

## **Proposed Readoption with Amendments of N.J.A.C. 6A:9, Professional Standards**

The following is the accessible version of the proposed readoption with amendments of N.J.A.C. 6A:9. The adoption level document includes three sections – [a comment and response form](#), [a summary of the chapter](#) and [the rule text, including proposed amendments](#).

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

This comment and response form contains comments from the November 9, 2022, meeting of the State Board of Education when the rulemaking was considered at Proposal Level.

**Topic:** Professional Standards      **Meeting Date:** April 5, 2023  
**Code Citation:** N.J.A.C. 6A:9      **Level:** Adoption Level  
**Division:** Field Support and 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 State Board of Education members and members of the public and the Department's responses. Each commenter is identified at the end of the comment by a letter or number that corresponds to the following list:

- A. Kathy Goldenberg, President, New Jersey State Board of Education
- B. Andrew Mulvihill, Vice President, New Jersey State Board of Education
- C. Mary Beth Berry, Member, New Jersey State Board of Education
- D. Elaine Bobrove, Member, New Jersey State Board of Education
- E. Jack Fornaro, Member, New Jersey State Board of Education
- F. Mary Beth Gazi, Member, New Jersey State Board of Education
- G. Dr. Joseph Ricca, Member, New Jersey State Board of Education
- 1. Debra J. Bradley, Esq., Director of Government Relations, New Jersey Principals and Supervisors Association
- 2. Jacy Lance, Director of Public Affairs for Porzio Governmental Affairs, on behalf of the New Jersey Speech Hearing Association
- 3. David J. Shernoff, Ph.D., Director, Center for Mathematics, Science, and Computer Education, and Associate Professor, Department of School Psychology, Graduate School of Applied and Professional Psychology, Rutgers University
- 4. Sehba Mahmood, Ph.D., edTPA and Early Childhood Undergraduate Coordinator, Kean University
- 5. Matthew Konowicz, Director of Instruction, Northern Burlington County Regional School District
- 6. Brian J. Drelick, Supervisor of STEM, High Point Regional High School

7. Nick Beykirch, Technology Education teacher, William Annin Middle School, Bernards Township Public Schools
8. A. Smith, Elementary school teacher
9. Dr. David Aderhold, Superintendent of Schools, West Windsor-Plainsboro Regional School District, and John “Kenyon” Kummings, Superintendent of Schools, Wildwood City School District, on behalf of the New Jersey Association of School Administrators’ Recruitment and Retention Committee
10. Jean Public

1. **Comment:** The commenters stated they will not be voting in the affirmative on the proposed readoption with amendments of this chapter or N.J.A.C. 6A:9A, 9B, and 9C because of the repeated use of the term “equity,” and the encouragement by the Department that New Jersey teachers embrace equity. The commenters stated that they proposed an alternative definition for “equity” that would make them more comfortable, but the Department did not incorporate the suggestions. The commenters also objected to the idea that students are put into groups and must master the curriculum to approximately the same degree or have the same outcomes, as indicated in the existing definition of “equity” at N.J.A.C. 6A:7, Managing for Equality and Equity in Education. **(B and E)**

**Response:** The Department acknowledges the commenters positions. The Department has proposed to amend the definition of “equity” at N.J.A.C. 6A:7 as part of the chapter’s proposed readoption, which is currently in the 60-day comment period, and maintains that the amended definition appropriately captures the necessity of providing students with the opportunity to master the goals of the curriculum in an educational environment that is fair, just, and impartial to all individuals. As proposed for amendment, the definition also will state that equity focuses on consistent and systematic access for all students to curriculum, resources, instruction, and environments that sustain opportunities for excellent outcomes. The Department cannot present a different definition for “equity” at N.J.A.C. 6A:9, as N.J.A.C. 6A:9, 9A, 9B and 9C reflect the expectations and role of educators to promote and facilitate educational equity, which is defined at N.J.A.C. 6A:7.

2. **Comment:** The commenter stated that committee conversations about equity and equal outcomes did not lead to a perfect solution, but “equitable opportunities” was the term the committee used to address the issues raised. The commenter also stated that a student should be given the opportunity to learn no matter where the student lives. The commenter also stated that the Office of the Attorney General indicated that the Department cannot have conflicting definitions of “equity” at N.J.A.C. 6A:7 and 6A:9. **(A)**

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

3. **Comment:** The commenter stated that the State Board must maintain high standards for teachers while remaining cognizant of the need to increase the educator workforce. The commenter also stated that there is a shortage of educators throughout the country and the State and, for those reasons, the commenter indicated support for the readoption of N.J.A.C. 6A:9, 9A, 9B and 9C. The commenter further stated that the proposed amendments to the four chapters may not be perfect, but they are a start. **(A)**

**Response:** The Department appreciates the commenter’s support.

4. **Comment:** The commenter thanked the Department for the numerous conversations with State Board members regarding N.J.A.C. 6A:9. The commenter requested the Department add “thorough and efficient” to the definition of “equity” until additional conversations about equity related to N.J.A.C. 6A:7 occurs. The commenter also stated that N.J.A.C. 6A:9 has valuable

information and the commenter wants to ensure the State Board gets the amendments right. The commenter further stated that she will not be voting in the affirmative on the chapter's readoption without changes to the definition of "equity." (C)

**Response:** The Department acknowledges the commenter's positions. The Department has proposed to amend the definition of "equity" at N.J.A.C. 6A:7 as part of the chapter's proposed readoption, which is currently in the 60-day comment period, and maintains that the amended definition appropriately captures the necessity of providing students with the opportunity to master the goals of the curriculum in an educational environment that is fair, just, and impartial to all individuals. As proposed for amendment, the definition also will state that equity focuses on consistent and systematic access for all students to curriculum, resources, instruction, and environments that sustain opportunities for excellent outcomes. The Department cannot present a different definition for "equity" at N.J.A.C. 6A:9, as N.J.A.C. 6A:9, 9A, 9B and 9C reflect the expectations and role of educators to promote and facilitate educational equity, which is defined at N.J.A.C. 6A:7.

5. **Comment:** The commenter thanked the Department for listening to members' concerns regarding the use of the term "equity" and its definition. The commenter stated that she will not be voting in the affirmative on this chapter because the definition of "equity" has not been modified. (F)

**Response:** The Department acknowledges the commenter's position.

6. **Comment:** The commenter stated that proposed amendments at N.J.A.C. 6A:15, Bilingual Education, may present opportunities to support students' learning, regardless of any language barrier. The commenter also stated that the State Board's discussions regarding the readoptions of N.J.A.C. 6A:9, 9A, 9B, and 9C are similar to the discussions regarding N.J.A.C. 6A:15 and are not about every child achieving the exact same outcomes but, rather, ensuring that teachers are prepared to offer opportunities to facilitate each student's learning based on the student's unique needs. (D)

**Response:** The Department appreciates the commenter's support.

7. **Comment:** The commenter stated that it important for the State of New Jersey to establish that every child should have what they need to be successful in school. The commenter also stated that the expectation is for all students to graduate from high school even though they may not all go to college or select a certain career. The commenter further stated that "equal" means all students receive the same supports even though students may fall on different sides of the continuum regarding enrichment and opportunities. The commenter also stated that student outcomes will vary, but the State needs to do all it can to create policies and structures that provide teachers the tools they need to be successful. (G)

**Response:** The Department appreciates the commenter's support.

8. **Comment:** The commenter stated that many of the barriers to individuals entering the education field are archaic and have created a teaching shortage. The commenter also stated that the barriers must be removed, but the proposed amendments at N.J.A.C. 6A:9, 9A, 9B, and 9C are not sufficient to increase the pool of teaching candidates. The commenter further stated that the proposed amendments show a misunderstanding of, and a disconnect to, the current staffing crisis in school districts. (9)

**Response:** The Department disagrees with the commenter's statements that the proposed amendments at N.J.A.C. 6A:9, 9A, 9B, and 9C are not sufficient to remove barriers to entry into the teaching field. The proposed amendments create additional pathways and opportunities for individuals to meet certification requirements. The proposed amendments offer add-on endorsement opportunities, streamlined reciprocity rules, and address mentoring and professional development for new and novice teachers. The proposed amendments will increase the educator pool while maintaining educator standards and quality. The Department has an understanding of

the staffing crisis in school districts, which is why the Department has proposed the abovementioned pathways.

9. **Comment:** The commenter thanked the Department for its efforts to keep teacher education in New Jersey current. The commenter asked for an update regarding the proposed readoption with amendments at N.J.A.C. 6A:9, Professional Standards. (4)

**Response:** The Department thanks the commenter for the support. If approved by the State Board of Education at adoption level, the proposed amendments at N.J.A.C. 6A:9, Professional Standards, will take effect when the notice of adoption is published in the New Jersey Register, which could be as early as May 1, 2023, or on a subsequent publication date.

10. **Comment:** The commenter stated that the New Jersey Principals and Supervisors Association (NJPSA) conducted an informal survey to ascertain the extent of current staffing vacancies and the resulting impact on students, the Department certification process, and student teachers. The commenter acknowledged that the readoptions with amendments at N.J.A.C. 6A: 9, 9A, 9B and 9C present a pivotal opportunity and urged the Department to strategically address these long-term issues. The commenter urged the State Board to become advocates for the education profession and, as it reviews the proposals at N.J.A.C. 6A:9, 9A, 9B and 9C, consider the current school district context to proactively adopt policies that:

- Foster early interest in the profession;
- Increase completion rates of educator preparation programs;
- Incorporate flexibility and multiple pathways, including online learning opportunities, for candidates to demonstrate their knowledge;
- Remove unnecessary barriers to certification while balancing the foundational need for quality teaching for all students;
- Recognize that instructional decisions should not be driven by staffing availability (for example, increased class size, decreased course offerings, and increased use of substitutes);
- Streamline Department certification policies and procedures to expedite the issuance of educator certificates;
- Consider the need for expanding candidate pools by reducing the “over-specialization” approach of the existing certification system;
- Expand New Jersey’s approach to reciprocity with other states to attract out-of-State teachers who have proven to be successful in other states;
- Recognize the high demand at the school district level for increased candidate pools and incorporate trust in school districts’ ability to develop and support novice teachers on the job;
- Promote the retention of teachers through fair and balanced workplace policies (that is, mentoring, evaluation, and professional development) on issues contained within the New Jersey Administrative Code; and
- Collaborate and support the higher education community to ensure that new educator preparation program proposals are feasible, developed in a timely manner to meet student needs, have clear requirements, and are well-communicated to teachers. (1)

**Response:** The Department appreciates the comment, as the proposed amendments at N.J.A.C. 6A:9, 9A, 9B and 9C aim to create additional pathways and opportunities for individuals to meet certification requirements. The Department’s intent is to increase the educator pool while maintaining educator standards and quality. The proposed amendments offer add-on endorsement opportunities, streamlined reciprocity rules, and address mentoring and professional development for new and novice teachers.

