. 6A:9B-7.5(b) to align the length of time a holder of a career and technical education substitute credential can substitute in a classroom with the time periods in proposed N.J.A.C. 6A:9B-7.4(b).

Proposed N.J.A.C. 6A:9B-7.6 Substitute credential for positions not requiring instructional certificates

This section describes the rules governing the issuance of a substitute credential for positions not requiring instructional certificates and the length of time a holder of a substitute credential for a position not requiring an instructional certificate can serve in a school district per year.

The Department proposes to recodify N.J.A.C. 6A:9B-6.5(j), which allows the executive county superintendent to issue a substitute credential for service as a substitute school nurse/non-instructional to the holder of a valid New Jersey registered professional nurse license, as N.J.A.C. 6A:9B-7.6(a).

The Department proposes N.J.A.C. 6A:9B-7.6(a)1 to limit to 60 instructional days the length of time a substitute school nurse/non-instructional can serve in the same position in one school district during the school year. The proposed rule will restrict the length of service as a substitute school nurse/non-instructional for an individual with a substandard credential while providing sufficient time for a school district to find a more highly qualified replacement in the case of a vacancy or prolonged absence.

The Department proposes to recodify N.J.A.C. 6A:9B-6.5(k) as N.J.A.C. 6A:9B-7.6(b).

Proposed N.J.A.C. 6A:9B-7.7 Substitute credential for exchange teachers

The Department proposes to recodify N.J.A.C. 6A:9B-6.5(m), which describes the rules governing the issuance of a substitute credential to a teacher from another country serving as an exchange teacher as described in N.J.A.C. 6A:9B-5.15, as N.J.A.C. 6A:9B-7.7. The Department also proposes to delete “[t]he 20-day limitation shall not apply to the exchange teacher’s temporary service” because it is unnecessary.

Subchapter 8. Requirements for Instructional Certificate

This subchapter outlines the requirements a candidate must meet to attain a CE, CEAS, or standard instructional certificate.

The Department proposes to amend the heading of the subchapter to “Requirements for Instructional Certification” for stylistic consistency.

Proposed N.J.A.C. 6A:9B-8.1 Instructional certificate

The Department proposes new N.J.A.C. 6A:9B-8.1, Instructional certificate, to provide the basic rules governing the sequence and issuance of the three types of instructional certificates. The Department proposes the section to clarify when and how a candidate receives an instructional certificate.

The Department proposes N.J.A.C. 6A:9B-8.1(a) to require candidates for a standard instructional certificate first to obtain a CEAS or a CE and then a provisional certificate, except as indicated in N.J.A.C. 6A:9B-8.8, which stipulates a candidate may earn a standard certificate through reciprocity without first having obtained a CEAS or CE and a provisional certificate.

The Department proposes N.J.A.C. 6A:9B-8.1(b) to stipulate all instructional certificates are issued by the Board of Examiners based on the requirements in Subchapter 8 and in N.J.A.C. 6A:9A.

The Department proposes N.J.A.C. 6A:9B-8.1(c) to allow either a candidate for an instructional certificate or his or her educator preparation program to apply to the Department.

Proposed N.J.A.C. 6A:9B-8.2 Requirements for certificates of eligibility with advanced standing (CEAS) (Current N.J.A.C. 6A:9B-8.1)

This section describes the requirements for a candidate to qualify for a CE.

The Department proposes to recodify N.J.A.C. 6A:9B-8.1 as new N.J.A.C. 6A:9B-8.2, and to replace the section heading of “Requirements for certificates of eligibility” with “Requirements for certificates of eligibility with advanced standing (CEAS)” as part of a reorganization that aims to separate CEAS and CE requirements to clarify what is required for each certificate.

The Department proposes at N.J.A.C. 6A:9B-8.2(a), which establishes requirements for a CE and CEAS in instructional areas, to replace “N.J.A.C. 6A:9B-10 and (b) below” with “N.J.A.C. 6A:9B-10 and 11.” Since the Department proposes to recodify certain sections of Subchapter 10 as new Subchapter 11, the citation at N.J.A.C. 6A:9B-8.2(a) needs to expand to cover the new subchapter. The Department proposes the same amendment throughout the subchapter wherever exceptions to certification requirements are cited. Referencing N.J.A.C. 6A:9B-8.2(b) no longer is necessary as it is being relocated to Subchapter 10. The Department also proposes to replace “to be eligible for a CE in instructional areas, the candidate” with “the candidate shall meet the following criteria to be eligible for a CEAS in instructional areas” to align with the section’s change in focus.

The Department maintains at N.J.A.C. 6A:9B-8.2(a)1 the requirement to hold a bachelor’s or an advanced degree from a regionally accredited college or university and proposes new N.J.A.C. 6A:9B-8.2(a)2 to require candidates to meet all minimum requirements in N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, minimum age, and the examination in physiology, hygiene, and substance abuse. The Department proposes to reference the additional certification requirements in this section for clarity.

The Department proposes to recodify current N.J.A.C. 6A:9B-8.1(a)2, which requires a candidate for an instructional CE to achieve a cumulative GPA of at least 3.00 when a GPA of 4.00 equals an A grade for students graduating after September 1, 2016, from a baccalaureate degree program, higher degree program, or a State-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits, as new N.J.A.C. 6A:9B-8.2(a)3. The Department proposes to add “on or” before “after September 1, 2016” as the current rule applies to students graduating “before September 1, 2016.” The proposed amendment will ensure there is continuity between the current GPA rule and the rule that will go into effect on September 1, 2016. The Department also proposes to recodify the second sentence of new N.J.A.C. 6A:9B-8.2(a)3, which allows a candidate to be deemed to have graduated prior to September 1 of a given year if he or she completes all graduation requirements prior to September 1 of that year, but the degree is not conferred until between September 1 and December 31, as N.J.A.C. 6A:9B-8.2(a)3i.

The Department proposes to recodify current N.J.A.C. 6A:9B-8.1(a)2i and iii, which allow a candidate to achieve a GPA of 2.75 or higher, rather than 3.00 or higher, if he or she graduated before September 1, 2016, or if his or her score on the appropriate State test of subject matter knowledge exceeded the passing score by 10 percent or more, as new N.J.A.C. 6A:9B-8.2(c)1 and 2. The Department also proposes to recodify current N.J.A.C. 6A:9B-8.2(a)2ii as new N.J.A.C. 6A:9B-8.3(b)3 as the GPA exception is CE-specific because it allows a candidate

to achieve a GPA of 2.75 or higher, rather than a 3.00 or higher, if he or she is sponsored by a provisional training program.

The Department also proposes new N.J.A.C. 6A:9B-8.2(a)3ii to require a candidate who does not meet the 3.00 GPA requirement to meet the exception criteria in new N.J.A.C. 6A:9B-8.2(c). The Department proposes the reorganization of the GPA rules because it heard the current section is confusing.

The Department proposes to recodify with organizational amendments current N.J.A.C. 6A:9B-8.1(a)3, which describes the basic skills requirements for the CE, as N.J.A.C. 6A:9B-8.3(a)5 to align with the new division of the CEAS and CE requirements.

The Department proposes to recodify current N.J.A.C. 6A:9B-8.1(a)4 and 6 as N.J.A.C. 6A:9B-9.1(a)1 and 2, respectively, as part of a reorganization to keep all endorsement requirements in the same subchapter.

The Department proposes new N.J.A.C. 6A:9B-8.2(a)4 to require a candidate for a CEAS to satisfy the endorsement requirements pursuant to N.J.A.C. 6A:9B-9 through 11, including, but not limited to, passing the appropriate State test(s) of subject matter knowledge and completing the required subject-area course requirements. The Department proposes to recodify current N.J.A.C. 6A:9B-8.1(a)5, which requires a candidate demonstrate knowledge of basic pedagogical skills appropriate to the endorsement area by completing a specified number of hours of study with an approved provider, as N.J.A.C. 6A:9B-8.3(a)6. Since it is only a CE requirement, the rule no longer belongs in the N.J.A.C. 6A:9B-8.2 as proposed, which will contain only CEAS requirements. All proposed amendments to the rule are described in the Summary discussion of proposed N.J.A.C. 6A:9B-8.3.

The Department proposes new N.J.A.C. 6A:9B-8.2(a)5 to require a CEAS candidate to be recommended for State licensure by a New Jersey educator preparation program approved pursuant to N.J.A.C. 6A:9A-3 or by an out-of-State program approved by the state in which it is located and pursuant to the out-of-State program rules in N.J.A.C. 6A:9B-8.2(b)2 through 5. The Department proposes N.J.A.C. 6A:9B-8.2(a)5i to require New Jersey educator preparation programs and out-of-State programs to submit the recommendation on an Office-provided form to codify current practice.

The Department proposes new N.J.A.C. 6A:9B-8.2(a)6 to require a CEAS candidate who graduates on or after September 1, 2017, to pass a Commissioner-approved performance-based assessment of teaching. The proposed rule embodies the provisions of current N.J.A.C. 6A:9A-3.1(g)3 but is proposed in this section as it is a certification requirement.

The Department proposes to recodify current N.J.A.C. 6A:9B-8.1(b)3 only, which describes the course-specific requirements for eligibility for the elementary school endorsement, as N.J.A.C. 6A:9B-10.2 because all requirements for endorsements will be located in N.J.A.C. 6A:9B-9 through 11 for organizational clarity. The Department proposes to delete the remainder of N.J.A.C. 6A:9B-8.1(b) because it is redundant; it only lists general CE, CEAS, and endorsement requirements, which will appear throughout N.J.A.C. 6A:9B-8 and 9 as proposed.

The Department proposes to recodify current N.J.A.C. 6A:9B-8.1(c), which requires a candidate to meet the requirements in current N.J.A.C. 6A:9B-8.1(a) and to complete one of five types of educator preparation programs, as new N.J.A.C. 6A:9B-8.2(b). A CEAS requires, pursuant to proposed N.J.A.C. 6A:9B-8.2(a)5, a candidate to be recommended for State licensure by an educator preparation program. If the educator preparation program is located in New

Jersey, it must be approved pursuant N.J.A.C. 6A:9A-3. However, an educator preparation program outside of New Jersey must meet one of the requirements in N.J.A.C. 6A:9B-8.2(b)2 through (b)5.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-8.2(b) to delete “[e]xcept as indicated in N.J.A.C. 6A:9B-10” because there are no exceptions listed within that or any other proposed subchapter that conflict with the section’s requirements. The Department also proposes to delete “meet the requirements in (a) above and” because N.J.A.C. 6A:9B-8.2(a)5 now references the section’s requirements. The Department also proposes at recodified N.J.A.C. 6A:9B-8.2(b) to add at the end of the sentence “that shall include supervised clinical practice” to include the supervised clinical practice requirement currently at N.J.A.C. 6A:9B-8.1(d), which is proposed for deletion. The Department also proposes at N.J.A.C. 6A:9B-8.2(b)3 to add “or” in between “the Council on Higher Education” and “approved by the Commissioner” because the Commissioner approval process may be independent from the Council’s process.

The Department proposes to recodify N.J.A.C. 6A:9B-8.1(a)2i through iii, which describe exceptions to the 3.00 GPA requirement, as N.J.A.C. 6A:9B-8.2(c)1 through 3 as part of a reorganization meant to separate requirements from exceptions to the requirements.

The Department proposes to delete current N.J.A.C. 6A:9B-8.1(d), which requires CEAS educator preparation programs to culminate in college-supervised student teaching, because the requirement is embodied at recodified N.J.A.C. 6A:9B-8.2(b), as previously explained.

The Department proposes to recodify N.J.A.C. 6A:9B-8.1(e), which contains rules for when a student graduating from a regionally accredited college or university that does not award grades and does not calculate GPA’s is exempt from GPA requirements, as N.J.A.C. 6A:9B-8.2(d).

The Department proposes to delete N.J.A.C. 6A:9B-8.1(f), which excludes any student who matriculated in an approved in-State or out-of-State teacher education program prior to October 31, 2009, from being subject to the basic skills, endorsement, and GPA requirements in N.J.A.C. 6A:9B-8.1(a)3 and 4 and (b), respectively, if he or she graduated on or before January 31, 2013. More than five years have passed since the effective date of the rule and the cited sections, rendering the rule unnecessary.

The Department proposes to recodify N.J.A.C. 6A:9B-8.1(g), which describe that GPA requirements and their exceptions listed in N.J.A.C. 6A:9B-8.2 apply to other subchapters, as N.J.A.C. 6A:9B-8.2(e).

N.J.A.C. 9B-8.3 Requirements for provisional teacher program

This section describes the provisional teacher program. The section also requires the following: the school district to provide a mentor, the principal to evaluate the teacher to determine eligibility for a standard certificate, and the CE holder to attend a CE educator preparation program.

The Department proposes to repeal the section as its requirements are embodied in the district mentoring program rules proposed at N.J.A.C. 6A:9C-4, the rules for evaluation for a standard certificate proposed at N.J.A.C. 6A:9B-8.6, or the CE educator preparation program rules proposed at N.J.A.C. 6A:9B-5. Again, the Department proposes to separate the required components to clarify precisely what entity must provide the required support to the candidate.

Proposed N.J.A.C. 9B-8.3 Requirements for certificates of eligibility (CE)

This section describes the requirements for a candidate to qualify for a CE.

The Department proposes new N.J.A.C. 6A:9B-8.3 as part of the reorganization to separate the CEAS and CE requirements. However, rules contained in the section will be repetitious of rules in proposed N.J.A.C. 6A:9B-8.2 because some of the CEAS and CE requirements are the same.

The Department proposes N.J.A.C. 6A:9B-8.3(a) and (a)1 through 4 to repeat the CEAS requirements proposed at recodified N.J.A.C. 6A:9B-8.2(a) and (a)1 through 4 but to apply them to the CE in instructional areas. The CE and CEAS requirements are the same. However the Department proposes at N.J.A.C. 6A:9B-8.3(a) to add “N.J.A.C. 6A:9B-8.8” to the list of places in the regulations where exceptions to CE requirements are present because qualified candidates may be eligible for a CE by meeting alternative reciprocity requirements.

The Department proposes to recodify the provision at current N.J.A.C. 6A:9B-8.1(a)3 requiring a CE candidate to pass a basic skills assessment, as N.J.A.C. 6A:9B-8.3(a)5. The Department proposes to recodify the remainder of current N.J.A.C. 8.1(a)3, which exempts a candidate from the requirement to pass a basic skills assessment if he or she achieves at or above a minimum score on one of three tests (1660 on the SAT, 23 on the ACT, or 310 on the GRE with a 4.0 writing score), as N.J.A.C. 6A:9B-8.3(a)5i. The Department also proposes to delete the specific cut-off scores. The Department proposes instead to allow candidates to meet the basic skills requirement by scoring on one of the exams in the top-third percentile in the year the exam was taken. According to the Summary in a previous rulemaking, the specific scores adopted were meant to represent the top-third percentile scores for the GRE, SAT and ACT respectively (see 45 N.J.R. 2072(a), which states “those who score in the top one-third percentile of the GRE assessment are exempt from the basic-skills requirement,” and 46 N.J.R. 164(a), which states “[t]he required scores of at least a 1660 on the SAT or a 23 on the ACT are approximately scores in the top third percentile of the SAT and the ACT, respectively.”)

On July 7, 2014, the Department adopted the cut-off scores. At the time of adoption, the Department wrote the use of cut-off scores was “more fair for candidates because it creates a clear, unmoving target” (46 N.J.R. 164(a)). However, developments in the testing industry indicate the current cut-off scores are or will be inaccurate. On March 5, 2015, The College Board, designers of the SAT, announced it is redesigning the SAT as well as changing the scoring from 2400 to 1600 with an optional writing section. When the redesigned SAT is administered for the first time in spring 2016, the score of 1660 no longer will represent the top-third percentile score. Based on this development and potentially similar changes for the other assessments, asking candidates to score in the top-third percentile is a more consistent rule because changes to tests and scoring methodology cannot be predicted. Further, at the time of adopting the cut-off scores, the Department indicated the top-third percentile scores “may be difficult for candidates to access on an annual basis” (46 N.J.R. 164(a)). The Department proposes to remove this difficulty by posting to its website the cut-off score for each test for each year, as explained in the next paragraph.

The Department proposes N.J.A.C. 6A:9B-8.5(a)5i(1) to require the Department to maintain on its website a list of qualifying minimum scores for each test, which will be approximately equal to the top-third percentile score for all test takers in the year the respective test was taken, for each year the scores are available. By posting the scores, the Department will be able to communicate the accurate top-third percentile score for each test for each year. The Department also proposes N.J.A.C. 6A:9B-8.5(a)5i(2) to allow a candidate to be exempt from

passing a basic skills assessment only if he or she achieved at least the minimum qualifying score on the SAT, ACT or GRE, which will be posted on the Department's website.

The Department proposes to recodify N.J.A.C. 6A:9B-8.1(a)5, which requires a candidate applying for a CE as of October 31, 2009, to demonstrate knowledge of basic pedagogical skills as documented through successful completion of a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on a transcript from a regionally accredited college or university, as N.J.A.C. 6A:9B-8.3(a)6. The Department proposes to replace "[e]ffective October 31, 2009" with "[f]or candidates applying for a CE prior to academic year 2017-2018." The pre-professional experience currently is a certification requirement and the candidate's responsibility. The Department proposes at N.J.A.C. 6A:9A-5.3 in a separate rulemaking to place the responsibility for the pre-professional experience on the CE educator preparation program provider. The proposed amendment to the beginning of the sentence will ensure a candidate for a CE meets the current 24-hour pre-professional experience requirement until the new rule becomes effective.

The Department proposes N.J.A.C. 6A:9B-8.3(b) and (b)1 through 3 to parallel the 3.00 GPA exceptions at new N.J.A.C. 6A:9B-8.2(c), which embodies the requirements at current N.J.A.C. 6A:9B-8.1(a)2i and iii. The Department proposes to recodify N.J.A.C. 6A:9B-8.1(a)2ii as N.J.A.C. 6A:9B-8.3(b)3 because it describes the GPA exception that applies to CE candidates only as it allows a candidate who graduates after September 1, 2016, to have a GPA lower than 3.00 but equal to or higher than 2.75 if he or she is sponsored by a provisional training program before earning the CE.

The Department proposes to repeat recodified N.J.A.C. 6A:9B-8.2(d), which contains rules for when a student graduating from a regionally accredited college or university that does not award grades and does not calculate GPAs is exempt from GPA requirements, at new N.J.A.C. 6A:9B-8.3(c) as part of a reorganization to separate requirements and their exceptions.

The Department proposes to repeat recodified N.J.A.C. 6A:9B-8.2(e), which describe that GPA requirements and their exceptions listed in N.J.A.C. 6A:9B-8.2 apply to other subchapters, at N.J.A.C. 6A:9B-8.3(d).

The Department proposes N.J.A.C. 6A:9B-8.3(e) to make the candidate responsible for ensuring official test scores are transmitted to the Office from the test vendor to codify current practice.

The Department proposes N.J.A.C. 6A:9B-8.3(f) to stipulate the CEAS candidate coming from an out-of-State educator program who meets all other requirements for a CEAS but did not take a state-approved performance assessment because it was not required for educator preparation program completion and/or for certification in the out-of-State program attended will be issued a CE and will be exempt from the CE educator preparation program requirement. While the candidate must meet all other requirements for provisional and standard certification, he or she will be exempt from the requirements listed at N.J.A.C. 6A:9B-8.3(f)1 through 4, including the CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a), and the provisional, renewal, and standard certification requirements to enroll in and complete a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.4(1)4, 8.5(b)4, and 8.7(a)4ii. While the Department intends to hold the high bar of passing the performance assessment for all teacher candidates coming from both New Jersey and out-of-State educator programs, it does not intend to unnecessarily burden out-of-State candidates by requiring them to go through an additional CE educator preparation program when the candidates successfully completed their educator preparation program in a different state.

N.J.A.C. 6A:9B-8.4 Requirements for the district mentoring program

This section contains the rules governing the district mentoring program that school districts must provide non-tenured teachers, including novice, provisional teachers.

The Department proposes to repeal N.J.A.C. 6A:9B-8.4 and relocate its provisions to N.J.A.C. 6A:9C in a separate rulemaking as part of a reorganization to separate certificate rules and requirements from professional development and teacher mentoring requirements.

Proposed N.J.A.C. 9B-8.4 Requirements for the provisional certificate (Current N.J.A.C. 9B-8.2)

This section describes the requirements for a candidate to be eligible for a provisional certificate.

The Department to recodify N.J.A.C. 6A:9B-8.2 as new N.J.A.C. 6A:9B-8.4.

The Department proposes at recodified N.J.A.C. 6A:9B-8.4(a), which requires a candidate to fulfill three criteria to be eligible for a provisional certificate, to replace “to be eligible for a provisional certificate, a candidate shall” “a school district shall submit to the Office documentation that demonstrates a candidate has met the rule’s requirements to be eligible for a provisional certificate:.” The proposed amendment will clarify what entity is responsible for submitting the required documentation. The Department also proposes to add “N.J.A.C. 6A:9B-8.8” to the list of regulations that contain exceptions to the provisional certification requirements. Candidates who receive a CE through reciprocity will be exempt from the provisional certification requirement to enroll in a CE educator preparation program; such candidates already will have completed an appropriate program in another state.

The Department proposes at recodified N.J.A.C. 6A:9B-8.4(a)3, which requires the candidate to be registered in a provisional teacher program upon employment and in accordance with N.J.A.C. 6A:9B-8.3, to replace “provisional teacher program” with “district mentoring program.” “Provisional teacher program” has been used to describe school district requirements for both CE and CEAS candidates, which can be confusing as the various elements of the provisional teacher program may be provided by different entities such as the school district or a CE educator preparation program provider. Therefore, the Department proposes to maintain the various elements of the provisional teacher program -- the district mentoring program, the CE educator preparation program, and the principal’s evaluation of the provisional teacher -- but proposes to eliminate the term “provisional teacher program.”

The Department proposes N.J.A.C. 6A:9B-8.4(a)4 to require a candidate with a CE to be enrolled in a CE educator preparation program and for the program to ensure the candidate receives a minimum amount of pre-professional experience pursuant to N.J.A.C. 6A:9A-5.3. Proposed N.J.A.C. 6A:9B-8.4(a)4i and ii will require CE educator preparation programs to ensure a candidate employed as a teacher of students with disabilities or as a bilingual/bicultural educator receives training in his or her respective area at a regionally accredited college or university or at a qualifying alternate program on educating students with disabilities immediately upon entering the program and throughout its duration. Currently, candidates with a CE in the subject and grade level they are teaching, as well as a CE with a teacher of students with a disability or bilingual/bicultural endorsement, are enrolled in two separate programs for the different subjects. The proposed rules will permit this practice of separate programs to

continue, but the Department strongly encourages cross-program collaboration or even merging to provide more coherent teacher preparation.

The Department proposes N.J.A.C. 6A:9B-8.4(c) to explain a provisional certificate will last a maximum of two years and will expire on July 31 of the second year regardless of issuance date. The proposed rule will codify current practice as the Department's automated certification system expires the provisional certificate on the same date each year.

The Department proposes N.J.A.C. 6A:9B-8.4(d) to allow a provisional teacher holding a provisional certificate in and working under one endorsement to seek employment and be employed in more than one school district during the provisional time period prior to earning a standard certificate. The proposed rule will allow a candidate to continue working toward his or her standard certificate if he or she switches school districts during the provisional period, which is a current practice.

The Department proposes N.J.A.C. 6A:9B-8.4(e) to require the principal to base his or her standard certification determination, in part, on the annual summative evaluation rating(s) from each prior employing school district because the determination of eligibility for the standard certificate will be based on the provisional teacher's annual summative rating(s) at any New Jersey school district.

The Department proposes N.J.A.C. 6A:9B-8.4(f) to require a new provisional certificate to be issued when a candidate switches school districts during the provisional period, which is current practice. However, the candidate still must complete within the timelines provided in N.J.A.C. 6A:9B-8.5 the requirements for the standard certification.

Proposed N.J.A.C. 9B-8.5 Renewal of the provisional certificate

This section contains the rules governing the renewal of provisional certificates.

The Department proposes N.J.A.C. 9B-8.5 to stipulate how renewal of a provisional certificate may be applied for and granted, and also to specify the limitations on renewals of provisional certificates. Separating the renewal process from other sections will help to clarify the principal's role in recommending a provisional teacher for renewal, as well as the provisional renewal restrictions and procedures.

The Department proposes N.J.A.C. 6A:9B-8.5(a) to allow a principal to recommend a provisional teacher for renewal of the two-year provisional certificate if the candidate has not yet completed the requirements for the standard certificate within the first two years of employment. The Department proposes N.J.A.C. 6A:9B-8.5(a)1 to allow a candidate who has been recommended for renewal of his or her provisional certificate but is not renewed for employment in the same school district following the two-year provisional certificate to seek and accept employment in another school district under the same endorsement.

The Department proposes N.J.A.C. 6A:9B-8.5(b) to establish the requirements for a candidate to qualify for a renewal of a provisional certificate. N.J.A.C. 6A:9B-8.5(b) embodies both current and new rules for a provisional teacher program to require a candidate to do the following: hold a CE or CEAS in the endorsement area required for the teaching assignment; be employed in or accept an offer of employment in a position that requires instructional certification; complete a district mentoring program; for candidates with a CE, be enrolled or have completed a CE educator preparation program; and be recommended for renewal by his or her principal. The Department proposes to list the specific renewal requirements for clarity.

The Department proposes N.J.A.C. 6A:9B-8.5(c) to allow the two-year provisional certificate to be renewed once for a maximum provisional period of four years unless the candidate meets all the requirements in N.J.A.C. 6A:9B-8.5(b) and at least one of the conditions in proposed N.J.A.C. 6A:9B-8.5(c)1 through 3. The proposed rule embodies the third sentence of current N.J.A.C. 6A:9B-6.2, which allows for a one-time renewal of the provisional certificate, but reflects the extended provisional period implied by proposed N.J.A.C. 6A:9B-8.6(b), which will require a candidate to receive at least two summative evaluation ratings of effective or better before earning a standard certificate.

The Department proposes N.J.A.C. 6A:9B-8.5(c)1 through 3 to allow a candidate to qualify for a second renewal of a provisional certificate if, in addition to the renewal requirements in N.J.A.C. 6A:9B-8.5(b), he or she meets the listed criteria. Proposed N.J.A.C. 6A:9B-8.5(c)1 allows a second renewal for a candidate who holds a CE with a teacher of students with disabilities endorsement, or a CE with a bilingual/bicultural endorsement, and a CE with an endorsement appropriate to the subject or grade level to be taught and the duration of the required coursework and CE educator preparation program extends beyond the four-year period. The proposed rule will codify current practice. Proposed N.J.A.C. 6A:9B-8.5(c)2 allows a second renewal for a candidate who is issued the provisional certificate after February 1 of the first school year the candidate was employed to provide fairness for educators who have less than a year and a half to demonstrate their effectiveness under their first provisional certificate, while other candidates have two academic years. Proposed N.J.A.C. 6A:9B-8.5(c)3 allows a second renewal for a candidate who does not receive from the school district, by July 31 of the fourth year, the annual summative rating as required for standard certification. Such a candidate will not be prevented from earning his or her standard certificate if he or she receives the second requisite effective or highly effective rating, required in proposed N.J.A.C. 6A:9B-8.6(b), after the July 31 provisional certification expiration date.

N.J.A.C. 9B-8.6 Evaluation of provisional teachers

This section describes the procedures that principals or their designees must follow when evaluating provisional teachers.

The Department proposes to amend the section heading to “Evaluation of a provisional teacher for the standard certificate” because the evaluation of provisional teachers is currently and will continue to be for the purpose of obtaining a standard certificate.

To align with the evaluations conducted pursuant to TEACHNJ Act and N.J.A.C. 6A:10, the Department proposes a more streamlined evaluation process for provisional teachers. Therefore, the Department proposes to delete current N.J.A.C. 6A:9B-8.6(a) through (c), which require the principal or administrative designee to observe and evaluate the provisional teacher three times during the school year, as they are similar to the evaluation requirements in N.J.A.C. 6A:10.

The Department proposes new N.J.A.C. 6A:9B-8.6(a) to require a standard certification determination for a candidate who begins teaching during academic year 2015-2016 to be based on the provisional teacher’s annual summative evaluations, which must be conducted pursuant to N.J.A.C. 6A:10 and by an appropriately certified principal or administrative designee authorized to supervise instructional staff. The Department proposes N.J.A.C. 6A:9B-8.6(a)1 to require standard certificate determinations for candidates who begin teaching prior to academic year 2015-2016 to be based on performance evaluations aligned to the Professional Standards for Teachers and based on at least three observations conducted during the school year by not less

than once each semester. The proposed rule embodies the current requirements for evaluation for a standard certificate and ensures the evaluation for standard certification rules are not changing while candidates are in the classroom.

The Department proposes new N.J.A.C. 6A:9B-8.6(b) to stipulate that a provisional teacher will earn a standard certificate if he or she meets all other standard certification requirements and receives an effective or highly effective rating in two of three consecutive years of teaching. The Department proposes N.J.A.C. 6A:9B-8.6(b)1 to allow a provisional certificate to be renewed pursuant to N.J.A.C. 6A:9B-8.5 if the provisional teacher does not complete the standard certificate requirements within the first two years of teaching. The proposed rule also will allow the provisional teacher to have an additional two years to earn at least two effective or highly effective summative evaluation ratings within three consecutive years.

The Department proposes N.J.A.C. 6A:9B-8.6(c) to require the principal, within 30 days of a provisional teacher's receipt of at least two summative evaluation ratings, to take one of four actions. The principal will be required notify the Office that the provisional teacher is: eligible for a standard certificate; being recommended for a renewal of the provisional certificate because the candidate has not yet received at least two effective or highly effective summative ratings within three consecutive years; not being recommended for a renewal of the provisional certificate; or rendered permanently ineligible for a renewal of the provisional certificate, prohibited from earning a standard certificate and disqualified from seeking further employment as a teacher in any capacity. The shift from "recommendations" to "notifications" for eligibility or ineligibility for the standard certificate is due to the clear guidelines in N.J.A.C. 6A:10 about when a candidate qualifies and does not qualify for a standard certificate.

The Department proposes new N.J.A.C. 6A:9B-8.6(d) to allow a teacher who does not qualify for the standard certificate and for renewal of the provisional certificate to appeal the certificate determination pursuant to N.J.A.C. 6A:9B-4.13.

The Department also proposes to recodify current N.J.A.C. 6A:9B-8.6(d), which prohibits mentor teachers from assessing or formally evaluating the performance of provisional teachers, as N.J.A.C. 6A:9B-8.6(e).

N.J.A.C. 9B-8.7 Recommendation for certification of provisional teachers

This section describes the recommendation procedures that principals or their designees must follow when recommending a provisional teacher for the standard certification.

Under TEACHNJ, standard certification is directly linked to teacher evaluations. The procedures that principals or their designees must follow when recommending a provisional teacher for the standard certification have changed. Therefore, the Department proposes to repeal this section, as the new rules regarding how provisional teachers acquire the standard certificate appear in proposed N.J.A.C. 6A:9B-8.6.

Proposed N.J.A.C. 9B-8.7 Requirements for the standard certificate (Current N.J.A.C. 9B-8.8)

This section describes the requirements for a candidate to be eligible for a standard certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-8.8 as new N.J.A.C. 6A:9B-8.7.

The Department proposes at N.J.A.C. 6A:9B-8.7(a), which lists the requirements for a standard certificate, to add “N.J.A.C. 6A:9B-8.8” to the list of regulations that contain exceptions to the standard certification requirements. Candidates who receive a CE through reciprocity will be exempt from the standard certification requirement to complete a CE educator preparation program; such candidates already will have completed an appropriate program in another state.

The Department proposes to delete N.J.A.C. 6A:9B-8.7(a)2, which requires a candidate for a standard certificate in an instructional area to complete a State-approved district training program while employed provisionally in a position requiring the appropriate instructional certification. Proposed N.J.A.C. 6A:9B-8.7(a)4ii requires a candidate with a CE to complete an CE educator preparation program to be eligible for the standard certificate, unless exempt under reciprocity rules. Under the proposed rules, the Department will provide flexibility for when a teacher completes a CE educator preparation program by no longer requiring the provisional teacher to be employed for the entire duration of the CE educator preparation program. Requiring a teacher who loses his or her job before completing a program to leave the program only to start a new program once re-employed could prevent the teacher from experiencing a coherent sequence of preparation.

The Department proposes new N.J.A.C. 6A:9B-8.7(a)2 and 2i and ii to require a candidate to be recommended for the standard certificate by the supervising principal based on evaluation requirements and successful completion of a district mentoring program. The proposed rules embody current practice whereby a principal or supervisor can recommend for the standard certificate only teachers who completed the district mentoring program and received a satisfactory evaluation.

The Department proposes N.J.A.C. 6A:9B-8.7(a)3 to require candidates to submit to the Department a Commissioner-issued survey prior to receiving a standard certificate. The proposed rule will provide invaluable insights to the Department about teacher preparation in the State. The Department will be able to use the results from the survey to better meet the needs of educators and craft policy that leads to improved teacher preparation.

The Department proposes N.J.A.C. 6A:9B-8.7(a)4 to list additional standard certification requirements for CE holders. The proposed requirements include: passing the performance assessment if the candidate did not pass it prior to earning a CE (effective for candidates who begin teaching academic year 2017-2018), and completing a CE educator preparation program as previously described. The proposed requirement to pass the performance assessment aligns with the current requirement for all CEAS candidates to pass the performance assessment prior to earning a CEAS. The Department is making every effort to align the enhanced certification standards for CE and CEAS candidates.

The Department proposes amendments to recodified N.J.A.C. 6A:9B-8.7(b), which allows a candidate who holds a standard instructional certificate to earn additional standard certificates by meeting specific requirements, to insert “CEAS” before “requirements” and to replace “N.J.A.C. 6A:9B-8.1(a)1, 3, and 4 and 8.3(b)3” with “this subchapter.” The proposed amendments simply will align the rule with the proposed reorganization that separates CE and CEAS requirements.

The Department proposes to recodify new N.J.A.C. 6A:9B-8.7(c), which allows a candidate who holds a National Board for Professional Teacher Standards (NBPTS) certification and the corresponding out-of-State license or certificate to be eligible for the standard certificate in the NBPTS certificate field without additional requirements, as N.J.A.C. 6A:9B-8.8(f).

The Department proposes to recodify the first sentence of N.J.A.C. 6A:9B-8.7(d), which allows a candidate who holds a Meritorious New Teacher Candidate (MNTC) designation and the corresponding out-of-State license or certificate to be eligible for the standard certificate in the MNTC-designated field without additional requirements, as N.J.A.C. 6A:9B-8.8(g). The Department proposes in a separate rulemaking to move the remainder of new N.J.A.C. 6A:9B-8.7(d), which defines the MNTC designation, to N.J.A.C. 6A:9-2.1, Definitions.

Proposed N.J.A.C. 9B-8.8 Requirements for interstate reciprocity for a CEAS, CE, or standard certificate (Current N.J.A.C. 9B-8.9)

This section provides the guidelines that govern interstate reciprocity of instructional certificates.

As the Department fosters high-quality preparation and maintains a meaningful bar for entry into the teaching profession, it proposes to align all types of certification requirements. Just as the proposed amendments already described are meant to better align the standard requirements for CE and CEAS candidates, the proposed rules in this section are meant to better align rules for candidates who are certified in other states and who are seeking certification in New Jersey with the rules for all candidates seeking certification in New Jersey.

The Department proposes to recodify N.J.A.C. 6A:9B-8.9 as new N.J.A.C. 6A:9B-8.8, and to amend the heading of “Requirements for interstate reciprocity” to add “for a CEAS, CE, or standard certificate” at the end to clarify to which certificates the section’s reciprocity rules apply.

The Department proposes to delete N.J.A.C. 6A:9B-8.9(a), which allows any applicant for an instructional certificate who presents a valid instructional certificate issued by another state to be issued, upon payment of the appropriate fee, an equivalent and currently issued New Jersey instructional certificate. The rule also requires the candidate to have passed the appropriate subject matter test if he or she has not passed a required exam for the endorsement sought. The current rule also requires the candidate to meet the New Jersey GPA requirement if he or she has not taught successfully for three years under their out-of-State certificate. The Department proposes to delete the rule and to propose higher standards of reciprocity.

The Department proposes new N.J.A.C. 6A:9B-8.8(a) to provide the CEAS requirements for a candidate who holds an out-of-State instructional certificate. The proposed requirements include: holding a valid CEAS issued by another state in a subject area or grade level also offered by the Department, following the completion of a CEAS educator preparation program that includes clinical practice and endorsement in a subject that is also issued in New Jersey; passing a subject-matter test to receive his or her out-of-State endorsement or passing the appropriate New Jersey subject-matter test; and, for candidates who begin teaching academic year 2017-2018, passing a performance assessment that is approved by the state in which the certificate was issued. The candidate will not have to meet the final requirement if he or she holds NBPTS or MNTC designation because the assessments for NBPTS and MNTC eligibility mirror the performance assessment’s rigor.

The Department proposes new N.J.A.C. 6A:9B-8.8(b) to require a candidate who holds a valid out-of-State equivalent of a CEAS and has passed a state-approved test of subject matter knowledge but who has not passed a performance assessment because it was not required for educator preparation program completion and/or for certification in that state to be issued a CE. The Department proposes N.J.A.C. 6A:9B-8.8(b)1 through 4 to list the exemptions for a

candidate who receives a CE through reciprocity: CE certification requirements in N.J.A.C. 6A:9B-8.3(a); the provisional certification requirement to enroll in a CE educator preparation program in N.J.A.C. 6A:9B-8.4(a)4; the renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program in N.J.A.C. 6A:9B-8.5(b)4; and the standard certification requirement to complete a CE educator preparation program in N.J.A.C. 6A:9B-8.7(a)4ii. The proposed rule will ensure the candidate meets the same minimum requirements for standard certification as a New Jersey candidate, including passing the performance assessment. It also will clarify the candidate may be eligible for an initial certificate by meeting alternative requirements and is exempt from all certification requirements to enroll in and complete a CE educator preparation program.

The Department proposes new N.J.A.C. 6A:9B-8.8(c) to prohibit reciprocity of instructional CEs, except when a candidate holds a CEAS from another state but did not yet pass a performance assessment or when a candidate holds a standard from another state but did not yet earn the requisite two years of effective teaching. The exceptions are described in N.J.A.C. 6A:9B-8.8(b) and (e). If a candidate has been issued a CE in another state, he or she still must meet all State requirements at N.J.A.C. 6A:9B-8.3 to earn a CE in New Jersey.

The Department proposes new N.J.A.C. 6A:9B-8.8(d) and (d)1 and 2 to require the Department to issue an instructional standard certificate to a candidate who holds a valid out-of-State standard certificate in an endorsement subject area or grade level also issued in New Jersey and who demonstrates, via an original letter from the candidate's supervisor, principal, or employing school district's human resources officer, at least two years of effective teaching that were completed within three consecutive years within the last four calendar years, or to a candidate who holds NBPTS certification or MNTC designation. The proposed rule will continue the practice of honoring out-of-State standard certificates but will raise the bar for reciprocity of such certificates. The proposed rule, which will ensure teachers earning instructional standard certificates have been teaching recently and demonstrating effective teaching, aligns with the enhanced entry-level requirements for a New Jersey standard certificate.

The Department proposes N.J.A.C. 6A:9B-8.8(e) to allow a candidate who holds a valid out-of-State equivalent of a standard certificate but who cannot demonstrate at least two years of effective teaching within the past four years to be issued a CE. The Department proposes N.J.A.C. 6A:9B-8.8(e)1 through 4 to list the exemptions for candidate who receives a CE through reciprocity: CE certification requirements in N.J.A.C. 6A:9B-8.3, (a); the provisional certification requirement to enroll in a CE educator preparation program in N.J.A.C. 6A:9B-8.4(a)4; the renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program in N.J.A.C. 6A:9B-8.5(b)4; and the standard certification requirement to complete a CE educator preparation program in N.J.A.C. 6A:9B-8.7(a)4ii. The proposed rule will ensure the candidate meets the standard certification requirement to demonstrate effective teaching. It also will clarify the candidate may be eligible for an initial certificate by meeting alternative requirements and is exempt from all certification requirements to enroll in and complete a CE educator preparation program.

The Department proposes to recodify N.J.A.C. 6A:9B-8.7(c) as N.J.A.C. 6A:9B-8.8(f) because this rule addresses reciprocity of certification and should be located in the reciprocity section.

The Department proposes to recodify the first sentence of N.J.A.C. 6A:9B-8.7(d) as N.J.A.C. 6A:9B-8.8(g) because it addresses reciprocity of certification and should be located in the reciprocity section. The Department proposes to add "in a subject area or grade level also

offered by the Department” to both N.J.A.C. 6A:9B-8.8(f) and (g) to clarify the type of required endorsement.

Proposed N.J.A.C. 6A:9B-8.9 Requirements for non-public school training programs (Current N.J.A.C. 6A:9B-8.5)

This section describes the rules for nonpublic schools that choose to participate in the training provided for novice teachers.

The Department proposes to recodify N.J.A.C. 6A:9B-8.5 as N.J.A.C. 6A:9B-8.9.

The Department proposes an amendment at N.J.A.C. 6A:9B-8.9(a), which allows a nonpublic school to choose to participate in the training provided for first-year novice teachers if the school meets certain requirements, to replace “participate in the training provided” with “provide a mentoring program.” The proposed amendment will clarify current practice. Nonpublic schools that decide to provide mentoring to provisional teachers do not simply participate in mentoring; they must provide a mentoring program that complies with N.J.A.C. 6A:9C-5, District Mentoring Program. The Department also proposes an amendment at N.J.A.C. 6A:9B-8.9(a)1 to replace “teacher training program” with “mentoring program” for consistency.

N.J.A.C. 6A:9B-8.10 Mentoring and evaluation by approved agencies

This section authorizes approved agencies and their designated staff to provide services, evaluations, and recommendations pursuant to N.J.A.C. 6A:9B-8.5 through 8.7 for provisional Teachers of Supplemental Instruction in Reading and Mathematics for kindergarten through grade 8.

The Department proposes to repeal N.J.A.C. 6A:9B-8.10 and relocate its provisions to N.J.A.C. 6A:9C in a separate rulemaking as part of a reorganization to separate professional development and certification requirements.

Subchapter 9. Instructional Certificates

This subchapter outlines the basic requirements for endorsement in a subject area, describes what the endorsements authorize the holder to instruct, and provides a list of the subject areas for which the Department can issue an endorsement.

The Department proposes to amend the subchapter’s heading to replace “Certificates” with “Endorsements” to clarify that endorsements accompany instructional certificates but are not certificates.

When a teacher receives an instructional certificate (CE, CEAS, or standard) it is coupled with a grade- or subject-specific endorsement that authorizes the holder to teach specific grades and/or subject(s). The Department establishes endorsement-specific requirements to ensure each teacher has a strong academic and/or experiential background in the subject(s) that he or she is authorized to teach. The Department proposes N.J.A.C. 6A:9B-9, 10, and 11 to clarify the endorsement-specific requirements for a candidate to be authorized to teach a given grade or subject. N.J.A.C. 6A:9B-9 establishes general requirements for all endorsements and lists the grade(s) and/or subject(s) that holders of each endorsement are authorized to teach. N.J.A.C. 6A:9B-10 lists course-specific endorsement requirements for subjects that require additional expert knowledge but not a college major. Finally, N.J.A.C. 6A:9B-11 explains requirements for

endorsements for which some of the general endorsement requirements may not apply and for which additional requirements may apply.

Proposed N.J.A.C. 6A:9B-9.1 Endorsement requirements

This proposed section outlines the basic endorsement requirements that apply to nearly all available endorsements.

The Department proposes new N.J.A.C. 6A:9B-9.1(a) to establish the endorsement requirements for an instructional certificate, including the completion of subject matter coursework that aligns to the endorsement sought.

The Department proposes to recodify N.J.A.C. 6A:9B-8.1(a)4 and 6, which outline the general endorsement requirements that apply to nearly all endorsements, as new N.J.A.C. 6A:9B-9.1(a)1 and 2. The Department also proposes at recodified N.J.A.C. 6A:9B-9.1(a)1, which requires a candidate to complete specific coursework requirements for the subject area in which he or she seeks an endorsement, to delete “[e]ffective October 31, 2009,” because it is unnecessary; there are no longer any candidates for whom the current rules apply.

The Department proposes N.J.A.C. 6A:9B-9.1(a)2i to allow candidates who have completed an approved educator preparation program in another state and holders of an out-of-State equivalent of a CEAS to pass the equivalent subject-matter test(s) approved by the state in which the program is located or the certificate was issued in lieu of passing the State test(s) of subject matter knowledge for the endorsement sought. The proposed rule will codify current practice.

The Department proposes new N.J.A.C. 6A:9B-9.1(a)3 to require, when applicable, candidates to complete additional requirements or exceptions in N.J.A.C. 6A:9B-11.

The Department proposes N.J.A.C. 6A:9B-9.1(b) to allow an individual who holds a CE, CEAS, or standard certificate in one endorsement -- except for the experience-based career and technical education and military science endorsements -- to complete only the academic and test requirements in proposed N.J.A.C. 6A:9B-9.1(a) and any additional requirement(s) or exception(s) in N.J.A.C. 6A:9B-10 or 11 to obtain an additional endorsement. While the proposed provision appears only at current N.J.A.C. 6A:9B-10.1(k), 10.2(d), 10.3(n), 10.4(i), and 10.5(g), which are proposed for deletion, the Department already applies it to all endorsements.

Proposed N.J.A.C. 6A:9B-9.2 Authorizations-general (Current N.J.A.C. 6A:9B-9.1)

This section provides the endorsements and the grades or subject(s) the holder is authorized to teach.

The Department proposes to recodify N.J.A.C. 6A:9B-9.1 as new N.J.A.C. 6A:9B-9.2.

The Department proposes at recodified N.J.A.C. 6A:9B-9.2(a)1ii, which stipulates the elementary school with subject matter specialization endorsement is valid in grades five through eight, to amend “elementary school teacher with subject matter specialization endorsement” to “middle school with subject matter specialization endorsement” to align with a proposed amendment at N.J.A.C. 6A:9B-11.9 to the endorsement name.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-9.2(a)2, which authorizes a teacher with an English endorsement who taught reading prior to February 1976 to

continue to teach in the same assignment, to replace “reading” with “English language arts courses” to update terminology and to replace “in the same assignment” with “the same course(s)” to clarify what the endorsement holder is authorized to teach.

Proposed N.J.A.C. 6A:9B-9.3 Department-issued endorsements and authorizations (Current N.J.A.C. 6A:9B-9.2)

This section provides a comprehensive list of the endorsements issued by the Department.

The Department proposes to recodify N.J.A.C. 6A:9B-9.2 as new N.J.A.C. 6A:9B-9.3. The Department also proposes to amend the heading of “Endorsements and authorizations” to add “Department-issued” in the beginning to clarify all instructional endorsements for certification are issued by the Department with specific authorizations for employment.

The Department proposes to recodify N.J.A.C. 6A:9B-9.3(a)9v, which lists the authorization for a driver education endorsement, as N.J.A.C. 6A:9B-9.3(a)2v. The driver education endorsement currently is embedded in a list of career and technical education endorsements. The rule is being recodified for organizational clarity, since it is not a career and technical education endorsement and holding an instructional certificate in health or health and physical education is a requirement for the endorsement.

The Department proposes at recodified N.J.A.C. 6A:9B-9.3(a)3, which describes what an endorsement in language arts literacy authorizes an individual to teach, to replace “Language arts literacy” with “English language arts” to reflect a change in the endorsement name.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-9.3(a)8, which describes the authorizations for the technological literacy endorsements, to replace “Technological Literacy” with “Technology education” to reflect a change in the endorsement name. The Department proposes to recodify N.J.A.C. 6A:9B-9.3(a)8i, which states there is no separate endorsement for computer and information literacy, as N.J.A.C. 6A:9B-5.18(b) because the rule should not be included under endorsement authorizations. The Department proposes to recodify N.J.A.C. 6A:9B-9.3(a)8ii as new N.J.A.C. 6A:9B-9.3(a)8i and to update the name for the currently referenced International Technology Education Association. The Department proposes to recodify the last sentence of N.J.A.C. 6A:9B-9.3(a)8i, which lists examples of courses that can be taught with a technology education endorsement, as N.J.A.C. 6A:9B-9.3(a)8i(1) and (1)(B) through (F) for organizational clarity. The Department proposes N.J.A.C. 6A:9B-9.3(a)8i(1)(A) to add “[t]echnological literacy” as an example of a course that can be taught with a technology education endorsement. The Department proposes new N.J.A.C. 6A:9B-9.3(a)8ii to state a technology education endorsement is not required to teach educational technology and/or computer and information skills pursuant to N.J.A.C. 6A:9B-5.18.

The Department proposes to recodify N.J.A.C. 6A:9B-9.3(a)9, which outlines the endorsements and authorizations for career and technical education, as N.J.A.C. 6A:9B-9.4(a).

The Department proposes to change the title at N.J.A.C. 6A:9B-9.3(b)3 from “Elementary school with subject matter specialization” to “Middle school with subject-matter specialization” to better reflect the rule’s scope. Current practice allows for an individual to hold either an elementary or subject-matter endorsement as a prerequisite for acquiring a middle-school endorsement; therefore, calling it an “elementary school” endorsement is misleading. The Department also proposes to delete N.J.A.C. 6A:9B-9.3(b)3ii and iii, which allow a teacher with an elementary endorsement with subject-matter specialization to teach all subjects in

kindergarten through grade six and to teach reading, writing, arithmetic, and spelling only for basic skills purposes in grades six through 12, because the nature of the endorsement will be changed to middle school. The purpose of the endorsement as proposed will be primarily to allow a teacher with subject-matter specialization to teach in grades 5 through 8 the subject in which he or she is specialized.

The Department proposes to change the title at N.J.A.C. 6A:9B-9.3(b)6 from “Special education” to “Students with disabilities” to align to endorsement titles and reflect current language. The Department proposes to amend “teach special education to one of the designated populations” to “teach students from one of the designated populations” to clarify the endorsement does not authorize the holder to teach “special education” but rather to teach a specific population of students with disabilities. The Department also proposes to delete “content and/or grade level” as it is redundant since the teacher, who is required to hold at least one separate endorsement to qualify for the teacher of students with disabilities endorsement, is authorized to teach only the subject and/or grade level allowed by his or her other endorsement(s).

Proposed N.J.A.C. 6A:9B-9.4 21st century life and careers, and career and technical education endorsements and authorizations

The Department proposes new N.J.A.C. 6A:9B-9.4 to clarify the career and technical education endorsements and authorizations, which differ from other endorsements found in Subchapter 9. The proposed section will provide organizational clarity.

The Department proposes to relocate recodified N.J.A.C. 6A:9B-9.3(a)9i through iii, which outlines the endorsements and authorizations for business education and career and technical education endorsements for teachers, as N.J.A.C. 6A:9B-9.4(a).

The Department proposes to relocate recodified N.J.A.C. 6A:9B-9.3(a)9iv, which explains career cluster endorsements authorize a holder to teach approved career and technical education programs in all public schools and that standard certificate holders with career and technical education endorsements who have also completed course requirements for a cooperative education coordinator endorsement can place and supervise career and technical education students in the school-sponsored cooperative education courses, as N.J.A.C. 6A:9B-9.4(b). The Department also proposes to replace “[c]areer cluster endorsements” with “[c]areer and technical education endorsements” because the Department does not issue career cluster endorsements but only uses career clusters operationally to organize endorsements into categories.

The Department proposes to recodify N.J.A.C. 6A:9B-10.2(a)1 through 16, which list the career clusters for career and technical education for teachers of grades nine through 12, as N.J.A.C. 6A:9B-9.4(c)1 through 16 to align to proposed subchapter organization. The Department proposes to delete the first sentence of recodified N.J.A.C. 6A:9B-9.4(c), which explains the career and technical education endorsements listed authorize the holder to teach career and technical education in all public schools, because it is misleading. The sentence suggests the career clusters listed are themselves endorsements when, in fact, they are not.

The Department proposes to recodify N.J.A.C. 6A:9B-10.2(b), which requires school districts to apply to the Department to create a new career and technical education endorsement, as N.J.A.C. 6A:9B-9.4(d) to align with subchapter organization.

Subchapter 10. Exceptions to Requirements for the Instructional Certificate

This subchapter contains additional endorsement requirements and rules that apply to specific endorsements.

The Department proposes an amendment to replace the subchapter heading with “Additional Requirements or Exceptions to Requirements for Instructional Endorsements for Certification” to more accurately reflect the content of the subchapter as proposed.

The Department proposes to relocate 11 sections in Subchapter 10 to new Subchapter 11. The requirements for the relocated endorsements vary so much from the norm, separating them from the endorsements in this subchapter that have only a few specific or additional course requirements will provide organizational clarity.

N.J.A.C. 6A:9B-10.1 Preschool through grade three certification requirements

This section outlines the requirements for the preschool through grade three CE.

The Department proposes to recodify N.J.A.C. 6A:9B-10.1 as N.J.A.C. 6A:9B-11.2. Proposed amendments are discussed in the Summary discussion of N.J.A.C. 6A:9B-11.2.

Proposed N.J.A.C. 6A:9B-10.1 General provisions

This proposed section provides the subchapter’s scope as it includes additional requirements for the instructional endorsement, including specific coursework required for programs leading to an endorsement for any subject covered in this subchapter and approved pursuant to N.J.A.C. 6A:9A.

The Department proposes this section to delineate between the scope of this Subchapter and of proposed N.J.A.C. 6A:9B-11.

N.J.A.C. 6A:9B-10.2 Career and technical education certification requirements

This section outlines the requirements for career and technical education endorsements.

The Department proposes to recodify N.J.A.C. 6A:9B-10.2 as N.J.A.C. 6A:9B-11.3. Proposed amendments are discussed in the Summary discussion of N.J.A.C. 6A:9B-11.3.

Proposed N.J.A.C. 6A:9B-10.2 Elementary school (K-6)

The Department proposes to recodify N.J.A.C. 6A:9B-8.1(b)3 as new N.J.A.C. 6A:9B-10.2 as part of a reorganization and isolation of endorsement requirements.

Proposed N.J.A.C. 6A:9B-10.2 requires a candidate for the elementary school (K-6) endorsement to complete a liberal arts, science, dual-content, or interdisciplinary academic major or a minimum of 60 semester-hour credits in liberal arts or science to satisfy the requirement in N.J.A.C. 6A:9B-9.1(a)1iii.

N.J.A.C. 6A:9B-10.3 Special education

This section outlines the requirements for the special education endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.3 as N.J.A.C. 6A:9B-11.4. Proposed amendments are discussed in the Summary discussion of N.J.A.C. 6A:9B-11.4.

Proposed N.J.A.C. 6A:9B-10.3 Health and physical education (Current N.J.A.C. 6A:9B-10.8)

The section outlines the requirements for the health and physical education endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.8 as new N.J.A.C. 6A:9B-10.3.

The Department proposes to amend N.J.A.C. 6A:9B-10.3(a) to replace “[i]n addition to the requirements” with “[t]o meet the endorsement requirements” to clarify the section’s requirements are not additions to the general endorsement requirements but rather specify how the requirements are to be met. The same amendment is proposed at recodified N.J.A.C. 6A:9B-10.4, 10.6, 10.7, 10.8, 10.9, and 10.10.

The Department also proposes at N.J.A.C. 6A:9B-10.3(a) to delete “to be eligible for the CE, CEAS, or standard certificate” as the requirements for certification are described in N.J.A.C. 6A:9B-8 and this section describes only the requirements for a specific endorsement. The same amendment is proposed at recodified N.J.A.C. 6A:9B-10.4 and 10.6 through 10.10.

N.J.A.C. 6A:9B-10.4 Bilingual/bicultural education

This section outlines the requirements for candidates seeking a bilingual/bicultural endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.4 as N.J.A.C. 6A:9B-11.5. Proposed amendments are discussed in the Summary discussion of N.J.A.C. 6A:9B-11.5.

Proposed N.J.A.C. 6A:9B-10.4 Physical science (Current N.J.A.C. 6A:9B-10.9)

The section outlines the requirements for the physical science endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.9 as new N.J.A.C. 6A:9B-10.4.

N.J.A.C. 6A:9B-10.5 English as a Second Language

This section outlines the requirements for candidates seeking an English as a second language endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.5 as N.J.A.C. 6A:9B-11.6. Proposed amendments are discussed in the Summary discussion of N.J.A.C. 6A:9B-11.6.

