

**Notice of Proposal Regarding Readoption with Amendments of N.J.A.C. 6A:9B, State Board of Examiners and Certification**

The following is the accessible version of the notice of proposal for the proposed readoption with amendments of N.J.A.C. 6A:9B. The notice of proposal includes two sections – [a summary of the chapter](#) and [the rule text, including proposed amendments](#).

## **Education**

### **State Board of Education**

#### **State Board of Examiners and Certification Rules**

#### **Proposed Readoption with Amendments: N.J.A.C. 6A:9B**

#### **Proposed Repeals: N.J.A.C. 6A:9B-7.3, 10.8, 10.16, and 15.2**

#### **Proposed New Rules: N.J.A.C. 6A:9B-3.3, 7.7, 8.10, 10.15, 11.13, 11.14, 14.22, and 14.23**

Authorized By: New Jersey State Board of Education, Angelica Allen-McMillan, Ed.D., Acting Commissioner, Department of Education, Acting Secretary, State Board of Education.

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

Calendar Reference: See Summary below for explanation of exception to calendar requirement.

Proposal Number: PRN 2022-163.

Submit written comments by February 17, 2023, to:

Julie Bunt, Chief of Staff

New Jersey Department of Education

100 River View Plaza

PO Box 500

Trenton, New Jersey 08625-0500

Email: [chapter9b@doe.nj.gov](mailto:chapter9b@doe.nj.gov)

The agency proposal follows:

### **Summary**

The Department of Education (Department) proposes to readopt N.J.A.C. 6A:9B, State Board of Examiners and Certification, with amendments, repeals, and new rules. The chapter

governs the professional development of active teachers and school and school district leaders, as well as mentoring of novice teachers.

N.J.A.C. 6A:9, Professional Licensure and Standards, was first adopted in 2004 and readopted in 2009. The chapter 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 August 4, 2014, the chapter was recodified into four chapters – N.J.A.C. 6A:9, 6A:9A, 6A:9B, and 6A:9C – through a notice of administrative changes. N.J.A.C. 6A:9B was most recently readopted in 2015. New rules at N.J.A.C. 6A:9B-11A to establish the teacher leader endorsement to the instructional certificate were adopted in May 2019. New rules at N.J.A.C. 6A:9B-8A and amendments at N.J.A.C. 6A:9B-5.6 that became effective on July 5, 2022, implemented the limited certificate of eligibility (limited CE) and limited certificate of eligibility with advanced standing (limited CEAS) pilot program.

Existing N.J.A.C. 6A:9B sets forth the State’s system of certifying educators, including teachers, school and school district administrators, and educational services personnel. The chapter authorizes the issuance of instructional, administrative, and educational services certificates. N.J.A.C. 6A:9B includes the requirements for a candidate to be eligible for a certificate of eligibility with advanced standing (CEAS), often called the “traditional route,” or a certificate of eligibility (CE), often called the “alternate route.” Both the CE and CEAS enable certificate holders to seek and obtain employment in a public school in New Jersey. Upon employment, CE and CEAS holders receive a provisional certificate and enter the provisional teacher program. CE holders also are required to enter an educator preparation program at this time. A standard

certificate, which does not expire, is issued upon successful completion of the provisional teacher program. The CE, CEAS, provisional, and standard certificates are all issued with at least one endorsement that allows the certificate holder to teach a specific grade level or subject.

Other certificates available include those for school administrators, school business administrators, principals, and supervisors. There is a three-step certification process for school administrators, school business administrators, and principals: obtaining a CE, receiving a provisional certificate (legalizing employment and induction), and undergoing mentoring and a residency to earn a standard certificate and, therefore, become permanently certified.

Educational services certificates are issued to support service personnel, including, but not limited to, school social worker, school psychologist, learning disabilities teacher-consultant, student assistance coordinator, and school nurse. For most educational services certificates, the only option is to apply for a standard certificate. The three areas of exception are student assistance coordinator, associate library media specialist, and school library media specialist, for which candidates may apply for a CE, CEAS, or standard certificate.

The chapter also contains rules about reciprocity for individuals who hold a teaching certificate issued by another state, substitute teacher certificates, and the State Board of Examiners' authority and proceedings.

The changes proposed at N.J.A.C. 6A:9B in this rulemaking and at N.J.A.C. 6A:9, 6A:9A, and 6A:9C in separate, simultaneous rulemakings are intended to provide options to certain candidates for an instructional certificate. The proposed amendments also will implement several recently enacted State laws that created new endorsements for instructional certificates or altered the requirements for existing endorsements. Coupled with the new rules that establish a five-year pilot program to issue the limited CE or limited CEAS to eligible candidates to work in participating

school districts, the Department anticipates that the proposed changes to all four chapters will encourage more individuals to apply for an instructional certificate, while maintaining the high quality of the State's teacher workforce. The proposed changes to the State's system of educator preparation, certification, mentoring, and professional development also will help alleviate existing teacher shortages that have been amplified by the COVID-19 pandemic and will further the Department's efforts to increase diversity in the education workforce.

As the Department filed this notice of proposal on November 10, 2022, which is prior to the existing expiration date of November 12, 2022, the chapter expiration date is extended 180 days to May 11, 2023, pursuant to N.J.S.A. 52:14B-5.1.c(2).

Unless specified in this Summary, all other changes are proposed for clarity, stylistic or grammatical improvement, or to add or update cross-references to the New Jersey Administrative Code or the New Jersey Statutes Annotated.

### **Subchapter 1. Scope and Purpose**

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

This section provides the chapter's scope, which is to set forth the rules governing the licensure of educators or candidates required to be certified. The chapter also contains the rules regarding the organization, powers, and duties of the State Board of Examiners and its proceedings.

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

This section sets forth the 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 New Jersey Student Learning Standards (NJSLS).

The Department proposes to amend N.J.A.C. 6A:9B-1.2(a) to replace “college and careers” with “post-secondary education and/or careers.” The proposed amendment will better reflect the paths available to students after graduating high school.

## **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 sets forth who comprises the Board of Examiners and its general organization, as well as its duties and powers.

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

This section contains rules governing the composition of the Board of Examiners, the duration of appointment for members, the appointment of committees, and the Board of Examiners’ required meetings.

### **N.J.A.C. 6A:9B-3.2 Powers and Duties**

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

The Department proposes to restructure and recodify N.J.A.C. 6A:9B-3.2(a) as new N.J.A.C. 6A:9B-3.2(a), (a)1, (a)2, (a)3, and (b) for clarity. The rules allow the Board of Examiners to issue, revoke, or suspend certificates and to refuse to issue a certificate.

The Department proposes to delete existing N.J.A.C. 6A:9B-3.2(b), which allows the Board of Examiners to suspend or revoke certificates pursuant to N.J.A.C. 6A:9B-4.4, because it is repetitive of newly codified N.J.A.C. 6A:9B-3.2(a)2, as proposed for amendment.

The Department proposes to amend N.J.A.C. 6A:9B-3.2(c)5, which allows the Board of Examiners to maintain reciprocal agreements with other states and territories concerning the certification of educational practitioners. The Department proposes to replace “educational practitioner” with “teaching staff member” to ensure the broader group of staff members are included. “Teaching staff member” is also a defined term at N.J.A.C. 6A:9-2.1 and N.J.S.A. 18A:1-1.

### **N.J.A.C. 6A:9B-3.3 Board of Examiners’ Procedure**

The Department proposes new N.J.A.C. 6A:9B-3.3 to establish rules regarding the procedures of the Board of Examiners.

Proposed new N.J.A.C. 6A:9B-3.3(a) states that public meetings of the Board of Examiners shall be governed by Robert's Rules of Order Newly Revised (12th Edition), as amended and supplemented.

Proposed new N.J.A.C. 6A:9B-3.3(b) states requires regular meetings of the Board of Examiners to be held at such time, place, and on such dates as established by the Board of Examiners. The proposed subsection also requires notice of such meetings to be made in accordance with N.J.S.A. 10:4-6 et seq., the Senator Byron M. Baer Open Public Meetings Act.

Proposed new N.J.A.C. 6A:9B-3.3(c) allows special meetings to be called by the Board of Examiners’ chairperson at any time or at the request of any three members. The proposed

regulation also requires three days' notice of any special meeting to be given to each member of the Board of Examiners. The proposed regulation further requires the Board of Examiners to provide "adequate notice" of special meetings, as that term is defined at N.J.S.A. 10:4-8.

Proposed new N.J.A.C. 6A:9B-3.3(d) states that a quorum shall consist of a majority of the number of currently seated voting members of the Board of Examiners.

Proposed new N.J.A.C. 6A:9B-3.3(e) will allow the Board of Examiners, by majority vote, to remove a member of the Board of Examiners who is absent from three consecutive public meetings without good cause.

#### **Subchapter 4. State Board of Examiners' Proceedings**

This subchapter sets forth 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.

#### **N.J.A.C. 6A:9B-4.1 Conduct Barring Candidate from Certification**

This section allows the Board of Examiners to refuse to issue a certificate to a candidate who meets all certification requirements if the Board of Examiners determines, based on the record before it, that the candidate is not suitable for employment as a teaching staff member in the public schools for reasons set forth at N.J.A.C. 6A:9B-4.4.

The Department proposes to add "[t]his refusal shall be known as a blocked application." The Board of Examiners cannot revoke a license that has not been issued. However, the proposed amendment will codify the Board of Examiners' ability to prevent applicants denied a certificate due to prior misconduct from seeking certification in the future.



### **N.J.A.C. 6A:9B-4.2 Candidates to Provide Information Regarding Criminal History**

This section establishes the requirements a candidate for a certificate must follow to disclose a criminal conviction.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-4.2(b), which requires the Board of Examiners to review all information the candidate provides and determine whether the candidate's criminal history is such that the candidate should not receive a certificate. The Department proposes to add "or designee" after "Board of Examiners." At times, the Board of Examiners relies on experts in law and certification to review criminal histories and make recommendations.

### **N.J.A.C. 6A:9B-4.3 School District and Candidate Reporting Responsibility**

This section sets forth when a chief school administrator must disclose to the Board of Examiners information regarding a certificate holder's criminal indictment or conviction. This section also establishes a school district's responsibility to cooperate with the Board of Examiners in proceedings that arise from the information the school district provided. This section further requires school districts to notify all employees new to the school district and to notify, annually, all employees of the specific requirements for reporting their arrest or indictment for any crime or offense.

The Department proposes to amend N.J.A.C. 6A:9B-4.3(a)1, which requires the chief school administrator to notify the Board of Examiners when tenured teaching staff members who are accused of criminal offenses or unbecoming conduct leave or retire from their positions. The Department proposes to replace "or retire" with "retire, are suspended, or are placed on

administrative leave.” The proposed amendment will require the chief school administrator to notify the Board of Examiners for reasons other than resignation or retirement.

The Department proposes, at N.J.A.C. 6A:9B-4.3(a)2, which requires the chief school administrator to report to the Board of Examiners all nontenured teaching staff members, including substitute teachers, who are accused of criminal offenses or unbecoming conduct they resign, retire, or are removed from their positions. The Department proposes to add “and any certificate holders working in school buildings as volunteers or as employees of a third-party vendor” after “teachers.” This reporting is a safety measure to minimize the risk of the same individual seeking employment or access to students in other public school buildings.

The Department proposes to amend N.J.A.C. 6A:9B-4.3(a)3, which requires the chief school administrator to report to the Board of Examiners a certificate holder who fails to maintain any license, certificate, or authorization that is mandated pursuant to this chapter for the holder to serve in a position. The Department proposes to replace “certificate holder” with “teaching staff member” because the latter term is more appropriate for the regulation. “Certificate holder” includes individuals who hold a CE or CEAS with an instructional endorsement but have yet to secure employment. The Department proposes the same amendment throughout the chapter, where necessary.

The Department proposes to amend N.J.A.C. 6A:9B-4.3(b), which requires a school district to cooperate with the Board of Examiners in any proceeding arising from an order to show cause issued by the Board of Examiners and based on information about the certificate holder that the school district provided. The Department proposes to replace “in any proceeding arising from an order to show cause issued by” with “as requested to assist.” The Department also proposes to replace “and based on information about the certificate holder that the school

district provided” with “in executing its functions.” The Department further proposes to add “[c]ooperation shall include, but not be limited to, providing documents, videos, emails, and investigative notes.” The proposed amendments will expand the type of proceeding beyond an order to show cause for which the Board of Examiners may need assistance from the school district. The proposed amendments also clarify the type of information that may be requested.

The Department proposes new N.J.A.C. 6A:9B-4.3(c)3 to require a certificate holder to report to their chief school administrator, the suspension or revocation of any other license, certificate, or authorization issued by a state or Federal agency or body. The proposed paragraph will also require the report to be made within seven calendar days of the notification date of the suspension or revocation of the license, certificate, or authorization. The proposed regulation will provide critical notice to the chief school administrator, as agencies outside the Department do not always notify the Board of Examiners regarding revocations of licenses that fall outside of education (for example, a registered nurse license).

#### **N.J.A.C. 6A:9B-4.4 Grounds for Revocation and Suspension of Certification**

This section establishes when the Board of Examiners can revoke or suspend a certificate.

#### **N.J.A.C. 6A:9B-4.5 Revocation or Suspension of Certificates**

This section sets forth 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 replace the section heading with “process for initiating action against educator certificates” to better reflect the section’s content.

The Department proposes to restructure N.J.A.C. 6A:9B-4.5(a)4, which allows the Board of Examiners to issue an order to show cause to a certificate holder if it determines the holder's conduct warrants the revocation or suspension of the certificate(s) because 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 the certificate by the other state, as new N.J.A.C. 6A:9B-4.5(a)4 and (a)4i and ii with amendments for clarity. The Department proposes to reorganize the regulation to state that the Board of Examiners can issue an order to show cause when notified when another state has taken action against a teaching staff member's certificate in that state and that teaching staff member also holds a certificate in New Jersey.

The Department proposes to amend N.J.A.C. 6A:9B-4.5(a)8, which allows the Board of Examiners to issue an order to show cause when the Commissioner of the Department (Commissioner) 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. The Department proposes to add "or an individual operating in such capacity as authorized pursuant to N.J.A.C. 6A:9B-12.3" after "assistant superintendent" to allow the Board of Examiners to issue an order of show cause to an individual working in an administrative capacity authorized pursuant to N.J.A.C. 6A:9B-12.3.

#### **N.J.A.C. 6A:9B-4.6 Procedures for Revoking or Suspending a Certificate**

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

The Department proposes to amend N.J.A.C. 6A:9B-4.6(a), which states that the Board of Examiners shall determine, by public vote, whether to initiate a revocation or suspension

proceeding. The regulation also states that, in cases where the Board of Examiners moves for revocation or suspension, the Secretary of the Board (Secretary) shall issue an order to show cause stating the specific charges that form the grounds of the revocation or suspension proceeding. The Department proposes to replace “a revocation or suspension proceeding” with “action against the certificate holder” and “moves for revocation or suspension” with “votes to initiate action against the certificate holder,” respectively. The proposed amendments more concisely encapsulate the Board of Examiners’ actions and further detail that the Board of Examiners will vote to commence an action rather than move to do so.

The Department proposes to amend the second sentence at N.J.A.C. 6A:9B-4.6(b), which states that the answer shall not generally deny the charges, but shall respond specifically to each allegation. The Department proposes to delete “shall not generally deny the charges, but.” The Department also proposes to add at the end “[t]he Board of Examiners shall not accept general denials and shall deem them an admission.” The proposed amendments will require certificate holders to address each accusation in detail to provide adequate information for the Board of Examiners to make a decision on a suspension or revocation. Without information provided by the certificate holder, the assumption will be that there is an admission of the charge. The proposed amendment will ensure the Board of Examiners’ process is widely available to the public and individuals impacted.

The Department proposes to amend the second sentence at N.J.A.C. 6A:9B-4.6(e), which requires the certificate holder to submit an original and 18 copies of all response papers within 30 days from the hearing notice’s mailing date. The Department proposes to delete “an original and 18 copies of” because the Board of Examiners has moved to electronic communication. The Department proposes the same or similar amendments throughout the chapter.

The Department proposes recodify existing N.J.A.C. 6A:9B-4.6(j) as new subsection (i). The subsection sets forth the process for the certificate holder to request and receive an extension of time for filing an answer or hearing brief, pursuant to N.J.A.C. 6A:9B-4.6(c) and (e), respectively, as long as the application for the extension is submitted, in writing, prior to the expiration of the 30 days for filing the answer or the hearing brief. This action would occur before the Office within the Department that is assigned to provide staff support to the Board of Examiners (Office) would review or refuse to issue a new certificate, as set forth at recodified N.J.A.C. 6A:9B-4.6(j).

The Department proposes to amend recodified N.J.A.C. 6A:9B-4.6(j), which allows the Office to refuse to issue a new certificate to a certificate holder who is otherwise eligible for the additional certificate if the holder is the subject of pending action to revoke or suspend the holder's certificate(s). The Department proposes to add new N.J.A.C. 6A:9B-4.6(j)2, 3, and 4, to include "[a] blocked application, pursuant to N.J.A.C. 6A:9B-4.1," "[a] criminal action in any state or jurisdiction," or "[a]n administrative action or investigation by a state or Federal agency or other governmental body" as additional circumstances for which the Office may refuse to issue a new certificate to a certificate holder who is otherwise eligible. The proposed amendments will ensure that the Board of Examiners is not obligated to issue new certificates while an applicant is the subject of pending criminal charges, administrative action, or other concerning conduct.

The Department proposes new N.J.A.C. 6A:9B-4.6(k) to state that all filings made pursuant to this section shall be accepted through electronic submission.

#### **N.J.A.C. 6A:9B-4.7 Revoked and Suspended Certificates**

This section sets forth the procedures after the Board of Examiners orders the revocation or suspension of a certificate.

The Department proposes to amend the section heading to “return of certificates and notification after revocation or suspension of certificates” to reflect the section’s content more accurately.

The Department proposes to amend N.J.A.C. 6A:9B-4.7(a), which requires a certificate holder who has had a certificate revoked or suspended by the Board of Examiners to surrender the certificate to the Secretary of the Board within 30 days after the mailing date of the revocation or suspension order. The Department proposes to add “if the certificate holder was issued a paper certificate” at the end because the Department stopped issuing paper certificates approximately seven years ago.

The Department proposes to amend N.J.A.C. 6A:9B-4.7(c), which allows the Board of Examiners to reinstate a suspended certificate at the end of the suspension period, provided the certificate holder has met all conditions that the Board of Examiners established. The Department proposes to add “in the suspension decision” after “established” to specify where the conditions can be found. The Department also proposes to require that the certificate holder must notify the Board of Examiners, in writing, of the outcome of the underlying criminal matter if a suspension is pending an outcome of an underlying criminal proceeding. The notification requirement will ensure that the Board of Examiners will make an appropriate and timely suspension decision. The Department also proposes to add that the pending suspension shall continue until the certificate holder presents new information relating to the disposition of the criminal charge and the Board of Examiners takes action on the new information. The proposed amendment will prevent the Board of Examiners from reinstating a certificate that may require future action dependent upon the outcome of outstanding charges.

The Department proposes new N.J.A.C. 6A:9B-4.7(d) to require that “[a]ll decisions of the State Board of Examiners shall be published and publicly available. Decisions contain

detailed information on the nature of the conduct and the penalty for such conduct.” The new regulation will provide notice to certificate holders that all final Board of Examiners’ decisions, which are public documents, are posted online.

#### **N.J.A.C. 6A:9B-4.8 Suspension of Certificates for Failure to Give Notice of Intention to Resign**

This section allows the Commissioner to suspend the certificate of a district board of education employee who ceases, without the district board of education’s consent, to perform the teacher’s duties prior to the expiration of employment.

#### **N.J.A.C. 6A:9B-4.9 Application for Certification After Revocation**

This section governs when an individual who has had a certificate revoked can and cannot apply for, and be issued, a new certificate.

The Department proposes to amend the section heading by adding “or block” after “revocation.”

The Department proposes to amend N.J.A.C. 6A:9B-4.9(c)3, which prohibits the Board of Examiners from issuing a new certificate to any candidate who is ordered to forfeit certification as part of a plea bargain. The Department proposes to replace “certification” with “a certificate(s) or public employment” to prevent individuals removed from employment due to misconduct from seeking a certificate in the future, even if they do not hold a certificate issued by the Board of Examiners at the time misconduct occurred.

The Department proposes to amend N.J.A.C. 6A:9B-4.9(c)6, which prohibits the Board of Examiners from issuing a new certificate to any candidate who is barred from teaching for any reason. The Department proposes to replace “teaching” with “employment in a school” to include administrators and educational services personnel.



The Department proposes new N.J.A.C. 6A:9B-4.9(d) to create a process that requires explicit Board of Examiners' approval before an applicant whose certificate was revoked or blocked can apply again. New N.J.A.C. 6A:9B-4.9(d) states that a candidate shall not be eligible to apply for a certificate after the Board of Examiners has blocked a prior application, unless the candidate seeks, by written application, leave from the Board of Examiners to apply. The candidate also will be required to meet the following criteria:

- At least one calendar year has passed since the Board of Examiners blocked the candidate's prior application;
- The candidate demonstrates rehabilitation for the unbecoming conduct, incompetence, or other cause for the block;
- If the block was due to the conviction of a crime that is not disqualifying pursuant to N.J.S.A. 18A:6-7.1 et seq., the candidate has submitted evidence that the candidate has been fully rehabilitated in accordance with N.J.S.A. 2A:168A-2 and that issuing a certificate to the candidate would not be detrimental to the public welfare;
- If the block arose from a criminal matter involving the candidate, the candidate provided evidence that the candidate has satisfied any condition imposed by the court, probation, plea bargain agreement, or any other entity; and
- If the block arose from action taken against the candidate's out-of-State educator certificate(s), the candidate satisfied any condition associated with an action against out-of-State certificate(s).

**N.J.A.C. 6A:9B-4.10 Relinquishment of Certificate Without Order to Show Cause**

This section sets forth the procedure that an individual must follow to relinquish a certificate when an order to show cause has not been issued by the Board of Examiners.

The Department proposes to amend N.J.A.C. 6A:9B-4.10(e), which requires the certificate holder to return all certificates to the Board of Examiners. The Department proposes to replace “[t]he certificate holder” with “[i]f the certificate holder was issued a paper certificate(s), the holder” and to add “paper” before “certificates.” The proposed amendment will ensure that certificate holders who were issued paper certificates prior to the transition to electronic certificates return the paper certificates to the Board of Examiners. The Department proposes the same amendment at N.J.A.C. 6A:9B-4.11(c).

#### **N.J.A.C. 6A:9B-4.11 Voluntary Surrender of Certificates and Endorsements**

This section establishes the procedure for when an individual who has not worked, pursuant to a certificate for the preceding 10 years, seeks to surrender a certificate.

The Department proposes new N.J.A.C. 6A:9B-4.11(e) to state that the Board of Examiners shall not accept a voluntary surrender when the certificate holder seeking to surrender the certificate(s) or endorsement(s) has a pending order to show cause issued against the certificate(s) or endorsement(s). The proposed regulation will prohibit certificate holders who are in the middle of an order to show cause litigation process from surrendering a certificate and, thereby, interrupting the litigation process and avoiding the public record of the case.

#### **N.J.A.C. 6A:9B-4.12 Appeals of Office Certification Decisions**

This section sets forth the process for a candidate who does not meet all of the requirements for a certificate to request to substitute alternate education and/or experience.

### **N.J.A.C. 6A:9B-4.13 Appeal of a “Disapproved,” Two “Insufficient” Recommendations, or Ineligibility for Standard Certification**

This section establishes the procedures for a candidate to initiate an appeal to the Board of Examiners when a school district notifies the Office that the candidate is permanently ineligible for a renewal of the provisional certificate pursuant to the standard certificate evaluation requirements for the candidate’s position. The section also states that, if an individual has received two “insufficient” recommendations, only the second adverse recommendation shall be the subject of the appeal.

The Department proposes to amend the section heading and N.J.A.C. 6A:9B-4.13(a) to replace “‘insufficient’ recommendations” with “‘partially effective’ or ‘ineffective’ evaluations.” The proposed amendments will align the section with educator evaluation procedures at N.J.A.C. 6A:10, Educator Effectiveness, and required at N.J.A.C. 6A:9B-8.6.

The Department also proposes throughout this section to add “or the Secretary’s designee” after “the Secretary” to signify that the Board of Examiners may assign a staff member who has the same authority as the Secretary of the Board of Examiners.

### **N.J.A.C. 6A:9B-4.14 Motions**

This section sets forth the rules governing the submission of motions to the Board of Examiners and to the Office of Administrative Law (OAL).

### **N.J.A.C. 6A:9B-4.15 Motions for Reconsideration**

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.

## **N.J.A.C. 6A:9B-4.16 Motions for Stay**

This section sets forth the procedures for filing motions for a stay and the required standards for the brief in support of the motion if the motion is to be granted.

The Department proposes new N.J.A.C. 6A:9B-4.16(a) to state that “[a] determination of revocation and/or suspension decisions shall be effective upon the date contained within the decision. To stay the decision’s effective date, the Board of Examiners must grant a motion to stay the decision.” The proposed regulation will clarify that the decision remains effective during the pendency of the motion application.

The Department proposes to recodify the first sentence at existing N.J.A.C. 6A:9B-4.16(a), which requires a party to make a motion for a stay of the Board of Examiners’ decision pending appeal to the State Board in accordance with the procedures in N.J.A.C. 6A:9B-4.14, as new N.J.A.C. 6A:9B-4.16(a)1. The Department also proposes to amend new N.J.A.C. 6A:9B-4.16(a)1 to replace “State Board” with “Commissioner” to reflect that Board of Examiners’ decisions can be appealed to the Commissioner, rather than the State Board. The Department further proposes to recodify the second sentence at existing N.J.A.C. 6A:9B-4.16(a), which requires the moving party to file the motion for a stay within 30 days of the mailing date of the Board of Examiners’ decision that is at issue, as new N.J.A.C. 6A:9B-4.16(a)2. The Department proposes new N.J.A.C. 6A:9B-4.16(a)3 to require the Board of Examiners to meet to hear the motion to stay within 20 days of the date the motion is filed. The proposed regulation also states that a written decision on the motion shall not be required, but the Board of Examiners shall notify the moving party of the decision within five days of reviewing the motion and any opposition. The proposed amendments will specify the timeline for review and ensure a timely process for the motions to stay.

### **N.J.A.C. 6A:9B-4.17 Briefs and Exceptions**

This section establishes the format for briefs and exceptions to be filed with the Board of Examiners and/or the OAL.

### **N.J.A.C. 6A:9B-4.18 Appeal of Board of Examiners' Decisions**

This section states that a party may appeal adverse revocation and suspension decisions in accordance with N.J.A.C. 6A:4, Appeals. This section also states that a party may appeal all other Board of Examiners' decisions to the Commissioner pursuant to N.J.A.C. 6A:3, Controversies and Disputes.

## **Subchapter 5. General Certification Policies**

This subchapter sets forth the policies governing educator certification in the State.

### **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 the person's employment. The section also requires a certificate holder to obtain any license, certificate, or authorization required by State or Federal law, a licensing board, or N.J.A.C. 6A:9B-4.1 and 4.2 to serve in a position.

The Department proposes to delete N.J.A.C. 6A:9B-5.1(d), which allows the Board of Examiners to consider revoking or suspending the certificate holder of any individual who fails to maintain the license, certificate, or authorization required at N.J.A.C. 6A:9B-5.1(b). The process is proposed to be included at N.J.A.C. 6A:9B-4.

### **N.J.A.C. 6A:9B-5.2 Types of Certificates or Credentials**

This section states that candidates for licensure may apply for the following certificates or credentials: CE; CEAS; provisional certificate; standard certificate; emergency certificate; limited certificate for foreign teachers; and/or substitute credential.

The Department proposes new N.J.A.C. 6A:9B-5.2(a)8, 9, and 10 to add “limited certificate of eligibility,” “limited certificate of eligibility with advanced standing,” and “nonresident military spouse temporary instructional certificate” as new types of certificates, pursuant to N.J.S.A. 18A:26-2b and 2.14.

### **N.J.A.C. 6A:9B-5.3 Issuance of a Certificate**

This section states that the Board of Examiners shall issue three categories of educational certificates: instructional, administrative, and educational services. This section requires 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. This section also requires the Office to issue a written evaluation identifying the deficiencies for certification if a candidate is ineligible for a certificate sought.

The Department proposes to delete N.J.A.C. 6A:9B-5.3(b)1, which requires the certificate holder to maintain possession of the original certificate, because the Department no longer issues paper certificates. All certificates are now available in only a digital format.

### **N.J.A.C. 6A:9B-5.4 Certification Responsibilities of the District Board of Education**

This section sets forth school district responsibilities regarding the verification of teaching staff members’ certificates prior to, and throughout, employment. This section also

requires the chief school administrator to report to the Department, annually, the names and teaching assignments of all teaching staff members. This section further requires a teaching staff member's contract or engagement to cease and terminate if the 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 employment.

#### **N.J.A.C. 6A:9B-5.5 Assignment of Titles**

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

#### **N.J.A.C. 6A:9B-5.6 Fees**

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 amend N.J.A.C. 6A:9B-5.6(a), which states that the fee schedule at N.J.A.C. 6A:9B-5.6(b) shall be in addition to any tuition and fees that higher education institutions may charge for courses and credits offered in connection with State-approved training programs. The Department proposes to delete "that higher education institutions may charge" and to replace "State-approved training programs" with "Department-approved educator preparation programs and/or assessments required for certification." The proposed amendments will update the terminology and streamline the section. The proposed amendments also will clarify that the determination of fees for provisional teacher training is determined by district boards of education, and fees for educator preparation are separate from

the fees for issuance of a certificate to include in the provisions at existing N.J.A.C. 6A:9B-5.6(d), which is proposed for deletion.

The Department proposes to amend N.J.A.C. 6A:9B-5.6(b)10, which states that an application fee for a qualifying academic certificate, pursuant to N.J.S.A. 18A:6-41, is \$30.00. The Department proposes to replace “[a]n application fee for a qualifying academic certificate” with “[f]or an academic qualifying credential” to reflect the proposed name change for the credential at N.J.A.C. 6A:9B-15.1.

The Department proposes to delete existing N.J.A.C. 6A:9B-5.6(c), which allows the State Board to “establish in this section 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.” The Department also proposes to delete existing N.J.A.C. 6A:9B-5.6(d), which states that the fee schedules at N.J.A.C. 6A:9B-5.6(b) and (c) shall be in addition to any tuition and fees for courses and credits offered in connection with Department-approved educator preparation programs and/or assessments required for certification. The subsection’s provisions will be included at N.J.A.C. 6A:9B-5.6(a), as proposed for amendment.

The Department proposes new N.J.A.C. 6A:9B-5.6(c) to waive certification application fees for an initial application for military personnel and nonresident active-duty military spouses. The proposed new subsection will reduce unnecessary burdens on military personnel and their spouses. Reducing costs for military personnel and spouses of nonresident active-duty military personnel honors their service and acknowledges that they can be burdened with fees in multiple states as a result of having to move multiple times. The proposed subsection also will implement N.J.S.A. 18A:26-2.14.



## **N.J.A.C. 6A:9B-5.7 Citizenship Requirement**

This section specifies the circumstances under which an individual who is not a United States citizen can receive a certificate.

The Department proposes to delete the second sentence at existing N.J.A.C. 6A:9B-5.7(a)1, which allows the noncitizen certificate of a holder who has not become a United States citizen within the initial five-year certification period to be renewed for an additional five-year period, upon demonstration that an application for citizenship is in process, but has not yet been granted. The sentence is proposed for deletion to streamline the language, as renewals of noncitizen certificates is addressed at recodified N.J.A.C. 6A:9B-5.7(a)1i, as proposed for amendment. The Department also proposes to recodify the third sentence at existing N.J.A.C. 6A:9B-5.7(a)1, which allows a nonresident certificate that has been expired after the second five-year period to 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, as new N.J.A.C. 6A:9B-5.7(a)1i. The Department further proposes to allow the noncitizen certificate to be renewed up to three times, not to exceed 20 years, instead of the existing allowance that the noncitizen certificate can be renewed for a total of three five-year periods. The proposed amendment will provide ample time for noncitizens to obtain citizenship without a negative impact on their ability to maintain a certificate and employment. The Department proposes to recodify the fourth sentence at existing N.J.A.C. 6A:9B-5.7(a)1 as subparagraph (a)1ii, which allows the Board of Examiners to revoke a noncitizen certificate if they are satisfied that the certificate holder has abandoned efforts to become a United States citizen or has become disqualified for citizenship.

### **N.J.A.C. 6A:9B-5.8 Minimum Degree and Age Requirement**

This section requires applicants for teaching certificates to 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 bachelor's degree from a regionally accredited higher education institution. This section also states that the requirement of a bachelor's degree shall not apply to applicants for career and technical education, educational interpreter, or military science endorsements.

The Department proposes to delete "regionally" before "accredited higher education institution" to align with the United States Department of Education's position that regionally accredited institutions are only a subsection of nationally accredited institutions, which are recognized by the United States Department of Education, and that it is unnecessary to limit the candidates seeking certification to only regionally accredited institutions. The proposed amendment will also expand the potential candidate pool for individuals seeking a certificate in New Jersey. The Department proposes the same amendment throughout the chapter, where necessary.

### **N.J.A.C. 6A:9B-5.9 Examination in Physiology, Hygiene, and Substance Abuse Issues Requirement**

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

### **N.J.A.C. 6A:9B-5.10 Certification of Veterans**

This section allows for veterans to continue working pursuant to a previous evaluation for certification if they request reinstatement of the preservice status and provide the discharge

paperwork. The rules also explain the length of time a veteran can work pursuant to the previous evaluation for certification.

The Department proposes to amend the section heading by replacing “veterans” with “military personnel” and adding “and nonresident active-duty military spouses” at the end. The proposed amendments will expand the eligibility to all military personnel, rather than only to veterans, and to spouses of nonresident active-duty personnel. The Department also proposes to replace “veterans” with “military personnel” throughout the section.

The Department proposes new N.J.A.C. 6A:9B-5.10(a) to state that the section applies to former and current United States military personnel, including, but not limited to, veterans, active-duty, National Guard, and reserves.

The Department proposes to amend recodified N.J.A.C. 6A:9B-5.10(b), which allows military personnel who received an evaluation for certification before entering the military to continue pursuant to that evaluation, if a copy of an honorable discharge from service is submitted. The Department proposes to replace “an honorable discharge” with “a note of discharge or release under conditions other than dishonorable” to ensure that all discharged military personnel who were not dishonorably discharged are eligible for issuance of a certificate pursuant to this section.

The Department proposes new N.J.A.C. 6A:9B-5.10(d) to require a candidate to prove military status by submitting either a copy of a DD214 with a note of discharge or release under conditions other than dishonorable, or a copy of a valid military identification card.

The Department proposes new N.J.A.C. 6A:9B-5.10€ to allow a nonresident active-duty military spouse to apply for a temporary instructional certificate that authorizes employment as a

teacher in New Jersey in accordance with the eligibility requirements and process at N.J.A.C. 6A:9B-8.10. The proposed regulation will align the section with N.J.S.A. 18A:26-14.

#### **N.J.A.C. 6A:9B-5.11 Exchange Teachers**

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

The Department proposes to amend N.J.A.C. 6A:9B-5.11(b), which requires a teacher who is a foreign national to file 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 the teacher will support the Constitution of the United States during the period of his or her employment within the State. The Department proposes to replace “file 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” with “comply with the requirements at N.J.A.C. 6A:9B-5.7(a)2.” The language proposed for deletion is repetitive of the requirements at N.J.A.C. 6A:9B-5.7(a)2.

#### **N.J.A.C. 6A:9B-5.12 Emergency Certificate for Candidates for Educational Services Certificates**

This section allows an emergency certificate for educational services to be granted for a candidate in authorized educational services areas if the chief school administrator can demonstrate the inability to locate a suitable certified candidate due to unforeseen shortages or other extenuating circumstances. This section also sets forth other parameters for the emergency certificate.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-5.12(c), which allows a chief school administrator to apply to the executive county superintendent for an emergency certificate for a candidate in authorized educational services areas if the chief school

administrator can demonstrate the inability to locate a suitable certified candidate due to unforeseen shortages or other extenuating circumstances. The Department proposes to replace “suitable certified candidate” with “qualified candidate with the required certificate for the position” to clarify that “suitable certified” refers to candidates who are certified for the position for which they are being hired. The same amendment is proposed at N.J.A.C. 6A:9B-5.14(b) and (b)3.

### **N.J.A.C. 6A:9B-5.13 Interstate Contracts**

This section allows the Commissioner and the Secretary to enter into contracts with other states to allow reciprocity of teachers’ credentials, in accordance with NASDTEC Interstate Contract.

### **N.J.A.C. 6A:9B-5.14 Limited Certificate for Foreign Teachers**

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

The Department proposes to amend the section’s heading by replacing “foreign” with “noncitizen” to update terminology. The proposed amendment is made throughout this section. The Department also proposes to replace “foreign government” with “non-United States government” throughout the section.

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-5.14(c)2, which allows the teacher to teach his or her native language upon demonstration of oral language proficiency as certified by the agency, as the second sentence at N.J.A.C. 6A:9B-5.14(c)6. World language teacher requirements are different than other requirements in this section, therefore, the proposed recodification will group together the world language teacher provisions.

The Department proposes to amend N.J.A.C. 6A:9B-5.14(d), which allows the holder of a limited certificate for noncitizen 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 preparation in the certificate holder's country of origin, provided the certificate holder meets the English language proficiency test requirement at N.J.A.C. 6A:9B-5.14(c)7. The Department proposes to delete "provided he or she meets the English language proficiency test requirement in (c)7 above" to remove redundancy in demonstrating English language proficiency. Demonstration of English language proficiency is part of the requirements in the educator preparation program in the applicant's county of origin.

#### **N.J.A.C. 6A:9B-5.15 Persons Employed to Coach or Serving as Coach for Interscholastic Swimming and/or Diving Programs**

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

#### **N.J.A.C. 6A:9B-5.16 Athletics Personnel**

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

#### **N.J.A.C. 6A:9B-5.17 Instruction in Educational Technology, Computers, and Other Digital Tools**

This section requires every teacher to demonstrate knowledge and understanding of computers and other educational technology resources and tools, as defined by the Professional Standards for Teachers. This section also requires all educators to integrate into their classrooms appropriate technology resources. This section sets forth who may be assigned to instruct students in the use of technologies, computers, and other digital tools.

The Department proposes to amend the section’s heading by replacing “[i]nstruction in educational technology” with “[e]ducational technology.” The Department also proposes to replace “computers, and tools” with “resources and tools.” The Department proposes the same amendments throughout this section for consistency. The Professional Learning Standards at N.J.A.C. 6A:9A-9.3 do not mention computers or refer to teaching technology, but rather focus on the use of technology as educational tools and resources.

### **Subchapter 6. College Courses and Certification**

This subchapter governs when college coursework, including coursework taken outside of the United States, may be accepted toward the course requirements for a candidate to attain a CEAS.

#### **N.J.A.C. 6A:9B-6.1 Validation of College Degrees and College Professional Preparation**

This section requires a candidate for certification to hold a bachelor’s degree or higher from a regionally accredited college or university or a foreign higher education institution recognized by international accreditation agencies. This section also requires a candidate for a CEAS to complete a CEAS educator preparation program and coursework from a list of acceptable entities.

