

**Proposed Amendments at N.J.A.C. 6A:9, Professional Standards; N.J.A.C. 6A:9A, New Jersey Educator Preparation Programs; and N.J.A.C. 9A:9B, State Board of Examiners and Certification**

The following is the accessible version of the proposed amendments at N.J.A.C. 6A:9, 9A, and 9B.

The adoption level document includes three sections – [comments and responses](#), a [summary of the rulemaking](#) and the [rule text of the proposed amendments](#).

**State Board of Education  
Administrative Code  
Comment/Response Form**

This comment and response form contains comments since the June 4, 2025, meeting of the State Board of Education when the rulemaking was considered at Proposal Level.

**Topic:** Professional Standards; New Jersey Educator Preparation Programs; and State Board of Examiners and Certification

**Meeting Date:** December 3, 2025

**Code Citation:** N.J.A.C. 6A:9, 9A and 9B

**Level:** Adoption Level

**Division:** Teaching and Learning Services

**Completed by:** Office of Recruitment, Preparation, and Certification

**Summary of Comments and Agency Responses:**

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

1. Jessica McPolin
2. Evelyn Kearney, Computer teacher, Aldrich School, Howell Township Public Schools
3. Kaity Gray, Director of Personnel, Howell Township Public Schools
4. Cindy Assini, Ed.D., Supervisor of Social Studies, West Windsor-Plainsboro Regional School District
5. Derek Sica, Supervisor of English as a Second Language, Performing Arts: Music, Social Studies, and World Languages, Jefferson Township Public Schools
6. Cristina Cutrone, Supervisor of Social Studies and Business, Tenaly Public Schools
7. Laura Bujnowski, Social studies teacher, West Windsor-Plainsboro Regional School District
8. Ermanno J. Morelli, Acting Assistant Principal of Glen Rock High School, Supervisor of Social Studies and Business, Acting District Test Coordinator, Glen Rock Public Schools
9. Regina Santangelo, Social studies teacher, West Windsor-Plainsboro Regional School District
10. Keith Dennison, Supervisor of English and Social Studies, Warren Hill Regional School District
11. Jennie Lamon, Assistant Director of Government Relations, New Jersey Principals and Supervisors Association
12. Will Roddy, Director of Government Affairs, New Jersey Public Charter Schools Association

13. John Burns Esq., Senior Legislative and Policy Counsel, New Jersey School Boards Association

1. **Comment:** The commenters expressed support for the proposed amendments at N.J.A.C. 6A:9, 9A, and 9B because they will align the regulations to new State laws and recognize new alternative pathways for educators. **(11, 12, and 13)**  
**Response:** The Department appreciates the support.
2. **Comment:** The commenter stated that the proposed amendments collectively represent a significant advancement in the standards and practices governing educator preparation and certification in New Jersey. The commenter also stated that proposed amendments represent a balanced approach to maintaining high standards while promoting inclusivity, flexibility, and responsiveness to the evolving educational landscape. **(11)**  
**Response:** The Department appreciates the support.
3. **Comment:** The commenter stated that the proposed amendments help address the State's ongoing, crisis-level school staffing shortages, and educator pipeline challenges. **(12)**  
**Response:** The Department appreciates the support.
4. **Comment:** The commenter stated that continuous efforts to improve and increase the supply of qualified candidates for school employment are beneficial, as long as the efforts do not compromise the quality of the applicant pool and do not result in State-mandated intrusions into the authority of district boards of education, including, but not limited to, their right to determine their budgets and deliver an instructional program that best meets the needs of their students and local communities. **(13)**  
**Response:** The Department thanks the commenter for the input.
5. **Comment:** The commenter stated that the proposed amendments will effectuate the Legislature's intent to ease the current shortage of teachers. The commenter also expressed support for the proposed amendments because they will aid efforts to increase the supply of qualified candidates available for school employment by: eliminating the Department-established minimum score on a Commissioner-approved test of basic reading, writing, and mathematics skills; creating a certificate of eligibility with advanced standing (CEAS) paraprofessional educator preparation pathway; eliminating the requirement to use a Commissioner-approved performance-based assessment and allowing educator preparation programs to establish their own; adding coursework in educator preparation programs for teacher of students with disabilities endorsements so candidates learn about autism; requiring coursework regarding culturally responsive teaching and special education topics for all educator preparation programs that lead to instructional certificates; and allowing educator preparation programs to accept any number of credit hours from accredited county colleges. **(13)**  
**Response:** The Department appreciates the support.
6. **Comment:** The commenter expressed support for the proposed amendments throughout N.J.A.C. 6A:9A and 9B that remove the Commissioner-approved performance-based assessment requirements. The commenter stated that the proposed amendments will empower educator preparation programs to develop their own assessments, which, the commenter indicated, will lead to a more tailored and context-specific evaluation of teacher candidates and ultimately contribute to the preparation of more competent and confident educators. **(11)**  
**Response:** The Department appreciates the support.
7. **Comment:** The commenter expressed support for proposed new N.J.A.C. 6A:9A-4.2(a)4 and 5, which will require educator preparation programs for an instructional certificate to include training in special education, culturally responsive teaching, and autism spectrum

disorder. The commenter also supported proposed new N.J.A.C. 6A:9A-4.2(a)6, which will require educator preparation programs that lead to an instructional certificate with the teacher of students with disabilities endorsement to include coursework and instructional practices related to autism spectrum disorder. The commenter stated that the proposed amendments demonstrate the Department's commitment to preparing educators to meet the diverse needs of all students. The commenter also stated that the proposed amendments will ensure that future teachers are not only aware of inclusive and effective teaching strategies but also are adept at implementing them. (11)

**Response:** The Department appreciates the support.

8. **Comment:** The commenter expressed support for proposed new N.J.A.C. 6A:9A-4.4(c)1 and 4.4(d)1 because they will create a streamlined process for paraprofessionals to obtain a certificate of eligibility with advanced standing (CEAS) in specific endorsement areas. The commenter stated that the initiative recognizes the valuable experience that paraprofessionals bring to the educational environment and will help address teacher shortages and promote career advancement. (11)

**Response:** The Department appreciates the support.

9. **Comment:** The commenter expressed support for the proposed amendments at N.J.A.C. 6A:9A-5.4(a)1i, which will permit educator preparation programs to accept any number of credit hours from accredited county colleges. The commenter stated that the proposed amendments will promote accessibility and affordability in teacher education, facilitate a more seamless transition for students from two-year institutions to four-year programs, and broaden the pipeline of qualified educators. (11)

**Response:** The Department appreciates the support.

10. **Comment:** The commenter stated that the proposed amendments at N.J.A.C. 6A:9B-8.3(a)5, 8A.3(b)3, 11.3(a)1i, 11.3(a)3i(1), 11.5(a)2i(2), 11.6(a)2ii, and 11.12(b)2 that eliminate the basic skills assessment requirement denote a commendable step toward removing unnecessary barriers for educators. The commenter also stated that proposed amendments acknowledge that basic skills assessments are duplicative of other comprehensive requirements for an instructional certificate and can be an unnecessary barrier for some candidates without diminishing New Jersey's high-quality instructional certificate requirements. (11)

**Response:** The Department appreciates the support.

11. **Comment:** The commenter expressed support for the proposed amendments to the computer science endorsement at N.J.A.C. 6A:9B-9.2(a)7. The commenter stated that the proposed amendments are timely, align with the increased emphasis on STEM education, and will ensure that educators teaching computer science in grades nine through 12 possess the specialized knowledge and skills necessary to deliver high-quality instruction in this critical field. (11)

**Response:** The Department appreciates the support.

12. **Comment:** The commenters expressed concern regarding the proposed amendment at N.J.A.C. 6A:9B-9.2(a)7 related to the computer science endorsement to the instructional certificate. The commenters stated that the proposed amendment would extend the computer science endorsement to preschool through grade 12 and, instead, should be limited to grades nine through 12 because they are the grades where the rigor of computer science warrants specialized training. The commenters also stated that the State's preschool standards and the New Jersey Student Learning Standards for kindergarten through grade eight do not align with the depth and rigor of a formal computer science curriculum and that concepts at the earlier grade levels are more effectively taught through integration with broader subjects like mathematics, science, and digital literacy. The commenters stated that extending the

endorsement risks misapplication of certification requirements, over-specialization in early grades where it is not needed, staffing confusion, and conflicts with early childhood education principles. **(1, 2, and 3)**

**Response:** The proposed amendments at N.J.A.C. 6A:9B-9.2(a)7 will replace “preschool through grade 12” with “grades nine through 12” and, therefore, remove the requirement for teachers of computer science in preschool through grade eight to hold a computer science endorsement. The proposed amendments will align the rule with State law and improve flexibility at the preschool and elementary and middle school levels.