Proposed N.J.A.C. 6A:9B-10.5 World languages (Current N.J.A.C. 6A:9B-10.10)

The section outlines the requirements for the world languages endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.10 as new N.J.A.C. 6A:9B-10.5.

N.J.A.C. 6A:9B-10.6 Driver education

This section outlines the requirements for the driver education endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.6 as N.J.A.C. 6A:9B-11.7. Proposed amendments are discussed in the Summary discussion of N.J.A.C. 6A:9B-11.7.

Proposed N.J.A.C. 6A:9B-10.6 Technology education (Current N.J.A.C. 6A:9B-10.13)

This section outlines the requirements for the technology education endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.13 as new N.J.A.C. 6A:9B-10.6.

The Department proposes to delete N.J.A.C. 6A:9B-10.6(a), which describes what the technology education endorsement authorizes a candidate to teach, as the same provisions are located at N.J.A.C. 6A:9B-9.3(a)8. The Department proposes to recodify N.J.A.C. 6A:9B-10.6(b) through (d) as N.J.A.C. 6A:9B-10.6(a) through (c), respectively.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-10.6(a) to add “the following technology, engineering, and design subjects” after “shall complete study in” to clarify the topics of study that must be completed.

N.J.A.C. 6A:9B-10.7 Military science

This section outlines the requirements for the military science endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.7 as N.J.A.C. 6A:9B-11.8.

Proposed N.J.A.C. 6A:9B-10.7 Art (Current N.J.A.C. 6A:9B-10.14)

The section outlines the requirements for the art endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.14 as new N.J.A.C. 6A:9B-10.7.

The Department proposes to recodify N.J.A.C. 6A:9B-10.7(b), which exempts candidates completing a fine arts major from the rules at N.J.A.C. 6A:9B-10.7(a), as N.J.A.C. 6A:9B-10.7(a)2. The Department also proposes an amendment to replace “[c]andidates who have completed” with “[c]omplete” and to delete “are exempt from the requirements set forth in (a) above.” As N.J.A.C. 6A:9B-10.7(b) is an exception to the rules currently at N.J.A.C. 6A:9B-10.7(a), restructuring N.J.A.C. 6A:9B-10.7(b) so a candidate must follow N.J.A.C. 6A:9B-10.7(a)1 or 2 will provide clarity.

Proposed N.J.A.C. 6A:9B-10.8 Speech arts and dramatics (Current N.J.A.C. 6A:9B-10.15)

The section outlines the requirements for the speech arts and dramatics endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.15 as new N.J.A.C. 6A:9B-10.8.

Proposed N.J.A.C. 6A:9B-10.9 Social studies (Current N.J.A.C. 6A:9B-10.16)

The section outlines the requirements for the social studies endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.16 as new N.J.A.C. 6A:9B-10.9.

The Department also proposes to recodify N.J.A.C. 6A:9B-10.9, which describes the coursework requirements for the social studies endorsement, as N.J.A.C. 6A:9B-10.9(a) and (a)1 and 2 to list the two specific courses, American history and world history, required for the endorsement. The proposed amendment aligns to structural changes throughout the subchapter.

Proposed N.J.A.C. 6A:9B-10.10 Family and consumer sciences (Current N.J.A.C. 6A:9B-10.17)

The section outlines the requirements for the family and consumer science endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.17 as new N.J.A.C. 6A:9B-10.10.

The Department proposes at recodified N.J.A.C. 6A:9B-10.10(a) to replace “[i]n addition to the requirements in N.J.A.C. 6A:9B-8.1, to be eligible for the CE, CEAS or standard certificate with a comprehensive family and consumer science endorsement, the candidate” with “[t]o meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, as part of the minimum 30 credits in the content area, a candidate for the family and consumer science endorsement.” The rule, as proposed, clarifies the endorsement requirements.

N.J.A.C. 6A:9B-10.11 Elementary school with subject matter specialization

This section outlines the requirements for the elementary school with subject-matter specialization endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.11 as N.J.A.C. 6A:9B-11.9. Proposed amendments are discussed in the Summary discussion of N.J.A.C. 6A:9B-11.9.

Proposed N.J.A.C. 6A:9B-10.11 Comprehensive business

This section outlines the requirements for the comprehensive business endorsement.

The Department proposes N.J.A.C. 6A:9B-10.11(a) and (a)1 through 5 to require a candidate for the comprehensive business endorsement to complete the following as part of the minimum 30 credits in the content area required pursuant to N.J.A.C. 6A:9B-9.1(a)1iii: 12 semester-hour credits in bookkeeping or accounting; and at least one course each in business law, economics, finance, and computer applications. The proposed section reflects the specific endorsement requirements that the Office presently utilizes for issuing the comprehensive business endorsement.

N.J.A.C. 6A:9B-10.12 Swimming and water safety

This section outlines the requirements for the swimming and water safety endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.12 as N.J.A.C. 6A:9B-11.10. Proposed amendments are discussed in the Summary discussion of N.J.A.C. 6A:9B-11.0.

Proposed N.J.A.C. 6A:9B-10.12 Computer applications and business-related information technology

This section outlines the requirements for the computer applications and business-related information technology endorsement.

The Department proposes N.J.A.C. 6A:9B-10.12(a) to require a candidate for a computer applications and business-related information technology endorsement to complete, as part of the minimum 30 credits in the content area required pursuant to N.J.A.C. 6A:9B-9.1(a)1iii, at a two- or four-year regionally accredited college or university at least 12 semester-hour credits in any of the following areas: management information systems; business-related computer classes; database concepts for business; information management; decision support systems for business; computer management; systems analysis; computer networks in business; database development for business; business computer programming; and computer science. The proposed section reflects the specific endorsement requirements the Office presently utilizes for issuing the computer applications and business-related information technology endorsement.

Proposed N.J.A.C. 6A:9B-10.13 Finance, economics, and law

This section outlines the requirements for the finance, economics, and law endorsement.

The Department proposes N.J.A.C. 6A:9B-10.12(a) to require a candidate for a finance, economics, and law endorsement to complete, as part of the minimum 30 credits in the content area required pursuant to N.J.A.C. 6A:9B-9.1(a)1iii, at a two- or four-year regionally accredited college or university at least six semester-hour credits in economics, at least three semester-hour credits in finance, and at least three semester-hour credits in business law. The proposed section reflects the specific endorsement requirements the Office presently utilizes for issuing the finance, economics, and law endorsement.

Proposed N.J.A.C. 6A:9B-10.14 Keyboarding and data entry

This section outlines the requirement for the keyboarding and data entry endorsement.

The Department proposes N.J.A.C. 6A:9B-10.14 to require a candidate for a keyboarding and data entry endorsement to complete at a two- or four-year regionally accredited college or university at least one course in keyboarding and/or word processing applications. The proposed section reflects the specific endorsement requirements the Office presently utilizes for issuing the keyboarding and data entry endorsement.

Proposed N.J.A.C. 6A:9B-10.15 Office administration and office systems technology

This section outlines the requirements for the office administration and office systems technology endorsement.

The Department proposes N.J.A.C. 6A:9B-10.15(a) and (a)1 through 4 to require a candidate for an office administration and office systems technology endorsement to complete, as part of the minimum 30 credits in the content area required pursuant to N.J.A.C. 6A:9B-9.1(a)1iii, at a two- or four-year regionally accredited college or university at least 12 semester-hour credits in any of the following topics: managing office systems or office systems administration; keyboarding or word processing; business communications; or business-related programs and software. The proposed section reflects the specific endorsement requirements the

Office presently utilizes for issuing the office administration and office systems technology endorsement.

Proposed N.J.A.C. 6A:9B-10.16 Individuals enrolled in degree programs prior to January 7, 2008 (Current N.J.A.C. 6A:9B-10.20)

The section contains rules regarding endorsements for candidates enrolled in degree programs prior to January 7, 2008.

The Department proposes to recodify N.J.A.C. 6A:9B-10.20 as new N.J.A.C. 6A:9B-10.16.

N.J.A.C. 6A:9B-10.18 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8

This section describes the requirements for a CE in Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8.

The Department proposes to recodify N.J.A.C. 6A:9B-10.18 as N.J.A.C. 6A:9B-11.11. Proposed amendments are discussed in the Summary discussion of N.J.A.C. 6A:9B-11.11.

N.J.A.C. 6A:9B-10.19 Requirements for the charter school certificate of eligibility

This section describes the requirements for the charter school CE.

The Department proposes to recodify N.J.A.C. 6A:9B-10.19 as N.J.A.C. 6A:9B-11.12.

N.J.A.C. 6A:9B-10.21 Requirements for interstate reciprocity

This section describes the interstate reciprocity rules for endorsements issued by other states.

The Department proposes to repeal N.J.A.C. 6A:9B-10.21 because proposed N.J.A.C. 6A:9B-8.8 contains new reciprocity rules for certifications with endorsements, not for endorsements alone.

Subchapter 11. Requirements for Administrative Certification

This subchapter outlines requirements for approving educator preparation programs for administrative and supervisory personnel, approving non-traditional programs for administrative and supervisory personnel, evaluating the eligibility of candidates for administrative or supervisory certification, and approving principal and school administrator residency programs.

The Department proposes to recodify N.J.A.C. 6A:9B-11 as new N.J.A.C. 6A:9B-12 as described later in the Summary.

Proposed Subchapter 11. Additional Requirements or Exceptions to Requirements for Instructional Certification with Special Endorsements

The Department proposes new Subchapter 11 to separate the endorsements that contain both additions to and exceptions from the semester-hour credit requirements and testing requirements found in N.J.A.C. 6A:9B-9. Proposed Subchapter 11 outlines the additions to and

exceptions from certification requirements for the following special endorsements: preschool through grade three; career and technical education; students with disabilities; bilingual and bicultural education; English as a second language; driver education; military science; elementary school with subject matter specialization; teacher of supplemental instruction in reading and mathematics, grades K-8; and the charter school CE. The Department proposes structural changes to all of the endorsements in the subchapter to clarify all requirements are exceptions or additions to the rules in N.J.A.C. 6A:9B-8 and 9. The Department also proposes to delete the endorsement requirements included in the subchapter that also are located in N.J.A.C. 6A:9B-8 and 9 to eliminate redundancies.

Proposed N.J.A.C. 6A:9B-11.1 General provisions

The Department proposes new N.J.A.C. 6A:9B-11.1 to provide the purpose of the subchapter, which is to describe the additional requirements or exceptions to the endorsement requirements found in N.J.A.C. 6A:9B-9, including the specific coursework required for obtaining a special endorsement.

Proposed N.J.A.C. 6A:9B-11.2 Preschool through grade three (Current N.J.A.C. 6A:9B-10.1)

This section outlines the requirements for the preschool through grade three endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.1 as N.J.A.C. 6A:9B-11.2 because it is a specialty endorsement and has exceptions to the certification requirements in N.J.A.C. 6A:9B-8 and the endorsement requirements in N.J.A.C. 6A:9B-9. The Department also proposes to amend the heading from “Preschool through grade three certification requirements” to “Preschool through grade three” to align with the subchapter’s other section headings.

The Department proposes amendments to recodified N.J.A.C. 6A:9B-11.2(a), which outlines the requirements for candidates pursuing the preschool through grade three endorsement. The Department proposes to require that all candidates meet all certification and endorsement requirements pursuant to proposed N.J.A.C. 6A:9B-8 and N.J.A.C. 6A:9B-9, respectively. The Department also proposes to amend the section to remove requirements for a CE and instead include requirements for an endorsement because the rules in this section apply to candidates seeking a CE, CEAS, or standard certification with a preschool through grade three endorsement.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.2(a)1 and 2, which require a candidate obtain a bachelor’s or higher degree and meet the GPA requirement or its exception and pass a basic skills assessment prior to earning an endorsement, as the provisions will appear as general certification requirements for CEAS and CE candidates, respectively, at N.J.A.C. 6A:9B-8.2(a) and 8.3(a), as proposed.

The Department proposes new N.J.A.C. 6A:9B-11.2(a)1 to exempt candidates from the subject course requirements to reflect current practice. The Department also proposes to recodify N.J.A.C. 6A:9B-11.2(a)3, which requires candidates to complete either a liberal arts, science, dual-content, or interdisciplinary major or a minimum of 60-semester hour credits in liberal arts or sciences prior to earning the endorsement, as N.J.A.C. 6A:9B-11.2(a)1i and ii.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.2(a)4, which requires candidates to demonstrate knowledge of basic pedagogy skills appropriate to preschool education through successful completion of 24 hours of study offered by a State-approved

provider or through equivalent coursework prior to earning their CE, to eliminate redundancies as it will appear as a general certification requirement at N.J.A.C. 6A:9B-8.3(a)6, as proposed.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.2(a)5, which requires that candidates pass an appropriate State test, to eliminate redundancies as it will appear as a general endorsement requirement at N.J.A.C. 6A:9B-9.1, as proposed.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.2(a)6, which requires that candidates pass the physiology, hygiene, and substance abuse examination, to eliminate redundancies as it will appear as a general certification requirement for CEAS and CE candidates, respectively, at N.J.A.C. 6A:9B-8.2(a)2 and 8.3(a)2, as proposed.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.2(b), which requires a candidate for the CEAS to complete a Department-approved traditional educator preparation program, to eliminate redundancy as it will appear as a general CEAS requirement at N.J.A.C. 6A:9B-8.2(b), as proposed.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.2(c), which outlines the requirements for a provisional certification, to eliminate redundancies as the requirements for a provisional certificate at N.J.A.C. 6A:9B-8.4, as proposed, will apply to all teacher candidates despite the endorsement area.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.2(d), which prohibits a person from being employed under a provisional certificate for more than a total of four years in a position requiring certification as a preschool through grade three teacher, to eliminate redundancies. The four-year limit on the provisional certificate, which currently appears at N.J.A.C. 6A:9B-6.2 and will appear as a general certification requirement at proposed N.J.A.C. 6A:9B-8.5, applies to all instructional provisional certificate holders regardless of endorsement area.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.2(e), which requires a candidate teaching under a provisional license to be enrolled in a State-approved school district training program, to eliminate redundancies as it will appear as a general certification requirement at N.J.A.C. 6A:9B-8.4(a)3, as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.2(f), which describes the formal instruction requirement for candidates seeking a preschool through grade three CE, as N.J.A.C. 6A:9B-11.2(a)2. The Department also proposes amendments to reflect proposed changes to CE educator preparation programs at N.J.A.C. 6A:9A-5 via a separate rulemaking. The Department proposes to add “[e]ffective academic year 2017-2018” before “provisional” and to increase the course requirements from “200 hours” to “350 hours of formal instruction” and from “13 semester-hour credits” to “24 semester-hour credits” to reflect the rules proposed at N.J.A.C. 6A:9A-5.4 via a separate rulemaking. The proposed amendments will maintain the option for candidates to complete either 350 hours of formal instruction in a CE educator preparation program or 24 credits in preschool through grade three pedagogy at a Department-approved New Jersey college or university program but will increase the required amount of training to align with increased training requirements for all CE candidates.

The Department also proposes to recodify N.J.A.C. 6A:9B-11.2(f)1 through 3, which describe the required course topics for Department-approved New Jersey college or university programs leading to a preschool through grade three endorsement, as N.J.A.C. 6A:9B-11.2(a)2i through iii.

The Department proposes N.J.A.C. 6A:9B-11.2(a)3 to require provisional teachers holding a CE with a preschool through grade three endorsement who enter a CE educator preparation program prior to academic year 2017-2018 to complete either 200 hours of formal instruction at a typical CE educator preparation program or 13 semester-hour credits of preschool through grade three pedagogy, which must include study in the topics listed in N.J.A.C. 6A:9B-11.2(a)2i, at a Department-approved, New Jersey college or university program. The proposed rule will ensure current requirements will be in effect until the extended hours and/or credits of instruction proposed at N.J.A.C. 6A:9B-11.2(a)2 become effective for the 2017-2018 academic year.

The Department proposes to delete N.J.A.C. 6A:9B-11.2(g), which describes the requirements for the standard certificate and reciprocity, as they are not exceptions to the current rules. Candidates will continue to follow the same requirements for standard certification pursuant to N.J.A.C. 6A:9B-8.7, as proposed, and reciprocity pursuant to N.J.A.C. 6A:9B-8.8, as proposed, as all other endorsement holders.

The Department proposes to recodify N.J.A.C. 6A:9B-11.2(h), which explains what a standard certificate with a preschool through grade 8 (P-8) endorsement issued prior to March 1, 2008, to a teacher with at least two years full-time teaching experience is authorized to teach, as N.J.A.C. 6A:9B-11.2(b). The Department also proposes an amendment to replace “Department of Human Services” with “Department of Children and Families” because the referenced facilities now are the responsibility of the Department of Children and Families.

The Department proposes to recodify N.J.A.C. 6A:9B-11.2(i), which describe the types of employment for which preschool through grade three endorsement holders are eligible, as N.J.A.C. 6A:9B-11.2(c). The Department proposes to replace “[a] teacher holding a standard New Jersey nursery school endorsement” with “[a] standard certificate with a preschool through grade three endorsement” for stylistic consistency.

The Department proposes to delete N.J.A.C. 6A:9B-11.2(j), which allows holders of a standard certificate or CEAS with an endorsement in another area to obtain the preschool through grade three endorsement if the candidate meets the coursework and test requirements, to eliminate redundancy as it will appear as a general provision, applicable to all endorsements unless otherwise indicated, at N.J.A.C. 6A:9B-9.1(b), as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.2(k), which allows holders of a standard certification with a preschool through grade three endorsement to obtain an additional instructional endorsement if the candidate meets the coursework and test requirements, to eliminate redundancy as it will appear as a general provision, applicable to all instructional certifications unless otherwise indicated, at N.J.A.C. 6A:9B-8.7(b), as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.2(l), which describes the exception to the GPA requirements for candidates who earned credits at a college or university that does not calculate GPAs, to eliminate redundancy as the rule will appear as a general certification provision, at N.J.A.C. 6A:9B-8.2(d) and 8.3(c), as proposed, for CEAS and CE candidates, respectively.

Proposed N.J.A.C. 6A:9B-11.3 Career and technical education (Current N.J.A.C. 6A:9B-10.2)

This section outlines the requirements for the career and technical education endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.2 as N.J.A.C. 6A:9B-11.3. The career and technical education endorsement is a special endorsement that contains additions and exceptions to the endorsement requirements at N.J.A.C.6A:9B-9. The Department also proposes to amend the heading from “Career and technical education certification requirements” to “Career and technical education” to align with the subchapter’s other section headings.

The Department proposes to recodify N.J.A.C. 6A:9B-10.2(a) and (b) as N.J.A.C. 6A:9B-9.4(b) and (c), as previously explained.

The Department proposes to recodify N.J.A.C. 6A:9B-11.3(c), which outlines the certifications requirements for candidates seeking a career and technical education endorsement, as N.J.A.C. 6A:9B-11.3(a).

The Department proposes new N.J.A.C. 6A:9B-11.3(a)1 to require all candidates seeking an instructional certificate in a career and technical education endorsement to meet the CEAS requirements in N.J.A.C. 6A:9B-8.2 without exception to codify current practice.

The Department proposes new N.J.A.C. 6A:9B-11.3(a)2 to require all candidates seeking a CE in a career and technical education endorsement to meet the requirements in N.J.A.C. 6A:9B-8.3 unless otherwise listed as an exception in N.J.A.C. 6A:9B-11.3(a)2i and ii. Proposed N.J.A.C. 6A:9B-11.3(a)2i allows candidates to acquire a CE without passing a basic skills test. Proposed N.J.A.C. 6A:9B-11.3(a)2ii requires candidates for a CE to complete either the experience-based or degree-based requirements pursuant to N.J.A.C. 6A:9B-11.3(b) prior to obtaining a CE.

The Department proposes new N.J.A.C. 6A:9B-11.3(a)3 to require candidates for a career and technical education endorsement to still meet the requirements for a provisional certificate at proposed N.J.A.C. 6A:9B-8.4 without exception to codify current practice.

The Department proposes new N.J.A.C. 6A:9B-11.3(a)4 to require all candidates to meet the requirements in N.J.A.C. 6A:9B-8.5 for renewal of a provisional certificate and in N.J.A.C. 6A:9B-8.7 for a standard certificate. The proposed rule reflects current practice. Candidates who have not yet completed the Department-approved basic skills assessments or achieved a minimum score on an alternate assessment listed in N.J.A.C. 6A:9B-8.3(a)5 are required to meet the same requirements for provisional renewal and the standard certificate but also must pass the basic skills test prior to becoming eligible for a standard certificate if the basic skills test was not passed prior to earning a CE.

The Department proposes to recodify N.J.A.C. 6A:9B-11.3(c)1, which describes the requirements for a CE via an experience-based career and technical education endorsements, degree-based endorsements using a bachelor’s degree or higher, or degree-based endorsements using an associate degree, as N.J.A.C. 6A:9B-11.3(b).

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.3(c)2, which describes the requirements for candidates seeking a CEAS in career and technical education to eliminate redundancy as it will appear as a general CEAS requirement at N.J.A.C. 6A:9B-8.2, as proposed.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.3(c)3, which describes the requirements for candidates seeking a provisional certificate, to eliminate redundancy as the requirements for a provisional certificate at N.J.A.C. 6A:9B-8.4, as proposed, will apply to all teacher candidates despite the endorsement area.

The Department proposes to delete the first two sentences of recodified N.J.A.C. 6A:9B-11.3(c)4, which require candidates to participate in a State-approved district training program, to eliminate redundancy as it will appear as a general certification requirement at N.J.A.C. 6A:9B-8.4. The Department also proposes to recodify the remainder of N.J.A.C. 6A:9B-11.3(c)4, which describes the requirements for school districts to support novice teachers who have not yet passed a basic-skills assessment, as N.J.A.C. 6A:9B-11.3(c). The recodification will highlight the requirement for school districts to provide support for candidates teaching on a provisional certificate who have not yet passed the basic skills assessment.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.3(c)5, which describe the requirements for candidates seeking a standard certificate. Candidates will be required to follow the same requirements for standard certification at N.J.A.C. 6A:9B-8.7, as proposed, as all other endorsement holders.

The Department proposes to delete N.J.A.C. 6A:9B-11.3(f), which allows flexibility in the GPA requirement for candidates earning a degree at a university or college that does not award grades and calculate GPAs, as the rule will appear as a general certification provision, at N.J.A.C. 6A:9B-8.2(d) and 8.3(c), as proposed, for CEAS and CE candidates, respectively.

Proposed N.J.A.C. 6A:9B-11.4 Teacher of students with disabilities (Current N.J.A.C. 6A:9B-10.3)

This section outlines the requirements for the teacher of students with disabilities endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.3 as N.J.A.C. 6A:9B-11.4 as it is a special endorsement that contains additions and exceptions to the endorsement requirements at N.J.A.C. 6A:9B-9. The Department proposes to replace the section heading of “Special education” with “Teacher of students with disabilities” because the name of the endorsement has changed. The Department proposes throughout the section to update the name of the endorsement to “teacher of students with disabilities.”

The Department proposes to delete N.J.A.C. 6A:9B-11.4(a) and (a)1 through 5, which lists the teacher of students with disabilities endorsements and authorizations, to eliminate redundancy as they will appear at recodified N.J.A.C. 6A:9B-9.3(b)6i through iv.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(b), which outlines the requirements for candidates seeking a CE in special education, as N.J.A.C. 6A:9B-11.4(a). The Department also proposes amendments to require all CE and CEAS candidates to meet the certification requirements in proposed N.J.A.C. 6A:9B-8 and the endorsement requirements in N.J.A.C. 6A:9B-9 unless an additional requirement or an exception to the rule is listed. Applying the rule to CEAS candidates will not change the requirements for either a CE or CEAS but will account for amendments proposed at recodified N.J.A.C. 6A:9B-11.4(b) that seek to simplify the rule, as explained later in this section.

The Department proposes N.J.A.C. 6A:9B-11.4(a)3 to exempt candidates for the teacher of students with disabilities endorsement from a subject-matter test as there is currently no specific test approved by the Department.

The Department proposes N.J.A.C. 6A:9B-11.4(a)4 to exempt candidates for a CE with teacher of students with disabilities endorsement from the coursework requirement in N.J.A.C. 6A:9B-9.1(a)1. Candidates for the endorsement complete such coursework while enrolled in an CE educator preparation program and teaching under a provisional certificate.

The Department proposes N.J.A.C. 6A:9B-11.4(a)5 to exempt candidates for a CE or CEAS in teacher of students with disabilities from the performance assessment requirement in N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4. Candidates for the teacher of students with disabilities endorsement must complete a performance assessment for their initial CE or CEAS.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(c), which outlines the requirements for candidates pursuing a CEAS in special education, as N.J.A.C. 6A:9B-11.4(b). The Department also proposes to replace “set forth in (c)1 through 5 below” with “pursuant to N.J.A.C. 6A:9A-4” because candidates for the CEAS with a teacher of students with disabilities endorsement must complete all CEAS educator preparation program requirements, which are located at N.J.A.C. 6A:9A-4. The Department also proposes to delete N.J.A.C. 6A:9B-10.3(c)1 through 5, which require a CEAS candidate to complete a Department-approved educator preparation program, to eliminate redundancy as it is required in N.J.A.C. 6A:9B-8.2(b), as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(d), which outlines the requirements for a candidates seeking a provisional license, as N.J.A.C. 6A:9B-11.4(c). The Department also proposes an amendment to require candidates to meet provisional requirements in proposed N.J.A.C. 6A:9B-8.4 in addition to the requirements outlined in the rule.

The Department proposes to delete recodified N.J.A.C. 6A:9B-11.4(d)2 and 3, which require candidates for a provisional certification to obtain and accept a teaching position and be enrolled in a district training program, to eliminate redundancy as the rules will appear as general requirements for the provisional certificate at N.J.A.C. 6A:9B-8.4(a)2 and 3, as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(d)4, which requires candidates for a special education CE to be enrolled in a 21 to 27 credit-hour program at a regionally accredited college or university, as N.J.A.C. 6A:9B-11.4(c)2.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(e), which outlines the requirements for candidates teaching under a provisional certification with a student with disabilities endorsement, as N.J.A.C. 6A:9B-11.4(d). The Department also proposes to require provisional teachers with a CE in teacher of students with disabilities to be eligible for the standard certificate to meet the standard certification requirements in N.J.A.C. 6A:9B-8.7.

The Department proposes to delete N.J.A.C. 6A:9B-11.4(d)1, which requires candidates teaching under a provisional certificate with a teacher of students with disabilities endorsement to attend a district training program and exempts holders of a standard certificate from requirements in N.J.A.C. 6A:9B-8.3 and 8.4, to eliminate redundancy as the rule will appear as a general requirement for the provisional certificate at N.J.A.C. 6A:9B-8.4(a)4, as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(d)2, which requires candidates teaching under a provisional certificate with a teacher of students with disabilities

endorsement to complete 21 to 27 credit hours of formal instruction at an accredited college or university in the listed topics, as N.J.A.C. 6A:9B-11.4(d)1. The Department also proposes to add “an educator preparation program” to clarify the 21 to 27 credit hours must occur as part of an educator preparation program.

The Department proposes new N.J.A.C. 6A:9B-11.4(d)2 to require holders of a CE in both the instructional endorsement and the teacher of students with disabilities endorsement to complete the courses in proposed N.J.A.C.6A:9B-11.4(d)1 prior to or concurrently with the formal instruction in their CE educator preparation program. The proposed rule will ensure candidates are engaged in special education pedagogy while working toward standard certification in a teaching assignment that requires a teacher of students with disabilities endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.4(d)3 to exempt holders of a CE with a teacher of students with disabilities endorsement from the performance assessment in N.J.A.C. 6A:9B-8.7(a)4 as candidates instead will complete the performance assessment for their initial instructional CE. The proposed exemption eliminates an overly burdensome test requirement on candidates who would otherwise be expected to complete two similar performance assessments prior to obtaining standard certification.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(f), which outlines the requirements for candidates teaching under the provisional certification with a blind or visually impaired endorsement, as N.J.A.C. 6A:9B-11.4(e). The Department also proposes an amendment to require the candidate to meet the requirements listed in N.J.A.C. 6A:9B-11.4(e)1 through 3 to be eligible for a standard certificate.

The Department proposes to delete N.J.A.C. 6A:9B-11.4(e)1, which requires candidates teaching under a provisional certificate with a blind or visually impaired endorsement to attend a district training program and exempts holders of a standard certificate from requirements in N.J.A.C. 6A:9B-8.3 and 8.4, to eliminate redundancy as the rules will appear as general requirements for the provisional certificate at N.J.A.C. 6A:9B-8.4(a)2 and 3, as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(e)2, which requires CE holders teaching under a provisional certificate with a blind or visually impaired endorsement to complete 21 to 27 credit hours of formal instruction in the listed topics, as N.J.A.C. 6A:9B-11.4(e)1. The Department also proposes to replace “[a] program” with “[a]n educator preparation program” to clarify the type of program candidates must complete prior to obtaining standard certification.

The Department proposes new N.J.A.C. 6A:9B-11.4(e)2 to require holders of a CE in both the instructional endorsement as well as the blind or visually impaired endorsement to complete the courses in proposed N.J.A.C.6A:9B-11.4(e)1 prior to or concurrently with the formal instruction in the CE educator preparation program. The proposed rule will ensure candidates are engaged in special education pedagogy while working toward standard certification in a teaching assignment that requires a blind or visually impaired endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.4(e)3 to exempt holders of a CE with a blind or visually impaired endorsement from the performance assessment in N.J.A.C. 6A:9B-8.7(a)4 as candidates instead will complete the performance assessment for their initial instructional CE. The proposed exemption eliminates an overly burdensome test requirement on candidates who would otherwise be expected to complete two similar performance assessments prior to obtaining standard certification.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(g), which outlines the requirements for candidates teaching under the provisional certification with a deaf or hard-of-hearing with oral/aural communication endorsement, as N.J.A.C. 6A:9B-11.4(f). The Department also proposes an amendment to add at the end of the rule “the following requirements for a standard certificate:” to clarify the candidate must meet the requirements listed in N.J.A.C. 6A:9B-11.4(f)1 through 3 to be eligible for a standard certificate.

The Department proposes to delete N.J.A.C. 6A:9B-11.4(f)1, which requires candidates teaching under a provisional certificate with a deaf or hard-of-hearing with oral/aural communication endorsement to attend a district training program and exempts holders of a standard certificate from requirements in N.J.A.C. 6A:9B-8.3 and 8.4, to eliminate redundancy as the rule will appear as a general requirement for the provisional certificate at N.J.A.C. 6A:9B-8.4(a)4, as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(f)2, which requires CE holders teaching under a provisional certificate with a deaf or hard-of-hearing with oral/aural communication endorsement to complete 21 to 27 credit hours of formal instruction in the listed topics, as N.J.A.C. 6A:9B-11.4(f)1. The Department also proposes to replace “[a] program” with “[a]n educator preparation program” to clarify the type of program a candidate must complete prior to obtaining standard certificate.

The Department proposes new N.J.A.C. 6A:9B-11.4(f)2 to require CE holders teaching under a provisional certificate with a deaf or hard-of-hearing with oral/aural communication endorsement and a CE with an instructional endorsement to complete the courses in proposed N.J.A.C.6A:9B-11.4(f)1 prior to or concurrently with the formal instruction in the CE educator preparation program. The proposed rule will ensure candidates are engaged in special education pedagogy while working toward standard certification in a teaching assignment that requires a deaf or hard of hearing with oral/aural communication endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.4(f)3 to exempt holders of a CE with a deaf or hard-of-hearing with oral/aural communication endorsement from the performance assessment in N.J.A.C. 6A:9B-8.7(a)4 as candidates will instead complete the performance assessment for their initial instructional CE. The proposed exemption eliminates an overly burdensome test requirement on candidates who would otherwise be expected to complete two similar performance assessments prior to obtaining standard certification.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(h), which outlines the requirements for candidates teaching under the provisional certification with a deaf or hard-of-hearing with sign language communication endorsement, as N.J.A.C. 6A:9B-11.4(g). The Department also proposes to add “the following requirements for a standard certificate” after “shall complete” to clarify candidates must satisfy all standard certificate requirements.

The Department proposes to delete N.J.A.C. 6A:9B-11.4(g)1, which requires candidates teaching under a provisional certificate with a teacher of students with disabilities endorsement to attend a district training program and exempts holders of a standard certificate from requirements in N.J.A.C. 6A:9B-8.3 and 8.4, to eliminate redundancy as it will appear as a general certification requirement at N.J.A.C. 6A:9B-8.4(a).

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(g)2, which requires CE holders teaching under a provisional certificate with a deaf or hard of hearing with sign language communication endorsement to complete 21 to 27 credits of formal instruction in the listed

topics, as N.J.A.C. 6A:9B-11.4(g)1. The Department also proposes to replace “[a] program” with “[a]n educator preparation program” to clarify the type of program a candidate must complete prior to obtaining standard certification.

The Department proposes new N.J.A.C. 6A:9B-11.4(g)2 to require CE holders teaching under a provisional certificate with a deaf or hard of hearing with sign language communication endorsement and a CE with an instructional endorsement to complete the courses in proposed N.J.A.C.6A:9B-11.4(g)1 prior to or concurrently with the formal instruction in the CE educator preparation program. The proposed rule will ensure candidates are engaged in special education pedagogy while working toward standard certification in a teaching assignment that requires a deaf or hard of hearing with sign language communication endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.4(g)3 to exempt holders of a CE with a deaf or hard of hearing with sign language communication endorsement from the performance assessment in N.J.A.C. 6A:9B-8.7(a)4 as candidates instead will complete the performance assessment in the initial instructional CE. The proposed exemption eliminates an overly burdensome test requirement on candidates who would otherwise be expected to complete two similar performance assessments prior to obtaining standard certification.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(i), which exempts holders of a CEAS with a teacher of students with disabilities endorsement from specific section requirements, as N.J.A.C. 6A:9B-11.4(h).

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(j), (k), and (l) as N.J.A.C. 6A:9B-11.4(i), (j), and (k), respectively.

The Department proposes to delete N.J.A.C. 6A:9B-11.4(m), which describes the requirements for standard certification and reciprocity, as they are not exceptions to the current rules. Requirements for a standard certification pursuant to N.J.A.C. 6A:9B-8.7, as proposed, and requirements for reciprocity pursuant to N.J.A.C. 6A:9B-8.8, as proposed, uniformly apply to all candidates despite the endorsement sought.

The Department proposes to delete N.J.A.C. 6A:9B-11.4(n), which requires holders of a standard instructional certification to be issued an appropriate standard special education endorsement upon completion of a Department-approved college special education program except for holders of military science and experience-based vocational endorsements, to eliminate redundancy as it will appear as a general endorsement requirement, applicable to all endorsements, at N.J.A.C. 6A:9B-9.1(b), as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(o), which requires holders of a standard certificate with a special education endorsement to be issued an additional certificate if they meet CE requirements, as N.J.A.C. 6A:9B-11.4(l).

The Department proposes to recodify N.J.A.C. 6A:9B-11.4(p), which describes the requirements for a holder of a standard Teacher of the Handicapped certificate to receive additional instructional endorsements, as N.J.A.C. 6A:9B-11.4(m).

Proposed N.J.A.C. 6A:9B-11.5 Bilingual/bicultural education (Current N.J.A.C. 6A:9B-10.4)

This section outlines the requirements for the bilingual/bicultural endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.4 as N.J.A.C. 6A:9B-11.5 as it is a special endorsement that contains additions and exceptions to the endorsement requirements at N.J.A.C. 6A:9B-9.

The Department proposes an amendment at N.J.A.C. 6A:9B-11.5(a), which outlines the requirements for candidates pursuing a bilingual/bicultural CE, to require candidates to complete the certification requirements in N.J.A.C. 6A:9B-8, including the endorsement requirements in N.J.A.C. 6A:9B-9, unless an additional requirement or an exception to the rule is listed. The Department proposes at N.J.A.C. 6A:9B-11.5(a)1, which requires candidates for bilingual/bicultural endorsement to possess a CE, CEAS, or standard instructional certificate with an endorsement appropriate to the subject or grade level to be taught, to add “or be eligible for” after “possess” because some candidates apply simultaneously for the bilingual/bicultural endorsement and the certificate with the appropriate endorsement for the subject or grade level to be taught.

The Department proposes to delete N.J.A.C. 6A:9B-11.5(a)2, which requires a candidate to pass a Department-approved, nationally recognized test of oral and written proficiency in English and the target language to qualify for the bilingual/bicultural endorsement, because the Department is proposing more flexible rules for candidates to meet the language proficiency requirements for the endorsement. While the Department will still allow a candidate to meet the language proficiency requirement by passing a nationally recognized test of oral and written proficiency in English and the target language (such rules are proposed at N.J.A.C. 6A:9B-11.5(a)2i(1) and ii(1)), it is proposing alternative options for candidates to meet this requirement to reduce overly burdensome testing requirements.

The Department proposes new N.J.A.C. 6A:9B-11.5(a)2, 2i, and i(1) and (2) to require a candidate for the bilingual/bicultural endorsement to pass the appropriate State test(s) of subject matter knowledge required at N.J.A.C. 6A:9B-9.1(a)2 by demonstrating oral and written competence in English by passing a Department-approved, nationally recognized test of oral and written proficiency in English or by passing the basic skills assessment to demonstrate writing proficiency and passing a Department-approved, nationally recognized test to demonstrate oral proficiency.

The Department proposes new N.J.A.C. 6A:9B-11.5(a)2ii and ii(1) and (2) to require a candidate for the bilingual/bicultural endorsement to pass the appropriate State test(s) of subject matter knowledge required at N.J.A.C. 6A:9B-9.1(a)2 by demonstrating oral and written competence in the target language by passing a Department-approved, nationally recognized test of oral and written proficiency in the target language or establishing him or herself as a speaker of the target language who was primarily educated at the undergraduate or graduate level in that language. The proposed rules will provide flexibility for candidates and reduce overly burdensome testing requirements.

The Department proposes N.J.A.C. 6A:9B-11.5(a)3 to exempt CE candidates with a bilingual/bicultural education endorsement from the subject coursework requirements in N.J.A.C. 6A:9B-9.1(a)1 while teaching on the provisional certificate because coursework for bilingual/bicultural endorsements occurs while the candidate is teaching under a provisional certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-11.5(b), which describes the requirements for a candidate seeking a bilingual/bicultural CEAS, as N.J.A.C. 6A:9B-11.5(a)4. The Department proposes to replace “Department-approved college program” with “program at a regionally accredited college or university.” A candidate for this endorsement may complete an

educator preparation program for bilingual/bicultural teachers at an out-of-State regionally accredited college or university. The Department also proposes an amendment to replace “(a) above” with “(a)1 above” to provide candidates for a bilingual/bicultural CEAS with the same flexibility for testing requirements as CE candidates.

The Department proposes N.J.A.C. 6A:9B-11.5(a)5 to exempt candidates for a CE or CEAS in bilingual/bicultural education from the performance assessment requirement in N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4. Candidates for the endorsement already complete a performance assessment for their initial CE or CEAS in the instructional endorsement.

The Department proposes to delete N.J.A.C. 6A:9B-11.5(c) and (c)1, which require candidates for a provisional certificate to first possess a CE or CEAS in bilingual/bicultural education and an instructional certificate with an endorsement appropriate to the subject or grade level to be taught, since the instructional certificate already is required in proposed N.J.A.C. 6A:9B-11.5(a)1. The requirement for a CE or CEAS prior to obtaining a provisional certificate is also redundant as it will appear as a general certification requirement at N.J.A.C. 6A:9B-8.4(a)1, as proposed. The Department also proposes to delete N.J.A.C. 6A:9B-11.5(c)2 and 3, which require a candidate for a State-approved provisional certificate to first obtain an offer of employment in a position that requires certification as a teacher of bilingual/bicultural education and register in a district training program upon employment, to eliminate redundancy as the requirements will appear as general certification requirements at N.J.A.C. 6A:9B-8.4(a)2 and 4, as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.5(d), which states a person cannot be employed under a provisional certificate for more than four years in a position requiring certification as a teacher of bilingual/bicultural education, to eliminate redundancy as the four-year limit on the provisional certificate, which currently appears at N.J.A.C. 6A:9B-6.2 and will appear as a general certification requirement at N.J.A.C. 6A:9B-8.5, as proposed, applies for all instructional provisional certificate holders regardless of endorsement area.

The Department proposes to recodify N.J.A.C. 6A:9B-11.5(e), which outlines the requirement for a candidate with a bilingual/bicultural education CE teaching under provisional certification, as N.J.A.C. 6A:9B-11.5(b). The Department also proposes to add “the following requirements for a standard certificate” after “shall complete” to clarify candidates must satisfy all standard certificate requirements.

The Department proposes to delete N.J.A.C. 6A:9B-11.5(e)1, which requires a candidate teaching under a provisional certificate to complete a State-approved district training program concurrently with or followed by an educator preparation program and exempts holders of a standard instructional certificate from the requirements in N.J.A.C. 6A:9-8.3 and 8.4, to eliminate redundancies as it will appear as a general certification requirement at N.J.A.C. 6A:9B-8.4(a), as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.5(e)2, which requires candidates to complete at least 12 credit hours of formal instruction in the listed topics at a Department-approved New Jersey college program, as N.J.A.C. 6A:9B-11.5(b)1. The Department also proposes to add “or university an educator preparation program” after “college” to clarify the credit hours of formal instruction must occur as part of an educator preparation program at a Department-approved college or university.

The Department proposes new N.J.A.C. 6A:9B-11.5(b)2 to require CE holders teaching under a provisional certificate in bilingual/bicultural education who also hold a CE in the

instructional endorsement required for the teaching assignment to complete the courses required in recodified N.J.A.C. 6A:9B-11.5(b)1 prior to or concurrently with the formal instruction in the CE educator preparation program. The proposed rule will ensure candidates are engaged in bilingual/bicultural pedagogy while working in a teaching assignment. The proposed rule also aligns to the requirements for standard certification in N.J.A.C. 6A:9B-8.7, as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.5(f), which requires candidates teaching under a provisional certificate who hold a CEAS in bilingual/bicultural education to complete a State-approved district training program, to eliminate redundancy as it will appear as a general certification requirement at N.J.A.C. 6A:9B-8.4, as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.5(g), which requires candidates who are teaching under a provisional certificate and have a CEAS in the subject or grade level to be taught bilingually to complete the district training program and the 12 semester-hour credits, as it will appear at N.J.A.C. 6A:9B-11.5(b), as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.5(h), which describes the requirements for standard certification and reciprocity, as the rules are not exceptions. Requirements for a standard certificate at N.J.A.C. 6A:9B-8.7, as proposed, and requirements for reciprocity at N.J.A.C. 6A:9B-8.8, as proposed, uniformly apply to all candidates despite the endorsement sought.

The Department proposes to delete N.J.A.C. 6A:9B-11.5(i), which requires candidates with a standard New Jersey instructional certification with an endorsement appropriate to the subject or grade level to be taught bilingually to be issued the standard bilingual/bicultural education endorsement upon completion of the oral and written language proficiency test in English and the target language and a State-approved bilingual education program. The current rule does not apply to holders of military science and experience-based vocational endorsements. The proposed deletion will eliminate redundancy as the rule's provisions will appear as general certification provisions at N.J.A.C. 6A:9B-8.7(b), as proposed.

Proposed N.J.A.C. 6A:9B-11.6 English as a second language (Current N.J.A.C. 6A:9B-10.5)

This section outlines the requirements for the English as a second language (ESL) endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.5 as N.J.A.C. 6A:9B-11.6 since it is a special endorsement that has additions and exceptions to the requirements for certification in N.J.A.C. 6A:9B-9 and the endorsement requirements in N.J.A.C. 6A:9B-9.1, as proposed.

The Department proposes an amendment to N.J.A.C. 6A:9B-11.6(a), which outlines the requirements for candidates pursuing an ESL CE, to replace "CE" with "endorsement." The proposed amendment will broaden the rule so it applies to candidates for the ESL endorsement at each level of certification and not just a CE. The Department also proposes an amendment to require candidates to complete the certification requirements in N.J.A.C. 6A:9B-8, including the endorsement requirements in N.J.A.C. 6A:9B-9.

The Department proposes to delete N.J.A.C. 6A:9B-11.6(a)1 and 2, which require candidates seeking an ESL CE to hold a bachelor's degree or higher from a regionally accredited college or university and meet the GPA and basic skills requirements in N.J.A.C. 6A:9B-8.1(a)2 and 3, to eliminate redundancy as the rules will appear as general certification requirements at N.J.A.C. 6A:9B-8.3(a)1, 3, and 5, as proposed.

The Department proposes new N.J.A.C. 6A:9B-11.6(a)1 to provide an exemption from the endorsement course requirements in N.J.A.C. 6A:9B-8.3(a)4 for candidates teaching on a provisional certificate if enrolled in a CE educator preparation program. The proposed rule will allow candidates enrolled in a CE educator preparation program to obtain a CE in ESL prior to completing coursework, which reflects current practice.

The Department proposes new N.J.A.C. 6A:9B-11.6(a)2 to require a candidate for the ESL endorsement to meet the test of subject matter knowledge requirement at N.J.A.C. 6A:9B-9.1(a)2 by demonstrating oral and written proficiency in English in one of two ways. Currently, candidates may demonstrate proficiency in English only by passing a Department-approved, nationally recognized test of oral and written proficiency. The Department is proposing more flexible rules for candidates to meet the language proficiency requirements for the endorsement, as previously explained.

The Department proposes to recodify N.J.A.C. 6A:9B-11.6(a)3, which requires candidates to pass a Department-approved, nationally recognized test of oral and written English language proficiency, as N.J.A.C. 6A:9B-11.6(a)2i as this is one of two proposed methods for demonstrating competency in English. The Department proposes N.J.A.C. 6A:9B-11.6(a)2ii to allow a candidate for the ESL endorsement to alternatively pass the basic skills assessment to demonstrate English writing proficiency and pass a Department-approved, nationally recognized test to demonstrate English oral proficiency. The proposed rules will provide flexibility for candidates and eliminate overly burdensome testing requirements.

The Department proposes to delete N.J.A.C. 6A:9B-11.6(a)4, which requires candidates for the endorsement to pass the physiology, hygiene, and substance abuse issues exam, to eliminate redundancy as it will appear as a general certification requirement at N.J.A.C. 6A:9B-8.2(a)2 and 8.3(a)2, as proposed, for CEAS and CE candidates respectively.

The Department proposes to delete N.J.A.C. 6A:9B-11.6(b), which requires candidates for an ESL CEAS to complete minimum degree, GPA, and basic skills requirements, as well as a Department-approved college program for the preparation of ESL teachers, to eliminate redundancy as all general CEAS requirements will appear at N.J.A.C. 6A:9B-8.2, as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.6(c), which requires a candidate for a provisional certificate to first possess an ESL CE or CEAS, obtain an offer of employment in a position that requires ESL certification, and register in a State-approved district training program upon employment, to eliminate redundancy as the provisions will appear as general requirements for the provisional certificate at N.J.A.C. 6A:9B-8.4(a), as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.6(d), which prohibits a candidate from being employed under a provisional certificate for more than four years in a position requiring ESL certification, to eliminate redundancy as the four-year limit on the provisional certificate, which currently appears at N.J.A.C. 6A:9B-6.2 and will appear as a general certification requirement at N.J.A.C. 6A:9B-8.5, as proposed, applies for all instructional provisional certificate holders regardless of endorsement area.

The Department proposes to recodify N.J.A.C. 6A:9B-11.6(e), which establishes the requirements for a candidate teaching under a provisional certificate, as N.J.A.C. 6A:9B-11.6(b). The Department proposes an amendment to replace “[w]hile teaching under provisional certification, the candidate” with “[p]rovisional teachers with a CE in English as a second language” and to add “the requirements for a standard certificate pursuant to N.J.A.C. 6A:9B-8.7

except the provisional teacher shall” after “shall complete” to clarify the listed requirements are for candidates pursuing a standard certificate rather than a provisional certificate.

The Department proposes to delete N.J.A.C. 6A:9B-11.6(b)1, which requires a candidate teaching under a provisional certificate to complete a State-approved training program, to eliminate redundancy as the rule will appear as a general certification requirement at N.J.A.C. 6A:9B-8.4, as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.6(b)2, which requires holders of an ESL CE teaching under provisional certification to complete a 15 to 21 credit hours of formal instruction in listed topics at a Department-approved New Jersey college program, as N.J.A.C. 6A:9B-11.6(b)1. The Department also proposes to add “or university an educator preparation program” after “college” to clarify the credit hours of formal instruction must occur as part of an educator preparation program at a Department-approved college or university.

The Department proposes to delete N.J.A.C. 6A:9B-11.6(f), which describes the requirements for standard certification with an ESL endorsement and reciprocity, as they are not exceptions to the rules. Requirements for a standard certification at N.J.A.C. 6A:9B-8.7, as proposed, and requirements for reciprocity at N.J.A.C. 6A:9B-8.8, as proposed, uniformly apply to all candidates despite the endorsement sought.

The Department proposes to delete N.J.A.C. 6A:9B-11.6(g), which requires holders of a standard New Jersey instructional certificate to be issued the standard ESL endorsement upon successful completion of the oral and written language proficiency test in English and a Department-approved college ESL program. Deletion of the rule, which does not apply to holders of military science, preschool through grade three, and experience-based vocational endorsements, will eliminate redundancy as the rule’s provisions will appear as general certification provisions at N.J.A.C. 6A:9B-8.7(b), as proposed.

Proposed N.J.A.C. 6A:9B-11.7 Driver education (Current N.J.A.C. 6A:9B-10.6)

This section outlines the requirements for a driver education endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.6 as N.J.A.C. 6A:9B-11.7 as this is a special endorsement with exceptions to the requirements in N.J.A.C. 6A:9B-8 and 9.1, as proposed.

The Department proposes an amendment at N.J.A.C. 6A:9B-11.7(a) to exempt candidates for a driver education endorsement from the requirements at N.J.A.C. 6A:9B-9.1(a) and to require the candidate instead to complete the requirements at N.J.A.C. 6A:9B-11.7(a)1 through 4. The proposed amendment will clarify which requirements the candidates must complete to be eligible for the endorsement.

Proposed N.J.A.C. 6A:9B-11.8 Military science (Current N.J.A.C. 6A:9B-10.7)

This section outlines the requirements for the military science endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.7 as N.J.A.C. 6A:9B-11.8 because it is a special endorsement with exceptions to the requirements in N.J.A.C. 6A:9B-8 and 9.1.

Proposed N.J.A.C. 6A:9B-11.9 Middle school with subject matter specialization (Current N.J.A.C. 6A:9B-10.11)

This section describes the requirements for the elementary school with subject-matter specialization endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.11 as N.J.A.C. 6A:9B-11.9 because it is a special endorsement with exceptions to the requirements in N.J.A.C. 6A:9B-8 and 9.1. The Department also proposes an amendment in the heading and throughout the section to change “elementary school” to “middle school” for reasons described in the Summary discussion of N.J.A.C. 6A:9B-9.3(b)3.

The Department also proposes to amend N.J.A.C. 6A:9B-11.9(a)3i to change the CCCS subject field of “language arts literacy” to “English language arts” to reflect current CCCS terminology.

Proposed N.J.A.C. 6A:9B-11.10 Swimming and water safety (Current N.J.A.C. 6A:9B-10.12)

This section outlines the requirements for the swimming and water safety endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.12 as N.J.A.C. 6A:9B-11.10 because it is a special endorsement with exceptions to the requirements in N.J.A.C. 6A:9B-8 and 9.1.

The Department proposes to amend N.J.A.C. 6A:9B-11.10(c), which requires substitute teachers for swimming and water safety to hold all necessary safety certificates, to replace “under this chapter” with “pursuant to N.J.A.C. 6A:9B-7” to update the location for substitute rules. The Department also proposes to replace “(b) above” with “(a) above” as the latter is the correct location of the safety certificates for the endorsement.

Proposed N.J.A.C. 6A:9B-11.11 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 (Current N.J.A.C. 6A:9B-10.18)

This section outlines the requirements for the Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-10.18 as N.J.A.C. 6A:9B-11.11 because it is a special endorsement with exceptions to the requirements in N.J.A.C. 6A:9B-8 and 9.1.

The Department proposes to amend N.J.A.C. 6A:9B-11.11(a), which requires a candidate for a CE in Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8, to meet all CE requirements for a Teacher of Elementary School K-6 in N.J.A.C. 6A:9B-8.3(b), to replace “N.J.A.C. 6A:9B-8.3(b)” with “N.J.A.C. 6A:9B-8.3 and 10.2.” Current N.J.A.C. 6A:9B-8.3(b), which requires a principal or appropriately certificate school administrative designee to observe and formally evaluate a provisional teacher with a CE or CEAS, was inserted in error in a previous rulemaking. The reference is supposed to be to the requirements for an instructional CE with an elementary school endorsement, which currently are at N.J.A.C. 6A:9B-8.1(b). The Department proposes to recodify the endorsement-specific requirements at current N.J.A.C. 6A:9B-8.1(b) as N.J.A.C. 6A:9B-10.2 and to delete redundant rules that simply list general certification requirements as explained in the Summary discussion of proposed N.J.A.C. 6A:9B-

8.2. Therefore, the rule must reference N.J.A.C. 6A:9B-8.3, which contains CE requirements, and N.J.A.C. 6A:9B-10.2, which contains the elementary school (K-6) endorsement-specific requirements, to be accurate.

The Department proposes to delete N.J.A.C. 6A:9B-11.11(c), which requires a candidate for a provisional certificate first to hold a CE or CEAS in Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8, obtain and accept an offer of employment, and register in a State-approved district training program, to eliminate redundancies as the provisions currently are required in N.J.A.C. 6A:9B-8.4(a), as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.11(d), which contains rules governing the mentoring provisional teachers, to eliminate redundancies as rules governing provisional teachers are contained in N.J.A.C. 6A:9B-8.4.

The Department proposes to recodify N.J.A.C. 6A:9B-11.11(e), which specifies where an individual with a Teacher of Supplemental Instruction in Reading and Mathematics, K-8 may teach, as N.J.A.C. 6A:9B-11.11(c). The Department proposes at recodified N.J.A.C. 6A:9B-11.11(c)2 to change “[m]ust” to “[s]hall” and to break the rule into two separate sentences for consistency and grammatical improvement.

The Department proposes to recodify N.J.A.C. 6A:9B-11.11(f), which requires an individual teaching on a provisional certificate with a Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 endorsement to attend an approved district training program appropriate to K-6 endorsement holders, as N.J.A.C. 6A:9B-11.11(d). The Department also proposes to delete the second sentence, which requires the approved training program attended by the candidate to comply with r N.J.A.C. 6A:9B-8.3 or 8.5, because it is redundant; any approved educator preparation program is required to comply with the rules in N.J.A.C. 6A:9, 9A, 9B, and 9C.

The Department proposes to delete N.J.A.C. 6A:9B-11.11(g), which stipulates no person may be employed for more than four years under provisional certification as a Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8, to eliminate redundancies as this is a rule that applies to all provisionally certified teachers and appears at N.J.A.C. 6A:9B-8.5(c), as proposed.

The Department proposes to delete N.J.A.C. 6A:9B-11.11(h), which indicates a standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 must be awarded upon a candidate’s successful completion of his or her provisional teacher program to eliminate redundancies as this is a general rule that applies to all teachers and appears at N.J.A.C. 6A:9B-8.7, as proposed.

The Department proposes to recodify N.J.A.C. 6A:9B-11.11(i), which indicates that a holder of a standard instructional certificate with a Teacher of Supplemental Instruction in Reading and Mathematics, K-8 must attain a second standard instructional certificate before qualifying for N.J.A.C. 6A:9B-9.1(b), which allows a holder of a CE, CEAS, or standard instructional certificate to obtain the corresponding CE, CEAS, or standard instructional certificate in a different endorsement upon completion of only the academic and test requirements, as N.J.A.C. 6A:9B-11.11(e). The Department also proposes to delete “, including provisional teacher program, and, if necessary, any regional training center requirements” at the end of the first sentence because it is redundant, as it only repeats standard certification requirements.

Proposed N.J.A.C. 6A:9B-11.12 Requirements for the charter school certificate of eligibility (CSCE) (Current N.J.A.C. 6A:9B-10.19)

This section outlines the requirements for the charter school CE.

The Department proposes to recodify N.J.A.C. 6A:9B-10.19 as N.J.A.C. 6A:9B-11.12 as the charter school CE has additions and exceptions to the CE requirements in N.J.A.C. 6A:9B-8.