The Department proposes to amend N.J.A.C. 6A:9B-6.1(a), which requires a candidate for certification to hold a bachelor’s degree or higher from a regionally accredited college or university or a foreign higher education institution recognized by international accreditation agencies. The Department proposes to add “at the time of degree conferral” at the end to ensure that candidates are not unfairly penalized if the institution from which they received a degree loses its accreditation.

The Department proposes to amend N.J.A.C. 6A:9B-6.1(b)1, which states that a New Jersey college approved by the State Board for the preparation of teachers is one of three approved entities at which a candidate for a CEAS can complete a CEAS educator preparation program and

coursework. The Department proposes to replace “State Board” with “Commissioner” because the authority to approve educator preparation programs lies with the Commissioner. The Department also proposes in this paragraph and throughout the section to add “or university” after “college” to clarify that universities also can provide the requisite instruction.

The Department proposes to amend N.J.A.C. 6A:9B-6.1(b)3, which allows the CEAS educator preparation program and coursework to be taken at accredited two-year colleges, provided 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. The Department proposes to delete “and such courses appear on the official transcript of a regionally accredited four-year college.” The Department also proposes to delete N.J.A.C. 6A:9B-6.1(b)3i, which states that no more than six semester-hour credits in professional education are completed on the two-year college level, except as provided for at N.J.A.C. 6A:9B-14.18. The proposed amendments will allow candidates’ courses to be listed on a two- or four-year college transcript and will help relieve the burden and cost on some candidates to transfer credits from one institution to another. The proposed amendments also will clarify that all required courses for certain certificates, such as school business administrator and school nurse, can be completed at a two- or four-year institution. The proposed amendments, which align the section with N.J.S.A. 18A:62-46, will allow approved educator preparation programs to have the discretion to accept more credits from two-year institutions and enable stronger partnerships between two- and four-year institutions.

#### **N.J.A.C. 6A:9B-6.2 Recognition of Advanced Standing in College**

This section states that advanced work completed in secondary school that is assigned college credit by the higher education institution the candidate attends counts toward meeting the



requirements for certification. This section also allows the Department to accept, as college credit for purposes of certification, the courses that were waived for which a regionally accredited college or university grants advanced standing, but does not award college credit.

#### **N.J.A.C. 6A:9B-6.3 Course Information**

This section allows courses completed by correspondence or distance learning to be accepted for certification purposes only if the courses are completed through a regionally accredited college or university and appear on an official transcript from the college or university. This section also states that teaching a course in a regionally accredited college or university shall be deemed the equivalent of having presented the course on a college transcript.

#### **N.J.A.C. 6A:9B-6.4 Equivalency of Coursework Completed in Other Countries**

This section requires an applicant for a CE or CEAS who has completed college-level study in a country other than the United States to present to the Office an equivalency report of that study from a Department-approved credentials evaluation agency. This section also sets forth the requirements for equivalency reports.

### **Subchapter 7. Substitute Credential**

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

#### **N.J.A.C. 6A:9B-7.1 Issuance of Substitute Credential for Positions Requiring Instructional Certificates**

This section governs the issuance of a substitute credential and the assignment of substitute teachers to fill full-time teacher vacancies.

The Department proposes to amend N.J.A.C. 6A:9B-7.1(b), which permits the Board of Examiners to issue and revoke a substitute credential. The Department proposes to add “or suspend” after “revoke” to clarify that the Board of Examiners has the authority to also suspend a substitute credential in accordance with N.J.A.C. 6A:9B-4.4.

The Department proposes to relocate existing N.J.A.C. 6A:9B-7.1(d), (e), and (f), which set forth the process of how a school district must fill a vacancy, as new N.J.A.C. 6A:9B-7.7, Fulfilling teacher vacancies and absences, for organizational clarity.

The Department proposes new N.J.A.C. 6A:9B-7.1(d) to require holders of a CE with a career and technical education endorsement or a standard certificate with a career and technical education endorsement to obtain a substitute credential before serving as a substitute teacher. The proposed subsection will ensure that a holder of a career and technical education endorsement has the full review of credit requirements for the substitute teacher licensure before the holder serves as a substitute teacher in an instructional course.

### **N.J.A.C. 6A:9B-7.2 Substitute Credential Application and Approval Process**

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

The Department proposes to amend the section heading to replace “application and approval process” with “requirements” to more accurately reflect the section’s content.

The Department proposes to relocate N.J.A.C. 6A:9B-7.3(a), which requires a candidate for a substitute credential to 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 the candidate qualifies for the career and technical education substitute credential exception, as new

N.J.A.C. 6A:9B-7.2(b). The proposed relocation will group all substitute credential requirements together. The Department also proposes to reduce the minimum number of required semester-hour credits to 30 from the existing 60, which will allow students earlier in their college experience to substitute. The proposed amendment also will codify the provisions at N.J.S.A. 18A:26-2.29 that provided an alternative substitute pathway due to the substitute teacher shortage caused by the COVID-19 public health emergency. As that temporary pathway is only available to candidates until June 30, 2023, this rule codifies the reduction of credit requirements for all candidates. The Department anticipates that the reduction in required semester-hour credits will provide additional opportunities for aspiring educators to work and engage in school communities to promote their experience and interest in education. The Department also proposes to replace “60” with “30” credits throughout the subchapter, where necessary.

The Department proposes to relocate N.J.A.C. 6A:9B-7.3(b), which provides that the substitute credential is valid for up to five years from the date of issuance, to new N.J.A.C. 6A:9B-7.2(d). The proposed relocation will group all substitute credential requirements together.

### **N.J.A.C. 6A:9B-7.3 Requirements for Substitute Credential**

This section requires a candidate for a substitute credential to present a minimum of 60 semester-hour credits completed at a regionally accredited college or university, unless the candidate qualifies for the career and technical education substitute credential. This section also states that a substitute credential shall be valid for five years from the date of issuance. This section further allows a candidate to renew the credential within six months of its expiration.

The Department proposes to repeal and relocate the provisions in this section to N.J.A.C. 6A:9B-7.3, as already described.

### **N.J.A.C. 6A:9B-7.4 Time-Period Limitations for Serving as a Substitute Teacher**

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

The Department proposes to recodify this section as N.J.A.C. 6A:9B-7.3.

The Department proposes to amend recodified N.J.A.C. 6A:9B-7.3(b), which permits holders of specified qualifications to substitute for no more than 40 instructional days in the same classroom per year. The Department proposes to add “in any school district” after “to substitute” and “school” before “year,” respectively. The proposed amendments will clarify that the holder of a substitute credential may serve as a substitute teacher for no more than 40 instructional days in the same classroom per “school” year.

### **N.J.A.C. 6A:9B-7.5 Career and Technical Education Substitute Credential**

This section establishes the requirements for the issuance of a substitute credential for career and technical education.

The Department proposes to recodify this section as N.J.A.C. 6A:9B-7.4.

The Department proposes to amend the first sentence at recodified N.J.A.C. 6A:9B-7.4(a)1, which applies all requirements at N.J.A.C. 6A:9B-7.1, 7.2, and 7.3 to this credential, except the 60 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b). The Department proposes to add “except the 30 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b),” which establishes the credit requirement exception for career and technical education substitute credential holders, before “shall apply.” The Department also proposes to delete “except the 60 general semester-hour credits requirement in N.J.A.C. 6A:9B-7.3(a).” The proposed amendments will align the section with N.J.A.C. 6A:9B-7.2, as proposed for amendment.

The Department proposes amendments at recodified N.J.A.C. 6A:9B-7.4(a) to add “or teaching” after “work” to allow teaching experience to count toward the work experience required for the substitute credential. The Department also proposes to delete “within the past five years” to eliminate the time limits for work or teaching experience. In the last sentence, the Department proposes to delete “work” and add “State or out-of-State” after “valid.” The proposed amendments will expand that pool of eligible candidates for a career and technical education substitute credential by expanding the experience, extending the time for qualified experience, and expanding the valid occupational licenses to include out-of-State. The proposed amendments also align the proposed amendments to the career and technical education endorsement rules at N.J.A.C. 6A:9B-11.3.

#### **N.J.A.C. 6A:9B-7.6 Substitute Credential for Positions Not Requiring Instructional Certificates**

This section governs the issuance of a substitute credential for school nurse/non-instructional and educational interpreter positions. The section also establishes the length of time a holder of a substitute credential for the positions can serve in a school district per year.

The Department proposes to recodify this section as N.J.A.C. 6A:9B-7.5.

The Department proposes to amend recodified N.J.A.C. 6A:9B-7.5(a), which allows the executive county superintendent to 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. The Department proposes to delete “[t]he executive county superintendent may issue a substitute credential to serve as.” The Department also proposes to add “credential may be issued” before “to the holder.” As indicated at N.J.A.C. 6A:9B-7.1, the Board of Examiners is responsible for issuing the substitute certificates and not the executive county superintendent. The same

amendment is proposed at N.J.A.C. 6A:9B-7.5(b); a similar amendment is proposed at recodified N.J.A.C. 6A:9B-7.6.

The Department proposes to amend the first sentence at recodified N.J.A.C. 6A:9B-7.5(b), which allows the executive county superintendent to 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 Department proposes to replace the existing educational requirement of “a high school diploma or GED” with “an associate or higher degree. The Department also proposes to increase the score on the EIPA to 3.5 from the existing 3.0. The Department further proposes to add, at the end of the sentence, “or demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the Deaf or other Department-approved national accrediting agency for sign language interpreting.” The Department also proposes to amend the second sentence at recodified N.J.A.C. 6A:9B-7.5(b), which allows substitute educational interpreters to serve for up to one academic year. The Department proposes to replace “one academic year” with “six months during the academic year” to promote the continuity of services. The proposed amendments will increase the minimum score required, but also will provide more pathways for candidates to demonstrate eligibility. The proposed amendments also will shorten the time the substitute can serve to promote the hiring of fully credentialed educational interpreters.

#### **N.J.A.C. 6A:9B-7.7 Substitute Credential for Exchange Teachers**

This section governs the issuance of a substitute credential to a teacher from another country serving as an exchange teacher.

The Department proposes to recodify this section as N.J.A.C. 6A:9B-7.6.

## **Proposed New N.J.A.C. 6A:9B-7.7 Fulfilling Teacher Vacancies and Absences**

This proposed section will outline the policies and procedures for fulfilling teacher vacancies and absences.

For organizational clarity, the Department proposes to relocate N.J.A.C. 6A:9B-7.1(d), (e), and (f) as new N.J.A.C. 6A:9B-7.7(a), (b), and (c), respectively. The reorganization will place all guidelines for school districts filling long-term vacancies in the same section. The proposed reorganization will clearly delineate between certification requirements and authorizations for serving in certain roles to provide clarity for school districts.

The Department proposes, at new N.J.A.C. 6A:9B-7.7(a)2i, which allows the executive county superintendent to extend, at the school district's request, to 60 calendar days the requirement to permanently fill the vacancy. The Department did not include "[f]or good cause shown and" before "[a]t the school district's request" as at existing N.J.A.C. 6A:9B-7.1(d), to eliminate redundancy; N.J.A.C. 6A:9B-7.3 addresses time limitations for substitute teachers and details the process through which districts request extensions. The Department also proposes a new provision at N.J.A.C. 6A:9B-7.7(a)2ii to require school districts filling long-term vacancies with CE or CEAS holders pursuant to this subchapter to register certificate holders for a provisional certificate pursuant to N.J.A.C. 6A:9B-8.4. The proposed regulation will allow the time served to count toward the educator's provisional years, which will provide a pathway to a standard certificate for certificate holders who serve as long-term substitutes.

### **Subchapter 8. Requirements for Instructional Certification**

This subchapter sets forth the requirements for a candidate to attain a CE, CEAS, or standard instructional certificate.

### **N.J.A.C. 6A:9B-8.1 Instructional Certificate**

This section provides the basic requirements governing the sequence and issuance of the three types of instructional certificates – CEAS or CE, provisional, and standard. The section also allows candidates for an instructional certificate to apply directly to the Department or the educator preparation program in which the candidate is enrolled can submit the requisite information on the candidate’s behalf.

### **N.J.A.C. 6A:9B-8.2 Requirements for Certificates of Eligibility with Advanced Standing (CEAS)**

This section sets forth the requirements for a candidate to qualify for a CEAS.

The Department proposes to amend N.J.A.C. 6A:9B-8.2(a)3, which requires a candidate to achieve at least a 3.0 GPA when a GPA of 4.00 equals an A grade for candidates graduating on or after September 1, 2016, in a baccalaureate or higher degree program or a State-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits. The Department proposes to delete “with a minimum of 13 semester-hour credits” because the credit minimum is unnecessarily limiting for different programs, which meet all other requirements set forth at N.J.A.C. 6A:9A. The Department proposes the same amendment at N.J.A.C. 6A:9B-8.2(c)1 and 8.3(a)1 and (b)1.

The Department proposes to amend N.J.A.C. 6A:9B-8.2(c)2, which exempts a candidate from the 3.00 GPA requirement if the candidate 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 exceeds the passing score on the appropriate State test of subject matter knowledge by 10 percent or more. The Department proposes to delete “who graduates on or after September 1, 2016.” The Department also proposes to delete N.J.A.C. 6A:9B-8.2(c)2i, which allowed candidates graduating before



September 1, 2016, to meet the former GPA requirement of 2.75 if the candidate had a GPA of at least 2.50 and exceeded the passing score on the appropriate State test of subject matter knowledge by 10 percent or more. The provisions proposed for deletion are no longer necessary because the implementation date has passed and candidates for a CEAS will have graduated after September 1, 2016. The Department further proposes to delete N.J.A.C. 6A:9B-8.2(c)2ii, which states that the alternative requirement shall not be construed as a waiver pursuant to N.J.A.C. 6A:9B-4.12(c), because the GPA exemption at N.J.A.C. 6A:9B-8.2(c)2i is proposed for deletion. The Department proposes to delete N.J.A.C. 6A:9B-8.3(b)2i and ii for the same reason.

### **N.J.A.C. 6A:9B-8.3 Requirements for Certificates of Eligibility (CE)**

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

The Department proposes to amend N.J.A.C. 6A:9B-8.3(a)5, which requires a candidate to achieve, after September 1, 2015, a Department-established minimum score on a Commissioner-approved test of basic reading, writing, and mathematics skills. The Department proposes to delete “after September 1, 2015” because the date has passed.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(a)5i(1), which requires the Department to maintain on its website a list of qualifying minimum scores for the SAT, ACT, or GRE that will exempt the candidate from having to demonstrate proficiency on a Commissioner-approved proficiency test. The regulation also requires the qualifying minimum score to be approximately equal to the top-third percentile score for all test takers in the year the respective test was taken, for each year such data is available. The Department proposes to replace “approximately equal to the top-third percentile score” with “the top-half percentile score.” The Department has worked with assessment vendors and reviewed data that revealed SAT, ACT, and GRE percentile scores in the top half of all scores to be more comparable to a passing score

on the Commissioner-approved proficiency assessment. The proposed amendment will eliminate the need for candidates to pay for, and take, the proficiency assessment when they have demonstrated English language and mathematics proficiencies through the SAT, ACT, or GRE.

The Department proposes new N.J.A.C. 6A:9B-8.3(a)5ii to provide another exception to the requirement that a candidate must demonstrate proficiency by passing a Commissioner-approved proficiency assessment. The Department proposes to allow a candidate who applies for a CE to demonstrate proficiency in the use of the English language and/or mathematics by holding a master's or terminal degree with a minimum GPA of 3.0 from an accredited institution of higher education. The proposed exception will eliminate the need for candidates changing careers to enter education to pay for, and take, the proficiency assessment when they have demonstrated basic reading, writing, and mathematical skills through obtainment of an advanced degree.

The Department proposes to delete N.J.A.C. 6A:9B-8.3(a)6, which requires candidates applying for a CE prior to academic year 2017-2018 to demonstrate knowledge of basic pedagogical skills, including, but not limited to, classroom management, lesson planning, introduction to the NJSLs and Professional Standards for Teachers, and assessment of student progress by successfully completing a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on a transcript from an accredited college or university. The regulation is no longer necessary because academic year 2017-2018 has passed.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(b)3, which describes the GPA exception for candidates who graduate on or after September 1, 2016, and are sponsored by a CE educator preparation program and are employed at the time of participating in the program. The Department proposes to delete "who graduates on or after September 1, 2016," because the date

has passed. The Department also proposes to add at the end “[t]he candidate shall submit, to the Department, documentation of enrollment with the candidate’s other certification documentation.” The proposed amendment will clarify the expectation of document submission and facilitate faster review of credentials.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(d), which applies the GPA requirements and their exceptions at N.J.A.C. 6A:9B-8.3(b) to all relevant sections at N.J.A.C. 6A:9B-8 and 11. The Department proposes to replace “at N.J.A.C. 6A:9B-8 and 11” with “at N.J.A.C. 6A:9B-8, 9, 10, and 11” because the GPA requirements and exceptions also apply to Subchapter 8A, Limited Instructional Certificate of Eligibility and Certificate of Eligibility with Advanced Standing Pilot Program, Subchapter 9, Instructional Endorsements, and Subchapter 10, Additional Requirements or Exceptions to Requirements for Instructional Endorsements for Certification.

#### **N.J.A.C. 6A:9B-8.4 Requirements for the Provisional Certificate**

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

The Department proposes to amend N.J.A.C. 6A:9B-8.4(a)3, which requires a school district to submit to the Office documentation that demonstrates that a candidate for a provisional certificate has been registered in the district mentoring program upon employment and in accordance with N.J.A.C. 6A:9C-4. The Department proposes to delete “and in accordance with N.J.A.C. 6A:9C-4” because professional development and mentoring are not required to obtain a provisional certificate.

The Department proposes to amend N.J.A.C. 6A:9B-8.4(a)4ii, which requires the CE educator preparation program in which the candidate is enrolled to ensure that the candidate is enrolled in bilingual/bicultural courses immediately upon starting and throughout the program. The Department proposes to add “and attending” after “enrolled in” to ensure that educators earning a bilingual/bicultural endorsement receive program supports and professional learning.

The Department proposes to amend N.J.A.C. 6A:9B-8.4(b), which states that the effective date of the provisional certificate issuance is the date on which the CE or CEAS holder begins employment with the district board of education in a certified position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a. The Department proposes to also require the employing school district to register the teacher within 60 days of the date the CE or CEAS holder begins employment. The proposed amendment will ensure the Department can maintain an accurate record of educators in the provisional teacher program by specifying that the district board of education has the responsibility for reporting newly employed CE or CEAS holders.

The Department proposes to relocate N.J.A.C. 6A:9B-8.4€<sup>1</sup>, which requires the annual summative evaluation rating(s) from each prior employing school district to constitute part of the record on which a principal shall base the standard certification determination, as N.J.A.C. 6A:9B-8.6, because that section is a more appropriate location for the regulation.

The Department proposes new N.J.A.C. 6A:9B-8.4(f) to allow a candidate holding a temporary instructional certificate issued pursuant to N.J.A.C. 6A:9B-8.10, who meets all requirements at N.J.A.C. 6A:9B-8.4(a), except N.J.A.C. 6A:9B-8.4(a)1, to be eligible for a temporary provisional certificate in an appropriate instructional endorsement area. The proposed subsection also states that the temporary provisional certificate shall expire concurrent with the expiration of the temporary instructional certificate. The proposed subsection further states that the temporary provisional certificate in the specific endorsement area shall not be renewed. The proposed subsection also states that the time a candidate is employed under the temporary provisional certificate shall count toward a candidate's total allowable provisional period, pursuant to N.J.A.C. 6A:9B-8.5(c). The Department proposes new N.J.A.C. 6A:9B-8.4(f)1 to state that a candidate holding a temporary instructional certificate who has already completed an

educator preparation program shall be issued a temporary provisional certificate without being required to enroll in another educator preparation program. The proposed regulation will align the section with new N.J.A.C. 6A:9B-8.10, which is the proposed section regarding the nonresident military spouse temporary instructional certificate. The temporary certificate provides flexibility for nonresident military spouses to be employed as a teacher. The proposed time limitation will ensure that the temporary instructional certificate is not used to circumvent New Jersey's educator certification requirements.

### **N.J.A.C. 6A:9B-8.5 Renewal of the Provisional Certificate**

This section governs the renewal of provisional certificates.

The Department proposes to amend N.J.A.C. 6A:9B-8.5(c), which states that 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 one or more of the requirements at N.J.A.C. 6A:9B-8.5(c)1, 2, and 3, in addition to the renewal requirements at N.J.A.C. 6A:9B-8.5(b). The Department proposes to delete “may be renewed once for a maximum provisional period of four years or” because this occurs when a certificate holder fulfills the requirements at N.J.A.C. 6A:9B-8.5(b).

The Department proposes to delete N.J.A.C. 6A:9B-8.5(c)2, which allows candidates who are issued the provisional certificate after February 1 of the first school year to renew their provisional certificate twice. The proposed deletion will allow provisional teachers more time to complete the requirements for their standard certificate.

The Department proposes new N.J.A.C. 6A:9B-8.5(d) to state that a candidate who is issued a temporary instructional certificate is not eligible for a renewal of a temporary provisional certificate in the specific endorsement area issued. The proposed subsection will

align the section with N.J.A.C. 6A:9B-8.10, which is the proposed section for the nonresident military spouse temporary certificate.

#### **N.J.A.C. 6A:9B-8.6 Evaluation of a Provisional Teacher for the Standard Certificate**

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

The Department proposes to relocate existing N.J.A.C. 6A:9B-8.4(e), which requires the annual summative evaluation rating(s) from each prior employing school district to constitute part of the record on which a principal shall base the standard certification determination, to N.J.A.C. 6A:9B-8.6(f), as previously described.

#### **N.J.A.C. 6A:9B-8.7 Requirements for the Standard Certificate**

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

#### **N.J.A.C. 6A:9B-8.8 Requirements for Interstate Reciprocity for a CEAS, CE, or Standard Certificate**

This section governs interstate reciprocity for instructional certificates.

The Department proposes new N.J.A.C. 6A:9B-8.8(a)1i to exempt candidates applying for reciprocity for a certificate that requires possession of, or eligibility for, a CEAS or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught from having to complete a CEAS educator preparation program that includes clinical practice and endorsement in a subject that is also issued in New Jersey. The proposed regulation will eliminate the requirement to complete an additional clinical practicum for candidates who satisfied that requirement as part of their initial certification.

The Department proposes to amend N.J.A.C. 6A:9B-8.8(a)3, which requires candidates applying for reciprocity who begin teaching academic year 2017-2018 to pass 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. The Department proposes to delete “[e]ffective for candidates who begin teaching academic year 2017-2018” because the date has passed and the requirement now applies to all candidate cohorts.

The Department proposes to amend N.J.A.C. 6A:9B-8.8(c), which states that candidates who have been issued an out-of-State CE shall meet all requirements at N.J.A.C. 6A:9B-8.3 with the exception of N.J.A.C. 6A:9B-8.8(b) and (e). The Department proposes to incorporate the exceptions at existing N.J.A.C. 6A:9B-8.8(f) and new N.J.A.C. 6A:9B-8.8(h), (i), and (j).

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-8.8(e), which states that 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 at N.J.A.C. 6A:9B-8.8(d)1 shall be issued a CE. The Department proposes to replace “CE” with “CEAS.” The Department also proposes to delete N.J.A.C. 6A:9B-8.8(e)1 through 4, which require the candidate to meet all requirements for provisional and standard certificates at N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but exempts the candidate from CE certification requirements; the provisional certificate requirement to be enrolled in a CE educator preparation program; the renewal of provisional certificate requirement to be enrolled in, or to have completed, a CE educator preparation program; and the standard certification requirement to complete a CE educator preparation program. The proposed amendment and deletions account for the candidates who have completed educator preparation programs in their home states,

which qualifies them for a CEAS. Out-of-State teachers must complete only evaluations and mentoring for a standard certificate.

The Department proposes new N.J.A.C. 6A:9B-8.8(h) to establish that the Office will issue an instructional CE to candidates who enroll in an educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program, pursuant to N.J.A.C. 6A:9A-5.7; hold an equivalent, valid CE or provisional instructional certificate issued by another state; pass a subject-matter test to receive an out-of-State endorsement or the appropriate New Jersey subject-matter test; have at least one year of effective teaching experience, as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer; and demonstrate good standing during previous teaching experience pursuant to an out-of-State certificate.

The Department proposes new N.J.A.C. 6A:9B-8.8(i) to require candidates participating in the Alternate Route Interstate Reciprocity Pilot Program to meet all of the requirements at N.J.A.C. 6A:9B-8.4 to be eligible for a provisional certificate.

The Department proposes new N.J.A.C. 6A:9B-8.8(j) to establish that the Office will issue a standard certificate to candidates who complete a CE educator preparation program while participating in the Alternate Route Interstate Reciprocity Pilot Program; pass a State-approved performance assessment or the performance assessment approved by the state in which the reciprocal certificate was issued prior to entry into the CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program; and meet the requirements for a standard certification, pursuant to N.J.A.C. 6A:9B-8.7. New N.J.A.C. 6A:9B-8.8(j)3i states that a candidate who successfully completes CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program may apply to the Office



to have up to one year of effective teaching experience earned out-of-State, as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer, apply toward the requirements at N.J.A.C. 6A:9B-8.6(b).

### **N.J.A.C. 6A:9B-8.9 Requirements for Non-Public School Training Programs**

This section sets forth requirements for nonpublic schools that choose to provide a mentoring program for novice teachers.

The Department proposes to amend N.J.A.C. 6A:9B-8.9(a)2, which requires a participating nonpublic school to assign, as a mentor, a teacher on staff in a non-administrative, non-supervisory capacity who holds a standard New Jersey instructional certificate. The Department proposes to also allow the nonpublic school to assign a non-staff member who meets the criteria at N.J.A.C. 6A:9C-5.2 as the mentor. The proposed amendment will align the rule for participating nonpublic schools with the requirements for mentors in public schools and allow retired educators to serve as mentors.

### **Proposed New N.J.A.C. 6A:9B-8.10 Nonresident Military Spouse Temporary Instructional Certificate**

This proposed new section will establish the requirements for a nonresident military spouse to be eligible for a temporary instructional certificate, in accordance with N.J.S.A. 18A:26-2.14.

Proposed N.J.A.C. 6A:9B-8.10(a) will require an applicant for the nonresident military spouse temporary instructional certificate to do the following:

- Be ineligible for any other instructional endorsement pursuant to N.J.A.C. 6A:9B-8.1 through 8.8;

- Document nonresident active-duty spouse status by submitting a military dependent identification card;
- Hold a valid and current license or certificate to teach issued by another state for which there is an equivalent and currently issued New Jersey endorsement; and
- Demonstrate competency in teaching through demonstration of either three years of successful out-of-State teaching under a validly issued out-of-State teaching license or meeting the GPA requirement pursuant to N.J.A.C. 6A:9B-8.2. The candidate shall submit a letter of experience from a past supervisor or authorized school district representative and/or a completed Record of Professional Experience form.

Proposed N.J.A.C. 6A:9B-8.10(b) states that the temporary instructional certificate shall be valid for one year from issuance date and shall not be subject to renewal. The proposed subsection also will require certificate holders to apply and be eligible for a certificate pursuant to N.J.A.C. 6A:9B-8 through 13 to continue teaching upon expiration of the temporary instructional certificate.

Proposed N.J.A.C. 6A:9B-8.10(c) states that the temporary instructional certificate shall be issued for a specific instructional content area endorsement, in accordance with N.J.A.C. 6A:9B-8.10(a)3, to ensure that certificate holders are placed in classrooms for which they have appropriate content knowledge.

**Subchapter 8A. Limited Instructional Certificate of Eligibility and Certificate of Eligibility  
with Advanced Standing Pilot Program**

**N.J.A.C. 6A:9B-8A.1 Scope**

This section establishes the scope of the five-year pilot program created pursuant to P.L. 2021, c. 224, as well as general provisions for the creation and issuance of the limited CE and limited CEAS in an instructional area.

### **N.J.A.C. 6A:9B-8A.2 School District Participation**

This section sets forth the criteria for Commissioner approval of school districts to participate in the limited CE and limited CEAS pilot program, as well as criteria for their continued participation.

### **N.J.A.C. 6A:9B-8A.3 Limited CE or CEAS in an Instructional Area Requirements**

This section contains the eligibility criteria for the limited CE and limited CEAS in an instructional area. The section requires a candidate for a limited CEAS in an instructional area to meet all the requirements for a CEAS pursuant to N.J.A.C. 6A:9B-8.2, with the exception of one of the following: the minimum grade point average (GPA) requirement pursuant to N.J.A.C. 6A:9B-8.2(a)3 and its exceptions at N.J.A.C. 6A:9B-8.2(c); or the minimum passing score on an appropriate State test(s) of subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.2(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2. The section also requires a candidate for a limited CE in an instructional area to hold a bachelor's or an advanced degree and to meet all other requirements for a CE pursuant to N.J.A.C. 6A:9B-8.3, with the exception of one of the following: 1) the minimum number of subject area course credits and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)4 and 9.1(a)1; 2) the minimum GPA pursuant to N.J.A.C. 6A:9B-8.3(a)3 and its exceptions at N.J.A.C. 6A:9B-8.3(b); 3) the minimum score on a Commissioner-approved test of basic reading, writing, and mathematical skills pursuant to N.J.A.C. 6A:9B-8.3(a)5 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)5i; or 4) the minimum passing score on an appropriate State test(s) of

subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.3(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2.

#### **N.J.A.C. 6A:9B-8A.4 Provisional and Standard Certificate Requirements for Certificate Holders with a Limited CE or CEAS in an Instructional Area**

This section sets forth the criteria and requirements for holders of a limited CE and CEAS in an instructional area to earn a provisional certificate. This section states that the limited CE or limited CEAS in an instructional area satisfies the CE or CEAS requirement at N.J.A.C. 6A:9B-8.1(a) for purposes of obtaining a provisional certificate until November 1, 2027. This section also requires a certificate holder with a limited CE or limited CEAS in an instructional area to meet all requirements at N.J.A.C. 6A:9B-8.4 to be eligible for a provisional certificate and to meet all provisional certificate requirements by no later than September 1, 2027. This section further requires a provisional certificate holder hired pursuant to the pilot program to meet all of the requirements at N.J.A.C. 6A:9B-8.7 to be eligible for a standard certificate.

### **Subchapter 9. Instructional Endorsements**

This subchapter sets forth the basic requirements for an 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.

#### **N.J.A.C. 6A:9B-9.1 Endorsement Requirements**

This section sets forth the basic requirements that apply to nearly all available endorsements.

## **N.J.A.C. 6A:9B-9.2 Authorizations - General**

This section provides the grades or subject(s) that each endorsement authorizes the holder to teach.

The Department proposes new N.J.A.C. 6A:9B-9.2(a)7 to state that “[h]olders of other endorsements may teach computer science, as defined in Standard 8.1 of the NJSLS, until July 1, 2027. After July 1, 2027, a teacher of computer science in preschool through grade 12 shall hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15.” The proposed paragraph will align the section with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science education endorsement to the instructional certificate.

## **N.J.A.C. 6A:9B-9.3 Department-Issued Endorsements and Authorizations**

This section provides a comprehensive list of the endorsements issued by the Department. The endorsements are grouped within the relevant NJSLS or by specific populations, subjects, ages, and/or grade levels.

The Department proposes to amend N.J.A.C. 6A:9B-9.3(a)1iv, which states that the speech arts and dramatics endorsement authorizes the holder to teach speech arts and dramatics in all public schools. The Department proposes to delete “and dramatics” because there is a separate theater endorsement that is equivalent to dramatics. Therefore, “and dramatics” is no longer necessary and is being deleted throughout this chapter, where necessary.

The Department proposes to amend N.J.A.C. 6A:9B-9.3(a)2iv, which states that the swimming and water safety instructor endorsement authorizes the holder to teach swimming, diving, and water safety in all public schools. The Department proposes to delete “instructor” for consistency with the other endorsements listed. The proposed amendment also will implement

part of a petition for rulemaking from the American Red Cross to adjust the names of safety certificates and other language related to qualifications for teaching swimming, diving, and water safety in New Jersey public schools (see 54 N.J.R. 720(a)).

The Department proposes new N.J.A.C. 6A:9B-9.3(a)9 to state that the computer science endorsement authorizes the holder to teach computer science, as described in Standard 8.1 of the NJSLS, in all New Jersey public schools. The proposed paragraph will align the section with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science education endorsement to the instructional certificate.

The Department proposes to amend N.J.A.C. 6A:9B-9.3(b)1, which provides that the bilingual/bicultural endorsement authorizes the holder to teach bilingual/bicultural education in all public schools. The Department proposes to add that the bilingual/bicultural endorsement also authorizes a holder to provide consultative services and supportive resource programs, including modification and adaptation of curriculum and instruction, to English language learners. The proposed amendment will enable holders of the bilingual/bicultural endorsement to provide services beyond instruction.

#### **N.J.A.C. 6A:9B-9.4 21st Century Life and Careers and Career and Technical Education Endorsements and Authorizations**

This section sets forth the business education and career and technical education (CTE) endorsements and authorizations, which differ from other endorsements in Subchapter 9.

The Department proposes to amend N.J.A.C. 6A:9B-9.4(a)1ii, which authorizes holders of the business: an accounting endorsement to teach accounting, bookkeeping, finance and investment, business mathematics, and exploration of related careers. The Department proposes

to delete “bookkeeping” because bookkeeping is part of accounting responsibilities and the terminology is no longer used in the profession.

The Department proposes to amend N.J.A.C. 6A:9B-9.4(c)7, which authorizes holders of the government and public administration an endorsement to teach in CTE 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. The Department proposes to delete “foreign service” because the CTE career cluster prepares students for careers in state and Federal government, rather than for a career in foreign service.

## **Subchapter 10. Additional Requirements or Exceptions to Requirements for Instructional Endorsements for Certification**

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

### **N.J.A.C. 6A:9B-10.1 General Provisions**

This section states that the subchapter includes, in addition to the requirements at N.J.A.C. 6A:9B-8 and 9, requirements for the instructional endorsement, including specific coursework required for programs leading to an endorsement for any subject referenced in the subchapter and approved pursuant to N.J.A.C. 6A:9A.

### **N.J.A.C. 6A:9B-10.2 Elementary School (K-6)**

This section 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 and/or science to satisfy the requirements at N.J.A.C. 6A:9B-9.1(a)1iii.

The Department proposes new N.J.A.C. 6A:9B-10.2(a) to state that candidates for an elementary school (K-6) endorsement must complete all of the certification requirements at N.J.A.C. 6A:9B-8 and 9, with the exception of N.J.A.C. 6A:9B-9.1(a)1. N.J.A.C. 6A:9B-8 and 9 apply to all endorsement areas.

The Department proposes to amend recodified N.J.A.C. 6A:9B-10.2(b) to delete “[t]o meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii” because that subparagraph requires all candidates for an instructional endorsement to complete 30 content credits aligned to one subject area with 12 credits at the advanced level, which is unnecessary for elementary educators who teach all subject areas. The proposed amendments will allow for a combination of content knowledge and pedagogical content knowledge more appropriate for the elementary school (K-6) endorsement. The Department additionally proposes to add “also” between “shall complete” to specify that a candidate for the elementary school (K-6) endorsement must complete the requirements at N.J.A.C. 6A:9B-10.2(a) and (b)1 or 2.

The Department proposes to amend N.J.A.C. 6A:9B-10.2(b)2, which requires a candidate for the elementary (K-6) endorsement to complete a minimum of 60 semester-hour credits in liberal arts and/or science if the candidate did not complete a liberal arts, science, dual-content, or interdisciplinary major. The Department proposes to add “for a candidate who begins a CEAS education preparation program on or before August 31, 2025,” at the beginning to require candidates who apply on or before that date to meet existing requirements. The Department also proposes to add new N.J.A.C. 6A:9B-10.2(b)2i to explain the requirements for candidates entering the program on or after September 1, 2025. The inclusion of dates will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025, while providing time for educator preparation programs to make the necessary program



adjustments and require candidates entering programs after September 1, 2025, to meet the new requirements. At new N.J.A.C. 6A:9B-10.2(b)2i, the Department proposes to reduce the number of semester-hour credits to 30 in core-content areas, including English, mathematics, and social studies/history for candidates that begin educator preparation programs on or after September 1, 2025. Reducing the number of content credits will give educator preparation programs more opportunity to focus on candidates' pedagogical content knowledge. The 30 semester-hour credits may encompass a sequence of classes in the core content areas, while also including classes that could be applied to an academic major, in addition to core classes that may be required at the college or university.

The Department proposes new N.J.A.C. 6A:9B-10.2(c) to establish the required pedagogy coursework and/or clinical experiences for all candidates for a CEAS with an elementary school (K-6) endorsement who enter educator preparation programs on or after September 1, 2025, while also delineating the specific requirements for building pedagogical content knowledge in core content areas for elementary teachers. Currently, the Department does not specify pedagogical coursework required in educator preparation programs that lead to an elementary school (K-6) endorsement. The Department also proposes new N.J.A.C. 6A:9B-10.2(c)1, 2, and 3 to ensure that all candidates who obtain the endorsement are explicitly trained in pedagogical content knowledge for teaching mathematics, literacy, science, and social studies with an emphasis on the integration of literacy across all content areas, which will align with the Department's focus on robust literacy instruction for all students, especially early learners.

The Department proposes new N.J.A.C. 6A:9B-10.2(d) to require a holder of a CE with an elementary school (K-6) endorsement who begins teaching provisionally on or after September 1, 2025, to complete a Department-approved New Jersey college or university

program pursuant to N.J.A.C. 6A:9B-10.2(c)1 through 3. The proposed new regulation will hold all candidates to the same expectations.

### **N.J.A.C. 6A:9B-10.3 Health and Physical Education**

The section sets forth the requirements for the health and physical education endorsement.

The Department proposes to change the section's heading to "Health and physical education and physical education" to clarify the requirements set forth in this section apply to two endorsements -- "health and physical education" and "physical education."

The Department proposes to amend N.J.A.C. 6A:9B-10.3(a)1, which requires the candidate for the health and physical education endorsement to complete a 30-credit coherent sequence of courses in health and a minimum of 15 credits in physical education, which must include the study of individual, dual, and team sports. The Department proposes to delete "dual" because dual sports are included in "team sports." The Department also proposes to add "adaptive physical education" to ensure that physical education teachers are equipped to work with students of all levels of ability.

### **N.J.A.C. 6A:9B-10.4 Physical Science**

The section establishes the requirements for the physical science endorsement.

The Department proposes to replace the section heading with "Science" because this section applies to the new add-on endorsement proposed at N.J.A.C. 6A:9B-11.13, as well as the physical science endorsement.

The Department proposes new N.J.A.C. 6A:9B-10.4(b) to require candidates holding a CEAS or standard certificate with a science endorsement seeking an additional CEAS or standard certificate with a science endorsement to complete 15 credits in the corresponding content area with

six credits at the advanced level and pass the State test of subject matter knowledge. Proposed N.J.A.C. 6A:9B-10.4(b)i states that the GPA flexibilities pursuant to N.J.A.C. 6A:9B-8.2(c) and 8.3(b) shall not apply. The proposed subsection will eliminate a redundancy in content requirements to obtain an additional science endorsement. The candidates have already met the general science requirements and have taken the subject-matter assessment for general science.

#### **N.J.A.C. 6A:9B-10.5 World Languages**

The section sets forth the requirements for the world languages endorsement.