11. **Comment:** The commenter stated that the definition of “authorization” as proposed for amendment has the potential to present a significant issue for school-based speech-language pathologists, known in New Jersey’s schools as speech-language specialists (SLSs), if the

proposals allow any SLS applicant certified by another state's Department of Education to obtain New Jersey's educational services certificate with the SLS endorsement. The commenter also stated that some states require only a bachelor's degree to work as a speech-language professional in schools and contended that those candidates should not automatically be granted New Jersey's SLS endorsement unless they hold a master's degree. The commenter stated that the recommended changes would prevent an individual from securing an SLS endorsement without the minimal standard of a master's degree, regardless of the certification held from another state.

The commenter stated that, counter to the mandates at N.J.A.C. 6A:14-5.1(c)1v, some school districts contract with private agencies for full-time SLSs rather than hiring them as school district employees. The commenter also stated that this leads to privatization and discouraging contracted SLSs from becoming a true part of their school communities and results in significant yearly turnover. The commenter further stated that amending the proposed definition of "authorization" as the commenter suggested may promote the hiring of more agency-employed SLSs who are contracted hourly and, therefore, often do not have time to collaborate or conference effectively with school staff. The commenter also stated that contracted employees have little or no opportunity to deliver in-class services, which provide many students with instruction in the least restrictive environments mandated by the Individuals with Disabilities Education Act (IDEA). The commenter further stated that SLSs working for agencies often do not evaluate students and, instead, in-house SLSs may be assigned increased workload responsibilities, which the commenter contends negatively impacts services to own students as well as mandated timelines. The commenter also stated that although individuals who have a license from the New Jersey Division of Consumer Affairs or a Certificate of Clinical Competence from the American Speech-Language Association are qualified speech-language pathologists, the standard set by the Department for working as an SLS in a school should be the same standard for those hired through an agency from any state or any professional organization. (2)

**Response:** The proposed amendments to the definition of "authorization" will read as follows, if adopted: 'Authorization' means any requirement, license, certificate, or endorsement established by State or Federal law or by a professional licensing board for the individual to serve in a position." Therefore, the Department disagrees the commenter's suggestion, as the proposed definition ensures that individuals are appropriately certified in accordance with N.J.A.C. 6A:9B when serving in roles within schools or school districts that require a certificate. The proposed amendments will not negatively impact certified SLSs from serving in the necessary capacity to appropriately serve students.

The Department disagrees that limiting reciprocity of out-of-state licenses is ideal in the current climate. The Department's goal is to create opportunities for additional qualified professionals to enter the profession, including through reciprocity. The definition, as amended, still requires individuals to meet all requirements set forth at N.J.A.C. 6A:9B to be authorized to serve in roles requiring a certificate. Pursuant to N.J.A.C. 6A:9B-14.21(a), New Jersey offers reciprocity to applicants who hold valid educational services certificates issued by another state. This provision includes educational services certificates with speech language specialist endorsements regardless of the other state's certification requirements. Therefore, if another state requires a degree less than master's level for the issuance of a speech language specialist certificate, an applicant could earn a New Jersey educational services certificate with a speech language specialist endorsement through reciprocity without holding a master's degree.

While the Department agrees that educational professionals should collaborate and coordinate to support students, the suggested change would not impact a school district's ability to contract external agencies for educational services, nor does the Department find it necessary to do so because school districts know the needs of their student populations. School districts are well positioned to make such decisions and will continue to have the discretion to obtain contracted services to meet district staffing needs to adequately service their students and families.

- 12. Comment:** The commenter stated that school districts should be afforded the same flexibilities for certificates as afforded to charter schools. **(9)**
- Response:** The Department disagrees with the commenter that school districts require the same flexibilities as charter schools in terms of educator certification. Candidates seeking instructional positions in charter schools can apply for a charter school certificate of eligibility (CSCE), a charter school provisional certificate, and a charter school standard certificate. Educators who hold the charter school certificates can be employed only by charter schools and cannot work in traditional public schools. Charter school educators who are eligible for the traditional CE, CEAS, provisional certificate, or standard certificate can be employed by school districts or charter schools. The flexibilities provided under the CSCE and charter school provisional and standard certificate recognize that educators who work in charter schools are not held to the same tenure rules as educators employed by school districts. Likewise, the regulations regarding educator evaluation pursuant to the TEACHNJ Act do not apply to charter school employees. Further, charter schools are required to have a mission and the mission’s uniqueness and its implementation necessitate additional flexibilities for educators who work in charter schools.
- 13. Comment:** The commenter requested an amendment to the proposed definition for “chief school administrator” at N.J.A.C. 6A:9-2.1. The commenter requested that the Department add “where the lead person position requires an administrative certificate at the superintendent level” at the end of the definition. The commenter indicated that charter schools employ individuals with the title of lead persons who may not hold a superintendent-level certificate. The commenter stated that the requested amendment will clarify that chief school administrators, whatever the title used in a charter school context, must hold the administrative certificate required for superintendents in New Jersey. **(1)**
- Response:** The Department disagrees with the commenter’s suggested language for the proposed definition of “chief school administrator,” which means the superintendent of schools, or the administrative principal if there is no superintendent, and includes charter school or renaissance school project lead persons. The Department contends that clarification is unnecessary because lead persons in charter schools, regardless of working title, are required to hold a New Jersey standard administrative certificate with a school administrator, supervisor, or principal endorsement or a New Jersey provisional administrator certificate with a principal endorsement to direct and guide the work of instructional personnel, including, but not limited to, the supervision and evaluation of staff and the development and implementation of curriculum.
- 14. Comment:** The commenter recommended that the definition of “technology education” at N.J.A.C. 6A:9-2.1 be amended to include “engineering” to match the title of the standard in New Jersey Student Learning Standards (NJSLS), as well as, the title of the professional organization, International Technology and Engineering Educators Association (ITEEA). **(3)**
- Response:** The Department declines to propose the commenter’s suggested changes because adding engineering to the “technology education definition” would be misaligned with the intent of the current NJSLS, which acknowledge the integration of technology throughout the standards. In 2020, the NJSLS were updated to incorporate the concepts and skills previously included in 8.1 Educational Technology by integrating technology across multiple disciplinary concepts, such as Career Readiness, Life Literacies, and Key Skills. NJSLS 8.1 is now “Computer Science” and NJSLS 8.2 is “Design Thinking.” Given the adjustments, the Department expects students to demonstrate increasing levels of proficiency to access, manage, evaluate, and synthesize information in their personal, academic, and professional lives. Furthermore, the Department is proposing at adoption level to delete the term “technology education” at N.J.A.C. 6A:9-2.1 for consistency. Please see Agency-initiated Change 1 below for details.
- 15. Comment:** The commenters stated that the reference material included at N.J.A.C. 6A:9-2.1 is outdated. The commenters contended that the Department misunderstood NJSLS 8.2 Design

Thinking and confused it with the definition of “educational technology.” The commenters suggested revisions to the definition of “technology education” to represent the proper association name and current 2020 national Standards for Technology and Engineering Literacy (STEL). Specifically, the commenters suggested adding “and engineering” after “technology” in the term and adding it in the referenced “Standards for Technological Literacy.” The commenters also suggested moving “and Engineering” in “International Technology Education and Engineering Association (ITEEA)” to after “Technology.” Lastly, the commenters suggested updating the link to the ITEEA standards. **(5, 6, and 7)**

**Response:** The Department disagrees that the commenters’ suggested changes are necessary. The proposed amendments at N.J.A.C. 6A:9B-9.3(a)8 will authorize an individual with an endorsement in technology education to teach NJSLs 8.2 Design Thinking. Furthermore, the Department is proposing at adoption level to delete the term “technology education” at N.J.A.C. 6A:9-2.1 for consistency. The proposed amendment at adoption will delete the content alignment to the “[Standards for Technology Literacy](#)”<sup>®</sup> published by the International Technology and Engineering Educators Association (ITEEA). Please see Agency-initiated Change 1 below for further details.

- 16. Comment:** The commenter supported the Professional Standards for Teachers and the Professional Standards for School Leaders at N.J.A.C. 6A:9-3.1 as the foundation for educator preparation programs, certification requirements, induction programs, evaluation systems, and continuing professional learning for educators. The commenter stated that the standards form the bedrock of an educator’s training, practice, and continued development with the goal of meeting the needs of the State’s diverse students, families, and school communities. **(1)**

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

- 17. Comment:** The commenters stated that N.J.S.A. 18A7F-4.2 recognized the importance of technology education and schools have excelled in creating inclusive, authentic, and project-based learning classrooms. The commenters contended that the Department, through the adoption of the NJSLs in 2020, has shifted away from the original law and from technological literacy. The commenters also contended that local education agencies (LEAs) are struggling to find certified technology and engineering education teachers for design and problem-solving laboratories. The commenters expressed support for the Department’s review of NJSLs 8.2 and optimism that the Department will continue following the spirit of the law. **(5, 6, and 7)**

**Response:** The commenters’ statements regarding N.J.S.A. 18A7F-4.2 and the NJSLs are outside the scope of this rulemaking because the NJSLs are not set forth at, or governed by, N.J.A.C. 6A:9. Regarding the commenters’ contention that LEAs are struggling to find certified technology and engineering education teachers for design and problem-solving, the Department notes that the proposed amendments at N.J.A.C. 6A:9, 6A:9A, 6A:9B, and 6A:9C will provide flexibility and additional pathways for candidates to enter educator preparation programs and, thereby, increase the candidate pool and address the staffing issues that school districts are experiencing, while maintaining the quality of educators entering classrooms.

- 18. Comment:** The commenter stated that the Department previously responded to a comment that the speech-language specialist endorsement at N.J.A.C. 6A:9B-14 is not impacted by the proposed definition of “authorization”. The commenter asked whether the statement means that speech-language personnel from other states who do not meet the requirement of a master’s degree under the New Jersey speech-language specialist endorsement requirements will be denied the endorsement. The commenter contended that the Department’s approval of candidate’s application in this scenario would violate the Federal IDEA. the commenter also stated that the IDEA, pursuant to 34 CFR §300.156(b)(1), does not allow related services personnel, including speech-language specialists, to have a certification or licensure requirement waived on an emergency, temporary, or provisional basis. **(2)**

**Response:** The Department disagrees with the commenter. IDEA requires appropriate licensure

or certification, as determined and issued by the licensing authority. In accordance with N.J.S.A. 18A:6-34 et seq., the State Board of Examiners is the licensing authority and issues speech-language specialist endorsements according to the requirements at N.J.A.C. 6A:9B-14.6. Candidates seeking reciprocity for out-of-State licenses are issued a New Jersey certification in accordance with N.J.A.C. 6A:9B-14.21. In accordance with CFR § 300.156(b)(2)(ii), the State Board of Examiners does not waive certification requirements or issue sub-par endorsements for the speech-language specialists. Therefore, N.J.A.C. 6A:9B-14 complies with the IDEA and its regulations. Pursuant to N.J.A.C. 6A:9B-14.21(a), New Jersey offers reciprocity to applicants who hold valid educational services certificates issued by another state. This provision includes educational services certificates with speech language specialist endorsements regardless of the other state's certification requirements. Therefore, if another state requires a degree less than master's level for the issuance of a speech language specialist certificate, an applicant could earn a New Jersey educational services certificate with a speech language specialist endorsement through reciprocity without holding a master's degree.

