

**New Jersey Department of Education**



# **Limited CE/CEAS Pilot Program**

Office of Recruitment, Preparation and Certification

Division of Field Support and Services

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# P.L. 2021, c.224 Overview



P.L. 2021, c. 224 requires the NJDOE to establish a five-year pilot program for individuals to obtain a limited certificate of eligibility (CE) and limited certificate of eligibility with advanced standing (CEAS) in an instructional area, provided they meet the criteria established in the law.

These limited certificates may only be utilized in certain districts approved by the Commissioner to participate.





# Definitions



“Limited certificate of eligibility (CE)” means an instructional certificate issued by the State Board of Examiners to candidates who meet the criteria established pursuant to this law.

“Limited certificate of eligibility with advanced standing (CEAS)” means an instructional certificate issued by the State Board of Examiners to candidates who meet the criteria established pursuant to this law and complete a State-approved college professional educator preparation program.



# Existing Certification Requirements



- Bachelor's degree
- Content coursework (typically 30 credits)
- Educator preparation program (for CEAS)
- 3.0 grade point average (GPA)
- Content knowledge assessment
- Basic skills assessment
- Performance assessment





# Limited CE



Limited CE applicants must meet all certification requirements, except **one** of the following:

- GPA;
- Content coursework;
- Basic skills assessment; **or**
- Content knowledge assessment.

The limited CE is only valid for employment in a school district, charter school, or renaissance school approved to participate in this pilot program.





# Limited CEAS



Limited CEAS applicants must meet all certification requirements, except **one** of the following:

- GPA; **or**
- Content knowledge assessment.

The limited CEAS is only valid for employment in a school district, charter school, or renaissance school approved to participate in this pilot program.





# School District Approval



A school district, charter school, or renaissance school seeking approval from the Commissioner to hire teachers under this pilot program must demonstrate the capability to support new teachers and at least one of the following:

- A demographic disparity between the district's or school's student population and teachers;
- A shortage of bilingual education teachers; **or**
- A critical need to fill teacher vacancies or a hardship caused by teacher vacancies.



# School District Responsibility



Under this pilot program, approved school districts must:

- Hire no more than 10% of its total teachers through this pilot program;
- Offer mentoring and induction to efficiently support new/novice teachers;
- Evaluate new teachers;
- Recommend new teachers for provisional certificates; **and**
- Submit annual reports to the Commissioner evaluating the impact of teachers hired under this pilot program.





# School District Annual Reporting



The annual report submitted to the Commissioner must contain the following information:

- The number of teachers hired under a limited CE or CEAS;
- The subject areas and courses in which the individuals teach;
- Impact on the district's or school's demographic disparity between its student population and the effect on filling teacher vacancies;
- Student achievement data for students taught by the teachers who were issued the limited certificates, as determined by the Commissioner; and
- Any other information the Commissioner deems necessary.





# Additional Safeguards



The limited certificates provide an on ramp to the profession, removing a single barrier that may be preventing otherwise qualified potential teachers from earning certification. However, safeguards exist to assure teacher quality.

- Educator preparation programs
- Same tiered certification structure (initial, provisional, standard) as traditional CE/CEAS holders.
  - Limited CE and CEAS holders will be subject to the same mentoring, supervision, evaluation, and other requirements as traditional CE/CEAS holders under their provisional certificate.
- Performance assessment
- District vetting and hiring process
- Existing district supports: mentoring, induction, evaluation and professional learning



# Thank You!



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Office of Recruitment, Preparation and Certification

[Licensing.Requests@doe.nj.gov](mailto:Licensing.Requests@doe.nj.gov)

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