The Department proposes to delete N.J.A.C. 6A:9B-10.5(c), which exempts a candidate who matriculated and enrolled in classes in a world language educator preparation program no later than spring semester 2005, and who met the requirements at N.J.A.C. 6A:9B-10.2 and completed the program at N.J.A.C. 6A:9B-10.5(a)1, by September 1, 2007, from being required to complete the linguistic competency requirement at N.J.A.C. 6A:9B-10.5(a)1. The Department also proposes to delete N.J.A.C. 6A:9B-10.5(c)1, which requires a candidate who meets the section's requirements, but applies to the Office after March 1, 2008, to complete the linguistic competency requirement. The subsection is no longer necessary because these dates have passed and the requirements are now applicable to all candidates.

#### **N.J.A.C. 6A:9B-10.6 Technology Education**

This section contains the requirements for the technology education endorsement.

#### **N.J.A.C. 6A:9B-10.7 Art**

The section sets forth the requirements for the art endorsement.

### **N.J.A.C. 6A:9B-10.8 Speech Arts and Dramatics**

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

The Department proposes to repeal the section because dramatics is no longer an endorsement and is replaced by an existing theater endorsement. Speech arts requires only 30 credits or a major in speech, which is an existing requirement at N.J.A.C. 6A:9B-9.1(a)1iii.

### **N.J.A.C. 6A:9B-10.9 Social Studies**

The section sets forth the requirements for the social studies endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.9 as 10.8.

### **N.J.A.C. 6A:9B-10.10 Family and Consumer Sciences**

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

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.10 as 10.9.

### **N.J.A.C. 6A:9B-10.11 Comprehensive Business**

This section sets forth the requirements for the comprehensive business endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.11 as 10.10.

The Department proposes to amend N.J.A.C. 6A:9B-10.10(a)1, which requires a candidate for the comprehensive business endorsement to complete, at a two- or four-year regionally accredited college or university, 12 semester-hour credits in bookkeeping or accounting. The Department proposes to instead require six semester-hour credits in only accounting. Reducing the number of credits will increase candidate access to this endorsement while maintaining the minimum requirements, which will increase the number of educators in an

area of high need. The Department is also proposing to delete “bookkeeping” as it is outdated content that is no longer used in the business profession. The Department proposes to delete “bookkeeping” through the chapter, where necessary.

#### **N.J.A.C. 6A:9B-10.12 Computer Applications and Business-Related Information Technology**

This section establishes the requirements for the computer applications and business-related information technology endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.12 as 10.11.

#### **N.J.A.C. 6A:9B-10.13 Finance, Economics, and Law**

This section sets forth the requirements for the finance, economics, and law endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.13 as 10.12.

#### **N.J.A.C. 6A:9B-10.14 Keyboarding and Data Entry**

This section requires a candidate for the keyboarding and data entry endorsement to complete, at a two- or four-year regionally accredited college or university, a course in keyboarding and/or word processing applications.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.14 as 10.13.

#### **N.J.A.C. 6A:9B-10.15 Office Administration and Office Systems Technology**

This section sets forth the requirements for the office administration and office systems technology endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.15 as 10.14.

### **N.J.A.C. 6A:9B-10.16 Individuals Enrolled in Degree Programs Prior to January 7, 2008**

This section requires a candidate who matriculates and enrolls in a State-approved educator preparation program in accordance with the applicable subsection at N.J.A.C. 6A:9B-10.6 through 10.10, on or after January 7, 2009, to complete all requirements of the applicable subsection effective as of January 7, 2008. This section also requires a candidate who is matriculated and enrolled in an out-of-State approved educator preparation program in accordance with the applicable section at N.J.A.C. 6A:9B-10.6 through 10.10, prior to January 7, 2009, and applied to the Office for certification no later than January 7, 2010, to complete all requirements at N.J.A.C. 6A:9B-8.2, effective January 6, 2008. The section further requires a candidate who did not apply to the Office for certification by January 7, 2010, to fulfill the applicable requirements pursuant to N.J.A.C. 6A:9B-10.6 through 10.10 in this section.

The Department proposes to repeal existing N.J.A.C. 6A:9B-10.16 because the dates have passed and the requirements are now applicable to all candidates.

### **Proposed New N.J.A.C. 6A:9B-10.15 Computer Science**

This proposed new section will establish the requirements for a stand-alone endorsement in computer science.

Proposed N.J.A.C. 6A:9B-10.15(a) will require candidates holding a standard instructional certificate in another endorsement area to meet the following requirements to be eligible for the computer science endorsement: complete 15 credit hours of computer science coursework and pass the appropriate State test of computer science content knowledge.

Proposed N.J.A.C. 6A:9B-10.15(b) will require candidates for a standard instructional certificate in computer science to complete all certificate requirements at N.J.A.C. 6A:9B-8 and the endorsement requirements at N.J.A.C. 6A:9B-9.

Proposed N.J.A.C. 6A:9B-10.15(c) states that candidates who hold standard certificates and teach computer science as of September 1, 2024, shall be eligible for the computer science endorsement if the candidates have received two effective or highly effective ratings in teaching computer science within the last four years and pass the appropriate State test of computer science content knowledge.

Proposed N.J.A.C. 6A:9B-10.15(d) will require all candidates for the computer science endorsement to complete, or have completed, a minimum of three semester-hour credits in a methods of teaching computer science course offered by an accredited college or university within 12 months of the initial computer science teaching assignment. Proposed N.J.A.C. 6A:9B-10.15(d)1 states that the methods course may be included in the 15 credit hours of computer science coursework pursuant to (a)1 above or the 30 credit hours required to fulfill endorsement requirements pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.

## **Subchapter 11. Additional Requirements or Exceptions to Requirements for Instructional Certification with Special Endorsements**

This subchapter sets forth 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.

### **N.J.A.C. 6A:9B-11.1 General Provisions**

This section states that the subchapter includes additional requirements or exceptions for the instructional certificate with special endorsements. This subchapter also 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.

### **N.J.A.C. 6A:9B-11.2 Preschool Through Grade Three**

This section sets forth the requirements for the preschool through grade three endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.2(a)1ii(1) to require a candidate for the preschool through grade three endorsement who enters an educator preparation program on or after September 1, 2025, to complete at least 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science. The proposed new regulation will reduce the number of liberal arts credits required to provide more opportunity for educator preparation programs to include meaningful pedagogical content-based courses for candidates for the preschool through grade three endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.2(a)2 to make the existing rules applicable to candidates who enter an educator preparation program on or before August 31, 2025. The Department also proposes new N.J.A.C. 6A:9B-11.2(a)2i to require CEAS candidates who enter a preschool through grade three educator preparation program on or after September 1, 2025, to complete the requirements at new N.J.A.C. 6A:9B-11.2(b). The proposed paragraph will require candidates to complete subject-matter requirements for preschool through grade three and the preschool through grade three pedagogy to ensure that every student, school, and school district have access to well-trained, effective educators who meet the needs of their communities.



The inclusion of dates will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025, while providing a timeframe for educator preparation programs to make the necessary program adjustments and to require candidates entering programs after September 1, 2025, to meet the new requirements.

Recodified N.J.A.C. 6A:9B-11.2(a)3 requires, effective with academic year 2017-2018, that provisional teachers holding a CE with a preschool through grade three endorsement complete either 350 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(a)1, or 24 semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program. The Department proposes to amend recodified N.J.A.C. 6A:9B-11.2(a)3i to replace “equity” with “equitable opportunities.” The proposed amendment will clarify that the coursework will include the creation of a climate that fosters and nurtures diversity and equitable opportunities that address each student’s needs, without expecting that all students will demonstrate equal outcomes. The Department proposes to delete “[e]ffective academic year 2017-2018” and recodified N.J.A.C. 6A:9B-11.2(a)3 because all provisional teachers holding a CE with a preschool through grade three endorsement in the 2017-2018 academic year have either been issued a standard certificate or have exceeded the time allowed to earn a standard certificate and, therefore, are no longer eligible to teach in public schools pursuant to the preschool through grade three endorsement.

Existing N.J.A.C. 6A:9B-11.2(a)3, which is proposed for deletion, requires 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, 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.

The Department proposes new N.J.A.C. 6A:9B-11.2(b) to delineate the requirements for candidates seeking a CEAS with a preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025. The proposed requirements include at least 30 credits in coursework and/or clinical experience in developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students; developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students; developing the pedagogical content knowledge for teaching science and social studies to preschool and elementary students that emphasizes the integration of literacy skills in science and social studies; addressing 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; addressing understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities; and addressing curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices.

Proposed N.J.A.C. 6A:9B-11.2(b)1 through 6 will establish required pedagogy coursework and/or clinical experiences for all candidates for the preschool through grade three endorsement entering educator preparation programs on or after September 1, 2025. Proposed N.J.A.C. 6A:9B-11.2(b)1 will require candidates to have six to nine credits that focus on developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students and that include cognitively guided mathematics instruction; assessment of, and remediation for, difficulties in mathematics; the use of mathematical practices in instruction; building the underlying mathematical conceptual knowledge of educators; and the integration of literacy skills in mathematics. Proposed N.J.A.C. 6A:9B-11.2(b)2 will require candidates to

complete 12 to 15 credits that focus on developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students and that include developing the pedagogical content knowledge and conceptual framework for teaching early literacy skills or foundational reading skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print; strategies for teaching reading comprehension, writing, speaking, and listening to preschool and elementary students; multicultural, multilingual, and diverse children's literature; assessment for, and planning of, remedial instruction to address reading problems for early and emergent readers, and assessment and screening of early reading difficulties; and foundations of speech language development, including screening and support of students with speech/language, articulation, and communication disorders. Proposed N.J.A.C. 6A:9B-11.2(b)3 will require candidates to also complete coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to preschool and elementary students that emphasizes the integration of literacy skills in science and social studies. The Department proposes new N.J.A.C. 6A:9B-11.2(b)4 to require candidates to also complete coursework that addresses 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. Proposed new N.J.A.C. 6A:9B-11.2(b)5 will require candidates to complete coursework that addresses understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities. Proposed new N.J.A.C. 6A:9B-11.2(b)6 will require candidates to complete coursework that addresses curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. The proposed coursework requirements will ensure that all

candidates who obtain the preschool through grade three endorsement are explicitly trained in pedagogical content knowledge for teaching mathematics, literacy, science, and social studies with an emphasis on the integration of literacy across all content areas, which will align with the Department's focus on robust literacy instruction for all students, especially early learners. Due to the overlap in the grade levels taught by elementary and preschool through grade three teachers, the proposed content-based pedagogy topics are similar.

The Department proposes new N.J.A.C. 6A:9B-11.2(c) to require a holder of a CE with preschool through grade three endorsement who begins teaching under a provisional certificate on or after September 1, 2025, to complete a Department-approved New Jersey college or university program pursuant to new N.J.A.C. 6A:9B-11.2(b).

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.2(d), which, in part, allows a teacher holding a standard elementary school endorsement valid in 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 to teach children in preschool in a public school or a Department of Children and Families facility if the teaching experience was in a position that would require the preschool through grade three endorsement. The Department proposes to also require teachers meeting this criteria to present documentation that supports the preschool teaching experience when newly employed in a school district or a Department of Children and Families facility. The proposed amendment will ensure that current educators have been exposed to the specialization of preschool through grade three education and are updated on recent pedagogy. The proposed amendments will ensure that every student, school, and school district have access to well-trained, effective educators who meet the needs of their communities.

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.2(e), which states that a standard certificate with a preschool through grade three endorsement authorizes the holder to teach preschool and kindergarten in all school districts. The Department proposes to replace “and kindergarten” with “through third grade” to reflect the proper grade span.

### **N.J.A.C. 6A:9B-11.3 Career and Technical Education**

This section establishes the requirements for the career and technical education endorsement.

The Department proposes to combine N.J.A.C. 6A:9B-11.3(a)1 and 2, which require candidates for the instructional certificate in a career and technical education endorsement to complete the applicable CE or CEAS requirements, at N.J.A.C. 6A:9B-11.3(a)1.

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.3(a)3, which requires candidates for the instructional certificate in a career and technical education endorsement to complete the requirements for the renewal of the provisional certificate at N.J.A.C. 6A:9B-8.5 and the standard certificate requirements at N.J.A.C. 6A:9B-8.7. The Department proposes to delete the requirement for candidates who have not yet completed the Department-approved basic skills assessment or achieved a minimum score on an alternate assessment listed at N.J.A.C. 6A:9B-8.3(a)5 to complete the basic skills assessment prior to becoming eligible for a standard certificate. The Department proposes new N.J.A.C. 6A:9B-11.3(a)3i to require holders of a provisional certificate with a career and technical education endorsement seeking a standard certificate to demonstrate proficiency in the use of English language and mathematics by: 1) passing the Commissioner-approved test of basic reading, writing, and mathematics skills; 2) holding a master’s or terminal degree from an accredited institution of higher education; 3) holding an occupational license or certification or industry certificate or registration; or 4) completing a portfolio of work products through an approved educator preparation program, as

approved by the employing school district's superintendent, or the superintendent's designee.

The proposed amendments will add alternative measures for the basic skills assessment for CTE teachers and will align the section with N.J.S.A. 18A:26-34.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)1, which sets forth how a candidate is deemed eligible for a CE with a career and technical education endorsement. N.J.A.C. 6A:9B-11.3(b)1 sets forth the experience-based endorsement requirements that include passing an examination in physiology, hygiene, and substance abuse issues, holding a State-issued occupational license, certificate, or registration if the candidate is seeking 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, and meeting one of the following: employment experience, self-employment experience, or military experience. The Department proposes to delete "the State issued" and add "issued by the State of New Jersey or other state or national authority," pertaining to the occupational license, certificate, or registration. The proposed amendments will expand the pool of eligible candidates for a career and technical education endorsement by changing the valid occupational licenses to include out-of-State licenses and national licenses. The Department also proposes an amendment at N.J.A.C. 6A:9B-11.3(b)1i(2), which states that the Department will identify industry credentials in consultation with experts from education and business. The Department proposes to add "annually review and" before "identify" to ensure that industry credentials are reviewed at least on an annual basis. The proposed amendment will ensure that qualified experience is up-to-date with industry credentials.

The Department proposes to delete existing N.J.A.C. 6A:9B-11.3(c), which requires any school district that employs a novice teacher who has not yet passed the basic-skills tests required at N.J.A.C. 6A:9B-11.3(a)3 to provide ongoing support through the novice teacher's supervisor to

ensure the novice teacher's students receive appropriate feedback on basic skills for their class work. The existing subsection also requires the school district to provide ongoing support to prepare the novice teacher to pass the basic-skills tests. The proposed deletion aligns with the additional alternative measures for CTE teachers; therefore, the subsection is no longer needed.

#### **N.J.A.C. 6A:9B-11.4 Teacher of Students with Disabilities**

This section sets forth the requirements for the teacher of students with disabilities endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-11.4(a)1, which requires a candidate for a CE or CEAS with a teacher of students with disabilities endorsement to possess or be eligible for a CE, CEAS, or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught. The Department proposes to delete "or be eligible for" because this endorsement requires the candidate to already possess a CE, CEAS, or standard certificate.

The Department proposes to amend N.J.A.C. 6A:9B-11.4(a)2, which requires candidates for the deaf or hard-of-hearing with a sign language communication endorsement to achieve an intermediate or higher score on the Sign Communication Proficiency Interview (SCPI). The Department proposes to replace "Communication" and "(SCPI)" with "Language" and "(SLPI)," respectively, and to add "or a score of three or higher on the American Sign Language Proficiency Interview (ASLPI)." The proposed amendments will provide more opportunities for candidates to meet the requirements to attain the endorsement, which will increase the number of educators in an area of high need.

The Department proposes new N.J.A.C. 6A:9B-11.4(a)6 to exempt a candidate for a CE or CEAS with a teacher of students with disabilities endorsement from the clinical practice requirement, pursuant to N.J.A.C. 6A:9B-8.2(b). The proposed paragraph will eliminate the

requirement to complete an additional clinical practicum because the candidates satisfied the requirement while earning their initial certificate.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-11.4(b), which requires a candidate for the CEAS with a teacher of students with disabilities endorsement who has met the requirements at N.J.A.C. 6A:9B-11.4(a)1 to complete an educator preparation program. The Department proposes to add “that includes a minimum of 21 credit hours in the topics at (d), (e), (g), or (h) below” after “educator preparation program.” The Department proposes to amend the second sentence, which requires a candidate for the deaf or hard-of-hearing with a sign language communication endorsement to also achieve an intermediate or higher score on the SCPI. The Department proposes to replace “SCPI” with “SLPI or a score of three or higher on the ASLPI.” The proposed amendments will eliminate the requirement to complete an additional clinical practicum because the candidates satisfied the requirement while earning their initial certificate.

The Department proposes to amend N.J.A.C. 6A:9B-11.4(d)1, which requires provisional certificate holders with a teacher of students with disabilities endorsement to complete an educator preparation program that includes a range of 21 to 27 credit hours of formal instruction in the specified topics to be eligible for the standard certificate. The Department proposes to replace “range of 21 to 27 credit hours” with “minimum of 21 credit hours” to eliminate the cap for the credit hours, which will provide flexibility for educator preparation programs to determine the appropriate number of credits. The same amendment is proposed at N.J.A.C. 6A:9B-11.4(e)1 and 11.6(b).

The Department proposes new N.J.A.C. 6A:9B-11.4(d)1ix to require provisional teachers who hold a CE with a teacher of students with disabilities endorsement to complete an educator preparation



program that includes formal instruction in Autism spectrum disorders, in addition to the existing eight topics. The proposed subparagraph will align the endorsement requirements at P.L. 2017, c. 6.

The Department proposes to delete existing N.J.A.C. 6A:9B-11.4(e)3, which exempts holders of the provisional certificate with a blind or visually impaired endorsement from the performance assessment, pursuant to N.J.A.C. 6A:9B-8.7(a)4. The proposed deletion will no longer require these candidates to duplicate the performance assessments they have already completed for their initial instructional certificate. The Department proposes to delete existing N.J.A.C. 6A:9B-11.4(f)3 and (g)3, which exempt, from the performance assessment, holders of the provisional certificate with a deaf or hard-of-hearing with oral/aural communication and holders of the provisional certificate with a deaf or hard-of-hearing with sign language communication endorsement, respectively, for the same reason.

The Department proposes new N.J.A.C. 6A:9B-11.4(j) to require the holder of a provisional certificate with a teacher of students with disabilities endorsement to meet the following requirements to renew the provisional certificate: demonstrate successful completion of at least two courses per provisional period, as required of the approved educator preparation program, and be rated effective or highly effective during the year of the requested renewal. The proposed subsection codifies that teachers holding this endorsement and seeking a renewal of their provisional certificate must show annual progress toward meeting requirements for the standard certificate.

The Department proposes to delete existing N.J.A.C. 6A:9B-11.4(m), which allows holders of a standard teacher of the handicapped certificate to obtain additional instructional endorsements upon completion of the academic and test requirements listed at N.J.A.C. 6A:9B-8.2 and upon presentation of an original letter from a school official documenting a minimum of one year of

experience teaching students with disabilities under a teacher of the handicapped endorsement. The subsection proposed for deletion is redundant and is codified at existing N.J.A.C. 6A:9B-9.1(b).

#### **N.J.A.C. 6A:9B-11.5 Bilingual/Bicultural Education**

This section contains the requirements for the bilingual/bicultural endorsement.

#### **N.J.A.C. 6A:9B-11.6 English as a Second Language**

This section sets forth the requirements for the English as a second language (ESL) endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.6(c) to state that no holder of a provisional certificate shall be employed for more than six years in a position requiring an English as a second language endorsement, except as set forth at N.J.A.C. 6A:9B-8.5(c). The proposed subsection aligns with existing N.J.A.C. 6A:9B-8.5.

#### **N.J.A.C. 6A:9B-11.7 Driver Education**

This section establishes the requirements for a driver education endorsement.

#### **N.J.A.C. 6A:9B-11.8 Military Science**

This section sets forth the requirements for the military science endorsement.

#### **N.J.A.C. 6A:9B-11.9 Middle School with Subject Matter Specialization**

This section includes the requirements for the middle school with subject-matter specialization endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.9(d) and (e) to add two new middle school with subject-matter specialization endorsements. Proposed new N.J.A.C. 6A:9B-11.9(d)

will add a middle school with subject-matter specialization endorsement in science, technology, engineering, and mathematics (STEM). A middle school STEM endorsement will allow holders of a middle school with subject-matter endorsement in mathematics or science to demonstrate the content knowledge necessary to earn the STEM endorsement by passing an additional subject-matter content assessment without having to fulfill other endorsement requirements. Earning the additional endorsement will broaden the scope of middle school courses the holder could teach by allowing a holder of the middle school with subject-matter specialization endorsement in STEM to teach science and mathematics. The proposed new endorsement will help address the staffing issues that school districts are facing in finding and hiring middle school teachers. The proposed new endorsement will create a streamlined pathway for middle school teachers to be dually certified in STEM areas.

The Department proposes new N.J.A.C. 6A:9B-11.9(e) to add a new middle school with subject-matter specialization endorsement in humanities. A middle school humanities endorsement will allow holders of a middle school with subject-matter endorsement in English language arts or social studies to demonstrate the content knowledge necessary to earn the humanities endorsement by passing an additional subject-matter content assessment without having to fulfill other endorsement requirements. Earning the additional endorsement will broaden the scope of middle school courses that a holder could teach by allowing a holder of the middle school with subject-matter specialization endorsement in humanities to teach English language arts, social studies and related literature, and social and civic engagement. The proposed new endorsement will help address the staffing issues that school districts are facing in finding and hiring middle school teachers. The proposed new endorsement will create a streamlined pathway for middle school teachers to be dually certified in humanities.

## **N.J.A.C. 6A:9B-11.10 Swimming and Water Safety**

This section sets forth the requirements for the swimming and water safety endorsement.

The Department proposes amendments to the section to implement parts of a petition for rulemaking from the American Red Cross to adjust the names of safety certificates and other language related to qualifications for teaching swimming, diving, and water safety in New Jersey public schools (see 54 N.J.R. 720(a)).

The Department proposes to amend N.J.A.C. 6A:9B-11.10(a)2, which requires candidates for the swimming and water safety endorsement to hold a valid Cardiopulmonary Resuscitation for Professional Rescuer Certificate issued by the American Red Cross or the YMCA. The Department proposes to replace “YMCA” with “American Heart Association.” The American Heart Association is an organization approved by the Department of Health to certify individuals in CPR, whereas the YMCA is not an approved organization for the CPR certificate.

The Department proposes to amend N.J.A.C. 6A:9B-11.10(a)4, which requires candidates for the swimming and water safety endorsement to hold a valid Water Safety Instructor Certificate issued by the American Red Cross, the YMCA, or the Flotation Aided Swim Training Program (FAST Swim Program<sup>TM</sup>). The Department proposes to replace “Water Safety Instructor Certificate” with “water safety/swimming instructor certificate.” The proposed amendment will encompass the certificates issued by the three authorized entities.

The Department proposes to amend N.J.A.C. 6A:9B-11.10(b)2, which requires the chief school administrator of the employing district board of education to annually forward to the executive county superintendent copies of each valid American Red Cross or YMCA certificate identified at N.J.A.C. 6A:9B-11.10(a)2, 3, and 4 for every person assigned to teach swimming and/or diving. The Department

proposes to delete “American Red Cross or YMCA” because the issuers of each certificate identified at N.J.A.C. 6A:9B-11.10(a)2, 3, and 4 already are listed in the respective paragraph.

### **N.J.A.C. 6A:9B-11.11 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8**

This section establishes the requirements for the Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 endorsement.

### **N.J.A.C. 6A:9B-11.12 Requirements for the Charter School Certificate of Eligibility (CSCE)**

This section sets forth the requirements for the charter school certificate of eligibility (CSCE).

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-11.12(d)2, which requires the charter school to provide a written recommendation for the issuance of a standard charter school certificate, as new N.J.A.C. 6A:9B-11.12(e).

### **Proposed New N.J.A.C. 6A:9B-11.13 Requirements for Mathematics and Science Add-On Endorsement**

This proposed new section will establish the requirements for mathematics and science add-on endorsements for candidates who already hold a CEAS or standard instructional certificate in mathematics or science. For example, an individual who holds an instructional certificate with a science endorsement and teaches chemistry could earn an endorsement in physical sciences, in lieu of needing all 30 credits in the new subject area, as required by the existing rules.

Proposed N.J.A.C. 6A:9B-11.13(a) states that “[a]ll endorsements authorized under this section shall be used only for employment in areas of mathematics and science in foundational courses in the subject area sequence.”

N.J.A.C. 6A:9B-11.13(b) is proposed to exempt candidates for a CE with a mathematics or science endorsement as an add-on from the requirements at N.J.A.C. 6A:9B-9.1 and, instead, to require the candidates to: 1) hold a valid New Jersey CEAS or standard instructional certificate in mathematics or science; 2) complete at least six of the 30 credits of appropriate coursework in the subject area; 3) demonstrate at least two years of successful teaching under a valid New Jersey or out-of-State equivalent instructional teaching certificate; and 4) be enrolled in, and recommended for, a CE by an educator preparation program.

N.J.A.C. 6A:9B-11.13(c) is proposed to state that candidates holding, and employed pursuant to, a CE issued pursuant to N.J.A.C. 6A:9B-11.13(b) shall be eligible for a provisional certificate issued pursuant to N.J.A.C. 6A:9B-8.4. Proposed N.J.A.C. 6A:9B-11.13(d) will require candidates to complete all requirements for a standard certificate with a mathematics or science area endorsement pursuant to N.J.A.C. 6A:9B-9.1(a), 10, or 11, as applicable. The proposed regulations will align the section with eligibility requirements for provisional and standard certificates at N.J.A.C. 6A:9B-8.4 and 9.1(a), 10, or 11, respectively.

Proposed N.J.A.C. 6A:9B-11.13(e) will require candidates for a standard certificate with a mathematics or science endorsement who hold a CE issued pursuant to N.J.A.C. 6A:9B-11.13(b) to do the following: 1) meet the coursework and subject matter knowledge assessment requirements for the endorsement area at N.J.A.C. 6A:9B-9.1(a); 2) successfully complete the educator preparation program approved pursuant to N.J.A.C. 6A:9A-5.6; and 3) be recommended for a standard certificate by the educator preparation program.

## **Proposed New N.J.A.C. 6A:9B-11.14 Requirements for the Early College High School Certificate of Eligibility**

The Department proposes new N.J.A.C. 6A:9B-11.14 to effectuate P.L. 2021, c. 279, which authorized a CE for individuals who are qualified by education and experience to teach grades seven through 12 at an early college high school program. The State law established an alternate route to expedite the certification of eligible candidates and exempts them from the requirements governing a CE.

Currently, experienced college professors are required to obtain a teaching certificate prior to teaching in early college high school programs that offer dual enrollment opportunities to high school students. While experienced college professors have the content knowledge and teaching experience necessary to teach college courses, they do not always meet the requirements to obtain an instructional certificate in New Jersey. This alternate pathway will allow early college high school programs to continue to attract experienced college professors without requiring them to take additional coursework to teach college-level courses if they have demonstrated teaching proficiency.

Proposed N.J.A.C. 6A:9B-11.14(a) states that all endorsements issued pursuant to this section authorize the certificate holder to teach grades seven through 12 only in an early college high school program.

Proposed N.J.A.C. 6A:9B-11.14(b) sets forth the requirements for a candidate to be eligible for the early college high school CE with an instructional endorsement. A candidate must hold an advanced degree for an accredited college or university in a field related to the subject area being taught, have experience teaching students at any grade level, including postsecondary, and pass the appropriate State test of subject-matter knowledge.

Proposed N.J.A.C. 6A:9B-11.14(c) will require a candidate for the early college high school provisional certificate in an instructional area to show documentation that an early college high school intends to employ the candidate in a teaching position and enroll in the provisional teacher program.

Proposed N.J.A.C. 6A:9B-11.14(d) will require a candidate for the early college high school standard certificate in any instructional area to demonstrate the successful completion of at least four school years of teaching under an early college high school provisional certificate with annual summative evaluation ratings of “effective” or “highly effective” issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.

### **Subchapter 11A. Requirements for Teacher Leader Endorsement**

This subchapter sets forth the requirements for the teacher leader endorsement to the instructional certificate.

#### **N.J.A.C. 6A:9B-11A.1 Purpose of Requirements**

This section requires a certificate holder with the teacher leader endorsement to be prepared to demonstrate the Teacher Leader Model Standards.

#### **N.J.A.C. 6A:9B-11A.2 Authorization**

This section authorizes holders of the teacher leader endorsement to assume responsibilities that are consistent with the Teacher Leader Model Standards.

#### **N.J.A.C. 6A:9B-11A.3 Requirements**

This section establishes the requirements for a candidate to be eligible for the teacher leader endorsement.



## **Subchapter 12. Requirements for Administrative Certification**

This subchapter sets forth the requirements for the Department’s approval of 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.

### **N.J.A.C. 6A:9B-12.1 Purpose of Requirements**

This section states that the requirements for administrative certification shall apply when approving educator preparation programs for administrative and supervisory personnel, evaluating the eligibility of candidates for administrative or supervisory certification, and approving residency programs required of principal and school administrator candidates for certification.

The Department proposes to amend N.J.A.C. 6A:9B-12.1(a)2 to replace “administrative or supervisory certification” with “an administrative certificate or an administrative certificate with a supervisor endorsement.” The Department proposes to amend N.J.A.C. 6A:9B-12.1(a)3 to replace “principal and school administrator candidates for certification” candidates with “an administrative certificate with a principal or school administrator endorsement.” The proposed amendments will clarify the two types of endorsements for administrators.

### **N.J.A.C. 6A:9B-12.2 College Degrees**

This section requires all candidates for administrative certification, except for school business administrators, to hold a master’s degree or higher from a regionally accredited college or university.

### **N.J.A.C. 6A:9B-12.3 Authorizations**

This section establishes what certificate holders can do under the school administrator, principal, supervisor, and school business administrator endorsements to an administrative certificate and which roles and responsibilities the certificate holder can assume.

The Department proposes to amend N.J.A.C. 6A:9B-12.3(d)2, which authorizes the holder of a school business administrator endorsement to engage in facilities planning, construction and maintenance, personnel administration, administration of transportation and food services, and central data-processing management. The Department proposes to delete “construction and maintenance” because the two areas are covered by the a certified facilities manager certificate issued by the Department. A certified facilities manager is responsible for the oversight of construction and maintenance.

### **N.J.A.C. 6A:9B-12.4 School Administrator**

This section sets forth the requirements for a candidate to be eligible for a school administrator endorsement.

The Department proposes to amend the section to streamline the requirements for a school administrator endorsement and to reorganize the requirements for mentors and the individualized mentoring plan.

The Department proposes to amend N.J.A.C. 6A:9B-12.4(a)1ii, which requires a candidate for the school administrator CE to hold a master’s degree from an accredited college or university and complete a post-master's program resulting in a CEAS in educational administration and supervision. The Department proposes to replace “post-master's program resulting in a CEAS” with “graduate-level program.” The Department also proposes to replace “in educational administration

and supervision” with “in educational leadership, curriculum and instruction, or one of the recognized fields of leadership or management.” The proposed amendments will streamline the requirements at existing N.J.A.C. 6A:9B-12.4(a)1ii, iii, iv, and v and (a)2 into one regulation. The proposed amendment will broaden the potential pool of educators eligible for the school administrator certificate by allowing candidates who have a master’s degree in another field to complete a graduate program that includes the relevant educational leadership coursework whether within, or in addition to, the master’s degree program.

The Department proposes to amend recodified N.J.A.C. 6A:9B-12.4(a)3, which requires a candidate for a CE with a school administrator endorsement to pass a State-approved examination of knowledge acquired through study of the topics listed at N.J.A.C. 6A:9B-12.4(a)2, aligned with the Professional Standards for School Leaders, and most directly related to the functions of superintendents. The Department proposes to delete “of knowledge acquired through study of the topics listed in (a)2 above” because the topics have been updated and the requirements will align with the Professional Standards for School Leaders.

The Department proposes to delete the second sentence at N.J.A.C. 6A:9B-12.4(e), which allows 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 deletion codifies that residency program providers, instead of the Department, have the discretion to determine whether residency extensions are necessary. The same amendment is proposed at new N.J.A.C. 6A:9B-12.5(e)2.

The Department proposes to recodify the last sentence at existing N.J.A.C. 6A:9B-12.4(e)2 as new subsection (f). The proposed recodification will separate the candidate eligibility requirements for standard administrative certificate with a school administrator endorsement and the Commissioner-approved program residency requirements. The Department proposes to recodify existing N.J.A.C.

6A:9B-12.4(e)2iv(1), (2), (5), and (6) as (g)1, 2, 4, and 5, respectively. The Department also proposes to recodify existing N.J.A.C. 6A:9B-12.4(e)2iv(3) and (4) as (g)3. The proposed recodifications will relocate all mentor criteria and duties in one regulation. The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(e)2v and (f) as (h) and (g), respectively.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(g), which requires each candidate for the standard administrative certificate to be evaluated by a mentor at least three occasions with the first two evaluations conducted mainly for diagnostic purposes, as new N.J.A.C. 6A:9B-12.4(i). The Department proposes to amend the subsection to delete “[t]he first two evaluations shall be conducted mainly for diagnostic purposes.” The Department proposes to recodify the third sentence, which requires the final evaluation to be the basis for issuance of the candidate’s standard certificate, as new N.J.A.C. 6A:9B-12.4(i)2. The Department also proposes to recodify the fourth and fifth sentences, which require all performance evaluations to be aligned with the Professional Standards for School Leaders, the mentor to discuss each evaluation with the candidate, and the mentor and candidate to sign each report, as new N.J.A.C. 6A:9B-12.4(i)1. The Department also proposes to delete the last sentence, which requires the mentor to send the completed report to the Department, accompanied by the recommendation for certification pursuant to N.J.A.C. 6A:9B-12.4(j) because the provisions will be relocated at N.J.A.C. 6A:9B-12.4(j)1 and 2, as proposed for amendment.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(h), which requires each mentor to form an advisory panel of practicing educators and to convene the panel on at least three occasions for purposes of reviewing the candidate’s progress and soliciting advice concerning the candidate’s certification. The regulation also allows the mentor to seek the informal input of the employing district board of education concerning the candidate’s standard

certification. The subsection proposed for deletion is no longer part of the mentor's responsibilities, which are proposed for amendment at new N.J.A.C. 6A:9B-12.4(g) and (h).

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(i), which states that the Department may require the candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment. The proposed deletion is necessary because the educator preparation or residency programs set the fees for training and mentoring services, rather than the Department.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(j)1, which requires the mentor to submit, to the Department, before the end of the residency period, a comprehensive evaluation report on the candidate's performance. The section is no longer necessary because the Department requires a signed copy of the evaluation only after the candidate has received their copy pursuant to recodified N.J.A.C. 6A:9B-12.4(j)2.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(j)2 as (j)1.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(j)3, which states that mentors act as agents of the Board of Examiners in formulating their certification recommendations and that the mentors' recommendations shall not be subject to review or approval by district boards of education. The mentors do not act as agents of the Board of Examiners, but rather make recommendations to the Board of Examiners related to the issuance of certificates. The same deletion is proposed at N.J.A.C. 6A:9B-12.7, which relates to the school business administrator endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(j)5, which requires the mentor to provide the candidate with a copy of the signed evaluation report, and the mentor's recommendation, before submitting it to the Department, as new N.J.A.C. 6A:9B-12.4(j)2.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(j)6, which allows a candidate who disagrees with the mentor's recommendation to appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13. The existing regulation is redundant and allowed pursuant to existing N.J.A.C. 6A:9B-4.13. A similar rule at existing N.J.A.C. 6A:9B-12.7(g)6 is proposed for deletion for the same reason.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(n), which established a five-year pilot program for the issuance of a CE, a provisional certificate, and a standard certificate for school administrator to a successful candidate for appointment as chief school administrator. The regulation is no longer needed because the pilot program period has expired.

#### **N.J.A.C. 6A:9B-12.5 Principal**

This section contains the requirements for a candidate to be eligible for the principal endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-12.5(a)1ii, which requires a candidate for the principal CE to hold a master's degree from an accredited college or university and complete a post-master's program resulting in a CEAS in educational administration and supervision. The Department proposes to replace "post-master's program resulting in a CEAS" with "graduate-level program." The Department also proposes to replace "in educational administration and supervision" with "in educational leadership, curriculum and instruction, or one of the recognized fields of leadership or management." The proposed amendments will streamline the requirements at existing N.J.A.C. 6A:9B-12.5(a)1ii, iii, and v and (a)2 into one subparagraph and recodify N.J.A.C. 6A:9B-12.5(a)1iv as (a)1iii. The proposed amendment will broaden the potential pool of educators eligible for the principal certificate by allowing candidates who have a master's degree in another field to complete a graduate program that

includes the relevant educational leadership coursework whether within, or in addition to, the master's degree program.

The Department proposes to amend recodified N.J.A.C. 6A:9B-12.5(a)3, which requires a candidate for a CE with a principal endorsement to pass a State-approved examination of knowledge acquired through study of the topics listed at N.J.A.C. 6A:9B-12.5(a)2 and most directly related to the functions of superintendents. The Department proposes to replace “study of the topics listed in (a)2 above” with “study aligned to the Professional Standards for School Leaders” because the topics have been updated and the requirements will align with the Professional Standards for School Leaders.

The Department proposes new N.J.A.C. 6A:9B-12.5(e)3 and 4 to require candidates eligible for the standard administrative certificate with a principal endorsement to have been reviewed by the mentor, recommended by the mentor for a standard certificate, and have paid the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services.

The Department proposes to recodify the last sentence at existing N.J.A.C. 6A:9B-12.5(e)2 and (e)2i, ii, iii, and iv, which require the Commissioner-approved program provider selected by the employing school or school district to implement the residency program and set forth program criteria as new N.J.A.C. 6A:9B-12.5(f)1 through 5. The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(e)2iv(1) through (6) and (e)2v as new N.J.A.C. 6A:9B-12.5(g) and (g)1 through 7, respectively. The proposed recodifications will separate the program provider requirements from mentor responsibilities.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(f)1, 2, and 3 as (f)5i, ii, and iii, respectively. The Department proposes to amend the second sentence of new N.J.A.C.

6A:9B-12.5(f)5i, which requires principal mentors to have received a summative rating of “effective” or “highly effective” starting in academic year 2013-2014 and each year thereafter. The Department proposes to delete “[f]or principals practicing in New Jersey starting in academic year 2013-2014 and each year thereafter” because the date has passed and the provision now applies to all principal mentors. The Department also proposes at N.J.A.C. 6A:9B-12.5(f)5i to add “in at least three years of service in a position requiring a principal endorsement” at the end of the second sentence to require the principal mentor to have effective or highly effective ratings for at least three years.