- 13. Comment:** The commenters requested that the Department expand the authorization of the social studies endorsement to the instructional certificate to allow holders to teach psychology if they have completed at least 12 postsecondary psychology credits. The commenters stated that psychology is experiencing a growth in student interest and that the Statewide shortage of psychology teachers limits student access to a subject that explores academic and social-emotional growth, forces disruptive staffing changes, and constrains school districts. The commenters also stated that allowing experienced social studies teachers who have taken relevant coursework to be eligible for a psychology endorsement would increase access, promote equity, and ease staffing challenges without added financial burden on school districts. **(4, 5, 6, 7, 8, 9, and 10)**

**Response:** The Department has not proposed to amend the psychology or social studies endorsement requirements at N.J.A.C. 6A:9B-9.3(a)6 and/or N.J.A.C. 6A:9B-10.8, respectfully. Therefore, the comments are outside the scope of this rulemaking.

- 14. Comment:** The commenter expressed concern that the proposed amendments do not go far enough to address the urgent challenge of improving the educator pipeline. The commenter stated that schools and school leaders rely on substitute teachers, virtual classes, or other emergent measures to address educator shortages in critical areas like STEM, special education, and English language acquisition. The commenter stated that the State has an opportunity to modernize its educator certification system to make it more accessible, responsive, and efficient while maintaining high standards. The commenter urged the State Board to further strengthen the pipeline by:

- Expanding competency pathways, including by allowing accomplished professionals and paraprofessionals to earn a certificate through accelerated residencies and performance-based assessments;
- Encouraging “grow-your-own” programs that connect local talent to flexible routes to earn a certificate;
- Streamlining certification by simplifying reciprocity for experienced out-of-State educators and creating broader credentialing options to meet hiring needs;
- Advocating with the State Legislature for the elimination of residency requirements, which, the commenter contended, continue to be a barrier to recruitment;
- Making provisional certificate renewals more flexible to enable strong candidates to stay in classrooms while completing the requirements; and
- Continuing to meet with school leaders to obtain direct information about hiring and certification needs. **(11)**

**Response:** The Department appreciates the commenter’s suggestions; however, they are outside the scope of this rulemaking.

- 15. Comment:** The commenter stated that additional changes are necessary to address the staffing shortage crisis in urban school communities, especially in high-need areas like special education and world languages. The commenter suggested the following changes, many of which the commenter indicated were among the initial recommendations issued in 2023 by Governor Murphy’s Task Force on Public School Staff Shortages in New Jersey:

- Provide more flexibility regarding the minimum grade point average (GPA) requirement to earn an instructional certificate because an undergraduate GPA does not correlate with a candidate's efficacy as an educator. The commenter also stated that an individual who performs poorly for a semester or year of college cannot earn an instructional certificate;
- Return to a one-year educator preparation program for educators entering teaching through a certificate of eligibility (CE), which also is known as the alternative route, because the two or more years that it currently takes to earn a standard certificate reduces the number of people willing to pursue that pathway;
- Reevaluate of the requirements for clinical experience such as student teaching to address difficulties related to completion, including financial burdens on candidates. The commenter stated that clinical experience can be completed within one semester; and
- Extend or make permanent the limited CE/limited CEAS pilot program beyond the current expiration of September 2027 because the highly successful program has helped schools recruit and retain more diverse educators and provides school leaders with an additional tool to address teacher shortages. **(12)**

**Response:** The Department appreciates the commenter's suggestions; however, they are outside the scope of this rulemaking.

### **Agency-initiated Change**

1. The Department proposed to amend N.J.A.C. 6A:9B-11A.3(a)5 to correct the statutory citation to N.J.S.A. 18A:26-35.a as follows:
  5. Pass a [Commissioner-approved performance] **performance-based** assessment **approved by the educator preparation program, pursuant to N.J.S.A. 18A:26-[[35.a.a]]\*35.a\*.**



**Adoption Level**  
**December 3, 2025**

**PHILIP D. MURPHY**  
*Governor*

**TAHESHA L. WAY**  
*Lt. Governor*

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

**KEVIN DEHMER**  
*Commissioner*

**To:** Members, State Board of Education

**From:** Kevin Dehmer  
Commissioner

**Subject:** N.J.A.C. 6A:9, Professional Standards;  
N.J.A.C. 6A:9A, New Jersey Educator Preparation Programs; and  
N.J.A.C. 9A:9B, State Board of Examiners and Certification

**Reason for Action:** Amendments

**Authority:** N.J.S.A. 18A:26-2.23, 2.24, 2.26, 2.31, 2.32, 35, and 36; and P.L. 2024, c. 26

**Sunset Date:** April 6, 2030

### **Summary**

The Department of Education (Department) proposes to amend N.J.A.C. 6A:9, Professional Standards, 6A:9A, New Jersey Educator Preparation Programs, and 6A:9B, State Board of Examiners and Certification, to align the chapters with recently enacted State laws and other authorizing statutes. The following are a list of the amended or new laws and statutes:

- P.L. 2024, c. 26, which eliminated the requirement to complete a Commissioner-approved test of basic reading, writing, and mathematics skills to obtain an instructional certificate;
- N.J.S.A. 18A:26-2.32, which created a paraprofessional educator preparation pathway to expedite the process for paraprofessionals and instructional assistants to obtain certificates of eligibility with advanced standing (CEAS) in specific endorsement areas;
- N.J.S.A. 18A:26-2.26, which established the computer science endorsement and requires the endorsement for educators teaching computer science in grades nine through 12;
- N.J.S.A. 18A:26-35, which eliminated the requirement to complete a Commissioner-approved performance-based assessment to obtain a CEAS, a certificate of eligibility (CE), or a standard certificate, and requires educator preparation programs to establish their own performance-based assessment;
- N.J.S.A. 18A:26-2.23, which requires all educator preparation programs for an instructional certificate to include six credits of classroom instruction, clinical experience (including student internships), or a combination of both, in special education;
- N.J.S.A. 18A:26-2.31, which requires all teaching certification candidates who have completed a commissioner-approved educator preparation program to complete a course or training on culturally responsive teaching, which recognizes the importance of including students' cultural references in all aspects of learning and uses researched-

- based teaching strategies to meaningfully connect school lessons with students' cultures, languages, and experiences;
- N.J.S.A. 18A:26-2.24, which requires educator preparation programs that train educators, specifically for the teacher of students with disabilities endorsement to the instructional certificate, to include coursework on autism spectrum disorder and comprehensive, evidence-based instructional practices to address the educational strengths and needs of students with autism; and
- N.J.S.A. 18A: 26-36, which permits educator preparation programs to accept any number of credit hours from accredited county colleges toward meeting requirements for teacher certification.

The following is a summary of the proposed amendments.

## **N.J.A.C. 6A:9, Professional Standards**

### **Subchapter 2. Definitions**

#### **N.J.A.C. 6A:9-2.1 Definitions**

This section provides definitions for terms that apply to this chapter and N.J.A.C. 6A:9A, 6A:9B, and 6A:9C.

The Department proposes a definition for “culturally responsive teaching” to mirror the definition at N.J.S.A. 18A:26-2.31.c.

The Department proposes a definition for “performance-based assessment” to mirror the definition at N.J.S.A. 18A:26-35.c.

The Department proposes a definition for “professional education coursework” to mirror the definition at N.J.S.A. 18A:26-37.b.