**19. Comment:** The commenter stated that members of the public should be brought into schools to talk about their professions more often. **(10)**

**Response:** The comment is out of the scope of this rulemaking.

**20. Comment:** The commenter stated that there has been no public acceptance of the use of new gender pronouns or of putting boys in girls' rooms. **(10)**

**Response:** The comment is out of the scope of this rulemaking.

**21. Comment:** The commenter suggested that only individuals who have criminal backgrounds should be required to have their fingerprints taken for a temporary certificate because it costs money and substitute teachers are not paid much. **(10)**

**Response:** The Department disagrees with the commenter's suggestion. Pursuant to N.J.S.A. 18A:6-4.13 et seq., 18A:6-7.1 et seq., 18A:12-1 et seq., and 18A:39-17 et seq., the Department is required to oversee the criminal history record check process, which includes a fingerprint search of each applicant conducted by the New Jersey State Police and the Federal Bureau of Investigation. All individuals working in a school building must undergo fingerprinting without exception. The fingerprinting process is how the Department is made aware that an individual has a disqualifying criminal offense and ensures that individuals with certain criminal histories are not permitted in school buildings.

### Agency-initiated Change

**1.** The Department proposes at N.J.A.C. 6A:9-2.1 to delete the term "technology education," because it is unnecessary. Technology education is an endorsement to the instructional certificate and is defined at N.J.A.C. 6A:9B-9.3(a)8 to mean any technology education course with the exception of approved career and technical education programs. N.J.A.C. 6A:9-2.1 does not include a definition for the authorized instruction under any other endorsement because all endorsement authorizations are set forth at N.J.A.C. 6A:9B.

[[“Technology education” means instruction by a teacher holding the Technology Education endorsement and covering NJSLS 8.2 and the International Technology Education and Engineering Association (ITEEA) standards. The ITEEA standards are published in “[Standards for Technological Literacy](https://www.iteea.org/File.aspx?id=67767&v=b26b7852),” © ITEA, incorporated herein by reference, as amended and supplemented and are available at <https://www.iteea.org/File.aspx?id=67767&v=b26b7852>.]]



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DEPARTMENT OF EDUCATION  
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PHILIP D. MURPHY  
Governor

SHEILA Y. OLIVER  
Lt. Governor

Adoption Level  
April 5, 2023

ANGELICA ALLEN-McMILLAN, Ed.D.  
Acting Commissioner

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

**From:** Angelica Allen-McMillan, Ed.D., Acting Commissioner

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

**Reason for Action:** Readoption with Amendments

**Authority:** N.J.S.A. 18A:4-15, 18A:6-34, 18A:6-38, 18A:26-2.7; and P.L. 2013, c.68

Sunset Date: May 11, 2023

### Summary

The Department of Education (Department) proposes to readopt with amendments N.J.A.C. 6A:9, Professional Standards, which sets forth the State's Professional Standards for Teachers and the Professional Standards for School Leaders. The chapter also sets forth definitions applicable to the chapter and to N.J.A.C. 6A:9A, 6A:9B, and 6A:9C.

N.J.A.C. 6A:9, Professional Licensure and Standards, was first adopted in 2004 and readopted in 2009. The chapter set forth the rules governing the preparation, licensure, and professional development of educators required by their positions to be certified. It also contained rules governing the approval of educator preparation programs and their content. Finally, it contained the rules delineating the organization of, powers of, duties of, and proceedings before the State Board of Examiners. On August 4, 2014, the chapter was recodified into four chapters – N.J.A.C. 6A:9, 6A:9A, 6A:9B, and 6A:9C – through a notice of administrative changes (see 46 N.J.R. 1743(a)). At that time, the heading of N.J.A.C. 6A:9 was changed to Professional Standards as it includes only the scope and purpose, definitions for all four chapters, as well as the professional standards for teachers and school leaders to which pre-professional and professional programs must align. The chapter was most recently readopted in 2015.

The amendments proposed in this rulemaking and at N.J.A.C. 6A:9A, 6A:9B, and 6A:9C in separate, simultaneous rulemakings are intended to provide options to certain candidates for an instructional certificate. The proposed amendments also will implement a number of recently enacted State laws that created new endorsements for instructional certificates or altered the requirements for existing endorsements, including the following:

- [P.L. 2013, c. 68](#), which created pathways for military spouses to earn a certificate through reciprocity;
- [P.L. 2017, c. 6](#), which requires educator preparation program that lead to an instructional certificate to include instruction or clinical experience in special education and credit hours in autism spectrum disorder for the teacher of students with disabilities endorsement;
- [P.L. 2017, c. 70](#), which revised the requirements for the school nurse endorsement;
- [P.L. 2018, c. 81](#), which authorized the computer science endorsement to the instructional certificate;

- [P.L. 2021, c. 57](#), which established the Alternate Route Interstate Reciprocity Pilot Program;
- [P.L. 2021, c. 87](#), which revised the substitute credential requirements;
- [P.L. 2021, c. 279](#), which established the early college high school program endorsement to the instructional certificate; and
- [P.L. 2021, c. 420](#), which required alternative measures for candidates for the career and technical education endorsement to demonstrate basic skills.

Coupled with the recently adopted rules at N.J.A.C. 6A:9B-5.6 to create a five-year pilot program to issue limited certificates of eligibility (CE) or limited certificates of eligibility with advanced standing (CEAS) to eligible candidates to work in participating school districts (see 54 N.J.R. 401(a)), the Department anticipates that the proposed amendments to all four chapters will encourage more individuals to apply for an instructional certificate, while maintaining the high quality of the State’s teacher workforce. The proposed amendments to the State’s system of educator preparation, certification, mentoring, and professional development will also help alleviate existing teacher shortages that have been amplified by the COVID-19 pandemic and will further the Department’s efforts to increase diversity in the education workforce. The proposed amendments at N.J.A.C. 6A:9 include a new definition for “military spouse” and amendments to existing definitions for clarity and alignment to statute. Additionally, the proposed amendments at N.J.A.C. 6A:9 will expand the purpose of professional standards for teachers and leaders to include the Department’s commitment to equity and culturally responsive teaching.

Unless specified in this Summary, all other amendments are proposed for clarity, stylistic or grammatical improvement, to update links for webpages, or to update or add cross-references to the New Jersey Administrative Code or New Jersey Statutes Annotated.

## **Subchapter 1. Scope and Purpose**

### **N.J.A.C. 6A:9-1.1 Scope**

This scope of the chapter includes the rules governing preparation, licensure, and professional development of educators. This chapter sets forth the applicable definitions for preparation, licensure, and professional development of educators required for licensure and certification pursuant to this chapter and N.J.A.C. 6A:9A, 6A:9B, and 6A:9C. The section also contains the Professional Standards for Teachers and the Professional Standards for School Leaders.

### **N.J.A.C. 6A:9-1.2 Purpose**

This section sets forth the purpose of the chapter, which is to establish definitions applicable to this chapter and N.J.A.C. 6A:9A, 6A:9B, and 6A:9C. The purpose of the chapter also is to establish professional standards for pre-service preparation, certification, and professional development that continuously serve to improve the quality of instruction for New Jersey students to prepare them for post-secondary education and careers. The purpose also states that a standards-based, rigorous system of licensure designed to support improved student achievement of the New Jersey Student Learning Standards (NJSLS) will serve to improve the quality of New Jersey’s educator workforce and student performance.

## **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 to amend the terms “accreditation” and “official transcript” and to delete the terms “CAEP,” “NCATE,” “TEAC” and “regionally accredited college or university” to align the chapter and N.J.A.C. 6A:9A, 6A:9B, and 6A:9C with the United States Department of Education’s (USED) terminology, definitions, and guidance. Specifically, the Department proposes to replace the existing definition of “accreditation,” which means a status attained by an institution that has a professional education unit and has successfully completed a review process by a national professional organization recognized by the Council on Higher Education Accreditation or approved by the Commissioner. The definition also states that the institution must meet State, professional, and institutional standards, as determined by a review of its individual programs and overall capacity to prepare education professionals. Pursuant to the amended definition, the Department proposes to include “accredited” and to state that both terms mean a status of public recognition attained by an educational institution or program that met the U.S. Secretary of Education’s standards and requirements. The proposed amendments will include all accredited agencies recognized by the USED.

The Department proposes to amend the definition for “authorization,” which means any requirement, other than an instructional certificate, established by the State or Federal government or by a profession that allows an individual to engage in the practice of that profession. The Department proposes to replace “other than an instructional certificate” with “license, certificate, or endorsement” and “established by the State or Federal government or by a profession that allows an individual to engage in the practice of that profession” with “State or Federal law or by a professional licensing board for the individual to serve in a position,” respectively. The proposed amendments will broaden the term to include all possible licenses, certificates, and endorsements inclusive of all school-based roles requiring professional credentials.

The Department proposes to amend the definition for “CE educator preparation program,” which means a program designed to lead to a standard certificate where preparation primarily occurs while candidates are working under a provisional certificate. The Department proposes to add “and approved pursuant to N.J.A.C. 6A:9A-3.1” at the end to clarify that the term applies to Commissioner-approved educator preparation programs. The same amendment is proposed to the definition for “CEAS educator preparation program.”

The Department proposes to delete the term “certificate of advanced study in educational administration and supervision” because this term is neither used at the existing chapter, N.J.A.C. 6A:9A, 6A:9B, or 6A:9C, nor in the chapters that are proposed for readoption with amendments.

The Department proposes to delete the terms “charter school alternate route,” “certificate of advanced study in educational administration and supervision,” and “stakeholder” because they are neither used at the existing chapter, N.J.A.C. 6A:9A, 6A:9B, or 6A:9C, nor in the chapters that are proposed for readoption with amendments.

The Department proposes a definition for “chief school administrator” to mean the superintendent of schools, or the administrative principal if there is no superintendent, and includes charter school or renaissance school project lead persons.

The Department proposes a definition for “early college high school program” to mean a partnership between a school district and an institution of higher education that allows eligible students enrolled in such programs to simultaneously complete requirements toward earning a State-endorsed high school diploma and participation in college-level courses resulting in earned college-level credits that are transferable to the institution of higher education in the partnership as part of an organized course of study in attainment of a postsecondary degree at no cost to the participant or the participant’s family.

The Department proposes a definition for “military spouse” to mean a person whose spouse is an active-duty military member of the Armed Forces of the United States, who is the subject to a military

transfer to New Jersey.

The Department proposes to amend the definition for “official transcript,” which means either a paper or electronic transcript certified as official by the originating, regionally accredited higher education institution or a Department-recognized foreign credentialing agency. The Department proposes to delete “regionally accredited” to fully align the definition with the USED’s terminology for accrediting agencies as “regional” and “national” are no longer used to distinguish or categorize accreditors. The Department also proposes to delete the term “regionally accredited college or university” for the same reason.