The Department proposes new N.J.A.C. 6A:9B-12.5(h) to state that a mentoring plan shall take the place of the individualized professional development plan during the residency period. The proposed subsection also will require the mentoring plan 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 proposed subsection also will require the support for the candidate in areas established at new N.J.A.C. 6A:9B-12.5(h)1 through 11 to be considered in developing the individualized plan. The proposed regulation will ensure that the individualized mentoring plan is based on the required criteria and is inclusive of specific areas of principal leadership, such as collegial management, supervision and evaluation responsibilities, working with a district board of education, management of school district operations, and school law.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(g), which requires the Commissioner-approved program provider to base the candidate’s recommendation for the standard administrative certificate with a principal endorsement to be based on at least three reviews conducted by the mentor throughout each year during the two-year residency, as N.J.A.C. 6A:9B-12.5(i). The Department proposes to amend the subsection to replace



“throughout each year during the two-year residency” with “in each year of the two-year residency for a minimum of six reviews” to clarify the number of total reviews that are required.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.5(h), which states that the Department may require a candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment. The regulation proposed for deletion is duplicative of new N.J.A.C. 6A:9B-12.5(e)4.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.5(i)4 and 5, which require the program provider to provide the candidate with a copy of the written evaluation report and recommendation before submitting it to the Department and allows a candidate who disagrees with the program provider’s recommendation to appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13. The existing paragraphs are redundant and already included at existing N.J.A.C. 6A:9B-4.13.

The Department proposes to amend recodified N.J.A.C. 6A:9B-12.5(k), which states that a candidate who receives a “disapproved” recommendation or two or more “insufficient” recommendations may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13. The Department proposes to replace “‘disapproved’ recommendation” with “‘partially effective’ or ‘ineffective’ evaluations” and to replace “‘insufficient’ recommendations” with “‘ineffective’ evaluations” to align the subsection with N.J.A.C. 6A:10.

### **N.J.A.C. 6A:9B-12.6 Supervisor**

This section sets forth the requirements for the supervisor endorsement.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.6(a)2ii(3), which requires a candidate for the supervisor endorsement to successfully complete 12 graduate-level semester-hour credits, including three elective credits in curriculum design and development. The Department also proposes to recodify existing N.J.A.C. 6A:9B-12.6(a)2ii(4), which requires a

candidate for the supervisor endorsement to successfully complete 12 graduate-level semester-hour credits, including three elective credits in instructional staff supervision and/or curriculum design and development, as N.J.A.C. 6A:9B-12.6(a)2ii(3). The Department proposes to amend recodified N.J.A.C. 6A:9B-12.6(a)2ii(3) to require six elective credits in instructional staff supervision and/or curriculum design and development, rather than three, to account for the three credits required at existing N.J.A.C. 6A:9B-12.6(a)2ii(3).

### **N.J.A.C. 6A:9B-12.7 School Business Administrator**

This section establishes the requirements for the school business administrator endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-12.7(c)2iv, which outlines the criteria for a candidate to be eligible for the standard administrative certificate with a school business administrator endorsement. The Department proposes to add “minimum of” before “145 clock hours” to not limit the number of clock hours a candidate for a standard administrative certificate with a school business administrator endorsement is required to take. Given the expanding breadth of a school business administrator’s duties, the proposed amendment will provide flexibility to add content to the one-year Commissioner-approved school or school district residency program while employed under a provisional certificate, as necessary.

The Department proposes to delete the first sentence at N.J.A.C. 6A:9B-12.7(e), which requires a school business administrator’s mentor to form an advisory panel of practicing educators and to convene the advisory panel on at least three occasions for purposes of reviewing the candidate’s progress and soliciting advice concerning the candidate’s certification. The existing regulation is unnecessary in the mentoring process and is a burden to practicing educators (school business administrators) because it is an unrealistic expectation of the residency provider, considering that each school district employs only one school business

administrator. Additionally, the advisory panel is impractical to convene and members are uncompensated. The Department maintains that the monthly meetings and frequent, informal daily and weekly interactions between the mentees and mentors are sufficient.

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-12.7(e), which allows the mentor to seek the informal input of the employing district board of education concerning the candidate's standard certification, as N.J.A.C. 6A:9B-12.7(d)4.

The Department proposes to recodify the second sentence at existing N.J.A.C. 6A:9B-12.7(f), which requires a candidate for the standard administrative certificate with a school business administrator endorsement to pay to the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services, as N.J.A.C. 6A:9B-12.7(c)3.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.7(g)3, which states that mentors act as agents of the Board of Examiners in formulating their certification recommendations and that the recommendations shall not be subject to review or approval by district boards of education.

### **N.J.A.C. 6A:9B-12.8 Requirements for Interstate Reciprocity**

This section sets forth interstate reciprocity rules for administrator certificates.

## **Subchapter 13. Acting Administrators**

### **N.J.A.C. 6A:9B-13.1 General Provisions**

This section contains rules governing the approval and appointment of acting administrators who do not hold the standard administrator certificate under circumstances that

prevent a superintendent, assistant superintendent, school business administrator, principal, or vice principal from fulfilling the duties of the position.

The Department proposes to amend N.J.A.C. 6A:9B-13.1(a) to add that the section does not apply to an individual who holds the CE required for the position, in addition to the standard certificate. An individual who holds a CE applicable to an administrator position would be eligible to serve as an acting administrator without Commissioner approval, as specified in the section.

The Department proposes to amend N.J.A.C. 6A:9B-13.1(b), which states that the Commissioner's approval, pursuant to this section, shall be for three months' duration and may be renewed for a period of three months at a time on a case-by-case basis upon application. The subsection also states that, if the acting status of the individual is to extend beyond a year, the Commissioner shall provide, to the State Board, a recommendation that the district board of education's application be granted. The Department proposes to amend the regulation to specify that, if the acting status of the individual is to extend beyond a year, the district board of education shall apply, in writing, to the Commissioner, through the executive county superintendent, for permission to employ the person in an acting capacity and state the reason(s) why the action is necessary. The Department also proposes to amend the regulation to state that the Commissioner may recommend to the State Board whether to approve the application.

#### **Subchapter 14. Requirements for Educational Services Certification**

This subchapter establishes the requirements for candidates seeking educational services certifications.

##### **N.J.A.C. 6A:9B-14.1 Qualifications/General Provisions**

This section sets forth the general requirements for the educational services certificate.

The Department proposes to delete N.J.A.C. 6A:9B-14.1(a)3, which enables a candidate for an educational services certificate to fulfill one of four options by completing three years of successful full-time experience, or the equivalent, in the appropriate field in another state pursuant to that state's standard certificate authorizing such service. The regulation also requires the candidate to hold a currently valid standard certificate from that state in the appropriate field and for the experience to occur in the seven years immediately prior to the application for the New Jersey educational services certificate. The regulation proposed for deletion is no longer necessary and is superseded by the reciprocity rules at N.J.A.C. 6A:9B-14.21.

#### **N.J.A.C. 6A:9B-14.2 Student Assistance Coordinator**

This section explains the functions that a student assistance coordinator (SAC) endorsement authorizes a holder to carry out. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.2(b)1, 2, and 3, which establish three options to fulfill degree requirements for the SAC CE. The Department proposes to delete the last sentence in each regulation, which exempts the candidates utilizing this pathway from having to complete a college-supervised SAC practicum. The practicum will be required at recodified N.J.A.C. 6A:9B-14.2(c)3. Proposed N.J.A.C. 6A:9B-14.2(e)2i will exempt candidates who hold a SAC CE from having to complete a college-supervised SAC practicum.

The Department proposes to amend N.J.A.C. 6A:9B-14.2(c)2, which sets forth the required areas that must be part of the minimum 21 semester-hour credits completed as part of a Department-approved graduate program, to update terminology.

The Department proposes to delete existing N.J.A.C. 6A:9B-14.2(c)2vi, which requires the Department-approved graduate program to cover the coordination of research-based

prevention program services in school and community settings. The provisions will be included at existing new N.J.A.C. 6A:9B-14.2(c)2vi, as proposed for amendment.

### **N.J.A.C. 6A:9B-14.3 School Nurse**

This section states that the school nurse endorsement authorizes the holder to perform nursing services and to teach in areas related to health in public schools in preschool through grade 12. This section also contains the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.3(c), which sets forth the required areas that must part of the minimum 21 semester-hour credits completed as part of a program of studies. The Department proposes new N.J.A.C. 6A:9B-14.3(c)8 to require the instruction to include substance abuse. The proposed amendment will align the section with N.J.S.A. 18A:40-3.7. The Department proposes the same amendment at N.J.A.C. 6A:9B-14.4(c)7.

### **N.J.A.C. 6A:9B-14.4 School Nurse/Non-Instructional**

This section states that the school nurse/non-instructional endorsement authorizes the holder to perform nursing services in public schools in preschool through grade 12, but does not authorize the holder to teach in areas related to health. This section also sets forth the requirements for attaining the endorsement.

The first sentence at N.J.A.C. 6A:9B-14.4(e) sets forth the requirements for an emergency certificate for the school nurse/non-instructional endorsement. The Department proposes to replace “[a]n emergency certificate may be issued” with “[u]pon the executive county superintendent’s request, the Office may issue” because the executive county superintendent receives and reviews the initial request for an emergency certificate. The Department also proposes to amend the second sentence, which requires the candidate to present

evidence of study in public health nursing and child and/or adolescent growth and development. The Department proposes to delete “and child and/or adolescent growth and development” because the topics are not required for the standard certificate with a school nurse/non-instructional endorsement, making it unreasonable to require for an emergency certificate, as school nurses are in high demand. Removing this requirement will allow additional candidates to be eligible for the emergency certificate to support schools and students.

### **N.J.A.C. 6A:9B-14.5 School Social Worker**

This section explains the duties that a school social worker endorsement authorizes a holder to carry out. This section also specifies the requirements for attaining the endorsement.

The Department proposes to delete N.J.A.C. 6A:9B-14.5(c), which allows holders of a master’s degree in social work from a regionally accredited college or university to be issued a standard educational services certificate with a school social worker endorsement. The subsection no longer is necessary, as N.J.A.C. 6A:9B-14.5(b) sets forth the requirements for all candidates with a master’s degree. The proposed amendments also will simplify the section and delineate educational services professionals, such as SAC, guidance counselors, and school psychologists, etc.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.5(d), which sets forth the requirements for an emergency certificate with a school social worker endorsement, as N.J.A.C. 6A:9B-14.5(c). The Department also proposes to replace “[a]n emergency certificate may be issued” with “[u]pon the executive county superintendent’s request, the Office may issue,” as the executive county superintendent receives and reviews the initial request for an emergency certificate. The Department proposes the same amendment at N.J.A.C. 6A:9B-14.7(c), which sets forth the requirements for an emergency certificate with a director of school counseling services endorsement.

### **N.J.A.C. 6A:9B-14.6 Speech-Language Specialist**

This section establishes the functions that a speech-language specialist endorsement authorizes a holder to perform. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to delete N.J.A.C. 6A:9B-14.6(d), which allows individuals holding a valid New Jersey speech correctionist endorsement to serve in a position requiring speech-language specialist certification until August 31, 2015, by which date the individuals had to obtain a speech language specialist endorsement or complete a Department-approved retraining program. The subsection is no longer necessary because the date has passed and all candidates for speech language specialists must meet the current requirements.

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.7(h), which states that an emergency certificate is not available for the speech-language specialist endorsement after July 31, 2013. The regulation also states that emergency certificates in effect on July 1, 2013 will remain valid until July 31, 2013. The Department proposes to delete “after July 31, 2013. However, emergency certificates in effect on July 1, 2013 will remain valid until July 31, 2013” because the dates have passed.

### **N.J.A.C. 6A:9B-14.7 Director of School Counseling Services**

This section specifies the positions in which the holder of a director of school counseling services endorsement can serve. This section also sets forth the requirements for attaining the endorsement.

### **N.J.A.C. 6A:9B-14.8 School Counselor**

This section establishes the services that the holder of a school counselor endorsement can perform. This section also sets forth the requirements for attaining the endorsement.



The Department proposes to amend N.J.A.C. 6A:9B-14.8(b)2iv, which requires the minimum 48 graduate semester-hour credits that are completed as part of a program of studies to include, among other areas, sociological foundations with a minimum of six semester hours that must include study in community agencies, organizations, and resources, and multicultural counseling. The Department proposes to delete “multicultural counseling,” as it is duplicative since multicultural counseling content is covered within the 18 credits of counseling that is required for this endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.8(b)2vi, which requires the minimum 48 graduate semester-hour credits that are completed as part of a program of studies to include, among other areas, supervised counseling practicum in a preschool through grade 12 school setting: a minimum of six credits. The Department proposes to add “as a school counselor” after “practicum” to clarify that the practicum must be specifically designed to prepare candidates for the role of a school counselor. The Department also proposes to require the practicum to be supervised by a person holding a standard New Jersey or out-of-State certificate with a school counselor endorsement. The proposed amendment will ensure that the practicum is completed in a school setting and incorporates all components of the coursework and experience that must be completed as a school counselor.

#### **N.J.A.C. 6A:9B-14.9 School Psychologist**

This section states that the school psychologist endorsement authorizes the holder to serve as a psychologist in preschool through grade 12. This section also specifies the requirement for attaining the endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.9(b)4 as (c), to separate the guidelines for the externship from an alternative to the required 600-clock hours within the externship for those holding an emergency certificate.

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.9(d)4, 5, and 6, which set forth tools that must be provided to an extern. The Department proposes to replace “the extern shall have” with “the college, university, or school district, as appropriate shall provide the extern with.” The proposed amendments will clarify the responsible entities for providing the tools necessary during an externship.

The Department proposes to delete the second sentence at recodified N.J.A.C. 6A:9B-14.9(e), which states that the emergency certificate will be forwarded to the applicant if the executive county superintendent grants preliminary approval. The provision will be included at N.J.A.C. 6A:9B-14.1(d), as proposed for amendment. The same amendment is proposed at N.J.A.C. 6A:9B-14.14 and 14.15.

The Department proposes to relocate existing N.J.A.C. 6A:9B-14.9(e), which states that the Board of Examiners will issue a standard New Jersey school psychologist certificate to holders of a currently valid Nationally Certified School Psychologist (NCSP) license, to N.J.A.C. 6A:9B-14.9(g), for organizational structure.

### **N.J.A.C. 6A:9B-14.10 Learning Disabilities Teacher-Consultant**

This section states that the learning disabilities teacher-consultant endorsement authorizes the holder to serve as a learning disabilities teacher-consultant in preschool through grade 12. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.10(c)2, which requires a candidate who meets the requirements at N.J.A.C. 6A:9B-14.10(b) to complete a consultant-level

master's degree in educational disabilities or two other options. The Department proposes to delete "consultant-level" because the term is not defined or utilized in practice.

The Department proposes to recodify the last three sentences at N.J.A.C. 6A:9B-14.10(c)3ix as (c)3ix(1), to separate the requirement for the candidate to complete the practicum from the required practicum content.

#### **N.J.A.C. 6A:9B-14.11 School Occupational Therapist**

This section states that a school occupational therapist endorsement is required for service as an occupational therapist in preschool through grade 12. This section also establishes the requirements for attaining the endorsement.

#### **N.J.A.C. 6A:9B-14.12 School Physical Therapist**

This section states that a school physical therapist endorsement authorizes the holder to serve as a physical therapist in preschool through grade 12. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.12(b)2, which requires an individual to complete a program in physical therapy from an approved school as one of three eligibility requirements for a school physical therapist endorsement. The Department proposes to replace "approved school" with "accredited college or university physical therapy program approved for the education and training of physical therapists by an accrediting agency recognized by the United States Department of Education, Office of Postsecondary Education." The proposed amendment will align the degree and study requirements with all other endorsements offered by the Office.

## **N.J.A.C. 6A:9B-14.13 Reading Specialist**

This section establishes the functions that the holder of a reading specialist endorsement can carry out. This section also sets forth the requirements for attaining the endorsement.

The Department proposes amendments at N.J.A.C. 6A:9B-14.13(a), which establishes a reading specialist's functions, including "contributes to the evaluation of the reading achievement of students." The Department proposes to replace "evaluation of" with "the collection of standardized data as a means of determining and monitoring." The proposed amendments will provide clarity and precision for the reading specialist role by identifying the contributions of the reading specialist while acknowledging the collaboration necessary between the reading specialist and other experts to fully determine and monitor student achievement.

The Department proposes amendments at N.J.A.C. 6A:9B-14.13(b), which requires a candidate for the reading specialist endorsement to have completed a master's degree from an accredited college or university, two years of successful teaching experience, and the requirement at either N.J.A.C. 6A:9B-14.13(b)1 or 2. The Department proposes to replace "[a] candidate for this endorsement" with "[a] candidate applying for this endorsement on or before August 31, 2025." The inclusion of a date will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025.

The Department proposes new N.J.A.C. 6A:9B-14.13(c) to require candidates applying for the reading specialist endorsement on or after September 1, 2025, to have completed a master's degree from an accredited college or university, three years of teaching experience, and the requirements at new N.J.A.C. 6A:9B-14.13(c)1 or 2. The proposed subsection reflects the role of reading specialists, which includes serving as an instructional leader at the school or school district levels and may incorporate coaching and professional development initiatives.

Requiring a candidate to have served three years in the classroom — instead of two years as currently required — will ensure that the reading specialist has the teaching experience necessary to serve as a school or school district instructional leader. Proposed new N.J.A.C. 6A:9B-14.13(c)1 will enable a candidate applying on or after September 1, 2025, to fulfill the third requirement by completing a Department-approved graduate-degree program in reading with a program of study or a program of graduate studies of 30 semester-hour credits, both of which must consist of the specified topics at new N.J.A.C. 6A:9B-14.13(c)1i through ix.

The Department proposes new N.J.A.C. 6A:9B-14.13(c)2 to enable a candidate applying for the reading specialist endorsement on or after September 1, 2025, to fulfill the third requirement by holding a master's degree in literacy, reading, or another related field from an accredited college or university and by completing courses that cover the topics at N.J.A.C. 6A:9B-14.13(c)1. The proposed option will create a pathway for individuals to gain the reading specialist endorsement without completing a full reading specialist program, as the necessary topics could be covered in a master's degree program. The option also will enable out-of-State candidates to earn the reading specialist endorsement by using previous coursework.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.13(c), which sets forth the requirements for an emergency certificate with a reading specialist endorsement, as N.J.A.C. 6A:9B-14.13(d). The Department proposes to add that the existing requirements must be met by candidates applying for an emergency certificate on or before August 31, 2025.

Proposed new N.J.A.C. 6A:9B-14.13(e) will set forth the requirements for candidates applying for an emergency certificate with a reading specialist endorsement on or after September 1, 2025. The Department proposes new N.J.A.C. 6A:9B-14.13(e)1, 2, and 3 to require a candidate applying for an emergency certificate with a reading specialist endorsement on or

after September 1, 2025, to have a master's degree from an accredited college or university, three years of successful teaching experience, and completed 12 graduate credits in the areas listed at N.J.A.C. 6A:9B-14.13(c)1. The proposed amendments will ensure that candidates for the emergency reading specialist endorsement are well positioned to complete the necessary coursework to obtain the regular endorsement.

### **N.J.A.C. 6A:9B-14.14 School Library Media Specialist**

This section explains the functions that the holder of a school library media specialist (SLMS) endorsement can perform. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.14(b), which requires a candidate for a CE with an SLMS endorsement to hold a master's degree in library media studies and complete one of the three options at N.J.A.C. 6A:9B-14.14(b)1, 2, and 3. The Department proposes to delete options one and three, which are a Department-approved graduate program that specifically prepares the candidate for the certificate and a program of graduate studies consisting of at least 36 semester-hour credits in a coherent sequence of studies. The Department proposes to delete the other option at N.J.A.C. 6A:9B-14.14(b)2, which is to hold a master's degree in library media studies, and, instead, to amend N.J.A.C. 6A:9B-14.14(b) to require the master's degree to be in library media studies. The proposed amendments will streamline the requirements. The Department proposes to relocate N.J.A.C. 6A:9B-14.14(b)3i through x as (c)3i through x. The Department proposes to delete existing N.J.A.C. 6A:9B-14.14(b)3xi, which requires a clinical experience that includes instruction and management and is completed in a school library media center. This regulation is no longer necessary because the regulation requires completion of coursework that already is taken during the candidate's time pursuant to a

provisional certificate as part of the CE pathway and that is already required to obtain a standard certificate. The referenced clinical experience is completed during the CE preparation program.

The Department proposes to amend N.J.A.C. 6A:9B-14.14(c), which requires a candidate for a CEAS with the SLMS endorsement to a Department-approved graduate program that specifically prepares the candidate for the certificate or a program of graduate studies consisting of at least 36 semester-hour credits in a coherent sequence of studies and one of the requirements at N.J.A.C. 6A:9B-14.14(c)1, 2, or 3. The Department proposes to amend N.J.A.C. 6A:9B-14.14(c) to require the candidate to hold a master's degree from an accredited college and complete one additional requirement. The Department proposes to delete N.J.A.C. 6A:9B-14.14(c)2, which states that the candidate may complete a State-approved college educator preparation program with or without clinical practice as one of the additional requirements. The requirement already is covered in the State-approved educator preparation program, which is an existing requirement for this endorsement. The Department proposes new N.J.A.C. 6A:9B-14.14(c)2 to allow the candidate to complete a Department-approved graduate program that specifically prepares the candidate for the certificate. The Department also proposes to amend N.J.A.C. 6A:9B-14.14(c)3, which allows the candidate to fulfill the endorsement requirements by completing a coherent college program that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management. Instead, the Department proposes to allow the candidate to complete a program of graduate studies consisting of a clinical experience that includes instruction and management, which shall be completed in a school library media center, and a minimum of 36 semester-hour credits in a coherent sequence of studies. The Department further proposes to recodify N.J.A.C. 6A:9B-14.14(b)3i through x as (c)3i through x (as referenced above), to appropriately align the

requirements for the CEAS for the SLMS endorsement. The required course content is an existing requirement to obtain a CE, which is not appropriate.

The Department proposes to relocate the second sentence at N.J.A.C. 6A:9B-14.14(e)4, which requires a certified school administrator, principal, or supervisor to provide supervision during the candidate's provisional year, as new N.J.A.C. 6A:9B-14.14(e)4i(1). The Department also propose to relocate the last sentence with amendments at N.J.A.C. 6A:9B-14.14(e)4i, which requires, where possible, an experienced school library media specialist to mentor the candidate throughout the year-long residency, as the last sentence at relocated N.J.A.C. 6A:9B-14.14(e)4i(1). The Department proposes to allow all Commissioner-approved mentor programs to provide the mentoring services when an appropriate school staff person is not available. The Department proposes to amend N.J.A.C. 6A:9B-14.14(e)4i(1) to allow a Commissioner-approved mentoring program to provide an SLMS mentor if no experienced SLMS is available within the school district to mentor the candidate. The proposed amendments will improve the section's organization. The Department proposes the same amendments at N.J.A.C. 6A:9B-14.15(e)3.

The Department proposes to amend N.J.A.C. 6A:9B-14.14(e)4ii, which requires the residency program to be agreed upon through a Department-issued residency agreement 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. The Department propsoes to delete "State-approved" because the residency program is responsible for approving the supervisor, rather than the Department. The Department proposes the same amendments throughout the section and at N.J.A.C. 6A:9B-14.15.



## **N.J.A.C. 6A:9B-14.15 Associate School Library Media Specialist**

This section sets forth the functions that the holder of an associate school library media specialist (ASLMS) endorsement can carry out under the supervision of a certified school administrator, principal, or supervisor. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to phase out the ASLMS endorsement, while providing adequate time for individuals currently enrolled in programs to complete the requirements and earn this endorsement. Currently, the SLMS and ASLMS requirements and job responsibilities overlap, therefore, making ASLMS redundant and no longer necessary. Research also supports preparation at the master's degree level for SLMS as opposed to the 18 graduate credits required for the ASLMS. Phasing out the ASLMS endorsement will provide clarity and streamline roles and responsibilities of the SLMS. Finally, several New Jersey colleges have students who are enrolled in a master's level program and will graduate as SLMSs, fully prepared to provide an instructional program that includes the mastery of content and curriculum standards outlined in the New Jersey Student Learning Standards.

The Department proposes the following new rules at N.J.A.C. 6A:9B-14.15(a)1 and 2 to articulate the timeframe for which candidates remain eligible to obtain a ASLMS. New N.J.A.C. 6A:9B-14.15(a) states that, effective September 1, 2027, the Department will no longer issue an ASLMS endorsement. Proposed new N.J.A.C. 6A:9B-14.15(a)1 states that a candidate for the ASLMS endorsement who is matriculated and enrolled in a State-approved educator preparation program prior to June 1, 2023, and is recommended by the program no later than August, 31, 2021, will remain eligible for the ASLMS endorsement. Proposed new N.J.A.C. 6A:9B-14.15(a)2 will allow a candidate who received an evaluation by the Office as of June 1, 2023, to complete the

evaluation requirements by August 31, 2027, to obtain an ASLMS endorsement. A candidate who does not apply to the Office by August 31, 2027, will not be eligible for the ASLMS endorsement.

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.15(c)2ii, which requires a candidate to complete a program of graduate studies consisting of at least 18 semester-hour credits in a coherent sequence of studies, including organization and coordination of school library media programs, resources, and instruction to provide K-12 students with a sequential course of studies. The Department proposes to replace “K-12” with “preschool through grade 12” to align the regulation with N.J.A.C. 6A:9B-14.15(a).

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.1(f)3i(1) to allow a Commissioner-approved mentoring program to provide an SLMS mentor if no experienced SLMS is available within the school district to mentor the candidate.

The Department proposes new N.J.A.C. 6A:9B-14.15(l) to permit any certificate holder who holds the standard ASLMS endorsement prior to August 31, 2027, and the endorsement remains in good standing, to be employed under the endorsement, as authorized.

#### **N.J.A.C. 6A:9B-14.16 School Orientation and Mobility Specialist**

This section states that the school orientation and mobility specialist endorsement authorizes the holder to serve as an orientation and mobility instructor to blind and visually impaired students in public schools in preschool through grade 12. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend 6A:9B-14.16(b)2, which requires a candidate for the standard educational services certificate with a school orientation and mobility specialist endorsement to 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). The Department proposes to replace “Category A: University Preparation certification issued” with “have successfully matriculated through a university program approved” to more clearly articulate the requirement.

#### **N.J.A.C. 6A:9B-14.17 School Athletic Trainer**

This section states that the athletic trainer endorsement authorizes the holder to serve as a school athletic trainer in preschool through grade 12. This section also sets forth the requirements for attaining the endorsement.

#### **N.J.A.C. 6A:9B-14.18 Educational Interpreter**

This section establishes that, effective September 1, 2005, the educational interpreter endorsement is 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 preschool through grade 12. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-14.18(a), which requires, effective September 1, 2005, 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 preschool through grade 12 to hold the educational interpreter endorsement. The Department proposes to delete “[e]ffective September 1, 2005,” because the date has passed and all individuals now providing educational interpreting services, sign language interpreting, oral interpreting, or cued speech transliteration to students who are deaf, hard-of-hearing, or deaf-blind in preschool through grade 12 must hold this endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.18(b), which sets forth the requirements for a candidate to be eligible for an educational interpreter-sign language interpreting endorsement. The Department proposes to amend N.J.A.C. 6A:9B-14.18(b)1i, which requires a candidate to hold an associate or higher degree and to pass the Educational Interpreter Performance Assessment (EIPA) with a score of at least 3.0. The Department proposes to increase the required score to 3.5. The Department also proposes to require the candidate to pass the EIPA Written Test and Knowledge Standards. The proposed amendments will ensure that students in New Jersey receive interpreting services from a well-prepared educator. New Jersey is one of five states with a minimum score of 3.0; all other states require higher scores. The Department proposes to increase the score on the EIPA throughout the section, where necessary.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.18(b)1ii, which requires the candidate to complete 15 semester-hour credits of professional education coursework that includes studies in child development, language development, curriculum development, methods of instruction, interpreting for deaf-blind students, and legal and ethical issues for educational interpreters, as N.J.A.C. 6A:9B-14.18(b)2i. The Department proposes to decrease the semester hour-credits of professional education coursework to 12 semester-hour credits because the availability of the five required courses is limited. With the additional requirement to pass the EIPA Written Test, the Department is confident that the educators will continue to be well-prepared for the classroom. The Department proposes new N.J.A.C. 6A:9B-14.18(b)2ii to also allow a candidate for an educational interpreter-sign language interpreting endorsement to meet the requirement by holding a certificate of educational interpreting from an accredited two- or four-year college. The proposed regulation will allow educational interpreters

moving to New Jersey from other states to be eligible for a New Jersey certification, which may increase the pool of educational interpreters in New Jersey.

The Department proposes to delete existing N.J.A.C. 6A:9B-14.18(b)2, which allows a candidate to be eligible for the educational interpreter-sign language interpreting endorsement by having the following: 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; a minimum score of 3.0 on the EIPA; and 15 semester-hour credits of professional education coursework in specified topics. The paragraph is no longer necessary because the Department is increasing minimum qualifications for this endorsement to align them with other states' requirements, which may increase the pool of educational interpreters in New Jersey.

The Department proposes to delete N.J.A.C. 6A:9B-14.18(c), which sets forth the eligibility for the standard educational services certificate with an oral interpreting endorsement, because oral interpreting courses are no longer offered by institutions of higher education or as a certification by the Registry for Interpreters for the Deaf or the National Association of the Deaf.

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.18(c), which sets forth the eligibility requirements for the standard educational services certificate with an educational interpreter-cued speech transliteration endorsement. The Department proposes to amend N.J.A.C. 6A:9B-14.18(c)1, which requires the candidate to have a high school diploma, a GED, or an associate or higher degree, to delete "a high school diploma, a GED, or." The Department proposes to delete N.J.A.C. 6A:9B-14.18(c)2, which requires candidates to demonstrate interpreting skills, as evidenced through the possession of a cued speech transliteration certificate from a Department-

approved accrediting agency. Instead, the Department proposes to require candidates to achieve a minimum score of 3.5 on the EIPA for cued speech or possess Testing/Evaluation and Certification Unit (TECUnit) certification, as they meet the current national standards for educational interpreters. The Department proposes to delete the references to a high school diploma or GED throughout the rest of the section and, where necessary, replace the references with “an associate or higher degree.” Increasing the minimum education level for this endorsement will better align New Jersey’s requirements with stakeholders and the National Association of Interpreters in Education (NAIE) that recommend a bachelor’s degree; however, the Department is concerned that requiring a bachelor’s degree would limit the field of educational interpreters.

The Department proposes to recodify N.J.A.C. 6A:9B-14.18(c)3, which requires the candidate to complete 15 semester-hour credits of professional education coursework in specified topics, as N.J.A.C. 6A:9B-14.18(c)2i, to include it as one of two options to fulfill the third requirement for the endorsement. The Department proposes new N.J.A.C. 6A:9B-14.18(c)2ii to include passing the EIPA Written Test, which covers the necessary content knowledge, as the other option. The proposed amendments will ensure that candidates are well prepared for the classroom and will increase the pool of candidates for this endorsement.

The Department proposes to delete existing N.J.A.C. 6A:9B-14.18(f), which allows an emergency educational interpreter certificate in oral interpreting to be issued to a candidate with a high school diploma or GED and an oral interpreting certificate from a Department-approved accrediting agency. The existing subsection also allows the emergency certificate to be renewed a total of three times. The subsection is proposed for deletion because an oral interpreting certificate is no longer offered in educator preparation programs or as a certification by the Registry for Interpreters for the Deaf or the National Association of the Deaf.

The Department proposes to amend the first sentence at recodified N.J.A.C. 6A:9B-14.18(e), which allows an emergency educational interpreter certificate with a cued speech transliteration endorsement to 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 Department proposes to replace “cued speech transliteration certificate from a Department-approved accrediting agency” with “minimum score of 3.5 on EIPA for cued speech or possess TECUnit certification” to align the regulation with current national standards.

#### **N.J.A.C. 6A:9B-14.19 Cooperative Education Coordinator – Hazardous Occupations**

This section explains the functions that the holder of a cooperative education coordinator (CEC) – hazardous occupations endorsement can perform. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.19(b)2, which requires a candidate for the CEC – hazardous occupations endorsement to present evidence of two years of successful teaching under a certificate in career and technical education, plus specified training. The Department proposes to replace “certificate in career and technical education” with “standard certificate in career and technical education with a hazardous occupations endorsement.” The proposed amendment will clarify the type of certificate necessary to serve in this role, as a standard certificate holder has demonstrated successful teaching necessary to serve as a coordinator, thereby preventing an inexperienced teacher from filling such roles.

#### **N.J.A.C. 6A:9B-14.20 Cooperative Education Coordinator**

This section sets forth the duties that the holder of a cooperative education coordinator endorsement can carry out. This section also specifies the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.20(b)2, which requires a candidate for a cooperative education coordinator endorsement to present evidence of completion of two years of teaching under a certificate in career and technical education. The Department proposes to add “standard” before “certificate” to clarify the type of certificate necessary to serve in this role, as a standard certificate holder has demonstrated successful teaching necessary to serve as a coordinator, thereby preventing an inexperienced teacher from filling such roles.

### **N.J.A.C. 6A:9B-14.21 Requirements for Interstate Reciprocity**

This section contains the rules governing interstate reciprocity for educational services certificates.

### **Proposed New N.J.A.C. 6A:9B-14.22 Bilingual Language Paraprofessional Credential**

This proposed section will set forth the duties that the holder of a bilingual language paraprofessional can carry out. This section also will establish the requirements for attaining the endorsement. Currently, bilingual paraprofessionals are utilized informally to interpret and support bilingual instruction. The proposed new credential acknowledges the work of bilingual paraprofessional and will provide a role to further support bilingual students in classrooms, increasing students’ access to content and instruction.

N.J.A.C. 6A:9B-14.22(a) states that the bilingual language paraprofessional credential may be utilized for individuals who provide bilingual instructional support services in preschool through grade 12.

N.J.A.C. 6A:9B-14.22(b) will require a candidate for the bilingual language paraprofessional credential to complete 60 semester-hour credits at an institution of higher education or hold an associate or higher degree from an accredited college or university and meet the test of subject-matter knowledge requirement at N.J.A.C. 6A:9B-9.1(a)2. N.J.A.C. 6A:9B-14.22(b)2 will also require candidates with an associate or higher degree to demonstrate oral and



writing competence in English by: 1) passing a Department-approved, nationally recognized test of oral and written proficiency in English; or 2) establishing the candidate as a speaker of English who was primarily educated in English at the undergraduate or graduate level. The proposed paragraph will also require candidates with an associate or higher degree to demonstrate 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 the candidate as a speaker of the target language who was primarily educated in the target language at the undergraduate or graduate level. Proposed N.J.A.C. 6A:9B-14.22(b)3 will require the candidate to have six semester-hour credits of professional education coursework that includes study in language acquisition, developing literacy skills for a language learner, methods of teaching content in bilingual education, or theory and practice of teaching bilingual education. Such study may be part of, or in addition to, a degree program and may be completed at an accredited two- or four-year college.

### **Proposed New N.J.A.C. 6A:9B-14.23 Early Literacy Specialist**

The Department proposes new N.J.A.C. 6A:9B-14.23 to create a new educational services endorsement to support early literacy at the school and school district levels. The proposed early literacy specialist endorsement is part of the Department's focus on literacy development for the early learners.

Currently, a number of individuals with varying levels of training and expertise support the State's youngest readers. Existing training equips reading specialists to support students in kindergarten through grade 12, but the training does not necessarily require a deep understanding of the foundational support necessary to serve students in preschool through third grade. The introduction of a new educational services endorsement specific to meeting the literacy

development needs of young readers aligns to the Department's goals to create opportunities for all students to be reading at or above grade level by third grade. The proposed endorsement will increase support available to students to actualize this goal.

Proposed N.J.A.C. 6A:9B-14.23(a) states that the early literacy specialist endorsement authorizes the holder to serve as a reading specialist in preschool through grade three. The proposed subsection also states that an early literacy specialist conducts in-service training of teachers and administrators, coordinates instruction for 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 collection of standardized data as a means of determining and monitoring the reading achievement of students. The proposed subsection further states that the holder of an early literacy specialist endorsement may serve as the primary general education interventionist for any student in preschool through grade three with a reading or literacy difficulty that is the result of dyslexia or dysgraphia.

N.J.A.C. 6A:9B-14.23(a)1 states that the early literacy specialist endorsement will be required for individuals to serve in roles that align with the authorizations at N.J.A.C. 6A:9B-14.23(a) beginning at the start of the 2026-2027 school year. The proposed paragraph will provide individuals currently serving in the roles with more than three years to obtain the new endorsement.

N.J.A.C. 6A:9B-14.23(b) sets forth the following requirements for a candidate to be eligible for the early literacy specialist endorsement: have a bachelor's degree from an accredited college or university, demonstrate three years of successful teaching experience, and hold a standard New Jersey instructional certificate with a preschool through grade three or elementary school endorsement. In addition, N.J.A.C. 6A:9B-14.23(b)1 and 2 will require an eligible

candidate to meet one of two criteria. N.J.A.C. 6A:9B-14.23(b)1 will enable a candidate to qualify by completing a Department-approved post-baccalaureate program that is a minimum of 18 semester-hour credits with a program of study that includes: advanced study of reading and structured literacy, including phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print; diagnosis and correction of literacy problems of early learners, including a supervised clinical experience of at least 30 hours; organization of reading programs and professional development strategies to improve the teaching of literacy; supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting; methodology that incorporates multi-sensory instructional approaches for teaching early literacy skills and that helps to remediate learning for students with dyslexia and/or dysgraphia; strategies for remediation of writing for early learners with a focus on the development of fine-motor skills related to the process of writing; and advanced study of literacy strategies for supporting students with varying abilities and multilingual learners. N.J.A.C. 6A:9B-14.23(b)2 will enable a candidate to qualify by holding a master's degree in early literacy, literacy, reading, or another related field from an accredited college or university and courses that cover the areas listed at N.J.A.C. 6A:9B-14.23(b)1.

The proposed coursework and clinical experience will require candidates to complete training specific to the role of a reading specialist for early and emergent readers. This base of knowledge will prepare educators entering a role that supports students and their literacy development, as well as professional development for teachers and leaders. The Department contends that the coursework in the specified areas will best support the training and

development of an early literacy specialist who can meet the needs of learners, help support teachers, and move the State towards the goal of universal literacy.

### **Subchapter 15. Qualifying Academic Credentials**

The Department proposes to amend the heading of this subchapter and the name of the credential to “Academic Qualifying Credentials” to reflect the title currently used in the field.

#### **N.J.A.C. 6A:9B-15.1 Definition; Procedure**

This section describes what a Qualifying Academic Credential (QAC) is and how it can be obtained.

The Department proposes to relocate N.J.A.C. 6A:9B-15.2, which requires applicants for a mortuary science or chiropractic license to satisfy preliminary academic education criteria, as required by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs, as N.J.A.C. 6A:9B-15.1(b). The proposed relocation will improve the section’s organization.

The Department proposes to amend recodified N.J.A.C. 6A:9B-15.1(d), which requires candidates to submit with their application a certified check or money order payable to the Treasurer of the State of New Jersey. The Department proposes to replace “a certified check or money order payable to the Treasurer of the State of New Jersey” with “payment of the fee as instructed in the application.” The proposed amendment is necessary because the Office no longer accepts certified checks or money orders as payment. All fees are paid electronically by credit or debit card.

#### **N.J.A.C. 6A:9B-15.2 Requirements**

This section requires candidates for a mortuary science or 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 repeal this section because its contents will be relocated to N.J.A.C. 6A:9B-15.1(b).

As the Department has provided a 60-day comment period on this notice of proposal, the notice is excepted 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 certificates will create additional endorsements and pathways for in-demand subject areas.