## **N.J.A.C. 6A:9A, New Jersey Educator Preparation Programs**

### **Subchapter 4. CEAS Educator Preparation Programs**

#### **N.J.A.C. 6A:9A-4.2 CEAS educator preparation program course requirements**

This section requires a CEAS educator preparation program designed to lead to instructional certificates to include a curriculum devoted to educator preparation that builds upon the content knowledge and skills of the individual candidate; a clinical component aligned with the Professional Standards for Teachers; and clinical experiences incorporated into courses leading up to, and including, clinical practice.

The Department proposes new N.J.A.C. 6A:9A-4.2(a)4 to require an educator preparation program that leads to a CEAS to include a minimum of the equivalent of six semester credit hours of classroom instruction and/or clinical experience, including student internships, in special education pursuant to N.J.S.A. 18A:26-2.23.

The Department proposes new N.J.A.C. 6A:9A-4.2(a)5 to require an educator preparation program that leads to a CEAS, beginning with the 2022-2023 school year, to include training on culturally responsive teaching, pursuant to N.J.S.A. 18A:26-2.31.

The Department proposes new N.J.A.C. 6A:9A-4.2(a)6 to require educator preparation programs that lead to an instructional certificate with the teacher of students with disabilities endorsement to include coursework on autism spectrum disorder and comprehensive, evidence-based

instructional practices to address the educational strengths and needs of students with autism, pursuant to N.J.S.A. 18A:26-2.24.

#### **N.J.A.C. 6A:9A-4.3 Admission to CEAS educator preparation programs**

This section requires a candidate who starts a CEAS educator preparation program to meet the section's GPA and basic skills requirements. This section also requires a candidate to have a bachelor's or higher degree.

The Department proposes to delete N.J.A.C. 6A:9A-4.3(d) and the reference to that subsection at N.J.A.C. 6A:9A-4.3(a) because a Department-established minimum score on a Commissioner-approved test of basic reading, writing, and mathematics skills is no longer required pursuant to P.L. 2024, c. 26. The State law eliminated the Commissioner-approved test of basic reading, writing, and mathematics skills and all exceptions as a requirement for an instructional certificate, except for a limited certificate of eligibility (CE) or limited CEAS.

#### **N.J.A.C. 6A:9A-4.4 Clinical component and candidate supervision for CEAS educator preparation programs**

This section sets forth the requirements for the clinical component of CEAS educator preparation programs. The section describes the gradual release of responsibility and increased rigor of the clinical aspects of the program. Clinical experiences are the diverse, guided, hands-on, practical applications and demonstrations in educator preparation programs of professional knowledge, skills, and dispositions through integrated, collaborative, and facilitated learning and practice. These experiences take place in early field, practicum, and other opportunities that occur prior to clinical practice across a variety of settings and that are integrated throughout the educator preparation program. Clinical practice is the culminating field-based experience or internship. In this hands-on experience in a preschool through grade 12 setting, candidates demonstrate their knowledge, skills, and dispositions to be effective educators.

The Department is proposing new regulations to align the section with N.J.S.A. 18A:26-2.32, which created a pathway to teacher certification for paraprofessionals and instructional assistants who are employed in school districts. The new law allows individuals to count their direct classroom service while employed in school districts as paraprofessionals and instructional assistants toward full credit for the clinical practice component of a CEAS educator preparation program.

The Department proposes new N.J.A.C. 6A:9A-4.4(c)1 to allow a candidate who is a paraprofessional or instructional assistant, employed to work in a school district, and enrolled in a CEAS educator preparation program to count their direct classroom service toward full credit of the candidate's clinical practice requirements, pursuant to N.J.S.A. 18A:26-2.32.c(1).

The Department proposes new N.J.A.C. 6A:9A-4.4(d)1 to ensure that a school district with a paraprofessional or instructional assistant enrolled in a CEAS educator preparation program makes every reasonable effort to place the candidate in a classroom setting in the endorsement area sought and with a cooperating teacher.

#### **N.J.A.C. 6A:9A-4.5 Recommendations for a certificate of eligibility with advanced standing (CEAS)**

This section requires approved CEAS educator preparation programs to recommend to the Department for certification only candidates who have completed the CEAS educator preparation program and all requirements, pursuant to N.J.A.C. 6A:9B-8 through 13, or the specified exemptions. The candidates also must have demonstrated continued competence, aptitude, motivation, and potential for outstanding success in educating students. This section further requires CEAS educator

preparation programs to recommend a candidate for certification within one year from the date the candidate completed the approved program.

The Department proposes new N.J.A.C. 6A:9A-4.5(a)4 to requires a CEAS candidate who graduated in the spring of 2024, or thereafter, to complete a performance-based assessment approved by the educator preparation program pursuant to N.J.S.A. 18A:26-35.a. The same amendment is proposed at N.J.A.C. 6A:9A-5.5 for completion of a CE educator preparation program. The proposed amendments will align the sections with changes to a State statute that prohibits the State Board from requiring a candidate for a CEAS or a CE to complete a Commissioner-approved performance-based assessment. The revised statute also requires an educator preparation program to establish a program-approved performance-based assessment that is embedded within the educator preparation program, beginning with candidates who will complete the educator preparation program in the spring of 2024 or thereafter.

#### **N.J.A.C. 6A:9A-5.4 Additional curriculum and course requirements for CE educator preparation programs**

This section sets forth the curriculum and course requirements for CE educator preparation programs.

The Department proposes amendments at N.J.A.C. 6A:9A-5.4(a)1i to allow CE educator preparation programs to accept “any number of” formal instructional hours or semester-hour credits to eliminate the cap on hours or credits transferred between educator preparation programs. The Department also proposes to prohibit a CE educator preparation program from limiting the number of semester-hour credits or formal instructional hours of professional education coursework completed at any accredited county college to meeting certification requirements, unless prohibited by the receiving educator preparation program’s accreditation. The proposed amendments will align the section with N.J.S.A. 18A:26-36.

The Department proposes new N.J.A.C. 6A:9A-5.4(a)4 to require an educator preparation program that leads to a CE to include a minimum of the equivalent of six semester credit hours of classroom instruction and/or clinical experience, including student internships, in special education, pursuant to N.J.S.A. 18A:26-2.23.

The Department proposes new N.J.A.C. 6A:9A-5.4(a)5 to require an educator preparation program that leads to a CE, beginning with the 2022-2023 school year, to include training on culturally responsive teaching, pursuant to N.J.S.A. 18A:26-2.31.

The Department proposes new N.J.A.C. 6A:9A-5.4(a)6 to require an educator preparation program that leads to the instructional certificate with the teacher of students with disabilities endorsement to include coursework on autism spectrum disorder and comprehensive, evidence-based instructional practices to address the educational strengths and needs of students with autism, pursuant to N.J.S.A. 18A:26-2.24.

#### **N.J.A.C. 6A:9A-5.5 Completion of CE educator preparation program**

The Department proposes to amend N.J.A.C. 6A:9A-5.5 to allow a candidate to complete a CE educator program by completing a performance-based assessment approved by the educator preparation program, as discussed above.

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

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

#### **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 an 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 amendments at N.J.A.C. 6A:9B-6.1(b) to allow CEAS educator preparation programs to accept "any number of hours of formal instruction or professional education" coursework completed at the listed entities. The Department also proposes amendments at N.J.A.C. 6A:9B-6.1(b)3 to add a cross-reference to N.J.S.A. 18A:26-36. The proposed amendments will align the section with changes to State law. The Department also proposes to amend N.J.A.C. 6A:9B-6.1(b)3 to replace "a college or university" with "an educator preparation program" to reflect that the Department approves the latter.

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

#### **N.J.A.C. 6A:9B-7.3 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 new N.J.A.C. 6A:9B-7.3(a)1 to align the section with N.J.S.A. 18A:16-1.1a, which limits to 20 school days, the amount of time that one or more holders of a substitute credential can fill a vacant teaching position or the position of a teacher who is absent for an extended time period. The law also allows the Commissioner to grant a school district's request to extend, for an additional 20 school days, the use of a substitute credential holder upon demonstration that the school district has been unable to hire an appropriately certified teacher for the vacant position within the original 20-day time limit.