The Department proposes to recodify N.J.A.C. 6A:9B-11.12(d)2, which lists as an eligibility requirement for a standard charter school certificate that a candidate successfully complete at least one school year while provisionally employed in a position requiring instructional certification, to amend “at least one school year” to “at least two school years.” The proposed amendment aligns with lengthening of the provisional period from one to two years for provisional teachers in traditional public schools.

Subchapter 12. Requirements for Educational Services Certification

This subchapter describes the requirements for candidates seeking educational services certification and what each educational services endorsement authorizes an individual to do.

The Department proposes to recodify N.J.A.C. 6A:9B-12 as N.J.A.C. 6A:9B-14 as described later in the Summary.

Proposed Subchapter 12. Requirements for Administrative Certification

This subchapter outlines the requirements the Department uses for approving college preparation programs for administrative and supervisory personnel, approving non-traditional programs for administrative and supervisory personnel, evaluating the eligibility of candidates for administrative or supervisory certification, and approving principal and school administrator residency programs.

The Department proposes to recodify N.J.A.C. 6A:9B-11 as N.J.A.C. 6A:9B-12.

The Department proposes amendments at N.J.A.C. 6A:9B-12.4, 12.5, and 12.7 to clarify where the residency required for school administrators, principals, and supervisors can take place. As current rules in the above-mentioned sections are unclear and inconsistent about where residencies can occur, all references to a residency location have been amended to reflect that residencies can occur in a “school or school district,” including, but not limited to, school districts, public schools, charter schools, nonpublic schools, and private schools for students with disabilities. The proposed amendments will clarify and align the rules.

The Department proposes throughout the subchapter to replace “Department-approved program” or “State-approved program” with “Commissioner-approved program.” The proposed amendment aligns with the same amendment with regard to programs leading to an instructional certification proposed in N.J.A.C. 6A:9A in a separate rulemaking. For consistency, the Department will refer to any New Jersey educator preparation program leading to a certification that requires Department approval as “Commissioner-approved.” The proposed amendment is not intended to alter operationally how the Department approves programs.

Proposed N.J.A.C. 6A:9B-12.1 Purpose of requirements (Current N.J.A.C. 6A:9B-11.1)

This section describes how the requirements for administrative certification will be applied.

The Department proposes to recodify N.J.A.C. 6A:9B-11.1 as N.J.A.C. 6A:9B-12.1. The Department also proposes to amend the heading from “Use of requirements” to “Purpose of requirements” for stylistic improvement.

The Department proposes at recodified N.J.A.C. 6A:9B-12.1(a)1, which stipulates the requirements for administrative certification will be used as the basis for approving college preparation programs for administrative and supervisory personnel, to replace “college preparation programs” with “educator preparation programs” because it is a more inclusive term that includes programs provided by higher education institutions and other program providers. The Department also proposes to delete N.J.A.C. 6A:9B-12.1(a)2, which stipulates the requirements for administrative certification will be used as the basis when approving non-traditional programs offered by service providers for administrative and supervisory personnel, because it is redundant.

The Department proposes to recodify N.J.A.C. 6A:9B-12.1(a)3 and 4 as N.J.A.C. 6A:9B-12.1(a)2 and 3, respectively.

The Department proposes an amendment to recodified N.J.A.C. 6A:9B-12.1(a)3 to replace “[d]efining the nature and extent of experience used in development of residencies required of administrative candidates for certification” with “[a]pproving residency programs required of principal and school administrator candidates for certification.” The proposed amendment will codify current practice.

Proposed N.J.A.C. 6A:9B-12.2 College degrees (Current N.J.A.C. 6A:9B-11.2)

The section requires all candidates for administrative and supervisory certification, except for school business administrators, to hold a master’s degree or higher from a regionally accredited college or university.

The Department proposes to recodify N.J.A.C. 6A:9B-11.2 as N.J.A.C. 6A:9B-12.2.

The Department proposes to delete “and supervisory” from the rule. There are only three types of certificates: instructional, administrative, and educational services. A supervisor certificate is a type of administrative certificate and, therefore, the reference to “supervisory certification” is inaccurate.

Proposed N.J.A.C. 6A:9B-12.3 Authorizations (Current N.J.A.C. 6A:9B-11.3)

This section describes what each endorsement that accompanies an administrative certification authorizes a candidate to do and indicates which roles and responsibilities he or she can assume.

The Department proposes to recodify N.J.A.C. 6A:9B-11.3 as N.J.A.C. 6A:9B-12.3.

The Department proposes to reorganize recodified N.J.A.C. 6A:9B-12.3(a), which requires a school administrator endorsement for any position that involves services as a district-level administrative officer and specifies what the endorsement authorizes an individual to do, as N.J.A.C. 6A:9B-12.3(a) and (a)1 through 5 for organizational clarity. The Department also proposes N.J.A.C. 6A:9B-12.3(a)6 to allow someone with a school administrator endorsement to

serve as a principal or supervisor with full authority to carry out the duties of the positions, which is a current practice.

The Department proposes to reorganize recodified N.J.A.C. 6A:9B-12.3(b), which specifies what a principal endorsement authorizes an individual to do, as N.J.A.C. 6A:9B-12.3(b) and (b)1 through 4 for organizational clarity.

The Department proposes amendments to recodified N.J.A.C. 6A:9B-12.3(c), which requires the supervisor endorsement for both supervisors of instruction and athletic directors who do not hold a standard principal's endorsement and defines the supervisor's responsibilities, to add "evaluation" as a responsibility and to replace "the work of instructional personnel" with "teaching staff members" because the supervisor is qualified to evaluate teachers and the latter term better aligns with the chapter and N.J.A.C. 6A:10. The Department proposes to delete the last sentence of N.J.A.C. 6A:9B-12.3(c), which authorizes a holder of a supervisor endorsement to be appointed assistant superintendent in charge of curriculum and instruction, because a candidate with a supervisor endorsement will no longer be authorized to serve as an assistant superintendent of curriculum and instruction as explained in the next paragraph.

The Department proposes N.J.A.C. 6A:9B-12.3(c)1 to state, effective January 1, 2018, a supervisor endorsement no longer will authorize appointment as an assistant superintendent in charge of curriculum and/or instruction because such positions typically require job responsibilities beyond the scope of the training required for the supervisor endorsement. The Department proposes N.J.A.C. 6A:9B-12.3(c)1i to allow holders of a supervisor endorsement issued prior to January 1, 2018, to continue to hold a position as an assistant superintendent in charge of curriculum and/or instruction. The proposed rule will provide school districts that utilize holders of supervisor endorsements in this position ample time to adjust their hiring practices.

The Department proposes to reorganize recodified N.J.A.C. 6A:9B-12.3(d), which describes what a business administrator endorsement authorizes an individual to do, as N.J.A.C. 6A:9B-12.3(d) and (d)1 and 2 for organizational clarity.

Proposed N.J.A.C. 6A:9B-12.4 School administrator (Current N.J.A.C. 6A:9B-11.4)

This section describes the basic requirements for a candidate to be eligible for a school administrator CE.

The Department proposes to recodify N.J.A.C. 6A:9B-11.4 as N.J.A.C. 6A:9B-12.4.

The Department proposes at N.J.A.C. 6A:9B-12.4(a)1v, which allows a candidate to meet the degree requirements for the endorsement by completing a master's degree in educational leadership from an NCATE- or TEAC-approved program at an out-of-State college or university, to replace "an NCATE- or TEAC-approved program" with "a nationally accredited program" to simplify the rule account for the changing nature of accreditation (NCATE and TEAC have recently combined to form Council for the Accreditation of Educator Preparation (CAEP)).

The Department proposes an amendment to N.J.A.C. 6A:9B-12.4(a)2, which requires candidates for an administrator CE to complete a minimum of 30 graduate credits, either within the master's program or in addition to it, in stipulated quality components of preparation to promote student learning as set forth in N.J.A.C. 6A:9-3.4(a)1 through 6, to add "the Professional Standards for School leaders in" before "N.J.A.C. 6A:9-3.4(a)1 through 6" for consistency. The Department also proposes to delete "[c]andidates shall be promoting the

success of every student by:” and N.J.A.C. 6A:9B-12.4(a)2i through vi, which simply list the Professional Standards for School Leaders.

The Department proposes an amendment at N.J.A.C. 6A:9B-12.4(b), which requires a candidate who matriculates and enrolls in a State-approved educational leadership preparation program on or after September 1, 2008, to complete all requirements of N.J.A.C. 6A:9B-12.4(a) effective as of January 7, 2008, to delete “effective as of January 7, 2008.” The Department also proposes to delete the last two sentences, which allow candidates who matriculated and enrolled in a State-approved educational leadership preparation program prior to September 1, 2008, and applied to the Office no later than December 31, 2011, to complete all requirements under former N.J.A.C. 6A:9B-11.4, because all deadlines have passed and candidates can no longer apply under the former rules.

The Department proposes new N.J.A.C. 6A:9B-12.4(d) to require the effective date of the provisional certificate issuance to be the date on which the CE holder begins employment with a district board of education in a certificated position to align with the same provisional requirements for teachers at N.J.A.C. 6A:9B-8.3.

The Department proposes to recodify current N.J.A.C. 6A:9B-12.4(d) as new N.J.A.C. 6A:9B-12.4(e). The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.4(e)2 to replace a “one- to two-year” Commissioner-approved residency program with a “one-year” program to clarify the approved residency program administrators must complete while employed under provisional certification is one year. The Department also proposes an amendment to add language allowing a residency to be extended for medical or family leave if agreed upon by the Department and the employing school or school district. The proposed amendments will provide flexibility for candidates facing extenuating circumstances while attempting to complete the residency requirement. The Department also proposes in the third sentence to replace “the residency” with “the residency requirement” to clarify the rule’s intent to allow the Commissioner to reduce or remove the residency requirement based on the candidate’s prior experience. The Department also proposes in the last sentence to replace “[t]he residency program shall” with “[t]he Commissioner-approved program provider selected by the candidate shall implement the residency program, which shall” to clarify the provider – and not the school or school district – is responsible for implementing a residency program that meets the requirements in N.J.A.C. 6A:9B-12.4(e)2i through v.

The Department proposes at recodified N.J.A.C. 6A:9B-12.4(e)2i, which requires the residency to take place in a functioning public school district environment or in an approved alternate site that serves public school students, to replace “public school district environment or may take place in an approved alternate site that serves public school students” with “school or school district” to allow the residency to take place in a school or school district without specificity as to which type of school.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.4(e)2ii, which requires the standard administrative certificate with a school administrator endorsement to complete a residency program that requires the candidate to develop a thorough understanding of the CCCS, the Professional Standards for Teachers in N.J.A.C. 6A:9-3.3, and the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4, to replace “[r]equire the candidate to develop” with “[p]rovide professional experiences, training, mentoring, instruction, and opportunities to network with other candidates and experienced school administrators, and develop.” The proposed amendment will require the residency program to provide a variety of learning experiences to help the candidate develop. It also aligns with the proposed amendment in recodified N.J.A.C. 6A:9B-12.4(e)2 specifying it is the program provider’s responsibility to

ensure the candidate's development. The Department proposes to delete the last sentence of N.J.A.C. 6A:9B-12.4(e)2ii, which explains how candidates must demonstrate their understanding of the Professional Standards for Teachers and School Leaders, because the rule no longer applies. The proposed amendment at recodified N.J.A.C. 6A:9B-12.4(e)2 specifies it is the program provider's responsibility to ensure the candidate's development; therefore, a rule describing how a candidate must demonstrate his or her understanding is unnecessary.

The Department proposes an amendment at recodified N.J.A.C. 6:9B-12.4(e)2iii to require the program provider to ensure the employing school or school district, the candidate, the residency mentor, and the provider all enter into a standard Department-issued agreement prior to the candidate starting the residency program. Currently, the residency program must be conducted "in accordance with a standard agreement issued by the Department." The proposed shift from compliance with a standard agreement during a residency to entering into an agreement by all parties prior to the residency will increase accountability of all parties by encouraging an initial conversation regarding what is expected of each party during the residency.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.4(e)2iv, which requires the residency program to be administered by a State-approved mentor, to replace "[b]e administered by a State-approved mentor" with "[p]rovide a State-approved mentor who meets the requirements in (f) below and who shall:" to align with the proposed amendment at recodified N.J.A.C. 6A:9B-12.4(e)2 that specifies it is the program provider's responsibility to ensure the candidate's development. Therefore, the program provider will be required to provide a mentor, who will not be responsible for all aspects of the program. The Department also proposes to delete the remainder of recodified N.J.A.C. 6A:9B-12.4(e)2iv, which describes the requirements to serve as a mentor and the process for having a candidate's professional experience deficiencies waived, because mentor requirements will appear at proposed N.J.A.C. 6A:9B-12.4(f). The remainder of the rule no longer is relevant as the mentor and mentee instead will develop an individualized professional plan based on the mentee's specific needs and prior work experience.

The Department proposes N.J.A.C. 6A:9B-12.4(e)1iv(1), (2), and (4) through (6) to describe the responsibilities of a mentor to an administrative certification candidate in a residency program. The responsibilities include: provide support based on an individualized mentoring plan; supervise and verify the candidate's completion of all required experiences and training; provide confidential guidance and support; guide the candidate through self-assessment based on the Professional Standards for School Leaders; and assist the candidate in developing the required individual professional development plan for the school year following the residency period. The Department proposes to recodify the first two sentences of current N.J.A.C. 6A:9B-12.4(g), which require a mentor to meet with a candidate at least once a month and be available on a regular basis to provide assistance or advice upon a candidate's request, as N.J.A.C. 6A:9B-12.4(e)2iv(3) for organizational clarity as the provisions are mentor responsibilities.

The Department proposes an amendment to N.J.A.C. 6A:9B-12.4(e)2v to replace "[p]rovide professional experiences, training and instruction as defined in the Professional Standards for School Leaders in the areas of" with "[e]nsure the individual mentoring plan is based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district." The proposed amendment will ensure each candidate receives a unique mentoring experience tailored to his or her professional needs. The Department also proposes to add "[s]upport for the candidate in the following areas shall be considered in developing the individualized plan:" before the professional experiences, training,

and instruction topics based on the Professional Standards for School Leaders and “professional development” within the list. As proposed, the rule will require the same topics to be considered along with a candidate’s and the employing school or school district’s unique needs when developing an individualized mentoring plan.

The Department proposes new N.J.A.C. 6A:9B-12.4(f) to require a State-approved mentor from the program provider to have a minimum of three years’ experience as an effective school administrator, to be engaged in New Jersey public schools for at least three of the last five years, and to complete a State-approved training program to qualify as a mentor.

The Department proposes to recodify N.J.A.C. 6A:9B-12.4(e) through (l) as N.J.A.C. 6A:9B-12.4(g) through (n), respectively.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.4(g), which requires each candidate for an administrative certificate with an administrator endorsement to be evaluated three times formally by his mentor—the first two evaluations being diagnostic and the final evaluation serving as the basis for issuance of a candidate’s standard certificate. The rule also requires the mentor to submit each evaluation on a State-developed form and to discuss each evaluation with the candidate, who must sign the form. The Department proposes to replace “the report shall be sent” with “the mentor shall send the report” to specify whom is responsible for sending the report to the Department.

The Department proposes to recodify the first two sentences of recodified N.J.A.C. 6A:9B-12.4(i) as N.J.A.C. 6A:9B-12.4(d)iv3, as previously discussed. The Department also proposes at recodified N.J.A.C. 6A:9B-12.4(i), which allows the Department to require the candidate to pay fees to cover the cost of the training and mentoring services that will qualify him or her for certification, to replace “resident superintendents” with “the candidate” to align with language throughout the section. The Department also proposes an amendment to add “to the program provider” after “to pay fees” to clarify to whom payment would be rendered.

The Department proposes at recodified N.J.A.C. 6A:9B-12.4(k), which outlines the rules for appealing an unfavorable recommendation, to replace the process outlined with “appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13” because the current rule is redundant and the process has been amended at N.J.A.C. 6A:9B-4.13.

The Department proposes at recodified N.J.A.C. 6A:9B-12.4(l)2 to replace “in an approved alternate site that services public school students” with “in an approved nonpublic school” to allow a residency to take place in a “school or school district” without specificity about which type of school.

The Department proposes at recodified N.J.A.C. 6A:9B-12.4(m)1ii, (m)2, and (n)3ii to replace “State district” with “State-operated school district” to reflect the current term used to describe school districts run by the State.

Proposed N.J.A.C. 6A:9B-12.5 Principal (Current N.J.A.C. 6A:9B-11.5)

This section describes the requirements for a candidate to be eligible for principal certification.

The Department proposes to recodify N.J.A.C. 6A:9B-11.5 as N.J.A.C. 6A:9B-12.5.

The Department proposes at N.J.A.C. 6A:9B-12.5(a)1iv, which stipulates a candidate may meet the study requirements for the endorsement if he or she holds a master's degree in educational leadership from an NCATE- or TEAC-approved program at an out-of-State college or university, to replace "NCATE- or TEAC-approved program" with "nationally accredited program" to simplify the rule and account for the changing nature of accreditation (NCATE and TEAC have recently combined to form CAEP).

The Department proposes at N.J.A.C. 6A:9B-12.5(a)2, which requires the candidate for an administrative certificate with a principal endorsement to complete 30 graduate credits in the quality components listed at N.J.A.C. 6A:9B-12.5(a)2i through vi, to replace "in the following quality components of preparation to promote student learning as" with "aligned with the Professional Standards for School Leaders" because the list of quality components, which repeats the Professional Standards for School Leaders, is proposed to be deleted from this section. The Department also proposes to delete "[c]andidates shall be promoting the success of every student by:" and to delete N.J.A.C. 6A:9B-12.4(a)2i through vi, which list the Professional Standards for School Leaders. Due to the proposed deletion of N.J.A.C. 6A:9B-12.4(a)2i through vi, the Department also proposes at N.J.A.C. 6A:9B-12.5(m)2 to delete the reference to the list.

The Department proposes an amendment at N.J.A.C. 6A:9B-12.5(b), which requires a candidate who matriculates and enrolls in a State-approved educational leadership preparation program on or after September 1, 2008, to complete all requirements of N.J.A.C. 6A:9B-12.5(a) effective as of January 7, 2008, to delete "effective as of January 7, 2008." The Department also proposes to delete the last two sentences, which allow candidates who matriculated and enrolled in a State-approved educational leadership preparation program prior to September 1, 2008, and applied to the Office no later than December 31, 2011, to complete all requirements under former N.J.A.C. 6A:9B-11, because all deadlines have passed and candidates no longer can apply under the former rules.

The Department proposes new N.J.A.C. 6A:9B-12.5(d) to require the effective date of the provisional certificate issuance to be the date on which the CE holder begins employment with a district board of education in a certificated position to align with the same provisional requirements for teachers at N.J.A.C. 6A:9B-8.3.

The Department proposes to recodify current N.J.A.C. 6A:9B-12.5(d) as N.J.A.C. 6A:9B-12.5(e). The Department also proposes an amendment to replace "[t]o be eligible" with "[t]he Commissioner-approved principal residency program provider shall notify the Office that a principal is" eligible for a standard administrative certificate with a principal endorsement to clarify the program provider is responsible for notifying the Office of a principal's eligibility.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.5(e)2, which requires a candidate for a standard administrative certificate to complete a two-year Commissioner-approved residency program while employed under provisional principal certification in a school or school district to allow the residency to be extended for medical or family leave upon agreement by the Department and the employing school or school district. The proposed amendment will provide flexibility for candidates facing extenuating circumstances while attempting to complete the residency requirement. The Department also proposes in the third sentence to replace "the residency" with "the residency requirement" to clarify the rule's intent to allow the Commissioner to reduce or remove the residency requirement based on the candidate's prior experience. The Department also proposes to replace "[t]he residency program shall:" with "[t]he Commissioner-approved program provider selected by the employing school or school district shall implement the residency program, which shall"

in the last sentence to clarify the provider, and not the school or school district, is responsible for implementing a residency program that meets the requirements in recodified N.J.A.C. 6A:9B-12.5(e)2i through v.

The Department proposes new N.J.A.C. 6A:9B-12.5(e)2i to require program providers to ensure a principal's residency takes place in a school or school district, which aligns with the amendment at N.J.A.C. 6A:9B-12.5(e)2 that specifies it is the program provider's responsibility to ensure a residency takes place in accordance with the section's rules.

The Department proposes to recodify N.J.A.C. 6A:9B-12.5(e)2i through iv as N.J.A.C. 6A:9B-12.5(e)2ii through v, respectively.

The Department proposes at recodified N.J.A.C. 6A:9B-12.5(e)2ii, which requires a candidate to develop a thorough understanding of the CCCS, the Professional Standards for Teachers as defined in N.J.A.C. 6A:9-3.3, and the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4, to replace "[r]equire the candidate to develop" with "[p]rovide professional experiences, training, mentoring, instruction, opportunities to network with other candidates and experienced principals, and specific training on the school's or school district's educator evaluation systems and develop." The proposed amendment will require the residency program to provide a variety of learning experiences to help the candidate develop. It also aligns with the proposed amendment at N.J.A.C. 6A:9B-12.5(e)2 that specifies it is the program provider's responsibility to ensure the candidate's development. The Department also proposes to delete the last sentence of N.J.A.C. 6A:9B-12.4(e)2ii, which explains how candidates shall demonstrate their understanding of Professional Standards for Teachers and School Leaders, because it no longer applies. The proposed amendment at N.J.A.C. 6A:9B-12.4(e)2ii specifies it is the program provider's responsibility to ensure the candidate's development; therefore, a rule describing how a candidate demonstrates his or her development is unnecessary.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.5(e)2iii to require the program provider to ensure the employing school or school district, the candidate, the residency mentor, and the provider all enter into a standard agreement prior to the candidate starting the residency. Currently, the residency program must be conducted "in accordance with a standard agreement issued by the Department." This shift from compliance with a standard agreement during a residency to entering into an agreement by all parties prior to the residency increases accountability of all parties by encouraging an initial conversation regarding what is expected of each party during the residency.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.5(e)2iv to replace "[b]e administered by a State-approved mentor" with "[p]rovide a State-approved mentor." The proposed amendment aligns with proposed amendments to N.J.A.C. 6A:9B-12.5(e)2 that specify it is the program provider's responsibility to ensure the candidate's development. Therefore, the program provider will be required to provide a mentor, who is not responsible for all aspects of the program. The Department also proposes to replace the remainder of recodified N.J.A.C. 6A:9B-12.5(e)iv, which describes the requirements to serve as a mentor and the process for having a candidate's professional experience deficiencies waived, with "who meets the requirements in (f) below and who shall:." Mentor requirements are proposed at N.J.A.C. 6A:9B-12.5(f), and the remainder of current N.J.A.C. 6A:9B-12.5(e)iv is not relevant as an individualized mentor plan is required.

The Department proposes N.J.A.C. 6A:9B-12.4(e)2iv(1), (3), and (4) to describe the responsibilities of a mentor to a principal candidate in a residency program. The proposed responsibilities include: supervise and verify the candidate's completion of all required

experiences and training; provide confidential guidance and support; and guide the candidate through self-assessment based on the school district's Commissioner-approved principal evaluation practice instrument. The Department proposes to recodify the first two sentences of current N.J.A.C. 6A:9B-12.5(g), which require a mentor to meet with a candidate at least once a month and be available on a regular basis to provide assistance or advice upon the candidate's request, as N.J.A.C. 6A:9B-12.5(e)2iv(2) since it is a mentor responsibility. The Department also proposes N.J.A.C. 6A:9B-12.5(e)iv(5) to require the mentor to consult with the principal candidate's director supervisor in development of the principal candidate's individualized mentoring plan to ensure the principal's supervisor is consulted with regard to a principal candidate's plan for mentoring and development. The Department also proposes N.J.A.C. 6A:9B-12.5(e)2iv(6) to prohibit the mentor from serving as the candidate's direct supervisor or conducting the candidate's evaluation. The proposed rule will parallel the rules for teacher mentoring and will clearly delineate the role of the mentor and direct supervisor. The mentor's role is to provide confidential support and guidance during the year; the direct supervisor conducts formal observation for the purpose of evaluating job performance.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.5(e)2v to replace “[p]rovide professional experiences, training and instruction as defined in the Professional Standards for School Leaders in the areas of” with “[p]rovide support based on the individualized mentoring plan developed collaboratively by the mentor, the candidate, and the candidate's supervisor.” The Department also proposes an amendment to require the mentoring plan to take the place of the individualized professional development plan during the residency period and to be individualized based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. The Department also proposes to add “[s]upport for the candidate in the following areas shall be considered in developing the individualized plan:” before the professional experiences, training, and instruction in topics based on the Professional Standards for School Leaders. Finally, the Department proposes to add “professional development” to the areas that will be considered when crafting a candidate's individualized mentoring plan. As proposed, the rule will require the same topics, as well as a candidate's professional development needs, to be considered along with a candidate's and the employing school district's unique needs when developing an individualized mentoring plan. Together, the proposed amendments will ensure each candidate receives one individualized mentoring experience that addresses his or her unique professional needs. Also, allowing the mentoring plan to take the place of the individualized professional development plan will remove a burden on the candidate and prevent a redundancy of efforts.

The Department proposes N.J.A.C. 6A:9B-12.5(e)3 to require a candidate to be reviewed by his or her mentor pursuant to N.J.A.C. 6A:9B-12.5(g) and recommended for approval for the standard certificate pursuant to N.J.A.C. 6A:9B-12.5(i). The proposed rule will clarify a proper review and official recommendation are conditions that must be met before a program provider can notify the Office of a principal's eligibility for the standard certificate.

The Department proposes new N.J.A.C. 6A:9B-12.5(f) and (f)1 to require a mentor candidate to have a minimum of three years' experience as an effective school principal. For principals practicing in New Jersey starting in academic year 2013-2014 and each year thereafter, the proposed rules state “effective” means the principal receives a summative rating of effective or highly effective pursuant to N.J.A.C. 6A:10-5. The Department proposes N.J.A.C. 6A:9B-12.5(f)2 and 3 require the mentor to be engaged in New Jersey public schools for at least three of the last five years and to complete a State-approved mentor training program prior to mentoring a candidate.

The Department proposes to recodify current N.J.A.C. 6A:9B-12.5(e), which requires each candidate for the standard administrative certificate with a principal endorsement to be evaluated formally by the mentor on at least six occasions for purposes of certification, as N.J.A.C. 6A:9B-12.5(g). The rule also requires the first five evaluations to be conducted mainly for diagnostic purposes, the final evaluation to be the basis for issuance of the candidate's standard certificate, and the performance evaluations to be aligned with the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4, and reported on a State-developed form. The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.5(g) to replace "[e]ach candidate for the standard administrative certificate with a principal endorsement shall be evaluated formally by the mentor on at least six occasions for purposes of certification" with "[t]he Commissioner-approved program provider shall base the candidate's recommendation for the standard administrative certificate with a principal endorsement on at least three reviews conducted by the mentor throughout each year during the two-year residency" to require the Commissioner-approved program provider, and not the mentor, to recommend the principal candidate for the standard certificate. The Department proposes to replace "evaluate" with "review" to eliminate confusion between the responsibilities of the mentor and the principal's direct supervisor, who must formally evaluate the principal candidate pursuant to AchieveNJ regulations at N.J.A.C. 6A:10. The Department also proposes to clarify the mentor must formally review the principal candidate at least three times each year during the two-year residency to ensure observations occur each year during the two-year residency. The Department also proposes to require the final review for issuance of the standard certificate to be informed by the candidate's performance on all prior reviews and for the Commissioner-approved program provider to ensure the principal's direct supervisor is consulted regarding the candidate's performance prior to submitting to the Department the principal candidate's final review. The Department also proposes to add "[t]he Commissioner-approved program provider shall submit the final review to the Department through a" before "State-developed form" in the fourth sentence to clarify the entity responsible for submitting the form. Finally, the Department proposes to delete the last two sentences, which require the mentor to discuss the evaluation with the candidate and for both the mentor and candidate to sign the report as evidence of the discussion, and the final evaluation to be sent with a recommendation for certification, because they rules are too prescriptive.

The Department proposes to delete current N.J.A.C. 6A:9B-12.5(f), which requires each mentor to form an advisory panel of practicing educators and to convene the panel on at least three occasions to review the resident's progress and solicit advice concerning the candidate's certification, because the Department proposes to eliminate the mentor's role in evaluating the candidate for certification.

The Department proposes to recodify current N.J.A.C. 6A:9B-12.5(g) through (l) as N.J.A.C. 6A:9B-12.5(h) through (m), respectively.

The Department proposes at recodified N.J.A.C. 6A:9B-12.5(h) to delete the first two sentences, which require a mentor to meet with a candidate at least once a month during the residency and be available on a regular basis to provide assistance or advice upon the candidate's request, because the provisions are included in N.J.A.C. 6A:9B-12.5(e)2iv(2), as previously discussed.

The Department proposes at recodified N.J.A.C. 6A:9B-12.5(i), which requires standard certification of principal candidates to be approved or disapproved pursuant to the procedures in N.J.A.C. 6A:9B-12.5(i)1 through 6, to rewrite the rule as "The Commissioner-approved program provider shall recommend for approval or disapproval principal candidates for certification

pursuant to the following procedures.” The proposed amendment will clarify it is the program provider’s responsibility to recommend a principal candidate for approval or disapproval.

The Department proposes at recodified N.J.A.C. 6A:9B-12.5(i)1, 5, and 6, which outline procedures for standard certification of principal candidates, to replace “mentor” with “Commissioner-approved program provider” as the program provider, and not the mentor, will be the official recommender. The Department also proposes at recodified N.J.A.C. 6A:9B-12.5(i)2ii, which explains the consequence of an “insufficient” recommendation for standard certification, to replace “one additional year” with “two additional years” because the consequence of an insufficient recommendation is that the principal not be issued a standard certificate but be allowed to continue the residency or seek admission to another residency program. The proposed amendment is only a correction, not a change in practice; principal residency programs last two years and not one year. The Department also proposes to delete recodified N.J.A.C. 6A:9B-12.5(i)3, which stipulates principal mentors act as agents of the Board of Examiners in formulating their certification recommendations and the recommendations are not subject to review or approval of district boards of education, because program providers, with the input of mentors, only recommend for approval or disapproval principal candidates; in current practice, the Department, as the issuing body, retains the authority to accept or reject the recommendation.

The Department proposes to recodify N.J.A.C. 6A:9B-12.5(i)4 through 6 as N.J.A.C. 6A:9B-12.5(i)3 through 5, respectively.

The Department proposes at recodified N.J.A.C. 6A:9B-12.5(j), which outlines the process for petitioning an unfavorable recommendation to the Board of Examiners, to replace the process outlined with “appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13” because recodified N.J.A.C. 6A:9B-12.5(j) is redundant and the process has been amended at N.J.A.C. 6A:9B-4.13.

The Department proposes an amendment at recodified N.J.A.C. 6A:9B-12.5(k)3 and (l)3, which require candidates who hold an administrative certificate with a supervisor endorsement to pass a State-approved examination of knowledge that is acquired through study of the topics listed in current N.J.A.C. 6A:9B-11.5(a)2, aligned with the Professional Standards for School Leaders, and most directly related to the functions of principals. The Department proposes to delete “of the topics listed in (a)2 above” to account for the proposed deletion of N.J.A.C. 6A:9B-12.5(a)2, which merely repeats the Professional Standards for School Leaders at N.J.A.C. 6A:9-3.4(a)1 through 6; therefore, the amended citations will reference the standards and not the list.

Proposed N.J.A.C. 6A:9B-12.6 Supervisor (Current N.J.A.C. 6A:9B-11.6)

This section outlines the requirements for the supervisor certificate.

The Department proposes to recodify N.J.A.C. 6A:9B-11.6 as N.J.A.C. 6A:9B-12.6.

The Department proposes at N.J.A.C. 6A:9B-12.6(a)2i, which requires a candidate for a standard administrative certificate with a supervisor endorsement to successfully complete a college curriculum approved by the Department as the basis for issuing the endorsement as one of three options, to replace “[a] college curriculum approved by the Department as the basis for issuing this endorsement” with “[a] Commissioner-approved college curriculum that specifically prepares the candidate for the endorsement.” The Department proposes at N.J.A.C. 6A:9B-12.6(a)2iii, which allows the candidate to fulfill the requirement by successfully completing a

State-approved training program implemented by a State]-approved provider [s the basis for issuing the certificate, to replace “[a] State-approved training program implemented by a State-approved provider as the basis for issuing this certificate” with “[a] Commissioner-approved training program that is implemented by a Commissioner-approved provider and specifically prepares the candidate for the endorsement.” The proposed amendments will clarify the types of programs that can be completed to qualify for the supervisor endorsement.

Proposed N.J.A.C. 6A:9B-12.7 School business administrator (Current N.J.A.C. 6A:9B-11.7)

This section outlines the requirements for the school business administrator certification.

The Department proposes to recodify N.J.A.C. 6A:9B-11.7 as N.J.A.C. 6A:9B-12.7.

The Department proposes an amendment at N.J.A.C. 6A:9B-12.7(c)2, which requires a candidate for a standard administrative certificate with a school business administrator endorsement to Complete a one- to two-year State-approved s district residency program while employed under provisional certification, to replace a “one- to two-year” program with a “one-year” Commissioner-approved residency program to clarify the program’s length o.

The Department proposes an amendment at N.J.A.C. 6A:9B-12.7(d), which describes evaluation procedures for provisional school business administrators, to replace “[u]pon completion of each evaluation, the report shall be sent” with “[t]he mentor shall send each completed evaluation” to clarify who is responsible for sending the document to the Department.

The Department proposes an amendment at N.J.A.C. 6A:9B-12.7(f), which describes some mentor and mentee responsibilities, to add “to the program provider” after “to pay fees” to clarify whom the candidate would pay.

The Department proposes at N.J.A.C. 6A:9B-12.7(h), which outlines the process for appealing an unfavorable recommendation to the Board of Examiners, to replace the process outlined with “appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13” because N.J.A.C. 6A:9B-12.7(h) is redundant and the process has been amended at N.J.A.C. 6A:9B-4.13.

The Department proposes an amendment at N.J.A.C. 6A:9B-12.7(j), which allows district board of education secretaries who lack certification but were hired prior to September 1, 1991, to perform business administration functions to retain their positions, to replace “N.J.A.C. 6A:11-12.3(d)” with “N.J.A.C. 6A:9B-12.3(d).” The current citation was amended incorrectly in a previous rulemaking from “N.J.A.C. 6:11-12.3(d)” to “N.J.A.C. 6A:11-12.3(d).” As “N.J.A.C. 6A:11” was the previous location of all rules regarding professional licensure and credentials, the proposed amendment will align the original citation with its proposed location.

Proposed N.J.A.C. 6A:9B-12.8 Requirements for interstate reciprocity (Current N.J.A.C. 6A:9B-11.8)

This section which describes interstate reciprocity rules for administrator certificates.

The Department proposes to recodify N.J.A.C. 6A:9B-11.8 as N.J.A.C. 6A:9B-12.8.

Subchapter 13. Acting Administrators

N.J.A.C. 6A:9B-13.1 General provisions

The section contains rules governing the approval and appointment of acting administrators when circumstances prevent the hired administrator from completing his or her duties.

Subchapter 14. Other Alternate-Route Educator Preparation Programs for Documented Areas of Teacher Shortage

The subchapter describes how alternate-route educator preparation programs for documented areas of teacher shortage are approved and who can be accepted into the programs.

The Department proposes to repeal N.J.A.C. 6A:9B-14 and relocate its provisions to N.J.A.C. 6A:9A-5.6 in a separate rulemaking to separate rules regarding educator preparation programs from rules regarding certifications and endorsements.

Proposed Subchapter 14. Requirements for Educational Services Certification

The subchapter describes the requirements for candidates seeking educational services certifications.

The Department proposes to recodify N.J.A.C. 6A:9B-12 as N.J.A.C. 6A:9B-14.

Proposed N.J.A.C. 6A:9B-14.1 Qualifications/general provisions (Current N.J.A.C. 6A:9B-12.1)

This section describes the general requirements that apply to all educational services certificates.

The Department proposes to recodify N.J.A.C. 6A:9B-12.1 as N.J.A.C. 6A:9B-14.1.

The Department proposes to recodify N.J.A.C. 6A:9B-14.1(a)2, which allows a candidate to meet the degree requirements for the endorsement by completing an NCATE-approved educational services program at an out-of-State college or university, to replace “NCATE-approved program” with “nationally accredited program” to simplify the rule and account for the changing nature of accreditation (NCATE recently combined with TEAC to form CAEP).

Proposed N.J.A.C. 6A:9B-14.2 Student assistance coordinator (Current N.J.A.C. 6A:9B-12.2)

This section explains what a student assistance coordinator endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.2 as N.J.A.C. 6A:9B-14.2.

Proposed N.J.A.C. 6A:9B-14.3 School nurse (Current N.J.A.C. 6A:9B-12.3)

This section explains what a school nurse endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.3 as N.J.A.C. 6A:9B-14.3.

Proposed N.J.A.C. 6A:9B-14.4 School nurse/non-instructional (Current N.J.A.C. 6A:9B-12.4)

This section explains what a school nurse/non-instructional endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.4 as N.J.A.C. 6A:9B-14.4.

Proposed N.J.A.C. 6A:9B-14.5 School social worker (Current N.J.A.C. 6A:9B-12.5)

This section explains what a school social worker endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.5 as N.J.A.C. 6A:9B-14.5.

The Department proposes amendments to N.J.A.C. 6A:9B-14.5(d)2, which requires a candidate for an emergency certificate to complete study in at least three of the study topics in N.J.A.C. 6A:9B-14.5(b)1 through 8 to include a course in social casework. Since study in “introductory and advanced social casework” is required in N.J.A.C. 6A:9B-14.5(b)4, it is redundant for N.J.A.C. 6A:9B-14.5(d)2 to require a course in social casework and three study topics in N.J.A.C. 6A:9B-14.5(b)1 through 8. Therefore, the Department proposes to replace the rule as follows: “Study in (b)4 above and in at least two of the other study topics listed in (b)1 through 3 and 5 through 8 above.”

Proposed N.J.A.C. 6A:9B-14.6 Speech-language specialist (Current N.J.A.C. 6A:9B-12.6)

This section explains what a speech-language specialist endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.6 as N.J.A.C. 6A:9B-14.6.

Proposed N.J.A.C. 6A:9B-14.7 Director of school counseling services (Current N.J.A.C. 6A:9B-12.7)

This section explains what a director of school counseling services endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.7 as N.J.A.C. 6A:9B-14.7.

Proposed N.J.A.C. 6A:9B-14.8 School counselor (Current N.J.A.C. 6A:9B-12.8)

This section explains what a school counselor endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.8 as N.J.A.C. 6A:9B-14.8.

Proposed N.J.A.C. 6A:9B-14.9 School psychologist (Current N.J.A.C. 6A:9B-12.9)

This section explains what a school psychologist endorsement authorizes an individual to do and describes the specific requirement for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.9 as N.J.A.C. 6A:9B-14.9.

Proposed N.J.A.C. 6A:9B-14.10 Learning disabilities teacher-consultant (Current N.J.A.C. 6A:9B-12.10)

This section explains what a learning disabilities teacher-consultant endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.10 as N.J.A.C. 6A:9B-14.10.

The Department proposes at recodified N.J.A.C. 6A:9B-14.10(c)2, which allows a candidate to meet one of the degree requirements for the endorsement by completing a consultant-level master's degree in educational disabilities from an NCATE-accredited program, to replace "an NCATE-accredited program" with "a nationally accredited program" to account for the changing nature of accreditation (NCATE recently combined with TEAC to form CAEP).

Proposed N.J.A.C. 6A:9B-14.11 School occupational therapist (Current N.J.A.C. 6A:9B-12.1)

This section explains what a school occupational therapist endorsement authorizes an individual to do and describes the requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.11 as N.J.A.C. 6A:9B-14.11.

Proposed N.J.A.C. 6A:9B-14.12 School physical therapist (Current N.J.A.C. 6A:9B-12.12)

This section explains what a school physical therapist endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.12 as N.J.A.C. 6A:9B-14.12.

Proposed N.J.A.C. 6A:9B-14.13 Reading specialist (Current N.J.A.C. 6A:9B-12.13)

This section explains what a reading specialist endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.13 as N.J.A.C. 6A:9B-14.13.

Proposed N.J.A.C. 6A:9B-14.14 School library media specialist (Current N.J.A.C. 6A:9B-12.14)

This section explains what a school library media specialist endorsement authorizes an individual to do and describes specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.14 as N.J.A.C. 6A:9B-14.14.

The Department proposes at recodified N.J.A.C. 6A:9B-14.14(b)1 to replace "[a] graduate program approved by the Department as the basis for issuing this certificate" with "[a] Department-approved graduate program that specifically prepares the candidate for the certificate." The proposed amendment will clarify the types of programs a candidate may attend

to become eligible for the endorsement. The Department proposes the same amendment at recodified N.J.A.C. 6A:9B-14.15(b)1.

Proposed N.J.A.C. 6A:9B-14.15 Associate school library media specialist (Current N.J.A.C. 6A:9B-12.15)

This section explains what an associate school library media specialist endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.15 as N.J.A.C. 6A:9B-14.15.

The Department proposes at N.J.A.C. 6A:9B-4.15(g)2, which explains a candidate's recourse if he or she receives an "insufficient" rating after completing his or her residency period as an associate school library media specialist, to amend the citation from "N.J.A.C. 6A:9B-4.17(d)" to "N.J.A.C. 6A:9B-4.13(d)." N.J.A.C. 6A:9B-4.17(d) does not exist. Because the rule describes a candidate's ability to receive a special waiver to continue working after receiving an "insufficient" rating, the correct citation is recodified N.J.A.C. 6A:9B-4.13(d), which explains the nature of and how a candidate receives such a waiver.

Proposed N.J.A.C. 6A:9B-14.16 School orientation and mobility specialist (Current N.J.A.C. 6A:9B-12.16)

This section which explains what a school orientation and mobility specialist endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.16 as N.J.A.C. 6A:9B-14.16.

Proposed N.J.A.C. 6A:9B-14.17 School athletic trainer (Current N.J.A.C. 6A:9B-12.17)

This section explains what a school athletic trainer endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.17 as N.J.A.C. 6A:9B-14.17.

Proposed N.J.A.C. 6A:9B-14.18 Educational interpreter (Current N.J.A.C. 6A:9B-12.18)

This section explains what an educational interpreter endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.18 as N.J.A.C. 6A:9B-14.18.

Proposed N.J.A.C. 6A:9B-14.19 Cooperative education coordinator – hazardous occupations (Current N.J.A.C. 6A:9B-12.19)

This section explains what a cooperative education coordinator – hazardous occupations endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.19 as N.J.A.C. 6A:9B-14.19.

Proposed N.J.A.C. 6A:9B-14.20 Cooperative education coordinator (Current N.J.A.C. 6A:9B-12.20)

This section explains what a cooperative education coordinator endorsement authorizes an individual to do and describes the specific requirements for attaining the endorsement.

The Department proposes to recodify N.J.A.C. 6A:9B-12.20 as N.J.A.C. 6A:9B-14.20.

Proposed N.J.A.C. 6A:9B-14.21 Requirements for interstate reciprocity (Current N.J.A.C. 6A:9B-12.21)

This section contains the rules governing interstate reciprocity for educational services certificates.

The Department proposes to recodify N.J.A.C. 6A:9B-12.21 as N.J.A.C. 6A:9B-14.21.

Proposed Subchapter 15. Qualifying Academic Credentials

The Department proposes to recodify N.J.A.C. 6A:9B-7 as N.J.A.C. 6A:9B-15.

Proposed N.J.A.C. 6A:9B-15.1 Definition; procedure (Current N.J.A.C. 6A:9B-7.1)

This section describes what a Qualifying Academic Credential (QAC) is and how it can be obtained.

The Department proposes to recodify N.J.A.C. 6A:9B-7.1 as N.J.A.C. 6A:9B-15.1.

The Department proposes an amendment at N.J.A.C. 6A:9B-15.1(c), which requires a candidate for a QAC to submit with his or her application a check or money order payable to the Commissioner, to replace “Commissioner of Education” with “Treasurer of the State of New Jersey” to reflect current practice.

Proposed N.J.A.C. 6A:9B-15.2 Requirements (Current N.J.A.C. 6A:9B-7.2)

This section requires candidates for a mortuary science license or a chiropractic license to meet the requirements set forth by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs.

The Department proposes to recodify N.J.A.C. 6A:9B-7.2 as N.J.A.C. 6A:9B-15.2.

As the Department has provided a 60-day comment period on this notice of proposal, the notice is exempt from the rulemaking calendar requirement, pursuant to N.J.A.C. 1:30-3.3(a)5.

Social Impact

The rules proposed for readoption with amendments, repeals, and new rules will have a positive social impact on students, candidates for certification, school districts, and educator preparation programs. The rules proposed for readoption with amendments, repeals, and new rules for the instructional certificate will enhance entry-level selectivity to the teaching profession, which is one step toward ensuring all New Jersey students have access to a great teacher.

The rules proposed for re-adoption with amendments, repeals, and new rules will clarify the Department's expectations to earn and maintain instructional certification. Finally, the rules proposed for re-adoption with amendments, repeals, and new rules will streamline current rules so all existing and enhanced certification requirements are better understood by all candidates, school districts, and educator preparation programs.

Economic Impact

The rules proposed for re-adoption with amendments, repeals, and new rules will have a minimal financial impact on candidates, educators holding a standard certification, educator preparation programs, and school districts.

Jobs Impact

It is not anticipated that jobs will be either generated or lost as a result of rules proposed for re-adoption with amendments, repeals, and new rules.

Agricultural Impact

The rules proposed for re-adoption with amendments, repeals, and new rules will have no impact on the agricultural industry.

Federal Standards Statement

The rules proposed for re-adoption with amendments, repeals, and new rules will further align New Jersey's regulations with Federal requirements under the No Child Left Behind Act (PL 107-110) and ensure New Jersey's public school system prepares students for postsecondary education and the 21st century workplace. The Department assures the rules proposed for re-adoption with amendments, repeals, and new rules are in compliance with both Federal regulations and State statutes.

Regulatory Flexibility Statement

A regulatory flexibility analysis is not required because the rules proposed for re-adoption with amendments, repeals, and new rules do not impose recording, recordkeeping, or other compliance requirements on small businesses, defined by the Regulatory Flexibility Act, N.J.S.A. 52:14B-16 et seq. While according to the Regulatory Flexibility Act, N.J.A.C. 52:14B-16 et seq., approved private schools for the disabled and clinics and agencies could be considered small businesses, the proposed amendments to administrator residencies do not add an additional burden or cost. The rules proposed for re-adoption with amendments, repeals, and new rules impact solely on school districts and educator preparation programs in New Jersey.

Housing Affordability Impact Analysis

There is no anticipated impact on the cost of housing as a result of the rules proposed for re-adoption with amendments, repeals, and new rules as they impact solely on school districts and educator preparation programs in New Jersey.

Smart Growth Development Impact Analysis

The rules proposed for re-adoption with amendments, repeals, and new rules will have no impact on the cost of housing, the number of housing units, or new construction within Planning

Areas 1 and 2, or within designated centers, under the State Development and Redevelopment Plan. The rules proposed for readoption with amendments, repeals, and new rules impact solely on school districts and educator preparation programs in New Jersey.

Full text of the proposed amendments follows (additions indicated in boldface **thus**; deletions indicated in brackets [thus]):

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CHAPTER 9B. STATE BOARD OF EXAMINERS AND CERTIFICATION

SUBCHAPTER 1. [(Reserved)] SCOPE AND PURPOSE

6A:9B-1.1 Scope

This chapter sets forth the rules governing the licensure of educators or candidates required to be certified. It also contains the rules delineating the organization of, powers of, duties of, and proceedings before the State Board of Examiners.

6A:9B-1.2 Purpose

- (a) The purpose of this chapter is to establish a licensure system based on professional standards for pre-service preparation and certification that continuously serves to improve the quality of instruction for New Jersey's children to prepare them for college and careers.**
- (b) The licensure system shall function along a continuum of rigorous pre-professional preparation, certification, and professional development to better prepare educators to support improved student achievement of the Core Curriculum Content Standards.**

SUBCHAPTER 2. DEFINITIONS

6A:9B-2.1 Definitions

The definitions set forth in N.J.A.C. 6A[-]:9-2.1 shall apply to the words and terms used in this chapter.

SUBCHAPTER 3. STATE BOARD OF EXAMINERS

6A:9B-3.1 General

- (a) There shall be a Board of Examiners, consisting of the Commissioner, ex officio, and one assistant commissioner of education, two presidents of State colleges, one executive county superintendent, one superintendent of schools of a Type I district, one superintendent of a Type II district, one high school principal, one elementary school principal, one librarian employed by the State or by one of its political subdivisions, one school business administrator, and four teaching staff members other than a superintendent, principal, school business administrator or librarian, all of whom shall be appointed by the Commissioner with the approval of the State Board.
- (b) The Assistant Commissioner shall be the chair of the Board of Examiners. The Director of the Office shall be the Secretary of the Board of Examiners.
- (c) The chair of the Board of Examiners shall have the authority to appoint committees made up of less than a majority of the full Board of Examiners to assist in the conduct of the Board's duties.
- (d) The Board of Examiners shall hold its annual organization meeting prior to October 1 of each year.
- (e) The appointed members of the Board of Examiners shall hold office for two years, from September 15 of the year in which they are appointed. Vacancies on the Board of Examiners shall be filled for the unexpired term only.

6A:9B-3.2 Powers and duties

- (a) The Board of Examiners shall issue appropriate certificates to teach or to administer, direct, or supervise, the teaching, instruction, or educational guidance of pupils in public schools operated by district boards of education, and such other certificates as it shall be authorized to issue by law, based upon certified scholastic records, documented experience, or upon examinations, and may revoke or suspend such certificates. The authority to issue certificates also includes the authority to refuse to issue a certificate under appropriate circumstances as set forth in N.J.A.C. 6A:9B-[4.2]**4.1**. All actions taken by the Board of Examiners shall be taken pursuant to rules adopted by the State Board.
- (b) The Board of Examiners may suspend or revoke certificates pursuant to N.J.A.C. 6A:9B-[4.5]**4.4**.
- (c) In exercising its statutory and regulatory authority, the Board of Examiners and staff assigned to it may:
1. Examine credentials and issue certificates that qualify individuals to seek employment as teaching staff members in the public schools of the State of New Jersey;
 2. Recommend and develop procedures that govern the certification of teaching staff members;
 3. Coordinate, monitor, and evaluate [those] aspects of [college academic] **educator preparation** programs and [those] training programs of district boards of education that lead to educational certificates and recommend their periodic approval by the Commissioner;
 4. Coordinate, monitor, and evaluate the administration of tests and other assessments that are required for educational certification;

5. Maintain reciprocal agreements with other states and territories concerning the certification of educational practitioners;
6. Maintain and report data on the supply and quality of newly certified teaching staff members; and
7. Assist district boards of education in the employment of teaching staff members.

SUBCHAPTER 4. STATE BOARD OF EXAMINERS' PROCEEDINGS

[6A:9B-4.1 Certificate holder

- (a) For purposes of this subchapter, the term certificate holder shall include all individuals who hold certificates, credentials, CEs and CEASs issued by the State Board of Examiners.
- (b) For purposes of this subchapter, the term certificate shall include all standard, emergency and provisional certificates, all credentials and all CEs and CEASs issued by the State Board of Examiners.
- (c) All certificate holders shall report their arrest or indictment for any crime or offense to their superintendent within 14 calendar days. The report shall include the date of arrest or indictment and charge(s) lodged against the certificate holder. Such certificate holders shall also report to their superintendents the disposition of any charges within seven calendar days of disposition. Failure to comply with these reporting requirements may be deemed "just cause" pursuant to N.J.A.C. 6A:9B-4.5. School districts shall make these requirements known to all new employees and to all employees on an annual basis.]

6A:9B-[4.2]4.1 Conduct barring candidate from certification

Notwithstanding that a candidate may meet all requirements for certification, the Board of Examiners may refuse to issue a certificate to [that] **the** candidate if[, based on the record before it, the Board of Examiners] **it** determines **based on the record before it** that[, for reasons set forth in N.J.A.C. 6A:9B-4.5,] the candidate is not suitable for employment as a teaching staff member in the public schools **for reasons set forth in N.J.A.C. 6A:9B-4.4.**

6A:9B-[4.3]4.2 Candidates to provide information regarding criminal history

- (a) As part of the application for certification, a candidate [must] **shall** advise the Office whether he or she has a record of conviction(s) for any crime or offense in New Jersey or any other state or foreign jurisdiction. Candidates who [been] have **been** convicted shall complete a form approved by the Secretary setting forth the details of the conviction(s).
- (b) The Board of Examiners shall review all information the candidate provides and determine whether the candidate's criminal history is such that he or she should not receive a certificate. In making its determination, the Board of Examiners shall consider the Rehabilitated Convicted Offenders Act, N.J.S.A. 2A:168A-1 et seq., and whether the crime(s) or offense(s) would be disqualifying under N.J.S.A. 18A:6-7.1 et seq.

6A:9B-[4.4]4.3 [District] School district and candidate reporting responsibility

- (a) The chief school administrator [of a district] shall notify the Board of Examiners when:
 - 1. Tenured teaching staff members who are accused of criminal offenses or unbecoming conduct resign or retire from their positions;
 - 2. Nontenured teaching staff members, including substitute teachers, who are accused of criminal offenses or unbecoming conduct resign, retire, or are removed from their positions;

3. A certificate holder fails to maintain any license, certificate, or authorization [pursuant to N.J.A.C. 6A:9B-3.1(b)] that is mandated [in order] **pursuant to this chapter** for the holder to serve in a position;
 4. He or she becomes aware that a certificate holder has been convicted of a crime or criminal offense while in the **school** district's employ; or
 5. He or she has received a report from the Division of [Youth and Family Services (DYFS)] **Child Protection and Permanency in the Department of Children and Families** substantiating allegations of abuse or neglect, or establishing "concerns" regarding a certificated teaching staff member.
- (b) [In the event that] **A school district shall cooperate with** the Board of Examiners [issues] **in any proceeding arising from** an order to show cause **issued by the Board of Examiners and** based on [the] information **about the certificate holder** that the school district provided [about the certificate holder, it shall be the responsibility of the reporting school district to cooperate with the Board of Examiners in any proceeding arising from the order to show cause].
- (c) **School districts shall notify all employees new to the school district and shall notify annually all employees of the following reporting requirements:**
1. **All certificate holders shall report to their superintendent their arrest or indictment for any crime or offense within 14 calendar days of the arrest or indictment.**
 2. **The report shall include the date of arrest or indictment and charge(s) lodged against the certificate holder.**
 3. **Such certificate holders shall also report to their superintendents the disposition of any charge within seven calendar days of disposition.**
 4. **Failure to comply with this section may be deemed "just cause" pursuant to N.J.A.C. 6A:9B-4.4.**

6A:9B-[4.5]4.4 Grounds for revocation and suspension of certification

The Board of Examiners may revoke or suspend the certificate(s) of any certificate holder on the basis of demonstrated inefficiency, incapacity, conduct unbecoming a teacher, or other just cause. Other just cause shall include, but not be limited to, offenses within the terms of the forfeiture statute, N.J.S.A. 2C:51-2, or the disqualification statute, N.J.S.A. 18A:6-7.1. The Board of Examiners may revoke or suspend a certificate upon evidence that the holder did not meet the qualifications for the certificate at the time of issuance or no longer satisfies the criteria set forth in N.J.A.C. 6A:9B-5.1(b). The Board of Examiners shall not revoke or suspend a certificate without providing the holder an opportunity to be heard pursuant to N.J.A.C. 6A:9B-[4.6]4.5.