The rules proposed for readoption with amendments, repeals, and new rules include more options for candidates to meet the requirements of attaining endorsements and add-on certificates. The proposed changes will increase the number of educators in the field in high-need areas, such as mathematics, science, and career and technical education. The rules proposed for readoption with amendments, repeals, and new rules also will eliminate the duplicate clinical practice requirements for educators seeking reciprocity in certain endorsement areas.

The new rules allowing issuance of a temporary certification for spouses in the military will also have a positive social impact allowing fully qualified educators from out-of-State to work in New Jersey because of the temporary nature of their military appointments.

The rules proposed for readoption with amendments, repeals, and new rules will clarify the Department's expectations to earn and maintain instructional certification. Finally, the rules proposed for readoption 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 Department does not anticipate that the rules proposed for readoption with amendments, repeals, and new rules will create additional costs for school districts and most individual educators. However, the Department is proposing to readopt certification and credential requirements at N.J.A.C. 6A:9B-5 and 7 through 14 that currently result in costs for individual educators. Certification requirements remain an essential tool for determining whether a candidate is qualified to teach in New Jersey; therefore, the resulting costs are necessary to ensure all students receive a thorough and efficient education.

### **Jobs Impact**

The rules proposed for readoption with amendments, repeals, and new rules will not result in the generation or loss of jobs. The rules proposed for readoption with amendments, repeals, and new rules will lead to more individuals qualifying for certificates required to serve in vacant positions in school districts.

### **Agriculture Industry Impact**

The rules proposed for readoption with amendments, repeals, and new rules will have no impact on the agriculture industry.

### **Federal Standards Statement**

The rules proposed for readoption with amendments, repeals, and new rules will further align the chapter with Federal requirements under the Every Student Succeeds Act (P.L. 114-95) and ensure New Jersey's public-school system prepares students for postsecondary education and the 21st century workplace. The rules proposed for readoption with amendments, repeals, and new rules are in compliance with Federal regulations.

### **Regulatory Flexibility Analysis**

The rules proposed for readoption with amendments, repeals, and new rules do not impose additional reporting, recordkeeping, or other compliance requirements on small businesses, as defined by the Regulatory Flexibility Act, N.J.S.A. 52:14B-16 et seq. The rules proposed for readoption with amendments, repeals, and new rules mainly impact individuals seeking certification. The proposed amendments to reporting and compliance rules at N.J.A.C. 6A:9B-4 (for school district reporting to the Board of Examiners) and 8 (for school leaders who are recommending provisional teachers who have earned standard certification) will have minimal administrative costs and do not increase such costs for school districts. Approved private schools for students with disabilities (APSSDs), which employ certified teachers, could be considered small businesses. APSSDs will also have to comply with the reporting rules and certification rules at N.J.A.C. 6A:9B-4, which requires APSSDs to report to the Department all arrests of certified teachers or if a candidate fails to maintain the appropriate certificate, and N.J.A.C. 6A:9B-8, which requires APSSDs to notify the Department when a teacher is newly hired so the teacher will be issued a provisional certificate and when the teacher has completed the requisite mentorship and evaluation. Certification and related reporting requirements are essential tools for protecting the health and safety of New Jersey students and for determining whether an individual is qualified to teach in New Jersey school districts. As APSSDs receive

public funding for students placed by school districts, the Department sees no reason to differentiate the rules for APSSDs.

### **Housing Affordability Impact Analysis**

The rules proposed for readoption with amendments, repeals, and new rules will have an insignificant impact on the affordability of housing in New Jersey. There is an extreme unlikelihood the rules proposed for readoption with amendments, repeals, and new rules would evoke a change in the average costs associated with housing in the State, as the rules proposed for readoption with amendments, repeals, and new rules impact solely on individual educators, candidates for a certificate, and school districts in New Jersey.

### **Smart Growth Development Impact Analysis**

The rules proposed for readoption with amendments, repeals, and new rules will have an insignificant impact on smart growth. There is an extreme unlikelihood the rules proposed for readoption with amendments, repeals, and new rules would evoke a change in housing production in Planning Areas 1 or 2, or within designated centers, under the State Development and Redevelopment Plan in New Jersey because the rules proposed for readoption with amendments, repeals, and new rules concern individual educators, candidates for a certificate, and school districts in New Jersey.

### **Racial and Ethnic Community Criminal Justice and Public Safety Impact**

There is an extreme unlikelihood the proposed rules for readoption with amendments, repeals, and new rules would have an impact on pretrial detention, sentencing, probation, or parole policies concerning juveniles and adults in the State because the proposed amendments



concern individual educators, candidates for a certificate, and school districts in New Jersey. Accordingly, no further analysis is required.

**Full text** of the rules proposed for re Adoption may be found in the New Jersey Administrative Code at N.J.A.C. 6A:9B.

**Full text** of the rules proposed for repeal may be found in the New Jersey Administrative Code at N.J.A.C. 6A:9B-7.3, 10.8, 10.16, and 15.2.

**Full text** of the proposed amendments and new rules follows (additions indicated in boldface **thus**; deletions indicated in brackets [thus]):

#### Subchapter 1. Scope and Purpose

##### 6A:9B-1.2 Purpose

- (a) The purpose of this chapter is to establish a licensure system **that is** based on professional standards for pre-service preparation and certification **and** that continuously serves to improve the quality of instruction for New Jersey's children to prepare them for [college and] **post-secondary education and/or** careers.
- (b) (No change.)

#### Subchapter 3. State Board of Examiners

##### 6A:9B-3.1 General

- (a) – (b) (No change.)

(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] **Board of Examiners'** duties.

(d) – (e) (No change.)

#### 6A:9B-3.2 Powers and duties

(a) [The] **Upon review of certified scholastic records, documented experience, and/or examinations, the** Board of Examiners shall [issue]:

**1. Issue** appropriate certificates to teach or to administer, direct, or supervise, the teaching, instruction, or educational guidance of [pupils] **students** in public schools [operated by district boards of education,] and [such] **all** other certificates as [it shall be] **the Board of Examiners is** authorized to issue by law[, based upon certified scholastic records, documented experience, or upon examinations, and may revoke];

**2. Revoke** or suspend [such] certificates[. The authority to issue certificates also includes the authority to refuse] **issued, pursuant to N.J.A.C. 6A:9B-4.4; and**

**3. Refuse** to issue a certificate under appropriate circumstances as set forth [in] **at** N.J.A.C. 6A:9B-4.1.

(b) All **Board of Examiners'** actions [taken by the Board of Examiners] shall be taken pursuant to rules adopted by the State Board **at N.J.A.C. 6A:9 and this chapter.**

[(b) The Board of Examiners may suspend or revoke certificates pursuant to N.J.A.C. 6A:9B-4.4.]

(c) In exercising its statutory and regulatory authority, the Board of Examiners and staff assigned to it may:

1. – 2. (No change.)

3. Coordinate, monitor, and evaluate aspects of educator preparation programs and training programs of district boards of education that lead to educational certificates and recommend [their] **the programs'** 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] **teaching staff members**;

6. – 7. (No change.)

#### **6A:9B-3.3 Board of Examiners' procedure**

**(a) Public meetings of the Board of Examiners shall be governed by Robert's Rules of Order Newly Revised (12th Edition), as amended and supplemented. A copy of this publication can be obtained from Perseus Publishing, Markets Department at the Perseus Books Group, 11 Cambridge Center, Cambridge, MA 02142.**

**(b) Regular meetings of the Board of Examiners shall be held at such time, place, and on such dates as established by the Board of Examiners and notice of such meetings shall be made in accordance with N.J.S.A. 10:4-6 et seq., the Senator Byron M. Baer Open Public Meetings Act.**

**(c) Special meetings may be called by the Board of Examiners' chairperson at any time or at the request of any three members. Three days' notice of any special meeting shall be given to each member. The Board of Examiners shall provide "adequate notice" of such special meetings as that term is defined at N.J.S.A. 10:4-8.**

**(d) A quorum shall consist of a majority of the number of currently seated voting members of the Board of Examiners.**

**(e) If a member of the Board of Examiners is absent from three consecutive public meetings without good cause, the Board of Examiners may, by majority vote, remove that member for the remainder of the member's term.**

#### Subchapter 4. State Board of Examiners' Proceedings

##### 6A:9B-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 the candidate if it determines, based on the record before it, that the candidate is not suitable for employment as a teaching staff member in the public schools for reasons set forth [in] **at N.J.A.C. 6A:9B-4.4. This refusal shall be known as a blocked application.**

##### 6A:9B-4.2 Candidates to provide information regarding criminal history

(a) As part of the application for certification, a candidate shall advise the Office whether [he or she] **the candidate** has a record of conviction(s) for any crime or offense in New Jersey or any other state or [foreign] **international** jurisdiction. Candidates who have been convicted shall complete a form approved by the Secretary setting forth the details of the conviction(s).

(b) The Board of Examiners, **or its designee**, shall review all information the candidate provides and determine whether the candidate's criminal history is such that [he or she] **the candidate** 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] **pursuant to** N.J.S.A. 18A:6-7.1 et seq.

### 6A:9B-4.3 School district and candidate reporting responsibility

(a) The chief school administrator shall notify the Board of Examiners when:

1. Tenured teaching staff members who are accused of criminal offenses or unbecoming conduct resign, [or] retire, **are suspended, or are placed on administrative leave** from their positions;

2. Nontenured teaching staff members, including substitute teachers **and any certificate holders working in school buildings as volunteers or as employees of a third-party vendor**, who are accused of criminal offenses or unbecoming conduct resign, retire, or are removed from their positions;

3. A [certificate holder] **teaching staff member** fails to maintain any license, certificate, or authorization that is mandated pursuant to this chapter for the holder to serve in a position;

4. [He or she] **The chief school administrator** becomes aware that a [certificate holder] **teaching staff member** has been convicted of a crime or criminal offense while in the school district's employ; or

5. [He or she has received] **The chief school administrator receives** a report from the Department of Children and Families substantiating allegations of abuse or neglect, or establishing "concerns" regarding a [certificated] teaching staff member.

(b) A school district shall cooperate with the Board of Examiners [in any proceeding arising from an order to show cause issued by], **as requested, to assist** the Board of Examiners [and based on information about the certificate holder that the school district provided] **in executing its functions. Cooperation shall include, but not be limited to, providing documents, videos, emails, and investigative notes.**

(c) School districts shall notify all employees new to the school district and shall notify annually all employees of the following reporting requirements. Failure to comply with this subsection may be deemed “just cause,” pursuant to N.J.A.C. 6A:9B-4.4.

1. All certificate holders shall report to their [superintendent] **chief school administrator** their arrest or indictment for any crime or offense within 14 calendar days of the arrest or indictment. The [report] **reporting certificate holder** shall [include] **provide** the date of arrest or indictment and **any** charge(s) [lodged] **filed** against the certificate holder.

2. Certificate holders arrested or indicted for any crime or offense shall report to their [superintendent] **chief school administrator** the disposition of any charge within seven calendar days of disposition.

3. **A certificate holder shall report to their chief school administrator the suspension or revocation of any other license, certificate, or authorization issued to the certificate holder by a state or Federal agency or body. Such a report shall be made within seven calendar days of the notification date of the suspension or revocation of the license, certificate, or authorization.**

#### 6A:9B-4.4 Grounds for revocation and suspension of certification

(a) 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.

1. 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.

(b) The Board of Examiners may revoke or suspend a certificate upon evidence that the **certificate** holder did not meet the qualifications for the certificate at the time of issuance or no longer satisfies the criteria set forth [in] **at** N.J.A.C. 6A:9B-5.1(b).

(c) The Board of Examiners shall not revoke or suspend a certificate without providing the **certificate** holder an opportunity to be heard, pursuant to N.J.A.C. 6A:9B-4.5.

6A:9B-4.5 [Revocation or suspension of] **Process for initiating action against educator** certificates

(a) The Board of Examiners may issue an order to show cause to a certificate holder if the Board of Examiners determines the conduct of the holder [may] warrants the revocation or suspension of the certificate(s) held where:

1. (No change.)

2. Pursuant to N.J.A.C. 6A:9B-4.3, **a school district notifies** the Board of Examiners [receives information from a school district] that a teaching staff member **is** no longer [is] employed in the school district;

3. (No change.)

4. The Board of Examiners receives notice that:

**i. Another state has taken action against** a teaching staff member's [who is certified in New Jersey and who also holds a teaching] certificate in [another] **that** state [has had action taken against his or her certificate by the other state]; **and**

**ii. That teaching staff member also holds a certificate in New Jersey;**

5. Pursuant to N.J.S.A. 9:6-8.10, the Department of Children and Families forwards to the Board of Examiners a copy of a report in which the Department of Children and Families has substantiated that a certificate holder has abused or neglected a [student] **child** or has identified concerns with the conduct of a [teaching staff member] **certificate holder**;

6. Pursuant to N.J.S.A. 18A:6-7.3, the Commissioner notifies the Board of Examiners that an individual who holds **a** New Jersey [certification] **certificate** is disqualified from employment in public schools or has pending charges for an offense that is disqualifying;

7. (No change.)

8. Pursuant to N.J.S.A. 18A:6-38.1, the Commissioner recommends to the State Board of Examiners the revocation of the certification of the [superintendent] **chief school administrator**, assistant[,], superintendent, **or an individual operating in such capacity as authorized pursuant to N.J.A.C. 6A:9B-12.3**, or **the** school business administrator based on information received from a school district in which the certificate holder is employed;

9. Pursuant to [section 2 of P.L. 2006, c. 15 ([N.J.S.A. 18A:7A-55])], the Board of **Examiners** 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 a school district's [superintendent] **chief school administrator** and school business administrator; or

10. Pursuant to P.L. 1989, c. 266 (N.J.S.A. 18A:4-14 et [al]seq.) and P.L. 2007, c. 53 (N.J.S.A. 18A:55-3 et [al]seq.), the Board of **Examiners** becomes aware that any school district is not in compliance with **the generally accepted accounting principles (GAAP)** system of double entry bookkeeping, as required. **In such cases**, the Commissioner shall recommend to the Board of Examiners that [the Board] **it** review the certification of the school district's school business administrator.

(b) (No change.)

#### 6A:9B-4.6 Procedures for revoking or suspending a certificate

(a) After review of the information received pursuant to N.J.A.C. 6A:9B-[5.15]**4.5**, the Board of Examiners shall determine by public vote whether to initiate [a revocation or suspension proceeding] **action against the certificate holder**. In cases where the Board of Examiners [moves for revocation or suspension] **votes to initiate action against the certificate**



**holder**, the Secretary shall issue an order to show cause stating the specific charges that form the 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 [shall not generally deny the charges, but] shall respond specifically to each allegation. **The Board of Examiners shall not accept general denials and shall deem them an admission.**

(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 **the** mailing of the second notice. The second notice shall also advise the certificate holder that 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] **the specified** time. [and] **The second notice shall further advise** 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] **the Board of Examiners.**

(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 **the** OAL for a hearing. The hearings at **the** 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] **the holder** of the opportunity to submit written briefs, affidavits, and other supporting documentation for the Board of Examiners' consideration. The certificate holder shall submit [an original and 18 copies of] all response papers within 30 days from the hearing notice's mailing date.

(f) After receipt of the written submissions pursuant to (e) above, the Secretary 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 shall advise the certificate holder whether [his or her] **the holder's** appearance is necessary.

(g) The Board of Examiners may transmit the matter to **the 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 **the 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 **submitted by the certificate holder**, [it] **the Board of Examiners** shall set forth the reasons it deemed summary decision appropriate.

(i) **Upon the certificate holder's application for an extension of time, the Secretary may extend the time for filing the answer pursuant to (c) above or for filing the hearing brief pursuant to (e) above, provided the application for the extension is submitted, in writing, prior to the expiration of the 30 days for filing the answer or the hearing brief.**

[(i)] (j) The Office may refuse to issue a new certificate to a certificate holder who is otherwise

eligible for the additional certificate if [he or she] **the holder** is the subject of [a]:

1. A pending action to revoke or suspend [his or her] **the holder's** certificate(s) pursuant to this section[.];

2. A **blocked application, pursuant to N.J.A.C. 6A:9B-4.1;**

3. A **criminal action in any state or jurisdiction; or**

**4. An administrative action or investigation by a state or Federal agency or other governmental body.**

[(j) Upon the certificate holder's application for an extension of time, the Secretary may extend the time for filing the answer pursuant to (c) above or for filing the hearing brief pursuant to (e) above provided the application for the extension is submitted in writing prior to the expiration of the 30 days for filing the answer or the hearing brief.]

**(k) All filings made pursuant to this section shall be accepted by electronic submission.**

6A:9B-4.7 [Revoked and suspended] **Return of certificates and notification after revocation or suspension of certificates**

(a) If the Board of Examiners orders the revocation or suspension of a certificate, the **certificate** holder shall surrender it to the Secretary within 30 days after the mailing date of the revocation or suspension order, **if the certificate holder was issued a paper certificate.**

(b) (No change.)

(c) The Board of Examiners may reinstate a suspended certificate at the end of the suspension period, provided the certificate holder has met all conditions that the Board of Examiners established **in the suspension decision. If the suspension is pending the outcome of an underlying criminal proceeding, the certificate holder shall notify the Board of Examiners, in writing, of the outcome of the underlying criminal matter. If the certificate holder fails to notify the Board of Examiners, in writing, of the disposition of any criminal charge, the pending suspension shall continue until such time as the certificate holder presents new information relating to the disposition of the criminal charge and the Board of Examiners takes action upon receipt of the new information.**

(d) All revocation and/or suspension decisions of the State Board of Examiners shall be published and publicly available. Decisions contain detailed information on the nature of the conduct and the penalty for such conduct.

6A:9B-4.8 Suspension of certificates for failure to give notice of intention to resign

(a) A [teacher] **teaching staff member** employed by a district board of education who ceases, without the district board of education's consent, to perform [his or her] **the teaching staff member's** duties prior to the expiration of the **term of** employment shall be deemed guilty of unprofessional conduct.

(b) – (c) (No change.)

6A:9B-4.9 Application for certification after revocation **or block**

(a) (No change.)

(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 satisfied all criteria for the certificate's issuance in effect at the time [he or she] **the candidate** applied for the new certificate;

2. – 3. (No change.)

4. If the revocation was due to the conviction of a crime that is not disqualifying [under] **pursuant to** N.J.S.A. 18A:6-7.1 et seq., the candidate has submitted evidence that [he or she] **the candidate** has been fully rehabilitated in accordance with N.J.S.A. 2A:168A-2 and that issuing a certificate to the candidate would not be detrimental to the public welfare;

5. (No change.)

6. If the revocation arose from a criminal matter involving the candidate, the candidate provided evidence that [he or she] **the candidate** has satisfied any condition imposed by the court, probation, plea bargain agreement, or any other entity.

(c) Notwithstanding the provisions [of] **at (b)** above, the Board of Examiners shall not issue a new certificate to any candidate who is:

1. Ordered to forfeit [certification] **a certificate(s)** as part of a settlement in a tenure or criminal proceeding;
2. (No change.)
3. Ordered to forfeit [certification] **a certificate(s) or public employment** as part of a plea bargain;
4. Ordered to forfeit [certification] **a certificate(s)** 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] **a certificate(s)** pursuant to a sentence imposed in a criminal proceeding;
6. Barred from [teaching] **employment in a school** for any reason; or
7. Relinquishing [his or her] **a certificate(s)**, pursuant to N.J.A.C. 6A:9B-4.10.

**(d) A candidate shall not be eligible to apply for a certificate after the Board of Examiners has blocked a prior application, pursuant to N.J.A.C. 6A:9B-4.1, unless the candidate seeks, by written application, leave from the Board of Examiners to apply and meets the following criteria:**

- 1. At least one calendar year has passed since the Board of Examiners blocked the candidate's prior application;**

2. The candidate demonstrates rehabilitation for the unbecoming conduct, incompetence, or other cause for the block;

3. If the block was due to the conviction of a crime that is not disqualifying pursuant to N.J.S.A. 18A:6-7.1 et seq., the candidate has submitted evidence that the candidate has been fully rehabilitated in accordance with N.J.S.A 2A:168A-2, and that issuing a certificate to the candidate would not be detrimental to the public welfare;

4. If the block arose from a criminal matter involving the candidate, the candidate provided evidence that the candidate has satisfied any condition imposed by the court, probation, plea bargain agreement, or any other entity; and

5. If the block arose from action taken against the candidate's out-of-State educator certificate(s), the candidate satisfied any condition associated with the action against the out-of-State certificate(s).

6A:9B-4.10 Relinquishment of certificate without order to show cause

(a) (No change.)

(b) When accepted by the Board of Examiners, the relinquishment of a certificate [as provided] in **accordance with** (a) above shall have the force and effect of a revocation, including, but not limited to, the notification requirements [in] **at** N.J.A.C. 6A:9B-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 [he or she holds] **held**;

2. – 3. (No change.)

(d) The Board of Examiners shall vote on whether to accept **the relinquishment of 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] **If the certificate holder was issued a paper certificate(s), the holder** shall return all **paper** certificates to the Board of Examiners.

#### 6A:9B-4.11 Voluntary surrender of certificates and endorsements

(a) [An individual] **A certificate holder** may voluntarily surrender a certificate or endorsement if [he or she] **the holder** has not been employed [under] **pursuant to** that certificate or endorsement in the 10 years preceding the proposed surrender and if [he or she] **the holder** submits to the Board of Examiners an affidavit stating the following:

1. [He or she] **The certificate holder** is surrendering the certificate or endorsement voluntarily, and not [under] **pursuant to** the conditions set forth [in] **at** N.J.A.C. 6A:9B-4.10;

2. [His or her] **The certificate holder's** employment history for the 10 years preceding the voluntary surrender, including official documentation from a school official, if applicable; and

3. [He or she] **The certificate holder** has not been employed under the certificate or endorsement at issue in the 10 years preceding the voluntary surrender.

(b) (No change.)

(c) [The] **If the certificate holder was issued a paper certificate(s), the holder** shall return to the Board of Examiners the original certificate(s) or endorsement(s) [at issue].

(d) Individuals who voluntarily surrender a certificate or endorsement may not apply for the same certificate **or endorsement** for three years from the effective date of the voluntary

surrender. Candidates shall be subject to the certification requirements in effect at the time the new application is submitted.

**(e) The Board of Examiners shall not accept a voluntary surrender when the certificate holder seeking to surrender the certificate(s) or endorsement(s) has a pending order to show cause issued against the certificate(s) or endorsement(s).**

#### 6A:9B-4.12 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] **the candidate's** eligibility.

1. (No change.)

(b) If a candidate receives an evaluation [pursuant to N.J.A.C. 6A:9B-5.3(c)] that identifies areas of deficiency in the certification requirements, **pursuant to N.J.A.C. 6A:9B-5.3(c)**, the candidate may provide the Board of Examiners with evidence of alternative education and/or experience that [he or she believes is] **the candidate considers** equivalent to [the] **any** area(s) of deficiency.

(c) The Board of Examiners shall not:

1. – 2. (No change.)

3. Issue a certificate that is expired and/or is not a type of certificate endorsement [pursuant to] **set forth at** N.J.A.C. 6A:9B-9 through [11] **11A**.

(d) Upon receipt of a written request to file an appeal to the Board of Examiners, the Secretary shall provide the candidate with a copy of 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] **the candidate** is eligible for the requested certificate pursuant to this chapter.



2. – 3. (No change.)

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] **the candidate's** submission.

5. The Board of Examiners shall review the information provided by the candidate and render a written decision including [the] **an** explanation of the decision. The Secretary shall forward to the candidate a copy of the decision.

6. (No change.)

6A:9B-4.13 Appeal of a “disapproved,” two [“insufficient” recommendations] **“partially effective” or “ineffective” evaluations**, or ineligibility for a standard [certification] **certificate**

(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] **certificate** evaluation requirements [for the candidate's position] **at N.J.A.C. 6A:9B-8.7**, the candidate may initiate an appeal to the Board of Examiners. If an individual has received two [“insufficient” recommendations] **“partially effective” or “ineffective” evaluations issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6**, only the second adverse [recommendation] **evaluation** shall be the subject of the appeal. The following procedures shall apply:

1. The candidate shall file [18 copies] **a copy** of the appeal with the Secretary, **or the Secretary's designee**, within 60 days of receipt of the standard [certification] **certificate** determination. The **candidate's** appeal shall take the form of a written submission, [accompanied by] **including** a sworn statement attesting to the facts in the appeal, and [shall include] evidence documenting the reason(s) why the candidate [believes 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 **issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.**

2. The Secretary, **or the Secretary's designee**, shall forward to the school district that issued the standard [certification] **certificate** determination a copy of the candidate's [submission in support of the] appeal. Within 30 days from the date of the Secretary's letter notifying the school district of the appeal, the school district shall forward to the Secretary, [18 copies] **or the Secretary's designee, a copy** of all evaluations and [certification] **the standard certificate** recommendation. In addition, the school district shall submit [18 copies] **a copy** of either a response to the candidate's appeal of the school district's recommendation or a statement that it will rely solely on the evaluations submitted. The school district shall serve a copy of its response on the candidate and [submit] **include a** proof of service **with the papers that are forwarded** to the Secretary, [with its papers] **or the Secretary's designee**. 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] **the candidate** 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 there is a need for further fact-finding to decide an appeal of a standard [certification] **certificate** determination, [it] **the Board of Examiners** may transmit the matter to **the** OAL for a hearing, pursuant to the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq., **and 52:14F-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] **standard certificate**

recommendation. The Board of Examiners shall consider the recommendation of the ALJ in deciding the appeal.

(b) (No change.)

(c) For good cause shown, the Board of Examiners may relax the 60-day requirement [in] **at** (a) above and (d)1 below.

(d) A candidate who is ineligible for a certificate and who does not contest the standard [certification] **certificate** 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 why [he or she] **the candidate** would likely succeed if granted the requested opportunity. The following procedures shall apply:

1. Within 60 days of receipt of the standard [certification] **certificate** determination, the candidate shall file [18 copies] **a copy** of a written submission, [accompanied by] a sworn statement attesting to the submission's facts, and [shall include] evidence documenting why the Board of Examiners should grant the request. The candidate shall provide a copy of [his or her] **the final evaluation issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.**

2. – 3. (No change.)

(e) No candidate shall have the right to relief [under] **pursuant to** both (a) and (d) above. If a candidate requests both types of relief, the Board of Examiners shall provide the candidate an opportunity to elect [the] **which specific** type of relief **is** sought. The Board of Examiners shall not proceed with hearing the [candidate's] appeal until [he or she] **the candidate** has requested a specific remedy.

#### 6A:9B-4.14 Motions

(a) All motions in certification matters that have been transmitted to **the** OAL [shall] **will** be filed with the ALJ who has been assigned to hear the case and [shall be] **are** subject to the rules that govern OAL hearings. For matters the Board of Examiners is deciding directly, pursuant to N.J.A.C. 6A:9B-4.6, or for 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)]**18.1(e)**, 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 shall include a notice of motion, a proof of service, a brief conforming to the requirements [of] **at** N.J.A.C. 6A:9B-4.17, a copy of the decision or order that is the subject of the motion, and an affidavit setting forth any fact not in the record upon which the moving party relies. The moving party shall serve on the Board of Examiners [an original and 18 copies] **a copy** of the moving papers and a proof of service. 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) – (d) (No change.)

#### 6A:9B-4.15 Motions for reconsideration

(a) (No change.)

(b) The Board of Examiners may reconsider the decision based on evidence of:

1. (No change.)

2. Newly discovered information that would [probably] **likely** alter the decision and could not have been discovered by due diligence in time for the hearing; or

3. (No change.)

#### 6A:9B-4.16 Motions for stay

**(a) A determination of revocation and/or suspension shall be effective upon the date contained within the decision. To stay the decision's effective date, the Board of Examiners must grant a motion to stay the decision.**

[(a)] **1.** A party shall make a motion for a stay of the Board of Examiners' decision pending appeal to the [State Board] **Commissioner** in accordance with the procedures [in] **at** N.J.A.C. 6A:9B-4.14.

**2.** The moving party shall file the motion for a stay within 30 days of the mailing date of the Board of Examiners' decision that is at issue.

**3. The Board of Examiners shall meet to hear the motion to stay within 20 days of the date the motion is filed. A written decision on the motion shall not be required, but the Board of Examiners shall notify the moving party of the decision within five days of reviewing the motion and any opposition.**

(b) (No change.)

#### 6A:9B-4.17 Briefs and exceptions

(a) (No change.)

(b) Exceptions and reply exceptions filed in response to an initial decision issued by **the** OAL shall not exceed 15 pages.

(c) (No change.)

## Subchapter 5. General Certification Policies

### 6A:9B-5.1 Certificate required

(a) – (b) (No change.)

(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] **at** (b) above. Pursuant to N.J.A.C. 6A:9B-4.3(a), the school district also shall report to the Board of Examiners the teaching staff member's name.

[(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 required in (b) above.]

### 6A:9B-5.2 Types of certificates or credentials

(a) Candidates for licensure may apply for the following certificates or credentials:

1. – 5. (No change.)

6. Limited certificate for [foreign] **noncitizen** teachers; [and/or]

7. Substitute credential[.];

**8. Limited certificate of eligibility;**

**9. Limited certificate of eligibility with advanced standing; and/or**

**10. Nonresident military spouse temporary instructional certificate.**

### 6A:9B-5.3 Issuance of a certificate

(a) (No change.)

(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] **assessments**, fees, GPA, and all certificate rules [pursuant to] **at** N.J.A.C. 6A:9B-8 through [13]

**15.** An application shall be deemed filed [with] **when** the Office [when it] **has received the application** and all required supporting documentation [has been received].

[1. The certificate holder shall maintain possession of the original certificate.]

(c) (No change.)

#### 6A:9B-5.4 Certification responsibilities of the district board of education

(a) – (b) (No change.)

(c) A teaching staff member’s contract or engagement shall cease and terminate if [his or her] **the** 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 **a** contract or **an** 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 equaling the teaching staff member’s per diem salary for each day [he or she] **the teaching staff member** 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 **date the** order to show [cause’s mailing date] **cause was mailed**, 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-5.6 Fees

(a) The fee schedule [in] **at** (b) below shall be in addition to any tuition and fees [that higher education institutions may charge] for courses and credits offered in connection with [State-approved training] **Department-approved educator preparation programs and/or assessments required for certification.**

(b) The following nonrefundable fee schedule applies:

1. – 7. (No change.)

8. For each certificate that requires [a test] **an assessment**, a one-time [test] **assessment** score service fee – \$20.00;

9. For each letter the Office sends in response to a candidate's written request to verify [test] **assessment** scores no longer available from the testing company – \$25.00;

10. [An application fee for a qualifying] **For an** academic [certificate] **qualifying credential**, pursuant to N.J.S.A. 18A:6-41 – \$30.00. If the candidate is not eligible, \$20.00 will be refunded;

11. Upon completion of a [State] **Commissioner**-approved administrator residency program, a one-time administrative fee – \$200.00;

12. – 13. (No change.)

[(c) The State Board may establish in this section 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) The fee schedules in (b) and (c) above shall be in addition to any tuition and fees for courses and credits offered in connection with State-approved educator preparation programs and assessments required for certification.]

**(c) The fees at (b) above shall be waived once for military personnel and nonresident active-duty military spouses for an initial application.**

#### 6A:9B-5.7 Citizenship requirement

(a) Except as set forth below, an applicant 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] **an** intention of becoming a United States citizen and who is otherwise qualified may be granted, with the Commissioner's approval, a teaching certificate for employment as a teacher by a district board of education as set forth [in] **at** N.J.S.A. 18A:26-1. The certificate shall expire [in] five years **after issuance**. [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]

**i.** **After** the [second] **first** five-year period, the certificate may be renewed [for a third and final] **up to three times, but not to exceed 20 years**, 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].

**ii.** The Board of Examiners may revoke [any such] **a noncitizen** certificate, pursuant to N.J.S.A. 18A:26-8.1, if the Board **of Examiners** is satisfied that the **certificate**

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] **18A:26-1**, 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-5.11, shall be exempt from the citizenship requirement. The teacher shall file **with the district board of education** a noncitizen oath to support the Constitution of the United States while [so] employed, **as required at N.J.S.A. 18A:6-7**.

3. In accordance with N.J.S.A. [18A:6-7] **18A:26-1**, any citizen of another country who is eligible for a limited certificate for [foreign] **noncitizen** teachers for employment by a public school district, pursuant to N.J.A.C. 6A:9B-[5.15]**5.14**, shall be exempt from the citizenship requirement. The teacher shall file **with the district board of education** a noncitizen oath to support the Constitution of the United States while [so] employed, **as required at N.J.S.A. 18A:6-7**.

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 **with the district board of education** a noncitizen oath to support the Constitution of the United States while employed, as required [by] **at 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] **the teaching staff member** is, or until [he or she] **the teaching staff member** becomes, a citizen of the United States.

#### 6A:9B-5.8 Minimum degree and age requirement

Applicants for teaching certificates 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] **bachelor's** degree from [a regionally] **an** accredited higher education institution. The requirement of a [baccalaureate] **bachelor's** degree shall not apply to applicants for career and technical education endorsements as set forth [in] **at** N.J.A.C. 6A:9B-11.3, for educational interpreter endorsements as set forth [in] **at** N.J.A.C. 6A:9B-14.18, or for military science endorsements as set forth [in] **at** N.J.A.C. 6A:9B-11.8.

#### 6A:9B-5.10 Certification of [veterans] **military personnel and nonresident active-duty military spouses**

(a) **This section applies to former and current United States military personnel, including, but not limited to, veterans, active-duty, National Guard, and reserves.**

[(a)] (b) [Veterans] **Military personnel** who received an evaluation for certification before entering the military may continue under that evaluation, subject to the following provisions:

1. (No change.)
2. A copy of [an honorable] **a note of discharge or release under conditions other than dishonorable** from the service is submitted.

[(b)] (c) At the expiration of the time period equivalent to the length of military service, the [veteran] **military personnel** shall be subject to the rules [in] **at** N.J.A.C. 6A:9B-8 through [13] **15**.

(d) To prove military status, candidates shall submit either a copy of a DD214 with note of discharge or release under conditions other than dishonorable or a copy of a valid military identification card.

(e) Pursuant to N.J.S.A. 18A:26-2.14, a nonresident active-duty military spouse may apply for a temporary instructional certificate that authorizes employment as a teacher in New Jersey in accordance with the eligibility requirements and process at N.J.A.C. 6A:9B-8.10.

#### 6A:9B-5.11 Exchange teachers

(a) (No change.)

(b) If the exchange teacher is a foreign national, the teacher shall [file 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] **comply with the requirements at N.J.A.C. 6A:9B-5.7(a)2.**

(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]7.6.

#### 6A:9B-5.12 Emergency certificate for candidates for educational services certificates

(a) – (b) (No change.)

(c) A chief school administrator, or [his or her] **the chief school administrator's** designee, may apply to the executive county superintendent for an emergency certificate for a candidate in authorized educational services areas if the chief school administrator, or [his or her] **the chief school administrator's** designee, can demonstrate the inability to locate a [suitable certified] **qualified candidate with the required certificate for the position** due to unforeseen shortages or other extenuating circumstances. The executive county superintendent may approve the

application [if he or she determines] **upon determining that** there are no suitable certified candidates to fill the position.

(d) With the exception of the educational interpreter endorsement pursuant to N.J.A.C. 6A:9B-[14.18(e)]**14.18(d)** and [(f)] **(e)**, the certificate shall be renewable annually, up to a maximum of two times, at the request of the chief school administrator and approval of the executive county superintendent. Renewal shall be predicated upon demonstration of progress toward successful completion of coursework and [tests] **assessments** required for issuance of a CE, CEAS, or standard certificate. A candidate serving under an emergency certificate shall be employed under **an** emergency [certification] **certificate** 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.

(e) (No change.)

6A:9B-5.14 Limited certificate for [foreign] **noncitizen** teachers

(a) Pursuant to N.J.S.A. 18A:26-1 and 8.1, a limited certificate for [foreign] **noncitizen** teachers shall be a non-renewable certificate issued to citizens of other countries and shall be valid for three years. Certificate issuance shall be contingent upon **the following**:

1. The candidate's enrollment in an international agency or program approved by the [foreign teacher's] **candidate's** country of origin; and

2. The candidate's completion of the requirements [in] **at** (d) below.

(b) Prior to hiring a [foreign] **noncitizen** teacher, the district board of education shall:

1. Demonstrate to the executive county superintendent its inability to locate a [suitable certified] **qualified** teacher **with the required certification for the position**;

2. (No change.)

3. Maintain all documentation of its effort to employ [a suitable] **an appropriately** certified teacher.

(c) [To] **For the candidate to** be eligible for the limited certificate for [foreign] **noncitizen** teachers, the [school] district **board of education** shall submit, on a candidate's 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] **international** credentials evaluation service;

2. Completion of an academic major in the subject to be taught. Candidates hired to teach world languages 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 **requirement** as set forth [in] **at** N.J.A.C. 6A:9B-8.2(a)3;

4. Completion of a college educator preparation program in the [teacher's] **candidate's** home country as certified by a Department-approved [foreign] **international** credentials evaluation service or the international agency or government of the candidate's country of origin, pursuant to (a) above;

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

6. Certification by the agency verifying the [teacher] **candidate** has completed a minimum of three years of successful full-time teaching experience in the subject area to be taught. World language teachers shall present evidence of three years of successful full-time teaching experience in any subject. **The teacher may teach their native language upon demonstration of oral language proficiency as certified by the agency;** and

7. (No change.)

(d) The holder of a limited certificate for [foreign] **noncitizen** teachers shall be permitted to teach in bilingual education programs in the language that was the medium of instruction in [his or her] **the certificate holder's** educator preparation program, and in the content area and/or grade level of [his or her] preparation in [his or her] **the certificate holder's** 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] **noncitizen** oath to support the Constitution of the United States.

(f) An agency or [foreign] **non-United States** government seeking to operate a [foreign] **noncitizen** teacher placement program in New Jersey may enter into an agreement with the Department stipulating the agency's or [foreign] **non-United States** government's role in fulfilling the section's requirements. The agency or [foreign] **non-United States** government placing [foreign] **noncitizen** teachers [under] **pursuant to** this section shall provide to the [Office] **Department**, upon request, at least, but not limited to, the following **documentation**:

1. (No change.)
2. A description of the program, including orientation materials and procedures, references from other states' agencies, and demonstration of prior experience in [foreign] **noncitizen** teacher recruitment and placement; and
3. A description of the process by which the agency or [foreign] **non-United States** government determines the [foreign] **noncitizen** teacher's U.S. bachelor's degree equivalency, college teacher preparation equivalency, authorization to teach, oral language proficiency, and successful teaching experience.

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

1. Recruitment and screening of qualified [foreign] **noncitizen** teachers;
2. Orientation to prepare [foreign] **noncitizen** teachers for their teaching assignments and daily life in the school community;
3. Orientation [for school districts] to prepare [them] **school districts** to host [foreign] **noncitizen** teachers;
4. Enrollment of [foreign] **noncitizen** 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] **noncitizen** 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] **non-United States** government and employing school district; and
7. Determination of responsibility for payment of the program costs. The school district, the [foreign] **noncitizen** teacher, and the agency shall determine who will incur the costs of sponsoring the [foreign] **noncitizen** 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 **approved pursuant to this section** shall be subject to periodic review. If 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 criteria in this section, the agency shall cease operations in the State upon Department notification.