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

#### **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 amendments at N.J.A.C. 6A:9B-8.2(a)6 to replace the reference to a "Commissioner-approved performance-based assessment of teaching" with "performance-based assessment approved by the educator preparation program" and to delete the graduation timeframe because it has passed. The proposed amendments will align the paragraph with N.J.S.A. 18A:26-35.a.

#### **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 delete N.J.A.C. 6A:9B-8.3(a)5 because a Department-established minimum score on a Commissioner-approved test of basic reading, writing, and mathematics skills is no longer required. P.L. 2024, c. 26 eliminated the requirement and any exceptions to the Commissioner-approved test of basic reading, writing, and mathematics skills for a candidate to attain a CE.

The Department proposes to delete N.J.A.C. 6A:9B-8.3(f) because the performance assessment no longer is required for issuance of an instructional certificate, pursuant to N.J.S.A. 18A:26-35. Therefore, a candidate who meets all of the CEAS requirements at N.J.A.C. 6A:9B-8.2(a)1 through 5 but did not take a state-approved performance assessment because it was not required for the educator preparation program completion or for completion of an out-of-State certification program will be eligible for a CEAS and no longer will be issued a CE pursuant to this section.

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

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

The Department proposes to delete N.J.A.C. 6A:9B-8.7(a)4i because N.J.S.A. 18A:26-35.a eliminated the requirement to pass a Commissioner-approved performance-based assessment to attain a standard certificate.

The Department proposes to recodify existing N.J.A.C. 6A:9B-8.7(a)4 and 4ii as new N.J.A.C. 6A:8.7(b).

#### **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 to delete existing N.J.A.C. 6A:9B-8.8(a)3, (b), and (j)2 because N.J.S.A. 18A:26-35 prohibits the State Board from requiring a candidate to pass a Commissioner-approved performance-based assessment for a CE, CEAS, or standard certificate candidate. Technical amendments are proposed throughout the section, as well.

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

#### **N.J.A.C. 6A:9B-8A.3 Limited CE or CEAS in an instructional area requirements**

This section includes the eligibility criteria for the limited CE and limited CEAS in an instructional area.

N.J.A.C. 6A:9B-8A.3(a)1 specifies that the minimum GPA requirement is found at N.J.A.C. 6A:9B-8.2(a)3. The Department proposes to amend the paragraph to specify that the allowable existing GPA exception is at N.J.A.C. 6A:9B-8.2(c)1, rather than subsection (c), for candidates who graduated before September 1, 2016. Therefore, the existing exception at N.J.A.C. 6A:9B-8.2(c)2 for a candidate who has a GPA below 3.00, but at least 2.75, does not apply to a candidate seeking a limited CEAS. Allowing a candidate for the limited CEAS to utilize the GPA exception at N.J.A.C. 6A:9B-8.2(c)2 would enable a candidate who graduated on or after September 1, 2016, to qualify for a limited CEAS with two exceptions — not achieving the minimum passing score on an appropriate State test(s) of subject matter knowledge and not having a GPA of at least 3.00. The Department maintains that providing candidates with two exceptions was not the intent of the limited CE and limited CEAS pilot program. The same amendments are proposed at N.J.A.C. 6A:9B-8A.3(b)2 for the limited CE.

The Department proposes to amend N.J.A.C. 6A:9B-8A.3(a)2 to delete the reference to “and the alternative requirements or.” The Department also proposes to recodify “exceptions at N.J.A.C. 6A:9B-9.1(a)2” as new N.J.A.C. 6A:9B-8A.3(a)2i and to state that it does not apply to a candidate who seeks to exempt the minimum passing score on an appropriate State test(s) of subject matter knowledge to be eligible for the limited CEAS. A candidate can choose only one exception to attain the limited CEAS and allowing a candidate to choose alternatives to the requirement would result in

allowing the candidate to choose multiple exceptions to attain the limited CEAS. The same amendments are proposed at recodified N.J.A.C. 6A:9B-8A.3(b)3 for the limited CE.

The Department proposes to amend existing N.J.A.C. 6A:9B-8A.3(b)1 to delete “or exceptions” because candidates for the limited CEAS or limited CE can select one exemption but cannot use any other exception.

The Department proposes to delete the existing exemption at N.J.A.C. 6A:9B-8A.3(b)3 because the test of basic reading, writing, and mathematical skills is a requirement for the limited CE pursuant to P.L. 2024, c. 26. Instead, the Department proposes new N.J.A.C. 6A:9B-8A.3(c) to require candidates for the limited CEAS or limited CE to achieve the minimum score on a Commissioner-approved test of basic reading, writing, and mathematical skills.

## **Subchapter 9. Instructional 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 to amend N.J.A.C. 6A:9B-9.2(a)7 to state that, after July 1, 2027, a teacher of computer science in grades nine through 12 must hold the computer science endorsement, instead of the existing preschool through grade 12. The proposed amendment will align the paragraph with N.J.S.A. 18A:26-2.26, which requires teachers to hold the computer science education endorsement to teach computer science in grades nine through 12.

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

### **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 delete N.J.A.C. 6A:9B-11.3(a)1i and (a)3i(1) because P.L. 2024, c. 26 eliminated the requirement to pass a Commissioner-approved test of basic reading, writing, and mathematics skills; therefore, it no longer needs to be listed as an exception for a career and technical education endorsement or as a requirement for the renewal of a provisional or standard certificate with the endorsement.

### **N.J.A.C. 6A:9B-11.5 Bilingual/bicultural education**

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

The Department proposes to delete N.J.A.C. 6A:9B-11.5(a)2i(2) because P.L. 2024, c. 26 eliminated the requirement to pass the Commissioner-approved test of basic reading, writing, and mathematics skills; therefore, it is not necessary to list it as an option to demonstrate written proficiency in English for a CE candidate to attain a bilingual/bicultural education 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 to delete N.J.A.C. 6A:9B-11.6(a)2ii because P.L. 2024, c. 26 eliminated the requirement to pass the Commissioner-approved test of basic reading, writing, and

mathematics skills; therefore, it is not necessary to list it as an option to demonstrate written proficiency in English for a CE candidate to attain a English as a second language 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 at N.J.A.C. 6A:9B-11.12(b)2 to delete the reference to passing the basic skills assessment because P.L. 2024, c. 26 eliminated the requirement to pass the Commissioner-approved test of basic reading, writing, and mathematics skills.

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

#### **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.

The Department proposes to amend N.J.A.C. 6A:9B-11A.3(a)5 to align the section with changes to State law, at N.J.S.A. 18A:26-35.a, which prohibits the State Board from requiring a candidate for CEAS or a CE to complete a Commissioner-approved performance-based assessment. The revised statute also requires an educator preparation program to establish a program-approved performance-based assessment that is embedded within the educator preparation program.

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 proposed amendments will have a positive social impact on students, teacher candidates, school districts, and CEAS and CE educator preparation programs because the proposed amendments will address teacher shortages by doing the following: eliminating the Department-established minimum score on a Commissioner-approved test of basic reading, writing, and mathematics skills; creating a CEAS paraprofessional educator preparation pathway; eliminating the requirement to use a Commissioner-approved, performance-based assessment and allowing educator preparation programs to establish their own; adding coursework in educator preparation programs for teacher of students with disabilities endorsements, so candidates learn about autism, and coursework regarding culturally responsive teaching and special education topics for all educator preparation programs that lead to instructional certificates; and allowing educator preparation programs to accept any number of credit hours from accredited county colleges. Permitting a school district to seek approval to extend a substitute credential holder's time in the same classroom by 20 school days when a certified teacher is unavailable will promote consistency for students and teacher shortages.

#### **Economic Impact**

The proposed amendments will have no financial impact on educator preparation programs or school districts because the proposed amendments will address teacher shortage areas. The acceptance of credits from accredited county colleges may have a slight negative economic impact on educator preparation programs because they will not collect tuition for repeated coursework. Accepting such credits may have a positive economic impact on candidates enrolled in educator preparation programs because they will receive credit for coursework already taken and not have to pay tuition to retake the coursework at the transfer institution.