6A:9B-[4.6]4.5 Revocation or suspension of certificates

- (a) The Board of Examiners may issue an order to show cause to a certificate holder if the Board of Examiners [believes that] **determines** the conduct of the holder may warrant the revocation or suspension of the certificate(s) held where:
1. The Commissioner transmits a contested case to the Board of Examiners that resulted in a teaching staff member's loss of tenure, dismissal, resignation, or retirement;
 2. Pursuant to N.J.A.C. 6A:9B-[4.4]4.3, the Board of Examiners receives information from a **school** district that a teaching staff member no longer is employed in the **school** district;
 3. The Board of Examiners receives information regarding a certificate holder's criminal conviction or pending criminal charges;

4. The Board of Examiners receives notice that a teaching staff member who is certified in New Jersey and who also holds a teaching certificate in another state has had action taken against his or her certificate by the other state;
5. Pursuant to N.J.S.A. 9:6-8.10, the Division of [Youth and Family Services (DYFS)] **Child Protection and Permanency (CP&P) in the Department of Children and Families** forwards to the Board of Examiners a copy of a report in which [DYFS] **CP&P** has substantiated that a certificate holder has abused or neglected a student or [a report in which DYFS identifies its] **has identified** concerns with the conduct of a teaching staff member;
6. Pursuant to N.J.S.A. 18A:6-7.3, the Commissioner notifies the Board of Examiners that an individual who holds New Jersey certification is disqualified from employment in public schools or has pending charges for an offense that is disqualifying;
7. A certificate holder fails to maintain any license, certificate, or authorization that is mandated, pursuant to [N.J.A.C. 6A:9B-3.1(b) in order] **this chapter**, for the holder to serve in a position;
- [8. Pursuant to (b) below, an individual files a petition with the Board of Examiners seeking the revocation or suspension of a certificate holder's certificate;]
- [9.] **8.** Pursuant to N.J.S.A. 18A:6-38.1, the Commissioner[, based on information received from a school district in which the certificate holder is employed,] recommends to the State Board of Examiners the revocation of the certification of the superintendent, assistant, superintendent, or school business administrator **based on information received from a school district in which the certificate holder is employed;**
- [10.] **9.** Pursuant to [the provisions of] section 2 of P.L.2006, c.15 (N.J.S.A. 18A:7A-55), the Board becomes aware that any condition exists within a school

district that would authorize the appointment of a State monitor[.]. **In such cases,** the State Board of Examiners shall review the certification of [the] **a school district's** superintendent and school business administrator [of the district]; or

[11.] **10.** Pursuant to [the provisions of] P.L.1989, c.266 (N.J.S.A.18A:4-14 et al.) and P.L.2007, c.53 (N.J.S.A.18A:55-3 et al.), the Board becomes aware that any school district is not in compliance with the GAAP system of double entry bookkeeping, as required, the Commissioner [of Education] shall recommend to the Board of Examiners that the [board] **Board** review the certification of the **school** district's school business administrator.

[(b)] The following procedures shall apply to persons filing a petition pursuant to (a)8 above:

1. The person filing the petition shall submit to the Secretary a sworn statement that he or she has firsthand knowledge supporting the charges set forth in the petition and shall furnish evidence of proof of service of the petition on the other party or parties involved;
2. Upon receipt of the petition, the Secretary shall notify the certificate holder that the holder shall file a response within 30 days of the mailing date of the Secretary's notice; and
3. The Board of Examiners shall review the petition and response to determine whether to issue an order to show cause. In the event that the Board of Examiners issues an order to show cause, the Board of Examiners shall be the petitioner in the ensuing revocation or suspension proceeding. The party filing the petition pursuant to (b)1 above shall have the responsibility to cooperate with the Board of Examiners after it issues the order to show cause.]

[(c)] **(b)** Nothing in [the foregoing] **this section** shall preclude the Board of Examiners from issuing an order to show cause on its own initiative when the Board of Examiners [has

reason to believe that] **determines** grounds for revocation or suspension of a certificate **may** exist.

- [(d) If the Board of Examiners issues an order to show cause pursuant to (a) above, the school district employing the certificate holder at the time of the conduct at issue shall cooperate with the Board of Examiners in any proceeding arising from the order to show cause.]

6A:9B-[4.7]4.6 Procedures for revoking or suspending a certificate

- (a) After review of the information received pursuant to N.J.A.C. 6A:9B-[6.6]5.15, the Board of Examiners shall determine by public vote whether to initiate a revocation or suspension proceeding. In [those] cases where the Board of Examiners moves for revocation or suspension, the Secretary[, on behalf of the Board of Examiners,] shall issue an order to show cause [that states] **stating** the specific charges that form the [basis] **grounds** of the revocation or suspension proceeding.
- (b) The certificate holder shall file an answer with the Board of Examiners no later than 30 days from the date of mailing of the order to show cause. The answer [may] **shall** not generally deny the charges, but [must] **shall** respond specifically to each allegation.
- (c) If the certificate holder does not file an answer within 30 days, the Secretary shall send a second notice affording an additional response time of 15 days from the date of mailing of the second notice. The second notice shall also advise the certificate holder that[, should the Board of Examiners not receive any response within that time,] the allegations against the certificate holder as set forth in the order to show cause shall be deemed admitted **if the Board of Examiners does not receive any response within that time** and that the Board of Examiners shall proceed to a decision on the allegations in the order to show cause on the basis of the evidence before it.

- (d) If the certificate holder files an answer and there are material facts in dispute, the Board of Examiners shall either hear the matter directly or transmit the matter to OAL for a hearing. The hearings at OAL shall be heard in accordance with the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq., and the Uniform Administrative Procedure Rules, N.J.A.C. 1:1.
- (e) If the certificate holder files an answer and no material facts appear to be in dispute, the Secretary shall send the certificate holder a hearing notice informing him or her of the opportunity to submit written briefs, affidavits, and other supporting documentation for the Board of Examiners' consideration. The certificate holder shall submit [21] **an original and 18** copies of all response papers within 30 days from the **hearing notice's mailing** date [of mailing of the hearing notice].
- (f) After receipt of the written submissions pursuant to (e) above, the Secretary [will] **shall** place the matter on the Board of Examiners' agenda and notify the certificate holder of the date the Board of Examiners will consider the matter. The notice [will] **shall** advise the certificate holder whether his or her appearance is necessary.
- (g) The Board of Examiners may transmit the matter to OAL if[, after review of the written submissions,] the Board of Examiners determines, **after review of the written submissions**, that there are material facts in dispute. The Board of Examiners may identify the specific issues OAL shall consider.
- (h) In all cases, the Board of Examiners shall clearly articulate the findings of fact upon which its decision was based. If the Board of Examiners has decided a matter solely on the papers, it shall set forth the reasons it deemed summary decision appropriate.
- (i) The Office may refuse to issue a new certificate to a certificate holder who is otherwise eligible for the additional certificate if [the certificate holder] **he or she** is the subject of a pending action to revoke or suspend his or her certificate(s) pursuant to N.J.A.C. 6A:9B-4.7.

- (j) Upon [application of] the certificate holder's **application** for an extension of time, the Secretary may extend the time for filing the answer pursuant to [(b)] (c) above or for filing the hearing brief pursuant to (e) above[,], provided [that] the application for the extension is [requested] **submitted in writing** prior to the expiration of the 30 days for filing the answer or the hearing brief.

6A:9B-[4.8]4.7 Revoked and suspended certificates

- (a) If the Board of Examiners orders the revocation or suspension of a certificate, the holder shall surrender it to the Secretary within 30 days after **the mailing date** of the revocation or suspension order.
- (b) After the Board of Examiners has revoked or suspended a certificate, the Secretary shall notify:
1. The [50] states, [and] territories, and other [such] agencies that are part of the [Interstate Certification Project] **the National Association of State Directors of Teacher Education and Certification;**
 2. The **executive** county superintendents [of schools];
 3. Appropriate governmental pension and annuity funds, or retirement services;
 4. The chief school administrator in the employing **school** district; and
 5. Any other agency or entity as may be required by law.
- (c) The Board of Examiners may reinstate a suspended certificate at the end of the suspension period, provided [that] the certificate holder has met all conditions that the Board of Examiners established.

6A:9B-[4.9]4.8 Suspension of certificates for failure to give notice of intention to resign

- (a) A teacher employed by a district board of education who **ceases**, without the **district board of education's** consent, [of the board, ceases] to perform his or her duties prior to the expiration of the employment[,], shall be deemed guilty of unprofessional conduct.
- (b) [The] **Upon receiving notice of the fact, the** Commissioner may[, upon receiving notice of the fact,] suspend the certificate for a period not to exceed one year **pursuant to N.J.S.A. 18A:28-8**.
- (c) Appeal of the Commissioner's decisions pursuant to this section shall be [to the State Board] in accordance with N.J.A.C. 6A:4.

6A:9B-[4.10]4.9 Application for certification after revocation

- (a) A certificate that has been revoked for any of the grounds set forth in this chapter shall not be reinstated. An individual who has had a certificate revoked may file an application for a new certificate with the Board of Examiners.
- (b) The Board of Examiners shall not issue a new certificate to a candidate whose certificate(s) has been revoked unless the following conditions are met:
 - 1. The candidate [shall satisfy] **satisfied** all criteria for the **certificate's** issuance [of the certificate that are] in effect at the time [of the application] **he or she applied** for the new certificate;
 - 2. At least four years [shall] have passed since the effective date of the revocation of the previous certificate(s);
 - 3. The candidate [shall have] provided evidence demonstrating rehabilitation for the unbecoming conduct, incompetence, or other cause for the revocation;
 - 4. If [the basis for] the revocation was **due to** the conviction of a crime that is not disqualifying under N.J.S.A. 18A:6-7.1 et seq., the candidate [shall have] **has** submitted evidence [to the Board of Examiners] that he or she has been fully

rehabilitated in accordance with [the factors set forth in] N.J.S.A. 2A:168A-2 and that issuing a certificate to the candidate would not be detrimental to the public welfare;

5. The candidate [shall have] complied with all conditions imposed by the **revocation** order [of revocation]; and
6. If the revocation arose from a criminal matter involving the candidate, the candidate [shall have] provided evidence that he or she has satisfied any condition[s] imposed by the court, probation, plea bargain agreement, or any other entity.

(c) Notwithstanding the provisions of (b) above, the Board of Examiners shall not issue a new certificate to any candidate who is:

1. Ordered to forfeit certification as part of a settlement in a tenure or criminal proceeding;
2. Barred from teaching again in the State of New Jersey by order of a court of competent jurisdiction;
3. Ordered to forfeit certification as part of a plea bargain;
4. Ordered to forfeit certification as a condition for entrance into a pre-trial intervention program as set forth in Rule 3.28 of the New Jersey Court Rules;
5. Ordered to forfeit certification pursuant to a sentence imposed in a criminal proceeding;
6. Barred from teaching for any reason; or
7. Relinquishing his or her certificate pursuant to N.J.A.C. 6A:9B-[4.11]**4.10**.

6A:9B-[4.11]4.10 Relinquishment of certificate without order to show cause

- (a) The Board of Examiners may accept the relinquishment of all certificates held by an individual without issuance of an order to show cause.
- (b) When accepted by the Board of Examiners, the relinquishment of a certificate[s] as provided in (a) above shall have the force and effect of a revocation, including, but not limited to, the notification requirements in N.J.A.C. 6A:9B-[4.8(b)]**4.7(b)**.
- (c) The individual seeking to relinquish a certificate(s) shall submit an affidavit to the Board of Examiners stating that the certificate holder:
 - 1. Is relinquishing all certificates [held by the individual] **he or she holds**;
 - 2. Is waiving the right to a hearing pursuant to N.J.A.C. 6A:9B-[4.7]**4.6** and agrees not to institute **in any forum** proceedings concerning the relinquishment [in any forum]; and
 - 3. Understands [that] the relinquishment has the force and effect of a revocation with its attendant consequences.
- (d) The Board of Examiners shall vote on whether to accept the certificate(s). If the Board of Examiners votes to accept the relinquishment, the revocation shall be effective as of the date of the Board of Examiners' vote.
- (e) The certificate holder shall return all certificates to the Board of Examiners.
- [(f) Individuals who relinquish their certificates pursuant to this section shall not apply for certification in the future.]

6A:9B-[4.12]4.11 Voluntary surrender of certificates and endorsements

- (a) An individual may voluntarily surrender a certificate or endorsement if he or she has not been employed under that certificate or endorsement in the 10 years preceding the proposed surrender and if he or she [satisfies] **submits to the Board of Examiners an affidavit stating** the following [conditions]:

1. [The individual shall submit an affidavit to the Board of Examiners stating that he] **He** or she is surrendering the certificate or endorsement voluntarily, and not under the conditions set forth in N.J.A.C. 6A:9B-[4.11]**4.10**;
2. [The individual shall submit an affidavit setting forth his] **His** or her employment history for the 10 years preceding the voluntary surrender, including official documentation from a school official, if applicable; and
3. [The individual shall submit an affidavit stating that he] **He** or she has not been employed under the certificate or endorsement at issue in the 10 years preceding the voluntary surrender.

[(b) The certificate holder shall return the original certificate or endorsement at issue to the Board of Examiners.]

[(c) **(b)** The Board of Examiners shall review the application for a voluntary surrender. If the Board of Examiners votes to accept the surrender, the certificate or endorsement shall be deemed surrendered as of the date of the Board of Examiners' vote.

(c) The certificate holder shall return to the Board of Examiners the original certificate or endorsement at issue.

(d) Individuals who voluntarily surrender a certificate or endorsement may not apply for [that] **the same** certificate for three years from the effective date of the voluntary surrender. Candidates [are] **shall be** subject to the certification requirements in effect at the time the new application is submitted.

6A:9B-[4.13]4.12 [Substitution of alternate education and/or experience] Appeals of Office certification decisions

(a) A candidate for certification may appeal to the Board of Examiners an adverse decision of the Office regarding his or her certification eligibility.

1. **The appeal shall be filed with the Board of Examiners within 60 days of the date of the decision at issue. For good cause shown, the Board of Examiners may relax the 60-day requirement.**

[(a)] **(b)** If [an applicant] **a candidate** receives an evaluation pursuant to N.J.A.C. 6A:9B-5.16(b)]**5.3(c)** that identifies areas of deficiency in the **certification** requirements [for certification], the [applicant] **candidate** may provide the Board of Examiners with evidence of alternative education and/or experience that [the applicant] **he or she** believes is equivalent to the area(s) of deficiency.

(c) The Board of Examiners shall not:

1. **Waive any test, GPA, degree completion, or approved educator preparation program completion requirements;**
2. **Permit a candidate to substitute education and/or experience for any test, GPA, degree, or approved educator preparation program completion requirements; or**
3. **Issue a certificate that is expired and/or is not a type of certificate endorsement pursuant to N.J.A.C. 6A:9B-9 through 11.**

[(b)] **(d)** Upon receipt of a **written** request to [substitute alternate education or experience] **file an appeal to the Board of Examiners**, the Secretary shall provide the [applicant] **candidate** with a copy of [credentials review] **the appeals** procedures[.], **including the following:**

1. **The appeal shall be in the form approved by the Secretary and shall be accompanied by a sworn statement attesting to the facts in the appeal. The candidate shall be responsible for demonstrating by clear and convincing evidence that he or she is eligible for the requested certificate pursuant to this chapter.**

2. **The Secretary shall examine for sufficiency the information submitted by the candidate and transmit it to the Board of Examiners for review.**
3. **The Secretary shall give a candidate at least 10 days notice of the Board of Examiners' meeting at which the appeal will be considered.**
4. **The candidate may be present at the meeting at which the Board of Examiners considers the appeal. If in attendance, the Board of Examiners may question the candidate regarding his or her submission.**
5. **The Board of Examiners shall review the information provided by the candidate and render a written decision including the explanation of the decision. The Secretary shall forward to the candidate a copy of the decision.**
6. **If the Board of Examiners determines a candidate is not eligible for the requested certificate, the candidate may not request an additional review by the Board of Examiners until one year has elapsed from the date of the Board of Examiners' decision and the applicant has obtained alternative education and/or experience. The Board of Examiners may relax the required time period for good cause shown.**

[(c) The applicant shall submit to the Secretary for Board of Examiners' review 21 copies of information and documentation of alternative educational background and/or experience that the applicant believes is the equivalent of the certification deficiency. The application for review and the packet of documentation shall be in the form approved by the Secretary.

(d) The Secretary shall review the information submitted by the applicant for sufficiency and transmit it to the Board of Examiners for review.

(e) An applicant may not simultaneously seek relief under this section and N.J.A.C. 6A:9B-4.17. If an applicant seeks a credentials review initially, he or she may appeal from the initial adverse decision of the Office under N.J.A.C. 6A:9B-4.17 only after the Board of

Examiners has rendered a final decision under this section. The 60-day time limitation of N.J.A.C. 6A:9B-4.17(a)1 shall not apply in those circumstances.]

[6A:9B-4.14 Public discussion of alternative education and/or experience

- (a) The Secretary shall give an applicant not less than 10 days notice of the Board of Examiners' meeting at which it will consider his or her application for certification based on alternative education and/or experience.
- (b) The applicant may be present at the meeting at which the Board of Examiners considers the application.
- (c) If the applicant is in attendance, the Board of Examiners may question the applicant regarding his or her submission.

6A:9B-4.15 Rendering of decisions on applications for substitution

- (a) The Board of Examiners shall render its decision on each application for substitution of educational background and/or experience no later than the first regular meeting after the Board of Examiners reviews the applicant's information.
- (b) The Board of Examiners will issue a written decision setting forth its reasons for the decision.
- (c) If the Board of Examiners determines that the applicant is not eligible for the certificate requested based on review of alternative education and/or experience submitted, the applicant may not request an additional review by the Board of Examiners until:
 - 1. One year has elapsed from the date of the Board of Examiners' decision; and
 - 2. The applicant has obtained additional alternative education and/or experience for review by the Board of Examiners. Applicants who have obtained additional

education and/or experience in less than one year may request that the Board of Examiners waive the waiting period and, upon good cause shown, the Board of Examiners may relax the required time period.

6A:9B-4.16 Substitution of alternative education and/or experience prohibited

- (a) The Board of Examiners shall not permit an applicant to substitute education and/or experience for a passing score on any State required test or required GPA, nor for the requirement that the applicant hold a degree.
- (b) Under no circumstances may the Board of Examiners waive any test, GPA or degree requirements for certification.

6A:9B-4.17 Appeal of certification decision of the Office

- (a) A candidate may appeal an adverse decision of the Office regarding certification eligibility to the Board of Examiners.
 - 1. The appeal shall be filed with the Board of Examiners within 60 days of the date of the decision at issue with the exception of those matters filed pursuant to N.J.A.C. 6A:9B-4.13(e). For good cause shown, the Board of Examiners may relax the 60-day requirement.
 - 2. The candidate shall file 21 copies of the appeal with the Secretary. The appeal shall take the form of a written petition accompanied by a sworn statement attesting to the facts in the petition and shall include evidence that the candidate believes proves that he or she meets the requirements for certification.

3. The Board of Examiners shall review the information provided by the applicant and shall render a written decision. The Secretary shall forward a copy of the decision to the candidate.
- (b) Pursuant to N.J.A.C. 6A:9B-4.13(e), a candidate may not simultaneously apply for a credentials review and relief under this section.]

6A:9B-[4.18]4.13 Appeal of a “disapproved,” [or] two “insufficient” recommendations, or ineligibility for standard certification

- (a) [A] **If a school district notifies the Office that a candidate is permanently ineligible for a renewal of the provisional certificate pursuant to the standard certification evaluation requirements for the candidate’s position, the candidate** [who receives a recommendation of “disapproved” or two recommendations of “insufficient” at the conclusion of a provisional program] **may initiate an appeal** [the certification recommendation] to the Board of Examiners. [Where] **If** an individual has received two “insufficient” recommendations, only the second adverse recommendation shall be the subject of the appeal. The following procedures shall apply:
 1. The candidate shall file [21] **18** copies of the appeal with the Secretary within 60 days of receipt of the [final evaluation and] **standard** certification [recommendation] **determination**. The appeal shall take the form of a written submission accompanied by a sworn statement attesting to the facts in the appeal, and shall include evidence documenting the reason(s) why the candidate believes [that] he or she should be awarded a standard certificate or be granted an additional opportunity for provisional employment. The candidate shall provide a copy of the final evaluation.

2. The Secretary shall forward **to the school district that issued the standard certification determination** a copy of the candidate's submission in support of the appeal [to the school district that issued the disputed rating]. Within 30 days from the date of the Secretary's letter notifying the **school** district of the appeal, the **school** district shall forward [21] **to the Secretary 18** copies of all evaluations and certification recommendation [to the Secretary]. In addition, the **school** district shall submit [21] **18** copies of either a response to the candidate's appeal of the **school** district's recommendation or a statement that [the district] **it** will rely solely on the evaluations submitted. The **school** district shall serve a copy of its response on the candidate and submit proof of service to the Secretary with its papers. Neither party shall submit additional papers without the Secretary's approval.
 3. The candidate shall be responsible for demonstrating to the Board of Examiners why he or she should be granted the relief requested. The Board of Examiners shall decide the appeal based on the written submissions and shall issue a written decision.
 4. If the Board of Examiners determines [that] there is a need for further fact-finding [in order] to decide an appeal of [an adverse recommendation] **a standard certification determination**, it may transmit the matter to OAL for a hearing pursuant to the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq., and the Uniform Administrative Procedure Rules, N.J.A.C. 1:1. The parties to the hearing shall be the provisional teacher **candidate** and the **school** district that submitted the adverse certification recommendation. The Board of Examiners shall consider the recommendation of the ALJ in deciding the appeal.
- (b) The sole remedies that the Board of Examiners may provide an aggrieved candidate pursuant to this section are issuance of a standard certificate or an opportunity to seek

further employment as a provisional teaching staff member. A provisional teaching staff member who seeks additional relief from the employing [board of education] **school district** shall file a petition requesting such relief with the Commissioner in accordance with N.J.A.C. 6A:3.

(c) For good cause shown, the Board of Examiners may relax the 60-day requirement in (a) above **and (d)1 below**.

(d) [Candidates] **A candidate** who [receive a recommendation of “disapproved” or two recommendations of “insufficient,”] **is ineligible for a certificate** and who [do] **does not** contest the **standard** certification [recommendation] **determination** pursuant to (a) above may petition the Board of Examiners for approval of an additional opportunity to seek provisional employment. The candidate shall be responsible for demonstrating **to the Board of Examiners** by clear and convincing evidence [to the Board of Examiners] why he or she would [be] likely [to] succeed if granted the requested opportunity. The following procedures shall apply:

1. Within 60 days of receipt of the [final evaluation] **standard certification determination**, the candidate shall file [21] **18** copies of a written submission accompanied by a sworn statement attesting to the **submission’s** facts [in the submission] and shall include evidence documenting why the Board of Examiners should grant the request. The candidate shall provide a copy of [the] **his or her** final evaluation.

[i. For good cause shown, the Board of Examiners may relax the 60-day requirement in (d)1 above.]

2. The Secretary shall forward **to the school district** a copy of the candidate’s submission [to the school district that issued the disputed rating]. Within 30 days from the date of the Secretary’s letter to the **school** district, the **school** district shall forward to the Secretary its response to the candidate’s request. The **school**

district shall serve a copy of its response on the candidate and include a proof of service with the papers **that are forwarded to the Secretary pursuant to this section**. Neither party shall file additional papers without the Secretary's approval.

3. The Board of Examiners shall decide the request based solely on the written submissions and shall issue a written decision.
- (e) No candidate shall have the right to relief under both (a) and (d) [of this section] **above**. [In the event] **If** a candidate requests both types of relief, the Board of Examiners shall provide the candidate an opportunity to elect the type of relief sought. The Board of Examiners shall not proceed with hearing the candidate's appeal until he or she has requested a specific remedy.

6A:9B-[4.19]4.14 Motions

- (a) All motions in certification matters that have been transmitted to OAL shall be filed with the ALJ who has been assigned to hear the case and shall be subject to the rules that govern OAL hearings. For [those] matters [that] the Board of Examiners is deciding directly, pursuant to N.J.A.C. 6A:9B-4.7, or for [those] matters in which the ALJ has forwarded the initial decision to the Board of Examiners, pursuant to N.J.A.C. 1:1-18.1(d), the party shall file motions with the Board of Examiners. All motions made prior to the Board of Examiners' decision to hear a matter directly shall be filed with the Board of Examiners.
- (b) All motions filed with the Board of Examiners [must] **shall** include a notice of motion, a proof of service, a brief conforming to the requirements of N.J.A.C. 6A:9B-[4.22]4.17, a copy of the decision or order that is the subject of the motion, and an affidavit setting forth any fact[s] not in the record upon which the moving party relies. The moving party

shall serve [21] **on the Board of Examiners an original and 18** copies of the moving papers and a proof of service [on the Board of Examiners]. If the Board of Examiners is not deciding the matter directly, the moving party shall serve a copy of the papers on the attorney representing the Board of Examiners. The opposing party shall have 15 days from service of the motion to file a response. If no opposing brief is filed, the Board of Examiners shall consider the motion to be unopposed. No other briefs may be filed.

- (c) Unless otherwise directed by the Board of Examiners, there shall be no oral argument on motions.
- (d) Upon application of any party for an extension of time, the Secretary may extend the time for filing a motion or for filing the response to [the] **a** motion, provided [that] the **extension** application [for an extension] is requested prior to the [time] **expiration** for filing or responding to a motion [has expired].

6A:9B-[4.20]4.15 Motions for reconsideration

- (a) Any party may file with the Board of Examiners and serve on all other parties a motion to reconsider the Board of Examiners' decision. The party shall file the motion no later than 15 days from the **decision's** mailing date [of the decision].
- (b) The Board of Examiners may reconsider the decision based on evidence of:
 - 1. Mistake, inadvertence, surprise, or excusable neglect;
 - 2. Newly discovered information that would probably alter the decision and [which by due diligence] could not have been discovered **by due diligence** in time for the hearing; or
 - 3. Fraud, misrepresentation, or misconduct of another party.

6A:9B-[4.21]4.16 Motions for stay

- (a) A party shall make a motion for a stay of the Board of Examiners' decision pending appeal to the State Board in accordance with the procedures [set forth] in N.J.A.C. 6A:9B-[4.19]**4.14**. The moving party shall file the motion for a stay within 30 days of the **mailing** date [of mailing] of the Board of Examiners' decision that is at issue.
- (b) The brief in support of the motion shall address the following standards to be met for granting a stay pursuant to *Crowe v. DeGioia*, 90 N.J. 126 (1982):
1. The moving party will suffer irreparable harm if the requested relief is not granted;
 2. The legal right underlying the moving party's claim is settled;
 3. The moving party has a likelihood of prevailing on the merits of the underlying claim; and
 4. When the equities and interests of the parties are balanced, the moving party will suffer greater harm than the other party if the requested relief is not granted.

6A:9B-[4.22]4.17 Briefs and exceptions

- (a) Briefs filed with the Board of Examiners [shall be in the following format:
1. Briefs] filed in response to a notice of hearing served pursuant to N.J.A.C. 6A:9B-[4.7]**4.6** [above] **or in support of a motion** shall not exceed [25] **15** pages, exclusive of table of contents and appendix[; and].
 - [2. Briefs in support of a motion shall not exceed 15 pages, exclusive of table of contents and appendix.]
- (b) Exceptions and reply exceptions filed in response to an initial decision issued by OAL shall not exceed [25] **15** pages.
- (c) The Secretary may grant **written** requests to file additional pages.

6A:9B-[4.23]4.18 Appeal of Board of Examiners decisions

A party [shall] **may** appeal adverse revocation and suspension decisions [to the State Board] in accordance with N.J.A.C. 6A:4. A party [shall] **may** appeal all other Board of Examiners decisions to the Commissioner [of Education] pursuant to N.J.A.C. 6A:3.

SUBCHAPTER 5. GENERAL CERTIFICATION POLICIES

6A:9B-5.1 Certificate required

- (a) Pursuant to N.J.S.A. 18A:26-2, any person employed as a teaching staff member by a district board of education shall hold a valid and appropriate certificate.
- (b) In addition to the requirements set forth in this subchapter [for certification], the certificate holder shall obtain any license, certificate, or authorization [that may be mandated] **required** by State or Federal law, [or by] a licensing board, **or N.J.A.C. 6A:9B-4.1 and 4.2** for the individual to serve in a position. The district board of education that is considering employing the individual shall [assure that] **ensure** the candidate holds all necessary licenses, certificates, or authorizations.
- (c) The employing school district shall remove from the position any teaching staff member who fails to maintain the mandated license, certificate, or authorization as set forth in (b) above. Pursuant to N.J.A.C. 6A:9B-[4.4(a)]**4.3(a)**, the school district also shall report to the Board of Examiners the **teaching staff member's** name[s of these individuals].
- (d) The Board of Examiners may consider revocation or suspension of the certificate of any individual who fails to maintain the license, certificate, or authorization [as] required in (b) above.

[6A:9B-5.2 Certificates – general

- (a) The Board of Examiners shall issue three categories of educational certificates:
Instructional, Administrative, and Educational Services.
- (b) The chief school administrator of the employing district board of education shall require each newly employed or reassigned teaching staff member to exhibit an appropriate certificate before the teaching staff member assumes any responsibility for the performance of regulated duties. It shall be the chief school administrator's responsibility to ensure that the certificate is valid.
- (c) The chief school administrator of each school district shall annually report the names and teaching assignments of all teaching staff members to the Department in a format prescribed by the Commissioner.
- (d) Any contract or engagement of any teaching staff member shall cease and terminate whenever the employing district board of education receives written notice from the executive county superintendent, or otherwise ascertains, that such person is not, or has ceased to be, the holder of an appropriate certificate required for such employment. A teaching staff member's employment shall cease notwithstanding that the term of employment pursuant to contract or engagement has not expired.
- (e) If a properly notified district board of education fails to terminate the employment of an uncertified or improperly certified teaching staff member, the Commissioner may issue an order to show cause why that teaching staff member's per diem salary should not be withheld from the district board of education's State financial aid for each day the teaching staff member remains employed. If such district board of education fails to respond or show adequate cause within 20 days from the date of mailing of the order to show cause, the Commissioner may reduce State financial aid to such district board of

education by the amount of the uncertified or improperly certified teaching staff member's per diem contract salary. The district board may show adequate cause either by exhibiting an appropriate certificate or by terminating the contract of the uncertified or improperly certified teaching staff member.]

6A:9B-5.2 Types of certificates or credentials

(a) Candidates for licensure may apply for the following certificates or credentials:

- 1. Certificate of eligibility;**
- 2. Certificate of eligibility with advanced standing;**
- 3. Provisional certificate;**
- 4. Standard certificate;**
- 5. Emergency certificate;**
- 6. Limited certificate for foreign teachers; and/or**
- 7. Substitute credential.**

[6A:9B-5.3 Interstate contracts] *Recodified as N.J.A.C. 6A:9B-5.13; text shown in new location*

6A:9B-5.3 Issuance of a certificate

- (a) The Board of Examiners shall issue three categories of educational certificates: Instructional, Administrative, and Educational Services.**
- (b) The Board of Examiners shall issue the appropriate certificate upon the candidate's completion of all certification requirements in effect at the time the Office receives the application. Requirements include, but are not limited to, coursework, degree,**

tests, fees, GPA, and all certificate rules pursuant to N.J.A.C. 6A:9B-8 through 13.

An application shall be deemed filed with the Office when it and all required supporting documentation has been received.

1. The certificate holder shall maintain possession of the original certificate.
- (c) If the candidate is not eligible for the certificate sought, the Office shall issue a written evaluation that identifies the deficiency(ies) for certification.

[6A:9B-5.4 Fees] *Recodified as N.J.A.C. 6A:9B-5.6; text shown in new location*

6A:9B-5.4 Certification responsibilities of the district board of education

- (a) The chief school administrator of the employing district board of education shall require each newly employed teaching staff member, or each teaching staff member reassigned to a new grade level, subject area, or administrative position, to produce an appropriate certificate before the employee assumes any responsibility for the performance of assigned duties. The chief school administrator shall ensure the certificate is valid.
- (b) Each chief school administrator annually shall report the names and teaching assignments of all teaching staff members to the Department in a Commissioner-prescribed format.
- (c) A teaching staff member's contract or engagement shall cease and terminate if his or her employing district board of education is notified in writing by the executive county superintendent, or otherwise ascertains, that the teaching staff member is not, or has ceased to be, the holder of an appropriate certificate required for such employment. A teaching staff member's employment shall cease and terminate even if the term of employment pursuant to contract or engagement has not expired.

(d) **If a properly notified district board of education fails to terminate the employment of an uncertified or improperly certified teaching staff member, the Commissioner may issue an order to show cause why an amount equalling the teaching staff member's per diem salary for each day he or she remains employed should not be withheld from the school district's State financial aid. If the district board of education fails to respond or show adequate cause within 20 days from the order to show cause's mailing date, the Commissioner may reduce the school district's State financial aid by the determined amount of the uncertified or improperly certified teaching staff member's per diem contract salary. The district board of education may show adequate cause either by exhibiting an appropriate certificate or by terminating the employment of the uncertified or improperly certified teaching staff member.**

6A:9B-5.5 Assignment of titles

- (a) Each district board of education shall assign to teaching staff members position titles that are recognized [in these rules] **by the Department**. To this end, the [office] **Department** shall maintain and make available to **school** districts a list of approved job titles with corresponding **authorized** certificates [authorized for those job titles].
- (b) If a district board of education [determines that the] **desires to** use [of] an unrecognized position title [is desirable], or if a previously established unrecognized title exists, the following procedures shall apply:
1. Prior to appointing a candidate, the district board of education shall submit to the executive county superintendent a written request, **including a detailed job description**, for permission to use the proposed title. [Such request shall include a detailed job description.]

2. The executive county superintendent shall exercise his or her discretion regarding approval of the request and **shall** determine the appropriate certification and title for the position.
- (c) The executive county superintendent shall review annually all previously approved unrecognized position titles and **shall** determine whether [such] **the** titles [shall] **will** be continued for the next school year.
- (d) Decisions rendered by executive county superintendents regarding titles and certificates for unrecognized positions shall be binding upon future seniority determinations on a case-by-case basis.

[6A:9B-5.6 Citizenship requirement] Recodified as N.J.A.C. 6A:9B-5.7; text shown in new location

6A:9B-[5.4]5.6 Fees

- (a) The fee schedule in (b) below shall be in addition to any tuition and fees that [institutions of] higher education **institutions** may charge for courses and credits offered in connection with State-approved training programs.
- (b) The following nonrefundable fee schedule applies:
 1. For each CE and CEAS, which includes the issuance of the provisional certificate and standard certificate – \$170.00;
 2. For each emergency certificate – \$95.00;
 3. For each substitute credential – \$125.00;
 4. For each renewal of an emergency or provisional certificate – \$70.00;
 5. For each [duplicate copy of or] name change [on a certificate] **in the certification system** – [\$60.00] **\$20.00**;

6. For each evaluation of credentials to determine eligibility to take a particular State certification examination or to obtain information concerning qualifications for certification – \$70.00;
 7. For each standard certificate **issued without a prior provisional certificate** – \$95.00;
 8. For each certificate that requires a test, a one-time test score service fee – \$20.00;
 9. For each letter the Office sends in response to a candidate’s written request [verifying] **to verify** test scores [that are] no longer available from the testing company – \$25.00;
 10. An application fee for a qualifying academic certificate pursuant to N.J.S.A. 18A:6-41 [shall be] -- \$30.00. If the candidate is not eligible, \$20.00 will be refunded;
 11. Upon completion of a State-approved administrator residency program, a one-time administrative fee – \$200.00; **and**
 12. Upon completion of a [State] **Commissioner**-approved [alternate-route formal instruction] **CE educator preparation** program for holders of an instructional CE, a one-time administrative fee - \$100.00[; and].
 - [13. For each provisional educational services certificate - \$75.00.]
- (c) The State Board may establish in this section [from time to time] a fee schedule for services related to the issuance of certificates that includes, but is not limited to, fees charged by district boards of education to provisional teachers to pay for their training.
- (d) [This] **The fee schedules in (b) and (c) above** shall be in addition to any tuition and fees [charged by institutions of higher education] for courses and credits offered in connection with State-approved [training] **educator preparation** programs **and assessments required for certification.**

[6A:9B-5.7 Minimum degree and age requirement] Recodified as N.J.A.C. 6A:9B-5.8; text shown in new location

6A:9B-[5.6]5.7 Citizenship requirement

- (a) Except as set forth below, [to be eligible for a certificate, the] **an** applicant [must] **shall** be a citizen of the United States **to be eligible for a certificate.**
1. Any citizen of another country who has declared his or her intention of becoming a United States citizen and who is otherwise qualified may **be granted**, with the Commissioner's approval, [be granted] a teaching certificate for employment as a teacher by a district board of education as set forth in N.J.S.A. 18A:26-1. The certificate shall expire in five years. If the holder of the noncitizen certificate has not become a United States citizen within the initial five-year certification period, the certificate may be renewed for an additional five-year period upon demonstration that an application for citizenship is in process but has not yet been granted. When the certificate expires after the second five-year period, the certificate may be renewed for a third and final time upon demonstration that an application for citizenship continues to be in process and has been actively pursued by the applicant but has not yet been granted. The Board of Examiners may revoke any such certificate, pursuant to N.J.S.A. 18A:26-8.1, if the Board is satisfied that the holder thereof has abandoned his or her efforts to become a United States citizen or has become disqualified for citizenship.
 2. In accordance with N.J.S.A. 18A:6-7, any citizen of another country who is employed as an exchange teacher by a district board of education pursuant to N.J.A.C. 6A:9B-[5.14]5.11 shall be exempt from the citizenship requirement.

The teacher shall file a noncitizen oath to support the Constitution of the United States while so employed.

3. In accordance with N.J.S.A. 18A:6-7, any citizen of another country who is eligible for a limited certificate for foreign teachers for employment by a public school district pursuant to N.J.A.C. 6A:9B-[6.6]**5.15** shall be exempt from the citizenship requirement. The teacher shall file a noncitizen oath to support the Constitution of the United States while so employed.
4. In accordance with N.J.S.A. 18A:26-1, a teacher of world languages who has been a resident of the United States for less than 10 years and who is not a citizen of the United States may be granted a teaching certificate and employed as a teacher by a district board of education. The teacher shall file a noncitizen oath to support the Constitution of the United States while [so] employed, as required by N.J.S.A. 18A:6-7. The teacher shall not be required to complete the affidavit of intent to become a United States citizen. The noncitizen certificate shall be issued for a period of time equivalent to the 10 years less the number of years that the teacher has been a resident of the United States. This period shall not exceed 10 years and shall not be renewed.
5. In accordance with N.J.S.A. 18A:28-3, no teaching staff member shall acquire tenure unless he or she is, or until he or she [shall] becomes, a citizen of the United States.

6A:9B-[5.7]5.8 Minimum degree and age requirement

Applicants for teaching certificates [must] **shall** be at least 18 years old, have graduated from an approved high school or have an equivalent education as determined by the Board of Examiners, and have received a baccalaureate degree from a regionally accredited [institution of] higher

education **institution**. The requirement of a baccalaureate degree shall not apply to applicants for career and technical education endorsements as set forth in N.J.A.C. 6A:9B-[10.2]**11.3**, for educational interpreter endorsements as set forth in N.J.A.C. 6A:9B-[12.18]**14.18**, or for military science endorsements as set forth in N.J.A.C. 6A:9B-[10.7]**11.8**.

6A:9B-[5.8]5.9 Examination in physiology, hygiene, and substance abuse issues requirement

Candidates for instructional certificates shall pass an examination in physiology, hygiene, and substance abuse issues. [Each New Jersey college offering an approved teacher preparation program shall design, administer, and evaluate this exam for students in its approved programs prior to submitting its applicants for certification.] This **examination** may be course-related or may stand alone. The Department, **or each educator preparation program approved pursuant to N.J.A.C. 6A:9A**, shall **design**, administer, and evaluate [a physiology and hygiene] **the examination** for [alternate route and out-of-State] applicants[, and may also arrange with New Jersey colleges to test alternate route and out-of-State applicants] **for certification**.

6A:9B-[5.9]5.10 Certification of veterans

- (a) Veterans who received an evaluation for certification before entering the military may continue under that evaluation, subject to the following provisions:
 - 1. A request for reinstatement of the preservice status is made within a period of time equivalent to the length of the military service; and
 - 2. A copy of an honorable discharge from the service is submitted.
- (b) At the expiration of the time period equivalent to the length of military service, the veteran shall be subject to the rules in N.J.A.C. 6A:9B-[9 and 10] **8** through [12] **13**.

[6A:9B-5.10 Validation of college degrees and college professional preparation] *Recodified as N.J.A.C. 6A:9B-6.1; text shown in new location*

[6A:9B-5.11 Recognition of advanced standing in a college] *Recodified as N.J.A.C. 6A:9B-6.2; text shown in new location*

[6A:9B-5.12 Course information] *Recodified as N.J.A.C. 6A:9B-6.3; text shown in new location*

[6A:9B-5.13 Equivalency of work taken in other countries] *Recodified as N.J.A.C. 6A:9B-6.4; text shown in new location*

6A:9B-[5.14]5.11 Exchange teachers

- (a) A district board of education may employ a teacher from another state or country in exchange for one of its own teaching staff members for a period of up to one school year. The district board of education shall adopt a resolution stating [that] the exchange teacher is employed as a substitute teacher for that teaching staff member during that school year.
- (b) If the exchange teacher is a foreign national, the teacher shall [be required to] file [a non-citizen oath of allegiance] with the district board of education, as required by N.J.S.A. 18A:6-7, **a non-citizen oath of allegiance** to the effect that he or she will support the Constitution of the United States during the period of his or her employment within the State.
- (c) The district board of education shall request that the executive county superintendent issue a substitute credential to the exchange teacher **pursuant to N.J.A.C. 6A:9B-7.7.**

[The 20-day limitation pursuant to N.J.A.C. 6A:9B-6.5(c) shall not apply to the exchange teacher and the exchange teacher is authorized to serve as an exchange teacher for the period of his or her temporary service in the State.]

6A:9B-[6.3]5.12 Emergency certificate for candidates for educational services certificates

- (a) [An emergency certificate is a substandard certificate issued only to educational services certificate candidates who meet the requirements specified for each endorsement.] An emergency certificate [shall] **may** be issued at any time during the academic year.
- (b) All emergency certificates shall expire on July 31 of each year regardless of issuance date.
- [(b)] (c) A [district board of education] **chief school administrator or his or her designee** may apply to the executive county superintendent for an emergency certificate for a candidate in authorized educational services areas if [it] **the chief school administrator or his or her designee** can demonstrate [its] **the** inability to locate a suitable certified candidate due to unforeseen shortages or other extenuating circumstances. The executive county superintendent may approve the application if he or she determines [that] there are no suitable certified candidates to fill the position.
- [(c)] (d) With the exception of the educational interpreter endorsement pursuant to N.J.A.C. 6A:9B-[12.18(e)]**14.18(e)** and (f), the certificate [is] **shall be** renewable annually up to a maximum of two times at the request of the [school district] **chief school administrator** and approval of the executive county superintendent. Renewal [is] **shall be** predicated upon demonstration of progress toward successful completion of coursework and tests required for issuance of a CE, CEAS, or standard certificate. A candidate serving under an emergency certificate shall be employed under emergency certification for no more

than a total of three years in any one educational services endorsement area regardless of the number of **school** districts in which the candidate serves.

[(d)] (e) An emergency certificate [is] **shall be** valid for employment only in the **school** district requesting the emergency certificate.

6A:9B-[5.3]5.13 Interstate contracts

In accordance with the NASDTEC Interstate Contract, the Commissioner and the Secretary may enter into contracts with other states to allow reciprocity of teachers' credentials between New Jersey and other states.

6A:9B-[6.6]5.14 Limited certificate for foreign teachers

(a) Pursuant to N.J.S.A. 18A:26-1 and [18A:26-]8.1, a limited certificate for foreign teachers [is] **shall be** a non-renewable certificate issued to citizens of other countries and [is] **shall be** valid for three years. Certificate issuance [is] **shall be** contingent upon:

1. [the] **The** candidate's enrollment in [a Department-approved] **an** international agency [and] **or program approved by the foreign teacher's country of origin; and**
2. **The candidate's** completion of the requirements in (d) below.

(b) Prior to hiring a foreign teacher, the district board of education shall:

1. Demonstrate to the executive county superintendent its inability to locate a suitable certified teacher;
2. Submit to the executive county superintendent the candidate's application and supporting documentation; and
3. Maintain all documentation of its effort to employ a suitable certified teacher.

(c) To be eligible for the limited certificate for foreign teachers, **the school district shall submit on** a candidate's [shall submit] **behalf** evidence of the following:

1. Completion of a degree that is equivalent to a United States bachelor's degree as determined by a Department-approved foreign credentials evaluation service;
2. Completion of an academic major in the subject to be taught. Candidates hired to teach world languages [are] **shall be** exempt from this requirement. The teacher may teach his or her native language upon demonstration of oral language proficiency as certified by the agency;
3. Achievement of the GPA [pursuant to] **as set forth in** N.J.A.C. 6A:9B-
[8.1(a)2]**8.2(a)3**;
- [4.] 4. Completion of the Department-identified State test requirement appropriate to the subject to be taught within the first six months of employment. Except for those teachers who teach advanced-level world language courses, world language teachers are exempt from this requirement;]
- [5.] 4. Completion of a college [teacher] **educator** preparation program in the teacher's home country as certified by a Department-approved foreign credentials evaluation service **or the international agency or government of the candidate's country of origin pursuant to (a) above**;
- [6.] 5. Certification by the agency verifying the foreign teacher's valid authorization to teach in his or her home country;
- [7.] 6. Certification by the agency verifying [that] the teacher has completed a minimum of three years of successful full-time teaching experience in the subject area to be taught. World language teachers [must] **shall** present evidence of three years of successful full-time teaching experience in any subject; and
- [8.] 7. Completion of a Department-approved, nationally recognized test assessing the ability to speak, read, and write the English language fluently.

- (d) [A foreign teacher hired prior to January 2003 and employed as of January 20, 2004, in a school district through an approved agency may be issued a limited certificate for foreign teachers without meeting the requirements in (c) above. The certificate shall expire when the certificate holder's visa expires.] **The holder of a limited certificate for foreign teachers shall be permitted to teach in bilingual education programs in the language that was the medium of instruction in his or her educator preparation program, and in the content area and/or grade level of his or her preparation in his or her country of origin, provided he or she meets the English language proficiency test requirement in (c)7 above.**
- (e) The candidate shall sign a notarized non-citizen oath to support the Constitution of the United States.
- (f) [Agencies] **An agency or foreign government** seeking to operate a foreign teacher placement program[s] in New Jersey [shall obtain Department approval.] **may enter into an agreement with the Department stipulating the agency's or foreign government's role in fulfilling the section's requirements.** The agency or foreign government **placing foreign teachers under this section** shall provide **to the Office, upon request, at least, but not limited to,** the following:
1. Evidence of U.S. State Department authorization to sponsor J-1 visas;
 2. A description of the program, including orientation materials and procedures, references from other [State] **states'** agencies, and demonstration of prior experience in foreign teacher recruitment and placement; and
 3. A description of the process by which the agency **or foreign government** determines the foreign teacher's U.S. [bachelor] **bachelor's** degree equivalency, college teacher preparation equivalency, authorization to teach, oral language proficiency, and successful teaching experience.

- (g) [Agencies] **An agency or foreign government** shall provide [assistance] to school districts and foreign teachers **assistance** with all aspects of the teacher placement process, including, but not limited to:
1. Recruitment and screening of qualified foreign teachers;
 2. Orientation to prepare foreign teachers for their teaching assignments and daily life in the school community;
 3. Orientation for school districts to prepare them to host foreign teachers;
 4. Enrollment of foreign teachers in a health and accident insurance coverage plan that meets the requirements of the U.S. State Department for obtaining the J-1 visa;
 5. Assignment of foreign teachers to instruct within their respective disciplines and provision of an ongoing monitoring and support system;
 6. Replacement of any teacher whose performance is not satisfactory as determined by the employing school district pursuant to the terms of the contract **between the agency or foreign government and employing school district**; and
 7. Determination of responsibility for payment of the program costs. The school district, the foreign teacher, and the agency shall determine who [shall] **will** incur the costs of sponsoring the foreign teacher pursuant to a contract signed by all parties. To maintain Department approval, the agency shall provide the Department with a current fee schedule outlining anticipated costs for participation in the program.
- (h) An agency shall be subject to [a] **periodic** review [for renewal of its Department approval every three years]. If[, at any time during the agency's operation in New Jersey,] the Department determines **at any time during the agency's or foreign government's operation in New Jersey** that it has failed to meet the outlined criteria, the agency shall cease operations in the State upon Department notification.

- (i) A limited certificate for foreign teachers may be revoked or suspended in accordance with N.J.A.C. 6A:9B-[4.5]4.4.

[6A:9B-5.15 Issuance of a certificate

- (a) The Board of Examiners shall issue the appropriate certificate upon the candidate's completion of all certification requirements. The candidate shall be subject to all requirements in effect at the time the application is received in the Office. Requirements include, but are not limited to, coursework, degree, tests, fees, GPA and all certificate rules pursuant to N.J.A.C. 6A:9B-8, 10, 11, and 12. Applications shall be deemed filed with the Office when the application and all required supporting documentation has been received. The teacher shall maintain possession of the original certificate.
- (b) If the candidate is not eligible for the certificate sought, the Office shall issue a written evaluation that identifies the deficiencies for certification.
- (c) The Board of Examiners may refuse to issue a certificate to a candidate enrolled in a New Jersey or out-of-State approved program when the candidate fails to secure the recommendation of the preparing institution.]

6A:9B-[5.17]5.15 Persons employed to coach or serving as coach for interscholastic swimming and/or diving programs

- (a) Persons employed to coach or serving as coach for interscholastic swimming and/or diving programs shall:
 - 1. Hold a New Jersey certification pursuant to the rules for hiring athletics personnel [set forth in] at N.J.A.C. 6A:9B-[5.18(b)]5.16(b); and

2. Meet the requirements for water safety training [as set forth in] **pursuant to** N.J.A.C. 6A:9B-[10.12(a)2]**11.10(a)2** through 4.
- (b) The chief school administrator of the employing district board of education shall:
1. Annually notify the executive county superintendent of all persons employed to coach or serving as coach for interscholastic swimming and/or diving programs;
and
 2. Annually forward to the executive county superintendent copies of each valid American Red Cross or YMCA certificate required in (a)2 above for every person employed to coach or serving as coach for interscholastic swimming and/or diving programs.

[6A:9B-5.16 Replacement of lost certificates

To replace a lost certificate, the holder shall complete the appropriate application, provide a notarized statement of loss and submit the required fee.]

6A:9B-[5.18]5.16 Athletics personnel

- (a) Any teaching staff member [in the employ of] **employed by** a district board of education shall be permitted to organize [public school pupils] **students** for purposes of coaching or for conducting games, events, or contests in physical education or athletics.
- (b) School districts [shall be permitted to] **may** employ any holder of either a New Jersey teaching certificate or a substitute credential pursuant to N.J.A.C. 6A:9B-[6.5]**7** to work in the interscholastic athletic program provided [that] the position has been advertised. The 20-day limitation noted in N.J.A.C. 6A:9B-[6.5(b)]**7.4(a)** shall not apply to such coaching situations.

6A:9B-[5.19]5.17 Instruction in educational technology, computers, and other digital tools

(a) Every teacher shall demonstrate knowledge and understanding of computers and other educational technology resources and tools as defined by the Professional Standards for Teachers.

(b) An endorsement shall not be required to deliver instruction in educational technology, computers, and other digital tools.

- 1. Except where career and technical endorsements are required for the related career clusters, career education, and consumer, family, and life skills pursuant to N.J.A.C. 6A:9B-9.4.**

[(b)] (c) Every teacher shall integrate into the classroom appropriate educational technology resources and digital tools related to the content area being taught.

[(c)] (d) The **chief** school administrator **or his or her designee** may assign an individual to provide instruction in the use of educational technologies, computers, and other digital tools if the individual:

1. Demonstrates proficiency in the uses of educational technologies, computers, and other digital tools, and understands their common applications in an educational setting;
2. Demonstrates knowledge and understanding of the integration **in the curriculum** of such technologies and digital tools [into the curriculum];
3. Demonstrates understanding of the legal and ethical issues surrounding the use of educational technologies and digital tools in [PK-12] **preschool through grade 12** schools; and
4. Holds a CE, CEAS, or standard certificate in an instructional field.

[SUBCHAPTER 6. TYPES OF CERTIFICATES

6A:9B-6.1 Standard certificate

The standard certificate is a permanent certificate issued to candidates who have met all requirements for State certification.

6A:9B-6.2 Provisional certificate

The provisional certificate is a two-year certificate issued to candidates who have met requirements for initial employment as part of a State-approved school district training program or residency leading to standard certification. If the duration of the school district training program extends beyond the two-year period, the provisional certificate shall be renewed. The certificate is renewable for a maximum of one renewal. The provisional certificate is also issued to educational services applicants under N.J.A.C. 6A:9B-12.1(b). Unless otherwise specified in N.J.A.C. 6A:9B-12, educational services provisional certificates do not carry an obligation to complete a district training program or residency.

[6A:9B-6.3 Emergency certificate] *Recodified as N.J.A.C. 6A:9B-5.12; text shown in new location*

6A:9B-6.4 Certificate of eligibility

- (a) A certificate of eligibility (CE) is a certificate with lifetime validity that the Board of Examiners may issue to candidates who meet degree, academic and applicable test requirements.

- (b) A certificate of eligibility with advanced standing (CEAS) is a certificate with lifetime validity that the Board of Examiners may issue to candidates who meet degree, academic and test requirements and complete a State-approved college professional education preparation program.
- (c) The CE or CEAS authorizes the holder to seek employment. A holder of a CE or CEAS shall not assume responsibility for a job assignment until the holder has been issued a provisional certificate.

6A:9B-6.5 Substitute credential

- (a) The substitute credential is intended only for persons acting temporarily in replacement of a fully certified and regularly employed classroom teacher when the supply of properly certified teachers is inadequate to staff the school.
 - 1. Nothing in this section shall preclude the use of a private contractor by a school district to secure a substitute teacher appropriate under this subchapter.
- (b) Pursuant to N.J.S.A. 18A:6-38, the Board of Examiners shall issue substitute credentials and may revoke them in accord with N.J.A.C. 6A:9B-4.5 through 4.7. Under the authority of the Board of Examiners, the executive county superintendent in the county in which the candidate applies shall review the documentation that the candidate provides in accord with (c) below and determine the candidate's eligibility for the substitute credential. If the executive county superintendent determines that the candidate meets the criteria, the executive county superintendent shall issue the candidate a substitute credential that may be used in any county of the State.
- (c) A candidate or his or her designee shall apply for a substitute credential to the executive county superintendent through the school district or its designee. The school district or its designee shall submit the candidate's application, official transcripts, signed and

notarized oath of allegiance, academic credentials, and appropriate fee pursuant to N.J.A.C. 6A:9B-5.4(b)3 to the executive county superintendent for review and approval. The candidate must sign the application and oath of allegiance, and an authorized school district representative must endorse the application. The executive county superintendent may issue a substitute credential to candidates who do not hold standard New Jersey certificates but who can present a minimum of 60 semester-hour credits completed at a regionally accredited college or university. The holder of the substitute credential pursuant to this subsection may serve for no more than a total of 20 instructional days in the same position in one school district during the school year. Upon written application by the employing school district to the executive county superintendent and for good cause shown, the executive county superintendent may extend the service in a single position to a total of 40 instructional days. The application for the extension in time to serve in a single position shall be filed prior to the 15th day of the substitute's service in the position.

- (d) The executive county superintendent shall not issue a substitute credential until the candidate submits a criminal history qualification letter from the Department, unless the school district's chief school administrator can demonstrate to the Commissioner that special circumstances exist that justify the emergent employment of a substitute in accordance with N.J.S.A. 18A:6-7.1c.
- (e) The substitute credential is valid for a five-year period from the date of issuance and may be renewed within six months prior to its expiration.
- (f) Holders of a CE or CEAS issued by the Board of Examiners may serve as a substitute teacher in areas authorized by their credentials for a total of 60 instructional days in the same position in one school district during the school year. Holders of an instructional CE or CEAS are not required to have a substitute credential for this service.

- (g) Holders of an instructional CE or CEAS issued by the Board of Examiners may also serve as a substitute teacher in areas outside the scope of their credentials for no more than a total of 20 instructional days in the same position in one school district during the school year. Upon written application to the executive county superintendent and for good cause shown, the executive county superintendent may extend the service in a single position to a total of 40 instructional days. The application for the extension in time to serve in a single position shall be filed prior to the 15th day of the substitute's service in the position. Holders of a CE or CEAS are not required to have a substitute credential for this service.
- (h) Holders of a standard New Jersey instructional certificate may serve as a substitute teacher in areas outside the scope of their endorsements for a period of 40 instructional days in the same position in one school district during the school year. Holders of standard certificates are not required to have a substitute credential for this service. This subsection does not apply to the holder of a standard certificate with a career and technical education endorsement.
- (i) The executive county superintendent may issue a career and technical education substitute credential to a candidate who presents two years of full-time work experience within the past five years in the appropriate career cluster in lieu of 60 semester-hour college credits. The work experience shall be documented by an experience statement from an employer or presentation of a valid occupational license. The career and technical education substitute credential is required to serve as a substitute teacher for specific career and technical education skills. The holder of a career and technical education substitute credential may serve no more than a total of 20 instructional days in the same position in one school district during the school year. Upon written application to the executive county superintendent and for good cause shown, the executive county superintendent may extend the service in a single position to a total of 40 instructional

days. The application for the extension of time to serve in a single position shall be filed prior to the 15th day of the substitute's service in the position. The holder of a career and technical CE or CEAS is also authorized to serve as a career and technical education substitute teacher for a total of 60 instructional days within the scope of their endorsements in the same position in one school district during the school year and do not require a substitute credential for this service. Holders of standard career and technical education endorsements do not require a substitute credential to teach within the scope of their endorsements.