The Department proposes to amend the definition for “progress toward completion,” which means the emergency certified teaching staff member must demonstrate before renewal of the emergency certificate, that the certificate holder has completed the share of study needed per year to earn standard certification within the years allowed for certificate renewal. The definition also states that the required “share of study” shall be equal to the number of credits remaining for standard certification divided by the maximum number of years the specific certificate can be renewed. The definition further states that a minimum of six credits toward the goal of a standard certificate from an approved program shall be completed each year by the candidate. The Department proposes to replace “emergency certified teaching staff member must demonstrate” with “demonstration” in the first sentence to make the sentence more concise. The Department also proposes to delete the last sentence, as it is unnecessary because “share of study” dictates what courses remain.

The Department proposes to amend the definition for “provisional certificate” to delete the second sentence, which states that provisional certificates may be renewed pursuant to N.J.A.C. 6A:9B-8.5. The Department also proposes to delete the fourth sentence, which states that, as required at N.J.A.C. 6A:9B, such staff shall also be enrolled in a CE educator preparation program and/or a district mentoring program, or a residency program. The sentences proposed for deletion merely state provisions at N.J.A.C. 6A:9B, which are unnecessary for a definition.

The Department proposes a definition for “spouse” to mean the person to whom an individual is legally married pursuant to New Jersey law, and also includes a partner in a civil union pursuant to N.J.S.A. 37:1-33 or a domestic partner pursuant to N.J.S.A. 26:8A-1 et seq.

The Department proposes to delete the term “stakeholder” because it is neither used in the existing chapter, N.J.A.C. 6A:9A, 6A:9B, and 6A:9C, nor in the chapters that are proposed for readoption with amendments.

The Department proposes to amend the definition of “teacher shortage area,” which means an area of specific grade, subject matter, or discipline classification or a geographic area in which the Commissioner determines there is an insufficient supply of elementary or secondary school teachers. The Department proposes to delete “area of” and to replace “subject matter, or discipline classification” with “subject area” to align the term with the USED’s teacher shortage area reporting categories.

### **Subchapter 3. Professional Standards for Teachers and Professional Standards for School Leaders**

This subchapter sets forth the Professional Standards for Teachers and the Professional Standards for School Leaders.

#### **N.J.A.C. 6A:9-3.1 Purpose**

This section explains the purpose of the Professional Standards for Teachers and the Professional Standards for School Leaders. This section also states that the standards are to be used in relation to the

approval of educator preparation programs, recommendation of candidates for a certificate, induction, educator evaluation, and the approval of professional development. The purpose further states that the level of mastery of the Professional Standards for Teachers and the Professional Standards for School Leaders shall be on a continuum from pre-service and novice through veteran educator.

The Department proposes new N.J.A.C. 6A:9-3.1(c), which states that the purpose of the Professional Standards for Teachers and the Professional Standards for School Leaders is to ensure that teachers and leaders have a comprehensive understanding of their own frames of reference and their impact on expectations for, and relationships with, students and their families. The proposed subsection also states that the standards are grounded in the assumption that all students bring to their learning varying experiences, abilities, talents, and prior learning, as well as language, culture, and family and community values that are assets that can be used to promote student learning.

### **N.J.A.C. 6A:9-3.2 Scope**

This section states that the Professional Standards for Teachers apply to all educators who hold an instructional certificate and the Professional Standards for School Leaders apply to all administrators who hold a supervisor, principal, or school administrator endorsement.

The Department proposes new N.J.A.C. 6A:9-3.2(c), which states that the Professional Standards for Teachers and the Professional Standards for School Leaders shall apply to all teachers and school leaders as they seek knowledge and skills to customize learning for students with a range of individual needs, including, but not limited to, students with disabilities, students who perform above or below grade level, and students with varying cultural and linguistic backgrounds and the specific needs of students for whom English is a new language.

### **N.J.A.C. 6A:9-3.3 Professional standards for teachers**

This section sets forth the Professional Standards for Teachers, a set of standards that identifies the knowledge, skills, and dispositions that teachers should exhibit. The Professional Standards for Teachers are comprised of 11 domains: Learner Development; Learning Differences; Learning Environments; Content Knowledge; Application of Content; Assessment; Planning for Instruction; Professional Learning; Leadership and Collaboration; and Ethical Practice. A teacher must be knowledgeable about the specific areas in the professional standards and a school district's educator evaluation system must be aligned with the standards.

### **N.J.A.C. 6A:9-3.4 Professional standards for school leaders**

This section states that school leader preparation, school district induction, and professional development programs shall align their learning opportunities with the Professional Standards for Educational Leaders 2015, developed by the National Policy Board for Educational Administration (NPBEA).

As the Department has provided a 60-day comment period on this notice of proposal, this notice is excepted from the rulemaking calendar requirement, pursuant to N.J.A.C. 1:30-3.3(a)5.

### **Social Impact**

The rules proposed for readoption with amendments will have a positive social impact on students, teacher candidates, school districts, and CEAS and CE educator preparation programs because the Professional Standards for Teachers and Professional Standards for School Leaders provide uniform, high-level expectations for the preparation provided to teacher candidates by CEAS and CE educator preparation programs, and for professional development provided by school districts. The proposed amendments to the

purpose of the Professional Standards for Teachers and Professional Standards for School Leaders reflect the Department's commitment to equity and culturally responsive teaching to ensure that educators approach instruction through a culturally responsive lens, which will lead to educational equity. High-level preparation and ongoing professional development will continue to lead to educators' improved quality of instruction. The rules proposed for readoption with amendments will clarify the various new and amended definitions referred to, or proposed at, N.J.A.C. 6A:9A, 6A:9B, and 6A:9C.

### **Economic Impact**

The rules proposed for readoption with amendments will have no financial impact on educator preparation programs or school districts because the Professional Standards for Teachers and Professional Standards for School Leaders merely set forth professional goals for individual educators and do not establish particular operational requirements. The proposed amendments regarding military spouses, which are proposed pursuant to P.L. 2013, c. 68, will have a positive financial impact by creating a seamless reciprocity pathway to enable these individuals to seek employment as teachers immediately after relocating to New Jersey.

### **Jobs Impact**

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

### **Agriculture Industry Impact**

The rules proposed for readoption with amendments will have no impact on the agriculture industry.

### **Federal Standards Analysis**

The rules proposed for readoption with amendments will further align New Jersey's rules with Federal requirements pursuant to the Every Student Succeeds Act (P.L. 114-95, 20 U.S.C. §§ 6301 et al.) and ensure New Jersey's public-school system prepares students for postsecondary education and the 21st century workplace. The rules proposed for readoption with amendments are in compliance with both Federal regulations and State statutes, rules, and regulations.

### **Regulatory Flexibility Statement**

A regulatory flexibility analysis is not required because the rules proposed for readoption with amendments do not impose reporting, recordkeeping, or other compliance requirements on small businesses as defined in the Regulatory Flexibility Act, N.J.S.A. 52:14B-16 et seq. The rules proposed for readoption with amendments impact solely on individual educators, school districts, and educator preparation programs in New Jersey, which are affiliated with school districts or higher education providers that employ more than 100 people full time.

### **Housing Affordability Impact Analysis**

There is an extreme unlikelihood that the rules proposed for readoption with amendments will have any impact on the affordability of housing in New Jersey. There is an extreme unlikelihood that the rules proposed for readoption with amendments would evoke a change in the average costs associated with housing because the rules apply only to professional standards and training of individual educators, school districts, and educator preparation programs in New Jersey.

### **Smart Growth Development Impact Analysis**

The rules proposed for readoption with amendments will have an insignificant impact on smart

growth. There is an extreme unlikelihood that the rules proposed for re adoption with amendments would evoke a change in housing production in Planning Areas 1 or 2, or within designated centers, under the State Development and Redevelopment Plan in New Jersey because the rules proposed for re adoption with amendments concern professional standards and training of individual educators, 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 rules proposed for re adoption with amendments would have an impact on pretrial detention, sentencing, probation, or parole policies concerning juveniles and adults in the State because the rules proposed for re adoption with amendments concern individual educators, school districts, and educator preparation programs in New Jersey. Accordingly, no further analysis is required.

**Full text** of the rules proposed for re adoption and the proposed amendments follows (additions indicated in boldface **thus**; deletions indicated in brackets [thus]):

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

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## Chapter 9. Professional Standards

### Subchapter 1. Scope and Purpose

#### 6A:9-1.1 Scope

This chapter sets forth the applicable definitions for preparation, licensure, and professional development of educators required for licensure and certification pursuant to this chapter and N.J.A.C. 6A:9A, 6A:9B, and 6A:9C. [It] **This chapter** also contains the Professional Standards for Teachers and the Professional Standards for School Leaders.

#### 6A:9-1.2 Purpose

- (a) The purpose of this chapter is to establish definitions applicable to this chapter[, ] and [to] N.J.A.C. 6A:9A, 6A:9B, and 6A:9C[, and]. **Furthermore, the purpose of this chapter is to** establish professional standards for pre-service preparation, certification, and professional development that continuously serve to improve the quality of instruction for New Jersey’s [children] **students and** prepare them for post-secondary education [and/or] **and** careers.
- (b) A standards-based, rigorous system of licensure designed to support improved student achievement of the New Jersey Student Learning Standards (NJSLS) will serve to improve the quality of New Jersey’s educator workforce and student performance.

### 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:

“Accepted cohort of candidates” means the group of candidates accepted to start at the same time at educator preparation programs leading to a State certification.

“Accreditation” and “**accredited**” both mean[s] a **status of public recognition attained by an educational institution** [that has a professional education unit and has successfully completed a review process by a national professional organization recognized by the Council on Higher Education Accreditation or approved by the Commissioner. The institution must meet State, professional, and institutional standards as determined by a review of its individual programs and overall capacity to prepare education professionals] **or program that meets the U.S. Secretary of Education’s standards and requirements.**

“Accredited career-focused institution” means a private career school that is accredited by an agency that appears in the Database of Accredited Postsecondary Institutions or Programs maintained by the United States Department of Education.

“Administrative certificate” means the certificate category that includes specific endorsements for school administrator, principal, supervisor, or school business administrator.

“ALJ” means an administrative law judge assigned by the Director of the Office of Administrative Law to preside over contested cases pursuant to N.J.S.A. 52:14F-1 et seq.

“Approved agency” shall mean an entity [which] **that** is approved by the State and provides services to nonpublic school students in accordance with N.J.S.A. 18A:46A-1 et seq.

“Approved career-focused institution” means a private career school that is approved to operate by a certificate of approval issued by the commissioners of the Department of Education and the Department of Labor and Workforce Development, [as prescribed in] **pursuant to** N.J.S.A. 34:15C-10.1.

“Approved program” means a Department-approved educator preparation program designed to lead to an instructional, administrative, or educational services certificate.

“Authorization” means any requirement, [other than an instructional certificate,] **license, certificate, or endorsement** established by [the] State or Federal [government] **law** or by a [profession that allows an] **professional licensing board for the** individual to [engage in the practice of that profession]

**serve in a position.**

“Board of Examiners” means the New Jersey State Board of Examiners.