## **Federal Standards Statement**

The proposed amendments will not be inconsistent with, or exceed, Federal requirements or standards, as there are no Federal requirements or standards related to the Commissioner-approved performance-based assessment of basic reading, writing, and mathematics skills; certification of candidates who have experience as paraprofessionals or instructional assistants; coursework content for educator preparation programs; and the transfer of credit hours between institutions.

## **Jobs Impact**

It is not anticipated that jobs will be either generated or lost as a result of the proposed amendments.

## **Agriculture Industry Impact**

The proposed amendments will have no impact on the agriculture industry.

## **Regulatory Flexibility Statement**

The proposed amendments will not change the existing reporting, recordkeeping, or other compliance requirements or place new requirements on small businesses, as defined by the Regulatory Flexibility Act, N.J.S.A. 52:14B-16 et seq. The proposed amendments impact district boards of education, charter and renaissance school project boards of trustees, approved private schools for students with disabilities (APSSDs), clinics and agencies, and educator preparation programs. APSSDs, clinics, and agencies could be considered small businesses, as that term is defined by the Regulatory Flexibility Act at N.J.S.A. 52:14B-17.

## **Housing Affordability Impact Analysis**

There is an extreme unlikelihood that the proposed amendments will have any impact on the affordability of housing in New Jersey. There is an extreme unlikelihood that the proposed amendments would evoke a change in the average costs associated with housing because the proposed amendments concern professional standards, school districts, and educator preparation programs in New Jersey.

## **Smart Growth Development Impact Analysis**

The proposed amendments will have an insignificant impact on smart growth. There is an extreme unlikelihood that the proposed amendments would evoke a change in housing production in Planning Areas 1 or 2, or within designated centers, pursuant to the State Development and Redevelopment Plan in New Jersey because the proposed amendments concern professional standards, school districts, and educator preparation programs in New Jersey.

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

There is an extreme unlikelihood that the proposed amendments would have an impact on pretrial detention, sentencing, probation, or parole policies concerning juveniles and adults in the State because the proposed amendments concern professional standards, school districts, and educator preparation programs in New Jersey.

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

## Chapter 9, Professional Standards

### Subchapter 2. Definitions

#### 6A:9-2.1 Definitions

The following words and terms shall have the following meanings when used in this chapter and N.J.A.C. 6A:9A, 6A:9B, and 6A:9C, unless the context clearly indicates otherwise:

...

**“Culturally responsive teaching” means a pedagogy that recognizes the importance of including students’ cultural references in all aspects of learning, and that uses research-based teaching strategies that make meaningful connections between what students learn in school and their cultures, languages, and experiences.**

...

**“Performance-based assessment” means a multi-measure assessment process where candidates demonstrate the pedagogical knowledge and skills identified in the New Jersey Professional Standards for Teachers and their content knowledge and skill in teaching to the New Jersey Student Learning Standards in the grade band and subject area of the endorsement sought.**

**“Professional education coursework” means coursework required to obtain a certificate, including courses in child development, language development, curriculum development, and methods of instruction.**

...

## Chapter 9A, New Jersey Educator Preparation Programs

### Subchapter 4. CEAS Educator Preparation Programs

#### 6A:9A-4.2 CEAS educator preparation program course requirements

- (a) The CEAS educator preparation program designed to lead to instructional certificates shall include:
1. A sequence of courses that is devoted to educator preparation and that builds upon the content knowledge and skills of the individual candidate;
  2. A clinical component aligned with the Professional Standards for Teachers specified at N.J.A.C. 6A:9-3.3; [and]
  3. Clinical experiences incorporated into courses leading up to, and including, clinical practice, pursuant to N.J.A.C. 6A:9A-4.4[.];
  4. **A minimum of the equivalent of six semester credit hours of classroom instruction or clinical experience, including student internships, or a combination thereof, in special education, pursuant to N.J.S.A. 18A:26-2.23, for candidates seeking an initial CEAS;**
  5. **Beginning with the 2022-2023 school year, a course or training on culturally responsive teaching, pursuant to N.J.S.A. 18A:26-2.31, for candidates seeking an initial CEAS; and**
  6. **Coursework on autism spectrum disorder and comprehensive, evidence-based instructional practices to address the educational strengths and needs of students with autism, pursuant to N.J.S.A. 18A:26-2.24, for educator preparation programs that lead to the instructional certificate with the teacher of students with disabilities endorsement.**

#### 6A:9A-4.3 Admission to CEAS educator preparation programs

- (a) A candidate shall be admitted to a CEAS educator preparation program only if the candidate meets the GPA [and basic skills] requirements at (b) [and (d)] below.
- (b) The average cumulative GPA of the accepted cohort of candidates shall be at least 3.00, when a grade point of 4.00 equals an A grade and the cumulative GPA is earned in an undergraduate

level prior to entering a CEAS educator preparation program, except each accepted individual candidate shall achieve at least a 2.75 GPA.

- (c) A candidate for a post-baccalaureate or graduate degree shall hold a bachelor's degree from an accredited college or university, except a candidate enrolled in a combined bachelor's and graduate-degree program who may be pursuing a bachelor's degree from an accredited college or university.
- [(d) The candidate shall have achieved a Department-established minimum score on a Commissioner-approved test of basic reading, writing, and mathematics skills, except:
  - 1. A candidate may demonstrate proficiency in the use of the English language and in mathematics by achieving a Commissioner-established qualifying minimum score on the SAT, ACT, or GRE pursuant to (d)1i below;
    - i. The Department shall maintain on its website a list of qualifying minimum scores for each test, which shall be approximately equal to the top-half percentile score for all test takers in the year the respective test was taken, for each year the data is available.
  - 2. A candidate who starts a program in or after academic year 2022-2023 may demonstrate proficiency in the use of the English language and/or mathematics by holding a master's degree, or an advanced or higher degree, from an accredited institution of higher education with a minimum GPA of 3.00.]

#### 6A:9A-4.4 Clinical component and candidate supervision for CEAS educator preparation programs

- (a) CEAS educator preparation programs shall assign to clinical practice candidates in the preparation program who have completed the following minimum clinical experience requirements:
  - 1. Prior to starting clinical practice, all candidates shall have completed at least 50 hours of clinical experiences in a preschool, elementary, middle, and/or secondary school setting.
  - 2. The clinical experiences shall:

- i. Be incorporated into any higher education course taken prior to the start of clinical practice;
- ii. Include at least two different classroom settings, with at least one in a special education setting, consisting of a classroom where students with IEPs are educated: either an inclusive setting, resource room, or a special classroom; and
- iii. Increase in intensity, or control of the students, and duration as the candidate advances through the program.

(b) Clinical practice shall:

1. Occur during at least two semesters, according to the placement school district's schedule, including professional development days with the school district prior to the first day of class for students;
2. Occur at the same school site for the entire experience, if possible; and
3. Include at least 175 hours prior to one full-time semester. At least 100 hours of the 175 hours shall be completed throughout the semester immediately preceding the semester of full-time clinical practice.

(c) The candidate shall be placed within the endorsement subject that the candidate will pursue for certification. The candidate shall be under the direct and continuous personal supervision of an appropriately certified cooperating teacher.

1. **A candidate who is a paraprofessional or instructional assistant, employed to work in a school district, and enrolled in an educator preparation program to obtain a CEAS in a specific endorsement area shall be allowed to count direct classroom service toward full credit of the candidate's clinical practice requirements pursuant to N.J.S.A. 18A:26-2.32.c(1).**

(d) School districts shall be responsible for accepting and placing clinical interns as part of the continuum of professional education and development.

1. Pursuant to N.J.S.A. 18A:26-2.32.c(2), school districts shall make every reasonable effort to place the paraprofessional or instructional assistant who is enrolled in an educator preparation program to obtain a CEAS in a specific endorsement area in a classroom setting in the endorsement area that the paraprofessional or instructional assistant is seeking and with a cooperating teacher who meets the requirements at (h) below, so as to allow the paraprofessional or instructional assistant to perform any required clinical practice in the school district while, if possible, continuing employment as a paraprofessional or an instructional assistant.