- (j) The executive county superintendent may issue a substitute credential to serve as a substitute school nurse/non-instructional to the holder of a valid New Jersey registered professional nurse license.
- (k) The executive county superintendent may issue a substitute credential to serve as a substitute educational interpreter to candidates with a high school diploma or GED and who have completed the Educational Interpreter Performance Assessment (EIPA) with a minimum score of three. The 20-day limitation pursuant to (c) above shall not apply to such educational interpreters as substitute educational interpreters may serve for up to one academic year.
- (l) The holder of a substitute credential is authorized to serve as an athletic coach in the district pursuant to N.J.A.C. 6A:9B-5.18(c). The 20-day limitation pursuant to (c) above shall not apply to such coaching situations as coaches may serve for up to one academic year.
- (m) A district board of education employing a teacher from another state or another country as an exchange teacher in accord with N.J.A.C. 6A:9B-5.14(c) shall request that the executive county superintendent issue a substitute credential to the exchange teacher pursuant to N.J.A.C. 6A:9B-5.14(c). The 20-day limitation shall not apply to the

exchange teacher's temporary service as the exchange teacher may serve for up to one year pursuant to N.J.A.C. 6A:9B-5.14.

- (n) Persons holding administrative and educational services certificates may serve as teaching substitutes for no more than a total of 20 instructional days in the same position in one school district during the school year. Holders of an administrative or educational services certificate are not required to have a substitute credential for this service. Upon written application to the executive county superintendent and for good cause shown, the executive county superintendent may extend the service in a single position to 40 instructional days. The application for the extension in time to serve in a single position shall be filed prior to the 15th day of the substitute's service in the position.]

[6A:9B-6.6 Limited certificate for foreign teachers] *Recodified as N.J.A.C. 6A:9B-5.14; text shown in new location*

SUBCHAPTER 6. COLLEGE COURSES AND CERTIFICATION

6A:9B-[5.10]6.1 Validation of college degrees and college professional preparation

- (a) A candidate for certification shall hold a bachelor's degree **or higher** from a regionally accredited [institution] **college or university** or foreign [institution of] higher education **institution** recognized by international accreditation agencies.
- (b) [Professional education] **To meet the CEAS requirements, candidates shall complete a CEAS educator** preparation program[s required for New Jersey certificates], **pursuant to N.J.A.C. 6A:9B-8.2, and coursework from the following entities** shall be accepted [from]:
1. A New Jersey college approved by the State Board for the preparation of teachers;

2. Out-of-State colleges approved by the state board, department of education, or department of higher education in the state in which the college is established and approved by the Department on the basis of reciprocal agreements; and
 3. Regionally accredited two-year colleges provided [that] the courses are accepted toward meeting the requirements for certification by a college approved by the Department and such courses appear on the official transcript of a regionally accredited four-year college.
 - i. No more than six semester-hour credits in professional education are completed on the two-year college level, except as provided for in N.J.A.C. 6A:9B-[12.18]**14.18**.
- (c) [Academic preparation] **Required coursework** for all instructional endorsements [must], **shall** appear on the transcript of a regionally accredited college or university **or a regionally accredited four-year college or university pursuant to N.J.A.C. 6A:9B-9.1(a)1iii**. [However, required academic preparation for 12 credits at the junior, senior, or graduate level for all instructional endorsements must appear on the transcript of a regionally accredited four-year college or university.] Except as provided for in N.J.A.C. 6A:9B-[12.18]**14.18**, academic preparation for all administrative and educational services endorsements [must] **shall** appear on the transcript of a regionally accredited four-year college or university.

6A:9B-[5.11]6.2 Recognition of advanced standing in a college

- (a) Advanced work completed in [a] secondary school[, which] **that** is assigned college credit by the **higher education** institution [of higher education that] the candidate attends[,] shall be counted toward meeting the requirements for certification.

- (b) When a regionally accredited college or university grants advanced standing but does not award college credit for courses that were waived, the Department may accept the study that the college waived as college credit for purposes of certification.

6A:9B-[5.12]6.3 Course information

- (a) Courses completed by correspondence or distance learning may be accepted for certification purposes only if they are completed through a regionally accredited college or university and appear on [the] **an** official transcript [of] **from** the college or university.
- (b) Teaching a course in a regionally accredited college or university shall be deemed the equivalent of having presented the course on a college transcript. Evidence of such teaching [must] **shall** be submitted in the form of an original letter from the college president, dean, or authorized designee.

6A:9B-[5.13]6.4 Equivalency of [work taken] coursework completed in other countries

- (a) An applicant for [certification] **a CE or CEAS** who has completed college-level study in a country other than the United States shall present **to the Office** an equivalency report of that study from a Department-approved credentials evaluation agency.
- (b) The **Office shall accept only** equivalency reports [shall] **that** include the following:
 1. [Studies equivalent to a bachelor's degree] **Courses that are equivalent to courses** from a [regionally] **United States** accredited four-year college or university [in the United States];
 2. [Course-by-course] **A course-by-course** listing and the semester-hour equivalent of each area of college-level study; and
 3. The GPA at the conclusion of the degree program.

[SUBCHAPTER 7. QUALIFYING ACADEMIC CREDENTIALS]

Recodified as N.J.A.C. 6A:9B-15; text shown in new location

SUBCHAPTER 7. SUBSTITUTE CREDENTIAL

6A:9B-7.1 Issuance of substitute credential for positions requiring instructional certificates

- (a) Pursuant to the limitations in N.J.A.C. 6A:9B-7.4(a), the substitute credential shall apply to a person who temporarily replaces a certified and regularly employed classroom teacher who is absent, or to a person who temporarily fills a vacancy. The assignment of a person with a substitute credential shall be made pursuant to (d) and (e) below.
- (b) Pursuant to N.J.S.A. 18A:6-38, the Board of Examiners shall issue substitute credentials and may revoke them in accordance with N.J.A.C. 6A:9B-4.4 through 4.6.
- (c) Holders of an instructional CE, CEAS, a standard instructional certificate, or an administrative or educational services certificate shall not be required to obtain a substitute credential before serving as a substitute teacher.
- (d) If a teaching position becomes vacant through retirement, resignation, or other cause for permanent departure from employment, the position shall be:
 - 1. Temporarily covered by a substitute teacher;
 - 2. Advertised within 10 calendar days of the school district learning of the vacancy; and

3. **Permanently filled by the holder of a CE, CEAS, or standard certificate as quickly as possible but no later than 45 calendar days after the vacancy's posting.**
 - i. **For good cause shown and at the school district's request, the executive county superintendent may extend to 60 calendar days the requirement to permanently fill the vacancy.**
- (e) **When a teacher holding an instructional certificate is expected to be absent for five or more consecutive instructional days, a school district shall make every reasonable effort to temporarily replace the teacher according to the following priority order:**
 1. **A holder of a CE, CEAS, or standard certificate with an endorsement in the subject area or grade level appropriate to the classroom;**
 2. **A holder of a CE, CEAS, or standard certificate with an endorsement outside the subject area or grade level appropriate to the classroom;**
 3. **A holder of a substitute credential or an administrative or educational services certificate.**
- (f) **Effective January 1, 2016, or when available, whichever is later, the Department shall maintain a list of persons holding CEs, CEASs, standard certificates, and substitute credentials who desire to serve as substitutes.**
 1. **Prior to January 1, 2016, school districts shall maintain a list of qualified persons who wish to serve as substitutes.**
- (g) **Nothing in this section shall preclude the use of a private contractor by a school district to secure a substitute teacher appropriate under this subchapter.**

6A:9B-7.2 Substitute credential application and approval process

- (a) A candidate or his or her designee shall apply to the executive county superintendent for a substitute credential.**
- (b) The candidate or designee shall submit the candidate's signed application, official transcripts, signed and endorsed oath of allegiance, academic credentials, and appropriate fee, pursuant to N.J.A.C. 6A:9B-5.6(b)3, to the executive county superintendent for review and approval.**
- (c) Prior to employment, the employing district shall require any person serving as a substitute teacher to pass a criminal history background check unless the school district's chief school administrator can demonstrate to the Commissioner that special circumstances justify a substitute teacher's emergent employment in accordance with N.J.S.A. 18A:6-7.1c.**

6A:9B-7.3 Requirements for substitute credential

- (a) A candidate for a substitute credential shall present a minimum of 60 semester-hour credits completed at a regionally accredited college or university at the time of applying for the credential, unless he or she qualifies for the career and technical education substitute credential pursuant to N.J.A.C. 6A:9B-7.5.**
- (b) A substitute credential shall be valid for five years from the date of issuance. A candidate may renew his or her substitute credential within six months of its expiration if he or she meets the criteria in (a) above.**

6A:9B-7.4 Time-period limitations for serving as a substitute teacher

- (a) Holders of a substitute credential or holders of administrative or educational services certificates without an instructional CE, CEAS, or standard certificate shall substitute for no more than 20 instructional days in the same classroom per year.**

- (b) Holders of the following qualifications shall be permitted to substitute for no more than 40 instructional days in the same classroom per year:**
- 1. Instructional CE, CEAS, or a standard certificate with an endorsement not within the scope of the subject being taught;**
 - i. The school district shall notify the executive county superintendent if a holder of an instructional CE or CEAS substitutes for more than 20 instructional days in the same classroom; or**
 - 2. Career and technical education substitute credential pursuant to N.J.A.C. 6A:9B-7.4.**
- (c) Holders of an instructional CE, CEAS, or standard certificate with an endorsement within the scope of the subject being taught shall be permitted to substitute for 60 instructional days in the same classroom per year unless the executive county superintendent grants an extension upon written application from the school district demonstrating the:**
- 1. School district was unable to hire an appropriately certified teacher for the vacant position;**
 - 2. School district is filling the position subject to the limitations in a local contract or N.J.A.C. 6A:9B-7.1; and**
 - 3. Holders of an instructional CE or CEAS with an endorsement within the scope of the subject being taught meet the following provisions:**
 - i. CE or CEAS holders obtain a provisional certificate;**
 - ii. CE or CEAS holders are enrolled in a district mentoring program upon obtaining a provisional certificate; and**
 - iii. CE holders are accepted into a CE educator preparation program and will begin coursework in the program's next available cohort.**

6A:9B-7.5 Career and technical education substitute credential

(a) The career and technical education substitute credential shall be required for a holder to serve as a substitute teacher for specific career and technical education skills. All requirements in N.J.A.C. 6A:9B-7.1 through 7.3 shall apply to this credential except the 60 general semester-hour credits requirement in N.J.A.C. 6A:9B-7.3(a).

1. Instead, a career and technical education substitute credential shall be issued to a candidate who presents two years of full-time work experience within the past five years in the appropriate career cluster. The work experience shall be documented by an experience statement from an employer or presentation of a valid occupational license.

(b) The holder of a career and technical education substitute credential shall be subject to the time period limitations at N.J.A.C. 6A:9B-7.4(b).

6A:9B-7.6 Substitute credential for positions not requiring instructional certificates

(a) The executive county superintendent may issue a substitute credential to serve as a substitute school nurse/non-instructional to the holder of a valid New Jersey registered professional nurse license.

1. A substitute school nurse/non-instructional may serve a total of 60 instructional days in the same position in one school district during the school year.

(b) The executive county superintendent may issue a substitute credential to serve as a substitute educational interpreter to candidates with a high school diploma or GED and who have completed the Educational Interpreter Performance Assessment

(EIPA) with a minimum score of three. Substitute educational interpreters may serve for up to one academic year.

6A:9B-7.7 Substitute credential for exchange teachers

A district board of education employing a teacher from another state or another country as an exchange teacher in accordance with N.J.A.C. 6A:9-5.11(c), shall request that the executive county superintendent issue a substitute credential to the exchange teacher pursuant to N.J.A.C. 6A:9B-5.11(c). The exchange teacher may serve for up to one year pursuant to N.J.A.C. 6A:9B-5.11(c).

SUBCHAPTER 8. REQUIREMENTS FOR INSTRUCTIONAL [CERTIFICATE]

CERTIFICATION

6A:9B-8.1 Instructional certificate

- (a) Except as indicated in N.J.A.C. 6A:9B-8.8, candidates for a standard instructional certificate first shall obtain a CEAS or a CE, and then shall obtain a provisional certificate.
- (b) The Board of Examiners shall issue the certificates described above in (a) based on the requirements set forth in this subchapter and N.J.A.C. 6A:9A.
- (c) Candidates for an instructional certificate may apply directly to the Department, or the educator preparation program in which the candidate is enrolled may submit the requisite information for the candidate.

6A:9B-[8.1]8.2 Requirements for certificates of eligibility with advanced standing (CEAS)

(a) Except as indicated in N.J.A.C. 6A:9B-10 and [(b) below] **11**, [to be eligible for a CE in instructional areas,] the candidate shall **meet the following criteria to be eligible for a CEAS in instructional areas:**

1. Hold a bachelor's or an advanced degree from a regionally accredited college or university;

2. **Meet all minimum requirements in N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, minimum age, and the examination in physiology, hygiene, and substance abuse.**

[2.] **3.** Achieve a cumulative GPA of at least 3.00 when a GPA of 4.00 equals an A grade for [students] **candidates** graduating **on or** after September 1, 2016, in a baccalaureate degree program, higher degree program, or a State-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits.

i. Candidates whose college transcripts demonstrate completion of all requirements for graduation prior to September 1 in any year, but whose baccalaureate or higher degree was conferred between September 1 and December 31 of the same year, shall be deemed to have graduated prior to September 1 of the same year. [The following exceptions apply:

i. Students graduating before September 1, 2016 shall achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A in a baccalaureate degree program, higher degree program, or a Commissioner-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits.

ii. A candidate may have a cumulative GPA lower than 3.00 but equal to or higher than a 2.75 if the candidate is sponsored by a provisional training program prior to applying for a CE, so long as the candidate is employed

when he or she participates in the provisional training program.

Candidates sponsored for the purpose of meeting the exception set forth in this subparagraph shall make up no more than 10 percent of a provisional training program's annual accepted candidates.

- iii. A candidate who graduates on or after September 1, 2016, with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and whose score in the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 above. This alternative requirement to (a)2 above shall not be construed as a waiver to N.J.A.C. 6A:9B-4.16.]
- ii. **If the candidate does not meet the 3.00 GPA requirement, he or she shall meet the exception criteria in (c) below.**

- [3. After September 1, 2015, achieve a minimum score established by the Department on a Commissioner-approved assessment of basic reading, writing, and mathematics skills, or score at least 1660 combined critical reading, writing, and mathematics on the SAT, at least a 23 on the ACT, or at least a 4.0 on the analytical writing section and a combined score of 310 on the quantitative and verbal sections of the GRE;
- 4. Effective October 31, 2009, one of the following requirements shall be satisfied for subject area endorsements:
 - i. Complete an undergraduate major in the subject area as documented by an official transcript from a regionally accredited four-year college or university;
 - ii. Hold a graduate degree in the subject area; or
 - iii. Complete at least 30 credits in a coherent sequence of courses appropriate to the subject area as documented by an official transcript from a

regionally accredited college or university, at least 12 semester-hour credits of which must be at the advanced level of study, including junior-, senior-, or graduate-level study as documented by the official transcript of a four-year, regionally accredited college or university;

5. Effective October 31, 2009, demonstrate knowledge of basic pedagogical skills, including, but not limited to, classroom management, lesson planning, introduction to the CCCS and Professional Standards for Teachers, and assessment of pupil progress as documented through successful completion of a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on a transcript from a regionally accredited college or university;
6. Pass the appropriate State test of subject matter knowledge. However, if a candidate's score on the appropriate State test of subject matter knowledge falls below the passing score by five percent or less, but the candidate has a GPA of 3.50 or higher, when a GPA of 4.00 equals an A grade, he or she shall meet the requirement to pass the appropriate State test of subject matter knowledge. This alternative requirement shall not be construed as a waiver to N.J.A.C. 6A:9B-4.16; and
7. Pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.8.]
- 4. Satisfy the endorsement requirements and exceptions pursuant to N.J.A.C. 6A:9B-9 through 11, including, but not limited to, passing the appropriate State test(s) of subject matter knowledge and completing the required subject-area course requirements;**
- 5. Be recommended for State licensure by a New Jersey educator preparation program approved pursuant to N.J.A.C. 6A:9A-3, or an out-of-State**

program approved by the state in which it is located and pursuant to the out-of-State program rules in (b)2 through 5 below;

i. The New Jersey educator preparation program and out-of-State program shall submit the recommendation on an Office-provided form; and

6. Pass a Commissioner-approved performance-based assessment of teaching if graduated on or after September 1, 2017.

[(b) Effective October 31, 2009, the candidate shall satisfy the following requirements to be eligible for the elementary school (K-6) endorsement:

1. Hold a bachelor's or an advanced degree from a regionally accredited college or university;
2. Meet the GPA or its exceptions pursuant to (a)2 above;
3. Complete a liberal arts, science, dual content, or interdisciplinary academic major or a minimum of 60 semester-hour credits in liberal arts and/or science, as documented on a transcript from a regionally accredited college or university;
4. Demonstrate knowledge of basic pedagogical skills, including, but not limited to, classroom management, lesson planning, introduction to New Jersey's CCCS and Professional Standards for Teachers, and assessment of pupil progress, as documented through successful completion of a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on a transcript from a regionally accredited college or university;
5. Pass the appropriate State test of subject matter knowledge;
6. Pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.9; and

7. After September 1, 2015, achieve a minimum score established by the Department on a Commissioner-approved test of basic reading, writing, and mathematics skills, or score at least 1660 combined critical reading, writing, and mathematics on the SAT, at least a 23 on the ACT, or at least a 4.0 on the analytical writing section and a combined score of 310 on the quantitative and verbal sections of the GRE.]

[(c)] (b) [Except as indicated in N.J.A.C. 6A:9B-10, to] **To** be eligible for a CEAS in instructional fields, the candidate shall [meet the requirements in (a) above and] complete one of the following **educator preparation** programs [of teacher preparation] **that shall include supervised clinical practice:**

1. A New Jersey college program, graduate or undergraduate, approved by the Department for the preparation of teachers pursuant to N.J.A.C. 6A:9A-3;
2. A college preparation program included in the interstate certification reciprocity system of NASDTEC;
3. An out-of-State [teacher education] **educator preparation** program approved by NCATE, TEAC, or any other national professional education accreditation body recognized by the Council on Higher Education Accreditation **or** approved by the Commissioner;
4. [A teacher education] **An educator preparation** program approved for certification by the Department in one of the states party to the NASDTEC Interstate Contract, provided the program was completed on or after January 1, 1964, and the state in which the program is located would issue the candidate a comparable endorsement; or
5. An out-of-State college [teacher education] **educator preparation** program approved by the department of education in the state in which the program is located.

(c) The following exceptions apply to the 3.00 GPA requirement in (a) above:

- 1. Candidates graduating before September 1, 2016, shall achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A in a baccalaureate degree program, higher degree program, or a Commissioner-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits.**
- 2. A candidate who graduates on or after September 1, 2016, with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 and 4 above.**
 - i. Effective until September 1, 2016, a candidate with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 and 4 above.**
 - ii. This alternative requirement to (a)2 and 4 above shall not be construed as a waiver under N.J.A.C. 6A:9B-4.12(c).**

[(d) The teacher preparation programs listed in (c)1 through 5 above shall culminate in college-supervised student teaching.]

[(e)] **(d)** A candidate who has graduated from a regionally accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements in [(a)2] **(a)3** above.

1. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs.

2. The candidate shall satisfy all other requirements for certification, without exception.

[(f) Any student matriculated in an approved in-State or out-of-State teacher education program prior to October 31, 2009, shall not be subject to (a)4 and 5 and (b) above if he or she graduated on or before January 31, 2013.]

[(g)] (e) The GPA requirements and [its] **their** exceptions listed in [(a)] (c) above shall apply to all relevant [provisions] **sections** in **this subchapter and for endorsements in N.J.A.C. 6A:9B-[9.8 and 9.11]9 through 11.** [Exceptions to the requirements for a CE or CEAS shall not include exceptions to the GPA requirement.]

[6A:9B-8.2 Requirements for the provisional certificate] *Recodified as N.J.A.C. 6A:9B-8.4;*
text shown in new location

[6A:9B-8.3 Requirements for provisional teacher program

(a) Holders of a CE or CEAS shall receive ongoing support through the district mentoring program as described in N.J.A.C. 6A:9B-8.4.

(b) The principal or an appropriately certified school administrative designee shall observe and formally evaluate the provisional teacher with a CE or CEAS in accordance with N.J.A.C. 6A:9B-8.6 and 8.7.

(c) In addition to (a) and (b) above, each holder of a CE shall be provided essential knowledge and skills through the following training:

1. Except for (c)2 and 3 below, a minimum of 200 hours of formal instruction in professional education aligned with the Professional Standards for Teachers shall be completed by the provisional teacher concurrently with the requirements of (a) and (b) above.

2. For provisional teachers who are holders of a career and technical education CE, a minimum of 200 hours of formal instruction in a State-approved career and technical education professional education program that is aligned with the Professional Standards for Teachers and that includes the essential knowledge and skills regarding the delivery of career and technical education programs shall be completed concurrently with the requirements of (a) and (b) above.
3. For provisional teachers who are holders of an elementary school (K-6 and N-8) CE, a minimum of 290 hours of formal instruction over two years in a State-approved program of formal instruction that is aligned with the Professional Standards for Teachers shall be completed. This instruction must include a minimum of 45 hours of study in the teaching of language arts/literacy at the K-6 level and a minimum of 45 hours of study in teaching mathematics at the K-6 level. Provisional teachers holding an elementary school (K-6 or N-8) CE may be exempted from completing 45 hours of study in the teaching of language arts/literacy at the K-6 level, as well as from completing 45 hours of study in the teaching of mathematics at the K-6 level if:
 - i. For each area of study, they have completed 45 hours of study in that area as documented by a Department-approved provider or through equivalent coursework on the transcript of a regionally accredited college or university; or
 - ii. For each area of study, they document the equivalent of at least one year of successful experience as a full-time teacher during which the subject area is regularly taught, among the other subjects for which a K-6 teacher would be responsible. This experience must take place within the three years prior to receiving their CE and documented by submitting a completed, original form provided by the Office.

- (d) School districts or consortia of school districts, in conjunction with a college or university, shall provide formal instruction to the provisional teachers they employ pursuant to (c)3 above. The school district or consortium shall submit a written plan for the Department's approval. If joint sponsorship with a college or university cannot be achieved, the Department may authorize the school district or consortium to provide the formal instruction independently or in joint sponsorship with a non-collegiate entity. The school district or consortium's written plan shall include documentation of its efforts to secure college or university participation.
- (e) School districts unable to provide formal instruction to provisional teachers in their employ shall provide access to formal instruction through a network of Department-authorized providers.]

6A:9B-8.3 Requirements for certificates of eligibility (CE)

- (a) **Except as indicated in N.J.A.C. 6A:9B-8.8, 10, and 11, the candidate shall meet the following criteria to be eligible for a CE in instructional areas:**
- 1. Hold a bachelor's or an advanced degree from a regionally accredited college or university;**
 - 2. Meet all minimum requirements in N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, minimum age, and examination in physiology, hygiene, and substance abuse requirements;**
 - 3. Achieve a cumulative GPA of at least 3.00 when a GPA of 4.00 equals an A grade for candidates graduating on or after September 1, 2016, in a baccalaureate degree program, higher degree program or a State-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits.**

- 6. For candidates applying for a CE prior to academic year 2017-2018, demonstrate knowledge of basic pedagogical skills, including, but not limited to, classroom management, lesson planning, introduction to the CCCS and Professional Standards for Teachers, and assessment of student progress as documented through successful completion of a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on a transcript from a regionally accredited college or university.**
- (b) The following exceptions shall apply to the 3.00 GPA requirement in (a) above:**
 - 1. Candidates graduating before September 1, 2016, shall achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A in a baccalaureate degree program, higher degree program, or a Commissioner-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits.**
 - 2. A candidate who graduates on or after September 1, 2016, with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 and 4 above.**
 - i. Effective until September 1, 2016, a candidate with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 and 4 above.**
 - ii. This alternative requirement to (a)2 and 4 above shall not be construed as a waiver under N.J.A.C. 6A:9B-4.12.**

- 3. A candidate who graduates on or after September 1, 2016, may have a cumulative GPA lower than 3.00 but equal to or higher than a 2.75 if he or she is sponsored by a provisional training program prior to applying for a CE, so long as the candidate is employed when he or she participates in the CE educator preparation program. Candidates sponsored for the purpose of meeting the exception set forth in this section shall make up no more than 10 percent of a CE educator preparation program's annual accepted candidates.**
- (c) A candidate who has graduated from a regionally accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements in (a)3 above.**

 - 1. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs.**
 - 2. The candidate shall satisfy all other requirements for certification, without exception.**
- (d) The GPA requirements and their exceptions listed in (b) above shall apply to all relevant sections in N.J.A.C. 6A:9B-8 and 11.**
- (e) The candidate shall ensure official test scores are transmitted to the Office from the test vendor.**
- (f) A candidate who meets all requirements in N.J.A.C. 6A:9B-8.2(a)1 through 5 but did not take a state-approved performance assessment because it was not required for educator preparation program completion and/or for certification in an out-of-State program attended pursuant to N.J.A.C. 6A:9B-8.2(b) shall be issued a CE. The candidate shall meet all requirements for provisional and standard certification pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:**

1. **CE certification requirements pursuant to (a) above;**
2. **The provisional certification requirement to be enrolled in a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.4(a)4;**
3. **The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.5(b)4; and**
4. **The standard certification requirement to complete a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.**

[6A:9B-8.4 Requirements for district mentoring program

- (a) All school districts shall develop a district mentoring program to provide nontenured teachers, including novice provisional teachers, with an induction to the teaching profession and to the school district community through differentiated supports based on the teachers' individual needs and to help them become effective professionals.
- (b) The goals of the district mentoring program shall be to enhance teacher knowledge of, and strategies related to, the CCCS to facilitate student achievement and growth; identify exemplary teaching skills and educational practices necessary to acquire and maintain excellence in teaching; and assist first-year teachers in the performance of their duties and adjustment to the challenges of teaching.
- (c) All district boards of education that employ nontenured teachers shall determine how each nontenured teacher in his or her first year of employment shall be provided with the following supports:
 1. Comprehensive induction to school district policies and procedures, including, but not limited to, introduction to school district curricula, student assessment

policies, and training on the school district's evaluation rubric, including setting and assessing student learning through student growth objectives;

2. Individualized supports and activities, which are assigned at the school district's discretion, aligned with the New Jersey Professional Standards for Teachers at N.J.A.C. 6A:9-3.3, the New Jersey Professional Development Standards at N.J.A.C. 6A:9C-3.2(d), and the school district's Commissioner-approved teaching practice instrument, and are guided by:
 - i. The nontenured teachers' degree of preparation and experience;
 - ii. The nontenured teacher's professional development plan developed within 30 instructional days of the beginning of the teaching assignment pursuant to N.J.A.C. 6A:9C-3.2;
 - iii. Areas of focus within the district mentoring plan; and
 - iv. Goals within the professional development plans of the school district and school as described in N.J.A.C. 6A:9C-3.5 and 3.6; and
3. One-to-one mentoring, which is required for each novice provisional teacher as set forth in (d) below.

(d) In addition to the requirements in (c) above, all school district boards of education shall provide an individual mentor to work one-to-one with a novice provisional teacher and ensure:

1. Each novice provisional teacher is assigned an individual mentor at the beginning of the contracted teaching assignment;
2. The mentor teacher provides observation and feedback, opportunities for the novice teacher to observe effective practice, and confidential guidance and support in accordance with the New Jersey Professional Standards for Teachers, and guides the teacher in a self-assessment on the school district's Commissioner-approved teaching practice instrument;

3. The one-to-one mentoring includes planned, in-person contact time between the mentor teacher and the novice provisional teacher holding a CE or CEAS over the course of the school year, or proportionally longer if the novice provisional teacher holds a part-time teaching assignment;
 4. The mentor teacher and the novice provisional teacher holding a CEAS meet at least once per week for the first four weeks of the teaching assignment;
 5. The mentor teacher and the novice provisional teacher holding a CE meet at least once per week for the first eight weeks of the teaching assignment; additionally, the one-to-one mentoring shall support the novice teacher in achieving the curricular objectives of the formal instructional program in which the novice provisional teacher holding a CE is enrolled; and
 6. All contact time between the mentor teacher and the novice provisional teacher shall be recorded in a log, developed as part of the district mentoring plan, submitted to the chief school administrator, or designee, and maintained within the school district.
- (e) The chief school administrator shall oversee the mentor selection process and ensure the individual mentor of a novice provisional teacher meets the following minimum requirements:
1. Holds a teacher certification and, when possible, is certified in the subject area in which the novice provisional teacher is working;
 2. Has at least three years of experience and has taught full-time for at least two years within the last five years;
 3. Does not serve as the mentee's direct supervisor nor conduct evaluations of teachers;
 4. Demonstrates a record of success in the classroom. Beginning in the 2014-2015 school year, all mentor teacher applicants shall have received a summative rating

of effective or highly effective on the most recent summative evaluation. If a mentor teacher applicant has not yet received a summative evaluation rating for school year 2012-2013 by the start of the 2014-2015 school year, then the mentor applicant shall have demonstrated a record of success in the classroom as measured by a rating of effective or highly effective on the district's Commissioner-approved practice instrument;

5. Understands the social and workplace norms of the school district and the community it serves;
 6. Understands the resources and opportunities available in the school district and is able to act as a referral source to the novice provisional teacher; and
 7. Completes a comprehensive mentor training program with a curriculum that includes, at a minimum, training on the school district's teaching evaluation rubric and practice instrument, Professional Standards for Teachers, Common Core State Standards, classroom observation skills, facilitating adult learning, and leading reflective conversations about teaching practice.
- (f) The chief school administrator shall develop a district mentoring plan, which describes the logistics for district mentoring program implementation and describes the school district's responsibilities pursuant to this section.
1. The chief school administrator shall submit the district mentoring plan to the district board of education for review of its fiscal impact.
 2. The chief school administrator shall share the district mentoring plan with each school improvement panel, which shall oversee the school-level implementation of the district mentoring plan and shall communicate the plan to all nontenured teachers and their mentors.

3. The chief school administrator shall review the plan annually and revise it as necessary based on feedback from mentor logs, each school improvement panel, and data on teacher and student performance.
 4. The chief school administrator annually shall certify to the Department through a statement of assurance that the school district is meeting the requirements for the district mentoring program as set forth in this section.
- (g) All novice provisional teachers whose positions require possession of instructional certificates in accordance with N.J.S.A. 18A:26-2 and N.J.A.C. 6A:9B-5.1 shall comply with the requirements of the district mentoring program.
- (h) District boards of education shall be responsible for budgeting State funds appropriated for the novice teacher mentoring program.
1. Subject to the availability of funds, the Department shall appropriate State funds based on the number of novice teachers employed each year by a given district board of education.
 2. District boards of education shall ensure State funds appropriated for this program shall supplement, and not supplant, Federal, State, or local funds already devoted to planning and implementing a novice teacher mentor program.
 3. District boards of education shall ensure State funds shall be used for one or more of the following:
 - i. Stipends for mentor teachers;
 - ii. The costs associated with release time;
 - iii. Substitutes for mentor and novice teachers; and
 - iv. Professional development and training activities related to the program.
 4. If no State funds are available to pay the costs of mentoring fees, candidates who are required to complete a provisional year of teaching to obtain standard certification shall be responsible for payment of mentoring fees during the

provisional year. The employing school district may pay the cost of mentoring fees.

- (i) The administrative office of each school district shall oversee the payment of mentors. Payment shall not be conferred directly from provisional novice teacher to mentor.]

6A:9B-[8.2]8.4 Requirements for the provisional certificate

- (a) Except as indicated in N.J.A.C. 6A:9B-8.8, 10, and 11, [to be eligible for a provisional certificate,] a school district shall submit to the Office documentation that demonstrates the candidate [shall] has met the following requirements to be eligible for a provisional certificate:

1. Hold a CE or CEAS in the endorsement area required for the teaching assignment;
2. Obtain and accept an offer of employment in a position that requires instructional certification[; and]
3. Be registered in the [provisional teacher] district mentoring program upon employment and in accordance with N.J.A.C. 6A:[9B-8.3.]9C-4; and
4. For a candidate with a CE, be enrolled in a CE educator preparation program. The program shall ensure the candidate receives a minimum amount of pre-professional experience pursuant to N.J.A.C. 6A:9A-5.3.
 - i. If employed as a teacher of students with disabilities, the CE educator preparation program at a regionally accredited college or university in which the candidate is enrolled shall provide courses. If the preparation program is not at a regionally accredited college or university, ensure the candidate is enrolled and attending courses

through an alternate program on educating students with disabilities immediately upon starting and throughout the length of the program.

ii. If employed as a bilingual/bicultural teacher, the CE educator preparation program in which the candidate is enrolled shall ensure the candidate is enrolled in bilingual/bicultural courses immediately upon starting and throughout the length of the program.

- (b) The effective date of provisional certificate issuance [is] **shall be** the date on which the [holder of a] CE or CEAS **holder** begins employment with the district board of education in a certificated position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a.
- (c) **A provisional certificate shall last a maximum of two years and shall expire on July 31 of the second year regardless of issuance date.**
- (d) **A provisional teacher holding provisional certification in and working under one endorsement may seek employment and be employed in more than one school district during the provisional time period prior to earning the standard certificate.**
- (e) **The annual summative evaluation rating(s) from each prior employing school district shall constitute part of the record on which a principal shall base his or her standard certification determination, pursuant to N.J.A.C. 6A:9B-8.6.**
- (f) **The provisional certificate must be issued each time a teacher is employed with a CE or CEAS by a different school district from the previous employing school district that submitted the initial provisional certificate documentation. However the two-, four-, and six-year time restraints pursuant to N.J.A.C. 6A:9B-8.5 still shall apply.**

[6A:9B-8.5 Requirements for nonpublic school training programs] *Recodified as N.J.A.C. 6A:9B-8.9; text shown in new location*

6A:9B-8.5 Renewal of the provisional certificate

(a) The principal may recommend a provisional teacher for renewal of his or her two-year provisional certificate if the candidate has not yet completed the requirements for the standard certificate within the first two years of employment pursuant N.J.A.C. 6A:9A-8.4.

1. A provisional teacher who meets the criteria in (a) above but is not renewed for employment within the same school district following the two-year provisional certificate may seek and accept, under the same endorsement, a position with another school district, pursuant to N.J.A.C. 6A:9B-8.4(d).

(b) Except as indicated in N.J.A.C. 6A:9B-8.8, 10, and 11, a candidate shall meet the following requirements to be eligible for renewal of a provisional certificate:

1. Hold a CE or CEAS in the endorsement area required for the teaching assignment;

2. Be employed in or accept an offer of employment in a position that requires instructional certification;

3. Complete a district mentoring program;

4. Be enrolled in or have completed a CE educator preparation program if a candidate has a CE; and

5. Be recommended for renewal by his or her principal pursuant to N.J.A.C. 6A:9B-8.6.

(c) The two-year provisional certificate may be renewed once for a maximum provisional period of four years, or may be renewed twice for a maximum provisional period of six years if the candidate fulfills the following in addition to the renewal requirements in (b) above:

1. Holds a CE with a teacher of students with disabilities endorsement, or a CE with a bilingual/bicultural endorsement, and a CE with an endorsement

appropriate to the subject or grade level to be taught and the duration of the required coursework and CE educator preparation program extends beyond the four-year period;

- 2. Was issued the provisional after February 1 of the first school year the candidate was employed; or**
- 3. Does not receive from the school district, by July 31 of the fourth year, the annual summative rating as required for standard certification pursuant to N.J.A.C. 6A:9B-8.4.**

6A:9B-8.6 Evaluation of a provisional teacher[s] for the standard certificate

- [(a) An appropriately certified principal or administrative designee authorized to supervise instructional staff shall observe and evaluate the provisional teacher three times during the first year of mentoring for purposes of certification. All performance evaluations shall be aligned with the Professional Standards for Teachers as defined in N.J.A.C. 6A:9-3.3 and reported on State-developed forms. Performance evaluations for career and technical education teachers shall also include career and technical education knowledge and skills.
- (b) Each teacher shall be observed as described in this section, at least three times during each school year but not less than once during each semester, and the observation shall occur after the provisional teacher assumes full responsibility of a classroom.
- (c) Within 15 days following each evaluation, the evaluator pursuant to (a) above shall provide a copy of the evaluation to the provisional teacher.]
- (a) Effective for candidates who begin teaching academic year 2015-2016, standard certificate determinations shall be based on the provisional teacher's annual summative evaluations, which shall be conducted pursuant to N.J.A.C. 6A:10 and**

by an appropriately certified principal or administrative designee authorized to supervise instructional staff.

1. Standard certificate determinations for candidates who begin teaching prior to academic year 2015-2016 shall be based on performance evaluations aligned with the Professional Standards for Teachers as defined in N.J.A.C. 6A:9-3.3 and based on at least three observations conducted during the school year but not less than once during each semester.
- (b) A provisional teacher who meets all other standard certificate requirements pursuant to N.J.A.C. 6A:9B-8.7 shall earn a standard certificate upon receipt of at least two summative evaluation ratings of effective or highly effective earned within three consecutive years of teaching.
1. If the provisional teacher does not complete the standard certificate requirements within the first two years of teaching, the provisional certificate may be renewed pursuant to N.J.A.C. 6A:9B-8.5 and the provisional teacher shall have an additional two years to earn at least two effective or highly effective summative evaluation ratings within three consecutive years.
- (c) Within 30 days of the provisional teacher's receipt of at least two summative evaluation ratings earned in any New Jersey school district, the provisional teacher's principal shall notify the provisional teacher and the Office that the provisional teacher:
1. Is eligible for a standard certificate because the candidate has earned at least two effective or highly effective summative evaluation ratings and has completed all other standard certification requirements pursuant to N.J.A.C. 6A:9B-8.7;
 2. Is being recommended for a renewal of the provisional certificate, pursuant to N.J.A.C. 6A:9B-8.5, because the candidate has not yet received at least two

effective or highly effective summative ratings within three consecutive years;

- 3. Is not being recommended for a renewal of the provisional certificate for any reason; or**
- 4. Is rendered permanently ineligible for renewal of the provisional certificate, is prohibited from earning a standard certificate, and is disqualified from seeking further employment as a teacher in any capacity.**

(d) A provisional teacher who is ineligible for standard certification and for renewal of the provisional certificate may appeal the standard certification determination pursuant to N.J.A.C. 6A:9B-4.13.

[(d)] (e) Mentor teachers shall not assess or evaluate the performance of provisional teachers. Interactions between provisional teachers and experienced mentor teachers are formative in nature and considered a matter of professional privilege. Mentor teachers shall not be compelled to offer testimony on the performance of provisional teachers.

[6A:9B-8.7 Recommendation for certification of provisional teachers

- (a) Within 30 days after the conclusion of the State-approved district training program, the building principal shall submit directly to the Secretary the final evaluation.
- (b) The final evaluation for each provisional teacher shall include one of the following recommendations:
 1. Approved: Recommends issuance of a standard certificate;
 2. Insufficient: Recommends that a standard certificate not be issued but that the candidate be permitted to seek entry on one more occasion into a State-approved district training program. A second rating of “insufficient” shall be deemed a “disapproved” in accord with (b)3 below; or

3. Disapproved: Recommends that a standard certificate not be issued and that the candidate not be allowed to enter into another State-approved district training program.
- (c) Candidates who receive a recommendation of “disapproved” or two recommendations of “insufficient” may petition the Board of Examiners for approval of additional opportunities to seek provisional employment in **school** districts other than those in which they received unfavorable recommendations pursuant to N.J.A.C. 6A:9B-4.18.]

6A:9B-[8.8]8.7 Requirements for the standard certificate

- (a) Except as indicated in N.J.A.C. 6A:9B-**8.8**, **10**, and **11**, to be eligible for the standard certificate in any instructional area, the candidate shall:
1. Possess a provisional certificate pursuant to N.J.A.C. 6A:9B-[8.2]**8.4**; [and]
 - [2. Successfully complete a State-approved district training program pursuant to N.J.A.C. 6A:9B-8.3 and 8.4 while employed provisionally in a position requiring the appropriate instructional certificate.]
 2. **Be recommended for the standard certificate by the supervising principal based on:**
 - i. **Evaluation requirements pursuant to N.J.A.C. 6A:9A-8.6; and**
 - ii. **Successful completion of a district mentoring program pursuant to N.J.A.C. 6A:9C-5;**
 3. **Submit to the Department a completed Commissioner-issued teacher candidate survey; and**
 4. **For CE holders, do the following:**

- i. **Effective for candidates who begin teaching academic year 2017-2018, pass the performance assessment if the candidate did not pass it prior to earning a CE; and**
- ii. **Complete a CE educator preparation program pursuant to N.J.A.C. 6A:9A-5, unless exempt under reciprocity rules at N.J.A.C. 6A:9A-8.8.**

- (b) A candidate who holds a standard New Jersey instructional certificate shall be eligible for additional standard certificates if the candidate meets the **CEAS** requirements of [N.J.A.C. 6A:9B-8.1(a)1, 3, and 4 and 8.3(b)3] **this subchapter**. This provision [does] **shall** not apply to holders of the Teacher of Military Science endorsement.
- (c) A candidate who holds National Board for Professional Teacher Standards (NBPTS) certification and the corresponding out-of-State license or certificate shall be eligible for the standard certificate in the NBPTS certificate field without additional requirements.
- (d) A candidate who holds the Meritorious New Teacher Candidate (MNTC) designation and the corresponding out-of-State license or certificate shall be eligible for the standard certification in the MNTC designated field without additional requirements. The MNTC designation, offered through the American Association of Colleges for Teacher Education (AACTE), is designed to recognize and reward exceptionally well-prepared new teachers. Similar to National Board Certification, this designation is one of professional accomplishment for prospective teachers who excelled at every phase of preparation and demonstrated a deep commitment to high expectations for all children.]

6A:9B-[8.9]8.8 Requirements for interstate reciprocity for a CEAS, CE, or standard certificate

[(a) Notwithstanding any other provision of this subchapter, any applicant for instructional certification who presents a valid instructional certificate issued by any other state shall, upon payment of the appropriate fee, be issued a New Jersey instructional certificate for the equivalent and currently-issued New Jersey grade-level or subject endorsement and certificate level covered by this subchapter, that is, a New Jersey CE, CEAS, or standard certificate. If there is no equivalent current New Jersey endorsement, then the provisions of N.J.A.C. 6A:9B-8.1 through 8.8 shall apply to the applicant. There are two limitations to this rule:

1. If New Jersey has an equivalent endorsement with required subject-matter test for the applicant's endorsement, the applicant shall have passed a state subject-matter test to receive his or her out-of-State endorsement or else must pass the appropriate New Jersey subject-matter test; and
2. Candidates who have not taught successfully for three years under their out-of-State certificate shall be required to meet the New Jersey GPA requirement. Successful teaching experience shall be documented by a letter of experience from the applicant's supervisor or authorized district representative.]

(a) Through reciprocity, the Office shall issue an instructional CEAS to candidates who:

- 1. Have a valid CEAS issued by another state in a subject area or grade level also offered by the Department, following the completion of a CEAS educator preparation program that includes clinical practice and endorsement in a subject that is also issued in New Jersey;**
- 2. Passed a subject-matter test to receive his or her out-of-State endorsement or passed the appropriate New Jersey subject-matter test; and**
- 3. Effective for candidates who begin teaching academic year 2017-2018, passed a performance assessment that is approved by the state in which the**

certificate was issued, unless the candidate holds National Board for Professional Teacher Standards (NBPTS) or the Meritorious New Teacher Candidate (MNTC) designation.

(b) A candidate who meets all requirements in (a)1 and 2 above but did not take a state-approved performance assessment because it was not required for educator preparation program completion and/or for certification in that state shall be issued a CE. The candidate shall meet all requirements for provisional and standard certification pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:

- 1. CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a);**
- 2. The provisional certification requirement to be enrolled in a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.4(a)4;**
- 3. The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.5(b)4; and**
- 4. The standard certification requirement to complete a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.**

(c) Except as provided in (b) above and (e) below, reciprocity shall not apply to an instructional CE. Candidates who have been issued an out-of-State CE shall meet all requirements in N.J.A.C. 6A:9B-8.3.

(d) Through reciprocity, the Department shall issue an instructional standard certificate to a candidate who:

- 1. Has a valid standard certificate issued by another state in an endorsement subject area or grade level that also is issued by the Office and demonstrates at least two effective years of teaching that were completed within three consecutive years within the last four calendar years. The candidate shall**

provide an original letter documenting completion of this requirement from his or her supervisor(s), principal(s), or employing school district(s) human resources officer; or

- 2. Meets the requirements in (f) and (g) below.**
- (e) A candidate who has a valid standard certificate issued by another state, including an endorsement in a subject area or grade level also issued by the Office, but does not meet the requirements in (d)1 above shall be issued a CE. The candidate shall meet all requirements for provisional and standard certification pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:**
- 1. CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a);**
 - 2. The provisional certification requirement to be enrolled in a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.4(a)4;**
 - 3. The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.5(b)4; and**
 - 4. The standard certification requirement to complete a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.**
- (f) A candidate who holds NBPTS certification and the corresponding out-of-State license or certificate in a subject area or grade level also offered by the Department shall be eligible for the standard certificate in the NBPTS certificate field without additional requirements.**
- (g) A candidate who holds the MNTC designation and the corresponding out-of-State license or certificate in a subject area or grade level also offered by the Department shall be eligible for the standard certification in the MNTC-designated field without additional requirements.**

6A:9B-[8.5]8.9 Requirements for nonpublic school training programs

(a) [Nonpublic] **A nonpublic** school[s] may choose to [participate in the training provided] **provide a mentoring program** for [first-year] novice teachers, pursuant to N.J.A.C.

6A:[9B-8.3]9C-5, if [they] **the school** meets the following requirements:

1. Prior to enrolling any candidate in a [teacher training] **mentoring** program, the individual with the authority to execute binding documents on behalf of the nonpublic school shall enter into a written agreement with the Department agreeing to comply with all requirements pursuant to N.J.A.C. 6A:[9B-8.4(b) and (d)]9C-5.1(b) and (d);
2. A teacher on staff in a non-administrative, non-supervisory capacity who holds a standard New Jersey instructional certificate shall be assigned as **the** mentor;
3. The school is accredited by an accrediting agency accepted by the Department;
and
4. The candidate is employed as a classroom teacher in a position that would require an appropriate instructional certificate in a public school.

[6A:9B-8.10 Mentoring and evaluation by approved agencies

An approved agency and its designated staff shall be authorized to provide the services, evaluations, and recommendations specified within N.J.A.C. 6A:9B-8.5 through 8.7 for provisional Teachers of Supplemental Instruction in Reading and Mathematics, Grades K-8 in their employ.]

SUBCHAPTER 9. INSTRUCTIONAL [CERTIFICATES] ENDORSEMENTS

6A:9B-9.1 Endorsement requirements

- (a) To fulfill the endorsement requirements necessary for instructional certification pursuant to N.J.A.C. 6A:9B-8 et seq., the candidate shall:
1. Complete the following coursework requirements for the subject area in which the candidate is seeking the endorsement:
 - i. Complete an undergraduate major in the subject area as documented by an official transcript from a regionally accredited four-year college or university;
 - ii. Hold a graduate degree in the subject area; or
 - iii. Complete at least 30 credits in a coherent sequence of courses appropriate to the subject area as documented by an official transcript from a regionally accredited college or university, of which 12 semester-hour credits must be at the advanced level of study, including junior-, senior-, or graduate-level study as documented by the official transcript of a four-year, regionally accredited college or university;
 2. Pass the appropriate State test(s) of subject matter knowledge. However, if a candidate's score on the appropriate State test(s) of subject matter knowledge falls below the passing score by five percent or less, but the candidate has a GPA of 3.50 or higher when a GPA of 4.00 equals an A grade, he or she shall meet this rule's requirements. This alternative requirement shall not be construed as a waiver under N.J.A.C. 6A:9B-4.12(c).
 - i. A candidate who completes an out-of-State educator preparation program approved pursuant to N.J.A.C. 6A:9B-8.2(b)2 through 5 or

who holds an out-of-State equivalent of a CEAS may pass the equivalent test(s) of subject matter knowledge approved by the state in which the program is located or the certificate was issued in lieu of passing the State test(s) of subject matter knowledge.

3. When applicable, complete additional requirements or exceptions pursuant to N.J.A.C. 6A:9B-11.

(b) Except if certified in an experience-based career and technical education endorsement pursuant to N.J.A.C. 6A:9-11.3 or military science pursuant to N.J.A.C. 6A:9-11.8, holders of a CE, CEAS, or standard instructional certificate in one endorsement may obtain the corresponding CE, CEAS, or standard instructional certificate in a different endorsement upon completion of the academic and test requirements listed in (a) above and any additional requirement(s) or exception(s) in N.J.A.C. 6A:9B-10 or 11.

6A:9B-[9.1]9.2 Authorizations – general

(a) Each teaching endorsement [is] shall be required for the corresponding teaching assignment.

1. Each endorsement [is] shall be valid for grades preschool through 12, with the following exceptions:

i. The elementary school teacher endorsement [is] shall be valid in grades kindergarten through six. Any holder of the former teacher of elementary school grades K-5 endorsement now shall be authorized to teach kindergarten through grade six;

ii. The [elementary] middle school [teacher] with subject matter specialization endorsement [is] shall be valid in grades five through eight;

- iii. The preschool through grade three endorsement [is] **shall be** valid in preschool through grade three; and
- iv. The teacher of supplementary instruction in reading and mathematics, grades K-8 [is] **shall be** valid in grades kindergarten through eight.
2. Teachers with English endorsements[,] who taught [reading] **English language arts courses** prior to February 1976[,] may continue to teach [in] the same [assignment] **course(s)**.
3. Teachers with elementary school endorsements valid in [grades nursery] **preschool** through **grade** eight issued no later than March 1, 2008, may teach in [grades nursery] **preschool** through **grade** eight in any employing school district, subject to the qualification for teaching three- and four-year-old children in N.J.A.C. 6A:9B-[10.1(h)]**11.2(b)**. [These] **The** teachers [must] **shall** demonstrate to the school district [that] they have content knowledge appropriate to the subject(s) taught. All elementary school teachers certified to teach in grades kindergarten through five after January 20, 2004, and hired to teach in grades six through eight [must] **shall** hold either the elementary school with subject matter specialization or the subject matter endorsement.
4. Teachers holding the teacher of the blind or partially sighted, teacher of the deaf or hard of hearing, and/or the teacher of handicapped endorsements issued prior to September 1, 2008, may teach students with disabilities in [grades] preschool through grade 12 if they can demonstrate to the **school** district content knowledge appropriate to the content and the content level to be taught.
5. Teachers holding endorsements that are no longer issued as of January 20, 2004, may continue to teach in the subject areas in which the teacher was authorized to teach under the former rules.

6. Holders of career and technical instructional endorsements issued prior to January 20, 2004, **shall** remain valid. [These] **The** teachers [are authorized to] **may** teach in the occupations for which they hold endorsements. A crosswalk of [these] **the** former certificates that identifies under which [of the] new career clusters the teacher's certificate falls is available on the Department's website.

6A:9B-[9.2]9.3 [Endorsements] Department-issued endorsements and authorizations

- (a) The teaching endorsements and authorizations in (a)1 through 9 below are grouped within the relevant CCCS.

1. Visual and performing arts:

- i. Art: This endorsement authorizes the holder to teach art in all public schools;
- ii. Dance: This endorsement authorizes the holder to teach dance in all public schools;
- iii. Music: This endorsement authorizes the holder to teach vocal and instrumental music and related theory in all public schools;
- iv. Speech arts and dramatics: This endorsement authorizes the holder to teach speech arts and dramatics in all public schools; and
- v. Theater: This endorsement authorizes the holder to teach theater in all public schools.

2. Comprehensive health and physical education:

- i. Health education: This endorsement authorizes the holder to teach health education in all public schools;
- ii. Health and physical education: This endorsement authorizes the holder to teach health and physical education in all public schools;

- iii. Physical education: This endorsement authorizes the holder to teach physical education in all public schools; [and]
 - iv. Swimming and water safety instructor: This endorsement authorizes the holder to teach swimming, diving, and water safety in all public schools[.]; **and**
 - v. **Driver education: This endorsement authorizes the holder to teach driver education in all public schools.**
3. [Language arts literacy] **English language arts:**
- i. English: This endorsement authorizes the holder to teach English in all public schools;
 - ii. English as a Second Language: This endorsement authorizes the holder to teach English as a second language in all public schools; and
 - iii. Reading: This endorsement authorizes the holder to teach reading in all public schools.
4. Mathematics:
- i. Mathematics: This endorsement authorizes the holder to teach mathematics in all public schools.
5. Science:
- i. Biological science: This endorsement authorizes the holder to teach biological, environmental, and general sciences in all public schools. Biological science includes botany, anatomy and physiology, zoology, and biology;
 - ii. Chemistry: This endorsement authorizes the holder to teach chemistry[,]
and environmental and general sciences in all public schools;
 - iii. Earth science: This endorsement authorizes the holder to teach earth, environmental, and general sciences in all public schools. Earth science

includes astronomy, geology, meteorology, oceanography, physical geography, and space science;

- iv. Physical science: This endorsement authorizes the holder to teach physical, environmental, and general sciences in all public schools.

Physical science includes physics, chemistry, and earth and space sciences other than geography; and

- v. Physics: This endorsement authorizes the holder to teach physics[,] **and** environmental and general sciences in all public schools.

6. Social studies:

- i. Psychology: This endorsement authorizes the holder to teach psychology in all public schools; and

- ii. Social studies: This endorsement authorizes the holder to teach social studies in all public schools. Social studies includes American history, European history, world history, government, political science, sociology, geography, anthropology, and economics.

7. World languages: This endorsement authorizes the holder to teach **in all public schools** one of the following designated world languages [in all public schools]:

- i. American Sign Language;
- ii. Chinese;
- iii. French;
- iv. German;
- v. Greek;
- vi. Hebrew;
- vii. Italian;
- viii. Japanese;
- ix. Latin;

- x. Portuguese;
- xi. Russian;
- xii. Spanish;
- xiii. Hindi;
- xiv. Arabic;
- xv. Korean; or
- xvi. Other world languages.

8. [Technological literacy] **Technology education:**

[i. Computer and information literacy: There is no separate endorsement for educational technology and tools or for computer and information literacy except where career and technical endorsements occur for the related career clusters and career education and for consumer, family and life skills (see N.J.A.C. 6A:9B-5.19). The CCCS require that teachers integrate the use of computer and information technology into their instruction; and]

[ii.] **i.** [Technology education.] This endorsement authorizes the holder to teach technology education in all public schools with the exception of approved [vocational] **career and technical education** programs. Technology education includes content aligned with the CCCS and the “Standards for Technology Literacy[®]” published by the International Technology [Education] **and Engineering Educators Association (ITEEA)**, [Copyright 2000,] incorporated herein by reference, available at <http://www.iteea.org/TAA/PDFs/xstnd.pdf>.

(1) Examples of the topics that can be taught under this endorsement include:

(A) Technological literacy;

- (B) [the] **The** nature of technology;
- (C) [technology] **Technology** and society;
- (D) **The** engineering and technological design **process**;
- (E) [abilities] **Abilities** for a technological world; **and**
- (F) **Understanding the designed world, including selecting and using medical technologies, agricultural and related biotechnologies, energy and power technologies; information and communication technologies; [and] transportation technologies, manufacturing technologies, and/or construction technologies.**

- ii. **A technology education endorsement is not required to teach educational technology and/or computer and information skills pursuant to N.J.A.C. 6A:9B-5.18.**

[9. 21st century life and careers, and career and technical education:

- i. Business education/business-related technologies: Endorsements in these content fields authorize the holder to teach business education and business-related technologies in all public schools.
 - (1) Comprehensive business: This endorsement authorizes the holder to teach accounting, banking and insurance, business computer applications, business law, business communications, business mathematics, economics and finance, entrepreneurship; international business; keyboarding; business management; business organization, marketing; office administration/office systems technology; and exploration in business-related careers.

