

Adoption

N.J.A.C. 6A:9A

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

Division of Academics & Performance

New Jersey Teacher Leader Endorsement

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Please note that this Powerpoint Presentation has been modified from its original format to be more accessible.



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

- Provides teachers with extensive training that prepares them for leadership roles within their districts
- Empowers teachers to take on school and district leadership roles without leaving the classroom
- Encourages districts to create leadership opportunities and pathways for teachers



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

Regulations: Defining Parameters for a Program of Study

Endorsement providers will be asked to:

- Provide a curriculum aligned to the Teacher Leader Model Standards in a program that is at least one year in duration
- Determine candidates' competency based on Teacher Leader Model Standards-aligned assessments
- Integrate a clinical component under the supervision of the program provider and a qualified mentor
- Undergo the NJDOE's program approval process
- Provide information to the NJDOE for periodic review including:
 - Candidate performance
 - Leadership responsibilities assumed by program graduates
 - Retention rates
 - Candidate and employer satisfaction survey data
 - Diversity among teacher leader candidates as evidenced by ethnicity, race, and gender



Amendments Previously Proposed

N.J.A.C. 6A:9A-6.5(a)	Revised N.J.A.C. 6A:9A-6.5(a)(1) to require that mentors demonstrate instructional leadership skills, and be employed in a role that requires and utilizes the skills. The program would also have to provide evidence to the Department during its periodic review that individuals serving as mentors are quality instructional leaders.
N.J.A.C. 6A:9B-11A.3(a)	Changed candidate eligibility from “three” years to “four” years in N.J.A.C. 6A:9B-11A.3(a)(2) to align to the tenure statute, N.J.S.A. 18A:28-5 et seq.
N.J.A.C. 6A:9A-6.1(c)	<p>Drafted language to specify the frequency of the Department’s periodic review of the teacher leader preparation programs.</p> <p>(c) All approved teacher leader preparation programs shall be subject to periodic review by the Commissioner as follows:</p> <ol style="list-style-type: none"> 1. Teacher leader preparation programs with accreditation, as defined in N.J.A.C. 6A:9-2.1, shall undergo periodic review at least every seven years following the Commissioner’s initial approval; 2. Teacher leader preparation programs without accreditation shall undergo periodic review within three years of the Commissioner’s initial approval, and at least every five years thereafter; and 3. The Commissioner has the authority and discretion to periodically review any teacher leader preparation program more frequently.



Amendment Proposed at Adoption

N.J.A.C. 6A:9A-6.5(a) 1	<p>(a) The teacher leader preparation program shall include clinical experiences embedded throughout the program's duration that shall be:</p> <ol style="list-style-type: none">1. Facilitated by the program, including the assignment of an individual who possesses a teacher leader endorsement, or who holds an administrative certification or a certificate of eligibility for administrative certification, pursuant to N.J.A.C. 6A:9B-12, *is employed, and* has *[demonstrated]* *utilized* instructional leadership skills as defined by the Teacher Leader Model Standards, *[and is employed in a role that requires and utilizes the skills,]* to provide support to the candidate during the clinical experience.<ol style="list-style-type: none">i. The program shall provide to the Department during the periodic review evidence that individuals providing support to candidates during the clinical experience *are employed and* have [demonstrated] *utilized* instructional leadership skills as defined by the Teacher Leader Model Standards*, and are employed in roles that require and utilize the skills]*; and2. Assessed by the program to ensure the candidate demonstrates the Teacher Leader Model Standards.
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Implementation Timeline

Spring 2019

- Develop RFQ for performance assessment
- Design program approval application

Summer/Fall
2019

- Release Commissioner-approved performance assessments list
- Provide technical assistance to programs
- Review and approve Teacher Leader Programs on an ongoing basis



For more information, email EPPapproval@doe.nj.gov

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 Teacher Leader Endorsement Advisory Board 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



Questions



Thank You!

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