(e) A clinical supervisor shall:

1. Have had experience supervising, consulting, or otherwise working in an elementary or secondary school in contact with classroom teachers within the previous two years for all instructional certificate programs with the exception of the preschool endorsement. For preschool programs, the supervisor shall have had experience supervising, consulting, or otherwise working in an early childhood setting; and
2. Be employed by the program or university with demonstrated expertise in the field the individual is supervising.

(f) Clinical supervisors shall observe each assigned candidate at least once every other week during the candidate's semester of full-time clinical practice.

(g) A cooperating teacher assigned to guide and direct candidates shall:

1. Be approved by the chief school administrator, or the chief school administrator's designee, with input from the candidate's CEAS educator preparation program;
2. Have a minimum of three years of teaching experience, including one within the school district;
3. Possess a standard instructional certificate;
4. Have an appropriate certificate that coincides with the area of instruction for which the candidate is being prepared;

5. Be a full-time school district faculty member with demonstrated expertise in the field of mentoring/supervision; and
6. Be rated, beginning August 1, 2016, as effective or highly effective on the cooperating teacher's most recently received summative evaluation, pursuant to N.J.A.C. 6A:10-4.
  - i. A cooperating teacher in a school or school district not required pursuant to N.J.A.C. 6A:10-1 to issue summative evaluations shall demonstrate at least one year of effective teaching on the cooperating teacher's most recent evaluation, as determined by the cooperating teacher's supervisor.

(h) Cooperating teachers shall:

1. Provide continuous guidance and direction and weekly conferences to assist candidates in professional development; and
2. Consult with the chief school administrator, or the chief school administrator's designee, regarding the candidate's placement; however, the chief school administrator, or the chief school administrator's designee, shall make all final placement decisions regarding candidate and cooperating teacher pairings.

(i) CEAS educator preparation programs shall make available to cooperating teachers professional development opportunities and experiences that increase cooperating teachers' expertise in the field.

6A:9A-4.5 Recommendations for a certificate of eligibility with advanced standing (CEAS)

(a) CEAS educator preparation programs shall recommend to the Department certification only for candidates who have:

1. Completed the CEAS educator preparation program approved pursuant to this chapter;
2. Completed all requirements pursuant to N.J.A.C. 6A:9B-8 through 13. Higher education institutions and/or their CEAS educator preparation programs also may apply the exceptions at N.J.A.C. 6A:9B-8.2(c); [and]

3. Demonstrated continued competence, aptitude, motivation, and potential for outstanding success in educating students[.]; **and**
  4. **Completed a performance-based assessment approved by the educator preparation program, pursuant to N.J.S.A. 18A:26-35.a.**
- (b) CEAS educator preparation programs shall have up to one year from the date the candidate completed the approved program to recommend the candidate to the Department for issuance of a certificate.

#### Subchapter 5. CE Educator Preparation Programs

##### 6A:9A-5.4 Additional curriculum and course requirements for CE educator preparation programs

- (a) Effective for candidates starting a CE educator preparation program in academic year 2017-2018, or thereafter, the CE educator preparation program for all instructional certificates shall include:
1. A minimum of 350 formal instructional hours or 24 semester-hour credits, which shall be completed over a minimum of two academic years.
    - i. A CE educator preparation program may accept [up to 100 out of the total 350] **any number of** formal instructional hours or [up to six] semester-hour credits from another educator preparation program approved pursuant to N.J.A.C. 6A:9A-3. **A CE educator preparation program shall not limit the number of formal instructional hours or semester-hour credits of professional education coursework completed at any accredited county college to meet certification requirements, unless prohibited by the educator preparation program's accrediting organization;**
  2. A sequence of courses that is devoted to professional educator preparation and that builds upon the content and skills of an individual candidate; [and]
  3. Curriculum aligned with the Professional Standards for Teachers, pursuant to N.J.A.C. 6A:9-3.3[.];

4. **A minimum of the equivalent of six semester credit hours of classroom instruction or clinical experience, including student internships, or a combination thereof, in special education, pursuant to N.J.S.A. 18A:26-2.23, for candidates seeking an initial CE;**
5. **Beginning with the 2022-2023 school year, a course or training on culturally responsive teaching, pursuant to N.J.S.A. 18A:26-2.31, for candidates seeking an initial CE; and**
6. **Coursework on autism spectrum disorder and comprehensive, evidence-based instructional practices to address the educational strengths and needs of students with autism, pursuant to N.J.S.A. 18A:26-2.24, for educator preparation programs that lead to the instructional certificate with the teacher of students with disabilities endorsement.**

6A:9A-5.5 Completion of CE educator preparation program

- (a) To complete a CE educator preparation program, a candidate shall:
  1. Complete the requirements for the pre-professional experience, pursuant to N.J.A.C. 6A:9A-5.3;
  2. Complete the minimum hours of instruction, pursuant to N.J.A.C. 6A:9A-5.4; and
  3. [Pass a Commissioner-approved] **Complete a performance-based assessment approved by the educator preparation program, pursuant to N.J.S.A. 18A:26-35.a.**
- (b) A candidate who fails to complete the CE educator preparation program after two years may renew the candidate's provisional license, pursuant to N.J.A.C. 6A:9B-8.5, and may either remain in the candidate's current program or apply and be accepted to a new CE educator preparation program.
- (c) A CE educator preparation program shall have up to one year from the date a candidate completes the approved program to recommend the candidate to the Department for issuance of a certificate.

## Chapter 9B, State Board of Examiners and Certification

### 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 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 shall complete a CEAS educator preparation program, pursuant to N.J.A.C. 6A:9B-8.2, and **any number of hours of formal instruction or professional education** coursework from the following entities shall be accepted:
  - 1. A New Jersey college or university approved by the Commissioner for the preparation of teachers;
  - 2. Out-of-State colleges approved by the state board, department of education, or department of higher education in the state in which the college is established and approved by the Department on the basis of reciprocal agreements; and
  - 3. Accredited two-year colleges, **in accordance with N.J.S.A. 18A:26-36**, provided the courses are accepted toward meeting the requirements for certification by [a college or university] **an educator preparation program** approved by the Department.
- (c) Required coursework for all instructional endorsements shall appear on the transcript of an accredited college or university, pursuant to N.J.A.C. 6A:9B-9.1(a)1iii. Except as provided for at N.J.A.C. 6A:9B-14.18, academic preparation for all administrative and educational services endorsements shall appear on the transcript of an accredited college or university.

## Subchapter 7. Substitute Credential

### 6A:9B-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.
  - 1. **The Commissioner, or the Commissioner's designee, may grant an extension of up to an additional 20 school days upon written application from the chief school administrator, or the chief school administrator's designee, demonstrating the school district's inability to hire an appropriately certified teacher for the vacant position within the original 20-day time limit.**
- (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. Instructional CE, CEAS, or a standard certificate with an endorsement not within the scope of the subject being taught[;].
    - i. The school district shall notify the executive county superintendent if a holder of an instructional CE or CEAS substitutes for more than 20 instructional days in the same classroom; or
  - 2. Career and technical education substitute credential, pursuant to N.J.A.C. 6A:9B-7.4.
- (c) Holders of an instructional CE, CEAS, or standard certificate with an endorsement within the scope of the subject being taught shall be permitted to substitute for 60 instructional days in the same classroom per school year unless the school district notifies the executive county superintendent of an extension. The school district's notification shall demonstrate:
  - 1. The school district was unable to hire an appropriately certified teacher for the vacant position;
  - 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. Holders of an instructional CE or CEAS with an endorsement within the scope of the subject being taught meet the following provisions:
  - i. CE or CEAS holders obtain a provisional certificate;
  - ii. CE or CEAS holders are enrolled in a district mentoring program upon obtaining a provisional certificate; and
  - iii. CE holders are accepted into a CE educator preparation program and will begin coursework in the program's next available cohort.

#### Subchapter 8. Requirements for Instructional Certification

##### 6A:9B-8.2 Requirements for certificates of eligibility with advanced standing (CEAS)

- (a) Except as indicated 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 an accredited college or university;
  2. Meet all minimum requirements at N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, 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 bachelor's degree program, higher degree program, or a State-approved post-baccalaureate certification program.
    - i. A candidate whose college transcript(s) demonstrates completion of all requirements for graduation prior to September 1 in any year, but whose 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. A candidate who does not meet the 3.00 GPA requirement shall meet the exception criteria at (c) below.