(i) [A] **The Board of Examiners may revoke or suspend a** limited certificate for [foreign] **noncitizen** teachers [may be revoked or suspended] in accordance with N.J.A.C. 6A:9B-4.4, **4.5, and 4.6.**

6A:9B-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] **certificate** pursuant to the rules for hiring athletics personnel at N.J.A.C. 6A:9B-5.16(b); and

2. Meet the requirements for water safety training [pursuant to] **at** N.J.A.C. 6A:9B-11.10(a)2 [through], **3, and 4.**

(b) The chief school administrator of the employing district board of education shall:

1. (No change.)

2. Annually forward to the executive county superintendent copies of each valid certificate required [in] **at** (a)2 above for every person employed to coach or serving as coach for interscholastic swimming and/or diving programs.

6A:9B-5.16 Athletics personnel

(a) (No change.)

(b) School districts may employ any holder of either a New Jersey teaching certificate or a substitute credential, pursuant to N.J.A.C. 6A:9B-7, to work in the interscholastic athletic

program, provided the position has been advertised. The 20-day limitation noted [in] **at N.J.A.C. 6A:9B-7.4(a)]7.3(a)** shall not apply to such coaching situations.

6A:9B-5.17 [Instruction in educational] **Educational** technology[, computers,] **resources** and [other digital] tools

(a) Every teacher shall demonstrate knowledge and understanding of [computers and other] educational technology resources and tools as [defined] **described** by the Professional Standards for Teachers **at N.J.A.C. 6A:9-3**.

(b) An endorsement shall not be required to deliver instruction in **the use of** educational technology[, computers,] **resources** 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.

(c) Every teacher shall integrate into the classroom appropriate educational technology resources and [digital] tools related to the content area being taught.

(d) The chief school administrator, or [his or her] **the chief school administrator's** 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] **educational** technologies [and digital tools];

3. Demonstrates understanding of the legal and ethical issues surrounding the use of educational technologies [and digital tools] in preschool through grade 12 schools; and

4. (No change.)

## Subchapter 6. College Courses and Certification

### 6A:9B-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] **an** accredited college or university or **a** foreign higher education institution recognized by international accreditation agencies **at the time of degree conferral**.
- (b) To meet the CEAS requirements, **a** candidate[s] shall complete a CEAS educator preparation program, pursuant to N.J.A.C. 6A:9B-8.2, and coursework from the following entities shall be accepted:
1. A New Jersey college **or university** approved by the [State Board] **Commissioner** for the preparation of teachers;
  2. (No change.)
  3. [Regionally accredited] **Accredited** two-year colleges, provided the courses are accepted toward meeting the requirements for certification by a college **or university** 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-14.18.]
- (c) Required coursework for all instructional endorsements shall appear on the transcript of [a regionally] **an** 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. Except as provided for [in] **at** N.J.A.C. 6A:9B-14.18, academic preparation for all administrative and educational

services endorsements shall appear on the transcript of [a regionally] **an** accredited [four-year] college or university.

#### 6A:9B-6.2 Recognition of advanced standing in a college

- (a) (No change.)
- (b) When [a regionally] **an** 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-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] **an** accredited college or university and appear on an official transcript from the college or university.
- (b) Teaching a course in [a regionally] **an** accredited college or university shall be deemed the equivalent of having presented the course on a college transcript. Evidence of such teaching shall be submitted in the form of an original letter from the college president, dean, or authorized designee.

#### 6A:9B-6.4 Equivalency of coursework completed in other countries

- (a) (No change.)
- (b) The Office shall accept only equivalency reports that include the following:
  - 1. – 2. (No change.)
  - 3. The **applicant's** GPA at the conclusion of the degree program.

## Subchapter 7. Substitute Credential

### 6A:9B-7.1 Issuance of substitute credential for positions requiring instructional certificates

- (a) Pursuant to the limitations [in] at N.J.A.C. 6A:9B-[7.4(a)]**7.3(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] **in accordance with (d) below** and [(e) below] **N.J.A.C. 6A:9B-7.7**.
- (b) Pursuant to N.J.S.A. 18A:6-38, the Board of Examiners shall issue substitute credentials and may revoke **or suspend** them in accordance with N.J.A.C. 6A:9B-4.4 [through], **4.5, and 4.6**.
- (c) Holders of an instructional CE, **an instructional CEAS**, a standard instructional certificate, [or] an administrative **certificate**, or **an** 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; and
  2. 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) 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.]
- (d) Holders of a CE with a career and technical education endorsement or a standard certificate with a career and technical education endorsement shall obtain a substitute credential before serving as a substitute teacher.**

6A:9B-7.2 Substitute credential [application and approval process] **requirements**

- (a) A candidate, or [his or her] **the candidate's** designee, shall apply to the executive county superintendent for a substitute credential.
- (b) A candidate for a substitute credential shall present documentation of a minimum of 30 semester-hour credits completed at an accredited college or university, unless the candidate qualifies for the career and technical education substitute credential, pursuant to N.J.A.C. 6A:9B-7.4.**
- [(b)] (c) The candidate, or **the candidate's** 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.

- (d) **A substitute credential shall be valid for five years from the date of issuance. Up to six months before expiration, a candidate may reapply for the substitute credential in accordance with this section.**

[(c)] (e) Prior to employment, the employing **school** 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-[7.4]7.3 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 **school** year.
- (b) Holders of the following qualifications shall be permitted to substitute **in any school district** for no more than 40 instructional days in the same classroom per **school** year:
  - 1. (No change.)
  - 2. Career and technical education substitute credential, pursuant to N.J.A.C. 6A:9B-[7.5]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 **school** year unless the **school district notifies the** executive county superintendent [is notified] of an extension. [by the] **The** school [district, which] **district's notification** shall demonstrate:
  - 1. (No change.)

2. The school district is filling the position subject to the limitations in a local contract or **at** N.J.A.C. 6A:9B-7.1; and
3. (No change.)

6A:9B-[7.5]**7.4** 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.
  1. All requirements [in] **at** N.J.A.C. 6A:9B-7.1 [through 7.3] **and 7.2, except the 30 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b)**, shall apply to this credential [except the 60 general semester-hour credits requirement in N.J.A.C. 6A:9B-7.3(a)]. Instead of the [60] **30** general semester-hour credits requirement, a career and technical education substitute credential shall be issued to a candidate who presents two years of full-time work **or teaching** 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 **State or out-of-State** 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)]**7.3(b)**.

6A:9B-[7.6]**7.5** Substitute credential for positions not requiring instructional certificates

- (a) [The executive county superintendent may issue a substitute credential to serve as a] **The Board of Examiners may issue a** substitute school nurse/non-instructional **credential** to the holder of a valid New Jersey registered professional nurse license.
  1. (No change.)



- (b) [The executive county superintendent may issue a substitute credential to serve as] **The Board of Examiners may issue** a substitute educational interpreter **credential** to candidates with [a high school diploma or GED] **an associate or higher degree** and who have completed the Educational Interpreter Performance Assessment (EIPA) with a minimum score of [three] **3.5 or demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the Deaf or other Department-approved national accrediting agency for sign language interpreting.** Substitute educational interpreters may serve for up to [one] **six months during the** academic year.

#### 6A:9B-[7.7]7.6 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]6A:9B-5.11(c) shall request that the [executive county superintendent] **Board of Examiners** 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)]5.11(a).

#### 6A:9B-7.7 Fulfilling teacher vacancies and absences

- (a) **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; and**
  2. **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. **At the school district’s request, the executive county superintendent may extend to 60 calendar days the requirement to permanently fill the vacancy.**
  - ii. **School districts filling long-term vacancies with CE or CEAS holders pursuant to this subchapter shall register certificate holders for a provisional certificate pursuant to N.J.A.C. 6A:9B-8.4.**
- (b) **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; and**
  - 3. **A holder of a substitute credential or an administrative or educational services certificate.**
- (c) **Nothing in this section shall preclude the use of a private contractor by a school district to secure a substitute teacher appropriate pursuant to this subchapter.**

Subchapter 8. Requirements for Instructional Certification

6A:9B-8.1 Instructional certificate

- (a) Except as indicated [in] **at** 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 in] **at** (a) above based on the requirements set forth in this subchapter and **at** 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] **on the candidate's behalf**.

6A:9B-8.2 Requirements for certificates of eligibility with advanced standing (CEAS)

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-10 and 11, 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] **an** accredited college or university;
  2. Meet all minimum requirements [in] **at** N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, [minimum] age, and the examination in physiology, hygiene, and substance abuse[.];
  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] **bachelor's** degree program, higher degree program, or a State-approved post-baccalaureate certification program [with a minimum of 13 semester-hour credits].
    - i. [Candidates] **A candidate** whose college transcript(s) demonstrates completion of all requirements for graduation prior to September 1 in any year, but whose [baccalaureate] **bachelor's** 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.
    - ii. [If the] **A candidate who** does not meet the 3.00 GPA requirement[, he or she] shall meet the exception criteria [in] **at** (c) below.
  4. – 6. (No change.)

(b) To be eligible for a CEAS in instructional fields, the candidate shall complete one of the following educator preparation programs that shall include supervised clinical practice:

1. A New Jersey [college] **educator preparation** program, graduate or undergraduate, approved by the [Department for the preparation of teachers] **Commissioner** pursuant to N.J.A.C. 6A:9A-3;
2. [A college] **An educator** preparation program included in the interstate certification reciprocity system of NASDTEC;
3. An out-of-State educator preparation program approved by [NCATE, TEAC,] **the Commissioner** or any other national professional education accreditation body recognized by the Council on Higher Education Accreditation [or approved by the Commissioner];
4. – 5. (No change.)

(c) The following exceptions apply to the 3.00 GPA requirement [in] **at** (a) above:

1. [Candidates] **A candidate** 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] **bachelor's** 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] **at** (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) A candidate who has graduated from [a regionally] **an** accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements [in] **at** (a)3 above.
  - 1. – 2. (No change.)
- (e) The GPA requirements and their exceptions [listed in] **at** (c) above shall apply to all relevant sections in this subchapter and for endorsements [in] **at** N.J.A.C. 6A:9B-9 through 11.

#### 6A:9B-8.3 Requirements for certificates of eligibility (CE)

- (a) Except as indicated [in] **at** 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] **an** accredited college or university;
  - 2. Meet all minimum requirements [in] **at** 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]

**bachelor's** degree program, higher degree program, or a State-approved post-baccalaureate certification program [with a minimum of 13 semester-hour credits].

- i. [Candidates] **A candidate** whose college transcripts demonstrate completion of all requirements for graduation prior to September 1 in any year, but whose [baccalaureate] **bachelor's** 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.
  - ii. [If the] **A candidate who** does not meet the 3.00 GPA requirement[, he or she] shall meet the exception criteria [in] **at** (b) below;
4. Satisfy the endorsement requirements and exceptions pursuant to N.J.A.C. 6A:9B-9 [through], **10, and** 11, including, but not limited to, passing the appropriate State test(s) of subject matter knowledge and completing the required subject-area course requirements; **and**
5. [After September 1, 2015, achieve] **Achieve** a minimum score established by the Department on a Commissioner-approved test of basic reading, writing, and mathematics skills, except:
- i. A candidate may demonstrate proficiency in the use of the English language and in mathematics by achieving a minimum score established by the Commissioner on the SAT, ACT, or GRE pursuant to (a)5i(1) below.
    - (1) The Department shall maintain on its website a list of **Commissioner-determined** qualifying minimum scores for each test, which shall be [approximately equal to] the [top-third] **top-**

**half** percentile score for all test takers in the year the respective test was taken, for each year such data is available.

- (2) A candidate shall qualify for the exception at (a)5i above only if [he or she] **the candidate** achieves at least the minimum qualifying score posted pursuant to (a)5i(1) above; [and] **or**

**ii. A candidate may hold a master's or terminal degree with a minimum GPA of 3.00 from an accredited institution of higher education.**

[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 NJSL 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] **at** (a) above:

1. [Candidates] **A candidate** 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] **bachelor's** 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] **at** (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] **the candidate** is sponsored by a [provisional training] **CE educator preparation** program prior to applying for a CE, so long as the candidate is employed [when he or she participates] **while participating** in the CE educator preparation program. **The candidate shall submit to the Department documentation of enrollment with the candidate's other certification documentation.**

i. Candidates sponsored for the purpose of meeting the exception set forth in this [paragraph] **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] **an** accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements [in] **at** (a)3 above.

1. – 2. (No change.)



- (d) The GPA requirements and their exceptions [listed in] **at (b) and (c)** above shall apply to all relevant sections [in] **at N.J.A.C. 6A:9B-8 [and], 9, 10, and 11.**
- (e) (No change.)
- (f) A candidate who meets all requirements [in] **at N.J.A.C. 6A:9B-8.2(a)1** through 5 but did not take a [state-approved] **State-approved** performance assessment because it was not required for educator preparation program completion [and/or] **or** for [certification in] **completion of** an out-of-State **certification** 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] **at (a)** above;
  2. The provisional [certification] **certificate** 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] **certificate renewal** 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] **certificate** 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 the provisional certificate

- (a) Except as indicated [in] **at N.J.A.C. 6A:9B-8.8, 10, and 11,** a school district shall submit to the Office documentation that demonstrates the candidate has met the following requirements to be eligible for a provisional certificate:
1. (No change.)

2. Obtain and accept an offer of employment in a position that requires **an** instructional [certification] **certificate**;
  3. (No change.)
  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] **an** accredited college or university in which the candidate is enrolled shall provide courses **on educating students with disabilities**. If the **educator** preparation program is not at [a regionally] **an** accredited college or university, **the program shall** ensure the candidate is enrolled **in** and attending courses **on educating students with disabilities** 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 **and attending** bilingual/bicultural courses immediately upon starting and throughout [the length of] the program.
- (b) The effective date of provisional certificate issuance shall be the date on which the CE or CEAS holder begins employment with the district board of education in a [certificated] **certified** position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a. **The employing**

**school district shall register the teacher within 60 days of the date the CE or CEAS holder begins employment.**

- (c) A provisional certificate shall last a maximum of two **school** years and shall expire on July 31 of the second year regardless of issuance date.
- (d) A provisional teacher holding **a** provisional [certification] **certificate** 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)] (e) [The] **A new** provisional certificate must be issued each time a teacher [is employed] with a CE or CEAS **is employed** by a [different] school district **that is different** from the [previous employing] school district that submitted the initial provisional certificate documentation. [However the] **The** two-, four-, and six-year time restraints, pursuant to N.J.A.C. 6A:9B-8.5, shall still apply.
- (f) **A candidate holding a temporary instructional certificate issued pursuant to N.J.A.C. 6A:9B-8.10 who meets all the requirements at (a) above, except (a)1 above, shall be eligible for a temporary provisional certificate in an appropriate instructional endorsement area. The temporary provisional certificate shall expire concurrent with the expiration of the temporary instructional certificate. The temporary provisional certificate in the specific endorsement area shall not be renewed. The time a candidate is employed under the temporary provisional**

**certificate shall count toward a candidate's total allowable provisional period, pursuant to N.J.A.C. 6A:9B-8.5(c).**

- 1. A candidate holding a temporary instructional certificate who has already completed an educator preparation program shall be issued a temporary provisional certificate without being required to enroll in another educator preparation program.**

6A:9B-8.5 Renewal of the provisional certificate

- (a) The [principal] **school district** may recommend a provisional teacher for renewal of [his or her] **the teacher's** 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 to N.J.A.C. 6A:9A-[8.4]**8.7**.
  1. A provisional teacher who meets the criteria [in] **at** (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] **at** N.J.A.C. 6A:9B-8.8, 10, and 11, a candidate shall meet the following requirements to be eligible for **one** renewal of a provisional certificate:
  1. (No change.)
  2. Be employed [in] or accept an offer of employment in a position that requires **an** instructional [certification] **certificate**;
  3. (No change.)
  4. Be enrolled in or have completed a CE educator preparation program, if [a] **the** candidate has a CE; and

5. Be recommended for renewal by [his or her] **the candidate's** 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 renewal requirements at (b) above and** one [or more] of the following [in addition to the renewal requirements in (b) above] **criteria**:
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; or holds a CE with an English as a second language endorsement. [and the] **The** duration of the [required coursework and] CE educator preparation program **and required coursework for the endorsement(s) also** extends beyond the four-year **provisional** period; or
  - [2. Was issued the provisional certificate after February 1 of the first school year the candidate was employed; or]
  - [3.] **2.** Does not receive from the school district, by July 31 of the fourth year, the annual summative rating as required for a standard [certification] **certificate**, pursuant to N.J.A.C. 6A:9B-8.4.
- (d) **A candidate issued a temporary instructional certificate, pursuant to N.J.A.C. 6A:9B-8.10, shall not be eligible for a renewal of a temporary provisional certificate in the specific endorsement area issued pursuant to N.J.A.C. 6A:9B-8.4(f).**

6A:9B-8.6 Evaluation of a provisional teacher for the standard certificate

- (a) Effective for candidates who begin teaching **during or after** 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] **began** 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] **at** 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 **of teaching**.
- (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] **certificate** 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 **of teaching**;
  3. – 4. (No change.)
- (d) A provisional teacher who is ineligible for a standard [certification] **certificate** and for renewal of the provisional certificate may appeal the standard [certification] **certificate** determination pursuant to N.J.A.C. 6A:9B-4.13.
- (e) (No change.)
- (f) The annual summative evaluation rating(s) from each prior employing school district shall constitute part of the record on which a principal shall base the standard certificate determination.**

6A:9B-8.7 Requirements for the standard certificate

- (a) Except as indicated [in] **at** 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 **meet the following requirements to be eligible for the standard certificate in any instructional area:**
1. (No change.)
  2. Be recommended for the standard certificate by the supervising principal based on:
    - i. Evaluation requirements [pursuant to] **at** 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. (No change.)
  4. For CE holders, do the following:

- i. Effective for candidates who begin teaching **during or after** academic year 2017-2018, pass the performance assessment if the candidate did not pass it prior to earning a CE; and
  - ii. (No change)
- (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 this subchapter. This provision shall not apply to holders of the [Teacher of Military Science] **military science** endorsement.

6A:9B-8.8 Requirements for interstate reciprocity for a CEAS, CE, or standard certificate

- (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;
    - i. **Candidates applying for reciprocity for a certificate that requires possession of, or eligibility for, a CEAS or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught shall be exempt from the clinical practice requirement at (a)1 above.**
  2. Passed a subject-matter test to receive [his or her] **the** 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] **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] **at** (a)1 and 2 above, but did not take a [state-approved] **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] **certificates** pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:

1. – 4. (No change.)

(c) Except as provided [in] **at** (b) above, and (e), **(f), (h), (i), and (j)** below, reciprocity shall not apply to an instructional CE. Candidates who have been issued an out-of-State **instructional** CE shall meet all requirements [in] **at** 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] **offered** by the [Office] **Department** and demonstrates at least two effective years of teaching that were completed within three consecutive years [within the last four calendar years].

**i.** The candidate shall provide **to the Office** an original letter documenting completion of this requirement from [his or her] **the candidate's** supervisor(s), principal(s), or employing school district(s) human resources officer; or

2. Meets the requirements [in] **at** (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] **offered** by the [Office] **Department**, but does not meet the requirements [in] **at** (d)1 above shall be issued a [CE] **CEAS**. The candidate shall meet all requirements for provisional and standard [certification pursuant to] **certificates at** 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) (No change.)
- (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] **certificate** in the MNTC-designated field without additional requirements.
- (h) **Through the Alternate Route Interstate Reciprocity Pilot Program, the Office shall issue an instructional CE to candidates who:**
1. **Enroll in a CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program, pursuant to N.J.A.C. 6A:9A-5.7;**
  2. **Hold an equivalent, valid CE or provisional instructional certificate issued by another state;**

- 3. Pass a subject-matter test to receive an out-of-State endorsement or the appropriate New Jersey subject-matter test;**
  - 4. Have at least one year of effective teaching experience as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer; and**
  - 5. Demonstrate good standing during previous teaching experience under an out-of-State certificate.**
- (i) To be eligible for a provisional certificate, a candidate participating in the Alternate Route Interstate Reciprocity Pilot Program shall meet all of the requirements at N.J.A.C. 6A:9B-8.4.**
- (j) Through the Alternate Route Interstate Reciprocity Pilot Program, the Office shall issue a standard certificate to candidates who:**
- 1. Successfully complete a CE educator preparation program while participating in the Alternate Route Interstate Reciprocity Pilot Program;**
  - 2. Pass a State-approved performance assessment or the performance assessment approved by the state in which the reciprocal certificate was issued prior to entry into the CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program; and**
  - 3. Meet the requirements for a standard certificate, pursuant to N.J.A.C. 6A:9B-8.7.**
    - i. A candidate who successfully completes CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program may apply to the Office to have up to one year of effective teaching experience earned out-of-State, as documented by a**

**letter from the candidate’s former supervisor, principal, or employing school district’s human resource officer, apply toward the requirements at N.J.A.C. 6A:9B-8.6(b).**

6A:9B-8.9 Requirements for nonpublic school training programs

- (a) A nonpublic school may choose to provide a mentoring program for novice teachers, pursuant to N.J.A.C. 6A:9C-5, if the school meets the following requirements:
1. (No change.)
  2. A teacher [on staff] **at the nonpublic school** in a non-administrative, non-supervisory capacity who holds a standard New Jersey instructional certificate shall be assigned as the mentor, **or the nonpublic school may choose to assign as a mentor a non-staff member who meets the criteria at N.J.A.C. 6A:9C-5.2;**
  3. – 4. (No change.)

**6A:9B-8.10 Nonresident military spouse temporary instructional certificate**

- (a) **To be eligible for the nonresident military spouse temporary instructional certificate, an applicant shall:**
1. **Be ineligible for any other instructional endorsement pursuant to N.J.A.C. 6A:9B-8.1 through 8.8;**
  2. **Document nonresident active-duty spouse status by submitting a military dependent identification card;**
  3. **Hold a valid and current license or certificate to teach issued by another state for which there is an equivalent and currently issued New Jersey endorsement; and**

4. **Demonstrate competency in teaching through demonstration of either three years of successful out-of-State teaching pursuant to a validly issued out-of-State teaching license or meeting the GPA requirement pursuant to N.J.A.C. 6A:9B-8.2. The candidate shall submit a letter of experience from a past supervisor or authorized school district representative or a completed Record of Professional Experience form.**
- (b) **The temporary instructional certificate shall be valid for the time period specified at N.J.S.A. 18A:26-2.14 and shall not be subject to renewal, but may be extended pursuant to N.J.S.A. 18A:26-2.14. To continue teaching upon expiration of the temporary instructional certificate, certificate holders shall apply and be eligible for a certificate pursuant to N.J.A.C. 6A:9B-8 through 13.**
- (c) **The temporary instructional certificate shall be issued for a specific instructional content area endorsement in accordance with (a)3 above to ensure that certificate holders are placed in classrooms for which they have appropriate content knowledge.**

#### Subchapter 9. Instructional Endorsements

##### 6A:9B-9.1 Endorsement requirements

- (a) To fulfill the endorsement requirements necessary for **an** instructional [certification] **certificate**, pursuant to N.J.A.C. 6A:9B-8, the candidate shall:
  1. Complete one or more of 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] **an** accredited four-year college or university;

- ii. (No change.)
  - 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] **an** 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] **an** accredited college or university;
2. Pass the appropriate State test(s) of subject matter knowledge. [However, if] **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] **the candidate** shall meet this paragraph's requirements. This alternative requirement shall not be construed as a waiver [under] **pursuant to** N.J.A.C. 6A:9B-4.12(c).
- i. **[A] In lieu of passing the State test(s) of subject matter knowledge, 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], **3, 4, and 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]; and
3. (No change.)
- (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] **at** (a) above and any additional requirement(s) or exception(s) [in] **at** N.J.A.C. 6A:9B-10 or 11.

#### 6A:9B-9.2 Authorizations – general

- (a) Each teaching endorsement shall be required for the corresponding teaching assignment.
1. Each endorsement shall be valid for [grades] preschool through **grade 12**, with the following exceptions:
    - i. The elementary school teacher endorsement shall be valid in [grades] kindergarten through **grade six**. Any holder of the former teacher of elementary school **kindergarten through grade[s] five (K-5)** endorsement now shall be authorized to teach kindergarten through grade six;
    - ii. – iii. (No change.)
    - iv. The teacher of supplementary instruction in reading and mathematics, **kindergarten through grade[s] eight (K-8)** shall be valid in [grades] kindergarten through **grade eight**.
  2. (No change.)
  3. Teachers with elementary school endorsements valid in preschool through grade eight issued no later than March 1, 2008, may teach in preschool through grade eight in any employing school district, subject to the qualification for teaching three- and four-year-old children [in] **at** N.J.A.C. 6A:9B-11.2(b). The teachers shall demonstrate to the school district they have content knowledge appropriate to the subject(s) taught.

- i. All elementary school teachers certified to teach in [grades] kindergarten through **grade** five after January 20, 2004, and hired to teach in grades six through eight shall hold either the elementary school with [subject matter] **subject-matter** specialization or the [subject matter] **subject-matter** endorsement.
4. Teachers holding the teacher of the blind or partially sighted, teacher of the deaf or [hard of hearing] **hard-of-hearing**, and/or the teacher of handicapped endorsements issued prior to September 1, 2008, may teach students with disabilities in preschool through grade 12 if [they] **the teachers** 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] **Career** and technical instructional endorsements issued prior to January 20, 2004, shall remain valid. The teachers may teach in the occupations for which they hold endorsements. A crosswalk of the former certificates that identifies under which new career clusters the teacher's certificate falls is available on the Department's website.
7. **Holders of other endorsements may teach computer science, as defined in Standard 8.1 of the NJSLS, until July 1, 2027. After July 1, 2027, a teacher of computer science in preschool through grade 12 shall hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15.**



6A:9B-9.3 Department-issued endorsements and authorizations

(a) The teaching endorsements and authorizations [in] **at** (a)1 through 9 below are grouped within the relevant NJSLs.

1. Visual and performing arts:

i. – iii. (No change.)

iv. Speech arts [and dramatics]: This endorsement authorizes the holder to teach speech arts [and dramatics] in all public schools; and

v. (No change.)

2. Comprehensive health and physical education:

i.-iii. (No change.)

iv. Swimming and water safety [instructor]: This endorsement authorizes the holder to teach swimming, diving, and water safety in all public schools; and

v. (No change.)

3. English language arts:

i. (No change.)

ii. English as a [Second Language] **second language**: This endorsement authorizes the holder to teach English as a second language in all public schools; and

iii. (No change.)

4. – 7. (No change.)

8. Technology education:

i. This endorsement authorizes the holder to teach technology education in all public schools with the exception of approved career and technical

education programs. Technology education includes content aligned with **Standard 8.2** of the NJSL [and the “[Standards for Technology Literacy](#)” published by the International Technology and Engineering Educators Association (ITEEA), Copyright 2007, incorporated herein by reference, available at <https://www.iteea.org/File.aspx?id=67767&v=b26b7852>].

[(1) Examples of the topics that can be taught under this endorsement include:

- (A) Technological literacy;
- (B) The nature of technology;
- (C) Technology and society;
- (D) The engineering and technological design process;
- (E) 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; transportation technologies, manufacturing technologies, and/or construction technologies.]

ii. A technology education endorsement is not required to teach **the use of** educational technology [and/or computer and information skills] pursuant to N.J.A.C. 6A:9B-[5.18]**5.17**.

**9. Computer science: This endorsement authorizes the holder to teach computer science, as described in Standard 8.1 of the NJSL, in all New Jersey 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. **In addition to the content area(s) or grade level(s) authorized by the teachers' endorsement(s), the holder of a bilingual/bicultural education endorsement also may provide consultative services and supportive resource programs, including modification and adaptation of curriculum and instruction to English language learners and speakers of English as a second language in general education programs in preschool through grade 12.**

2. – 5. (No change.)

6. Students with disabilities: The endorsements authorize the holder to teach students from one of the designated populations listed [in] at (b)6i through iv below. In addition to the content area(s) or grade level(s) authorized by the teachers' endorsement(s), 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 preschool through grade 12.

i. – iii. (No change.)

iv. Students with disabilities: This endorsement authorizes the holder to teach students classified with disabilities with the exception of students identified [in] at (b)6i [through], **ii, and** 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 nine 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. (No change.)

ii. Business: accounting: This endorsement authorizes the holder to teach accounting, [bookkeeping,] finance and investment, business mathematics, and exploration of related careers.

iii. – vii. (No change.)

2. – 3. (No change.)

(b) (No change.)

(c) 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. – 6. (No change.)

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. – 16. (No change.)

(d) (No change.)

Subchapter 10. Additional Requirements or Exceptions to Requirements for Instructional  
Endorsements for Certification

6A:9B-10.1 General provisions

[This subchapter includes requirements in] **In** addition to the requirements [in] **at** N.J.A.C. 6A:9B-8 and 9, **this subchapter includes requirements** for the instructional endorsement, including specific coursework required for **educator preparation** programs [leading] **that lead** to an endorsement in any subject referenced in this subchapter and **that are** approved pursuant to N.J.A.C. 6A:9A.

6A:9B-10.2 Elementary school (K-6)

**(a) A candidate for the elementary school (K-6) endorsement shall complete all of the certification requirements at N.J.A.C. 6A:9B-8 and 9, with the exception of N.J.A.C. 6A:9B-9.1(a)1.**

[(a)] **(b)** [To meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii, the] **A** candidate for the elementary school (K-6) endorsement **also shall complete:**

1. [Complete a] **A** liberal arts, science, dual-content, or interdisciplinary academic major; or
2. [Complete a] **A** minimum of 60 semester-hour credits in liberal arts and/or science, as documented on a transcript from [a regionally] **an** accredited college or university **for a candidate who begins a CEAS education preparation program on or before August 31, 2025.**



- skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;
- ii. **Strategies for teaching reading comprehension, writing, speaking, and listening to elementary students; and**
  - iii. **Multicultural, multilingual, and diverse literature.**
3. **Coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to elementary students that shall place an emphasis on the integration of literacy skills in science and social studies.**
- (d) **A holder of a CE with an elementary school (K-6) endorsement who begins teaching under a provisional certificate on or after September 1, 2025, shall complete a Department-approved New Jersey college or university program pursuant to (c)1, 2, and 3 above.**

6A:9B-10.3 Health and physical education **and physical education**

- (a) To meet the endorsement requirements [in] **at N.J.A.C. 6A:9B-9.1(a)1iii**, the candidate for the health and physical education endorsement shall complete:
- 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 **and adaptive physical education** 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 **and adaptive physical education** shall be included in the physical education credits.
- (b) **To meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii, the candidate for the physical education endorsement shall complete:**

1. **A 30-credit coherent sequence of courses in physical education. The study of individual and team sports and adaptive physical education shall be included in the physical education credits.**

6A:9B-10.4 [Physical science] **Science**

- (a) To meet the endorsement requirements [in] at N.J.A.C. 6A:9B-9.1(a)1iii, the candidate for the physical science endorsement shall complete:
  1. – 2. (No change.)
- (b) **Candidates holding a CEAS or standard certificate with a science endorsement seeking an additional CEAS or standard certificate with a science endorsement shall:**
  1. **Complete 15 credits in the corresponding content area with six credits at the advanced level; and**
  2. **Pass the State test of subject matter knowledge.**
    - i. **GPA flexibilities pursuant to N.J.A.C. 6A:9B-8.2(c) and 8.3(b) shall not apply.**

6A:9B-10.5 World languages

- (a) In addition to the endorsement requirements [in] at N.J.A.C. [6A:9]6A:9B-9.1(a)1iii, [to be eligible for the world language endorsement,] the candidate shall **meet the following criteria to be eligible for the world language endorsement:**
  1. (No change.)
  2. Complete a minimum of three semester-hour credits in second language acquisition theory and related methodologies offered by [a regionally] **an** 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 preschool teachers who teach world languages more than half-time and complete the requirements [in] **at** (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 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 educator preparation program no later than spring semester 2005 and who met the requirements in N.J.A.C. 6A:9B-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 Technology education

- (a) To meet the endorsement requirements [established in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the technology education endorsement shall complete study in the following technology, engineering, and design subjects:
1. – 4. (No change.)
- (b) Holders of New Jersey industrial arts endorsements or their equivalent who are employed [in] **by** a school district prior to April 23, 2004, [teaching] **to teach** technology education

as defined [in] **at** N.J.A.C. 6A:9B-9.3(a)8 shall be issued the technology education endorsement upon application to the Office.

- (c) Holders of New Jersey industrial arts endorsements or their equivalent who do not meet the requirements [in] **at** (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-10.7 Art

- (a) To meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the art endorsement[,] shall:

1. – 2. (No change.)

#### 6A:9B-[10.9]10.8 Social studies

- (a) To meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the social studies endorsement shall complete a minimum of 15 semester-hour credits in history, including a minimum of:

1. – 2. (No change.)

#### 6A:9B-[10.10]10.9 Family and consumer sciences

- (a) [To] **As part of the minimum 30 credits in the content area needed to** meet the endorsement requirements [in] **at** 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 sciences endorsement shall complete study in the following required areas:

1. – 4. (No change.)

6A:9B-[10.11]**10.10** Comprehensive business

- (a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** 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] **Six** semester-hour credits in [bookkeeping or] accounting;
  2. – 5. (No change.)

6A:9B-[10.12]**10.11** Computer applications and business-related information technology

- (a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** 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. – 11. (No change.)

6A:9B-[10.13]**10.12** Finance, economics, and law

- (a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** 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. – 3. (No change.)

6A:9B-[10.14]**10.13** Keyboarding and data entry

To meet the endorsement requirements [in] **at 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]10.14 Office administration and office systems technology**

- (a) [To] **As part of the minimum 30 credits in content area needed to meet the endorsement requirements [in] at 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. – 4. (No change.)

**6A:9B-10.15 Computer science**

- (a) **To be eligible for the computer science endorsement, candidates holding a standard instructional certificate in another endorsement area shall:**
1. **Complete 15 credit hours of computer science coursework; and**
  2. **Pass the appropriate State test of computer science content knowledge.**
- (b) **To be eligible for a standard instructional certificate in computer science, candidates shall complete all certificate requirements at N.J.A.C. 6A:9B-8 and the endorsement requirements at N.J.A.C. 6A:9B-9.**
- (c) **Candidates who hold standard certificates and teach computer science as of September 1, 2024, shall be eligible for the computer science endorsement if the candidates:**
1. **Have received two effective or highly effective ratings in teaching computer science within the last four years; and**

2. Pass the appropriate State test of computer science content knowledge.
- (d) All candidates for the computer science endorsement pursuant to (a) and (b) above shall complete, or have completed, a minimum of three semester-hour credits, or equivalent, in a methods of teaching computer science course offered by an accredited college or university within 12 months of the initial computer science teaching assignment.
1. The methods course may be included in the 15 credit hours of computer science coursework pursuant to (a)1 above or the 30 credit hours required to fulfill endorsement requirements pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.

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] **certificate** with special endorsements. [and] **The subchapter also** includes specific coursework required for **educator preparation** programs [leading] **that lead** to an endorsement in any subject covered in this subchapter and **that are** approved pursuant to N.J.A.C. 6A:9A.

6A:9B-11.2 Preschool through grade three

- (a) Candidates for the preschool through grade three endorsement shall complete all certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant to] **at** N.J.A.C. 6A:9B-9, and:

1. Shall be exempt from the subject course requirements [in] at N.J.A.C. 6A:9B-9.1(a)1 and instead **shall** complete:
  - i. (No change.)
  - ii. A minimum of 60 semester-hour credits in liberal arts and/or science.
    - (1) **Candidates for the preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025, shall complete a minimum of 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science.**
2. **For candidates seeking a CEAS with a preschool through grade three endorsement, who enter an educator preparation program on or before August 31, 2025, shall complete the requirements at (a)1 above and a preschool through grade three educator preparation program at an accredited college or university; and**
  - i. **CEAS candidates who enter a preschool through grade three educator preparation program on or after September 1, 2025, shall complete the requirements at (b) below.**
- [2.] 3. [Effective academic year 2017-2018, provisional] **Provisional** teachers holding a CE with a preschool through grade three endorsement shall choose to complete either 350 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(a)1, or 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:

- 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] **equitable opportunities** for all children, including [those] **children** who are limited English proficient and [those] **children** with [special needs] **disabilities**, and that address[es] multiple intelligences and diverse learning styles; the integration of play; and language and literacy across the curriculum;
  - ii. (No change.)
  - 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 NJSLS and early childhood **program** 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[; and].
- [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.]

**(b) Candidates seeking a CEAS with a preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025, shall complete the requirements at (a)1 above and a preschool through grade three educator preparation program that includes at least 30 credits as documented on a transcript from an accredited college or university in the following coursework and/or clinical experiences:**

- 1. Six to nine credits, or equivalent, that focus on developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students and that shall focus on the following:**
  - i. Cognitively guided mathematic instruction;**
  - ii. Assessment of, and remediation for, difficulties in mathematics;**
  - iii. The use of mathematical practices in instruction;**
  - iv. Building the underlying mathematical conceptual knowledge of educators; and**
  - v. The integration of literacy skills in mathematics;**
- 2. Twelve to 15 credits, or equivalent, that focus on developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students. The courses shall include the following:**
  - i. Developing the pedagogical content knowledge and conceptual framework for teaching early literacy skills or foundational reading skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;**



- ii. **Strategies for teaching reading comprehension, writing, speaking, and listening to preschool and early elementary students;**
  - iii. **Multicultural, multilingual, and diverse literature;**
  - iv. **Assessment for, and planning of, remedial instruction to address reading problems for early and emergent readers, and assessment and screening of early reading difficulties; and**
  - v. **Foundations of speech language development, including screening and support of students with speech/language, articulation, and communication disorders;**
3. **Coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to preschool and elementary students and that emphasizes the integration of literacy skills in science and social studies;**
4. **Coursework that addresses 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. The coursework shall include:**
- i. **Cognitive and linguistic factors that affect learning and development;**
  - ii. **The creation of a climate that fosters and nurtures diversity and equitable opportunities for all children, including children who are multilingual learners and children with disabilities, and that addresses multiple intelligences and diverse learning styles;**
  - iii. **The integration of play; and**
  - iv. **Language and literacy across the curriculum;**

- 5. Coursework that addresses understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities. The coursework shall include:**
    - i. Recognition of children at risk;**
    - ii. The establishment of linkages with community resources to support families;**
    - iii. The recognition and acceptance of diverse family units, including family participation in their child’s education;**
    - iv. The impact of children’s homes, communities, health, and cultural experiences on development and learning; and**
    - v. Comprehension of social, historical, political, legal, and philosophical constructs that impact children, families, and communities; and**
  - 6. Coursework that addresses curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. The coursework shall include:**
    - i. The NJSLs and the New Jersey Preschool Teaching and Learning Standards;**
    - ii. Understanding cultural and linguistic differences with an equitable and individualized focus;**
    - iii. Activities designed to foster intellectual stimulation through play;**
    - iv. Implementation of developmentally appropriate techniques of guidance and group management to create a safe classroom environment; and**
    - v. Assessment that is multi-dimensional, ongoing, and performance based.**
- (c) A provisional teacher holding a CE with a preschool through grade three endorsement who begins teaching provisionally on or after September 1, 2025, shall**

**complete a Department-approved New Jersey college or university program pursuant to (b) above.**

[(b)] (d) A teacher holding a standard elementary school endorsement valid in 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 a Department of Children and Families facility. The teaching experience shall be in a position that would require the preschool through grade three endorsement. [It shall be the responsibility of the] **Teachers meeting this criteria shall present documentation that supports the preschool teaching experience when newly employed in a school district or a Department of Children and Families facility. The school district or the Department of Children and Families facility [to] shall maintain a copy of the documentation that supports the preschool teaching experience [for each teacher affected by this subsection].**

[(c)] (e) A standard certificate with a preschool through grade three endorsement authorizes the holder to teach [in] preschool [and kindergarten] **through third grade** in all school districts pursuant to N.J.A.C. 6A:9B-9.3(b)4.