[“CAEP” means the Council for the Accreditation of Educator Preparation. CAEP is a national professional accrediting body for educator preparation.]

“Career and technical education” or “CTE” means **the same as that term is defined [in] at N.J.A.C. 6A:19-1.2.**

“Career cluster” means **the same as that term is defined [in] at N.J.A.C. 6A:19-1.2.**

“CE educator preparation program” means a program designed to lead to a standard certificate where preparation primarily occurs while candidates are working under a provisional certificate, **and approved pursuant to N.J.A.C. 6A:9A-3.1.**

“CEAS educator preparation program” means a program provided by an accredited higher education institution **and approved pursuant to N.J.A.C. 6A:9A-3.1.** This program primarily occurs prior to a candidate actively working under a provisional certificate.

“Certificate” means a legal document **that is** issued by the Board of Examiners [that] **and** permits an individual to serve as a teaching staff member. [Three] **The three** categories of certificates are instructional, administrative, and educational services. Within each certificate category, standard, provisional, **and** emergency certificates, [and/or] CEs, and CEASs may be available. Each certificate shall be issued with at least one endorsement, which shall be considered part of the certificate.

“Certificate holder” means an individual issued a certificate by the Board of Examiners.

[“Certificate of advanced study in educational administration and supervision” means a postmasters higher education institution program, minimum of 24 graduate semester-hour credits, that prepares school leaders with the knowledge, skills, and dispositions to be an effective school leader. The program results in an out-of-State certificate as a principal or superintendent and in a Certificate of

Advanced Study in School Leadership from the higher education institution.]

“Certificate of eligibility” (CE) means a certificate with lifetime validity issued to [persons] **an individual** who [have] **has** completed degree, academic study, and applicable test requirements for certification. The CE permits the applicant to seek and accept employment in corresponding positions requiring certification.

“Certificate of eligibility with advanced standing” (CEAS) means a certificate with lifetime validity issued to [persons] **an individual** who [have] **has** completed degree, academic study, **and** applicable test requirements, [and] **in addition to** CEAS educator preparation programs for certification. The CEAS permits the applicant to seek and accept employment in positions requiring certification.

[“Charter school alternate route” means a three-tiered certificate program, including qualification for a charter school certificate of eligibility, issuance of a provisional certificate upon employment, and final recommendation by the principal upon two years of successful completion of teaching at the charter school. Charter school certificates may be used only for employment in charter schools and do not satisfy the requirements for employment in school districts, excluding charter schools.]

“Charter school certificate of eligibility” or “CSCE” means a certificate with lifetime validity issued to a person who has a bachelor's degree and has satisfied applicable test requirements for certification. The CSCE permits the applicant to seek and accept employment at charter schools in positions requiring certification. The CSCE may be used only for employment in charter schools and does not satisfy the requirements for employment in school districts, excluding charter schools.

“Charter school provisional certificate” means a two-year certificate issued to novice teacher candidates who have been hired by a charter school, but who have not met the requirements for a standard certificate. Charter school provisional certificates are issued to novice instructional staff who are employed at a charter school, may be used only for employment in charter schools, may be renewed once at the discretion of the employing school, and do not satisfy the requirements for obtaining

employment in school districts, excluding charter schools.

“Charter school standard certificate” means a permanent certificate issued to a person who has met all charter school certification requirements. This certificate may be used only for employment in charter schools and does not satisfy the requirements for employment in school districts, excluding charter schools.

“CHEA” means the Council for Higher Education Accreditation. CHEA is an organization that coordinates national accreditation processes for higher education institutions and recognizes accrediting bodies.

**“Chief school administrator” means the superintendent of schools, or the administrative principal if there is no superintendent, and includes charter school or renaissance school project lead persons.**

“Clinical component” means the combined clinical experience and clinical practice elements of educator preparation.

“Clinical experience” means 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 in early field, practicum, and other opportunities that occur prior to clinical practice. The activities and responsibilities take place across a variety of settings and are integrated throughout the educator preparation program.

“Clinical intern” means a candidate engaged in the clinical practice component of an educator preparation program.

“Clinical practice” means the culminating field-based experience or internship **of educator preparation**. In this hands-on experience in a **preschool through grade 12 (P-12)** setting, candidates demonstrate their knowledge, skills, and dispositions to be effective educators.

“Clinical supervisor” means an individual hired by an educator preparation program to assess, support, and develop a candidate’s knowledge, skills, and/or dispositions at some stage in the clinical component.

“Coherent sequence of courses” means a sequence of at least 30 semester-hour credits of college-level coursework in a subject field that includes study at the introductory, intermediate, and advanced levels.

“Consortium” means a joint sponsorship between two or more school districts, higher education institutions, educational organizations, or any combination thereof providing formal instruction to provisional teachers.

“Cooperative education experience” means **the same as that term is defined [in] at N.J.A.C. 6A:19-[4.2]1.2.**

“Cooperating teacher” means a certified, experienced, practicing teacher who is assigned responsibility for assessing, supporting, and developing a candidate’s knowledge, skills, and/or professional dispositions during clinical experiences and/or clinical practice.

“CTE Teacher Bridge” means the process by which 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 **identified and approved by the Department as** experiencing a shortage of CTE teachers[, as identified and approved by the Department].

“District board(s) of education” or “school district(s)” means all providers of publicly funded preschool, elementary, secondary, [and] **or** adult high school education programs, including county vocational school districts, educational services commissions, jointure commissions, charter schools, regional day schools, adult high schools, county special services school districts, the Marie H. Katzenbach School for the Deaf, the Department of Human Services, the Department of Children and Families, the Department of Corrections, the Juvenile Justice Commission, and approved private schools for [the disabled] **students with disabilities** whose staff hold appropriate certificates.

“District mentoring program” means a program of induction and support [for] **that is designed to develop** non-tenured teachers, including novice provisional teachers and experienced teachers new to a

school district, [designed to develop them] into effective professionals within the school district.

“Dual-content major” means any college major that combines two of the NJSLs.

“Early Childhood Program Expectations” means the standards set forth [in] at N.J.A.C. 6A:8-[2.1(a)3] **2.1(a)4**.

**“Early college high school program” means a partnership between a school district and an institution of higher education that allows eligible students enrolled in such programs to simultaneously complete requirements toward earning a State-endorsed high school diploma and participation in college-level courses resulting in earned college-level credits that are transferable to the institution of higher education in the partnership, as part of an organized course of study in attainment of a postsecondary degree, at no cost to the participant or the participant’s family.**

“Educational services certificate” means the certificate category that permits an individual to serve in a primarily non-instructional and non-administrative teaching staff role in a school district.

“Educational technology” means the implementation of technology as an integral part of the instructional process across all curriculum areas **in a way** that supports a learner-centered environment.

“Educator preparation program” means a Commissioner-approved CEAS[,], or CE [educator preparation] program, **pursuant to N.J.A.C. 6A:9A-3.1**, or **an** out-of-State [educator preparation] program, pursuant to N.J.A.C. 6A:9B-8.2(b), that is housed at a higher education institution or other program provider and prepares candidates for instructional, administrative, or educational services certification.

“Emergency certificate” means a substandard certificate issued only to educational services certificate candidates who meet the requirements [specified] for each endorsement pursuant to N.J.A.C. 6A:9B-14.

“Endorsement” means an authorization allowing a certificate holder to teach one or more specific subject [area(s)] **areas** or to serve in one or more specific teaching staff [role(s)] **roles**.

“Formal instruction” means a Department-approved program of professional preparation for CE holdersthat is housed at a higher education institution or a CE educator preparation program provider and includes, but is not limited to, coursework and in-classroom supports such as coaching.

“Full-time teaching” means the equivalent of 900 clock-hours of teaching per year.

“GPA” means grade point average.

“IEP” means an individualized education program as **that term is** defined [in] **at** N.J.AC. 6A:14-1.3.

“Industry credential” means a certification **that is** issued by an approved career-focused institution or by an occupational or industry group [to] **and** demonstrates competency or completion of training for a particular jobcategory.

“Instructional certificate” means the certificate category that permits an individual to serve as a teacherin a classroom setting.

“Interdisciplinary major” means any college major that combines two or more academic, scientific or artistic disciplines, permitting students to explore an area of interest from several perspectives.

“International agency” means an international agency that recruits foreign teachers for New Jersey school districts in subject areas that the Commissioner has defined as having a critical shortage.

“Liberal arts major” means any college major including, but not limited to, philosophy, history, literature, sociology, world language, mathematics, science, or engineering that is intended primarily to provide general knowledge and to develop an individual’s general intellectual capacities to reason and evaluate, as opposed to professional or vocational skills.

“Mentor teacher” means an experienced, certified, New Jersey teacher who is assigned to provide support and guidance to a novice teacher.

**“Military spouse” means a person whose spouse is an active-duty military member of the Armed**

**Forces of the United States, who is the subject of a military transfer to New Jersey.**

“NASDTEC” means the National Association of State Directors of Teacher Education and Certification.

[“NCATE” means the National Council for the Accreditation of Teacher Education. NCATE is a national professional accrediting body for educator preparation.]

“NJSLS” means the New Jersey Student Learning Standards pursuant to N.J.A.C. 6A:8.

“Nonpublic school” means an elementary or secondary school within the State, other than a public school, offering education for kindergarten through grade 12, or any combination thereof, wherein any child may legally fulfill compulsory school attendance requirements and that complies with the requirements of Title VI of the Civil Rights Act of 1964 (P.L. 88-352), **42 U.S.C. §§ 2000d et seq.** For purposes of this chapter, preschools licensed by the Department of Children and Families that are not under contract to provide services to SDA districts shall be considered nonpublic schools.

“North American Industry Classification System (NAICS) code” [is an] **means the** economic classification system based on groups of goods and services that use similar or identical production processes.

“Novice teacher” means any [teacher] **teaching staff member** serving full- or part-time under a provisional certificate who has not yet been issued a standard instructional certificate in any endorsement area.

“OAL” means the Office of Administrative Law established pursuant to N.J.S.A. 52:14F-1 et seq.

“Office” means the office within the Department that is assigned to provide staff support to the Board of Examiners in the exercise of its statutory and regulatory responsibilities.

“Official transcript” means either a paper or electronic transcript certified as official by the originating[, regionally accredited] higher education institution or a Department-recognized foreign credentialing agency.

“Paraprofessional” means a school or classroom aide who assists appropriately certified personnel with the supervision of [pupil] **student** activities.

“Professional Standards for School Leaders” means the knowledge, skills, and dispositions that all school administrators must acquire to practice as school leaders. See N.J.A.C. 6A:9-3.4.

“Professional Standards for Teachers” means the knowledge, skills, and dispositions that all teachers must acquire to practice as teachers. See N.J.A.C. 6A:9-3.3.

“Program completion” means the fulfillment of all requirements of a Commissioner-approved **educator preparation program**, or **of an** out-of-State educator preparation program pursuant to N.J.A.C. 6A:9B-8.2(b).

“Program provider” means the hosting organization for an educator preparation program.