- (2) Business: accounting: This endorsement authorizes the holder to teach accounting, bookkeeping, finance and investment, business mathematics, and exploration of related careers.
- (3) Business: finance/economics/law: This endorsement authorizes the holder to teach finance and investment, economics, law, banking and insurance, business mathematics, business communications; business management, business organization, and exploration of related careers.
- (4) Business: keyboarding and data entry: This endorsement authorizes the holder to teach keyboarding, computer data entry, word processing, and exploration of related careers.
- (5) Business: computer applications and business-related information technology: This endorsement authorizes the holder to teach business-related software applications, safety and security policies pertaining to computer use, emerging hardware and operating systems, file management, legal issues related to computer use, and exploration of related business occupations.
- (6) Business: office administration/office systems technology: This endorsement authorizes the holder to teach office organization, word processing, speed writing, business communication, office and administrative support practices and procedures, keyboarding, data entry, and exploration of related business occupations.
- (7) Marketing education: This endorsement authorizes the holder to teach marketing occupations including sales, advertising and retailing, global marketing, entrepreneurship, and exploration of related business occupations.

- ii. Family and consumer sciences. This endorsement authorizes the holder to teach family and consumer sciences in all public schools.
 - (1) Comprehensive family and consumer sciences: This endorsement authorizes the holder to teach family and consumer sciences.
Family and consumer sciences includes: family economics and resource management; family relations and human development, including child care and development, and parenting education; housing and environment, including interior design; nutrition, health, and food management and preparation; textiles and apparel design, construction, and merchandising; and exploration in family and consumer sciences related occupations.
 - (2) Family and consumer sciences: Child and family development: This endorsement authorizes the holder to teach family relations and human development -- including parenting education, and child care and development, and operating a nursery school in a high school classroom environment, developing skills needed to deal with crisis in families, handling children with special needs, and managing family economics and resources -- and to provide career-related instruction.
 - (3) Family and consumer sciences: Foods, nutrition, and food science: This endorsement authorizes the holder to teach nutrition, individual and family food preparation, food science, managing time and resources related to food preparation, and exploration of careers in foods and nutrition related occupations.
 - (4) Family and consumer sciences: Apparel, textiles, and interiors: This endorsement authorizes the holder to teach textiles and

apparel design, construction and merchandising, interior design; managing time and resources related to apparel construction and interior design; and exploration of careers in apparel, textiles, and interior design

- iii. Agriculture, food, and natural resources: This endorsement authorizes the holder to teach agribusiness systems, animal systems, environmental service systems, natural resource systems, plant systems, and power, structural, and technical systems; and related technologies in all public schools.
- iv. Career cluster endorsements: These endorsements authorize the holder to teach approved career and technical education programs in all public schools in accord with N.J.A.C. 6A:9B-10.2. The holder of a standard career and technical education endorsement who has completed the study requirements in N.J.A.C. 6A:9B-12.19(b)2i and ii, or 12.20(b)2i or ii, is also authorized to place and supervise career and technical education students in school-sponsored cooperative education experiences in the occupation in which the holder is certified as part of a career and technical education program.
- v. Driver education: This endorsement authorizes the holder to teach driver education in all public schools.]

(b) The teaching endorsements below authorize the holder to teach specific populations, subjects, ages, and/or grade levels:

- 1. Bilingual/bicultural education: This endorsement authorizes the holder to teach bilingual/bicultural education in all public schools.
- 2. Elementary school: This endorsement authorizes the holder to:

- i. Serve as an elementary school teacher in [grades] kindergarten through **grade** six in all public schools;
 - ii. Teach language arts literacy, mathematics, science, computer and information literacy, and social studies full-time, integrating educational technology where appropriate in [grades] kindergarten through **grade** six;
 - iii. Teach world languages full-time in [grades] kindergarten through **grade** six pursuant to N.J.A.C. 6A:9B-[10.10]**10.5**;
 - iv. Teach all remaining subjects no more than one-half of the daily instructional assignment; and
 - v. Teach reading, writing, [arithmetic] **mathematics**, and spelling, for basic-skills purposes only, in grades six through 12.
3. [Elementary] **Middle** school with subject-matter specialization: This endorsement authorizes the holder to[:
- i. Teach] **teach** the specialty subjects on the face of the certificate full-time in grades five through eight in all public schools. This endorsement does not permit the holder to teach the subject matter specialization in grades nine through 12;
 - [ii. Teach all CCCS subjects in kindergarten through grade six pursuant to (b)2 above; and
 - iii. Teach reading, writing, arithmetic, and spelling, for basic-skills purposes only, in grades six through 12.]
4. Preschool through grade three: This endorsement authorizes the holder to:
- i. Teach preschool through grade three in public schools and to teach public school students in approved settings providing early childhood education;
 - ii. Teach language arts literacy, mathematics, science, computer and information literacy, and social studies full-time, integrating educational

- technology where appropriate in [grades] preschool through **grade** three;
- iii. Teach world languages full-time in [grades] preschool through **grade** three pursuant to N.J.A.C. 6A:9B-[10.10]**10.5**; and
 - iv. Teach all remaining subjects in [grades] preschool through **grade** three no more than one-half of the daily instructional assignment.
5. Teacher of supplemental instruction in reading and mathematics, [grades K-8] **kindergarten through grade eight**: This endorsement authorizes the holder to provide supplemental, pull-out instruction in reading and mathematics for students in kindergarten through grade eight. During their provisional teaching period, teachers holding this endorsement:
- i. May not be assigned to more than two schools; and
 - ii. [Must] **Shall** conduct all teaching in a formal classroom environment with a minimum of eight students that approximates the experiences that novice teachers are expected to have, including, but not limited to, lesson planning, effective classroom management, instructional strategies, and incorporation of the CCCS.
6. [Special education] **Students with disabilities**: [These] **The** endorsements authorize the holder to teach [special education to] **students from** one of the designated populations listed in (b)6i through iv below. In addition to the content area(s) or grade level(s) [that] **authorized by** the teachers' [content and/or grade-level] endorsement(s) [authorize], the holder of a special education endorsement also may provide consultative services and supportive resource programs, including modification and adaptation of curriculum and instruction to students with disabilities in general education programs in [grades] preschool through **grade 12**.

- i. Blind or visually impaired: This endorsement authorizes the holder to teach blind or visually impaired students;
- ii. Deaf or hard of hearing for oral/aural communication: This endorsement authorizes the holder to teach deaf or hard-of-hearing students using oral/aural communication strategies;
- iii. Deaf or hard of hearing for sign language communication: This endorsement authorizes the holder to teach deaf or hard-of-hearing students using sign language communication strategies; and
- iv. Students with disabilities: This endorsement authorizes the holder to teach students classified with disabilities with the exception of [those] **students** identified in [(b)5i] **(b)6i** through iii above.

6A:9B-9.4 21st century life and careers, and career and technical education endorsements and authorizations

- (a) The teaching endorsements below authorize the holder to teach kindergarten through grade 12, including approved career and technical education programs in grades 9 through 12 in all public schools:**
- 1. Business education/business-related technologies: The endorsements authorize the holder to teach business education and business-related technologies in all public schools.**
 - i. Comprehensive business: This endorsement authorizes the holder to teach accounting, banking and insurance, business computer applications, business law, business communications, business mathematics, economics and finance, entrepreneurship, international business; keyboarding, business management, business organization,**

marketing, office administration/office systems technology, and exploration in business-related careers.

- ii. Business: accounting: This endorsement authorizes the holder to teach accounting, bookkeeping, finance and investment, business mathematics, and exploration of related careers.**
- iii. Business: finance/economics/law: This endorsement authorizes the holder to teach finance and investment, economics, law, banking and insurance, business mathematics, business communications; business management, business organization, and exploration of related careers.**
- iv. Business: keyboarding and data entry: This endorsement authorizes the holder to teach keyboarding, computer data entry, word processing, and exploration of related careers.**
- v. Business: computer applications and business-related information technology: This endorsement authorizes the holder to teach business-related software applications, safety and security policies pertaining to computer use, emerging hardware and operating systems, file management, legal issues related to computer use, and exploration of related business occupations.**
- vi. Business: office administration/office systems technology: This endorsement authorizes the holder to teach office organization, word processing, speed writing, business communication, office and administrative support practices and procedures, keyboarding, data entry, and exploration of related business occupations.**
- vii. Marketing education: This endorsement authorizes the holder to teach marketing occupations including sales, advertising and**

retailing, global marketing, entrepreneurship, and exploration of related business occupations.

- 2. Family and consumer sciences: This endorsement authorizes the holder to teach family and consumer sciences in all public schools.**
 - i. Comprehensive family and consumer sciences: This endorsement authorizes the holder to teach family and consumer sciences. Family and consumer sciences includes: family economics and resource management; family relations and human development, including child care and development, and parenting education; housing and environment, including interior design; nutrition, health, and food management and preparation; textiles and apparel design, construction, and merchandising; and exploration in family and consumer sciences related occupations.**
 - ii. Family and consumer sciences: Child and family development: This endorsement authorizes the holder to teach family relations and human development -- including parenting education, child care and development, and operating a preschool in a high school classroom environment, developing skills needed to deal with crisis in families, handling children with special needs, and managing family economics and resources -- and to provide career-related instruction.**
 - iii. Family and consumer sciences: Foods, nutrition, and food science: This endorsement authorizes the holder to teach nutrition, individual and family food preparation, food science, managing time and resources related to food preparation, and exploration of careers in foods and nutrition related occupations.**

resources including food, fiber, wood products, natural resources, horticulture and other plant and animal products and resources.

- 2. Architecture and Construction: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, planning, managing, building and maintaining the built environment.**
- 3. Arts, Audio/Video Technology and Communications: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, producing, exhibiting, performing, writing and publishing multimedia content including visual and performing arts and design, journalism and entertainment services.**
- 4. Business, Management and Administrative: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, organizing, directing, and evaluating business functions essential to efficient and productive business operations.**
- 5. Education and Training: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of education and training services, and related learning support services.**
- 6. Finance: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to services for financial and investment planning, banking, insurance and business financial management.**

- 7. Government and Public Administration: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to governance, national security, foreign service, revenue and taxation, regulation, and management and administration at the local, State, and Federal levels.**
- 8. Health Science: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of therapeutic services, diagnostic services, support services and biotechnology research and development.**
- 9. Hospitality and Tourism: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the management, marketing and operations of restaurants and other food services, lodging, attractions, recreation events and travel-related services.**
- 10. Human Services: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to families and human needs.**
- 11. Information Technology: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, developing, supporting and managing hardware, software, multimedia and systems integration services.**
- 12. Law, Public Safety, Corrections and Security: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and**

provision of legal, public safety, protective services and homeland security, including professional and technical support services.

- 13. Manufacturing: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and performance of materials processing into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing/process engineering.**
- 14. Marketing: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and performance of marketing activities to reach organizational objectives.**
- 15. Science, Technology, Engineering and Mathematics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of scientific research and professional and technical services, including laboratory and testing services, and research and development services.**
- 16. Transportation, Distribution and Logistics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and movement of people, materials and goods by road, pipeline, air, rail and water, and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.**

- (d) School districts seeking to establish a new career and technical education program for which a career and technical education endorsement currently does not exist shall submit to the Department a request to establish a new career and technical education endorsement.

**SUBCHAPTER 10. ADDITIONAL REQUIREMENTS OR EXCEPTIONS TO
REQUIREMENTS FOR [THE] INSTRUCTIONAL [CERTIFICATE] ENDORSEMENTS
FOR CERTIFICATION**

[6A:9B-10.1 Preschool through grade three certification requirements] *Recodified as N.J.A.C. 6A:9B-11.2; text shown in new location*

6A:9B-10.1 General provisions

This subchapter includes additional requirements for the instructional endorsement, including specific coursework required for programs leading to an endorsement in any subject referenced in this subchapter and approved pursuant to N.J.A.C. 6A:9A.

[6A:9B-10.2 Career and technical education certification requirements] *Recodified as N.J.A.C. 6A:9B-11.3; text shown in new location*

6A:9B-10.2 Elementary school (K-6)

- (a) To meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii, the candidate for the elementary school (K-6) endorsement shall:

1. Complete a liberal arts, science, dual-content, or interdisciplinary academic major; or
2. Complete a minimum of 60 semester-hour credits in liberal arts and/or science, as documented on a transcript from a regionally accredited college or university.

[6A:9B-10.3 Special education] *Recodified as N.J.A.C. 6A:9B-11.4; text shown in new location*

6A:9B-[10.8]10.3 Health and physical education

- (a) [In addition to] **To meet the endorsement** requirements in N.J.A.C. 6A:9B-[8.1]9.1(a)1iii, [to be eligible for the CE, CEAS or standard certificate with a] **the candidate for the** health and physical education endorsement[, the candidate] shall complete [one of the following]:
1. A 30-credit coherent sequence of courses in health and a minimum of 15 credits in physical education. The study of individual, dual, and team sports [must] **shall** be included in the physical education credits; or
 2. A 30-credit coherent sequence of courses in physical education and a minimum of 15 credits in health. The study of individual, dual, and team sports [must] **shall** be included in the physical education credits.

[6A:9B-10.4 Bilingual/bicultural education] *Recodified as N.J.A.C. 6A:9B-11.5; text shown in new location*

6A:9B-[10.9]10.4 Physical science

- (a) [In addition to] **To meet the endorsement** requirements in N.J.A.C. 6A:9B-[8.1]**9.1(a)liii**, the candidate [shall do the following to be eligible for the CE, CEAS, or standard certificate with a] **for the physical science endorsement shall complete:**
1. A 30-credit coherent sequence of courses in physics and a minimum of 15 credits in chemistry; or
 2. A 30-credit coherent sequence of courses in chemistry and a minimum of 15 credits in physics.

[6A:9B-10.5 English as a second language] Recodified as N.J.A.C. 6A:9B-11.6; text shown in new location

6A:9B-[10.10]10.5 World languages

- (a) In addition to the **endorsement** requirements in N.J.A.C. 6A:9-[8.1]**9.1(a)liii**, to be eligible for the [CE, CEAS or standard certificate with a] world language endorsement, the candidate shall:
1. Possess linguistic competency in the designated world language as demonstrated on a Department-approved, nationally recognized test of oral language proficiency for spoken language, reading/writing proficiency for classical languages or receptive/expressive proficiency for American Sign Language; and
 2. Complete a minimum of three semester-hour credits in second language acquisition theory and related methodologies offered by a regionally accredited college or university within 12 months of initial assignment. No CEAS or standard world languages certificate shall be issued until this requirement is completed.

- (b) Elementary school teachers, preschool through grade three teachers, and [nursery school] **preschool** teachers who teach world languages more than half-time and complete the requirements in (a) above shall be authorized to teach world languages in the grade levels authorized by their endorsement. Elementary school teachers, preschool through grade three teachers, and [nursery school] **preschool** teachers who teach world languages half-time or less shall be authorized to teach world languages in the grade levels authorized by their endorsement upon demonstrating linguistic competency in the designated world language as demonstrated on a Department-approved, nationally recognized test of oral language proficiency for spoken language or receptive/expressive proficiency for American Sign Language.
- (c) A candidate who matriculated and enrolled in classes in a world language [teacher] **educator** preparation program no later than spring semester 2005 and who met the requirements outlined in N.J.A.C. 6A:9B-[8.1(b)]**10.2** and completed the program by September 1, 2007, shall not be required to complete the linguistic competency requirement outlined in (a)1 above.
1. A candidate who meets the requirements in this section but applies to the Office after March 1, 2008, shall be required to complete the linguistic competency requirement.

[6A:9B-10.6 Driver education] Recodified as N.J.A.C.6A:9B-11.7; text shown in new location

6A:9B-[10.13]10.6 Technology education

- (a) The technology education endorsement established in N.J.A.C. 6A:9B-9.2(a)8 is required to teach technology education in all public schools. Technology education includes

content aligned with the CCCS and the standards for technology literacy published by the International Technology Education Association.]

[(b)] (a) [In addition to] **To meet the endorsement** requirements established in N.J.A.C.

6A:9B-[8.1]9.1(a)1iii, [to be eligible] **a candidate** for the [CE, CEAS, or standard certificate with a] technology education endorsement[, the candidate] shall complete study in **the following technology, engineering, and design subjects:**

1. The nature of technology or technology and society;
2. Technological design;
3. The use of tools and materials, and safety related to using tools and materials; and
4. Three of the following seven technologies:
 - i. Medical;
 - ii. Agricultural and related biotechnologies;
 - iii. Energy and power;
 - iv. Information and communication;
 - v. Transportation;
 - vi. Manufacturing; and/or
 - vii. Construction.

[(c)] (b) Holders of New Jersey industrial arts endorsements or their equivalent who are employed in a school district prior to April 23, 2004, teaching technology education as defined in [(a) above] **N.J.A.C. 6A:9B-9.3(a)8** shall be issued the technology education endorsement upon application to the Office.

[(d)] (c) Holders of New Jersey industrial arts endorsements or their equivalent who do not meet the requirements in [(c)] (b) above shall be eligible for the technology education endorsement upon completion of the State test requirement and submission of an application to the Office.

6A:9B-[10.14]10.7 Art

- (a) [In addition to] **To meet** the **endorsement** requirements in N.J.A.C. 6A:9B-[8.1]9.1(a)1iii, [to be eligible] **a candidate** for the [CE, CEAS or standard certificate with an] art endorsement, [the candidate] shall [complete the following]:
1. [The candidate shall present] **Present** studio experience in each of the following required areas of study:
 - i. Drawing;
 - ii. Painting; and
 - iii. Sculpture and/or ceramics[.]; **or**
 - [(b)] 2. [Candidates who have completed] **Complete** a major in fine arts [are exempt from the requirements set forth in (a) above].

6A:9B-[10.15]10.8 Speech arts and dramatics

- (a) [In addition to] **To meet** the **endorsement** requirements in N.J.A.C. 6A:9B-[8.1]9.1(a)1iii, [to be eligible for the CE, CEAS or standard certificate with] **a candidate for the** speech arts and dramatics endorsement[, the candidate] shall complete[one of the following]:
1. A 30-credit coherent sequence of courses in speech arts and a minimum of 15 credits in theater; or
 2. A 30-credit coherent sequence of courses in theater and a minimum of 15 credits in speech arts.

6A:9B-[10.16]10.9 Social studies

- (a) [In addition to] **To meet the endorsement** requirements in N.J.A.C. 6A:9B-[8.1]9.1(a)1iii, [to be eligible for the CE, CEAS or standard certificate with] a **candidate for the** social studies endorsement[, the candidate] shall complete a minimum of 15 semester-hour credits in history, [to include] **including** a minimum of:
1. [one] **One** course in American [History] **history**; and
 2. [one] **One** course in [World History] **world history**.

6A:9B-[10.17]10.10 Family and consumer sciences

- (a) [In addition to] **To meet the endorsement** requirements in N.J.A.C. 6A:9B-[8.1]9.1(a)1iii, [to be eligible] **as part of the minimum 30 credits in the content area, a candidate** for the [CE, CEAS or standard certificate with a comprehensive] family and consumer sciences endorsement[, the candidate] shall complete study in the following required areas:
1. Child and family development, [and] care/human development, and related careers;
 2. Food preparation, nutrition and food science, and related careers;
 3. Apparel/construction, textiles, interiors/housing and environments, and related careers; and
 4. Personal and family financial/resource management, and related careers.

[6A:9B-10.11 Elementary school with subject matter specialization] *Recodified as N.J.A.C.*

6A:9B-11.9; text shown in new location

6A:9B-10.11 Comprehensive business

- (a) To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, as part of the minimum 30 credits in the content area, a candidate for the comprehensive business endorsement shall complete at a two- or four-year regionally accredited college or university:
1. Twelve semester-hour credits in bookkeeping or accounting;
 2. At least one course in business law;
 3. At least one course in economics;
 4. At least one course in finance; and
 5. At least one course in computer applications.

[6A:9B-10.12 Swimming and water safety] *Recodified as N.J.A.C. 6A:9B-11.10; text shown in new location*

6A:9B-10.12 Computer applications and business-related information technology

- (a) To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, as part of the minimum 30 credits in the content area, a candidate for the computer applications and business-related information technology endorsement shall complete at a two- or four-year regionally accredited college or university at least 12 semester-hour credits in any of the following areas:
1. Management information systems;
 2. Business-related computer classes;
 3. Database concepts for business;
 4. Information management;

5. **Decision support systems for business;**
6. **Computer management;**
7. **Systems analysis;**
8. **Computer networks in business;**
9. **Database development for business;**
10. **Business computer programming; and**
11. **Computer science.**

6A:9B-10.13 Finance, economics, and law

(a) **To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, as part of the minimum 30 credits in the content area, a candidate for the finance, economics, and law endorsement shall complete at a two- or four-year regionally accredited college or university:**

1. **At least six semester-hour credits in economics;**
2. **At least three semester-hour credits in finance; and**
3. **At least three semester-hour credits in business law.**

6A:9B-10.14 Keyboarding and data entry

To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the keyboarding and data entry endorsement shall complete at a two- or four-year regionally accredited college or university a course in keyboarding and/or word processing applications.

6A:9B-10.15 Office administration and office systems technology

(a) **To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, as part of the minimum 30 credits in the content area, a candidate for the office administration and office systems technology endorsement shall complete at a two- or four-year regionally accredited college or university at least 12 semester-hour credits in any of the following areas:**

- 1. Managing office systems or office systems administration;**
- 2. Keyboarding or word processing;**
- 3. Business communications; or**
- 4. Business-related programs/software.**

6A:9B-[10.20]10.16 Individuals enrolled in degree programs prior to January 7, 2008

A candidate who matriculates and enrolls in a State-approved [teacher] **educator** preparation program in accordance with the applicable subsection of N.J.A.C. 6A:9B-[10.13]10.6 through [10.17]10.10, on or after January 7, 2009, shall be required to complete all requirements of the applicable subsection above effective as of January 7, 2008. A candidate who is matriculated and enrolled in an out-of-State approved [teacher] **educator** preparation program in accordance with the applicable section of N.J.A.C. 6A:9B-[10.13]10.6 through [10.17] 10.10, prior to January 7, 2009, and applied to the Office for certification no later than January 7, 2010, shall complete all requirements under former N.J.A.C. 6A:9B-[8.1]8.2, as effective January 6, 2008. A candidate who did not apply to the Office for certification by January 7, 2010, shall fulfill the applicable requirements under N.J.A.C. 6A:9B-[10.13]10.6 through [10.17] 10.10 in this section.

[6A:9B-10.18 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8] Recodified as N.J.A.C. 6A:9B-11.11; text shown in new location

[6A:9B-10.19 Requirements for the charter school certificate of eligibility] *Recodified as N.J.A.C. 6A:9B-11.12; text shown in new location*

[6A:9B-10.21 Requirements for interstate reciprocity

- (a) Notwithstanding any other provision of this subchapter, any applicant for instructional certification who presents a valid instructional certificate issued by any other state shall, upon payment of the appropriate fee, be issued a New Jersey instructional certificate for the equivalent and currently-issued New Jersey grade-level or subject endorsement and certificate level covered by this subchapter, that is, a New Jersey CE, CEAS, or standard certificate. If there is no equivalent current New Jersey endorsement, then the provisions of N.J.A.C. 6A:9B-10.1 through 10.18 shall apply to the applicant. There are three limitations to this rule:
1. If New Jersey has an equivalent endorsement with required subject matter test for the applicant's endorsement, the applicant shall have passed a state subject matter test to receive his or her out-of-State endorsement or else must pass the appropriate New Jersey subject matter test;
 2. Candidates who have not taught successfully for three years under their out-of-State certificate shall be required to meet the New Jersey GPA requirement. Successful teaching experience shall be documented by a letter of experience from the applicant's supervisor or authorized district representative; and
 3. Applicants for the swimming and water safety certificate must meet all requirements specified in N.J.A.C. 6A:9B-10.12.]

[SUBCHAPTER 11. REQUIREMENTS FOR ADMINISTRATIVE CERTIFICATION]

Recodified as N.J.A.C. 6A:12; text shown in new location

**SUBCHAPTER 11. ADDITIONAL REQUIREMENTS OR EXCEPTIONS TO
REQUIREMENTS FOR INSTRUCTIONAL CERTIFICATION WITH SPECIAL
ENDORSEMENTS**

6A:9B-11.1 General provisions

This subchapter includes additional requirements or exceptions to the requirements for the instructional certification with special endorsements and includes specific coursework required for programs leading to an endorsement in any subject covered in this subchapter and approved pursuant to N.J.A.C. 6A:9A.

6A:9B-[10.1]11.2 Preschool through grade three [certification requirements]

(a) [To be eligible] **Candidates** for the preschool through grade three [CE, the candidate] **endorsement shall complete all certification requirements pursuant to N.J.A.C.**

6A:9B-8, including the endorsement requirements pursuant to N.J.A.C. 6A:9B-9, and shall:

[1. Hold a bachelor's or higher degree from a regionally accredited college or university;

2. Meet the GPA requirements or its exceptions and pass the basic skills assessment pursuant to N.J.A.C. 6A:9B-8.1(a)2 and 3;]

1. Be exempt from the subject course requirements in N.J.A.C. 6A:9B-9.1(a)1 and instead complete:

5. An out-of-State early childhood education program not approved by NASDTEC or NCATE but approved by the department of education in the state in which the program is located.
- (c) For issuance of a provisional certificate, a candidate must:
1. Hold a preschool through grade three CE or CEAS;
 2. Obtain and accept an offer of employment in a position that requires preschool through grade three certification; and
 3. Be registered in a State-approved school district training program upon employment and in accordance with N.J.A.C. 6A:9B-8.3.
- (d) No person shall be employed under provisional certification for more than a total of four years in a position requiring certification as a teacher of preschool through grade three.
- (e) While teaching under a provisional preschool through grade three endorsement, the candidate shall participate in a State-approved school district training program, which shall comply with the requirements in N.J.A.C. 6A:9B-8.3 except for N.J.A.C. 6A:9B-8.3(b)3 and (c).]

[(f)] **2.** [Provisional] **Effective academic year 2017-2018, provisional** teachers holding a **CE with a** preschool through grade three [CE] **endorsement** shall [earn a minimum of 200] **choose to complete either 350 hours of formal instruction pursuant to N.J.A.C. 6A:9A-5.4(a)1** or [13] **24** semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program. Instruction **through either choice** shall include:

- [1.] **i.** Child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight. Required topics are cognitive and linguistic factors that affect learning and development; the creation of a climate that fosters and nurtures diversity and equity for all children,

including those who are limited English proficient and those with special needs, and [which] **that** addresses multiple intelligences and diverse learning styles; the integration of play; and language and literacy across the curriculum;

[2.] **ii** Understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities.

Required topics are the recognition of children at risk; the establishment of linkages with community resources to support families; the recognition and acceptance of diverse family units, including family participation on the educational team; the impact of children's homes, communities, health, and cultural experiences on development and learning; and comprehension of social, historical, political, legal, and philosophical constructs that impact upon children, families, and communities; and

[3.] **iii** Curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. Required topics include the CCCS and early childhood expectations; responsiveness to cultural and linguistic differences with an equitable and individualized focus; activities designed to foster intellectual stimulation through play; implementation of developmentally appropriate techniques of guidance and group management to create a safe classroom environment; and assessment that is multidimensional, ongoing, and performance based.

3. Provisional teachers holding a CE with a preschool through grade three endorsement who enter a CE educator preparation program prior to academic year 2017-2018 shall complete either 200 hours of formal instruction pursuant to N.J.A.C. 6A:9A-5.4(b) or 13 semester-hour credits of preschool through

grade three pedagogy at a Department-approved New Jersey college or university program. Instruction through either option shall include the topics listed in (a)2i through iii above.

[(g) The following are requirements for the standard certificate:

1. Candidates shall possess a provisional certificate pursuant to (c) above and complete a State-approved training program pursuant to (d) above; or
2. Candidates shall complete a State-approved college early childhood teacher preparation program in another state, fulfill the test requirement, and present evidence of a minimum of one year of successful early childhood teaching experience under a valid out-of-State early childhood education certificate/license.

[(h) (b) A teacher holding a standard elementary school endorsement valid in [grades nursery] **preschool** through **grade** eight issued no later than March 1, 2008, with the equivalent of two academic years of full-time experience teaching three- and four-year-olds under the certificate may teach children in preschool in a public school or Department of [Human Services] **Children and Families** facility. The teaching experience [must] **shall** be in a position that would require the preschool through grade three endorsement. It shall be the responsibility of the [public] school district [and] **or** Department of [Human Services] **Children and Families** facility to maintain a copy of documentation that supports the preschool teaching experience for each teacher affected by this subsection.

[(i) (c) A [teacher holding a] standard [New Jersey nursery school] **certificate with a preschool through grade three** endorsement authorizes the holder to teach in preschool and kindergarten in all [public] school districts pursuant to N.J.A.C. 6A:9B-~~[9.2(b)4]~~**9.3(b)4**.

- (j) Except as indicated in N.J.A.C. 6A:9B-10.2 and 10.7, holders of other standard instructional teaching certificates may obtain a standard teacher of preschool through grade three endorsement upon completion of the academic and test requirements listed in (a) above and a minimum of 13 semester-hour credits in areas listed in (f) above. Except as indicated in N.J.A.C. 6A:9B-10.2 and 10.7, holders of other instructional CEASs may obtain a teacher of preschool through grade three CEAS upon completion of the academic and test requirements listed in (a) above and a minimum of 13 semester-hour credits in areas listed in (f) above.
- (k) Holders of a standard instructional certificate with a preschool through grade three endorsement shall be issued additional instructional endorsements where they meet the requirements at N.J.A.C. 6A:9B-8.1(a)1, 3 and 4 and 8.3(b)4.
- (l) A candidate who has graduated from a regionally accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements in (a)2 above. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs. The candidate shall satisfy all other requirements for certification, without exception.]

6A:9B-[10.2]11.3 Career and technical education [certification requirements]

- (a) Career and technical education endorsements authorize the holder to teach career and technical education programs in all public schools. Specific career and technical education endorsements are based on the candidate's Department-approved employment or self-employment experience, bachelor's degree, and/or associate degree. Endorsements are organized under the following career clusters and are listed on the Department's website:

1. Agriculture, Food and Natural Resources: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the production, processing, marketing distribution, financing and development of agricultural commodities and resources including food, fiber, wood products, natural resources, horticulture and other plant and animal products and resources.
2. Architecture and Construction: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, planning, managing, building and maintaining the built environment.
3. Arts, Audio/Video Technology and Communications: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, producing, exhibiting, performing, writing and publishing multimedia content including visual and performing arts and design, journalism and entertainment services.
4. Business, Management and Administrative: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, organizing, directing, and evaluating business functions essential to efficient and productive business operations.
5. Education and Training: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of education and training services, and related learning support services.
6. Finance: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to services

for financial and investment planning, banking, insurance and business financial management.

7. Government and Public Administration: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to governance, national security, foreign service, revenue and taxation, regulation and management and administration at the local, state and Federal levels.
8. Health Science: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of therapeutic services, diagnostic services, support services and biotechnology research and development.
9. Hospitality and Tourism: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the management, marketing and operations of restaurants and other food services, lodging, attractions, recreation events and travel-related services.
10. Human Services: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to families and human needs.
11. Information Technology: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, developing, supporting and managing hardware, software, multimedia and systems integration services.
12. Law, Public Safety, Corrections and Security: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of legal,

public safety, protective services and homeland security, including professional and technical support services.

13. Manufacturing: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and performance of materials processing into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing/process engineering.
 14. Marketing: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and performance of marketing activities to reach organizational objectives.
 15. Science, Technology, Engineering and Mathematics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and provision of scientific research and professional and technical services, including laboratory and testing services, and research and development services.
 16. Transportation, Distribution and Logistics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management and movement of people, materials and goods by road, pipeline, air, rail and water, and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.
- (b) Districts seeking to establish a new career and technical education program for which a career and technical education endorsement does not currently exist may submit a

request to the Department to establish a new career and technical education endorsement.]

[(c)] (a) Candidates for [career and technical education] **the instructional certificate in a career and technical education** endorsement[s must] **shall** complete [the requirements in this subsection]:

1. **CEAS requirements pursuant to N.J.A.C. 6A:9B-8.2;**
2. **CE requirements pursuant to N.J.A.C. 9B-8.3, except:**
 - i. **Candidates do not need to complete the basic skills requirement pursuant to N.J.A.C. 6A:9B-8.3(a)5 prior to obtaining a CE; and**
 - ii. **Candidates shall complete either the experience-based or degree-based requirements pursuant to (b) below;**
3. **Provisional requirements pursuant to N.J.A.C. 6A:9B-8.4;**
4. **Requirements for the renewal of the provisional certificate, pursuant to N.J.A.C. 6A:9B-8.5, and standard certificate requirements, pursuant to N.J.A.C. 6A:9B-8.7. Candidates who have not yet completed the Department-approved basic skills assessment or achieved a minimum score on an alternate assessment listed in N.J.A.C. 6A:9B-8.3(a)5 shall complete the basic skills assessment prior to becoming eligible for a standard certificate.**

[1.] (b) To be eligible for the CE, the candidate shall **fulfill one of the following:**

- [i.] 1. [For experienced] **Experience**-based endorsements: All candidates for an experienced-based endorsement shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-[5.8]5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate [shall] also **shall** hold the State-issued occupational license, certificate, or registration. The employing **school** district

shall recommend for approval the candidate's experience pursuant to **the** criteria and procedures [established by the Department] in this subsection. Candidates shall meet one of the following requirements:

[(1)] **i.** Employment experience: The candidate shall present a minimum of four years of Department-approved and documented employment experience, which will be equivalent to 8,000 hours of employment. The employment experience [must] **shall** be acquired within 10 years of the endorsement application and [must] **shall** be verified by the applicant's employer(s).

[(A)] **(1)** Teaching experience in the occupation cannot be used as a substitute for the required four years of occupational experience; however, the Department may consider teaching experience in an apprenticeship training program registered with the United States Department of Labor or equivalent state agency as evidence of eligible employment experience.

[(B)] **2.**[Industry] **The Department will identify industry** credentials [will be identified by the Department,] in consultation with experts from education and business[, which]. **The industry credentials** may be considered equivalent to the employment experience requirement in this [sub]section.

[(2)] **ii.** Self-employment: The candidate shall present a notarized letter from a tax preparer and/or an attorney verifying the following:

[(A)] **(1)** The candidate has filed State and/or Federal taxes for the self-employment using a Federal U.S. Census North American Industry Classification System (NAICS) that is appropriate for the endorsement; and

[(B)] (2) The candidate's self-employment experience meets the minimum of four years of employment experience[, which will be equivalent to 8,000 hours of employment,] within 10 years of the certificate application, **which will be equivalent to 8,000 hours of employment.**

[(3)] iii. Military experience: Candidates shall present a Military Discharge certificate (DD-214) indicating military qualifications and occupational training received to determine the extent of credit to be applied toward satisfying the employment experience requirements pursuant to [(c)1i(1)] (b)1i above.

[ii.] 2. [For degree] **Degree**-based endorsements using a [baccalaureate] **bachelor's** degree or higher: The candidate shall possess a four-year degree or higher in a Department-approved subject area for the endorsement and shall complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.8] **5.9**. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate shall also hold the State-issued occupational license, certificate, or registration.

[(1)] i. Candidates with a [four-year degree] **bachelor's** or higher who graduate on or after September 1, 2016, with a GPA that is below 3.00 in a four-year degree program[,] but **is** at least 2.50 when a GPA of 4.00 equals an A grade, and for whom no State-endorsed test is available, may meet the requirements of [(c)1ii] (b)2 above by submitting evidence of a minimum

of two years (4,000 hours) of full-time employment or equivalent part-time employment, pursuant to [(c)1i(1)] **(b)1i** above.

[iii.] **3.** [For degree] **Degree**-based endorsements using an associate degree: The candidate shall possess a two-year degree in a Department-approved subject area for the endorsement and shall complete at least 30 credits in a coherent sequence of courses in the subject area from a regionally accredited college or university. The candidate [shall] also **shall** submit evidence of a minimum of two years of eligible employment, which will be equivalent to 4,000 hours of employment, pursuant to [(c)1i(1)] **(b)1i** above. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.8] **5.9**. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate [shall] also **shall** hold the State-issued occupational license, certificate, or registration.

[(1)] **i.** Candidates using an associate[’s level] degree who do not meet the GPA requirements identified under [(c)1ii(1)] **(b)1** above, and for whom no State-endorsed test is available, [are required to] **shall** apply for a certificate as per the requirements of [(c)1i] **(b)2** above.

- [2. To be eligible for the CEAS, the candidate shall:
- i. Hold a bachelor’s or an advanced degree from a regionally accredited college or university;
 - ii. Complete at least 30 credits in a coherent sequence of courses appropriate to the endorsement. At least 12 semester-hour credits must be at the advanced level of study, including the junior, senior, or graduate level study. All coursework must appear on the transcript of a regionally accredited college or university;

- iii. Pass the appropriate State test of subject matter knowledge. A candidate who graduates with a GPA that is 3.50 or higher, when a GPA of 4.00 equals an A grade, but whose score in the appropriate State test of subject matter knowledge falls below the passing score by no more than five percent will meet the requirements of (c)1ii above. This alternative requirement to (c)1ii above should not be construed as a waiver to N.J.A.C. 6A:9B-4.16;
- iv. A candidate who graduates on or after September 1, 2016, with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and whose score in the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more will meet the requirements of (c)1ii above. This alternative requirement to (c)1ii above should not be construed as a waiver to N.J.A.C. 6A:9B-4.16;
- v. Pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.8; and
- vi. Complete one of the following programs of teacher preparation that culminates in student teaching:
 - (1) A New Jersey college program, graduate or undergraduate, approved by the Department for the preparation of teachers pursuant to N.J.A.C. 6A:9A-3;
 - (2) A college preparation program included in the interstate certification reciprocity system of NASDTEC;
 - (3) An out-of-State teacher education program approved by NCATE, TEAC or any other national professional education accreditation body recognized by the Council on Higher Education Accreditation approved by the Commissioner;

- (4) A teacher education program approved for certification by the Department in one of the states party to the NASDTEC Interstate Contract, provided the program was completed on or after January 1, 1964, and the state in which the program is located would issue the candidate a comparable endorsement; or
 - (5) An out-of-State college teacher education program approved by the department of education in the state in which the program is located.
 3. To be eligible for the provisional certificate, the candidate shall:
 - i. Hold a CE or CEAS in the endorsement area required for the teaching assignment;
 - ii. Obtain and accept an offer of employment in a position that requires the endorsement that the candidate holds; and
 - iii. Be registered in a State-approved district training program for career and technical education provisional teachers, including provisional business, family and consumer science, and agriculture teachers, upon employment and in accordance with N.J.A.C. 6A:9B-8.3.
 4. While teaching under the provisional certificate, the candidate shall participate in **a** State-approved district training program. The State-approved district training program shall comply with the requirements of N.J.A.C. 6A:9B-8.3.]
- (c) Any school district that employs a novice teacher who has not yet passed basic-skills tests required in [(c)5i below] **(a)3 above** shall provide ongoing support through the novice teacher's supervisor to ensure [that] the novice teacher's students receive appropriate feedback on basic skills for their class work. The school district **also** shall [also] provide ongoing support to prepare the novice teacher to pass the basic-skills tests.

- [5. To be eligible for the standard certificate, the candidate shall satisfy one of the following:
- i. Possess a provisional certificate pursuant to N.J.A.C. 6A:9B-8.2, complete a State-approved training program pursuant to N.J.A.C. 6A:9B-8.3 and 8.4, and pass a State-approved test of basic skills in reading, writing, and mathematics prior to renewal of the provisional certificate or, if a renewal is not required, prior to approval for the standard certificate; or
 - ii. Complete a State-approved college teacher preparation program in another state that meets the requirements of (c)2 above, and have a minimum of one year of successful teaching experience under a valid out-of-State certificate/license.]
- (d) Holders of standard instructional certificates with other endorsements, except as indicated in N.J.A.C. 6A:9B-[10.1]**11.3** and [10.7] **11.8**, may obtain a career and technical education endorsement upon completion of the experience requirement or the academic major and test requirement.
- (e) Holders of vocational-technical instructional endorsements issued prior to January 20, 2004, remain valid. These teachers are authorized to teach in the career and technical education programs for which they hold endorsements. A crosswalk of these former certificates that identifies under which of the new career clusters the teacher's certificate falls is available on the Department's website.
- [(f) A candidate who has graduated from a regionally accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements in (c)1i(2) above. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the-college or university seal and clarifying the institution's policy regarding GPAs. The candidate shall satisfy all other requirements for certification, without exception.]

6A:9B-[10.3]11.4 [Special education] Teacher of students with disabilities

[(a) The following are special education endorsements and authorizations:

1. Teacher of students with disabilities: This endorsement authorizes teaching students with disabilities.
2. Teacher of the blind or visually impaired: This endorsement authorizes teaching blind or visually impaired students.
3. Teacher of the deaf or hard-of-hearing for oral/aural communication: This endorsement authorizes teaching deaf or hard-of-hearing students using oral/aural communication strategies.
4. Teacher of the deaf or hard-of-hearing for sign language communication: This endorsement authorizes teaching deaf or hard-of-hearing students using sign language communication strategies.
5. Holders of special education endorsements as set forth in (a)1 through 4 above also may provide consultative services and supportive resource programs, including supplemental instruction, modification and adaptation of curriculum and instruction to students with disabilities in general education programs in grades preschool through 12.]

[(b)] (a) [To be eligible] **A candidate for a CE [in special education,] or CEAS with a teacher of students with disabilities endorsement shall complete the certification requirements pursuant to N.J.A.C. 6A:9B-8, including the endorsement requirements pursuant to N.J.A.C. 6A:9B-9, and** the candidate shall:

1. Possess or be eligible for a **CE, CEAS, or** standard [or provisional] New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught; [and]

2. For the deaf or hard of hearing for sign language communication endorsement, achieve an intermediate or higher score on the Sign Communication Proficiency Interview (SCPI)[.];
3. **Be exempt from the test of subject-matter knowledge pursuant to N.J.A.C. 6A:9B-9.1(a)2;**
4. **For CE candidates, be exempt from the subject course requirements in N.J.A.C. 6A:9B-9.1(a)1; and**
5. **Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4.**

[(c)] (b) [To be eligible] **A candidate** for the CEAS [in special education, the candidate] **with a teacher of students with disabilities endorsement** who has met the requirements in [(b)1] (a)1 above shall complete [one of the a] **an educator preparation** program[s] of teacher preparation set forth in (c)1 through 5 below] **pursuant to N.J.A.C. 6A:9A-4**. In addition to the **requirements for a CEAS** [in special education], **a candidate[s]** for the deaf or hard-of-hearing with sign language communication endorsement [must] **shall** achieve an intermediate or higher score on the SCPI.

- [1. A program, graduate or undergraduate, for the preparation of special education teachers at a regionally accredited college or university;
2. A special education college preparation program included in the interstate certification reciprocity system of NASDTEC;
3. An out-of-State special education teacher education program approved by NCATE;
4. A special education teacher education program approved for certification by the state department of education in one of the states party to the NASDTEC Interstate Contract, provided the program was completed on or after January 1,

1964, and the state in which the program is located would issue the candidate a comparable certificate; or

5. An out-of-State special education teacher preparation program approved by the department of education in the state in which the program is located.]

[(d)] (c) [For issuance of a] **In addition to the provisional certificate requirements set forth in N.J.A.C. 6A:9B-8.4**, a candidate [must] **shall**:

1. Hold a CE or CEAS [in the special education] **with a teacher of students with disabilities** endorsement area and the instructional endorsement required for the teaching assignment; **and**
- [2. Obtain and accept an offer of employment in a position that requires special education certification;
3. Be registered in a State-approved district training program upon employment and in accordance with N.J.A.C. 6A:9B-8.3; and]
- [4.] **2.** For holders of a [special education] CE **with a teacher of students with disabilities endorsement**, be enrolled [in a program] at a regionally accredited college or university **in an educator preparation program** that includes a range of 21 to 27 credit hours in the topics listed in (d), (e), [(f),] (g), or (h) below.

[(e)] (d) [Except as provided in (f), (g), and (h) below, while teaching under a provisional certificate] **Provisional teachers** with a **CE in teacher of students with disabilities** endorsement[, the candidate] shall complete **the requirements for a standard certification pursuant to N.J.A.C. 6A:9B-8.7, except as provided in (e), (g), and (h) below and shall**:

- [1. An approved district training program pursuant to N.J.A.C. 6A:9B-8.3 and 8.4 concurrently with or followed by the requirement in (e)2 below. The requirements of N.J.A.C. 6A:9B-8.3 and 8.4 shall not apply to holders of standard instructional certificates if previously completed; and]

[2.] **1.** [A program] **Complete** at a regionally accredited college or university **an educator preparation program** that includes a range of 21 to 27 credit hours of formal instruction in the following topics:

- i. Philosophical, historical, and legal foundations of special education;
- ii. Characteristics of students with disabilities;
- iii. Standardized and functional assessment;
- iv. Strategies for the development of literacy;
- v. Curriculum planning, learning environments, modifications, and materials for students with disabilities;
- vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
- vii. Assistive technology; and
- viii. Transition planning, program development, and agencies available for students with disabilities.

2. **If the provisional teacher with the CE with a teachers of students with disabilities endorsement holds a CE in the instructional endorsement required for the teaching assignment pursuant to (c)1 above, then the provisional teacher shall complete the courses required in (d)1 above prior to or concurrently with the formal instructional requirements of the CE educator preparation program required for the standard certificate in N.J.A.C. 6A:9B-8.7.**

3. **Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.7(a)4.**

[(f)] **(e)** While teaching under a provisional certificate with a blind or visually impaired endorsement, the candidate shall complete **the following requirements for a standard certificate:**

[1. An approved district training program pursuant to N.J.A.C. 6A:9B-8.3 and 8.4 concurrently with or followed by the requirement in (f)2 below. The requirements of N.J.A.C. 6A:9B-8.3 and 8.4 shall not apply to holders of standard instructional certificates if previously completed; and]

[2.] **1. [A] An educator preparation** program at a regionally accredited college or university that includes a range of 21 to 27 credit hours of formal instruction in the following topics:

- i. Philosophical, historical, and legal issues in the education of students who are blind/visually impaired;
- ii. Anatomy, physiology, and characteristics of students who are blind/visually impaired;
- iii. Standardized and functional assessment of students who are blind/visually impaired;
- iv. Strategies and materials for developing literacy and numeracy skills in students who are blind or visually impaired including Braille and Nemeth codes;
- v. Curriculum planning, learning environments, modifications, and materials for students who are blind/visually impaired;
- vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
- vii. Assistive technology and augmentative communication systems for students who are blind or visually impaired;
- viii. Orientation and mobility concepts and techniques; and
- ix. Transition planning, program services, and agencies available for students who are blind/visually impaired.

2. **If the provisional teacher with the CE with a blind or visually impaired endorsement holds a CE in the instructional endorsement required for the teaching assignment pursuant to (c)1 above, then the provisional teacher shall complete the courses required in (e)1 above prior to or concurrently with the formal instructional requirements of the CE educator preparation program required for the standard certificate in N.J.A.C. 6A:9B-8.7.**
3. **Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.7(a)4.**

[(g)] **(f)** While teaching under a provisional certificate with a deaf or hard-of-hearing with oral/aural communication endorsement, the candidate shall complete **the following requirements for a standard certificate:**

- [1. An approved district training program pursuant to N.J.A.C. 6A:9B-8.3 and 8.4concurrently with or followed by the requirement in (g)2 below. The requirements of N.J.A.C. 6A: 9B-8.3 and 8.4 shall not apply to holders of standard instructional certificates if previously completed; and]
- [2.] **1. [A] An educator preparation** program at a regionally accredited college or university that includes a range of 21 to 27 credit hours of formal instruction in the following topics:
 - i. Philosophical, historical, and legal issues in the education of students who are deaf/hard of hearing;
 - ii. Characteristics of students who are deaf/hard of hearing;
 - iii. Standardized and functional assessment of students who are deaf/hard of hearing;
 - iv. Strategies for the development of language and literacy of students who are deaf/hard of hearing;

- v. Curriculum planning, learning environments, modifications, and materials for students who are deaf/hard of hearing;
- vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
- vii. Speech, applied audiology, assistive listening devices and assistive technology;
- viii. American Sign Language, deaf culture, and communication philosophies; and
- ix. Transition planning, program services, and agencies available for students who are deaf/hard of hearing.

2. If the provisional teacher with the CE with a deaf or hard-of-hearing with oral/aural communication endorsement holds a CE in the instructional endorsement required for the teaching assignment pursuant to (c)1 above, then the provisional teacher shall complete the courses required in (g)1 prior to or concurrently with the formal instructional requirements of the CE educator preparation program required to be completed for the standard certificate in N.J.A.C. 6A:9B-8.7.

3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.7(a)4.

[(h)] (g) While teaching under a provisional certificate with a deaf or hard-of-hearing with sign language communication endorsement, the candidate shall complete **the following requirements for a standard certificate:**

- [1. An approved district training program pursuant to N.J.A.C. 6A:9B-8.3 and 8.4 concurrently with or followed by the requirement in (h)2 below. The requirements of N.J.A.C. 6A: 9B-8.3 and 8.4 shall not apply to holders of standard instructional certificates if previously completed; and]

- [2.] 1. [A] **An education preparation** program at a regionally accredited college or university that includes a range of 21 to 27 credit hours of formal instruction in the following topics:
- i. Philosophical, historical, and legal issues in the education of students who are deaf/hard of hearing;
 - ii. Characteristics of students who are deaf/hard of hearing;
 - iii. Standardized and functional assessment of students who are deaf/hard of hearing;
 - iv. Strategies for the development of language and literacy of students who are deaf/hard of hearing;
 - v. Curriculum planning, learning environments, modifications, and materials for students who are deaf/hard of hearing;
 - vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
 - vii. Speech, applied audiology, assistive listening devices, and assistive technology;
 - viii. American Sign Language, deaf culture, and communication philosophies;
and
 - ix. Transition planning, program services, and agencies available for students who are deaf/hard of hearing.
2. **If the provisional teacher with the CE with a deaf or hard-of-hearing with sign language communication endorsement holds a CE in the instructional endorsement required for the teaching assignment pursuant to (c)1, then the provisional teacher shall complete the courses required in (h)1 above prior to or concurrently with the formal instructional requirements of the CE**

educator preparation program required for the standard certificate in

N.J.A.C. 6A:9B-8.7

3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.7(a)4.

[(i)] **(h)** Holders of a CEAS [in special education] **with a teacher of students with disabilities endorsement** pursuant to [(c)] **(b)** above are not required to complete **(d)2**, **(e)2**, **(f)2**, **or (g)2** [or **(h)2**]above.

[(j)] **(i)** Holders of a CEAS in students with disabilities [are] **shall not be** required to complete [(e)2] **(d)2** above. Holders of a CEAS in blind or partially sighted [are] **shall not be** required to complete [(f)2] **(e)2** above. Holders of a CEAS [in] **with a deaf or hard-of-hearing with oral/aural communication** [are] **endorsement shall not be** required to complete [(g)2] **(f)2** above. Holders of a CEAS in deaf or hard of hearing with sign language communication [are] **shall not be** required to complete [(h)2] **(g)2** above.

[(k)] **(j)** No person shall be employed under provisional certification for more than six years in a position requiring certification as a [special education] teacher **of students with disabilities**.

[(l)] **(k)** The special education pedagogy shall be completed at a regionally accredited four-year college or university.

[(m)] To be eligible for the standard certificate with an endorsement in special education, the candidate shall:

1. Possess a provisional certificate pursuant to (d) above, complete a State-approved training program pursuant to (e), (f), (g) or (h) above while employed provisionally in a position requiring the relevant special education endorsement and hold a standard New Jersey instructional certificate; or
2. Complete a State-approved college special education preparation program in another state, complete the New Jersey test requirement, have a minimum of one

year of successful teaching experience under a valid out-of-State certificate/license, and hold a New Jersey instructional endorsement.

- (n) With the exception of military science and experience-based vocational endorsements, candidates who hold a standard New Jersey instructional certificate shall be issued the appropriate standard special education endorsement upon completion of a Department-approved college special education program. Holders of the military science and experience-based vocational endorsements shall complete all the requirements in (b) above and a Department-approved special education program to be eligible for a standard special education endorsement. Holders of the standard preschool through grade three endorsements shall be issued the appropriate standard special education endorsement upon completion of a Department-approved college special education program.]

[(o)] **(l)** Holders of standard certificates with [special education] **teacher of students with disabilities** endorsements shall be issued additional instructional certificates when they meet the requirements for a CE pursuant to N.J.A.C. 6A:9B-[8.1(a)]**8.2(a)**.

[(p)] **(m)** Except as indicated in N.J.A.C. 6A:9B-[10.2]**11.3** and [10.7]**11.8**, holders of a standard Teacher of the Handicapped certificate may obtain additional instructional endorsements upon completion of the academic and test requirements listed in N.J.A.C. 6A:9B-[8.1]**8.2** and upon presentation of an original letter from a school official documenting a minimum of one year of experience teaching [special education] students **with disabilities** under a Teacher of the Handicapped endorsement.

6A:9B-[10.4]11.5 Bilingual/bicultural education

- (a) [To be eligible for the] **A candidate for the** bilingual/bicultural [CE,] **endorsement shall complete the certification requirements pursuant to N.J.A.C. 6A:9B-8, including the endorsement requirements pursuant in N.J.A.C. 6A:9B-9, except** the candidate shall:

1. Possess **or be eligible for** a CE, CEAS, or standard New Jersey instructional certificate with an [appropriate] endorsement **appropriate** to the subject or grade level to be taught; [and]
2. [Pass a Department-approved, nationally recognized test of oral and written proficiency in both English and the target language.] **Meet the test of subject matter knowledge requirement in N.J.A.C. 6A:9B-9.1(a)2 by demonstrating:**
 - i. **Oral and writing competence in English by:**
 - (1) **Passing a Department-approved, nationally recognized test of oral and written proficiency in English; or**
 - (2) **Passing the basic skills assessment, pursuant to N.J.A.C. 6A:9B-8.1(a)2 and 3, to demonstrate writing proficiency and passing a Department-approved, nationally recognized test to demonstrate oral proficiency; and**
 - ii. **Oral and writing competence in the target language by:**
 - (1) **Passing a Department-approved, nationally recognized test of oral and written proficiency in the target language; or**
 - (2) **Establishing him or herself as a speaker of the target language who was primarily educated at the undergraduate or graduate level in that language.**
3. **For CE candidates with a bilingual/bicultural education endorsement, be exempt from the subject course requirements pursuant to N.J.A.C. 6A:9B-9.1(a)1.**
- [(b)] 4. [To be eligible] **A candidate** for the **CEAS with a bilingual/bicultural** [CEAS, the candidate] **endorsement** shall complete the requirements in (a)1 above and a [Department-approved] **program at a regionally accredited**

college [program] **or university** for the preparation of teachers of bilingual/bicultural education.

5. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4.

[(c) To be eligible for a provisional certificate, a candidate shall:

1. Possess a CE or a CEAS in bilingual/bicultural education and an instructional certificate with an endorsement appropriate to the subject or grade level to be taught;
2. Obtain an offer of employment in a position that requires certification as teacher of bilingual/bicultural education; and
3. Be registered in a State-approved district training program upon employment in accordance with N.J.A.C. 6A:9B-8.3.

(d) No person shall be employed under provisional certification for more than four years in a position requiring certification as a teacher of bilingual/bicultural education.]

[(e)] (b) While teaching under provisional certification, a [candidate with a] **holder of the CE in bilingual/bicultural education [CE]** shall complete **the following requirements for a standard certificate:**

[1. A State-approved district training program pursuant to N.J.A.C. 6A:9B-8.3 and 8.4 concurrently with or followed by the requirements of (e)2 below. The requirements of N.J.A.C. 6A:9B-8.3 and 8.4 shall not apply to holders of standard instructional certificates if previously completed; and]

[2.] **1. A Department-approved New Jersey college or university educator preparation program that includes 12 credit hours of formal instruction in the following topics:**

- i. Linguistics;
- ii. Language acquisition;

- iii. Developing literacy skills for the second language learner;
- iv. Methods of teaching content in bilingual education; and
- v. Theory and practice of teaching bilingual education.