#### 6A:9B-11.3 Career and technical education

(a) Candidates for the instructional certificate in a career and technical education endorsement shall complete:

1. CEAS requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.2[;
- 2.] **or** CE requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.3, except:
  - i. (No change.)

ii. Candidates shall complete either the experience-based or degree-based requirements [pursuant to] **at** (b) below;

[3.] **2.** Provisional requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.4; and

[4.] **3.** Requirements for the renewal of the provisional certificate[, pursuant to] **at** N.J.A.C. 6A:9B-8.5[,], and standard certificate requirements[, pursuant to] **at** 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.]

**i. To be eligible for a standard certificate, holders of a provisional certificate with a career and technical education endorsement shall demonstrate proficiency in the use of English language and mathematics by meeting one of the following:**

- (1) Passing the Commissioner-approved test of basic reading, writing, and mathematics skills;**
- (2) Holding a master's or terminal degree from an accredited institution of higher education;**
- (3) Holding an occupational license or certification or industry certificate or registration; or**
- (4) Completing a portfolio of work products through an approved educator preparation program, as approved by the employing school district's superintendent, or the superintendent's designee.**

(b) To be eligible for the CE, the candidate shall fulfill one of the following:

1. 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-5.9. 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 also shall hold [the State-issued] **an occupational license, certificate, or registration issued by the State of New Jersey or other state or national authority**. The employing school district **may** recommend for approval the candidate's experience pursuant to the **guidelines established by the Department**. Candidates shall meet one of the following requirements:
  - 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 shall be verified by the applicant's employer(s).
    - (1) (No change.)
    - (2) The Department will **annually review and** identify industry credentials in consultation with experts from education and business. The industry credentials may be considered equivalent to the employment experience requirement in this subparagraph.
  - ii. (No change.)
  - iii. Military experience: Candidates shall present a Military Discharge certificate (DD-214) and a Verification of Military Experience and Training (DD Form 2586) indicating military qualifications and

occupational training received, which will be used by the Department to determine the extent of credit to be applied toward satisfying the employment experience requirements [pursuant to] **at** (b)1i above.

2. Degree-based endorsements using a bachelor's degree or higher: The candidate shall hold a bachelor's or an advanced degree from [a regionally] **an** accredited college(s) or university(ies) in a Department-approved subject area for the endorsement. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-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.
  - i. Candidates who do not possess a bachelor's or advanced degree in a Department-approved subject area for the endorsement may hold a bachelor's or advanced degree from [a regionally] **an** accredited college(s) or university(ies), and shall complete at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The 30 credits shall be obtained either from [a regionally] **an** accredited college(s) or university(ies) or from an accredited career-focused institution(s), or from a combination thereof.
  - ii. (No change.)
  - iii. Candidates with a bachelor's degree or higher who graduated before September 1, 2016, with a GPA that is below 2.75, 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] **at** (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 (b)1i above.

3. Degree-based endorsements using an associate degree: The candidate shall hold a two-year degree from [a regionally] **an** accredited college(s) or university(ies) or from an accredited career-focused institution(s) in a Department-approved subject area for the endorsement. The candidate 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 (b)1i above. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.9. 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 also shall hold the State-issued occupational license, certificate, or registration.
  - i. Candidates who do not possess an associate degree in a Department-approved subject area for the endorsement may hold a two-year degree from an accredited institution of higher education, and shall complete at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The 30 credits shall be obtained either from [a regionally] **an** accredited college(s) or university(ies) or from an accredited career-focused institution(s), or from a combination thereof.
  - ii. Candidates using an associate degree shall meet the GPA requirements set forth [in] **at** N.J.A.C. 6A:9B-8.3. The exceptions to the GPA requirements

available to candidates with a bachelor's degree or higher [in] **at** (b)2ii and  
iii above will not be available to candidates using an associate degree.

[(c)] Any school district that employs a novice teacher who has not yet passed basic-skills tests required in (a)3 above shall provide ongoing support through the novice teacher's supervisor to ensure the novice teacher's students receive appropriate feedback on basic skills for their class work. The school district also shall provide ongoing support to prepare the novice teacher to pass the basic-skills tests.]

[(d)] (c) Holders of standard instructional certificates with other endorsements, except as indicated [in] **at** N.J.A.C. 6A:9B-11.3 and 11.8, may obtain a career and technical education endorsement upon completion of the experience requirement, the academic major and test requirement, or as set forth [in (f)] **at** (e) below.

[(e)] (d) 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)] (e) Holders of standard instructional certificates with an endorsement in a subject area that authorizes them to teach grades nine through 12 may obtain a CTE endorsement to teach CTE programs that align to an in-demand industry sector or occupation that is experiencing a shortage of CTE teachers, as identified and approved by the Department, through participation in the Department-approved CTE Teacher Bridge process.

1. (No change.)



2. Candidates shall be sponsored by their employing school district and shall complete the Department-approved process, as set forth [in (f)3] **at (e)3** below and detailed in the agreement between the Department and the school district, to acquire the content and skills necessary to teach in the in-demand industry sector or occupation.
3. (No change.)

#### 6A:9B-11.4 Teacher of students with disabilities

- (a) A candidate for a CE or CEAS with a teacher of students with disabilities endorsement shall complete the certification requirements [pursuant to] **at N.J.A.C. 6A:9B-8**[, including] **and** the endorsement requirements [pursuant to] **at N.J.A.C. 6A:9B-9**[, and the]. **The candidate also shall:**
  1. Possess[ or be eligible for] a CE, CEAS, or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught;
  2. For the deaf or [hard of hearing for] **hard-of-hearing with** sign language communication endorsement, achieve an intermediate or higher score on the Sign [Communication] **Language Proficiency Interview [(SCPI)] (SLPI) or a score of three or higher on the American Sign Language Proficiency Interview (ASLPI);**
  3. (No change.)
  4. For CE candidates, be exempt from the subject course requirements [in] **at** 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[.]; **and**
  6. **Be exempt from the clinical practice requirement, pursuant to N.J.A.C. 6A:9B-8.2(b).**

- (b) A candidate for the CEAS with a teacher of students with disabilities endorsement who has met the requirements [in] **at** (a)1 above shall complete, **pursuant to N.J.A.C. 6A:9A-4**, an educator preparation program [pursuant to N.J.A.C. 6A:9A-4] **that includes a minimum of 21 credit hours in the topics at (d), (e), (g), or (h) below**. In addition to the requirements for a CEAS, a candidate for the deaf or hard-of-hearing with sign language communication endorsement shall achieve an intermediate or higher score on the [SCPI] **SLPI or a score of three or higher on the ASLPI**.
- (c) In addition to the provisional certificate requirements [set forth in] **at** N.J.A.C. 6A:9B-8.4, a candidate shall:
1. Hold a CE or CEAS with a teacher of students with disabilities endorsement [area] and the instructional endorsement required for the teaching assignment; and
  2. For holders of a CE with a teacher of students with disabilities endorsement, be enrolled at [a regionally] **an** accredited college or university in an educator preparation program that includes a [range] **minimum** of 21 [to 27] credit hours in the topics [listed in] **at** (d) [, (e),] **through** (g)[, or (h)] below.
- (d) Provisional teachers [with] **who hold** a CE [in] **with a** teacher of students with disabilities endorsement shall complete the requirements for a standard [certification] **certificate**, pursuant to N.J.A.C. 6A:9B-8.7, except as provided [in] **at** (e), (g), and (h) below, and **shall**:
1. [Shall complete] **Complete**, at [a regionally] **an** accredited college or university, an educator preparation program that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
    - i. – vi. (No change.)

- vii. Assistive technology; [and]
  - viii. Transition planning, program development, and agencies available for students with disabilities; **and**
  - ix. Autism spectrum disorders;**
2. [If] **Complete, if** the provisional teacher [with the CE with a teacher of students with disabilities endorsement] holds a CE [in] **with** the instructional endorsement required for the teaching assignment pursuant to (c)1 above, [then the provisional teacher shall complete] the courses required [in] **at** (d)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate [in] **at** N.J.A.C. 6A:9B-8.7; and
  3. Be exempt from the performance assessment **requirement**, pursuant to N.J.A.C. 6A:9B-8.7(a)4.
- (e) While teaching under a provisional certificate with a blind or visually impaired endorsement, [the] **a candidate for a standard certificate** shall [complete the following requirements for a standard certificate]:
1. [An] **Complete, at an accredited college or university, an** educator preparation program [at a regionally accredited college or university] that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
    - i. – viii. (No change.)
    - ix. Transition planning, program services, and agencies available for students who are blind/visually impaired; **and**
  2. [If] **Complete the courses at (e)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for**

**the standard certificate at N.J.A.C. 6A:9B-8.7, 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 (c)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; and].

[3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.7(a)4.]

(f) While teaching under a provisional certificate with a deaf or hard-of-hearing with oral/aural communication endorsement, [the] **a candidate for a standard certificate** shall [complete the following requirements for a standard certificate]:

1. [An] **Complete, at an accredited college or university, an** educator preparation program [at a regionally accredited college or university] that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
  - i. – viii. (No change.)
  - ix. Transition planning, program services, and agencies available for students who are [deaf/hard of hearing] **deaf or hard-of-hearing; and**
2. [If] **Complete the courses at (f)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate at N.J.A.C. 6A:9B-8.7, 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 (f)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; and].

[3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.7(a)4.]

(g) While teaching under a provisional certificate with a deaf or hard-of-hearing with sign language communication endorsement, [the] **a candidate for a standard certificate** shall [complete the following requirements for a standard certificate]:

1. [An] **Complete, at an accredited college or university, an** education preparation program [at a regionally accredited college or university] that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:

i. – viii. (No change.)

ix. Transition planning, program services, and agencies available for students who are deaf/hard of hearing; **and**

2. [If] **Complete the courses at (g)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate at N.J.A.C. 6A:9B-8.7,** 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 above, then the provisional teacher shall complete the courses required in (g)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; and].

[3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.7(a)4.]

(h) (No change.)

- (i) [Holders of a CEAS in students with disabilities shall not be required to complete (d)2 above.] Holders of a CEAS [in] **with a blind or partially sighted endorsement** shall not be required to complete **the requirements at (e)2** above. Holders of a CEAS with a deaf or hard-of-hearing with oral/aural communication endorsement shall not be required to complete **the requirements at (f)2** above. Holders of a CEAS [in] **with a deaf or [hard of hearing] hard-of-hearing** with sign language communication **endorsement** shall not be required to complete **the requirements at (g)2** above.
- (j) **To renew a provisional certificate with a teacher of students with disabilities endorsement, provisional certificate holders shall meet the following requirements:**
1. **Demonstrate successful completion of at least two courses per provisional period, as required of the approved educator preparation program; and**
  2. **Be rated effective or highly effective during the year of the requested renewal.**
- [(j)] (k) No [person] **holder of a provisional certificate** shall be employed [under provisional certification] for more than six years in a position requiring certification as a teacher of students with disabilities.
- [(k)] (l) The special education pedagogy **required at (e), (f), and (g) above** shall be completed at [a regionally] **an** accredited four-year college or university.
- [(l)] (m) Holders of standard certificates with 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-8.2(a).
- [(m)] Except as indicated in N.J.A.C. 6A:9B-11.3 and 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-8.2 and upon presentation of

an original letter from a school official documenting a minimum of one year of experience teaching students with disabilities under a Teacher of the Handicapped endorsement.]

#### 6A:9B-11.5 Bilingual/bicultural education

- (a) A candidate for the bilingual/bicultural endorsement shall complete the certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant in] **at** N.J.A.C. 6A:9B-9[, except the]. **The** candidate shall **also**:
1. (No change.)
  2. Meet the test of [subject matter] **subject-matter** knowledge requirement [in] **at** N.J.A.C. 6A:9B-9.1(a)2 by demonstrating:
    - i. Oral and writing competence in English by:
      - (1) (No change.)
      - (2) **Passing a Department-approved, nationally recognized test to demonstrate oral proficiency and passing the Commissioner-approved test of basic reading, writing, and mathematics skills** [assessment], pursuant to N.J.A.C. 6A:9B-[8.1(a)2 and 3]**8.3(a)5**, 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) (No change.)
      - (2) Establishing [him or herself] **the candidate** 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] **at** N.J.A.C. 6A:9B-9.1(a)1;
  4. For CEAS candidates with a bilingual/bicultural endorsement, complete the requirements [in] **at** (a)1 above and a program at [a regionally] **an** accredited college or university for the preparation of teachers of bilingual/bicultural education; and
  5. Be exempt from the performance assessment [pursuant to] **requirements at** N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4.
- (b) While teaching under **a** provisional [certification] **certificate**, a holder of the CE [in] **with a** bilingual/bicultural education **endorsement** shall [complete the following requirements for a standard certificate]:
1. [A] **Complete a** Department-approved New Jersey college or university educator preparation program that includes 12 credit hours of formal instruction in the following topics:
    - i. – iv. (No change.)
    - v. Theory and practice of teaching bilingual education[.]; **and**
  2. [If] **Complete the courses at (b)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, if the provisional teacher with the CE in the bilingual/bicultural endorsement holds a CE [in] with 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].

6A:9B-11.6 English as a second language

- (a) A candidate for the English as a second language (ESL) endorsement shall complete all certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant to] **at** N.J.A.C. 6A:9B-9[, except the]. **The** candidate shall **also**:
1. Be exempt from the endorsement course requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.3(a)4 while teaching [on the] **under a** provisional certificate [if] **and** enrolled in an CE educator preparation program; and
  2. Meet the test of [subject matter] **subject-matter** knowledge requirement [in] **at** N.J.A.C. 6A:9B-9.1(a)2 by demonstrating oral and writing competence in English by:
    - i. (No change.)
    - ii. Passing a **Department-approved, nationally recognized test to demonstrate oral proficiency and meeting** the basic skills [assessment] **requirement** pursuant to N.J.A.C. 6A:9B-[8.1(a)2 and 3]**8.3(a)5**, to demonstrate writing proficiency [and passing a Department-approved, nationally recognized test to demonstrate oral proficiency].
- (b) Provisional teachers [with] **holding** a CE [in] **with an** English as a second language **endorsement** shall complete the requirements for a standard certificate pursuant to N.J.A.C. 6A:9B-8.7, [except the provisional teachers] **and** shall complete, at a Department-approved New Jersey college or university, an educator preparation program that includes a [range] **minimum** of 15 [to 21] credit hours of formal instruction in the topics [in] **at** (b)1

through 7 below. This requirement shall not apply to provisional teachers who hold a CEAS pursuant to N.J.A.C. 6A:9B-10.2.

1. – 7. (No change.)

- (c) **No holder of a provisional certificate shall be employed for more than six years in a position requiring an English as a second language endorsement, except as set forth at N.J.A.C. 6A:9B-8.5(c).**

#### 6A:9B-11.7 Driver education

- (a) [To be eligible] **A candidate** for the CEAS or standard certificate with a driver education endorsement[, the candidate] shall be exempt from the requirements [in] **at N.J.A.C.**

6A:9B-9.1(a). [and instead] **A candidate for the CEAS or standard certificate with a driver education endorsement shall:**

1. Hold a CEAS or standard [New Jersey] **certificate with an** instructional endorsement in health or in health and physical education;
  2. (No change.)
  3. Document three consecutive years of **successful** automobile driving experience immediately prior to application by submitting a notarized statement; and
  4. Complete a course in driver education at [a regionally] **an** accredited college or university.
- (b) (No change.)

#### 6A:9B-11.8 Military science

- (a) (No change.)
- (b) To retain this endorsement, the holder must maintain the military employment authorization [as set forth in] **at (a)2** above. [It is the] **The** school district[']s responsibility

to] **shall** 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-11.9 Middle school with subject matter specialization

- (a) To be eligible for the middle school with subject-matter specialization endorsement, the candidate shall:
  - 1. (No change.)
  - 2. Complete a course in child and early adolescent development as aligned with standard two of the Professional Standards for Teachers[,] **at** N.J.A.C. 6A:9-3.3(a)2. Holders of the CE shall complete this study before issuance of the standard certificate;
  - 3. – 4. (No change.)
- (b) To be eligible for the CE, CEAS, or standard middle school with subject matter specialization with a world languages endorsement, the candidate shall, in addition to (a) above:
  - 1. (No change.)
  - 2. Complete a minimum of three semester-hour credits in second language acquisition theory and related methodologies offered by [a regionally] **an** accredited four-year college or university within 12 months of initial assignment.
    - i. No CEAS or standard **certificate with an** elementary school with specialization in a world language [certificate] **endorsement** shall be issued until [this] **the** requirement **at (b)2 above** is completed.

- (c) Holders of this endorsement may be eligible for additional middle school with subject-matter specialization endorsements in the NJSLs subject fields [identified in] **at (a)3i** through v above upon completion of the requirements [of] **at (a)3** and 4 and (b) above for each area of specialization requested.
- (d) Holders of the middle school with subject-matter specialization endorsement in mathematics or science may be eligible for a middle school with subject-matter specialization endorsement in science, technology, engineering, and mathematics (STEM) by passing the necessary State subject-matter test in the additional content area and shall be exempt from the requirement at (a)3 above.**
- 1. Holders of the middle school with subject-matter specialization endorsement in STEM shall be authorized to teach science and mathematics in grades five through eight in all public schools.**
- (e) **Holders of the middle school with subject-matter specialization endorsement in English language arts or social studies may be eligible for a middle school with subject-matter specialization endorsement in humanities by passing the necessary State subject-matter test in the additional content area and shall be exempt from the requirement at (a)3 above.**
- 1. Holders of the middle school with subject-matter specialization endorsement in humanities shall be authorized to teach English language arts, social studies and related literature, social, and civic engagement courses in grades five through eight in all public schools.**

6A:9B-11.10 Swimming and water safety

- (a) To be eligible for the swimming and water safety endorsement, candidates shall hold:

1. (No change.)
  2. A valid Cardiopulmonary Resuscitation for Professional Rescuer Certificate issued by the American Red Cross or the [YMCA] **American Heart Association**;
  3. (No change.)
  4. A valid [Water Safety Instructor Certificate] **water safety/swimming instructor certificate** issued by the American Red Cross, the YMCA, or the Flotation Aided Swim Training Program (FAST Swim Program™).
- (b) The chief school administrator of the employing district board of education shall:
1. (No change.)
  2. Annually forward to the executive county superintendent copies of each valid [American Red Cross or YMCA] certificate identified [in] **at** (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 pursuant to N.J.A.C. 6A:9B-7 shall be required to hold all of the safety certificates [in] **at** (a) above to serve as a substitute for a swimming and water safety teacher.

6A:9B-11.11 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8

- (a) To be eligible for a CE [in] **with a** Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 **endorsement**, an applicant [must] **shall** complete all of the requirements **at N.J.A.C. 6A:9B-8.3 and 10.2** for a CE [as] **with a** Teacher of Elementary School K-6 [at N.J.A.C. 6A:9B-8.3 and 10.2] **endorsement**.
- (b) To be eligible for a CEAS [as] **with a** Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 **endorsement**, the candidate shall:
  1. Meet the requirements [in] **at** (a) above;

2. Complete one of the educator preparation program alternatives culminating in clinical practice appropriate to **the Elementary School** Teacher K-6 [as designated] **endorsement in accordance with** in N.J.A.C. 6A:9B-8.2; and
  3. Meet the GPA and test-score requirements [designated in] **at** N.J.A.C. 6A:9B-8.2.
- (c) While being mentored under the provisional certificate, a teacher holding this endorsement:
1. (No change.)
  2. Shall conduct all teaching in a formal classroom environment with a minimum of eight students. 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 NJSLS and the content-based professional standards for **kindergarten through grade six (K-6)** instruction.
- (d) While teaching under a provisional endorsement, the teacher shall participate in a State-approved district training program appropriate to holders of the **elementary school (K-6)** endorsement.
- (e) (No change.)

6A:9B-11.12 Requirements for the charter school certificate of eligibility (CSCE)

- (a) (No change.)
- (b) Except as indicated [in] **at** N.J.A.C. 6A:9B-11.2 through 11.6, 11.10, and 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] **an** 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]**8.3(a)5**; and

3. (No change.)
- (c) Except as indicated [in] **at** N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, a candidate shall do the following to be eligible for a charter school provisional certificate:
1. (No change.)
  2. Obtain and accept an offer of employment in a position that requires **an** instructional [certification] **certificate**.
- (d) Except as indicated [in] **at** N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 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] **(c) above**; and
  2. Successfully complete at least two school years at the charter school while employed provisionally in a position requiring the appropriate instructional certificate.
- (e) The charter school shall provide written recommendation for the issuance of a standard charter school certificate.

#### **6A:9B-11.13 Requirements for mathematics and science add-on endorsement**

- (a) **All endorsements authorized pursuant to this section shall be used only for employment in areas of mathematics and science in foundational courses in the subject area sequence.**
- (b) **To be eligible for a CE with a mathematics or science endorsement as an add-on, the candidate shall be exempt from the requirements at N.J.A.C. 6A:9B-9.1 and instead shall:**
1. **Hold a valid New Jersey CEAS or standard instructional certificate;**

2. Complete at least six of the 30 credits of appropriate coursework in the subject area as required at N.J.A.C. 6A:9B-9.1(a), 10, or 11;
  3. Demonstrate at least two years of successful teaching pursuant to a valid New Jersey or out-of-State equivalent instructional teaching certificate; and
  4. Be enrolled in, and recommended for a CE by an educator preparation program, pursuant to N.J.A.C. 6A:9A-5.6.
- (c) Candidates holding and employed under a CE issued pursuant to (b) above shall be eligible for a provisional certificate issued pursuant to N.J.A.C. 6A:9B-8.4.
- (d) Candidates holding a CE issued pursuant to (b) above shall complete all requirements for a standard certificate with a mathematics or science area endorsement pursuant to N.J.A.C. 6A:9B-9.1(a), 10, or 11, as applicable.
- (e) To be eligible for a standard certificate with a mathematics or science endorsement, candidates holding a CE issued pursuant to (b) above shall:
1. Meet the coursework and subject matter knowledge assessment requirements for the endorsement area at N.J.A.C. 6A:9B-9.1(a);
  2. Successfully complete the educator preparation program approved pursuant to N.J.A.C. 6A:9A-5.6; and
  3. Be recommended for a standard certificate by the educator preparation program.

**6A:9B-11.14 Requirements for the early college high school certificate of eligibility**

- (a) All endorsements issued pursuant to this section authorize the certificate holder to teach grades seven through 12 only in an early college high school program.



- (b) Except as indicated at N.J.A.C. 6A:9B-11.2 through 11.6, 11.10, and 11.11, a candidate for the early college high school CE with an instructional endorsement shall meet the following requirements:**
- 1. Hold an advanced degree from an accredited college or university in a field related to the subject area being taught;**
  - 2. Have experience teaching students at any grade level, including postsecondary; and**
  - 3. Pass the appropriate State test of subject-matter knowledge.**
- (c) Except as set forth at N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, a candidate for the early college high school provisional certificate in an instructional area shall meet the following requirements:**
- 1. Show documentation that an early college high school intends to employ the candidate in a teaching position; and**
  - 2. Enroll in the provisional teacher program pursuant to N.J.A.C. 6A:9B-8.4 and 8.6.**
- (d) Except as set forth at N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, a candidate for the early college high school standard certificate in any instructional area shall meet the following requirement:**
- 1. Demonstrate the successful completion of at least four school years of teaching under an early college high school provisional certificate with annual summative evaluation ratings of “effective” or “highly effective” issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.**

Subchapter 11A. Requirements for Teacher Leader Endorsement

6A:9B-11A.3 Requirements

- (a) (No change.)
- (b) A candidate who meets the requirements [in] **at** (a)1 through 5 above shall be exempt from the minimum GPA requirements [in] **at** N.J.A.C. 6A:9B-8.2.

## Subchapter 12. Requirements for Administrative Certification

### 6A:9B-12.1 Purpose of requirements

- (a) The requirements for **an** administrative [certification] **certificate** shall apply when:
  - 1. (No change.)
  - 2. Evaluating the eligibility of candidates for **an** administrative [or supervisory certification] **certificate or an administrative certificate with a supervisor endorsement**; and
  - 3. Approving residency programs required of [principal and school administrator] candidates for [certification] **an administrative certificate with a principal or school administrator endorsement**.

### 6A:9B-12.2 College degrees

[All] **Except as indicated at N.J.A.C. 6A:9B-12.7, all** candidates for **an** administrative [certification, except as indicated in N.J.A.C. 6A:9B-12.7,] **certificate** shall hold a master's or higher degree from [a regionally] **an** accredited college or university.

### 6A:9B-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] **shall be** authorized to:

1. – 5. (No change.)

6. Serve as principal or supervisor as provided [in] **at** (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, director, and supervisor. Holders of this endorsement [are] **shall be** authorized to:

1. – 4. (No change.)

(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 have the authority and responsibility for the continuing direction, evaluation, and guidance of teaching staff members.

1. Effective January 1, 2018, [this] **the supervisor** endorsement no longer shall authorize appointment as an assistant superintendent in charge of curriculum and/or instruction.

i. Holders of [this] **the supervisor** 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] **shall be** authorized to:

1. (No change.)
2. 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; Engage in facilities planning, [construction and maintenance,] personnel administration, administration of transportation and food services, and central data-processing management.

#### 6A:9B-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 in educational leadership, curriculum and instruction, or one of the recognized fields of leadership or management from [a regionally] **an** accredited college or university; **or**
    - ii. Hold a master's degree from [a regionally] **an** accredited college or university and complete a [post-master's] **graduate-level** program [resulting in a CEAS] in educational [administration and supervision] **leadership, curriculum and instruction, or one of the recognized fields of leadership or management;**
    - [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)1i above;

- iv. Hold a master’s degree from a regionally accredited college or university and complete a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider, pursuant to N.J.A.C. 6A:9B-12.5(k)2 and (l)2; or
  - v. Hold a master’s degree in educational leadership from 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;]
- [3.] 2. Complete a 150-hour internship in educational leadership aligned to the Professional Standards for 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 either [must] **shall** appear on a transcript from a four-year regionally accredited college or university or must be certified by a Commissioner-approved program for preparing school administrators;
- [4.] 3. Pass a State-approved examination [of knowledge acquired through study of the topics listed in (a)2 above,] aligned with the Professional Standards for School Leaders[, ] and most directly related to the functions of superintendents [as defined in] **at** N.J.A.C. 6A:9B-12.3(a); and
- [5.] 4. Complete five years of successful educational experience in a school district, nonpublic school, or [a regionally] **an** accredited college or university.
- (b) A candidate who matriculates and enrolls in a Commissioner-approved educational

leadership preparation program on or after September 1, 2008, shall be required to complete all requirements [of] **at** (a) above.

- (c) To be eligible for a provisional **certificate with a** school administrator[’s] endorsement, the candidate shall:
  - 1. – 2. (No change.)
- (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] **certified** position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a.
- (e) To be eligible for the standard administrative certificate with a school administrator endorsement, the candidate shall:
  - 1. (No change.)
  - 2. Complete a one-year Commissioner-approved residency program while employed under **a** provisional [certification] **certificate** in a 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.
- (f) The Commissioner-approved program provider selected by the candidate shall implement the residency program, which shall:
  - [i.] **1.** (No change in text.);
  - [ii.] **2.** Provide professional experiences, training, mentoring, instruction, and opportunities to network with other candidates and experienced school administrators[, and develop];

3. **Develop** the candidate's thorough understanding of the NJSLS[;], 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];
- [iii.] 4. Ensure the employing school or school district, the candidate, the **Commissioner-approved** residency mentor, and the provider enter into a standard Department-issued agreement prior to the candidate starting the residency program; **and**
- [iv.] 5. Provide a State-approved mentor who meets the requirements [in (f)] **at (g)** 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; and

- v. 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)] (g) The [State] **Commissioner**-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]

**Department-approved** mentor training program. **The mentor shall:**

1. **Provide support based on an individualized mentoring plan, pursuant to (i) below, which shall take the place of the individualized professional development plan during the residency period and shall be 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 confidential assistance or advice upon the candidate's request;**
- 4. Guide the candidate through a self-assessment based on the Professional Standards for School Leaders;**
- 5. Assist the candidate in developing the required individual professional development plan for the school year following the residency period; and**
- 6. Act as agents of the Board of Examiners in formulating their certification recommendations, which is not subject to review or approval by district boards of education.**

**(h) The individualized mentoring plan shall be:**

- 1. Based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district;**
- 2. Developed to provide support in the following areas:**
  - i. School or school district planning and policy formulation;**
  - ii. District board of education operations and relations, if applicable;**
  - iii. Supervision of schoolwide or districtwide programs of curriculum, instruction, and student services;**
  - iv. Collegial management, participatory decision-making, and professional governance;**

- v. **The roles, supervision, and evaluation of central office staff and school principals;**
- vi. **School or school district financial, legal, and business operations;**
- vii. **Management of district operations, school facilities, labor relations, and collective bargaining;**
- viii. **Government and community relations; and**
- ix. **School law.**

[(g)] (i) [Each candidate for the standard administrative certificate with a school administrator endorsement] **Mentors** shall [be evaluated] formally [by the mentor on] **evaluate candidates for the school administrator endorsement** at least three [occasions for purposes of certification] **times**. [The first two evaluations shall be conducted mainly for diagnostic purposes.]

1. **All performance evaluations shall be aligned with the Professional Standards for School Leaders. The mentor shall discuss each evaluation with the candidate, and the mentor and candidate shall sign each report.**
2. 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. Upon completion of each evaluation, the mentor shall send the report to the Department; the final evaluation shall be accompanied by the recommendation for certification pursuant to (j) below.]

- (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 candidate's progress and soliciting advice concerning the candidate's certification. The mentor may seek the informal input of the employing district board of education concerning the candidate's standard certification.
- (i) The Department may require the candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment.]
- (j) A candidate for a standard certificate with a school administrator endorsement shall be approved or disapproved **by the Commissioner-approved residency program** 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 (g) above.]
  - [2.] **1.** This final report shall include one of the following certification recommendations:
    - i. – ii. (No change.)
    - iii. Disapproved: Recommends a standard certificate not be issued and 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, which shall not be subject to review or approval by district boards of education.]
- 2. The mentor shall provide the candidate with a copy of the signed evaluation report, and the mentor's recommendation, before submitting it to the Department.**

[4.] **3.** (No change in text.)

[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-4.13.]

(k) (No change.)

(l) An experienced New Jersey principal who holds a master's degree or higher in a field not [in] **at** (a)1 above may satisfy the degree requirement by meeting the requirements [in] **at** [(a)4] **(a)3** above and [by presenting] the following:

1. – 2. (No change.)

(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 in which the State appoints the chief school administrator.

1. The Commissioner shall direct the Board of Examiners to issue a CE to the candidate if [he or she] **the candidate**:

i. Possesses a bachelor's or higher degree from [a regionally] **an** 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 shall document [his or her] **the** experience in alignment with the Professional Standards for School Leaders [in N.J.A.C.

6A:9-3.4]. The Commissioner will align [his or her] **the** review of the candidate's documented experience with the Professional Standards for School Leaders and will base judgment of the candidate's relevant experience on the review; and

iii. (No change.)

2. The Board of Examiners shall issue a provisional certificate to the candidate meeting the criteria [in] **at** (m)1 above upon the candidate's appointment by the State Board 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 [he or she] **the candidate:**

i. (No change.)

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] **the** experience in the superintendent position as aligned with the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4]; and

iii. (No change.)

[(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.

1. Such certifications may be issued and appointments may be made in a school district 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 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 shall document his or her experience in alignment with the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4. The Commissioner will align his or her review of the candidate's documented experience with the Professional Standards for School Leaders and will base judgment of the candidate's relevant experience 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 (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 (e) through (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 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 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-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 in educational leadership, [in] curriculum and instruction, or [in] one of the recognized fields of leadership or management from [a regionally] **an** accredited college or university;
    - ii. Hold a master's degree from [a regionally] **an** accredited college or university and complete a [post-master's] **graduate-level** program [resulting in a CEAS] in educational [administration and supervision]

**leadership, curriculum and instruction, or one of the recognized fields of leadership or management; or**

- [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.] **iii.** Hold a master's degree from an [appropriate 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, aligned with the Professional Standards for School Leaders set forth in N.J.A.C. 6A:9-3.4;]
- [3.] **2.** Complete a 300-hour internship in educational leadership aligned to the Professional Standards for 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 either [must] **shall** appear on a transcript from a four-year [regionally] accredited college or university or be certified by a Commissioner-approved program for preparing school principals;
- [4.] **3.** Pass a [State] **Department**-approved examination of knowledge acquired through study [of the topics listed in (a)2 above] **aligned to the Professional Standards for School Leaders** and most directly related to the functions of principals [as defined in] **at** N.J.A.C. 6A:9B-12.3(b); and
- [5.] **4.** Complete five years of successful educational experience under a valid provisional or standard New Jersey **certificate** or equivalent out-of-State certificate.



- (b) A candidate who matriculates and enrolls in a Commissioner-approved educational leadership preparation program on or after September 1, 2008, shall be required to complete all requirements [of] **at** (a) above.
- (c) To be eligible for a provisional [principal] certificate **with a principal endorsement**, the candidate shall:
- 1.- 2. (No change.)
- (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] **certified** position, in accordance with N.J.S.A. 18A:26-2 [and 18A:27-4a].
- (e) 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:
1. Possesses a provisional certificate pursuant to (a) and [(b)] **(c)** above;
  2. Completes a two-year Commissioner-approved residency program while employed under **a provisional certificate with a principal** [certification] **endorsement** 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[.];
  3. **Has been reviewed by the mentor pursuant to (i) below and is recommended for the standard certificate pursuant to (j) below; and**
  4. **Has paid to the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services.**

- (f) The Commissioner-approved program provider selected by the employing school or school district shall implement the residency program, which shall:
- [i.] 1. (No change in text.)
  - [ii.] 2. 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]
  - 3. **Develop** the candidate's thorough understanding of the NJSLs[;], 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];
  - [iii.] 4. Ensure the employing school or school district, the candidate, the [residency] **Department-approved** mentor, and the provider enter into a standard Department-issued agreement prior to the candidate starting the residency program;
  - [iv.] 5. Provide a [State approved] **Department-approved** mentor who meets the **below** 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;

- (5) Consult with the principal candidate's direct supervisor in development of the principal candidate's individualized mentoring plan; and
    - (6) Not serve as the candidate's direct supervisor or conduct the candidate's evaluation;
  - v. Provide 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; 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.] i. 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"] "**Effective**" means the principal [receives] **has received a**

summative rating of “effective” or “highly effective,” pursuant to N.J.A.C. 6A:10-5,  
**in at least three years of service in a position requiring a principal endorsement;**

[2.] **ii.** Have been engaged in New Jersey public schools for at least three of the last five  
**school** years; and

[3.] **iii.** Complete a State-approved mentor training program [prior to mentoring a candidate].

**(g) The mentor from the program provider 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;**

**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; and**

**7. Provide support based on an individualized mentoring plan developed  
collaboratively by the mentor, the candidate, and the candidate’s supervisor.**

**(h) The mentoring plan shall take the place of the individualized professional  
development plan, pursuant to N.J.A.C. 6A:9C-3, during the residency period. The  
mentoring plan 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:**

- 1. Curriculum leadership;**
- 2. Supervision of instruction;**
- 3. Student personnel services;**
- 4. Personnel management;**
- 5. Community relations;**
- 6. Student relations;**
- 7. Facilities management;**
- 8. School finance;**
- 9. School law;**
- 10. Technical administrative skills; and**
- 11. Professional development.**

[(g)] (i) The 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] **in** each year [during] **of** the two-year residency **for a minimum of six reviews.**

- 1. The first five reviews shall be conducted mainly for diagnostic purposes.**
- 2. The final review shall be the basis for issuance of the candidate's standard certificate[.]. **The final review shall be** 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.**

3. 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] **on** a State-developed form.

[(h)] The Department may require a candidate to pay fees to cover the cost of the training and mentoring services that will qualify him or her for certification and employment.]

[(i)] **(j)** The Commissioner-approved program provider shall recommend for approval or disapproval principal candidates for certification pursuant to the following procedures:

1. The Commissioner-approved program provider shall submit to the Office a comprehensive final report on the candidate's performance **review** pursuant to [(g)] **(i)** above.

2. – 3. (No change.)

[4. The 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.

5. If the candidate disagrees with the Commissioner-approved program provider's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13.]

[(j)] **(k)** A candidate who receives a ["disapproved" recommendation] **"partially effective" or "ineffective" evaluation** or two or more ["insufficient" recommendations] **"ineffective" evaluations** may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13.

[(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 required [in] **at (a)1**

above [will] **shall** be eligible for a principal CE by [presenting] **submitting** official documentation of the following **to the Department**:

1. (No change.)
2. Completion of a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider. The program shall include, but not be limited to:
  - i. (No change.)
  - 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 and delineated in (a)2i through vi above] **the Professional Standards for School Leaders**; and
  - iii. (No change.)
3. Passage of a State-approved examination of knowledge acquired through study aligned with the Professional Standards for School Leaders [set forth in N.J.A.C. 6A:9-3.4] and directly related to the functions of principals [as defined in] **at** N.J.A.C. 6A:9B-12.3(b).

[(1)] **(m)** Each candidate who holds a valid New Jersey or out-of-State supervisor endorsement and a master's degree or higher in a field not required [in] **at** (a)1 above, but has zero to five years' supervisory experience, will be eligible for a principal CE by [presenting] **submitting to the Department** official documentation of the following:

1. (No change.)
2. Completion of a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider. The program [is

pursuant to (k)2] **shall contain the same elements as at (j)2** above [with the following exceptions:]. **However**, the program shall [be] **consist of** a minimum of 275 clock hours [plus] **and** a 300-hour internship; and

3. Passage of a State-approved examination of knowledge acquired through study aligned with the Professional Standards for School Leaders [set forth in N.J.A.C. 6A:9-3.4] and directly related to the functions of principals as defined [in] **at** N.J.A.C. 6A:9B-12.3(b).

[(m)] **(n)** Each candidate [who can provide documentation of] **with** 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] **at** (a)1 above will be eligible for a principal CE by [presenting] **submitting to the Department** official documentation of the following:

1. Completion of a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider. The program [is pursuant to (k)2] **shall contain the same elements as at (j)2** above [with the following exceptions:]. **However**, the program shall [be] **consist of** a minimum of 300 clock hours [plus] **and** a 300-hour internship; and
2. Passage of a State-approved examination of knowledge acquired through study aligned with the Professional Standards for School Leaders [set forth in N.J.A.C. 6A:9-3.4] and directly related to the functions of principals as defined [in] **at** N.J.A.C. 6A:9B-12.3(b).

