



## Changes to the Pathway to Standard Certification for CEAS Holders<sup>1</sup>

### Background

On November 4, 2015, the State Board of Education adopted updates to a range of teacher preparation and certification requirements. Some of the updates proposed affect how Certificate of Eligibility with Advanced Standing (CEAS) holders will advance toward earning a standard certificate.

### Changes Effective for 2015-16

The following table summarizes major changes that are in effect for the 2015-16 school year (SY 2015-16). Please note:

- **Candidates who started teaching under a provisional certificate prior to the SY 2015-16 will have until July 31, 2017, to complete the standard certification requirements in effect at the time they were hired (see Column A). After July 31, 2017, such candidates must complete the new standard certification requirements (see Column B).**
- **Any candidate who starts teaching for the first time under a provisional certificate in or after SY 2015-16 must meet the new standard certification requirements (see Column B).**

#### **Minimum Provisional Teaching Period Before Eligible for Standard Certificate**

Previous Requirements	New Requirements Effective as of SY 2015-16
At least 1 full school year	At least 2 full school years

#### **Mentoring**

Previous Requirements	New Requirements Effective as of SY 2015-16
Complete 1 full school year	Complete 1 full school year <i>(no change)</i>

#### **Earning the Standard Certificate**

Previous Requirements	New Requirements Effective as of SY 2015-16
All candidates must be evaluated and recommended by building principal based on one year of observations	All candidates must be evaluated by building principal based on AchieveNJ evaluation system: candidate must earn evaluation ratings of Effective or Highly Effective within 2 of 3 consecutive years

The chart on the following page provides a list of all requirements for initial, provisional, and standard certification based upon the year a candidate starts teaching with a CEAS and the year the change becomes effective.

### For More Information

- Visit the [Certification website](#) and view the [Overview of CEAS Changes](#).
- View the [broadcast memo](#) explaining the rationale for the new requirements.

<sup>1</sup> This document provides an overview of requirements for certification. For all official matters, such as issues brought before the Board of Examiners, concerned parties should rely on regulatory requirements at N.J.A.C. 6A:9, 9A, 9B, and 9C as the final authority.



**NEW JERSEY DEPARTMENT OF EDUCATION**

**Pathways to Standard Certification for CEAS Educator Preparation Program (EPP) Candidates**

**Initial Certificate**

<b>Obtaining CEAS</b>	<b>COLUMN A</b> If acquiring <b>prior to 9/1/15</b>	<b>COLUMN B</b> If acquiring <b>between 9/1/15 and 9/1/16</b>	<b>COLUMN C</b> If acquiring <b>between 9/1/16 and 9/1/17</b>	<b>COLUMN D</b> If acquiring <b>on or after 9/1/17</b>
Initial Certification (CEAS)	<ul style="list-style-type: none"> <li>• Hold bachelor's or advanced degree<sup>2</sup></li> <li>• Hold 2.75 GPA</li> <li>• Earn subject-specific endorsement (pass subject matter test &amp; complete subject-specific courses)</li> <li>• Complete CEAS educator preparation program<sup>3</sup></li> <li>• Be recommended by educator preparation program</li> </ul>	Same as Column A	Same as Column A <b>EXCEPT:</b> <ul style="list-style-type: none"> <li>• Hold <b>3.0 GPA</b> (or meet exception criteria)</li> </ul>	Same as Column C <b>PLUS:</b> <ul style="list-style-type: none"> <li>• Pass an approved <b>performance assessment</b></li> </ul>

**Standard Certificate**

<b>Steps to Standard</b>	<b>COLUMN A</b> If started teaching <b>prior to SY 2015-2016</b>	<b>COLUMN B</b> If hired for SY <b>2015-2016<sup>4</sup></b>	<b>COLUMN C</b> If hired for SY <b>2016-2017</b>	<b>COLUMN D</b> If hired for SY <b>2017-2018</b>
Provisional Certificate	<ul style="list-style-type: none"> <li>• Accept offer of employment</li> <li>• Be enrolled in district mentoring program</li> </ul>	Same as Column A	Same as Column A	Same as Column A
Evaluation for the Standard Certificate	<ul style="list-style-type: none"> <li>• Receive affirmative recommendation from principal following at least a 1-year period</li> <li>• Evaluation based on <b>Professional Teaching Standards-aligned</b> evaluation</li> <li>• <b>Must be recommended by 7/31/17</b> or be subject to new requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Receive at least 2 years of effective ratings over a 3-year period.</li> <li>• Evaluation based on <b>AchieveNJ</b></li> </ul> <i>First opportunity to earn standard is <b>end of SY 2016-17</b></i>	Same process as Column B  <i>First opportunity to earn standard is <b>end of SY 2017-18</b></i>	Same process as Column B  <i>First opportunity to earn standard is <b>end of SY 2018-19</b></i>
Mentoring <b>(no change)</b>	Complete minimum 1-year district mentoring program	Same as Column A	Same as Column A	Same as Column A

<sup>2</sup> Degree must be completed at a regionally accredited college or university.

<sup>3</sup> In-state: Must be NJDOE approved. Out-of-state: Must be nationally-accredited.

<sup>4</sup> Teachers who start teaching in or after SY 2015-2016 must complete a Department survey prior to being issued a standard certificate.