

# New Jersey Department of Education

## Division of Academics and Performance

New Jersey Teacher Leader Endorsement

This slide-show was presented to the State Board of Education on October 3, 2018. It has been modified from its original version for accessibility.



# Agenda

1. Teacher Leader background and context
2. Stakeholder recommendations and proposed Teacher Leader Endorsement rules



# Teacher Leadership

## What It Is

- *Teacher leadership is the process by which teachers, individually or collectively, influence their colleagues, principals, and other members of the school community to improve teaching and learning practices with the aim of increased student learning and achievement.\**

## Why It's Important

- Great teachers reach more students
- Professional growth and job satisfaction through increased leadership
- Improved teacher retention

## How an Endorsement Helps

- Meaningful PD to develop teachers' leadership skills
- Formal recognition of flexible career paths for teachers

*\*York-Barr & Duke, 2004, p. 287*



# NJ Teacher Leader Endorsement

**According to the Teacher Leader Endorsement Law P.L. 2015, c. 111 (N.J.S.A. 18A:26-2.18 through 2.22), the endorsement:**

- Must be earned on an instructional certificate
- Indicates that the owner has met the eligibility requirements including:
  - Completed an approved teacher leader program; and
  - Is prepared to apply the Teacher Leader Model Standards



# Teacher Leader Endorsement Timeline



- TLEAB: Teacher Leader Endorsement Advisory Board



# Teacher Leader Endorsement Advisory Board

Organization	Members	Role
Teacher Leader Endorsement Advisory Board (TLEAB)	11 members representing NJASA, NJACTE, NJDOE, NJEA, NJPSA, NJSBA	Statutorily-required to make recommendations regarding: <ul style="list-style-type: none"><li>• Candidate eligibility</li><li>• Program of study</li><li>• Roles requiring endorsement (by 2020)</li></ul>



# Overarching Themes

1. Do no harm
2. Provide flexibility where appropriate
3. Ensure quality



# Earning a Teacher Leader Endorsement

## **Candidates must:**

- Hold a New Jersey Standard Instructional Certificate
- Complete a minimum of three years of teaching experience
- Receive a minimum of two effective or highly effective annual summative ratings in the three most recent years
- Pass a Commissioner-approved performance assessment
- Complete an approved endorsement program





# Endorsement Program of Study

## Endorsement providers must:

- Provide a curriculum aligned to the Teacher Leader Model Standards in a program that is at least one year in duration
- Provide evidence of candidate's competency based on Teacher Leader Model Standards-aligned assessments
- Integrate a clinical component under the supervision of a qualified mentor
- Provide information to the NJDOE for periodic review including:
  - assessment performance of candidates, leadership responsibilities assumed by program graduates, retention rates, candidate and employer survey, diversity among teacher leader candidates as evidenced by ethnicity, race, and gender



# Endorsement Program of Study

## **Endorsement providers may:**

- Be an institution of higher education, education organization, other non-profit, or a combination of these
- Choose to include prior course work up to half of total required program
- Set credit hours as appropriate (for credit-bearing institutions)
- Provide extra focus in specific Teacher Leader Model Standards



# Growing Teacher Leaders in NJ

## New Jersey Teacher Leader Work/Recognition

[Achievement Coaches](#) train 12,000 teachers in best practices over 2 years

New Jersey's teacher leader work was highlighted as part of CCSSO's [Strategies for Building Teacher Pipelines](#)

New Jersey Teacher Leader Network (NJTLN) recognized in Teacher Voice Digest, an online publication for recognized state and national teachers of the year

Joint statement released by TLEAB organizations in solidarity and support for teacher leader work in New Jersey

NJTLN model presented at CCSSO's Teaching, Leading, and Learning Collaborative to state agencies who are interested in developing similar work