“Progress toward completion” means the [emergency certified teaching staff member must demonstrate] **demonstration**, before renewal of [the] **an** emergency certificate, that [he or she] **the certificate holder** has completed the share of study needed per year to earn standard certification within the years allowed for certificate renewal. The required “share of study” shall be equal to the number of credits remaining for standard certification divided by the maximum number of years the specific certificate can be renewed. [A minimum of six credits toward the goal of a standard certificate from an approved program shall be completed each year by the candidate.]

“Provisional certificate” means a two-year certificate issued to candidates who have met the requirements for initial employment, but who have not yet met the requirements for a standard certificate. [Provisional certificates may be renewed pursuant to N.J.A.C. 6A:9B-8.5.] Provisional certificates are issued to instructional, administrator, and educational services staff whose employment with a specific school district is authorized by a CE or CEAS. Provisional certificates are also issued to initially employed educational services staff who have at least one year, but less than three years, of successful full-time experience or the equivalent in another state under that state’s standard certificates. [As required under N.J.A.C. 6A:9B, such staff shall also be enrolled in a CE educator preparation program and/or a district mentoring program, or a residency program.]

“Provisional teaching period” means a minimum of two years of full-time teaching under a provisional certificate required of all novice teachers before they are eligible to be recommended for a standard certificate.

[“Regionally accredited college or university” means a higher education institution accredited by one of the following regional accreditation associations:

1. Middle States Association of Colleges and Schools;
2. New England Association of Schools and Colleges;
3. Higher Learning Commission;
4. Northwest Association of School and Colleges;
5. Southern Association of Colleges and Schools; and
6. Western Association of School and Colleges.]

“School leader” means an administrator whose position requires possession of a school administrator, principal, or supervisor endorsement.

“Secretary” means the Secretary of the Board of Examiners.

**“Spouse” means the person to whom an individual is legally married to pursuant to New Jersey law, and also includes a partner in a civil union pursuant to N.J.S.A. 37:1-28 et seq., or a domestic partner pursuant to N.J.S.A. 26:8A-1 et seq.**

[“Stakeholder” means a person or group with an interest or concern in an education policy or issue.]

“Standard certificate” means a permanent certificate issued to a person who has met all certificate requirements.

“Standards for professional learning” means the standards that govern the creation and review of school and school district professional development plans and guide teachers in the selection of professional development experiences.

“State Board” means the New Jersey State Board of Education.

“Structured learning experience (SLE)” means **the same** as **that term is** defined [in] **at** N.J.A.C. 6A:19-2.1.

“Substitute credential” means the credential required for [persons] **individuals** who do not hold an administrative, educational services, or instructional certificate and who are temporarily serving in replacement of a certified and regularly employed classroom teacher.

“Supervisor” means an appropriately certified “teaching staff member,” as defined [in] **at** N.J.S.A. 18A:1-1, employed by a school district in a supervisory role and capacity, and possessing a school administrator, principal, or supervisor endorsement.

[“TEAC” means the Teacher Education Accreditation Council. TEAC is a national professional accrediting body for educator preparation.]

“Teacher shortage area” means [an area of] **a** specific grade, subject [matter, or discipline classification] **area**, or [a] geographic area in which the Commissioner determines there is an insufficient supply of elementary or secondary school teachers.

“Teaching staff member” means **the same** as **that term is** defined [in] **at** N.J.S.A. 18:1-1.

[“Technology education” means instruction by a teacher holding the Technology Education endorsement and covering NJSLS 8.2 and the International Technology Education and Engineering Association (ITEEA) standards. The ITEEA standards are published in “[Standards for Technological Literacy](#),” © ITEA, incorporated herein by reference, as amended and supplemented and are available at <https://www.iteea.org/File.aspx?id=67767&v=b26b7852>.]]

### Subchapter 3. Professional Standards for Teachers and School Leaders

#### 6A:9-3.1 Purpose

- (a) The Professional Standards for Teachers and the Professional Standards for School Leaders set forth [in] **at** N.J.A.C. 6A:9-3.3 and 3.4, **respectively**, shall be used in the approval of educator

preparation programs, recommendation of candidates for a certificate, induction, educator evaluation, and the approval of professional development.

- (b) The level of mastery of the Professional Standards for Teachers and **the** Professional Standards for School Leaders shall be on a continuum from pre-service and novice through veteran educator.
- (c) **The purpose of the Professional Standards for Teachers and the Professional Standards for School Leaders is to ensure that teachers and leaders have a comprehensive understanding of their own frames of reference and their impact on expectations for, and relationships with, students and their families. The standards are grounded in the assumption that all students bring to their learning varying experiences, abilities, talents, and prior learning, as well as language, culture, and family and community values that are assets that can be used to promote student learning.**

#### 6A:9-3.2 Scope

- (a) The Professional Standards for Teachers shall apply to all educators who hold an instructional certificate.
- (b) The Professional Standards for School Leaders shall apply to all administrators who hold a supervisor, principal, or school administrator endorsement.
- (c) **The Professional Standards for Teachers and the Professional Standards for School Leaders shall apply to all teachers and school leaders as they seek knowledge and skills to customize learning for students with a range of individual needs, including, but not limited to:**
  - 1. **Students with disabilities;**
  - 2. **Students who perform above or below grade level; and**
  - 3. **Students with varying cultural and linguistic backgrounds and the specific needs of students for whom English is a new language.**

#### 6A:9-3.3 Professional Standards for Teachers

- (a) Teacher preparation, **school** district induction, professional development programs, and the

school district teacher evaluation system shall align with the standards [in] at (a)1 through 11 below. The standards are grouped into the following four domains: The Learner and Learning (Standards One, Two, and Three); Content Knowledge (Standards Four and Five); Instructional Practice (Standards Six, Seven, and Eight); and Professional Responsibility (Standards Nine, Ten, and Eleven). The elements of each standard are divided into three categories: Performances, Essential Knowledge, and Critical Dispositions.

1. Standard One: Learner Development. The teacher understands how learners grow and develop, recognizing that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas, and designs and implements developmentally appropriate and challenging learning experiences.

i. Performances:

- (1) The teacher regularly assesses individual and group performance in order to design and modify instruction to meet learners' needs in each area of development (cognitive, linguistic, social, emotional, and physical) and scaffolds the next level of development;
- (2) The teacher creates developmentally appropriate instruction that takes into account individual learners' strengths, interests, and needs and that enables each learner to advance and accelerate his or her learning; and
- (3) The teacher collaborates with families, communities, colleagues, and other professionals to promote learner growth and development.

ii. Essential Knowledge:

- (1) The teacher understands how learning occurs--how learners construct knowledge, acquire skills, and develop disciplined thinking processes--and knows how to use instructional strategies that promote student learning;
- (2) The teacher understands that each learner's cognitive, linguistic, social, emotional, and physical development influences learning and knows how

- to make instructional decisions that build on learners' strengths and needs;
- (3) The teacher identifies readiness for learning, and understands how development in any one area may affect performance in others; and
  - (4) The teacher understands the role and impact of language and culture in learning and knows how to modify instruction to make language comprehensible and instruction relevant, accessible, and challenging.

iii. Critical Dispositions:

- (1) The teacher respects learners' differing strengths and needs and is committed to using this information to further each learner's development;
- (2) The teacher is committed to using learners' strengths as a basis for growth, and their misconceptions as opportunities for learning;
- (3) The teacher takes responsibility for promoting learners' growth and development; and
- (4) The teacher values the input and contributions of families, colleagues, and other professionals in understanding and supporting each learner's development.

2. Standard Two: Learning Differences. The teacher uses understanding of individual differences and diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards.

i. Performances:

- (1) The teacher designs, adapts, and delivers instruction to address each student's diverse learning strengths and needs and creates opportunities for students to demonstrate their learning in different ways;
- (2) The teacher makes appropriate and timely provisions (for example, pacing for individual rates of growth, task demands, communication, assessment, and response modes) for individual students with particular learning differences or needs;

- (3) The teacher designs instruction to build on learners' prior knowledge and experiences, allowing learners to accelerate as they demonstrate their understandings;
- (4) The teacher brings multiple perspectives to the discussion of content, including attention to learners' personal, family, and community experiences and cultural norms;
- (5) The teacher incorporates tools of language development into planning and instruction, including strategies for making content accessible to English language learners and for evaluating and supporting their development of English proficiency; and
- (6) The teacher accesses resources, supports, and specialized assistance and services to meet particular learning differences or needs and participates in the design and implementation of the IEP, where appropriate, through curriculum planning and curricular and instructional modifications, adaptations, and specialized strategies and techniques, including the use of assistive technology.

ii. Essential Knowledge:

- (1) The teacher utilizes resources related to educational strategies for instruction and methods of teaching to accommodate individual differences and to employ positive behavioral intervention techniques for students with autism and other developmental disabilities;
- (2) The teacher understands and identifies differences in approaches to learning and performance and knows how to design instruction that uses each learner's strengths to promote growth;
- (3) The teacher understands students with exceptional needs, including those associated with disabilities and giftedness, and knows how to use strategies and resources to address these needs;

- (4) The teacher knows about second language acquisition processes and knows how to incorporate instructional strategies and resources to support language acquisition;
- (5) The teacher understands that learners bring assets for learning based on their individual experiences, abilities, talents, prior learning, and peer and social group interactions, as well as language, culture, family, and community values; and
- (6) The teacher knows how to access information about the values of diverse cultures and communities and how to incorporate learners' experiences, cultures, and community resources into instruction.

iii. Critical Dispositions:

- (1) The teacher believes that all learners can achieve at high levels and persists in helping each learner reach his or her full potential;
- (2) The teacher respects learners as individuals with differing personal and family backgrounds and various skills, abilities, perspectives, talents, and interests;
- (3) The teacher makes learners feel valued and helps them learn to value each other; and
- (4) The teacher values diverse languages, dialects, and cultures and seeks to integrate them into his or her instructional practice to engage students in learning.