4. Satisfy the endorsement requirements and exceptions pursuant to N.J.A.C. 6A:9B-9 through 11, including, but not limited to, passing the appropriate State test(s) of subject matter knowledge and completing the required subject-area course requirements;
  5. Be recommended for State licensure by a New Jersey educator preparation program approved pursuant to N.J.A.C. 6A:9A-3, or an out-of-State program approved by the state in which it is located and pursuant to the out-of-State program rules at (b)2 through 5 below;
    - i. The New Jersey educator preparation program and out-of-State program shall submit the recommendation on an Office-provided form; and
  6. [Pass] **Complete** a [Commissioner-approved] performance-based assessment [of teaching if graduated on or after September 1, 2017] **approved by the educator preparation program, pursuant to N.J.S.A. 18A:26-35.a.**
- (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 educator preparation program, graduate or undergraduate, approved by the Commissioner pursuant to N.J.A.C. 6A:9A-3;
  2. An educator preparation program included in the interstate certification reciprocity system of NASDTEC;
  3. An out-of-State educator preparation program approved by the Commissioner or any other national professional education accreditation body recognized by the Council on Higher Education Accreditation;
  4. An educator preparation program approved for certification by the Department in one of the states party to the NASDTEC Interstate Contract, provided the program was completed on or after January 1, 1964, and the state in which the program is located would issue the candidate a comparable endorsement; or

5. An out-of-State college educator preparation program approved by the department of education in the state in which the program is located.
- (c) The following exceptions apply to the 3.00 GPA requirement at (a) above:
1. 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 bachelor's degree program, higher degree program, or a Commissioner-approved post-baccalaureate certification program.
  2. A candidate 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 at (a)2 and 4 above.
- (d) A candidate who has graduated from an accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements at (a)3 above.
1. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs.
  2. The candidate shall satisfy all other requirements for certification, without exception.
- (e) The GPA requirements and their exceptions at (c) above shall apply to all relevant sections in this subchapter and for endorsements at N.J.A.C. 6A:9B-9 through 11.

#### 6A:9B-8.3 Requirements for certificates of eligibility (CE)

- (a) Except as indicated 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 an accredited college or university;
  2. Meet all minimum requirements at N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, 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 bachelor's degree program, higher degree program, or a State-approved post-baccalaureate certification program.
  - i. A candidate whose college transcripts demonstrate completion of all requirements for graduation prior to September 1 in any year, but whose 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. A candidate who does not meet the 3.00 GPA requirement shall meet the exception criteria at (b) below; **and**
4. Satisfy the endorsement requirements and exceptions pursuant to N.J.A.C. 6A:9B-9, 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. 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 the 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 the candidate achieves at least the minimum qualifying score posted pursuant to (a)5i(1) above; 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.]

- (b) The following exceptions shall apply to the 3.00 GPA requirement at (a) above:
1. 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 bachelor's degree program, higher degree program, or a Commissioner-approved post-baccalaureate certification program.
  2. A candidate 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 at (a)2 and 4 above.
  3. A candidate may have a cumulative GPA lower than 3.00, but equal to or higher than a 2.75 if the candidate is sponsored by a CE educator preparation program prior to applying for a CE, so long as the candidate is employed 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 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 an accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements at (a)3 above.
1. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs.
  2. The candidate shall satisfy all other requirements for certification, without exception.
- (d) The GPA requirements and their exceptions at (b) and (c) above shall apply to all relevant sections at N.J.A.C. 6A:9B-8, 9, 10, and 11.
- (e) The candidate shall ensure official test scores are transmitted to the Office from the test vendor.
- [(f) A candidate who meets all requirements at N.J.A.C. 6A:9B-8.2(a)1 through 5 but did not take a state-approved performance assessment because it was not required for educator preparation

program completion or for completion of an out-of-State certification program, 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 requirements at (a) above;
2. The provisional 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 provisional 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 certificate requirement to complete a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.]

#### 6A:9B-8.7 Requirements for the standard certificate

- (a) Except as indicated at N.J.A.C. 6A:9B-8.8, 10, and 11, the candidate shall meet the following requirements to be eligible for the standard certificate in any instructional area:
  1. Possess a provisional certificate, pursuant to N.J.A.C. 6A:9B-8.4;
  2. Be recommended for the standard certificate by the supervising principal based on:
    - i. Evaluation requirements 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. Submit to the Department a completed Commissioner-issued teacher candidate survey[; and].
- [4.] (b) [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.] [Complete] **who completed** a CE educator preparation program, pursuant to N.J.A.C. 6A:9A-5, unless exempt [under] **pursuant to** the reciprocity rule at N.J.A.C. 6A:9B-8.8, **shall be eligible for the standard certificate in any instructional area.**

[(b)] (c) 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 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[.]; **and**
  2. Passed a subject-matter test to receive the out-of-State endorsement or passed the appropriate New Jersey subject-matter test[; and].
  - [3. 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 at (a)1 and 2 above but did not take a state-approved performance assessment because it was not required for educator preparation program completion or for certification in that state shall be issued a CE. The candidate shall meet all

requirements for provisional and standard certificates pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:

1. CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a);
2. The provisional certification requirement to be enrolled in a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.4(a)4;
3. The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.5(b)4; and
4. The standard certification requirement to complete a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.]

[(c)] **(b)** [Except as] **As** provided at [(b) above, and] (e), (f), (h), **and** (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 at N.J.A.C. 6A:9B-8.3.

[(d)] **(c)** 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 offered by the Department and demonstrates at least two effective years of teaching that were completed within three consecutive years.
  - i. The candidate shall provide to the Office an original letter documenting completion of this requirement from the candidate's supervisor(s), principal(s), or employing school district(s) human resources officer; or
2. Meets the requirements at [(f)] **(e)** and [(g)] **(f)** below.

[(e)] **(d)** A candidate who has a valid standard certificate issued by another state, including an endorsement in a subject area or grade level also offered by the Department, but does not meet the requirements at [(d)1] **(c)1** above shall be issued a CEAS. The candidate shall meet all requirements for provisional and standard certificates at N.J.A.C. 6A:9B-8.4 and 8.7.

[(f)] (e) A candidate who holds **National Board for Professional Teacher Standards (NBPTS)** certification and the corresponding out-of-State license or certificate in a subject area or grade level also offered by the Department shall be eligible for the standard certificate in the NBPTS certificate field without additional requirements.

[(g)] (f) A candidate who holds the **Meritorious New Teacher Candidate (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 certificate in the MNTC-designated field without additional requirements.

[(h)] (g) 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)] (h) 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)] (i) 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; **and**

- [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.] 2. 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).

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

6A:9B-8A.3 Limited CE or CEAS in an instructional area requirements

- (a) To be eligible for a limited CEAS in an instructional area, the candidate shall successfully complete a State-approved educator preparation program and meet all requirements for a CEAS pursuant to N.J.A.C. 6A:9B-8.2, with the exception of one of the following:
  1. The minimum GPA requirement pursuant to N.J.A.C. 6A:9B-8.2(a)3 [and its] **or the** exception[s] at N.J.A.C. 6A:9B-8.2(c)1; or
  2. 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]
    - i. **The exception[s] at N.J.A.C. 6A:9B-9.1(a)2 shall not apply to a candidate who seeks an exemption pursuant to (a)2 above.**

- (b) To be eligible for the limited CE in an instructional area, the candidate shall hold a bachelor's or an advanced degree pursuant to N.J.A.C. 6A:9B-8.3(a)1 and shall 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] **or the exception[s] at N.J.A.C. 6A:9B-8.3(b)1; or**
  - [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.] **3.** [The minimum] **A** 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]
    - i. **The exception[s] at N.J.A.C. 6A:9B-9.1(a)2 shall not apply to a candidate who seeks an exemption pursuant to (b)3 above.**
- (c) **Pursuant to P.L. 2024, c. 26, a candidate for a limited CEAS or limited CE shall achieve the minimum score on a Commissioner-approved test of basic reading, writing, and mathematical skills.**