2. If the provisional teacher with the CE in the bilingual/bicultural endorsement holds a CE in the instructional endorsement required for the teaching assignment pursuant to (a)1 above, then the provisional teacher shall complete the courses required in (b)1 above prior to or concurrently with the formal instructional requirements of the CE educator preparation program required to be completed for the standard certificate in N.J.A.C. 6A:9B-8.7.

- [(f) While teaching under provisional certification, a candidate with a bilingual/bicultural education CEAS shall complete a State-approved district training program.
- (g) While teaching under provisional certification, a candidate with a CEAS in the subject or grade level to be taught bilingually shall complete (e)1 and 2 above.
- (h) To be eligible for a standard certificate, a candidate shall
 - 1. Hold a standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught, hold a provisional certificate pursuant to (c) above and complete the requirements in (e) above while employed provisionally in a position requiring the bilingual endorsement; or
 - 2. Complete a State-approved college bilingual/bicultural education preparation program in another state, hold a standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught bilingually, complete the oral and written language proficiency test in both English and the target language, and have a minimum of one year of successful teaching experience under a valid out-of-State certificate/license.

- (i) With the exception of the military science and experience-based vocational endorsements, candidates who hold a standard New Jersey instructional certificate with an endorsement appropriate to subject or grade level to be taught bilingually shall be issued the standard bilingual/bicultural education endorsement upon completion of the oral and written language proficiency test in English and the target language and a State-approved bilingual education program. Holders of the military science and experience-based vocational endorsements must complete all requirements in (b) above and a Department-approved college bilingual/bicultural program to be eligible for standard bilingual/bicultural education certification.]

6A:9B-[10.5]11.6 English as a second language

- (a) [To be eligible] **A candidate** for the English as a second language (ESL) [CE,] **endorsement shall complete all certification requirements pursuant to N.J.A.C. 6A:9B-8, including the endorsement requirements pursuant to N.J.A.C. 6A:9B-9, except** the candidate shall:
- [1. Hold a bachelor's or higher degree from a regionally accredited college or university;
 2. Meet the GPA and requirements or its exceptions and pass the basic skills assessment pursuant to N.J.A.C. 6A:9-8.1(a)2 and 3;]
 - 1. Be exempt from the endorsement course requirements pursuant to N.J.A.C. 6A:9B-8.3(a)4 while teaching on the provisional certificate if enrolled in an CE educator preparation program.**
 - 2. Meet the test of subject matter knowledge requirement in N.J.A.C. 6A:9B-9.1(a)2 by demonstrating oral and writing competence in English by:**

- [3.] i. [Pass] **Passing** a Department-approved, nationally recognized test of oral and written **proficiency in English** [language proficiency]; [and] **or**
- ii. **Passing the basic skills assessment pursuant to N.J.A.C. 6A:9B-8.1(a)2 and 3 to demonstrate writing proficiency and passing a Department-approved, nationally recognized test to demonstrate oral proficiency.**
- [4. Pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.8.]

(b) To be eligible for the ESL CEAS, the candidate shall complete the requirements in (a) above and a Department-approved college program for the preparation of ESL teachers.

(c) To be eligible for a provisional certificate, the candidate shall:

- 1 Possess an ESL CE or CEAS;
- 2. Obtain an offer of employment in a position that requires ESL certification; and
- 3. Be registered in a State-approved district training program upon employment in accordance with N.J.A.C. 6A:9B-8.3.

(d) No person shall be employed under a provisional certificate for more than four years in a position requiring ESL certification.]

[(e)] (b) [While teaching under provisional certification, the candidate] **Provisional teachers with a CE in English as a second language shall complete the requirements for a standard certificate pursuant to N.J.A.C. 6A:9B-8.7 except the provisional teachers shall:**

- [1. A State-approved training program pursuant to N.J.A.C. 6A:9B-8.3 and 8.4 concurrently with or followed by the requirements of (e)2 below. The requirements of N.J.A.C. 6A:9B-8.3 and 8.4 shall not apply to holders of standard instructional certificates if previously completed; and]

[2.] 1. [A] **Complete at a** Department-approved New Jersey college **or university an educator preparation** program that includes a range of 15 to 21 credit hours of

formal instruction in the topics in (e)2i through vii below. This requirement shall not apply to provisional teachers who hold a CEAS pursuant to N.J.A.C. 6A:9B-8.1(b)]10.2.

- i. The historical and cultural backgrounds of limited English proficient students;
- ii. Linguistics;
- iii. Language acquisition;
- iv. The structure of American English;
- v. Developing literacy skills for the second language learner;
- vi. Methods of teaching ESL, including teaching English through content; and
- vii. Theory and practice of teaching ESL.

[(f) To be eligible for a standard certificate with an ESL endorsement, the candidate shall:

1. Hold a provisional certificate pursuant to (c) above and complete requirements in (e) above while employed provisionally in a position requiring the ESL endorsement; or
2. Complete a State-approved college ESL preparation program in another state, complete the oral and written language proficiency test in English, and have a minimum of one year of successful teaching experience under a valid out-of-State certificate/license.

(g) With the exception of the military science, preschool through grade three, and experience-based vocational endorsements, candidates who hold a standard New Jersey instructional certificate shall be issued the standard ESL endorsement upon successful completion of the oral and written language proficiency test in English and a Department-approved college ESL program. A candidate who holds a standard New Jersey preschool through grade three or experience-based vocational endorsement shall be eligible for the ESL endorsement if the candidate meets the requirements of N.J.A.C. 6A:9B-8.1(a)1 and

8.3(b)3 upon successful completion of the oral and written language proficiency test in English and a Department-approved college ESL program. This provision does not apply to holders of the Teacher of Military Science endorsement.]

6A:9B-[10.6]11.7 Driver education

- (a) To be eligible for the CEAS or standard certificate with a driver education endorsement, the candidate shall **be exempt from the requirements in N.J.A.C. 6A:9B-9.1(a) and instead shall:**
1. Hold a CEAS or standard New Jersey instructional endorsement in health or in health and physical education;
 2. Hold a valid New Jersey or out-of-State driver's license. Candidates shall submit an official driving record/abstract from the state in which they are currently licensed to demonstrate the possession of a valid driver's license;
 3. Document three consecutive years of automobile driving experience immediately prior to application by submitting a notarized statement; and
 4. Complete a course in driver education at a regionally accredited college or university.
- (b) Pursuant to N.J.S.A. 18A:26-2, holders of a driving instructor license issued by the New Jersey Motor Vehicle Commission who do not hold the driver education endorsement issued by the Department may provide only behind-the-wheel driver education in public schools, and shall not provide classroom instruction in driver education.

6A:9B-[10.7]11.8 Military science

- (a) To be eligible for the standard certificate with a military science endorsement, the candidate shall:
1. Document 20 years of military service; and
 2. Hold valid certification authorizing employment as a military science instructor from the branch of service in which the candidate served.
- (b) To retain this endorsement, the holder must maintain the military employment authorization as set forth in (a)2 above. It is the school district's responsibility to ensure that the military science teacher maintains valid military certification pursuant to N.J.A.C. 6A:9B-5.1(b).
- (c) Holders of this endorsement shall not use it as the basis for obtaining additional endorsements. Holders may obtain additional endorsements by meeting applicable requirements outlined in this chapter.

6A:9B-[10.11]11.9 [Elementary] Middle school with subject matter specialization

- (a) To be eligible for the [elementary] **middle** school with subject-matter specialization endorsement, the candidate shall:
1. Hold a CE or CEAS with an elementary school or preschool through grade 12 subject-matter endorsement in accordance with [the requirements of] N.J.A.C. 6A:9B-[9.2]9.3 or hold a standard certificate with an elementary school or preschool through grade 12 subject-matter endorsement in accordance with [the requirements of] N.J.A.C. 6A:9B-[8.8]8.7;
 2. Complete a course in child and early adolescent development as aligned with standard two of the Professional Standards for Teachers, N.J.A.C. 6A:9-3.3(a)2. Holders of the CE [must] **shall** complete this study before issuance of the standard certificate;

3. Complete 15 semester-hour credits in any one of the following CCCS subject fields:
 - i. [Language arts literacy] **English language arts**;
 - ii. Mathematics;
 - iii. Science;
 - iv. Social studies; or
 - v. A single world language; and
 4. Pass the appropriate State test(s) in the content area.
- (b) To be eligible for the CE, CEAS, or standard [elementary] **middle** school with subject matter specialization with a world languages endorsement, the candidate shall, in addition to (a) above:
1. Possess linguistic competency in the designated world language as demonstrated on a Department-approved, nationally recognized test of oral language proficiency for spoken language, reading/writing proficiency for classical languages or receptive/expressive proficiency for American Sign Language; and
 2. Complete a minimum of three semester-hour credits in second language acquisition theory and related methodologies offered by a regionally accredited four-year college or university within 12 months of initial assignment. No CEAS or standard elementary school with specialization in a world language certificate shall be issued until this requirement is completed.
- (c) Holders of this endorsement may be eligible for additional [elementary] **middle** school with subject-matter specialization endorsements in the CCCS subject fields identified in (a)3i through v **above** upon completion of the requirements of (a)3 and 4 and (b) above for each area of specialization requested.

6A:9B-[10.12]11.10 Swimming and water safety

- (a) To be eligible for the swimming and water safety endorsement, candidates shall hold:
 - 1. A standard New Jersey instructional certificate;
 - 2. A valid Cardiopulmonary Resuscitation for Professional Rescuer Certificate issued by the American Red Cross or the YMCA;
 - 3. A valid Lifeguard Certificate issued by the American Red Cross or YMCA; and
 - 4. A valid Water Safety Instructor Certificate issued by the American Red Cross or the YMCA.
- (b) The chief school administrator of the employing district board of education shall:
 - 1. Annually notify the executive county superintendent of all teachers assigned to teach swimming and/or diving; and
 - 2. Annually forward to the executive county superintendent copies of each valid American Red Cross or YMCA certificate identified in (a)2 through 4 above for every person assigned to teach swimming and/or diving.
- (c) Any person otherwise qualified to serve as a substitute [under this chapter] **pursuant to N.J.A.C. 6A:9B-7** shall be required to hold all of the safety certificates in [(b)] (a) above to serve as a substitute for a swimming and water safety teacher.

6A:9B-[10.18]11.11 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8

- (a) To be eligible for a CE in Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8, an applicant must complete all of the requirements for a CE as Teacher of Elementary School K-6[,] at N.J.A.C. 6A:9B-8.3[(b)] **and 10.2.**
- (b) To be eligible for a CEAS as Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8, the candidate shall:

1. Meet the requirements in (a) above;
2. Complete one of the [teacher] **educator** preparation program alternatives culminating in [student teaching] **clinical practice** appropriate to Elementary Teacher K-6 as designated in N.J.A.C. 6A:9B-[8.1]**8.2**; and
3. Meet the GPA and test-score requirements designated in N.J.A.C. 6A:9B-[8.1]**8.2**.

[(c) For issuance of a provisional certificate, a candidate must:

1. Hold a CE or CEAS in Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8;
2. Obtain and accept an offer of employment in a position that requires this certification; and
3. Be registered in a State-approved district training program upon employment and in accordance with N.J.A.C. 6A:9B-8.3.

(d) Any public school district, nonpublic school, or approved agency using public funds to directly employ and supervise a teacher with this endorsement must develop a mentoring plan and assign a qualified mentor to any provisionally-certified teacher in accordance with N.J.A.C. 6A:9B-8.4 for public school districts and with N.J.A.C. 6A:9B-8.5 for nonpublic schools and approved agencies.]

[(e)] (c) While being mentored under the provisional certificate, a teacher holding this endorsement:

1. May not be assigned to more than two schools; and
2. [Must] **Shall** conduct all teaching in a formal classroom environment with a minimum of eight students. [that approximates] **The classroom environment shall approximate** the experiences that novice teachers are expected to have, including, but not limited to, lesson planning, effective classroom management, instructional

strategies, and incorporation of the CCCS and the content-based professional standards for K-6 instruction.

- [(f)] **(d)** While teaching under a provisional endorsement, the teacher shall participate in a State-approved district training program appropriate to holders of the K-6 endorsement. [The State-approved district training program shall comply with the requirements in either N.J.A.C. 6A:9B-8.3 or 8.5, as appropriate].
- [(g)] No person shall be employed under provisional certification for more than a total of four years in a position requiring certification as a Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8.
- (h) The standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 shall be awarded upon successful completion of the candidate's provisional teacher program, including regional training center study, if required, as designated in N.J.A.C. 6A:9B-8.8.]
- [(i)] **(e)** Holders of the standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 shall not be eligible for other standard instructional certificate endorsements under N.J.A.C. 6A:9B-[8.8(b)]**9.1(b)** until they first complete all requirements for one other standard instructional certificate endorsement[, including provisional teacher program, and, if necessary, any regional training center requirements]. Upon receipt of [this] **the** second standard instructional endorsement, holders of the standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 **then** shall [then] be eligible for additional standard instructional endorsements under N.J.A.C. 6A: 9B-[8.8(b)]**9.1(b)**.

6A:9B-[10.19]11.12 Requirements for the charter school certificate of eligibility (CSCE)

- (a) All endorsements authorized in the section may [only] be used **only** for employment in charter schools and do not satisfy the requirements for employment in traditional public schools.
- (b) Except as indicated in N.J.A.C. 6A:9B-[10.1]**11.2** through [10.5] **11.6**, [10.12] **11.10**, and [10.18] **11.11**, the candidate shall do the following to be eligible for a CSCE with instructional endorsements:
1. Hold a bachelor's or an advanced degree from a regionally accredited college or university;
 2. Meet the GPA requirements or its exceptions and pass the basic skills assessment pursuant to N.J.A.C. 6A:9B-8.1(a)2 and 3; and
 3. Pass the appropriate State test(s) of subject-matter knowledge.
- (c) Except as indicated in N.J.A.C. 6A:9B-[10.1]**11.2** through [10.5] **11.6**, [10.12] **11.10**, and [10.18] **11.11**, a candidate shall do the following to be eligible for a charter school provisional certificate:
1. Hold a CSCE in the endorsement area required for the teaching assignment; and
 2. Obtain and accept an offer of employment in a position that requires instructional certification.
- (d) Except as indicated in N.J.A.C. 6A:9B-[10.1]**11.2** through [10.5] **11.6**, [10.12] **11.10**, and [10.18] **11.11**, the candidate shall do the following to be eligible for the charter school standard certificate in any instructional area:
1. Possess a provisional charter school certificate pursuant to N.J.A.C. 6A:9-2; and
 2. Successfully complete at least [one] **two** school years at the charter school while employed provisionally in a position requiring the appropriate instructional certificate. The charter school shall provide written recommendation for the issuance of a standard charter school certificate.

[SUBCHAPTER 12. REQUIREMENTS FOR EDUCATIONAL SERVICES
CERTIFICATION] *Recodified as N.J.A.C. 6A:9B-14; text shown in new location*

SUBCHAPTER [11.]12. REQUIREMENTS FOR ADMINISTRATIVE CERTIFICATION

6A:9B-[11.1]12.1 [Use] Purpose of requirements

(a) [These] **The** requirements [will be used by the Department as the basis for the following]
for administrative certification shall apply when:

1. Approving [college] **educator** preparation programs for administrative and supervisory personnel;
- [2. Approving non-traditional programs offered by service providers for administrative and supervisory personnel;]
- [3.] **2.** Evaluating the eligibility of candidates for administrative or supervisory certification; and
- [4.] **3.** [Defining the nature and extent of experience used in development of residencies]
Approving residency programs required of [administrative] **principal and school administrator** candidates for certification.

6A:9B-[11.2]12.2 College degrees

All candidates for administrative [and supervisory] certification, except as indicated in N.J.A.C. 6A:9B-[11.7]12.7, [must] **shall** hold a master's or higher degree from a regionally accredited college or university.

6A:9B-[11.3]12.3 Authorization

(a) The school administrator endorsement is required for any position that involves services as a district-level administrative officer. Such positions shall include superintendent, assistant superintendent, and director. Holders of this endorsement are authorized to [provide]:

1. **Provide** educational leadership by directing the formulation of districtwide goals, plans, policies, and budgets, by recommending their approval by the district board of education, and by directing their districtwide implementation[. Holders of this endorsement are authorized to recommend];
2. **Recommend for approval by the district board of education** all staff appointments and other personnel actions, such as terminations, suspensions, and compensation, including the appointment of school business administrators[, for approval by the district board of education. Holders of this endorsement are authorized to direct];
3. **Direct school** district operations and programs[, and to supervise];
4. **Supervise** and evaluate building administrators and central office staff, including school business administrators[. They are also authorized to oversee];
5. **Oversee** the administration and supervision of school-level operations, staff, and programs[.]; **and**
6. **Serve as principal or supervisor as provided in (b) and (c) below.**

(b) The principal endorsement is required for any position that involves service as an administrative officer of a school or other comparable unit within a school or school district. Such positions shall include assistant superintendent for curriculum and instruction, principal, assistant principal, [vice-principal] **vice principal**, [and] director[. The holder of a standard principal endorsement is also authorized to serve in the position of], **and** supervisor. Holders of this endorsement are authorized to [provide];

1. **Provide** educational leadership by directing the formulation of goals, plans, policies, budgets, and personnel actions of the school or other comparable unit, [and] **by** recommending them to the chief district administrator, and by directing their implementation in the school or other comparable unit[. Holders of this endorsement also are authorized to direct];
2. **Direct** and supervise all school operations and programs[, to evaluate];
3. **Evaluate** school staff, including teaching staff members[, and to direct]; **and**
4. **Direct** the activities of school-level supervisors.

(c) The supervisor endorsement is required for both supervisors of instruction and athletic directors who do not hold a standard principal's endorsement. The supervisor shall [be defined as any school officer who is charged with] **have the** authority and responsibility for the continuing direction, **evaluation**, and guidance of [the work of instructional personnel] **teaching staff members**. [This endorsement also authorizes appointment as an assistant superintendent in charge of curriculum and/or instruction.]

1. **Effective January 1, 2018, this endorsement no longer shall authorize appointment as an assistant superintendent in charge of curriculum and/or instruction.**

i. **Holders of this endorsement issued prior to January 1, 2018, shall continue to be authorized to hold a position as an assistant superintendent in charge of curriculum and/or instruction.**

(d) The school business administrator endorsement is required for the chief financial officer of a **school** district. Such positions shall include assistant superintendent for business, school business administrator, and assistant school business administrator. Holders of this endorsement are authorized to [perform]:

1. **Perform** duties at the school district level in the areas of financial budget planning and administration, financial accounting and reporting, insurance/risk administration, and purchasing[. Holders of this endorsement may also engage]
2. **Engage** in facilities planning, construction and maintenance, personnel administration, administration of transportation and food services, and central data-processing management.

6A:9B-[11.4]12.4 School administrator

- (a) To be eligible for the school administrator CE, the candidate shall:
1. Complete one of the following:
 - i. Hold a master's or higher degree [from a regionally accredited college or university] in educational leadership, [in] curriculum and instruction, or [in] one of the recognized fields of leadership or management **from a regionally accredited college or university**;
 - ii. Hold a master's degree from a regionally accredited college or university and complete a post-master's program resulting in a [certificate of advanced study] **CEAS** in educational administration and supervision;
 - iii. Hold a master's degree from a regionally accredited college or university and complete a post-master's program in a coherent sequence of 30 semester-hour credits as they appear on the institution's transcript. The study must be completed at one institution in fields outlined in (a)li above;
 - iv. Hold a master's degree from a regionally accredited college or university and complete a [[State]]**Commissioner**-approved certification program in educational leadership offered by a **Commissioner-approved** provider[s

approved by the Department] pursuant to N.J.A.C. 6A:9B-

[11.5(j)2]**12.5(k)2** and [(k)2] **(l)2**; or

- v. Hold a master's degree in educational leadership from [an NCATE- or TEAC-approved] **a nationally accredited** program at an out-of-State college or university;
2. Complete a minimum of 30 graduate credits, either within the master's program or in addition to it, in the following quality components of preparation to promote student learning as set forth in **the Professional Standards for School Leaders** in N.J.A.C. 6A:9-3.4(a)1 through 6. [Candidates shall be promoting the success of every student by:
 - i. Facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders;
 - ii. Advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth;
 - iii. Ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment;
 - iv. Collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources;
 - v. Acting with integrity, fairness, and in an ethical manner; and
 - vi. Understanding, responding to, and influencing the political, social, economic, legal, and cultural context;]
 3. Complete a 150-hour internship in educational leadership aligned to the [professional standards] **Professional Standards** for [school leaders] **School Leaders** in N.J.A.C. 6A:9-3.4 and in accordance with the roles and

responsibilities as a school administrator, independent of other course requirements. This internship [must] either **must** appear on [the] **a** transcript [of] **from** a four-year regionally accredited college or university or must be certified by a [Department]**Commissioner**-approved program for preparing school administrators;

4. Pass a State-approved examination of knowledge [that is] acquired through study of the topics listed in (a)2 above, aligned with the Professional Standards for School Leaders, and [that is] most directly related to the functions of superintendents as defined in N.J.A.C. 6A:9B-[11.3(a)]**12.3(a)**; and
 5. Complete five years of successful educational experience in a [public or nonpublic school, a public or nonpublic] school district, **nonpublic school**, or a regionally accredited [higher educational setting in New Jersey or out-of-State] **college or university**.
- (b) A candidate who matriculates and enrolls in a [State]**Commissioner**-approved educational leadership preparation program on or after September 1, 2008, shall be required to complete all requirements of (a) above [effective as of January 7, 2008]. A candidate who matriculated and enrolled in a State-approved educational leadership preparation program prior to September 1, 2008, and applied to the Office no later than December 31, 2011, shall complete all requirements under former N.J.A.C. 6A:9B-11.4, as effective January 6, 2008. A candidate who did not apply to the Office by December 31, 2011, shall fulfill the requirements in this section].
- (c) To be eligible for a provisional school administrator's endorsement, the candidate shall:
1. Hold a school administrator CE; and
 2. Obtain and accept an offer of employment in a position requiring the school administrator certificate in a [public] school district that has agreed formally to sponsor the residency.

(d) The effective date of provisional certificate issuance shall be the date on which the CE holder begins employment with the district board of education in a certificated position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a.

[(d)] (e) To be eligible for the standard administrative certificate with a school administrator endorsement, the candidate shall:

1. Possess a provisional certificate pursuant to (a) and (b) above; and
2. Complete a [one- to two-year] **one-year** [State] **Commissioner**-approved residency program while employed under provisional certification in a [public] **school or school district. The residency may be extended for medical or family leave if agreed upon by the Department and the employing school or school district.** However, the Commissioner is authorized to reduce or remove the residency **requirement** based on the **candidate's** prior experience [of the candidate]. The [State] **Commissioner-approved program provider selected by the candidate shall implement the** residency program, **which** shall:
 - i. Take place in a functioning [public] **school or school district** [environment or may take place in an approved alternate site that serves public school students];
 - ii. [Require] **Provide professional experiences, training, mentoring, instruction, and opportunities to network with other candidates and experienced school administrators, and develop** the candidate's [to develop a] thorough understanding of the CCCS; the Professional Standards for Teachers [as defined] in N.J.A.C. 6A:9-3.3; and the Professional Standards for School Leaders [as defined] in N.J.A.C. 6A:9-3.4. [Candidates shall demonstrate that understanding through activities illustrating the promotion of excellence in teaching and learning, and by providing educational leadership to the district;]

iii. [Be conducted in accordance with] **Ensure the employing school or school district, the candidate, the residency mentor, and the provider enter into** a standard **Department-issued** agreement [issued by the Department and entered into by the Department, the employing school district, the candidate and the residency mentor. No] **prior to the candidate starting the** residency program [may be undertaken without a valid agreement];

iv. [Be administered by] **Provide** a State-approved mentor[, an experienced administrator who has completed a State-approved orientation and who shall supervise and verify completion of all required experiences and training by the candidate. The mentor and the school district shall, at the start of the residency, submit to the Department a written recommendation on State-developed forms concerning any areas of professional experience that should be waived and any additional teaching or other special experiences, if any, that the individual candidate should complete before achieving standard certification. Department review and subsequent approval shall consider the candidate's past work experience and recommended standards-based performance goals during residency, and shall be specified in the standard written agreement; and] **who meets the requirements in (f) below and who shall:**

(1) Provide support based on an individualized mentoring plan, which takes the place of the individualized professional development plan during the residency period and is developed collaboratively by the mentor, the candidate, and the candidate's supervisor;

- (2) **Supervise and verify the candidate’s completion of all required experiences and training;**
 - (3) **Meet with the candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon the candidate’s request;**
 - (4) **Provide confidential guidance and support;**
 - (5) **Guide the candidate through a self-assessment based on the Professional Standards for School Leaders; and**
 - (6) **Assist the candidate in developing the required individual professional development plan for the school year following the residency period.**
- v. [Provide professional experiences, training and instruction as defined in the Professional Standards for School Leaders and in the areas of] **Ensure the individualized mentoring plan is based on the candidate’s preparation, past work experience, and the unique leadership demands of the employing school or school district. Support for the candidate in the following areas shall be considered in developing the individualized plan: school or school district planning and policy formulation; district board of education operations and relations if applicable; supervision of schoolwide or districtwide programs of curriculum, instruction, and student services; collegial management, participatory decision-making, and professional governance; the roles, supervision, and evaluation of central office staff and school principals; school or school district financial, legal, and business operations; management of district operations; school facilities; labor relations and**

collective bargaining; government and community relations; and school law.

(f) The State-approved mentor from the program provider shall have a minimum of three years' experience as an effective school administrator and shall have been engaged in New Jersey public schools for at least three of the last five years. Prior to mentoring a candidate, the mentor shall complete a State-approved mentor training program.

[(e)] **(g)** Each candidate for the standard administrative certificate with a school administrator endorsement shall be evaluated formally by the mentor on at least three occasions for purposes of certification. The first two evaluations shall be conducted mainly for diagnostic purposes. The final evaluation shall be the basis for issuance of the candidate's standard certificate. All performance evaluations shall be aligned with the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4 and reported on State-developed forms. The mentor shall discuss each evaluation with the candidate, and the mentor and candidate shall sign each report [as evidence of such discussion]. Upon completion of each evaluation, the **mentor shall send the** report [shall be sent] to the Department; the final evaluation shall be accompanied by the recommendation for certification pursuant to [(h)] **(j)** below.

[(f)] **(h)** Each mentor shall form an advisory panel of practicing educators and shall convene this panel on at least three occasions for purposes of reviewing the [resident's] **candidate's** progress and soliciting advice concerning the **candidate's** certification [of the candidate]. The mentor may seek the informal input of the employing district board of education concerning the **candidate's** standard certification [of the candidate].

[(g)] **(i)** [The mentor shall meet with the resident superintendent at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon request of the resident superintendent.] The Department may

require [resident superintendents] **the candidate** to pay fees to **the program provider** to cover the cost of the training and mentoring services that will qualify [them] **him or her** for certification and employment.

[(h)] (j) [Standard certification for] **A candidate for a standard certificate with a** school administrator endorsement [candidates] shall be approved or disapproved pursuant to the following procedures:

1. Before the end of the residency period, the mentor shall submit to the Department a comprehensive evaluation report on the candidate's performance pursuant to [(d)] (g) above.
2. This final report shall include one of the following certification recommendations:
 - i. Approved: Recommends issuance of a standard certificate;
 - ii. Insufficient: Recommends [that] a standard certificate not be issued, but [that] the candidate be allowed to continue the residency or seek admission to [an additional] **another** residency for one additional year; or
 - iii. Disapproved: Recommends [that] a standard certificate not be issued and [that] the candidate **who is disapproved shall** be prevented from continuing or re-entering a residency.
3. Mentors act as agents of the Board of Examiners in formulating their certification recommendations[. Those recommendations], **which** shall not be subject to review or approval by district boards of education.
4. Candidates who receive [a] **an “approved”** recommendation [of “approved”] shall be issued a standard certificate.
5. The mentor shall provide the candidate with a copy of the candidate's written evaluation report and recommendation before submitting it to the Department.
6. If the candidate disagrees with the mentor's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-[4.18]**4.13**.

[(i)] **(k)** [Candidates] **A candidate** who receives a “**disapproved**” recommendation [of “disapproved”] or two or more “**insufficient**” recommendations [of “insufficient”] may [petition] **appeal to** the Board of Examiners [for approval of additional opportunities to seek provisional employment in districts other than those in which they received unfavorable recommendations. The candidate shall be responsible for demonstrating why he or she would be likely to succeed if granted the requested opportunity. Disapproval of any candidate’s request by the Board of Examiners may be appealed to the Commissioner pursuant to N.J.A.C. 6A:9B-4.18(b)] **pursuant to N.J.A.C. 6A:9B-4.13.**

[(j)] **(l)** An experienced New Jersey principal who holds a master’s degree or higher in a field [other than those] **not** outlined in (a)1 above[,], may satisfy the degree requirement by meeting the requirements in (a)4 above and [upon presentation of] **by presenting** the following:

1. A valid, standard New Jersey principal endorsement; and
2. Official documentation of five years of successful full-time experience as a principal or assistant superintendent of curriculum and instruction in a New Jersey public school or in an approved [alternate site that serves public] **nonpublic** school [students].

[(k)] **(m)** Other provisions of this chapter notwithstanding, the Board of Examiners shall issue a CE, a provisional certificate, and a standard certificate for school administrator to a candidate for appointment as chief school administrator in **a** school district[s] in which the State appoints the chief school administrator [under the following conditions:].

1. The Commissioner shall direct the Board of Examiners to issue a CE to the candidate if he or she:
 - i. Possesses a bachelor’s or higher degree from a [regionally-accredited] **regionally accredited** four-year college or university;

- ii. Has sufficient management and executive leadership experience in a public or private organization, as determined by the Commissioner, to allow the candidate to successfully administer the **State-operated school** district. The candidate [will] **shall** document his or her experience in alignment with the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4[, and the]. **The** Commissioner will align his or her review of the candidate's documented experience [to] **with** the [standards. The Commissioner] **Professional Standards for School Leaders and** will base [his or her] judgment of the candidate's relevant experience [upon this] **on the** review; and
 - iii. Passes a criminal history review prior to issuance of the CE.
2. The Board of Examiners shall issue a provisional certificate to the candidate meeting the criteria in [(k)1] **(m)1** above upon **the candidate's** appointment by the State Board [of the candidate] as **State-operated school** district superintendent pursuant to N.J.S.A. 18A:7A-35.
3. The Board of Examiners shall issue a standard certificate to the candidate if [the candidate] **he or she**:
- i. Has successfully completed a residency per [(d)] **(e)** through [(h)] **(i)** above;
 - ii. Has successfully passed two formative performance reviews and one summative performance review by the Department on a schedule to be set by the Department. The performance reviews shall be based in part upon a portfolio prepared by the candidate that documents his or her experience in the superintendent position as aligned [to] **with** the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4; and
 - iii. Has passed a Department-approved assessment for school administrators.

[1] (n) Other provisions of this chapter notwithstanding, there is hereby established a five-year pilot program under which the Board of Examiners shall issue a CE, a provisional certificate, and a standard certificate for school administrator to a successful candidate for appointment as chief school administrator [under the following conditions:].

1. Such certifications may be issued and appointments may be made in a school district [that is] listed as a **school** district in need of improvement on the Department's Annual Yearly Progress report as of July 13, 2011.
2. School districts satisfying the criteria in (n)1 above may request permission from the Commissioner to recruit candidates for chief school administrator according to the criteria in (n)3 below.
3. The Commissioner shall direct the Board of Examiners to issue a CE to the candidate if he or she:
 - i. Possesses a bachelor's or higher degree from a [regionally-accredited] **regionally accredited** four-year college or university;
 - ii. Has sufficient management and executive leadership experience in a public or private organization, as determined by the Commissioner, to allow the candidate to successfully administer the State-**operated school** district. The candidate [will] **shall** document his or her experience in alignment with the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4[, and the]. **The** Commissioner will align his or her review of the candidate's documented experience [to] **with** the [standards. The Commissioner] **Professional Standards for School Leaders and** will base [his or her] judgment of the candidate's relevant experience [upon this] **on the** review; and
 - iii. Passes a criminal history review prior to issuance of the CE.

4. The Board of Examiners shall issue a provisional certificate to the candidate meeting the criteria in [(1)3] **(n)3** above upon **his or her** hiring **as** a chief school administrator pursuant to N.J.S.A. 18A:17-15.
5. The Board of Examiners shall issue a standard certificate to the candidate if he or she:
 - i. Has successfully completed a residency per [(d)] **(e)** through [(h)] **(i)** above;
 - ii. Has successfully passed two formative performance reviews and one summative performance review by the Department on a schedule to be set by the Department. The performance reviews shall be based in part upon a portfolio prepared by the candidate that documents his or her experience in the superintendent position as aligned [to] **with** the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4; and
 - iii. Has passed a Department-approved assessment for school administrators aligned [to] **with** the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4.
6. The Department will develop and conduct an evaluation for the pilot program and present an evaluation report to the State Board. In doing so, the Department may make use of outside evaluation specialists. In its conclusions, the Department will recommend whether to continue and, if so, whether to amend the pilot program as a permanent alternate route to certification.

6A:9B-[11.5]12.5 Principal

- (a) To be eligible for the principal CE, the candidate shall:
 1. Complete one of the following:

- i. Hold a master's or higher degree [from a regionally accredited college or university] in educational leadership, in curriculum and instruction, or in one of the recognized fields of leadership or management **from a regionally accredited college or university**;
 - ii. Hold a master's degree from a regionally accredited college or university and complete a post-master's program resulting in a CEAS in educational administration and supervision;
 - iii. Hold a master's degree from a regionally accredited college or university and complete a post-master's program in a coherent sequence of 30 semester-hour credits as they appear on the candidate's transcript. The study must be completed at one institution in fields outlined in (a)1i above; or
 - iv. Hold a master's degree from an appropriate [NCATE- or TEAC-approved] **nationally accredited** program in educational leadership from an out-of-State college or university;
2. Complete a minimum of 30 graduate credits, either within the master's program or in addition to it, [in the following quality components of preparation to promote student learning as] **aligned with the Professional Standards for School Leaders** set forth in N.J.A.C. 6A:9-3.4(a)1 through 6. [Candidates shall be promoting the success of every student by:
- i. Facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders;
 - ii. Advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth;

- iii. Ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment;
 - iv. Collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources;
 - v. Acting with integrity, fairness, and in an ethical manner; and
 - vi. Understanding, responding to, and influencing the political, social, economic, legal, and cultural context;]
3. Complete a 300-hour internship in educational leadership aligned to the [professional standards] **Professional Standards** for [school leaders] **School Leaders** in N.J.A.C. 6A:9-3.4 and in accordance with the roles and responsibilities as a principal, independent of other course requirements. This internship [must] either **must** appear on [the] **a** transcript [of] **from** a four-year regionally accredited college or university or be certified by a [Department]**Commissioner**-approved program for preparing school principals;
4. Pass a State-approved examination of knowledge [that is] acquired through study of the topics listed in (a)2 above and [that is] most directly related to the functions of principals as defined in N.J.A.C. 6A:9B-[11.3(b)]**12.3(b)**; and
5. [Provide documentation evidencing completion of] **Complete** five years of successful educational experience under a valid provisional or standard New Jersey or equivalent out-of-State certificate.
- (b) A candidate who matriculates and enrolls in a [State]**Commissioner**-approved educational leadership preparation program on or after September 1, 2008, shall be required to complete all requirements of (a) above effective [as of January 7, 2008. A candidate who matriculated and enrolled in classes in a State-approved educational leadership preparation program prior to September 1, 2008, and applied to the Office no

later than December 31, 2011, shall complete all requirements under former N.J.A.C. 6A:9B-11, as effective January 6, 2008. A candidate who did not apply to the Office by December 31, 2011, shall fulfill the requirements in this section].

- (c) To be eligible for a provisional principal certificate, the candidate shall:
1. Hold a principal CE; and
 2. Obtain and accept an offer of employment in a position requiring the principal endorsement in a school or school district that has agreed formally to sponsor the residency.
- (d) **The effective date of provisional certificate issuance shall be the date on which the CE holder begins employment with the district board of education in a certificated position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a.**

[(d)] (e) [To be] **The Commissioner-approved principal residency program provider shall notify the Office that a principal is** eligible for the standard administrative certificate with a principal endorsement[,] **when** the candidate [shall]:

1. Possesses a provisional certificate pursuant to (a) and (b) above; [and]
2. Completes a two-year [State] **Commissioner**-approved residency program while employed under provisional principal certification in a school or school district.

The residency may be extended for medical or family leave and upon agreement by the Department and the employing school or school district.

However, the Commissioner is authorized to reduce or remove the residency **requirement** based on the **candidate's** prior experience [of the candidate]. The **Commissioner-approved program provider selected by the employing school or school district shall implement the** residency program, **which** shall:

- i. **Take place in a school or school district;**
- [i.] ii. [Require the candidate to] **Provide professional experiences, training, mentoring, instruction, opportunities to network with other**

candidates and experienced principals, and specific training on the school's or school district's educator evaluation systems and develop [a] the candidate's thorough understanding of the CCCS; the Professional Standards for Teachers as defined in N.J.A.C. 6A:9-3.3; and the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4[. Candidates shall demonstrate that understanding through activities illustrating the promotion of excellence in teaching and learning and providing educational leadership to the school community];

[ii.] **iii.** [Be conducted in accordance with a] **Ensure the employing school or school district, the candidate, the residency mentor and the provider enter a standard Department-issued** agreement [issued by the Department and entered into by the Department, the employing school district, the candidate and the residency mentor. No] **prior to the candidate starting the** residency program [may be undertaken without a valid agreement];

[iii.] **iv.** [Be administered by] **Provide** a State-approved mentor[, an experienced principal who has completed a State-approved training program implemented by a State-approved provider, and who shall supervise and verify completion of all required experiences and training by the candidate. The mentor and the school district superintendent shall, at the start of the residency, submit to the Department a written recommendation on State-developed forms concerning any areas of professional experience that should be waived and any additional teaching or other special experiences, if any, that the individual candidate should complete before achieving standard certification. Department review and subsequent approval shall consider the candidate's past work experience

and recommended standards-based performance goals during residency, and shall be specified in the standard written agreement; and] **who meets the requirements in (f) below and who shall:**

- (1) Supervise and verify the candidate's completion of all required experiences and training;**
- (2) Meet with the principal candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request;**
- (3) Provide confidential guidance and support;**
- (4) Guide the candidate through a self-assessment based on the employing school district's Commissioner-approved principal evaluation practice instrument; and**
- (5) Consult with the principal candidate's direct supervisor in development of the principal candidate's individualized mentoring plan;**
- (6) Not serve as the candidate's direct supervisor or conduct the candidate's evaluation;**

[iv.] **v. Provide [professional experiences, training, and instruction as defined in the Professional Standards for School Leaders and in the areas of] support based on an individualized mentoring plan developed collaboratively by the mentor, the candidate, and the candidate's supervisor. The mentoring plan shall take the place of the individualized professional development plan, as set forth in N.J.A.C. 6A:9C-3, during the residency period and shall be individualized based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. Support for the**

candidate in the following areas shall be considered in developing the individualized plan: curriculum leadership; supervision of instruction; pupil personnel services; personnel management; community relations; student relations; facilities management; school finance; school law; [and] technical administrative skills[.]; **and professional development; and**

3. Is reviewed by his or her mentor pursuant to (g) below and is recommended for the standard certificate pursuant to (i) below.

(f) The mentor from the program provider shall:

- 1. Have a minimum of three years' experience as an effective principal. For principals practicing in New Jersey starting in academic year 2013-2014 and each year thereafter, "effective" means the principal receives a summative rating of effective or highly effective pursuant to N.J.A.C. 6A:10-5;**
- 2. Have been engaged in New Jersey public schools for at least three of the last five years; and**
- 3. Complete a State-approved mentor training program prior to mentoring a candidate.**

[(e)] (g) [Each] The Commissioner-approved program provider shall base the candidate's recommendation for the standard administrative certificate with a principal endorsement [shall be evaluated formally] on at least three reviews conducted by the mentor [on at least six occasions for purposes of certification] throughout each year during the two-year residency. The first five [evaluations] reviews shall be conducted mainly for diagnostic purposes. The final [evaluation] review shall be the basis for issuance of the candidate's standard certificate[.], [All performance evaluations shall be] aligned with the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4, and [reported on] informed by the candidate's performance on all prior reviews. The Commissioner-approved program provider shall ensure the principal

candidate's direct supervisor is consulted regarding the candidate's performance prior to submitting the principal candidate's final review. The Commissioner-approved program provider shall submit the final review to the Department through a State-developed form[s]. [The mentor shall discuss each evaluation with the candidate, and the mentor and candidate shall sign each report as evidence of such discussion. Upon completion of each evaluation, the report shall be sent to the Department; the final evaluation shall be accompanied by the recommendation for certification pursuant to (h) below.]

[(f)] Each mentor shall form an advisory panel of practicing educators and shall convene this panel on at least three occasions for purposes of reviewing the resident's progress and soliciting advice concerning the certification of the candidate.]

[(g)] **(h)** [The mentor shall meet with the principal candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon request of the candidate.] The Department may require a candidate[s] to pay fees to cover the cost of the training and mentoring services that will qualify [them] **him or her** for certification and employment.

[(h)] **(i)** [Standard] **The Commissioner-approved program provider shall recommend for approval or disapproval principal candidates for certification** [of principal candidates shall be approved or disapproved] pursuant to the following procedures:

1. [Before the end of the residency period, the mentor] **The Commissioner-approved program provider** shall submit to the [Department] **Office** a comprehensive [evaluation] **final** report on the candidate's performance pursuant to [(e)] **(g)** above.
2. This final report shall include one of the following certification recommendations:
 - i. Approved: Recommends issuance of a standard certificate;

- ii. Insufficient: Recommends [that] a standard certificate not be issued, but [that] the candidate be allowed to continue the residency or seek admission to [an additional] **another** residency for [one] **two** additional years; or
- iii. Disapproved: Recommends [that] a standard certificate not be issued and [that] the candidate **who is disapproved shall** be prevented from continuing or re-entering a residency.

[3. Mentors act as agents of the Board of Examiners in formulating their certification recommendations. Those recommendations shall not be subject to review or approval by local boards of education.]

[4.] **3.** Candidates who receive a recommendation of “approved” shall be issued a standard certificate.

[5.] **4.** The [mentor] **Commissioner-approved program provider** shall provide the candidate with a copy of the candidate’s written evaluation report and recommendation before submitting it to the Department.

[6.] **5.** If the candidate disagrees with the [mentor’s] **Commissioner-approved program provider’s** recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-[4.18]**4.13.**

[(i)] **(j)** A candidate who receives a “**disapproved**” recommendation [of “disapproved”] or two or more “**insufficient**” recommendations [of “insufficient”] may [petition] **appeal to** the Board of Examiners [for approval of additional opportunities to seek provisional employment in districts other than those in which he or she received unfavorable recommendations. The candidate shall be responsible for demonstrating why he or she would be likely to succeed if granted the requested opportunity. Disapproval of any candidate’s request by the Board of Examiners may be appealed to the Commissioner] pursuant to N.J.A.C. 6A:9B-[4.18(b)]**4.13.**

[(j)] **(k)** Each candidate who holds a valid New Jersey or out-of-State supervisor endorsement and a master's degree or higher in a field other than one required in (a)1 above will be eligible for a principal CE [upon] **by** presenting **official documentation of** the following:

1. [Official documentation of five] **Five** years of successful full-time experience as a supervisor of an instructional area or department related to the CCCS under a valid New Jersey or out-of-State supervisor certificate;

2. [Official documentation evidencing completion] **Completion** of a [New Jersey] [State] **Commissioner**-approved certification program in educational leadership offered by **a Commissioner-approved** provider[s approved by the Department].

[This] **The** program shall include, but not be limited to:

i. Preparation for educational leadership through experiences related to the performance-based Professional Standards for School Leaders and the CCCS;

ii. Two hundred twenty-five clock hours of formal instruction in quality components of preparation to promote student learning as set forth in N.J.A.C. 6A:9-3.4(a)1 through 6 and delineated in (a)2i through vi above; and

iii. A **school** district internship consisting of a minimum of 300 hours providing professional experiences in school administration; and

3. [Official documentation evidencing passage] **Passage** of a State-approved examination of knowledge [that is] acquired through study [of the topics listed in (a)2 above,] aligned with the Professional Standards for School Leaders[,] **set forth in N.J.A.C. 6A:9-3.4(a)1 through 6** and [that is most] directly related to the functions of principals as defined in N.J.A.C. 6A:9B-[11.3(b)]**12.3(b)**.

[(k)] (l) Each candidate who holds a valid New Jersey or out-of-State supervisor endorsement and a master's degree or higher in a field [other than one] **not** required in (a)1 above, but has zero to five years' supervisory experience, will be eligible for a principal CE [upon] **by** presenting **official documentation of** the following:

1. [Official documentation of five] **Five** years of successful full-time teaching experience under a valid New Jersey or out-of-State teaching certificate;
2. [Official documentation evidencing completion] **Completion** of a [New Jersey] [State] **Commissioner**-approved certification program in educational leadership offered by **a Commissioner-approved** provider[s approved by the Department]. [This] **The** program is pursuant to [(j)2] (k)2 above with the following exceptions: the program [is] **shall be** a minimum of 275 clock hours plus a 300-hour internship; **and**
3. [Official documentation evidencing passage] **Passage** of a State-approved examination of knowledge [that is] acquired through study [of the topics listed in (a)2 above,] aligned with the Professional Standards for School Leaders[,] **set forth in N.J.A.C. 6A:9-3.4(a)1 through 6** and [that is most] directly related to the functions of principals as defined in N.J.A.C. 6A:9B-[11.3(b)]**12.3(b)**.

[(l)] (m) Each candidate who can provide documentation of at least five years of successful full-time teaching experience under a valid New Jersey or out-of-State teaching certificate and a master's degree or higher in a field other than one required in (a)1 above will be eligible for a principal CE [upon] **by** presenting **official documentation of** the following:

1. [Official documentation evidencing completion] **Completion** of a [New Jersey] [State] **Commissioner**-approved certification program in educational leadership offered by **a Commissioner-approved** provider[s approved by the Department]. [This] **The** program is pursuant to [(j)2] (k)2 above with the following

exceptions: the program [is] **shall be** a minimum of 350 clock hours plus a 300-hour internship; **and**

2. [Official documentation evidencing passage] **Passage** of a State-approved examination of knowledge [that is] acquired through study [of the topics listed in (a)2 above,] aligned with the Professional Standards for School Leaders, and [that is] most directly related to the functions of principals as defined in N.J.A.C. 6A:9B-[11.3(b)]**12.3(b)**.

6A:9B-[11.6]12.6 Supervisor

- (a) To be eligible for the standard administrative certificate with a supervisor endorsement, a candidate shall [be required to]:
 1. Hold a master's or higher degree from a regionally accredited college or university;
 2. Successfully complete one of the following:
 - i. A **Commissioner-approved** college curriculum [approved by the Department as the basis for issuing this] **that specifically prepares the candidate for the** endorsement;
 - ii. Twelve graduate-level semester-hour credits, [to include] **including** the following:
 - (1) Three credits in general principles of instructional staff supervision in [grades] preschool through **grade 12**;
 - (2) Three credits in general principles of curriculum design and development for [grades] preschool through **grade 12**;
 - (3) Three elective credits in curriculum design and development; and

- (4) Three elective credits in instructional staff supervision and/or curriculum design and development; or
- iii. A [State] **Commissioner**-approved training program **that is** implemented by a [State] **Commissioner**-approved provider [as the basis for issuing this certificate] **and specifically prepares the candidate for the endorsement;** and
3. Hold a standard New Jersey instructional or educational services certificate, or its out-of-State equivalent, and complete three years of successful, full-time teaching and/or educational services experience. Teaching and/or educational services experience completed in a New Jersey [public] school **district** must have been under an appropriate New Jersey certificate.

6A:9B-[11.7]12.7 School business administrator

- (a) To be eligible for the school business administrator CE, the candidate shall:
 1. Hold a master's degree or higher degree from a regionally accredited college or university or be in possession of a certified public accountant license; and
 2. Complete at least 18 credits of graduate or undergraduate study in the following areas:
 - i. Economics;
 - ii. Law;
 - iii. Accounting;
 - iv. Organizational theory;
 - v. Management or administration; and
 - vi. Finance.
- (b) To be eligible for a provisional administrative certificate with a school business

administrator endorsement, the candidate shall:

1. Hold a school business administrator CE; and
2. Obtain and accept an offer of employment in a position that requires the school business administrator endorsement in a [public] school district or an approved private school for [the disabled] **students with disabilities** that has agreed formally to sponsor the residency.

(c) To be eligible for the standard administrative certificate with a school business administrator endorsement, the candidate shall:

1. Possess a provisional certificate pursuant to (a) and (b) above; and
2. Complete a [one- to two-year] **one-year** [State] **Commissioner**-approved **school or school** district residency program while employed under provisional certification. The residency shall:

- i. Take place in a functioning [public] **school or** school district environment [or in an approved private school for the disabled], and [will] require the candidate to develop a thorough understanding of the CCCS; the Professional Standards for Teachers [as defined] in N.J.A.C. 6A:9-3.3; and the Professional Standards for School Leaders [as defined] in N.J.A.C. 6A:9-3.4. Candidates shall demonstrate that understanding by providing support for the educational goals of the **school or** school district [or an approved private school for the disabled];
- ii. Be conducted in accordance with a standard **Department-issued** agreement [issued by the Department] and entered into by the Department, the employing **school or** school district [or approved private school for the disabled], the candidate, and the residency mentor. No residency program may be undertaken without a valid agreement;

- iii. Be administered by a State-appointed mentor, **who shall be an** experienced school business administrator who has completed a State-approved orientation and who shall supervise and verify **the candidate's** completion of all required experiences and training [by the candidate].
[The] **At the start of the residency, the** mentor and the school [district superintendent or] administrator [of an approved private school for the disabled] **or chief school administrator** shall[, at the start of the residency,] submit to the Department **on a State-developed form** a written recommendation [on State-developed forms] concerning any area(s) of professional experience that should be waived and [any] additional teaching or other special experiences, if any, that the individual candidate should complete before achieving standard certification.
Department review and subsequent approval shall consider the candidate's past work experience and recommended professional experiences during residency, which shall be specified in the standard written agreement; and
- iv. Provide professional experiences, training, and 145 clock hours of formal instruction in the areas of standards listed in (c)2i above; school plant planning, construction, and maintenance; school financial and legal practices, including budget planning and administration and double entry accounting (GAAP); pupil transportation; labor relations and personnel; insurance/risk administration; and food service administration.

(d) Each candidate for the standard administrative certificate with an endorsement for school business administrator shall be evaluated formally by the mentor on at least three occasions for purposes of certification. The first two evaluations shall be conducted mainly for diagnostic purposes. The final evaluation shall be the basis for issuance of the candidate's standard certificate. All evaluations shall be based on the candidate's

performance in areas of authorization defined in N.J.A.C. 6A:9B-[11.3(d)]**12.3(d)** and reported on State-developed forms. The mentor shall discuss each evaluation with the candidate, and [the mentor and candidate] **both** shall sign each report [as evidence of such discussion]. [Upon completion of] **The mentor shall send** each **completed** evaluation[, the report shall be sent] to the Department; the final evaluation shall be accompanied by the recommendation for certification pursuant to (g) below.

- (e) Each mentor shall form an advisory panel of practicing educators and shall convene [this panel] **it** on at least three occasions for purposes of reviewing the [resident's] **candidate's** progress and soliciting advice concerning the **candidate's** certification [of the candidate]. The mentor may seek the informal input of the employing district board of education concerning the **candidate's** standard certification [of the candidate].
- (f) The mentor shall meet with the [resident school business administrator] **candidate** at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon **the candidate's** request [of the resident school business administrator]. The Department may require [resident school business administrators] a **candidate** to pay fees **to the program provider** to cover the cost of the training and mentoring services that will qualify [them] **him or her** for certification and employment.
- (g) Standard certification of school business administrator certificate candidates shall be approved or disapproved pursuant to the following procedures:
 - 1. Before the end of the residency year, the mentor shall submit to the Department a comprehensive evaluation report on the candidate's performance pursuant to N.J.A.C. 6A:9B-[11.5(c)]**12.5(c)**.
 - 2. This final report shall include one of the following certification recommendations:
 - i. Approved: Recommends issuance of a standard certificate;

- ii. Insufficient: Recommends [that] a standard certificate not be issued, but [that] the candidate be allowed to continue the residency or seek admission to [an additional] **another** residency for one additional year; or
 - iii. Disapproved: Recommends [that] a standard certificate not be issued and [that] the candidate **who is disapproved shall** be prevented from continuing or re-entering a residency.
 - 3. Mentors act as agents of the Board of Examiners in formulating their certification recommendations[. Those recommendations], **which** shall not be subject to review or approval by [local] **district** boards of education.
 - 4. Candidates who receive a recommendation of “approved” shall be issued a standard certificate.
 - 5. The mentor shall provide the candidate with a copy of the candidate’s written evaluation report and recommendation before submitting it to the Department.
 - 6. If the candidate disagrees with the mentor’s recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-[4.18]**4.13**.
- (h) A candidate who receives a “**disapproved**” recommendation [of “disapproved”] or two or more “**insufficient**” recommendations [of “insufficient”] may [petition] **appeal to** the Board of Examiners [for approval of additional opportunities to seek provisional employment in school districts or approved private schools for the disabled other than those in which he or she received unfavorable recommendations. The candidate shall be responsible for demonstrating why he or she would be likely to succeed if granted the requested opportunity. Disapproval of any candidate’s request by the Board of Examiners may be appealed to the Commissioner] pursuant to N.J.A.C. 6A:9B-[4.18(b)]**4.13**.
- (i) The requirements listed in (a) through (h) above shall not apply to persons who hold standard administrative certificates with the following endorsements issued before

September 1, 1991: school business administrator, assistant superintendent for business, or assistant executive superintendent with specialization in business administration.

Holders of those endorsements shall be entitled prospectively to apply for all positions in the general category of business administration.

- (j) Board secretaries who lack certification but were assigned prior to September 1, 1991, to perform business administration functions as described in N.J.A.C. 6A:[11-12.3(d)]**9B-12.3(d)** shall be permitted to retain indefinitely their positions in the districts in which they were employed prior to September 1, 1991.
- (k) The requirements listed in (a)1 above shall not apply to persons who hold a standard administrative certificate or CE with a school business administrator endorsement.

6A:9B-[11.8]12.8 Requirements for interstate reciprocity

- (a) Notwithstanding any other provision of this subchapter, any applicant for administrative certification who presents a valid administrative certificate issued by any other state shall **be issued**, upon payment of the appropriate fee, [be issued] a New Jersey administrative [certificate of eligibility] **CE** for the equivalent New Jersey endorsement(s) for school administrator, principal, or school business administrator, or shall be issued the equivalent New Jersey standard supervisor endorsement. If there is no equivalent current New Jersey endorsement, then the provisions of N.J.A.C. 6A:9B-[11.1]**12.1** through [11.7]**12.7** shall apply to the candidate. There is one limitation to this rule:

- 1. If New Jersey has an equivalent endorsement with required subject-matter test for the applicant's endorsement, the applicant shall have passed a state subject-matter test to receive his or her out-of-State endorsement or else must pass the appropriate New Jersey subject-matter test. This limitation shall not apply if the applicant has five years of experience in good standing under the out-of-State

certificate. Experience in good standing shall be documented by a letter of experience from the applicant's supervisor or authorized **school** district representative.

SUBCHAPTER 13. ACTING ADMINISTRATORS

6A:9B-13.1 General provisions

- (a) If, because of illness or death or some other good and sufficient reason, the district board of education must fill the position of superintendent [of schools], assistant superintendent [of schools], school business administrator, principal, or vice principal with a person who is designated as the acting administrator in a respective situation and who does not hold the standard New Jersey certificate required for the position, [it shall be the duty of] the **district** board of education [to make written application] **shall apply in writing** to the Commissioner, through the **executive** county superintendent, for permission to employ such person in an acting capacity[,] **and** stating the reasons why such action is necessary. If the stated reasons justify the need to appoint someone as an administrator in an acting capacity who is not properly certified to hold the position, the Commissioner may approve the request on a case-by-case basis.
- (b) [If such approval is given by the] Commissioner[, it] **approval** shall be [of] **for** three months' duration, and may be renewed [by him or her upon application] for a period of three months at a time[. Consideration of said request shall be made] on a case-by-case basis **upon application**. If the acting status of [said] **the** individual is to extend beyond a year, [no such permission can be given except upon recommendation of] the Commissioner **shall provide** to the State Board **a recommendation** that the **district board of education's** application [of the district board of education] be granted.