3. Standard Three: Learning Environments. The teacher works with others to create environments that support individual and collaborative learning, and that encourage positive social interaction, active engagement in learning, and self motivation.

i. Performances:

- (1) The teacher collaborates with learners, families, and colleagues to build a safe, positive learning climate of openness, mutual respect, support, and inquiry;

- (2) The teacher develops learning experiences that engage learners in collaborative and self-directed learning and that extend learner interaction with ideas and people locally and globally;
- (3) The teacher collaborates with learners and colleagues to develop shared values and expectations for respectful interactions, rigorous academic discussions, and individual and group responsibility for quality work;
- (4) The teacher manages the learning environment to actively and equitably engage learners by organizing, allocating, and coordinating the resources of time, space, and learners' attention;
- (5) The teacher uses a variety of methods to engage learners in evaluating the learning environment and collaborates with learners to make appropriate adjustments;
- (6) The teacher communicates verbally and nonverbally in ways that demonstrate respect for and responsiveness to the cultural backgrounds and differing perspectives learners bring to the learning environment;
- (7) The teacher promotes responsible learner use of interactive technologies to extend the possibilities for learning locally and globally; and
- (8) The teacher intentionally builds learner capacity to collaborate in face-to-face and virtual environments through applying effective interpersonal communication skills.

ii. Essential Knowledge:

- (1) The teacher understands the relationship between motivation and engagement and knows how to design learning experiences using strategies that build learner self-direction and ownership of learning;
- (2) The teacher knows how to help learners work productively and cooperatively with each other to achieve learning goals;

- (3) The teacher knows how to collaborate with learners to establish and monitor elements of a safe and productive learning environment including norms, expectations, routines, and organizational structures;
- (4) The teacher understands how learner diversity can affect communication and knows how to communicate effectively in differing environments;
- (5) The teacher knows how to use technologies and how to guide learners to apply them in appropriate, safe, and effective ways; and
- (6) The teacher understands the relationship among harassment, intimidation, bullying, violence, and suicide and knows how and when to intervene.

iii. Critical Dispositions:

- (1) The teacher is committed to working with learners, colleagues, families, and communities to establish positive and supportive learning environments;
- (2) The teacher values the role of learners in promoting each other's learning and recognizes the importance of peer relationships in establishing a climate of learning;
- (3) The teacher is committed to supporting learners as they participate in decision-making, engage in exploration and invention, work collaboratively and independently, and engage in purposeful learning; and
- (4) The teacher seeks to foster respectful communication among all members of the learning community.

4. Standard Four: Content Knowledge. The teacher understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches, particularly as they relate to the New Jersey Student Learning Standards and creates learning experiences that make these aspects of the discipline accessible and meaningful for learners to assure mastery of the content.

i. Performances:

- (1) The teacher effectively uses multiple representations and explanations that capture key ideas in the discipline, guide learners through learning progressions, and promote each learner's achievement of content standards;
- (2) The teacher engages students in learning experiences in the discipline(s) that encourage learners to understand, question, and analyze ideas from diverse perspectives so that they master the content;
- (3) The teacher engages learners in applying methods of inquiry and standards of evidence used in the discipline;
- (4) The teacher stimulates learner reflection on prior content knowledge, links new concepts to familiar concepts, and makes connections to learners' experiences;
- (5) The teacher recognizes learner misconceptions in a discipline that interfere with learning, and creates experiences to build accurate conceptual understanding;
- (6) The teacher evaluates and modifies instructional resources and curriculum materials for their comprehensiveness, accuracy for representing particular concepts in the discipline, and appropriateness for his or her learners;
- (7) The teacher uses supplementary resources and technologies effectively to ensure accessibility and relevance for all learners;
- (8) The teacher creates opportunities for students to learn, practice, and master academic language in their content; and
- (9) The teacher accesses school and/or district-based resources to evaluate the learner's content knowledge.

ii. Essential Knowledge:

- (1) The teacher understands major concepts, assumptions, debates, processes of

- inquiry, and ways of knowing that are central to the discipline(s) he or she teaches;
- (2) The teacher understands common misconceptions in learning the discipline and how to guide learners to accurate conceptual understanding;
  - (3) The teacher knows and uses the academic language of the discipline and knows how to make it accessible to learners;
  - (4) The teacher knows how to integrate culturally relevant content to build on learners' background knowledge;
  - (5) The teacher has a deep knowledge of student content standards and learning progressions in the discipline(s) he or she teaches;
  - (6) The teacher understands that literacy skills and processes are applicable in all content areas and help students to develop the knowledge, skills, and dispositions that enable them to construct meaning and make sense of the world through reading, writing, listening, speaking, and viewing; and
  - (7) The teacher understands the concepts inherent in numeracy to enable students to represent physical events, work with data, reason, communicate mathematically, and make connections within their respective content areas in order to solve problems.

iii. Critical Dispositions:

- (1) The teacher realizes that content knowledge is not a fixed body of facts but is complex, culturally situated, and ever evolving. He or she keeps abreast of new ideas and understandings in the field;
- (2) The teacher appreciates multiple perspectives within the discipline and facilitates learners' critical analysis of these perspectives;
- (3) The teacher recognizes the potential of bias in his or her representation of the discipline and seeks to appropriately address problems of bias;
- (4) The teacher is committed to work toward each learner's mastery

of disciplinary content and skills; and

- (5) The teacher shows enthusiasm for the discipline(s) they teach and is committed to making connections to everyday life.

5. Standard Five: Application of Content. The teacher understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to authentic local and global issues.

i. Performances:

- (1) The teacher develops and implements projects that guide learners in analyzing the complexities of an issue or question using perspectives from varied disciplines and cross-disciplinary skills (for example, a water quality study that draws upon biology and chemistry to look at factual information and social studies to examine policy implications);
- (2) The teacher engages learners in applying content knowledge to real world problems through the lens of interdisciplinary themes (for example, financial literacy and environmental literacy);
- (3) The teacher facilitates learners' use of current tools and resources to maximize content learning in varied contexts;
- (4) The teacher engages learners in questioning and challenging assumptions and approaches in order to foster innovation and problem solving in local and global contexts;
- (5) The teacher develops learners' communication skills in disciplinary and interdisciplinary contexts by creating meaningful opportunities to employ a variety of forms of communication that address varied audiences and purposes;
- (6) The teacher engages learners in generating and evaluating new ideas and novel approaches, seeking inventive solutions to problems, and

developing original work;

- (7) The teacher facilitates learners' ability to develop diverse social and cultural perspectives that expand their understanding of local and global issues and create novel approaches to solving problems; and
- (8) The teacher develops and implements supports for learner literacy development across content areas.

ii. Essential Knowledge:

- (1) The teacher understands the ways of knowing in his or her discipline, how it relates to other disciplinary approaches to inquiry, and the strengths and limitations of each approach in addressing problems, issues, and concerns.
- (2) The teacher understands how current interdisciplinary themes (for example, civic literacy, health literacy, global awareness) connect to the core subjects and knows how to weave those themes into meaningful learning experiences;
- (3) The teacher understands the demands of accessing and managing information as well as how to evaluate issues of ethics and quality related to information and its use;
- (4) The teacher understands how to use digital and interactive technologies for efficiently and effectively achieving specific learning goals;
- (5) The teacher understands critical thinking processes and knows how to help learners develop high level questioning skills to promote their independent learning;
- (6) The teacher understands communication modes and skills as vehicles for learning (for example, information gathering and processing) across disciplines as well as vehicles for expressing learning;

- (7) The teacher understands creative thinking processes and how to engage learners in producing original work; and
- (8) The teacher knows where and how to access resources to build global awareness and understanding, and how to integrate them into the curriculum.

iii. Critical Dispositions:

- (1) The teacher is constantly exploring how to use disciplinary knowledge as a lens to address local and global issues;
- (2) The teacher values knowledge outside his or her own content area and how such knowledge enhances student learning; and
- (3) The teacher values flexible learning environments that encourage learner exploration, discovery, and expression across content areas.

6. Standard Six: Assessment. The teacher understands and uses multiple methods of assessment to engage learners in examining their own growth, to monitor learner progress, and to guide the teacher's and learner's decision-making.

i. Performances:

- (1) The teacher balances the use of formative and summative assessment as appropriate to support, verify, and document learning;
- (2) The teacher designs assessments that match learning objectives with assessment methods and minimizes sources of bias that can distort assessment results;
- (3) The teacher works independently and collaboratively to examine test and other performance data to understand each learner's progress and to guide planning;
- (4) The teacher engages learners in understanding and identifying quality work and provides them with effective descriptive feedback to guide their progress toward that work;
- (5) The teacher engages learners in multiple ways of demonstrating knowledge and skill as part of the assessment process;

- (6) The teacher models and structures processes that guide learners in examining their own thinking and learning as well as the performance of others;
- (7) The teacher effectively uses multiple and appropriate types of assessment data to identify each student's learning needs and to develop differentiated learning experiences;
- (8) The teacher prepares all learners for the demands of particular assessment formats and makes appropriate accommodations in assessments or testing conditions, especially for learners with disabilities and language learning needs; and
- (9) The teacher continually seeks appropriate ways to employ technology to support assessment practice both to engage learners more fully and to assess and address learner needs.

ii. Essential Knowledge:

- (1) The teacher understands the differences between formative and summative applications of assessment and knows how and when to use each;
- (2) The teacher understands the range of types and multiple purposes of assessment and how to design, adapt, or select appropriate assessments to address specific learning goals and individual differences, and to minimize sources of bias;
- (3) The teacher knows how to analyze assessment data to understand patterns and gaps in learning, to guide planning and instruction, and to provide meaningful feedback to all learners;
- (4) The teacher knows when and how to engage learners in analyzing their own assessment results and in helping to set goals for their own learning;
- (5) The teacher understands the positive impact of effective descriptive feedback for learners and knows a variety of strategies for communicating this feedback;

- (6) The teacher knows when and how to evaluate and report learner progress against standards; and
- (7) The teacher understands how to prepare learners for assessments and how to make accommodations in assessments and testing conditions, especially for learners with disabilities and language learning needs.

iii. Critical Dispositions:

- (1) The teacher is committed to engaging learners actively in assessment processes and to developing each learner's capacity to review and communicate about their own progress and learning;
- (2) The teacher takes responsibility for aligning instruction and assessment with learning goals;
- (3) The teacher is committed to providing timely and effective descriptive feedback to learners on their progress;
- (4) The teacher is committed to using multiple types of assessment processes to support, verify, and document learning;
- (5) The teacher is committed to making accommodations in assessments and testing conditions, especially for learners with disabilities and language learning needs; and
- (6) The teacher is committed to the ethical use of various assessments and assessment data to identify learner strengths and needs to promote learner growth.

7. Standard Seven: Planning for Instruction. The teacher plans instruction that supports every student in meeting rigorous learning goals by drawing upon knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, as well as knowledge of learners and the community context.

i. Performances:

- (1) The teacher individually and collaboratively selects and creates

learning experiences that are appropriate for curriculum goals and content standards, and are relevant to learners;

- (2) The teacher plans how to achieve each student's learning goals, choosing appropriate strategies and accommodations, resources, and materials to differentiate instruction for individuals and groups of learners;
- (3) The teacher develops appropriate sequencing of learning experiences and provides multiple ways to demonstrate knowledge and skill;
- (4) The teacher plans for instruction based on formative and summative assessment data, prior learner knowledge, and learner interest;
- (5) The teacher plans collaboratively with professionals who have specialized expertise (for example, special educators, related service providers, language learning specialists, librarians, and media specialists) to design and jointly deliver, as appropriate, learning experiences to meet unique learning needs; and
- (6) The teacher evaluates plans in relation to short- and long-range goals and systematically adjusts plans to meet each student's learning needs and enhance learning.

ii. Essential Knowledge:

- (1) The teacher understands content and content standards and how these are organized in the curriculum;
- (2) The teacher understands how integrating cross-disciplinary skills in instruction engages learners purposefully in applying content knowledge;
- (3) The teacher understands learning theory, human development, cultural diversity, and individual differences and how these impact ongoing planning;
- (4) The teacher understands the strengths and needs of individual learners and how to plan instruction that is responsive to these strengths and needs;

- (5) The teacher knows a range of evidence-based instructional strategies, resources, and technological tools, including assistive technologies, and how to use them effectively to plan instruction that meets diverse learning needs;
- (6) The teacher knows when and how to adjust plans based on assessment information and learner responses; and
- (7) The teacher knows when and how to access resources and collaborate with others to support student learning (for example, special educators, related service providers, language learner specialists, librarians, media specialists, and community organizations).

iii. Critical Dispositions:

- (1) The teacher respects learners' diverse strengths and needs and is committed to using this information to plan effective instruction;
- (2) The teacher values planning as a collegial activity that takes into consideration the input of learners, colleagues, families, and the larger community;
- (3) The teacher takes professional responsibility to use short- and long-term planning as a means of assuring student learning; and
- (4) The teacher believes that plans must always be open to adjustment and revision based on learner needs and changing circumstances.