#### Subchapter 9. Instructional Endorsements

##### 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 preschool through grade 12, with the following exceptions:
    - i. The elementary school teacher endorsement shall be valid in kindergarten through grade six. Any holder of the former teacher of elementary school kindergarten through grade five (K-5) endorsement now shall be authorized to teach kindergarten through grade six;

- ii. The middle school with subject matter specialization endorsement shall be valid in grades five through eight;
  - iii. The preschool through grade three endorsement shall be valid in preschool through grade three; and
  - iv. The teacher of supplementary instruction in reading and mathematics, kindergarten through grade eight (K-8) shall be valid in kindergarten through grade eight.
2. Teachers with English endorsements who taught English language arts courses prior to February 1976 may continue to teach the same course(s).
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 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 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 specialization or the subject-matter endorsement.
4. Teachers holding the teacher of the blind or partially sighted, teacher of the deaf or hard-of-hearing, and/or the teacher of handicapped endorsements issued prior to September 1, 2008, may teach students with disabilities in preschool through grade 12 if 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 may continue to teach in the subject areas in which the teacher was authorized to teach under the former rules.
6. 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] **grades nine** through [grade] 12 shall hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15.

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

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 at N.J.A.C. 6A:9B-8.2 or CE requirements at N.J.A.C. 6A:9B-8.3, except[:]
    - [i. Candidates do not need to complete the basic skills requirement pursuant to N.J.A.C. 6A:9B-8.3(a)5 prior to obtaining a CE; and]
    - [ii.] [Candidates] **candidates** shall complete either the experience-based or degree-based requirements at (b) below;
  2. Provisional requirements at N.J.A.C. 6A:9B-8.4; and
  3. Requirements for the renewal of the provisional certificate at N.J.A.C. 6A:9B-8.5 and standard certificate requirements at N.J.A.C. 6A:9B-8.7.
    - 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)] (1) Holding a master's or terminal degree from an accredited institution of higher education;
- [(3)] (2) Holding an occupational license or certification or industry certificate or registration; or
- [(4)] (3) 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 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) Up to three years of substantive teaching experience in the occupation, as set forth in a Commissioner-approved crosswalk, may be used as a substitute for three of the required four years of occupational experience.
- (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. Self-employment: The candidate shall present a notarized letter from a tax preparer and/or an attorney verifying the following:
    - (1) The candidate has filed State and/or Federal taxes for the self-employment using a Federal U.S. Census North American Industry Classification System (NAICS) that is appropriate for the endorsement; and
    - (2) The candidate's self-employment experience meets the minimum of four years of employment experience, which will be equivalent to 8,000 hours of employment.
  - 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 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 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 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 an accredited college(s) or university(ies) or from an accredited career-focused institution(s), or from a combination thereof.

- ii. Candidates with a bachelor's degree or higher who graduate on or after September 1, 2016, with a GPA that is below 3.00 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 (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.
  - 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 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 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 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 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 at (b)2ii and iii above will not be available to candidates using an associate degree.
- (c) Holders of standard instructional certificates with other endorsements, except as indicated 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 at (e) below.
- (d) Holders of vocational-technical instructional endorsements issued prior to January 20, 2004, 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.
- (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. This process is available only to school districts that have an approved CTE program and enter into an agreement with the Department to participate in the CTE Teacher Bridge process.

2. Candidates shall be sponsored by their employing school district and shall complete the Department-approved process, as set forth 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. The Department-approved process shall include, at minimum:
  - i. Two summers spent in an industry externship for a minimum of 160 hours each summer; and
  - ii. Two school years spent co-teaching with a certified CTE teacher in the content area of the in-demand industry sector or occupation for which the candidate is seeking an endorsement. The CTE Teacher Bridge candidate shall spend at least 100 hours co-teaching during each of the two school years.

#### 6A:9B-11.5 Bilingual/bicultural education

- (a) A candidate for the bilingual/bicultural endorsement shall complete the certification requirements at N.J.A.C. 6A:9B-8 and the endorsement requirements at N.J.A.C. 6A:9B-9. The candidate shall also:
  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. 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] **passing** a Department-approved, nationally recognized test of oral and written proficiency in English; [or] **and**
      - [(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, pursuant to N.J.A.C. 6A:9B-8.3(a)5,  
to demonstrate writing proficiency; and]

- ii. Oral and writing competence in the target language by:
    - (1) Passing a Department-approved, nationally recognized test of oral and written proficiency in the target language; or
    - (2) Establishing 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 at N.J.A.C. 6A:9B-9.1(a)1;
  - 4. For CEAS candidates with a bilingual/bicultural endorsement, complete the requirements at (a)1 above and a program at an accredited college or university for the preparation of teachers of bilingual/bicultural education; and
  - 5. Be exempt from the performance assessment requirements at N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4.
- (b) While teaching under a provisional certificate, a holder of the CE with a bilingual/bicultural education endorsement shall:
- 1. 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. Linguistics;
    - ii. Language acquisition;
    - iii. Developing literacy skills for the second language learner;
    - iv. Methods of teaching content in bilingual education; and
    - v. Theory and practice of teaching bilingual education; and
  - 2. 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 with the instructional endorsement required for the teaching assignment.

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 at N.J.A.C. 6A:9B-8 and the endorsement requirements at N.J.A.C. 6A:9B-9. The candidate shall also:
1. Be exempt from the endorsement course requirements at N.J.A.C. 6A:9B-8.3(a)4 while teaching under a provisional certificate and enrolled in an CE educator preparation program; and
  2. Meet the test of subject-matter knowledge requirement at N.J.A.C. 6A:9B-9.1(a)2 by demonstrating oral and writing competence in English by:
    - i. Passing] **passing** a Department-approved, nationally recognized test of oral and written proficiency in English[; or].
    - [ii. Passing a Department-approved, nationally recognized test to demonstrate oral proficiency and meeting the basic skills requirement pursuant to N.J.A.C. 6A:9B-8.3(a)5, to demonstrate writing proficiency.]
- (b) Provisional teachers holding a CE 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, and shall complete, at a Department-approved New Jersey college or university, an educator preparation program that includes a minimum of 15 credit hours of formal instruction in the topics 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. The historical and cultural backgrounds of limited English proficient students;
  2. Linguistics;
  3. Language acquisition;

4. The structure of American English;
  5. Developing literacy skills for the second language learner;
  6. Methods of teaching ESL including teaching English through content; and
  7. Theory and practice of teaching ESL.
- (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-11.12 Requirements for the charter school certificate of eligibility (CSCE)

- (a) All endorsements authorized in the section may be used only for employment in charter schools and do not satisfy the requirements for employment in traditional public schools.
- (b) Except as indicated 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 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-[8.3(a)5]**8.3(a)3 and (b)**; and
  3. Pass the appropriate State test(s) of subject-matter knowledge.
- (c) Except as indicated 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. Hold a CSCE in the endorsement area required for the teaching assignment; and
  2. Obtain and accept an offer of employment in a position that requires an instructional certificate.
- (d) Except as indicated 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 (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.

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

##### 6A:9B-11A.3 Requirements

- (a) To be eligible for the teacher leader endorsement, the candidate shall meet the following requirements:
1. Possess a New Jersey standard instructional certificate;
  2. Demonstrate a minimum of four years of teaching experience under a valid New Jersey or out-of-State certificate;
  3. Demonstrate a minimum of two effective or highly effective annual summative ratings in the three most recent years under the New Jersey evaluation system or appropriate equivalent criteria in another state;
  4. Complete a program of study with a Commissioner-approved teacher leader program provider, pursuant to N.J.A.C. 6A:9A-6; and
  5. Pass a [Commissioner-approved performance] **performance-based** assessment **approved by the educator preparation program, pursuant to N.J.S.A. 18A:26-[[35.a.a]]\*35.a\***.
- (b) A candidate who meets the requirements at (a)1 through 5 above shall be exempt from the minimum GPA requirements at N.J.A.C. 6A:9B-8.2.