#### 6A:9B-12.6 Supervisor

(a) To be eligible for the standard administrative certificate with a supervisor endorsement, a candidate shall:

1. Hold a master's or higher degree from [a regionally] **an** accredited college or university;



2. Successfully complete one of the following:
  - i. (No change.)
  - ii. Twelve graduate-level semester-hour credits, including the following:
    - (1) (No change.)
    - (2) Three credits in general principles of curriculum design and development for preschool through grade 12; **and**
    - [(3) Three elective credits in curriculum design and development; and]
    - [(4)] **(3)** [Three] **Six** elective credits in instructional staff supervision and/or curriculum design and development; or
  - iii. (No change.)
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 school district [must] **shall** have been under an appropriate New Jersey certificate.

6A:9B-12.7 School business administrator

- (a) – (b) (No change.)
- (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-year Commissioner-approved school or school district residency program while employed under **a** provisional [certification] **certificate**. The residency shall:

- i. Take place in a functioning school or school district environment, and require the candidate to develop a thorough understanding of the NJSLS[;], 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]. Candidates shall demonstrate that understanding by providing support for the educational goals of the school or school district;
- ii. (No change.)
- 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[.];
  - (1) At the start of the residency, the mentor and the school administrator or chief school administrator shall submit to the Department on a State-developed form a written recommendation concerning any area(s) of professional experience that should be waived and additional teaching or other special experiences, if any, that the individual candidate should complete before achieving a standard [certification] **certificate**.
  - (2) 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 **a minimum of** 145 clock hours of formal instruction in the areas of standards [listed in] **at** (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[.]; **and**

**3. Pay to the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services.**

(d) Each candidate for the standard administrative certificate with [an] **a school business administrator** 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] **at** N.J.A.C. 6A:9B-12.3(d) and reported on State-developed forms.

1. The mentor shall discuss each evaluation with the candidate, and both shall sign each report.
2. The mentor shall send each completed evaluation to the Department[; the final evaluation].
3. **The mentor** shall [be accompanied by] **send** the recommendation for certification, pursuant to (g) below.

**4. The mentor may seek the informal input of the employing district board of education concerning the candidate's standard certification.**

[(e) Each mentor shall form an advisory panel of practicing educators and shall convene it on at least three occasions for purposes of reviewing the candidate's progress and soliciting advice concerning the candidate's certification. The mentor may seek the informal input of the employing district board of education concerning the candidate's standard certification.]

[(f)] (e) The mentor shall 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. [The Department may require a candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment.]

[(g)] (f) [Standard certification of school business] **Each candidate for the standard administrator certificate [candidates] with a school business administrator endorsement** 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-[12.5(c)]**12.7(d)**.
2. This final report shall include one of the following certification recommendations:
  - i. - ii. (No change.)
  - iii. Disapproved: Recommends a standard certificate not be issued and 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, which shall not be subject to review or approval by district boards of education.]

[4.] **3.** 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-4.13.]

[(h)] **(g)** (No change in text.)

[(i)] **(h)** The requirements [listed in] **at (a)** through [(h)] **(g)** 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)] **(i)** Board secretaries who lack certification but were assigned prior to September 1, 1991, to perform **the** business administration functions [as described in] **at** N.J.A.C. 6A:9B-12.3(d) shall be permitted to retain indefinitely their positions in the **school** 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-12.8 Requirements for interstate reciprocity

(a) Notwithstanding any other provision of this subchapter, any applicant for **an** administrative [certification] **certificate** who presents a valid administrative certificate issued by any other state shall be issued, upon payment of the appropriate fee, a New Jersey administrative 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] **at** N.J.A.C. 6A:9B-12.1 through 12.7 shall apply to the candidate. [There is one] **The following** limitation [to this rule] **shall apply**:

1. If New Jersey has an equivalent endorsement with required subject-matter test for the [applicant's] **candidate's** endorsement, the applicant shall have passed a state subject-matter test to receive [his or her] **the** 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 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] **another** good and sufficient reason[,]  
**causes** the district board of education [must] **to** fill the position of superintendent, assistant superintendent, 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 **CE or the** standard New Jersey certificate required for the position, the district board of education shall apply, in writing, to the Commissioner, through the executive county superintendent, for permission to employ [such] **the** person in an acting capacity and [stating] **state** the reason(s) why [such] **the** action is necessary. If the stated reason(s) [justify] **justifies** the need to appoint [someone] **a person** 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) Commissioner approval shall be for three months' duration, and may be renewed for a period of three months at a time on a case-by-case basis upon application. If the acting status of the individual is to extend beyond a year, the **district board of education shall apply, in writing, to the Commissioner, through the executive county superintendent, for permission to employ the person in an acting capacity and state the reason(s) why the action is necessary. The** Commissioner [shall provide] **may recommend** to the State Board [a recommendation that] **whether to approve** the district board of education's application [be granted] **for a letter of temporary certification.**
- (c) If the [Commissioner or] State Board grants approval, the Board of Examiners shall be notified and [shall] **the Commissioner will** issue a letter of temporary certification.

#### Subchapter 14. Requirements for Educational Services Certification

##### 6A:9B-14.1 Qualifications/general provisions

- (a) To be eligible for **an** educational services [certification] **certificate**, the candidate shall hold the appropriate degree and complete the Department-required test(s) and one of the following:
  - 1. (No change.)

2. An [appropriate nationally] accredited educational services program at an out-of-State college or university; **or**
- [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.] **3.** (No change in text.)

- (b) Holders of educational services certificates [are] **shall be** authorized to serve in preschool through grade 12.
- (c) (No change.)

#### 6A:9B-14.2 Student assistance coordinator

- (a) (No change.)
- (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] **an** 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] **pursuant to** (c)2i through iv below[. The candidates shall be exempt from (c)2ix below];
  2. A bachelor’s or higher degree from [a regionally] **an** 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 **State Board of Marriage and Family [Board] Therapy Examiners**, and evidence of



graduate study in areas **at** (c)2iii, [and] vi, [through viii] **and vii** below[. The candidates shall be exempt from (c)2ix below]; or

3. A bachelor's or higher degree from [a regionally] **an** 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 **at** (c)2iv, v, **vi, and vii**[, and viii] below. [The candidates 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 **State Board of Marriage and Family [Board] Therapy Examiners**; 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] **an** accredited college or university; [and]
2. Complete a Department-approved graduate program with a [range] **minimum** of 21 [to 27] semester-hour credits [to] **that** include study in the following required areas:
  - i. Fundamentals of [drug and alcohol] **substance** abuse and dependency [and related problems];
  - ii. Child and adolescent development, including research-based [risk, protective, and resiliency factors] **strategies** for **supporting at-risk** 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 **and prevention services** in [a] school **and community** settings, including multidisciplinary intervention teams;
- v. Assessment and counseling of [drug] **students** and [alcohol] **families** affected [students and their families] **by substance abuse**;
- [vi. Coordination of research-based prevention program services in school and community settings;]
- [vii.] **vi.** School culture and the dynamics of policy and program development; **and**
- [viii.] **vii.** School law as it relates to substance abuse [and related problems]; and
- [ix. A college-supervised SAC practicum.]

**3. Complete a college-supervised SAC practicum.**

(d) (No change.)

(e) To be eligible for a standard educational services certificate with a SAC endorsement, the candidate shall:

- 1. (No change.)
- 2. Complete a Department-approved graduate program pursuant to (c) above[; and].
  - i. Candidates who possess a SAC CE shall be exempt from the requirement at (c)3 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 a standard [New Jersey] **certificate with a** supervisor, principal, or school administrator [certification] **endorsement**. The residency program shall:

- i. (No change.)
  - ii. [Consist of a supervised residency that includes] **Include** 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) (No change.)
- (g) Upon completion of the residency period, the **residency** 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 and to implement the theoretical concepts [pursuant to] **at** (c)2 above. The **residency** supervisor shall discuss the evaluation report with the candidate, and the supervisor and candidate shall sign the report as evidence of [such] **the** discussion. The **residency supervisor shall submit the** completed evaluation [shall be submitted] to the Office. The evaluation on each candidate shall include one of the following recommendations:
1. – 2. (No change.)
  3. Disapproved: Recommends a standard educational services certificate with a SAC endorsement not be issued. [A] **The** candidate [who is disapproved] shall be precluded from continuing or re-entering a residency.
- (h) (No change.)

- (i) An emergency certificate is not available for **the SAC endorsement**.

6A:9B-14.3 School nurse

- (a) (No change.)
- (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. (No change.)
  - 2. A bachelor's degree from [a regionally] **an** accredited college or university;
  - 3. – 4. (No change.)
- (c) The candidate shall also complete either a Department-approved college curriculum for the preparation of school nurses or a program of studies[, with] **that is** a minimum of 21 semester-hour credits[, ] **and** that includes study in the following topics:
  - 1. – 5. (No change.)
  - 6. Guidance and counseling; [and]
  - 7. School law, including legal aspects of school nursing[.]; **and**
  - 8. Substance abuse.**
- (d) During the initial three years of employment under [this] **a school nurse** endorsement, the holder [of a school nurse 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 is not available for [this] **the school nurse** endorsement.

6A:9B-14.4 School nurse/non-instructional

- (a) (No change.)
- (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. (No change.)
  - 2. A bachelor's degree from [a regionally] **an** accredited college or university;
  - 3. – 4. (No change.)
- (c) The candidate also shall complete either a Department-approved college curriculum for the preparation of school nurses or a program of studies[,]  
**that is a** minimum of 15 semester-hour credits[,]  
**and** that includes study in the following topics:
  - 1. – 4. (No change.)
  - 5. Guidance and counseling; [and]
  - 6. School law, including legal aspects of school nursing[.]; **and**
  - 7. **Substance abuse.**
- (d) During the initial three years of employment under [this] **a school nurse/non-instructional** 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] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who holds a bachelor's degree from

[a regionally] **an** accredited college or university, [and] a current New Jersey registered professional nurse license, and current CPR/AED [certificates] **certification**. 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] **an** accredited four-year college or university.

#### 6A:9B-14.5 School social worker

- (a) The school social worker endorsement authorizes the holder to serve as a school social worker in [any] **public** schools [district in the State] in 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] **an** accredited college or university and complete a total of 30 graduate-level semester-hour credits with a study in each area listed below:
  - 1. – 2. (No change.)
  - 3. Social [problems, including study in dealing with delinquency, poverty, interracial,] and [intercultural problems] **cultural matters within the school and broader community;**
  - 4. – 8. (No change.)
- [(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)] (c) [An] **Upon the executive county superintendent's request, the Office may issue 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] **field** from [a regionally] **an** accredited college or university; and
2. [Study in] **Completion of the coursework at** (b)4 above and [in] **of** at least two [of the] other [study] topics [listed in] **at** (b)1 [through], **2, 3, and 5 through 8** above.

#### 6A:9B-14.6 Speech-language specialist

- (a) (No change.)
- (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] **an** accredited college or university; and
  2. (No change.)
- (c) (No change.)
- [(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)] **(d)** A [certificate of eligibility] **CE with a speech-language specialist endorsement that expires** annually [expiring] **on** July 31 may be issued to candidates who meet the requirements [in (e)1] **at (d)1** or 2 below. [Notwithstanding the provisions of N.J.A.C. 6A:9B-8.4, this certificate of eligibility authorizes the holder to seek employment in any school district or Department-approved private school for students with disabilities.] To be eligible for **a CE with** the speech-language specialist [certificate of eligibility] **endorsement** and subsequent provisional certificate, a candidate shall either:

1. Hold a bachelor's degree in speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
  - i. Be currently matriculated in a master's degree program in speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
  - ii. (No change.)
2. Hold a bachelor's degree in a major other than speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
  - i. Be currently matriculated in a master's degree program in speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
  - ii. (No change.)

[(f)] (e) To be eligible for an initial two-year provisional **certificate with the** speech-language specialist [certificate] **endorsement**, the candidate shall:

1. Possess a [speech-language specialist] CE **with the speech-language specialist endorsement**; and
2. (No change.)

[(g)] (f) 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] **the candidate** is matriculated[, showing]. **The transcript must show** 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. (No change.)

[(h)] **(g)** A standard certificate may be issued to candidates holding the provisional **certificate with a** speech-language specialist [certificate] **endorsement** who meet the requirements [in] **at** (b) above.

[(i)] **(h)** 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-14.7 Director of school counseling services

(a) (No change.)

(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] **an** accredited college or university, hold a standard New Jersey [school counselor or student personnel] **educational** services certificate **with a school counselor or student personnel endorsement**, or an equivalent out-of-State certificate, and complete three years of successful experience as a school counselor in preschool through grade 12. In addition, the candidate shall complete one of the following:

1. A Department-approved **educator preparation** program in Director of School Counseling; or

2. (No change.)

(c) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who meets the following requirements:

1. A master's degree from [a regionally] **an** accredited college or university, a standard New Jersey [school counselor or student personnel] **educational** services certificate **with a school counselor or student personnel endorsement**, and two years of experience as a school counselor in preschool through grade 12; and
2. (No change.)

#### 6A:9B-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] **students** with respect to their **academic** status, abilities, interest, and needs; counseling **in collaboration** 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 the services in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a school counselor endorsement, a candidate shall hold a master's or higher degree from [a regionally] **an** accredited college or university, and complete one of the following:
  1. (No change.)
  2. A minimum of 48 graduate semester-hour credits in the following areas:
    - i. **Counseling:** a minimum of 18 semester-hour credits that shall include study in theory and procedures of individual and group counseling, counseling and interviewing techniques, and career counseling;
    - ii. **Testing and evaluation:** a minimum of three semester hours;

- iii. Psychology: **a minimum of six semester hours [in] that shall include** study related to child and adolescent psychology, psychology of exceptional children, and psychology of learning;
- iv. Sociological foundations: **a minimum of six semester hours that shall include study in community agencies, organizations, and resources[, and multicultural counseling];**
- v. Statistics and research methods: **a minimum of three semester-hour credits;**
- vi. Supervised counseling practicum **as a school counselor** in a preschool through grade 12 school setting: **a minimum of six credits. The practicum shall be supervised by a person holding a standard New Jersey or out-of-State certificate with a school counselor endorsement;** and
- vii. [The remaining six] **Six elective** semester hours of study [may be] chosen from among the topics [listed in] **at (b)2i through [vi] v above or [education] educational pedagogy.**

(c) A candidate who has completed a master's or higher degree from [a regionally] **an** 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] **educational services** certificate **with a school counselor endorsement.**

(d) Upon the executive county superintendent's request, the Office may issue an emergency certificate to a candidate who meets the following requirements:

- 1. A bachelor's degree from [a regionally] **an** accredited college or university; and

2. Fifteen graduate semester-hour credits of study from the areas [in] **at** (b)2i through iv above. At least six of the **15** credits shall be from the areas [in] **at** (b)2i above.

6A:9B-14.9 School psychologist

- (a) (No change.)
- (b) To be eligible for the standard educational services certificate with a school psychologist endorsement, a candidate shall hold a master's or higher degree from [a regionally] **an** 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: **a** 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: **a** minimum of six semester-hour credits in areas such as education and/or psychology of students with disabilities and educational assessment of students with disabilities;
    - iii. Assessment, intervention, and research: **a** 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: a 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 **at** (b)1i [through], **ii, iii, and** iv above.
- Externships and practicum experiences may be accepted for elective study.

- 2. A practicum of 300 clock hours [that]. **The practicum shall** consist[s] 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 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 shall be supervised by a person holding a standard New Jersey or out-of-State **educational services certificate with a** school psychologist [certificate] **endorsement**; and

[4.] (c) Persons who completed a master's or higher degree in clinical psychology from [a regionally] **an** accredited college or university and present official documentation of 600 clock hours of experience as a psychologist working with children in a clinical setting 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)] (d) The externship for a **candidate for the standard educational services certificate with a school psychologist[s] endorsement** shall comply with the following:
1. The externship shall be taken under the direction of [a regionally] **an** accredited college or university as part of a program for the preparation of school psychologists.
    - i. 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] **Externship credit shall not be awarded** for clinical or laboratory work done as part of the requirements in courses such as “cognitive or personality assessment” or “school consultation.”
  3. At least 50 percent of the externship shall be in the psychological services division of a [public] school [system] **district** 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] **college, university, or school district, as appropriate**, shall [have available] **provide the extern with** various group and individual achievement tests, [and] personality and cognitive assessment tools[. The extern also shall receive], **and** the results of audiometric and visual screening.
  5. The [extern] **college, university, or school district, as appropriate**, shall [have] **provide the extern with** adequate office space for conferences, counseling, and diagnostic studies.

6. For purposes of study and guidance, the [extern] **college, university, or school district, as appropriate**, shall [have] **provide the extern with** 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; **building** relationships with the community; and counseling pupils, parents, and faculty.
8. [The extern shall complete no] **No** more than 50 percent of the externship **can take place** in an approved hospital, institution, clinic, or agency established for the study and/or treatment of [special problems of] children and adults **with special needs**. A licensed psychologist or school psychologist shall supervise the extern during the [training] **hospital, institution, clinic, or agency** experience. The director of the **hospital, institution, clinic, or agency** shall certify **that** the **externship** experience includes the following: conducting a diagnostic study; reporting, writing, and [communication of] **communicating** diagnostic findings; and [participation] **participating** in staff planning and evaluating conferences.

[(d)] (e) A school district seeking authorization for the employment of an extern under **an** emergency [certification] **certificate** 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 shall [contain] **include** the following information:

1. The name of the fully certified school psychologist in the school [system] **district** under whose supervision the externship will be carried out. [This person must] **The supervising school psychologist shall** hold a standard [New Jersey school psychologist] **educational services certificate with a school psychologist endorsement** and **shall** have three years of experience [as a certified school psychologist] **under the endorsement;**
  2. – 4. (No change.)
  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] **pursuant to (b)1** above[, including] **that shall include** study in the [required] areas of cognitive assessment, personality assessment, and school consultation, **pursuant to (b)1iii** above.
- [(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) Upon the executive county superintendent’s request, the Office may issue an emergency certificate to a candidate who meets the following requirements:
1. A bachelor’s degree from [a regionally] **an** accredited college or university; and
  2. Official college transcripts showing successful completion of a minimum of 30 semester-hour graduate credits applicable toward **the standard certificate with a school psychologist [certification] endorsement in the** areas [listed in] **at (b)1i** through v above. The credits shall include study and practicum experience in assessment.



- (g) **The Office will issue a standard educational services certificate with a school psychologist endorsement to holders of a currently valid Nationally Certified School Psychologist (NCSP) license.**

6A:9B-14.10 Learning disabilities teacher-consultant

- (a) (No change.)
- (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] **an** accredited college or university;
  2. - 3. (No change.)
- (c) A candidate who satisfies **the requirements at** (b) above also shall complete one of the following:
1. (No change.)
  2. A [consultant-level] master's degree in educational disabilities from [a nationally] **an** accredited program; or
  3. A minimum of 24 semester-hour graduate credits chosen from the [areas listed] **topics at (c)3i through x** below. The candidate shall complete [the requirements] **coursework in the topics at (c)3i through ix** below and may take elective credits in any area [in] **at (c)3i through x** below.
    - i. – vi. (No change.)
    - 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 NJSLS] accommodation and modification **of the NJSLS**; methods to enhance social relationships and positive behavior methods; focus on the inclusive classroom environment; legal issues related to the CST's responsibilities, including the requirements of a free appropriate public education, least restrictive environment, the determination of eligibility, and IEP development;

viii. (No change.)

ix. A college-supervised, [consultant] **graduate**-level practicum in diagnosis and remediation of educational disabilities in school and clinical situations[.];

**(1)** The definition and nature of this practicum, and the courses [in] **through** which it will be provided, [should] **shall** be clear in the program description. The practicum shall provide for a minimum of 90 clock hours of college-supervised experience. The practicum shall not be a student-teaching experience; and

x. (No change.)

(d) [An] **Upon the executive county superintendent's request, the Office may issue an emergency certificate** [may be issued] to a candidate who has obtained the following:

1. – 3. (No change.)

6A:9B-14.11 School occupational therapist

(a) The school occupational therapist endorsement [is required for service] **authorizes the holder to serve** as an occupational therapist in preschool through grade 12.

- (b) To be eligible for the school occupational therapist endorsement, a candidate shall have:
1. A bachelor's degree from [a regionally] **an** accredited college or university;
  2. (No change.)
  3. A currently valid **occupational therapist** license issued by the New Jersey Occupational Therapy Advisory Council.
- (c) (No change.)

#### 6A:9B-14.12 School physical therapist

- (a) (No change.)
- (b) To be eligible for the school physical therapist endorsement, a candidate shall have:
1. A bachelor's degree from [a regionally] **an** accredited college or university;
  2. Completed a program in physical therapy from an [approved school] **accredited college or university physical therapy program approved for the education and training of physical therapists by an accrediting agency recognized by the United States Department of Education, Office of Postsecondary Education;** and
  3. A currently valid license issued by the New Jersey Board of Physical Therapy **Examiners.**
- (c) (No change.)

#### 6A:9B-14.13 Reading specialist

- (a) The reading specialist endorsement authorizes the holder to serve as a reading specialist in 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] **collection of standardized data as a means of determining and monitoring** the reading achievement of students.

(b) A candidate **applying** for this endorsement **on or before August 31, 2025**, shall have completed a master's degree from [a regionally] **an** accredited college or university, two years of successful teaching experience, and one of the following:

1. – 2. (No change.)

(c) A candidate **applying** for this endorsement **on or after September 1, 2025**, shall have completed a master's degree from an accredited college or university, three years of successful teaching experience, and one of the following:

1. A Department-approved graduate-degree program in reading with a program of study that consists of the following topics or a program of graduate studies of 30 semester-hour credits consisting of the following topics:

- i. **Advanced study of reading and structured literacy, including phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;**
- ii. **Diagnosis and correction of reading problems, including a supervised clinical experience of at least 30 hours;**
- iii. **Supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting;**

- iv. **Advanced study of children’s or adolescent literature with a focus on integration of diverse, multilingual, and/or multicultural text;**
  - v. **Organization of reading programs and professional development strategies to improve the teaching of literacy;**
  - vi. **Strategies for remediation of writing for learners;**
  - vii. **Advance study of integrating literacy strategies across content areas;**
  - viii. **Remediation and foundational reading strategies for adolescent readers; and**
  - ix. **Advanced study of literacy strategies for supporting students with varying abilities and multilingual learners; or**
2. **Hold a master’s degree in literacy, reading, or another related field from an accredited college or university and have completed courses that cover the areas listed at (c)1 above, as indicated on a transcript.**

**[(c)] (d) An emergency certificate may be issued to a candidate applying for the emergency certificate on or before August 31, 2025, who has obtained the following:**

- 1. **A master’s degree from [a regionally] an accredited college or university;**
- 2. **(No change.)**
- 3. **Completion of 12 graduate credits in the areas listed [in] at (b)2 above.**

**(e) An emergency certificate may be issued to a candidate applying for the emergency endorsement on or after September 1, 2025, who has obtained the following:**

- 1. **A master’s degree from an accredited college or university;**
- 2. **Three years of successful teaching experience; and**
- 3. **Completion of 12 graduate credits in the areas listed at (c)1 above and enrollment in continuing education to meet the remaining requirements listed at (c)1 above.**

6A:9B-14.14 School library media specialist

- (a) (No change.)
- (b) To be eligible for [the SLMS] **a CE with the SLMS endorsement**, a candidate shall hold a master's degree **in library media studies** from [a regionally] **an** accredited college or university. [and complete one of the following:]
  - [1. A Department-approved graduate program 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. A clinical experience that includes instruction and management. This experience shall be completed in a school library media center.]

(c) To be eligible for [the SLMS] **a CEAS with the SLMS endorsement**, a candidate shall **hold a master's degree from an accredited college and** complete [the requirements in (b)1 or 3 above and one of] the following:

- 1. (No change.)
- [2. Complete a State-approved college educator preparation program with or without clinical practice; or]
- 2. A Department-approved graduate program that specifically prepares the candidate for the certificate; or**
- 3. [Complete a coherent college] **A program [at a regionally accredited college or university] of graduate studies consisting of a clinical experience that includes instruction and management, which shall be completed in a school library media center, and** a minimum of [nine] **36** semester-hour credits in [educational theory, curriculum design and integration, teaching methodology, student/learning

development, and behavior management.] **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; and**
- x. Utilization of current and emergent technologies in all phases of school library media programs.**

(d) To be eligible for a provisional educational services certificate with a SLMS endorsement, the candidate shall:



1. Possess a [SLMS] CE or CEAS **with the SLMS endorsement**; and
  2. (No change.)
- (e) To be eligible for the standard educational services certificate with a SLMS endorsement, a candidate shall:
1. (No change.)
  2. Complete a coherent [college] program at [a regionally] **an** 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] **a CEAS with the SLMS endorsement** are exempt from this requirement;
  3. Complete graduate-level coursework in the school library media topics [listed in] **at (b)3** above that were not included in the candidate's library media master's program. Holders of [the SLMS] **a CEAS with the SLMS endorsement** 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; the development and coordination of school library media programs and resources; 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]

- (1) **A school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year. An experienced school library media specialist shall mentor the candidate throughout the residency. If no experienced SLMS is available within the school district to mentor the candidate, an experienced SLMS may be provided by a Commissioner-approved mentoring program; and**
- ii. Be agreed upon through a Department-issued residency agreement 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] **ensure** 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 evaluate and verify the completion of all required experiences according to the residency agreement's terms and conditions.
- (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 [in] **at** (a) above and to implement the theoretical concepts [in] **at** (b)2 above. The supervisor shall discuss the evaluation report with the candidate and both shall sign the report. The **residency supervisor shall submit the** completed evaluation

[shall be submitted] to the Office. The evaluation on each candidate shall include one of the following recommendations:

1. – 2. (No change.)
  3. Disapproved: Recommends a standard educational services certificate with a SLMS endorsement not be issued. [A] **The candidate** [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] **in accordance with** N.J.A.C. 6A:9B-4.12.
- (i) The holder of a standard educational services certificate with an associate school library media specialist (**ASLMS**) endorsement shall be eligible for the SLMS upon completion of the requirements [in] **at** (b)3 above.
- (j) [An] **Upon the executive county superintendent’s request, the Office may issue an** emergency certificate [may be issued] to a candidate who has a bachelor’s degree from [a regionally] **an** accredited college or university and has completed a minimum of 12 graduate-level semester-hour credits in school library media.
- (k) An individual who holds one of the following shall be eligible for the standard **certificate with a** SLMS endorsement:
1. A permanent New Jersey school librarian or standard **certificate with an** educational media specialist endorsement; or
  2. A standard [New Jersey Associate School Library Media Specialist (ASLMS)] **certificate with an ALMS** endorsement. [and has completed] **The candidate also shall complete** a graduate-degree program at [a regionally] **an** accredited college or university with specialization in school library media studies.

(l) (No change.)

6A:9B-14.15 Associate school library media specialist

**(a) Effective September 1, 2027, the Department will no longer issue the associate school library media specialist (ASLMS) endorsement.**

**1. A candidate who is matriculated and enrolled in classes in a State-approved education preparation program prior to June 1, 2023, and is recommended by their educator preparation program no later than August 31, 2027, shall be eligible for the ASLMS endorsement.**

**2. Applicants in possession of a written evaluation completed by the Office prior to June 1, 2023, shall have until August 31, 2027, to complete the requirements set forth in the written evaluation. A candidate who does not apply to the Office by August 31, 2027, shall not be eligible for the ASLMS endorsement.**

[(a)] **(b)** The [associate school library media specialist (ASLMS)] endorsement authorizes the holder to serve as a school library media specialist in 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; the development and coordination of school library media programs and resources; 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)] **(c)** To be eligible for [the ASLMS] **a CE with the ASLMS endorsement**, a candidate shall have completed a bachelor's degree from [a regionally] **an** accredited college or university and one of the following:

1. (No change.)
2. A program of graduate studies consisting of at least 18 semester-hour credits in a coherent sequence of studies, including the following:
  - i. (No change.)
  - ii. Organization and coordination of school library media programs, resources, and instruction to provide [K-12] **preschool through grade 12** students with a sequential course of studies;
  - iii. – vi. (No change.)
  - vii. A clinical experience that includes instruction and management. This experience [must] **shall** be completed in a school library media center.

[(c)] **(d)** To be eligible for [the ASLMS] **a CEAS with an ASLMS endorsement**, a candidate shall complete the requirements [in (b)] **at (c)** above and one of the following:

1. – 2. (No change.)
3. Complete a coherent college program at [a regionally] **an** 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)] **(e)** To be eligible for a provisional educational services certificate with an ASLMS endorsement, the candidate shall:

1. Possess [an ASLMS] **a CE or CEAS with an ASLMS endorsement**; and
2. (No change.)

[(e)] **(f)** 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)] **(e)** above;
2. Complete a coherent college program at [a regionally] **an** 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] **a CEAS with an ASLMS endorsement** 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.
    - (1)** [Where possible, the candidate shall be mentored by an] **A certified school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year. An experienced school library media specialist shall mentor the candidate throughout the residency. If no experienced SLMS is available within the school district to mentor the candidate, an**

**experienced SLMS may be provided by a Commissioner-approved mentoring program; and**

- ii. Be agreed upon through a Department-issued residency agreement 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)] **(g)** The [State-approved] residency supervisor shall have primary responsibility to [assure] **ensure** the candidate receives appropriate training, support, mentoring, practicum experiences, and professional opportunities in the critical job responsibilities specified [in this section] **at (b) above**. The residency supervisor also shall evaluate and verify the completion of all required experiences according to the residency agreement's terms and conditions.

[(g)] **(h)** Upon the residency period's completion, the supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to complete the job [duties in (a)] **responsibilities at (b) above** and to implement the theoretical concepts [in (b)2] **at (c)2 above**. The supervisor shall discuss the evaluation report with the candidate and both shall sign the report. The **supervisor shall submit the** completed evaluation [shall be submitted] to the Office. The evaluation on each candidate shall include one of the following recommendations:

1. – 2. (No change.)
3. Disapproved: Recommends a standard educational services certificate with an ASLMS endorsement not be issued. The candidate [who is disapproved] shall be precluded from continuing or re-entering a residency.

[(h)] (i) If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation [pursuant to] **in accordance with** N.J.A.C. 6A:9B-4.12.

[(i)] (j) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who completes a bachelor's degree from [a regionally] **an** accredited college or university and a minimum of six graduate semester-hour credits in school library media.

[(j)] (k) Policies governing the ASLMS endorsement are as follows:

1. (No change.)
2. The holder of the teacher-librarian or associate educational media specialist endorsement shall be eligible for an extension of the authorization to [include] **carry out** the functions of the ASLMS authorization.

**(l) Any certificate holder who holds the standard ASLMS endorsement prior to August 31, 2027, and the endorsement remains in good standing, may be employed pursuant to the endorsement, as authorized.**

6A:9B-14.16 School orientation and mobility specialist

(a) (No change.)

(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] **an** 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 **have successfully matriculated through** a [Category A:



University Preparation certification issued] **university program approved** by the National Blindness Professional Certification Board (NBPCB).

6A:9B-14.17 School athletic trainer

- (a) The athletic trainer endorsement authorizes the holder to serve as a school athletic trainer in preschool through grade 12 [pursuant to N.J.S.A. 18A:28-4.b].
- (b) To be eligible for the school athletic trainer endorsement, a candidate shall:
  - 1. Hold a bachelor's degree from [a regionally] **an** accredited college or university; and
  - 2. Satisfactorily complete the requirements established by the State Board of Medical Examiners for [registration] **licensure** as an athletic trainer, pursuant to N.J.A.C. 13:35-10.
- (c) An emergency certificate is not available for [this] **the school athletic trainer** endorsement.

6A:9B-14.18 Educational interpreter

- (a) [Effective September 1, 2005, the] **The** educational interpreter endorsement 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] **hard-of-hearing**, or deaf-blind in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with [a sign] **an educational interpreter**-sign language interpreting endorsement, a candidate shall:
  - 1. Hold an associate or higher degree from [a regionally] **an** accredited college or university and complete **both of** the following:
    - i. The Educational Interpreter Performance Assessment (EIPA) with a minimum score of [three] **3.5**; and
    - ii. **Pass the EIPA Written Test and Knowledge Standards; and**

**2. Complete one of the following:**

- [ii.] i. [Fifteen] **Twelve** 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 and may be completed at an accredited two-year college; or
- ii. **A certificate of educational interpreting from an accredited two- or four-year college.**

[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)] (c) To be eligible for the standard educational services certificate with [a cued] **an educational interpreter-cued** speech transliteration endorsement, a candidate shall:

1. Have [a high school diploma, a GED, or] an associate or higher degree; **and**
2. [Demonstrate interpreting skills as evidenced through the possession of a cued speech transliteration certificate from a Department-approved accrediting agency; and] **Achieve a minimum score of 3.5 on the EIPA for cued speech or possess Testing/Evaluation and Certification Unit (TECUnit) certification; and one of the following:**

[3.] i. 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[.]; **or**

ii. **Pass the EIPA Written Test and Knowledge Standards.**

[(e)] (d) An emergency educational interpreter certificate [in sign] **with an educational interpreter-sign language interpreting endorsement** may be issued to a candidate with

[a high school diploma or GED] **an associate or higher degree**, and who has completed the EIPA with a minimum score of [three] **3.5**. 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) (e) An emergency educational interpreter certificate [in] **with a** cued speech transliteration **endorsement** may be issued to a candidate with [a high school diploma or GED] **an associate or higher degree** and a [cued speech transliteration certificate from a Department-approved accrediting agency] **minimum score of 3.5 on the EIPA for cued speech or possess TECUnit certification**. The emergency certificate may be renewed a total of three times.

#### 6A:9B-14.19 Cooperative education coordinator – hazardous occupations

(a) The cooperative education coordinator (CEC) – hazardous occupations endorsement 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. 34:2-21.1 **et seq.**, [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, and to supervise students participating in any other SLE in any career cluster.

(b) To be eligible for the CEC – hazardous occupations endorsement, the candidate shall present:

1. (No change.)
  2. Evidence of two years of successful teaching under a **standard** certificate in career and technical education **with a hazardous occupations endorsement**, 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] **accordance** with N.J.S.A. 34:2-21.1 **et seq.**, 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. – iii. (No change.)
    - 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. 34:2-21.1 **et seq.**
- (c) (No change.)
- (d) An emergency certificate in CEC – hazardous occupations may be issued to a candidate who meets the requirements [in] **at** (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 **with a career and technical education endorsement**;
  2. (No change.)
  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. 34:2-21.1 **et seq.**

6A:9B-14.20 Cooperative education coordinator

- (a) The cooperative education coordinator endorsement authorizes the holder to serve 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. 34:2-21.1 **et seq.**, and N.J.A.C. 6A:8 and 6A:19. This endorsement also permits the 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. (No change.)
  2. Evidence of completion of two years of teaching under a **standard** 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] **accordance** with N.J.S.A. 34:2-21.1 **et seq.**, 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. – iii. (No change.)
- (c) (No change.)
- (d) An emergency [CEC] certificate **with a cooperative education coordinator endorsement** may be issued to a candidate who meets the requirements [in] **at** (d)1 and 2 below. The candidate shall complete the **following** 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 **with a career and technical education endorsement**; and

2. (No change.)

#### 6A:9B-14.21 Requirements for interstate reciprocity

- (a) Notwithstanding any other provision of this subchapter, any applicant for **an** educational services [certification] **certificate** who presents a valid educational services certificate issued by any other state shall be issued, upon payment of the appropriate fee, a New Jersey educational services standard certificate for the equivalent [and currently issued] **current** New Jersey endorsement. If there is no equivalent current New Jersey endorsement, the provisions [of] **at** N.J.A.C. 6A:9B-14.1 through 14.20 shall apply to interstate reciprocity. [There are three] **The following** limitations [to this rule] **apply**:
  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] **the** out-of-State endorsement, or else 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, 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] **certificate** that requires a residency shall receive a CE or CEAS [as governed by] **pursuant to** this subchapter; and
  3. Applicants for educational services reciprocity shall meet all other requirements in this subchapter for State-issued professional licenses or [certificates] **certifications**.

#### 6A:9B-14.22 Bilingual language paraprofessional credential

**(a) The bilingual language paraprofessional credential may be utilized for individuals who provide bilingual instructional support services in preschool through grade 12.**

**(b) To be eligible for the bilingual language paraprofessional credential, a candidate shall fulfill either (b)1 or 2 below and shall fulfill (b)3 below, as follows:**

**1. Complete 60 semester-hour credits at an institution of higher education; or**

**2. Hold an associate or higher degree from an accredited college or university and meet the test of subject-matter knowledge requirement at 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) Establishing the candidate as a speaker of English who was primarily educated in English at the undergraduate or graduate level; 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 the candidate as a speaker of the target language who was primarily educated in the target language at the undergraduate or graduate level; and**

**3. Complete six semester-hour credits of professional education coursework that includes studies in language acquisition, developing literacy skills for a language learner, methods of teaching content in bilingual education, or theory and practice of teaching bilingual education. Such studies may be part**



of, or in addition to, a degree program and may be completed at an accredited two- or four-year college.

**6A:9B-14.23 Early literacy specialist**

(a) The early literacy specialist endorsement authorizes the holder to serve as a reading specialist in preschool through grade three. An early literacy 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 collection of standardized data as a means of determining and monitoring the reading achievement of students. Additionally, the early literacy specialist may serve as the primary general education interventionist for any student in preschool through grade three with a reading or literacy difficulty that is the result of dyslexia or dysgraphia.

1. The early literacy specialist endorsement will be required, beginning at the start of the 2026-2027 school year, to serve in roles that align with the authorizations at (a) above.

(b) A candidate for the early literacy specialist endorsement shall have a bachelor's degree from an accredited college or university, three years of successful teaching experience, a standard New Jersey instructional certificate with a preschool through grade three or elementary endorsement, and one of the following:

1. Complete a Department-approved post-baccalaureate program that is a minimum of 18 semester-hour credits with a program of study consisting of the following:

- i. Advanced study of reading and structured literacy, including phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;**
  - ii. Diagnosis and correction of literacy problems of early learners, including a supervised clinical experience of at least 30 hours;**
  - iii. Organization of reading programs and professional development strategies to improve the teaching of literacy;**
  - iv. Supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting;**
  - v. Methodology that incorporates multi-sensory instructional approaches for teaching early literacy skills and that helps to remediate learning for students with dyslexia and/or dysgraphia;**
  - vi. Strategies for remediation of writing for early learners with a focus on the development of fine-motor skills related to the process of writing; and**
  - vii. Advanced study of literacy strategies for supporting students with varying abilities and multilingual learners.**
- 2. Hold a master's degree in early literacy, literacy, reading, or another related field from an accredited college or university and courses that cover the areas listed at (b)1 above, as indicated on a transcript.**

Subchapter 15. [Qualifying] Academic **Qualifying** Credentials

6A:9B-15.1 [Definition; procedure] **Academic Qualifying Credentials**

- (a) “[Qualifying] Academic [Certificate (QAC)] **Qualifying Credential**” (**AQC**) means a [certificate] **credential** issued by the Commissioner of Education to applicants for mortuary science and chiropractic licenses. The [QAC] **AQC** 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) **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.**
- [(b)] (c) Applicants for the [QAC] **AQC** shall submit official transcripts to the Commissioner as evidence they have completed the preliminary academic education required for the certificate’s issuance.
- [(c)] (d) In accordance with **the fee schedule at N.J.A.C. 6A:9B-5.6(b)**, applicants for the [QAC] **AQC** shall submit with their application [a certified check or money order payable to the Treasurer of the State of New Jersey] **payment of the fee, as instructed in the application.**