8. Standard Eight: Instructional Strategies. The teacher understands and uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections, and to build skills to apply knowledge in meaningful ways.

i. Performances:

- (1) The teacher uses appropriate strategies and resources to adapt instruction to the needs of individuals and groups of learners;
- (2) The teacher continuously monitors student learning, engages learners in assessing their progress, and adjusts instruction in response to

student learning needs;

- (3) The teacher collaborates with learners to design and implement relevant learning experiences, identify their strengths, and access family and community resources to develop their areas of interest;
- (4) The teacher varies his or her role in the instructional process (for example, instructor, facilitator, coach, and audience) in relation to the content and purposes of instruction and the needs of learners;
- (5) The teacher provides multiple models and representations of concepts and skills with opportunities for learners to demonstrate their knowledge through a variety of products and performances;
- (6) The teacher engages all learners in developing higher order questioning skills and meta-cognitive processes;
- (7) The teacher engages learners in using a range of learning skills and technology tools to access, interpret, evaluate, and apply information;
- (8) The teacher uses a variety of instructional strategies to support and expand learners' communication through speaking, listening, reading, writing, and other modes; and
- (9) The teacher asks questions to stimulate discussion that serves different purposes (for example, probing for learner understanding, helping learners articulate their ideas and thinking processes, stimulating curiosity, and helping learners to question).

ii. Essential Knowledge:

- (1) The teacher understands the cognitive processes associated with various kinds of learning (for example, critical and creative thinking, problem framing and problem solving, invention, and memorization and recall) and how these processes can be stimulated;

- (2) The teacher knows how to apply a range of developmentally, culturally, and linguistically appropriate instructional strategies to achieve learning goals;
- (3) The teacher knows when and how to use appropriate strategies to differentiate instruction and engage all learners in complex thinking and meaningful tasks;
- (4) The teacher understands how multiple forms of communication (oral, written, nonverbal, digital, and visual) convey ideas, foster self-expression, and build relationships;
- (5) The teacher knows how to use a wide variety of resources, including human and technological, to engage students in learning; and
- (6) The teacher understands how content and skill development can be supported by media and technology and knows how to evaluate these resources for quality, accuracy, and effectiveness.

iii. Critical Dispositions:

- (1) The teacher is committed to deepening awareness and understanding the strengths and needs of diverse learners when planning and adjusting instruction;
- (2) The teacher values the variety of ways people communicate and encourages learners to develop and use multiple forms of communication;
- (3) The teacher is committed to exploring how the use of new and emerging technologies can support and promote student learning; and
- (4) The teacher values flexibility and reciprocity in the teaching process as necessary for adapting instruction to learner responses, ideas, and needs.

9. Standard Nine: Professional Learning. The teacher engages in ongoing individual and collaborative professional learning designed to impact practice in ways that lead to improved learning for each student, using evidence of student achievement, action research, and best practice to expand a repertoire of skills,

strategies, materials, assessments, and ideas to increase student learning.

i. Performances:

- (1) The teacher engages in ongoing learning opportunities to develop knowledge and skills in order to provide all learners with engaging curriculum and learning experiences based on local and State standards;
- (2) The teacher engages in meaningful and appropriate professional learning experiences aligned with his or her own needs and the needs of the learners, school, and system;
- (3) Independently and in collaboration with colleagues, the teacher uses a variety of data (for example, systematic observation, information about learners, and research) to evaluate the outcomes of teaching and learning and to adapt planning and practice; and
- (4) The teacher actively seeks professional, community, and technological resources, within and outside the school, as supports for analysis, reflection, and problem-solving.

ii. Essential Knowledge:

- (1) The teacher understands and knows how to use a variety of self-assessment and problem-solving strategies to analyze and reflect on his or her practice and to plan for adaptations/adjustments;
- (2) The teacher knows how to use learner data to analyze practice and differentiate instruction accordingly; and
- (3) The teacher knows how to build and implement a plan for professional growth directly aligned with his or her needs as a growing professional using feedback from teacher evaluations and observations, data on learner performance, and school- and system-wide priorities.

iii. Critical Dispositions:

- (1) The teacher takes responsibility for student learning and uses ongoing analysis and reflection to improve planning and practice;
- (2) The teacher is committed to deepening understanding of his or her own frames of reference (for example, culture, gender, language, abilities, and ways of knowing), the potential biases in these frames, and their impact on expectations for and relationships with learners and their families;
- (3) The teacher sees himself or herself as a learner, continuously seeking opportunities to draw upon current education policy and research as sources of analysis and reflection to improve practice; and
- (4) The teacher understands the expectations of the profession including codes of ethics, professional standards of practice, and relevant law and policy.

10. Standard Ten: Leadership and Collaboration. The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning, to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth, and to advance the profession.

i. Performances:

- (1) The teacher takes an active role on the instructional team, giving and receiving feedback on practice, examining learner work, analyzing data from multiple sources, and sharing responsibility for decision-making and accountability for each student's learning;
- (2) The teacher works with other school professionals to plan and jointly facilitate learning on how to meet diverse needs of learners;
- (3) The teacher engages collaboratively in the schoolwide effort to build a shared vision and supportive culture, identify common goals, and monitor and evaluate progress toward those goals;
- (4) The teacher works collaboratively with learners and their families to

establish mutual expectations and ongoing communication to support learner development and achievement;

- (5) Working with school colleagues, the teacher builds ongoing connections with community resources to enhance student learning and well-being;
- (6) The teacher engages in professional learning, contributes to the knowledge and skill of others, and works collaboratively to advance professional practice;
- (7) The teacher uses technological tools and a variety of communication strategies to build local and global learning communities that engage learners, families, and colleagues;
- (8) The teacher uses and generates meaningful research on education issues and policies;
- (9) The teacher seeks appropriate opportunities to model effective practice for colleagues, to lead professional learning activities, and to serve in other leadership roles;
- (10) The teacher advocates to meet the needs of learners, to strengthen the learning environment, and to enact system change; and
- (11) The teacher takes on leadership roles at the school, district, State, and/or national level and advocates for learners, the school, the community, and the profession.

ii. Essential Knowledge:

- (1) The teacher understands schools as organizations within a historical, cultural, political, and social context and knows how to work with others across the system to support learners;
- (2) The teacher understands that alignment of family, school, and community spheres of influence enhances student learning and that

- discontinuity in these spheres of influence interferes with learning;
- (3) The teacher knows how to work with other adults and has developed skills in collaborative interaction appropriate for both face-to-face and virtual contexts; and
- (4) The teacher knows how to contribute to a common culture that supports high expectations for student learning.

iii. Critical Dispositions:

- (1) The teacher actively shares responsibility for shaping and supporting the mission of his or her school as one of advocacy for learners and accountability for their success;
- (2) The teacher respects families' beliefs, norms, and expectations and seeks to work collaboratively with learners and families in setting and meeting challenging goals;
- (3) The teacher takes initiative to grow and develop with colleagues through interactions that enhance practice and support student learning;
- (4) The teacher takes responsibility for contributing to and advancing the profession; and
- (5) The teacher embraces the challenge of continuous improvement and change.

11. Standard Eleven: Ethical Practice. The teacher acts in accordance with legal and ethical responsibilities and uses integrity and fairness to promote the success of all students.

i. Performances:

- (1) The teacher reflects on his or her personal biases and accesses resources to deepen his or her own understanding of cultural, ethnic, gender, and learning differences to build stronger relationships and create more relevant learning experiences;
- (2) The teacher advocates, models, and teaches safe, legal, and ethical use

- of information and technology including appropriate documentation of sources and respect for others in the use of social media;
- (3) The teacher promotes aspects of students' well-being by exercising the highest level of professional judgment, and working cooperatively and productively with colleagues and parents to provide a safe, healthy, and emotionally protective learning environment;
  - (4) The teacher maintains the confidentiality of information concerning students obtained in the proper course of the educational process and dispenses such information only when prescribed or directed by Federal and/or State statutes or accepted professional practice;
  - (5) The teacher maintains professional relationships with students and colleagues;
  - (6) The teacher provides access to various points of view without deliberate distortion of subject matter; and
  - (7) The teacher fosters and maintains a school environment which protects students from sexually, physically, verbally, or emotionally harassing behavior by recognizing, understanding, and conducting themselves in a sound and professionally responsible manner.

ii. Essential Knowledge:

- (1) The teacher understands how personal identity, worldview, and prior experience affect perceptions and expectations, and recognizes how they may bias behaviors and interactions with others;
- (2) The teacher understands laws related to learners' rights and teacher responsibilities (for example, for educational equity, appropriate education for learners with disabilities, confidentiality, privacy, appropriate treatment of learners, reporting in situations related to possible child abuse, and responding to harassment, intimidation, bullying, and suicide);

- (3) The teacher understands his or her professional responsibilities as reflected in constitutional provisions, statutes, regulations, policies, and collective negotiations agreements; and
- (4) The teacher knows and understands strategies to foster professional and productive relationships with students and colleagues.

iii. Critical Dispositions:

- (1) The teacher recognizes that an educator's actions reflect on the status and substance of the profession;
- (2) The teacher upholds the highest standards of professional conduct both as a practitioner in the classroom and as an employee vested with the public trust;
- (3) The teacher recognizes, respects, and upholds the dignity and worth of students as individual human beings, and therefore deals with them justly and considerately; and
- (4) The teacher recognizes his or her obligation to the profession of teaching and does not engage in any conduct contrary to sound professional practice and/or applicable statutes, regulations, and policy.

#### 6A:9-3.4 Professional Standards for School Leaders

School leader preparation, **school** district induction, and professional development programs shall align their learning opportunities with the [Professional Standards for Educational Leaders 2015](https://www.npbea.org/wp-content/uploads/2014/11/ProfessionalStandardsforEducationalLeaders2015forNPBEAFINAL-2.pdf), developed by the National Policy Board for Educational Administration (NPBEA), incorporated herein by reference, available at [<http://www.npbea.org/wp/wp-content/uploads/2014/11/ProfessionalStandardsforEducationalLeaders2015forNPBEAFINAL-2.pdf>] <https://www.npbea.org/wp-content/uploads/2017/06/Professional-Standards-for-Educational-Leaders-2015.pdf>.