- (c) If the Commissioner or State Board grants approval, the Board of Examiners shall be notified and shall issue a letter of temporary certification.

**[SUBCHAPTER 14. OTHER ALTERNATE-ROUTE PROGRAMS FOR DOCUMENTED
AREAS OF TEACHER SHORTAGE]**

[6A:9B-14.1 Purpose

- (a) The purpose of this subchapter is to establish alternate-route programs in documented teacher shortage areas to serve school districts.
- (b) Programs as specified in this subchapter may be established by New Jersey colleges and universities, educational organizations, or other entities approved by the Commissioner.

6A:9B-14.2 Authorizations

- (a) The Commissioner may approve programs leading to CEs with endorsements in elementary school with subject-matter specialization in any documented area of teacher shortage for which endorsements are available. Each endorsement shall be valid for a teaching assignment area in grades five through eight.
- (b) The Commissioner may approve programs leading to CEs with endorsements authorized to teach preschool through grade 12 in any declared documented teacher shortage area for which endorsements are available.
- (c) The Board of Examiners shall issue a certificate of eligibility to an individual who: holds a bachelor's degree from a regionally accredited college or university; successfully completes the instructional element of the approved program required for the CE; and meets the requirements set forth in N.J.A.C. 6A:9B-14.3(a)3. In the case of a certificated

teaching staff member who participates in the program, the Board of Examiners shall issue a subject area endorsement in the requested endorsement area, as appropriate, upon successful completion of the program's approved requirements for certification.

1. A CE issued by the Board of Examiners under programs authorized by this subchapter shall permit the applicant to seek and accept employment in a school district.
2. The provisional certificate issued under this subchapter to CE holders shall permit the applicant to be employed in a school district.
3. The standard certificate awarded under this subchapter to applicants shall be the appropriate standard certificate in the declared shortage area and shall authorize the holder to teach in any public school district.

6A:9B-14.3 Program requirements

- (a) Program proposals under this subchapter shall be submitted to and approved by the Commissioner according to the following criteria:
 1. Documentation of the program requirements for a candidate's admission including evidence of the candidate's:
 - i. Bachelor's degree or higher from a regionally accredited four-year college or university;
 - ii. Knowledge of the endorsement area as demonstrated by an appropriate assessment;
 - iii. Interest in pursuing a teaching career;
 - iv. Experience in using skills relevant to the endorsement area in previous employment or experience in working with school-age children; and

- v. Additional information as deemed appropriate by the provider to offer a profile of the candidate;
2. Documentation of the program's instructional component, including:
- i. Organization, timeline, and guiding principles;
 - ii. Program curriculum and corresponding time allocations;
 - iii. Alignment of curriculum with CCCS in the endorsement area;
 - iv. Alignment of learning opportunities with Professional Standards for Teachers as established in N.J.A.C. 6A:9-3.3;
 - v. A description of the key pedagogical approaches to be used, including any methods and techniques specific to teaching in the endorsement area;
 - vi. A description of opportunities for pre-service experiences in public school classrooms;
 - vii. The names and qualifications of program instructors;
 - viii. The procedure, including a test of content knowledge, used to determine that a candidate is qualified to receive a CE;
 - ix. The procedure for placing a candidate in teaching position in a public school; and
 - x. A description of how a candidate will meet the Department's highly qualified teacher requirements for the appropriate licensure area prior to issuance of the standard teaching certificate; and
3. Documentation of the program's provisional employment period, including:
- i. A description of any relationship between the program and a partnering public school district;
 - ii. Provisions for providing mentoring for the candidate during the provisional period. Mentoring under the program shall meet or exceed the provisions of N.J.A.C. 6A:9B-8.4;

- iii. Descriptions of other professional experiences available through the program, such as professional learning and networking opportunities; and
- iv. The procedure and evidence used by the program to determine a candidate's eligibility for the standard certificate. Notwithstanding the role of the program in contributing to such a determination, the final determination shall be made by the school principal as described in N.J.A.C. 6A:9B-8.6 and 8.7. The candidate shall be afforded all rights of provisional renewal and appeal of an "insufficient" or "disapproved" rating under N.J.A.C. 6A:9B-4.18 and 8.6.]

SUBCHAPTER [12.] 14. REQUIREMENTS FOR EDUCATIONAL SERVICES
CERTIFICATION

6A:9B-[12.1]14.1 Qualifications/general provisions

- (a) To be eligible for educational services certification, the candidate shall hold the appropriate degree and complete **the** Department-required test(s) and one of the following:
 - 1. A Department-approved educational services program at a New Jersey college or university;
 - 2. An appropriate [NCATE-approved] **nationally accredited** educational services program at an out-of-State college or university;
 - 3. Three years of successful full-time experience, or the equivalent in the appropriate field in another state under that state's standard certificate authorizing such service. The candidate shall hold a currently valid standard certificate from that state in the appropriate field. The experience shall occur in the seven years

immediately prior to the application for the New Jersey educational services certificate; or

4. All requirements for individual educational services endorsements pursuant to N.J.A.C. 6A:9B-[12.3]**14.3** through [12.22] **14.21** as determined through a formal credentials evaluation [completed] by the Office.
- (b) Holders of educational services certificates are authorized to serve in [grades] preschool through **grade 12**.
- (c) Holders of educational services certificates that are no longer issued after January 20, 2004, may continue to serve in the service areas in which the teaching staff member was authorized to serve under the former rules.

6A:9B-[12.2]14.2 Student assistance coordinator

- (a) The student assistance coordinator (**SAC**) endorsement authorizes the holder to perform the functions of a [student assistance coordinator ([SAC])] in [grades] preschool through **grade 12**. The **SAC** position [of SAC] shall be separate and distinct from any other employment position in the school. The functions of the SAC may include:
1. Assisting with the in-service training of school staff concerning substance abuse and related issues and with the school district program to combat substance abuse;
 2. Serving as an information resource for substance abuse prevention, curriculum development, and instruction;
 3. Assisting the **school** district in revising and implementing substance abuse and related policies and procedures;
 4. Developing and administering substance abuse and related intervention services in the school district;

5. Providing counseling and referral services to students regarding substance abuse and related problems; and
 6. Cooperating with community service providers or other officials in the rendering of substance abuse and related treatment services.
- (b) To be eligible for the SAC CE, the candidate shall present one of the following:
1. A bachelor's or higher degree from a regionally accredited college or university[,]; a valid New Jersey or out-of-State standard certificate as school psychologist, school social worker, school counselor, director of school counseling services, or school nurse; and evidence of graduate study in [area] (c)2i through iv below. [These] **The** candidates [are] **shall be** exempt from (c)2ix below;
 2. A bachelor's or higher degree from a regionally accredited college or university and a valid Licensed Clinical Alcohol and Drug Counselor credential issued by the New Jersey Alcohol and Drug Counselor Committee of the Marriage and Family Board and evidence of graduate study in areas (c)2iii and vi through viii below. [These] **The** candidates [are] **shall be** exempt from (c)2ix below; or
 3. A bachelor's or higher degree from a regionally accredited college or university and a valid Certified Prevention Specialist credential issued by the Addiction Professionals Certification Board of New Jersey and evidence of graduate study in areas (c)2iv, v, vii, and viii below. [These] **The** candidates [are] **shall be** exempt from (c)2ix below.
- (c) To be eligible for the SAC CEAS, the candidate shall:
1. Hold a standard instructional certificate; a school psychologist, school social worker, school counselor, director of school counseling services, or school nurse endorsement; a valid Licensed Clinical Alcohol and Drug Counselor credential issued by the New Jersey Alcohol and Drug Counselor Committee of the

Marriage and Family Board; a valid Certified Prevention Specialist credential issued by the Addiction Professionals Certification Board of New Jersey; or a master's or higher degree from a regionally accredited college or university; and

2. Complete a Department-approved graduate program with a range of 21 to 27 semester-hour credits to include study in the following required areas:
 - i. Fundamentals of drug and alcohol abuse and dependency and related problems;
 - ii. Child and adolescent development, including research-based risk, protective, and resiliency factors for students at risk for school failure;
 - iii. Curriculum planning, implementation, and staff development in chemical health education;
 - iv. Coordination and delivery of intervention and referral services in a school setting, including multidisciplinary intervention teams;
 - v. Assessment and counseling of drug and alcohol affected students and their families;
 - vi. Coordination of research-based prevention program services in school and community settings;
 - vii. School culture and the dynamics of policy and program development;
 - viii. School law as it relates to substance abuse and related problems; and
 - ix. A college-supervised SAC practicum.
- (d) To be eligible for a provisional educational services certificate with a SAC endorsement, the candidate shall:
1. Possess a SAC CE or CEAS; and
 2. Obtain an offer of employment in a position that requires the SAC certificate.
- (e) To be eligible for a standard educational services certificate with a SAC endorsement, the candidate shall:

1. Possess a provisional educational services certificate with a SAC endorsement pursuant to (d) above;
 2. Complete a Department-approved graduate program pursuant to (c) above; and
 3. Complete a six-month State-approved school residency while employed full-time under a provisional educational services certificate with a SAC endorsement. If employed half-time, the residency period shall be 12 months. The residency program shall be conducted under the direction of a State-approved residency supervisor who shall hold standard New Jersey supervisor, principal, or school administrator certification. The residency program shall:
 - i. Operate in accordance with a residency agreement issued by the Department and entered into by the Department, the employing school, the candidate, and the State-approved residency supervisor; and
 - ii. Consist of a supervised residency that includes professional experiences in chemical health curriculum planning[.]; implementation and staff development[.]; development and coordination of substance abuse intervention and referral services[.]; development and coordination of prevention program services[.]; and the development of school drug and alcohol policies and procedures.
- (f) The State-approved residency supervisor shall have primary responsibility to assure [that] the candidate receives appropriate training, support, practicum experiences, and professional opportunities in the critical job responsibilities specified in the agreement and consistent with (a) above. The residency supervisor shall also evaluate and verify the completion of all required experiences according to the terms and conditions of the residency agreement.
- (g) Upon completion of the residency period, the supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to

complete the job duties pursuant to N.J.S.A. 18A:40A-18[(c)].**c** and to implement the theoretical concepts pursuant to (c)2 above. The supervisor shall discuss the evaluation report with the candidate, and the supervisor and candidate shall sign the report as evidence of such discussion. [Upon completion of the] **The completed** evaluation[, the evaluation] shall be submitted to the Office. The evaluation on each candidate shall include one of the following recommendations:

1. Approved: Recommends issuance of a standard educational services certificate with a SAC endorsement;
 2. Insufficient: Recommends [that] a standard educational services certificate with a SAC endorsement not be issued, but [that] the candidate be allowed to continue the residency or seek admission to an additional residency. Except for [those] candidates who receive approval pursuant to N.J.A.C. 6A:9B-[4.18(d)]**4.13(d)**, a candidate who receives a second insufficient [is] **recommendation shall be** precluded from continuing or re-entering a residency; or
 3. Disapproved: Recommends [that] a standard educational services certificate with a SAC endorsement not be issued. [and that the] **A candidate [is] who is disapproved shall be** precluded from continuing or re-entering a residency
- (h) If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-[4.17]**4.12**.
- (i) An emergency certificate is not available for SAC.

6A:9B-[12.3]14.3 School nurse

- (a) The school nurse endorsement authorizes the holder to perform nursing services and to teach in areas related to health in public schools in [grades] preschool through **grade 12**.

- (b) To be eligible for the standard educational services certificate with a school nurse endorsement, a candidate shall hold or complete the following professional licenses, degrees, certifications, and training:
1. A current New Jersey registered professional nurse license issued by the New Jersey State Board of Nursing;
 2. A bachelor's degree from a regionally accredited college or university;
 3. A current Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillators (AED) certification as issued by the American Heart Association, the American Red Cross, the National Safety Council, or other entities determined by the Department of Health to comply with the American Heart Association's CPR guidelines; and
 4. Complete training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards, including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, Asthma and Immunology.
- (c) The candidate shall also complete either a Department-approved college curriculum for the preparation of school nurses or a program of studies, **with a** minimum of 21 semester-hour credits, that includes study in the following topics:
1. A minimum of six semester-hour credits in school nursing, including school health services, physical assessments, organization and administration of the school health program, and clinical experience in a school nurse office;
 2. Health assessment;
 3. Special education and/or learning disabilities;
 4. Methods of teaching health in [grades] preschool through grade 12 including curriculum development;

5. Public health, including [such areas as] public health nursing, community health problems, and communicable disease control;
 6. Guidance and counseling; and
 7. School law, including legal aspects of school nursing.
- (d) During the initial three years of employment under this endorsement, the holder of a school nurse endorsement [must] **shall** engage in a minimum of 20 hours of professional development in each of the following: human growth and development; substance abuse and dependency; and human and intercultural relations. The professional development requirements shall be incorporated into each endorsement holder's professional development plan pursuant to N.J.A.C. 6A:9C-3.
- (e) An emergency certificate is not available for this endorsement.

6A:9B-[12.4]14.4 School nurse/non-instructional

- (a) The school nurse/non-instructional endorsement authorizes the holder to perform nursing services in public schools in [grades] preschool through **grade** 12. This endorsement does not authorize the holder to teach in areas related to health.
- (b) To be eligible for the standard educational services certificate with a school nurse/non-instructional endorsement, a candidate shall hold or complete the following professional licenses, degrees, certifications, and training:
1. A current New Jersey registered professional nurse license issued by the New Jersey State Board of Nursing;
 2. A bachelor's degree from a regionally accredited college or university;
 3. A current Providers Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillators (AED) certification as issued by the American Heart Association, the American Red Cross, the National Safety Council, or other

entities determined by the Department of Health to comply with the American Heart Association's CPR guidelines; and

4. Complete training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards, including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, Asthma and Immunology.

(c) The candidate **also** shall [also] complete either a Department-approved college curriculum for the preparation of school nurses or a program of studies, minimum of 15 semester-hour credits, that includes study in the following topics:

1. A minimum of six semester-hour credits in school nursing, including school health services, physical assessments, organization and administration of the school health program and clinical experience in a school nurse office;
2. Health assessment;
3. Public health, including such areas as public health nursing, community health problems and communicable disease control;
4. Special education and/or learning disabilities;
5. Guidance and counseling; and
6. School law including legal aspects of school nursing.

(d) During the initial three years of employment under this endorsement, the holder of a school nurse/non-instructional endorsement shall engage in a minimum of 20 hours of professional development in each of the following: human growth and development; substance abuse and dependency; and human and intercultural relations. The professional development requirements shall be incorporated into each endorsement holder's professional development plan pursuant to N.J.A.C. 6A:9C-3.

(e) An emergency certificate may be issued to a candidate who holds a bachelor's degree from a regionally accredited college or university and a current New Jersey registered

professional nurse license and current CPR/AED certificates. The candidate shall present evidence of study in public health nursing and child and/or adolescent growth and development. The study must appear on the transcript of a regionally accredited four-year college or university.

6A:9B-[12.5]14.5 School social worker

- (a) The school social worker endorsement authorizes the holder to serve as a school social worker in any school district in the State in [grades] preschool through **grade 12**.
- (b) To be eligible for the standard educational services certificate with a school social worker endorsement, the candidate shall hold a master's degree from a regionally accredited college or university and complete a total of 30 graduate-level semester-hour credits with a study in each [of the areas] **area** listed below:
 - 1. Psychology, including general psychology, educational psychology, psychology of adolescence, and child growth and development;
 - 2. Special education and/or learning disabilities;
 - 3. Social problems, including study in dealing with delinquency, poverty, interracial, and intercultural problems;
 - 4. A minimum of six semester-hour credits in introductory and advanced social casework, including principles and practices in social casework, interviewing, and methods and skills in diagnosis;
 - 5. Mental hygiene and social psychiatry, including dynamics of human behavior and psychopathology;
 - 6. Medical information, including the role of the social worker in health problems or fundamentals of substance abuse and dependency;
 - 7. Community organizations, agencies and resources; and

8. Social policy and public welfare services, including the care and protection of at-risk children and families.
- (c) Holders of a master's degree in social work from a regionally accredited college or university will be issued a standard educational services certificate with a school social worker endorsement.
 - (d) An emergency certificate may be issued to a candidate who meets the following requirements:
 1. A bachelor's degree in social work or a related area from a regionally accredited college or university; and
 2. Study in **(b)4 above and in** at least [three] **two** of the **other** study topics listed in **(b)1 through 3 and 5 through 8** above [to include a course in social casework];

6A:9B-[12.6]14.6 Speech-language specialist

- (a) The speech-language specialist endorsement authorizes the holder to provide service as a speech-language specialist in [grades] preschool through **grade 12**.
- (b) To be eligible for the standard educational services certificate with a speech-language specialist endorsement, the candidate shall:
 1. Hold a master's or higher degree in speech-language pathology from a regionally accredited college or university; and
 2. Pass a State-approved test of comprehensive knowledge in the field of speech-language pathology.
- (c) Individuals who hold a valid New Jersey speech correctionist endorsement and a master's degree in speech-language pathology shall be issued the speech-language specialist endorsement upon submission of a completed application and **the** required fee.

- (d) Individuals holding a valid New Jersey speech correctionist endorsement may serve in a position requiring speech-language specialist certification until August 31, 2015, by which date they shall have obtained the speech language specialist endorsement or completed a Department-approved retraining program.
- (e) A certificate of eligibility annually expiring July 31 may be issued to candidates who meet the requirements in (e)1 or 2 below. Notwithstanding the provisions of N.J.A.C. 6A:9B-8.2, this certificate of eligibility authorizes the holder to seek employment in any [public] school district or Department-approved private school for students with disabilities. To be eligible for the speech-language specialist certificate of eligibility and subsequent provisional certificate, a candidate [must] **shall** either:
1. Hold a bachelor's degree in speech-language pathology/communication disorders from a regionally accredited college or university; and
 - i. Be currently matriculated in a master's degree program in speech-language pathology/communication disorders from a regionally accredited college or university; and
 - ii. Document completion of a minimum of 18 semester-hour graduate credits in speech language pathology/communication disorders, including a graduate clinical practicum; or
 2. Hold a bachelor's degree in a major other than speech-language pathology/communication disorders from a regionally accredited college or university; and
 - i. Be currently matriculated in a master's degree program in speech-language pathology/communication disorders from a regionally accredited college or university; and

- ii. Document completion of a minimum of 24 semester-hour graduate credits in speech language pathology/communication disorders, including a graduate clinical practicum.
- (f) To be eligible for an initial two-year provisional speech-language specialist certificate, the candidate shall:
 - 1. Possess a speech-language specialist [certificate of eligibility] **CE**; and
 - 2. Obtain an offer of employment in a speech-language specialist position.
- (g) To be eligible for a one-time renewal of the provisional speech-language specialist certificate, a candidate shall:
 - 1. Provide an official college transcript from the speech language pathology/communication disorders program in which he or she is matriculated, showing a minimum of 12 semester-hour graduate credits completed each year following the initial issuance of the provisional certificate[,] **and** demonstrating annual progress toward completion of the master's degree required for the standard certificate; and
 - 2. Provide documentation of employment in a speech-language specialist position in a [public] school district or Department-approved private school for students with disabilities.
- (h) A standard certificate may be issued to candidates holding the provisional speech-language specialist certificate who meet the requirements in (b) above.
- (i) An emergency certificate is not available for the speech-language specialist endorsement after July 31, 2013. However, emergency certificates in effect on July 1, 2013, will remain valid until July 31, 2013.

6A:9B-[12.7]14.7 Director of school counseling services

- (a) The director of school counseling services endorsement authorizes the holder to serve as a director, administrator, or supervisor of school counseling services, including the supervision of educational activities in areas related to and within the counseling program in [grades] preschool through **grade 12**.
- (b) To be eligible for the standard educational services certificate with a director of school counseling services endorsement, a candidate shall hold a master's or higher degree from a regionally accredited college or university, hold a standard New Jersey school counselor or student personnel services certificate or an equivalent out-of-State certificate, and complete three years of successful experience as a school counselor in [grades] preschool through **grade 12**. In addition, the candidate shall complete one of the following:
1. A Department-approved program in Director of School Counseling; or
 2. A three-credit graduate-level course in each of the following [required] areas:
 - i. Administration[: This group includes such], **including** courses **such** as school law, organization, and administration of elementary and secondary schools;
 - ii. Staff supervision[: This group includes such], **including** courses **such** as supervision and evaluation of instructional staff, and supervision of school counseling services; and
 - iii. Curriculum development[: This group includes such], **including** courses **such** as principles of general curriculum development, elementary and secondary curriculum development, and extracurricular activities.
- (c) An emergency certificate may be issued to a candidate who meets the following requirements:
1. A master's degree from a regionally accredited college or university, a standard New Jersey school counselor or student personnel services certificate, and two

years of experience as a school counselor in [grades] preschool through **grade 12**;

and

2. A graduate course in staff supervision.

6A:9B-[12.8]14.8 School counselor

- (a) The school counselor endorsement authorizes the holder to perform school counseling services such as study and assessment of individual pupils with respect to their status, abilities, interest, and needs; counseling with administrators, teachers, students, and parents regarding personal, social, educational, and vocational plans and programs; and developing cooperative relationships with community agencies in assisting children and families. The certificate holder is authorized to perform [these duties] **the services** in [grades] preschool through **grade 12**.
- (b) To be eligible for the standard educational services certificate with a school counselor endorsement, a candidate [must] **shall** hold a master's or higher degree from a regionally accredited college or university, and complete one of the following:
 1. A Department-approved graduate program in school counseling; or
 2. A minimum of 48 graduate semester-hour credits in the following areas:
 - i. Counseling: minimum of 18 semester-hour credits that [must] **shall** include study in theory and procedures of individual and group counseling, counseling and interviewing techniques, and career counseling;
 - ii. Testing and evaluation: minimum of three semester hours;
 - iii. Psychology: minimum of six semester hours in study related to child and adolescent psychology, psychology of exceptional children, and psychology of learning;

- iv. Sociological foundations: minimum of six semester hours that [must] **shall** include study in community agencies, organizations and resources, and multicultural counseling;
 - v. Statistics and research methods: minimum of three semester-hour credits;
 - vi. Supervised counseling practicum in a preschool through grade 12 school setting: minimum of six credits; and
 - vii. The remaining six semester hours of study may be chosen from among the topics listed in (b)2i through vi above or education.
- (c) A candidate who has completed a master's or higher degree from a regionally accredited college or university whose school counseling program meets the standards of the Council for Accreditation of Counseling and Related Educational Programs (CACREP) will be issued a standard school counselor certificate.
- (d) [The] **Upon the executive county superintendent's request, the** Office may issue an emergency certificate [upon the request of the executive county superintendent] to a candidate who meets the following requirements:
- 1. A bachelor's degree from a regionally accredited college or university; and
 - 2. Fifteen graduate semester-hour credits of study from the areas in (b)2i through iv above. At least six of the credits [must] **shall** be from the area in (b)2i above.

6A:9B-[12.9]14.9 School psychologist

- (a) The school psychologist endorsement authorizes the holder to serve as a psychologist in [grades] preschool through **grade 12**.
- (b) To be eligible for the standard educational services certificate with a school psychologist endorsement, a candidate [must] **shall** hold a master's or higher degree from a regionally accredited college or university and complete the following:

1. A Department-approved graduate program or a minimum of 60 semester-hour graduate credits[,] in the following areas:
 - i. Educational foundations/school psychology practice and development: minimum of 12 semester-hour credits in areas such as the role and function of the school psychologist, multicultural education, educational organization and leadership, curriculum development, and learning theories;
 - ii. Education of students with disabilities: minimum of six semester-hour credits in areas such as education and/or psychology of students with disabilities and educational assessment of [disabled] students **with disabilities**;
 - iii. Assessment, intervention, and research: minimum of 18 semester-hour credits, including study in the required areas of cognitive assessment, personality assessment, and school consultation. Additional study may be completed in areas such as applied behavior analysis, school interventions, curriculum-based measurement, multicultural counseling or individual counseling procedures, tests and measurements, statistics and research design, and analysis;
 - iv. Human behavioral development: minimum of 12 semester-hour credits in areas such as human development, social psychology, personality psychology, neurological and/or physiological basis of behavior, and psychopathology; and
 - v. Electives: additional study in areas (b)1i through iv above. Externships and practicum experiences may be accepted for elective study.
2. A practicum of 300 clock hours that consists of a sequence of closely supervised on-campus and field-based activities designed to develop and evaluate a

candidate's mastery of distinct professional skills consistent with program and/or course goals;

3. An externship of 1,200 clock hours. A minimum of 600 clock hours [must] **shall** be completed in a school setting with school-age children. The remaining 600 clock hours may be completed in a school or clinical setting, or may be completed under an emergency certificate while concurrently participating in an approved college or university school psychology program. Externship experiences completed in a school setting [must] **shall** be supervised by a person holding a standard New Jersey or out-of-State school psychologist certificate; and
 4. Persons who completed a master's or higher degree in clinical psychology from a regionally accredited college or university and [can] present official documentation of 600 clock hours of experience as a psychologist working with children in a clinical setting [may] **shall** meet the school psychology externship and practicum requirements by completing a 900-clock-hour school psychology externship in a New Jersey school, with school-age children, under a New Jersey emergency certificate.
- (c) The externship for school psychologists shall comply with the following:
1. The externship [must] **shall** be taken under the direction of a regionally accredited college or university as part of a program for the preparation of school psychologists. In cases where the Office is issuing an emergency certificate, it may approve an equivalent externship that is not under the jurisdiction of a college or university program.
 2. The college or university shall arrange externships as a program of supervised experiences. The extern shall not earn externship credit for clinical or laboratory work done as part of the requirements in [such] courses **such** as "cognitive or personality assessment" or "school consultation."

3. At least 50 percent of the externship [must] **shall** be in the psychological services division of a public school system or in a college or university demonstration center that serves a cross section of school-age children. A person holding a standard New Jersey school psychologist certificate shall provide local supervision for the period of externship training.
4. The extern shall have available various group and individual achievement tests, **and** personality and cognitive assessment tools. The extern also shall receive the results of audiometric and visual screening.
5. The extern shall have adequate office space for conferences, counseling, and diagnostic studies.
6. For purposes of study and guidance, the extern shall have access to comprehensive records on pupil growth and development.
7. The college, university, or school district, as appropriate, shall provide the extern with supervised experience in the following areas: in-service programs for faculty members; conferences with special personnel; utilization of available community resources; conducting a diagnostic study; report writing; relationships with the community; and counseling pupils, parents, and faculty.
8. The extern [may] **shall** complete no more than 50 percent of the externship in an approved hospital, institution, clinic, or agency established for the study and/or treatment of special problems of children and adults. A licensed psychologist or school psychologist shall supervise the extern during the training experience. The director of the institution or agency shall certify [that this] **the** experience includes the following: conducting a diagnostic study; reporting, writing and communication of diagnostic findings; and participation in staff planning and evaluating conferences.

(d) [School] **A school** district[s desiring] **seeking** authorization for the employment of an extern under emergency certification [should] **shall** submit a request to the executive county superintendent for preliminary approval. If the executive county superintendent grants preliminary approval, the emergency certificate will be forwarded to the applicant.

The request [must] **shall** contain the following information:

1. The name of the fully certified school psychologist in the school system under whose supervision the externship will be carried out. This person must hold a standard New Jersey school psychologist certificate and have three years of experience as a certified school psychologist;
2. The nature and extent of the training experiences that will be provided under supervision during the externship;
3. The dates of the **externship** period [of the externship];
4. The total number of clock hours to be worked during the externship; and
5. Official college transcripts showing successful completion of a minimum of 40 semester-hour graduate credits applicable toward standard school psychologist certification in areas listed in (b)1 above, including study in the required areas of cognitive assessment, personality assessment, and school consultation.

(e) The Office will issue a standard New Jersey school psychologist certificate to holders of a currently valid Nationally Certified School Psychologist (NCSP) license.

(f) [The] **Upon the executive county superintendent's request, the** Office may issue an emergency certificate [upon the request of the executive county superintendent] to a candidate who meets the following requirements:

1. A bachelor's degree from a regionally accredited college or university; and
2. Official college transcripts showing successful completion of a minimum of 30 semester-hour graduate credits applicable toward standard school psychologist

certification in areas listed in (b)li through v above. [This must] **The credits shall** include study and practicum experience in assessment.

6A:9B-[12.10]14.10 Learning disabilities teacher-consultant

- (a) The learning disabilities teacher-consultant endorsement authorizes the holder to serve as a learning disabilities teacher-consultant in [grades] preschool through **grade 12**.
- (b) To be eligible for the standard educational services certificate with a learning disabilities teacher-consultant endorsement, a candidate shall:
 - 1. Hold a master's or higher degree from a regionally accredited college or university;
 - 2. Hold a standard New Jersey or out-of-State instructional certificate; and
 - 3. Have three years of successful teaching experience.
- (c) A candidate who satisfies (b) above also shall complete one of the following:
 - 1. A Department-approved graduate program for the preparation of learning disabilities teacher-consultants;
 - 2. A consultant-level master's degree in educational disabilities from [an NCATE-] **a nationally** accredited program; or
 - 3. A minimum of 24 semester-hour graduate credits chosen from the areas listed below. The candidate shall complete the requirements in (c)3i through ix below and may take elective credits in any area in (c)3i through x below.
 - i. Education of students with disabilities, including study in history of the development of educational services for children in each area of exceptionality; study of present services, research, and professional ethics dealing with the characteristics of children who differ from the norm intellectually, physically, socially, and emotionally; evaluation of present

- practices in the education of students with disabilities; study of the relationship of educational practices and their environmental settings; and cultural and linguistic diversity;
- ii. Learning theory, including study in motivation and its effect on learning; [study of] leading theories of learning; [study of] rewards and incentives; and [study in] interests and climate for learning;
 - iii. Remediation of basic skills, including study in research-based corrective methods and materials as related to specific diagnostic findings, [the] **CCCS** requirements [of the **CCCS**], and the school and classroom environment;
 - iv. Physiological bases for learning, including study of the neurological development and physical readiness of the normal child for learning; [study of] abnormal **health** conditions [of health] that contribute to educational disability; and [study of] metabolic and infectious disorders that affect learning;
 - v. Orientation in psychological testing, including study of [a] **an** overview of tests applicable to educational psychology; interpretation of psychological reports as applied to tests administered; the appropriate use of tests and the potential misuse of test results; and test construction theory;
 - vi. Diagnosis of learning problems, including study of the nature and cause of learning problems; formulating an evaluation plan for educational assessments; administering and interpreting technically sound and culturally responsive standardized instruments and functional assessment procedures to determine educational levels, underlying deficits, and learning style; methods of arriving at a diagnosis based on evidence

- available from each child study team (CST) member; and ways of reporting diagnostic findings;
- vii. Accommodations and modifications as a method of providing service to children with learning problems, including utilization of validated methods for adapting instruction for diverse learning needs; technology for students with disabilities; understanding of accommodations and modifications in curriculum, materials, methods, classroom structures, and assessment; utilization of the individualized education plan (IEP) and the CCCS accommodation and modification; methods to enhance social relationships and positive behavior methods; focus on the inclusive classroom environment; legal issues related to the **CST's** responsibilities [of the CST], including the requirements of a free appropriate public education, least restrictive environment, the determination of eligibility, and [the] **IEP** development [of the IEP];
- viii. Collaboration theory and practice, including theory and process of conducting collaborations; establishing collaborative partnerships between general and special educators, with parents and families, and with paraprofessionals; methods of co-teaching, including in-class support[,]
and classroom consultation[, and co-teaching]; preparation for participating in a multidisciplinary [child study team] **CST** setting with opportunities for modeling and participation in team staffings and parent conferences; opportunities to observe, rehearse, and present results from evaluations in practice sessions;
- ix. A college-supervised, consultant-level practicum in diagnosis and remediation of educational disabilities in school and clinical situations. The definition and nature of this practicum, and the courses in which it

will be provided, should be clear in the program description. The practicum [should] **shall** provide for a minimum of 90 clock hours of college-supervised experience. [This may] **The practicum shall** not be a student-teaching experience; and

- x. Elective study chosen from areas such as group dynamics; methods and materials for teaching students with disabilities; curriculum development in the teaching of students with disabilities; teaching of reading; assistive/adaptive technology; interviewing and counseling; educational psychology; and community resources.

(d) An emergency certificate may be issued to a candidate who [meets] **has obtained** the following [requirements]:

1. A standard instructional certificate;
2. Three years of teaching experience; and
3. A minimum of 12 graduate credits in educational disabilities including psychological testing.

6A:9B-[12.11]14.11 School occupational therapist

(a) The school occupational therapist endorsement is required for service as an occupational therapist in [grades] preschool through **grade 12**.

(b) [The requirements] **To be eligible** for the school occupational therapist endorsement, [are as follows] **a candidate shall have:**

1. A bachelor's degree from a regionally accredited college or university;
2. [Completion of] **Completed** a program in occupational therapy from an approved school; and

3. A currently valid license issued by the New Jersey Occupational Therapy Advisory Council.
- (c) An emergency certificate is not available for this endorsement.

6A:9B-[12.12]14.12 School physical therapist

- (a) The school physical therapist endorsement [is required for service] **authorizes the holder to serve** as a physical therapist in [grades] preschool through **grade 12**.
- (b) [The requirements] **To be eligible** for the school physical therapist endorsement, [are as follows] **a candidate shall have:**
1. A bachelor's degree from a regionally accredited college or university;
 2. [Completion of] **Completed** a program in physical therapy from an approved school; and
 3. A currently valid license issued by the New Jersey Board of Physical Therapy.
- (c) An emergency certificate is not available for this endorsement.

6A:9B-[12.13]14.13 Reading specialist

- (a) The reading specialist endorsement [is required for service] **authorizes the holder to serve** as a reading specialist in [grades] preschool through **grade 12**. A reading specialist conducts in-service training of teachers and administrators[.]; coordinates instruction for students or groups of students having difficulty learning to read[.]; diagnoses the nature and cause of a student's difficulty in learning to read[.]; plans developmental programs in reading for all students[.]; recommends methods and materials to be used in the school district reading program[.]; and contributes to the evaluation of the reading achievement of students.

- (b) A candidate for this endorsement shall have completed a master's degree from a regionally accredited college or university, two years of successful teaching experience, and one of the following:
1. A **Department-approved** graduate-degree program in reading [approved by the Department]; or
 2. A program of graduate studies of 30 semester-hour credits consisting of the following:
 - i. Reading foundations;
 - ii. Diagnosis of reading problems;
 - iii. Correction of reading problems;
 - iv. Supervised practicum in reading; and
 - v. Study in at least three of the following areas: children's or adolescent literature; measurement; organization of reading programs; psychology; staff supervision; linguistics; special education; research; and foundations of education.
- (c) An emergency certificate may be issued to a candidate who [meets] **has obtained** the following [requirements]:
1. A master's degree from a regionally accredited college or university;
 2. Two years of successful teaching experience; and
 3. Completion of 12 graduate credits in the areas listed in (b)2 above

6A:9B-[12.14]14.14 School library media specialist

- (a) The school library media specialist (SLMS) endorsement [is required for any person who serves] **authorizes the holder to serve** as a school library media specialist in [grades] preschool through **grade 12**. The functions include: delivery of instruction in

information literacy skills[, and]; the development and coordination of school library media programs and resources[. The functions also include]; **and** the delivery of instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media. Media are defined as all print, non-print, and electronic resources, including the technologies needed for their use.

- (b) To be eligible for the SLMS CE, a candidate [must] **shall** hold a master's degree from a regionally accredited college or university and complete one of the following:
1. A **Department-approved** graduate program [approved by the Department as the basis for issuing this] **that specifically prepares the candidate for the** certificate; or
 2. A master's degree in library media studies from a regionally accredited college; or
 3. A program of graduate studies consisting of at least 36 semester-hour credits in a coherent sequence of studies including the following:
 - i. Organization and coordination of school library media programs, resources, and instruction to provide a sequential course of study for students;
 - ii. Application of learning theory to reading, listening, and viewing library media resources;
 - iii. Access, evaluation, selection, and utilization of library media resources;
 - iv. Design and development of multimedia materials;
 - v. Design, development, and integration of information literacy skills and the library media program throughout the school curriculum;
 - vi. Integration of educational resources and technology throughout the school curriculum;
 - vii. Children's literature and young adult literature;

- viii. Development and implementation of policies and procedures for effective and efficient acquisition, cataloging, processing, circulation, and maintaining equipment and resources to ensure equitable access;
- ix. Development, implementation, and evaluation of library media programs to meet educational goals, including management of library personnel, resources, and facilities;
- x. Utilization of current and emergent technologies in all phases of school library media programs; and
- xi. [Field] A **clinical** experience that includes instruction and management. This experience [must] **shall** be completed in a school library media center.

(c) To be eligible for the SLMS CEAS, a candidate [must] **shall** complete the requirements outlined in (b)1 or 3 above and one of the following:

- 1. Hold a standard New Jersey or out-of-State instructional certificate. A military science endorsement will not satisfy this requirement;
- 2. Complete a State-approved college [teacher] **educator** preparation program with or without [student teaching] **clinical practice**; or
- 3. Complete a coherent college program at a regionally accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management.

(d) To be eligible for a provisional educational services certificate with a SLMS endorsement, the candidate shall:

- 1. Possess a SLMS CE or CEAS; and
- 2. Obtain an offer of employment in a position that requires the SLMS endorsement.

- (e) To be eligible for the standard educational services certificate with a SLMS endorsement, a candidate shall:
1. Possess a provisional educational services certificate with a SLMS endorsement pursuant to (d) above;
 2. Complete a coherent college program at a regionally accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management. Holders of the SLMS CEAS are exempt from this requirement;
 3. Complete graduate-level coursework in the school library media topics listed in (b)3 above that were not included in the candidate's library media master's program. Holders of the SLMS CEAS are exempt from this requirement;
 4. Complete a year-long school-based residency program in a school library media center. A certified school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year. The residency program shall:
 - i. Consist of a supervised residency that includes professional experiences in the delivery of instruction in information literacy skills; [and] the development and coordination of school library media programs and resources[. In addition, the residency includes]; **and** the delivery of instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media. Where possible, the candidate shall be mentored by an experienced school library media specialist throughout the residency; and
 - ii. Be agreed upon through a **Department-issued** residency agreement [issued by the Department] outlining the responsibilities as set forth in this

section and entered into by the Department, the employing school, the candidate, and the State-approved residency supervisor.

- (f) The State-approved residency supervisor shall have primary responsibility to assure [that] the candidate receives appropriate training, support, mentoring, practicum experiences, and professional opportunities in the critical job responsibilities specified in the agreement and consistent with (a) above. The residency supervisor **also** shall [also] evaluate and verify the completion of all required experiences according to the **residency agreement's** terms and conditions [of the residency agreement].
- (g) Upon completion of the residency period, the supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to complete the job duties [pursuant to] **in** (a) above and to implement the theoretical concepts [pursuant to] **in** (b)2 above. The supervisor shall discuss the evaluation report with the candidate[,], and [the supervisor and candidate] **both** shall sign the report [as evidence of such discussion]. [Upon completion of the] **The completed** evaluation[, it] shall be submitted to the Office. The evaluation on each candidate shall include one of the following recommendations:
1. Approved: Recommends issuance of a standard educational services certificate with a SLMS endorsement;
 2. Insufficient: Recommends [that] a standard educational services certificate with a SLMS endorsement not be issued, but [that] the candidate be allowed to continue the residency or seek admission to an additional residency. Except for [those] candidates who receive approval pursuant to N.J.A.C. 6A:9B-[4.18(d)]**4.13(d)**, a candidate who receives a second insufficient [is] **recommendation shall be** precluded from continuing or re-entering a residency; or
 3. Disapproved: Recommends [that] a standard educational services certificate with a SLMS endorsement not be issued. [and that the] **A candidate [is] who receives**

a disapproved recommendation shall be precluded from continuing or re-entering a residency.

- (h) If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-[4.17]**4.12**.
- (i) The holder of a standard educational services certificate with an associate school library media specialist endorsement [is] **shall be** eligible for the SLMS upon completion of the requirements in (b)3 above.
- (j) An emergency certificate may be issued to a candidate who has a bachelor's degree from a regionally accredited college or university and has completed a minimum of 12 graduate-level semester-hour credits in school library media.
- (k) [The following individuals are] **An individual who holds one of the following shall be** eligible [to receive] **for** the standard SLMS endorsement:
 - 1. [Those holding a] **A** permanent New Jersey school librarian or standard educational media specialist endorsement; or
 - 2. [Those holding a] **A** standard New Jersey Associate School Library Media Specialist (ASLMS) endorsement [who have] **and has** completed a graduate-degree program at a regionally accredited college or university with specialization in school library media studies.
- (l) Individuals holding the school librarian or educational media specialist endorsement may serve in any position requiring the SLMS endorsement.

6A:9B-[12.15]14.15 Associate school library media specialist

- (a) The associate school library media specialist (ASLMS) endorsement [is required for anyone who serves] **authorizes the holder to serve** as a school library media specialist in [grades] preschool through **grade** 12 under the supervision of a certified school

administrator, principal, or supervisor. The functions include: delivery of instruction in information literacy skills[, and]; the development and coordination of school library media programs and resources[. The holder also provides]; **and** instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media. These media are defined as all print, non-print, and electronic resources, including the technologies needed for their use.

(b) To be eligible for the ASLMS CE, a candidate shall have completed a bachelor's degree from a regionally accredited college or university and one of the following:

1. A **Department-approved** graduate program [approved by the Department as the basis for issuing this] **that specifically prepares the candidate for the certificate; or**
2. A program of graduate studies consisting of at least 18 semester-hour credits in a coherent sequence of studies, including the following:
 - i. Access, evaluation, selection, and utilization of library media resources;
 - ii. Organization and coordination of school library media programs, resources, and instruction to provide K-12 students with a sequential course of studies;
 - iii. Children's literature and young-adult literature;
 - iv. Design, development, and integration of information literacy skills throughout the school curriculum;
 - v. Design and development of multimedia materials;
 - vi. Utilization of current and emergent technologies in all phases of school library media programs; and
 - vii. A [field] **clinical** experience that includes instruction and management. This experience must be completed in a school library media center.

- (c) To be eligible for the ASLMS CEAS, a candidate shall complete the requirements outlined in (b) above and one of the following:
1. Hold a standard New Jersey or out-of-State instructional certificate. A military science endorsement shall not satisfy this requirement;
 2. Complete a State-approved college [teacher] **educator** preparation program with or without [student teaching] **clinical practice**; or
 3. Complete a coherent college program at a regionally accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management.
- (d) To be eligible for a provisional educational services certificate with an ASLMS endorsement, the candidate shall:
1. Possess an ASLMS CE or CEAS; and
 2. Obtain an offer of employment in a position that requires the ASLMS endorsement.
- (e) To be eligible for the standard educational services certificate with an ASLMS endorsement, a candidate shall:
1. Possess a provisional educational services certificate with an ASLMS endorsement pursuant to (d) above;
 2. Complete a coherent college program at a regionally accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management. Holders of the ASLMS CEAS are exempt from the study requirements; and

3. Complete a year-long school-based residency program in a school library media center. A certified school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year. The residency program shall:
 - i. Consist of a supervised residency that includes professional experiences in the delivery of instruction in information literacy skills and the development and coordination of school library media programs and resources. In addition, the residency includes the delivery of instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media. Where possible, the candidate shall be mentored by an experienced school library media specialist throughout the residency; and
 - ii. Be agreed upon through a residency **Department-issued** agreement [issued by the Department] outlining the responsibilities as set forth in this section and entered into by the Department, the employing school, the candidate, and the State-approved residency supervisor.
- (f) The State-approved residency supervisor shall have primary responsibility to assure [that] the candidate receives appropriate training, support, mentoring, practicum experiences, and professional opportunities in the critical job responsibilities specified in this section. The residency supervisor **also** shall [also] evaluate and verify the completion of all required experiences according to the **residency agreement's** terms and conditions [of the residency agreement].
- (g) Upon **the residency period's** completion [of the residency period], the supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to complete the job duties [pursuant to] **in** (a) above and to implement the theoretical concepts [pursuant to] **in** (b)2 above. The supervisor shall discuss the evaluation report with the candidate[,] and [the supervisor and candidate] **both** shall sign

the report [as evidence of such discussion]. [Upon completion of the] **The completed** evaluation[, it] shall be submitted to the Office. The evaluation on each candidate shall include one of the following recommendations:

1. **Approved:** Recommends issuance of a standard educational services certificate with an ASLMS endorsement;
 2. **Insufficient:** Recommends [that] a standard educational services certificate with an ASLMS endorsement not be issued, but [that] the candidate be allowed to continue the residency or seek admission to an additional residency. Except for [those] candidates who receive approval pursuant to N.J.A.C. 6A:9B-[4.17(d)]**4.13(d)**, a candidate who receives a second insufficient [is] **recommendation shall be** precluded from continuing or re-entering a residency;
or
 3. **Disapproved:** Recommends [that] a standard educational services certificate with an ASLMS endorsement not be issued. [and that the] **The candidate [is] who is disapproved shall be** precluded from continuing or re-entering a residency.
- (h) If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-[4.17]**4.12**.
- (i) An emergency certificate may be issued to a candidate who completes a bachelor's degree from a regionally accredited college or university and a minimum of six graduate semester-hour credits in school library media.
- (j) Policies governing the ASLMS endorsement are as follows:
1. [Persons holding] **The holder of** a standard or permanent New Jersey teacher-librarian or the associate educational media specialist endorsement shall be [deemed] eligible [to receive] **for** the ASLMS endorsement.

2. The holder of the teacher-librarian or associate educational media specialist endorsement [is] **shall be** eligible [to receive] **for** an extension of the authorization to include the functions of the ASLMS authorization.

6A:9B-[12.16]14.16 School orientation and mobility specialist

- (a) The school orientation and mobility specialist endorsement [is required for service] **authorizes the holder to serve** as an orientation and mobility instructor to blind and visually impaired students in public schools in [grades] preschool through **grade 12**.
- (b) To be eligible for the standard educational services certificate with a school orientation and mobility specialist endorsement, the candidate shall:
 1. Hold a bachelor's degree from a regionally accredited college or university; and
 2. Hold a valid Orientation and Mobility Specialist certification issued by the Academy for the Certification of Vision Rehabilitation & Education Professionals (ACVREP) or a Category A: University Preparation certification issued by the National Blindness Professional Certification Board (NBPCB).

6A:9B-[12.17]14.17 School athletic trainer

- (a) The athletic trainer endorsement [is required for service] **authorizes the holder to serve** as a school athletic trainer in [grades] preschool through **grade 12** pursuant to N.J.S.A. 18A:28-4[(b)].**b**.
- (b) To be eligible for the school athletic trainer endorsement, a candidate shall:
 1. Hold a bachelor's degree from a regionally accredited college or university; and

2. Satisfactorily complete the requirements established by the State Board of Medical Examiners for registration as an athletic trainer pursuant to N.J.A.C. 13:35-10.
- (c) An emergency certificate is not available for this endorsement.

6A:9B-[12.18]14.18 Educational interpreter

- (a) Effective September 1, 2005, the educational interpreter endorsement [is] **shall be** required for individuals who provide educational interpreting services, sign language interpreting, oral interpreting or cued speech transliteration to students who are deaf, hard of hearing, or deaf-blind in [grades] preschool through **grade 12**.
- (b) To be eligible for the standard educational services certificate with a sign language interpreting endorsement, a candidate shall:
1. Hold an associate or higher degree from a regionally accredited college or university and complete the following:
 - i. The Educational Interpreter Performance Assessment (EIPA) with a minimum score of three; and
 - ii. Fifteen semester hour-credits of professional education coursework that includes study in child development, language development, curriculum development, methods of instruction, interpreting for deaf-blind students, and legal and ethical issues for educational interpreters. Such study may be part of, **or in addition to**, the degree program [or in addition to the degree program] and may be completed at an accredited two-year college; or
 2. Have a high school diploma or a General Education Diploma (GED)[,]; demonstrated interpreting skills as evidenced through the possession of a sign

language certificate from the Registry of Interpreters for the Deaf, the National Association of the Deaf, or other Department-approved national accrediting agencies for sign language interpreting; and complete the following:

- i. The EIPA with a minimum score of three; and
- ii. Fifteen semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, interpreting for deaf-blind students, legal and ethical issues for educational interpreters, and methods of instruction. The study may be completed at an accredited two-year college.

(c) To be eligible for the standard educational services certificate with an oral interpreting endorsement, a candidate shall:

1. Have a high school diploma, a GED, or an associate or higher degree;
2. Demonstrate interpreting skills as evidenced through the possession of an oral interpreting certificate from a Department-approved accrediting agency; and
3. Complete 15 semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, interpreting for deaf-blind students, legal and ethical issues for educational interpreters, and methods of instruction. The study may be completed at an accredited two-year college.

(d) To be eligible for the standard educational services certificate with a cued speech transliteration endorsement, a candidate shall:

1. Have a high school diploma, a GED, or an associate or higher degree;
2. Demonstrate interpreting skills as evidenced through the possession of a cued speech transliteration certificate from a Department-approved accrediting agency; and

3. Complete 15 semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, interpreting for deaf-blind students, legal and ethical issues for educational interpreters, and methods of instruction. The study may be completed at an accredited two-year college.
- (e) An emergency educational interpreter certificate in sign language interpreting may be issued to a candidate with a high school diploma or GED and who has completed the EIPA with a minimum score of three. The emergency certificate may be renewed a total of three times.
 - (f) An emergency educational interpreter certificate in oral interpreting may be issued to a candidate with a high school diploma or GED and an oral interpreting certificate from a Department-approved accrediting agency. The emergency certificate may be renewed a total of three times.
 - (g) An emergency educational interpreter certificate in cued speech transliteration may be issued to a candidate with a high school diploma or GED and a cued speech transliteration certificate from a Department-approved accrediting agency. The emergency certificate may be renewed a total of three times.

6A:9B-[12.19]14.19 Cooperative education coordinator – hazardous occupations

- (a) The cooperative education coordinator (CEC) – hazardous occupations endorsement [is required for an individual] **authorizes the holder** to serve as a coordinator supervising career and technical education students who are participating in cooperative education experiences in hazardous occupations in accordance with N.J.S.A. 34:2-21, Child labor laws, and N.J.A.C. 6A:8 and 6A:19. This endorsement **also** authorizes the holder to place and supervise career and technical education students in school-sponsored cooperative

education experiences as part of a career and technical education program[. This endorsement also permits the individual], **and** to supervise students participating in any other **Structured Learning Experience (SLE)** in any career cluster.

(b) To be eligible for the CEC – hazardous occupations endorsement, the candidate shall present:

1. A standard instructional certificate with a career and technical education endorsement in any field;
2. [Two] **Evidence of two** years of successful teaching under a certificate in career and technical education, and completion of the following:
 - i. Training in child labor, wage and hour, and wage payment laws and regulations, as required by the Department of Labor and Workforce Development and the U.S. Department of Labor in accord with N.J.S.A. 34:2-21 and 57, N.J.S.A. 34:11-4 and 56, N.J.A.C. 12:56 and 12:58, and 29 CFR 570 and 1900;
 - ii. A minimum of 20 hours of training or a Department-approved equivalent program in safety and health and required Department procedures and planning for SLEs pursuant to N.J.A.C. 6A:19;
 - iii. Two graduate-level college courses or a Department-approved equivalent program in instructional strategies for work-based education and career information/occupational guidance; and
 - iv. One-thousand hours of employment experience in a hazardous occupation, as approved by the chief school administrator, in accordance with N.J.S.A. 34:2-21.

(c) Individuals holding a Vocational-Technical Coordinator: Cooperative Industrial Education endorsement as of January 20, 2004, may serve in a position requiring the CEC - hazardous occupations endorsement in any career cluster.

- (d) An emergency certificate in CEC – hazardous occupations may be issued to a candidate who meets the requirements in (d)1 through 3 below. The candidate shall complete the requirements for the standard certificate in no more than 24 months from the issuance date of the emergency certificate.
1. A standard career and technical education instructional certificate;
 2. Two years of successful career and technical education teaching experience; and
 3. One-thousand hours of employment experience in a hazardous occupation, as approved by the chief school administrator, in accordance with N.J.S.A. 34:2-21.

6A:9B-[12.20]14.20 Cooperative education coordinator

- (a) The cooperative education coordinator endorsement [is required for an individual] **authorizes the holder** to serve [in the capacity] as a coordinator supervising career and technical education students who are participating in cooperative education experiences in non-hazardous occupations in accordance with N.J.S.A. 34:2-21 and N.J.A.C. 6A:8 and 6A:19. This endorsement also permits the [individual] **holder** to supervise students participating in any other non-hazardous SLE in any career cluster.
- (b) To be eligible for the endorsement, the candidate shall present:
1. A standard instructional certificate with a career and technical endorsement in any field; and
 2. [Successful] **Evidence of** completion of two years of teaching under a certificate in career and technical education, and completion of the following:
 - i. Training in child labor, wage and hour, and wage payment laws and regulations, as required by the Department of Labor and Workforce Development and the U.S. Department of Labor in accord with N.J.S.A.

34:2-21 and 57, N.J.S.A. 34:11-4 and 56, N.J.A.C. 12:56 and 12:58, and 29 CFR 570 and 1900;

- ii. A minimum of 20 hours of training or a Department-approved equivalent program in safety and health and required Department procedures and planning for SLEs pursuant to N.J.A.C. 6A:19; and
 - iii. Two graduate-level college courses or a Department-approved equivalent program in instructional strategies for work-based education and career information/occupational guidance
- (c) [Individuals holding] **The holder of** a vocational-technical coordinator: cooperative industrial education endorsement or the teacher-coordinator of cooperative vocational-technical education in the occupational areas of agriculture education, distributive education, health occupations, home economics education, or business education endorsements may serve in a position requiring the CEC endorsement in any career cluster.
- (d) An emergency CEC certificate may be issued to a candidate who meets the requirements in (d)1 and 2 below. The candidate shall complete the requirements for the standard certificate in no more than 24 months from the issuance date of the emergency certificate.
1. A standard career and technical education instructional certificate; and
 2. Two years of successful career and technical education teaching experience.

6A:9B-[12.21]14.21 Requirements for interstate reciprocity

- (a) Notwithstanding any other provision of this subchapter, any applicant for educational services certification who presents a valid educational services certificate issued by any other state shall[, upon payment of the appropriate fee,] be issued, **upon payment of the appropriate fee**, a New Jersey educational services standard certificate for the equivalent

and [currently-issued] **currently issued** New Jersey endorsement. If there is no equivalent current New Jersey endorsement, [then] the provisions of N.J.A.C. 6A:9B-[12.1]**14.1** through [12.20] **14.20** shall apply to interstate reciprocity. There are three limitations to this rule:

1. If New Jersey has an equivalent endorsement with **a** required subject-matter test for the applicant's endorsement, the applicant shall have passed a state subject-matter test to receive his or her out-of-State endorsement or else [must] **shall** pass the appropriate New Jersey subject-matter test. This limitation shall not apply if the applicant has five years of experience in good standing under the out-of-State certificate[. Experience in good standing shall be] **as** documented by a letter of experience from the applicant's supervisor or authorized **school** district representative;
2. An applicant for interstate reciprocity for a New Jersey educational services endorsement that requires a residency shall receive a CE or CEAS as governed by this subchapter; and
3. Applicants for educational services reciprocity [must] **shall** meet all other requirements in this subchapter for State-issued professional licenses or certificates.

SUBCHAPTER [7.] 15. QUALIFYING ACADEMIC CREDENTIALS

6A:9B-[7.1]15.1 Definition; procedure

- (a) "Qualifying Academic Certificate" (QAC) means a certificate issued by the Commissioner [of Education] to applicants for mortuary science and chiropractic licenses. The QAC is issued to [those] individuals regulated by licensing authorities

under the supervision of the New Jersey Division of Consumer Affairs, and certifies [that] the applicants have completed their preliminary academic education.

- (b) Applicants for the QAC shall submit official transcripts to the Commissioner [of Education] as evidence they have completed the preliminary academic education required for the **certificate's** issuance [of the certificate].
- (c) In accordance with N.J.A.C. 6A:9B-[5.4(b)]**5.6(b)**, applicants for the QAC shall submit **with their application** a certified check or money order payable to the [Commissioner of Education with their application] **Treasurer of the State of New Jersey**.

6A:9B-[7.2]15.2 Requirements

Each applicant for a mortuary science or chiropractic license shall satisfy preliminary academic education criteria as required by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs.